



FINANCE & BUSINESS

QUALITY SERVICE. QUALITY PEOPLE.

July/August 2005

Shelow named Director of University Police

Steve Shelow has been named Director of University Police, effective June 30. Steve succeeds Tom Harmon who retired this summer after more than 32 years of dedicated service to the University and to the community.

Steve will be responsible for the oversight of police and security programs of the University and for developing, coordinating and implementing police and security-related programs with other administrative areas of the University.

Steve has been with the University Police for more than 20 years, starting as a Student Auxiliary Officer

in 1984 and then joining the department as a Police Service Officer in 1988. He was promoted to Police Manager in 1997, to Assistant Director in 1999 and to Deputy Director of the department in 2002.

As Steve takes over the responsibility of directing the department, he recognizes the accomplishments and dedication of Tom Harmon.

"I want to commend Tom Harmon for his tireless hard



Steve Shelow

work and for everything that he has done over the past 32 years to bring the University Police to where we are today," Steve says. "I am proud to have served with Tom and delighted that I have been provided with this opportunity to pick up where he left off on so many of the issues and projects on which he has worked so hard over the years.

"I am grateful for this opportunity and look forward to working with the many people with whom I have worked in the past."

Steve's training over the years has included instruction at the Federal Bureau of

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F&B mentor program needs volunteers, participants

The Finance & Business Mentor/Mentee Diversity Program, set to begin its second year, is looking for people interested in become mentors and mentees for the next program which starts in October.

The program, which is open to all Finance & Business units at all Penn State locations, connects seasoned employees with underrepresented minority employees who have been

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Finance & Business reorganizing to better serve University

Finance & Business is being reorganized to accommodate for Bob Finley's retirement this summer and to better serve the University.

The University Park Airport will be reassigned to Auxiliary & Business Services with Bryan Rodgers, Airport Director, reporting to Tom Gibson, Associate Vice President for Auxiliary

& Business Services.

Dan Sieminski, who has served as Assistant Vice President for Finance & Business over the past 10 years, will move into the position as Associate Vice President for Commonwealth Operations and assume Bob Finley's former responsibilities as Campus Liaison.

While Dan will primarily focus his attention on his campus responsibilities, he will also retain his University-wide responsibilities for bookstores, real estate, agreements and local government relations as these functions affect all campuses. In addition, Dan will continue to coordinate the preparation of agenda

items for the Finance/Physical Plant Committee of the Board of Trustees. Dan's other current responsibilities will be shifted to others within Finance & Business.

A new Special Assistant for Commonwealth Operations will report to Gary Schultz, Senior Vice

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As I See It . . .

*Gary C. Schultz
Senior Vice President for Finance
& Business/Treasurer*

I would like to thank everyone who attended and made this year's Finance & Business Spring Retreat a success. We were fortunate to have Dr. Linda Trevino from the Smeal College of Business and one of the country's most recognized researchers on the subject of business ethics as our guest speaker. Dr. Trevino pointed out many myths on the topic of business ethics and suggested steps organizations can take to strengthen their own practices in this area. I would also like to commend the three Finance & Business speakers who shared their knowledge and insights from their respective fields: Gary Langsdale from Enterprise Risk Management, Cassandra Kitko from Health Matters in OHR, and Gordon Turow from Campus Planning and Design in OPP. All three speakers did a wonderful job.

This spring has also brought about the need for major organizational changes within Finance & Business. As you know, Bob Finley and Tom Harmon both retired at the end of the fiscal year, taking with them a combined 75 years of experience at Penn State. While we will miss Bob

and Tom and their tremendous experience and expertise, I am committed to take advantage of this opportunity to accomplish two goals: to continue our commitment to support all Penn State campuses, and to position the Finance & Business organization for the future.

Dan Sieminski, who has served as Assistant Vice President for Finance & Business over the past 10 years, will move into the position as Associate Vice President for Commonwealth Operations and assume Bob's former responsibilities as Campus Liaison. Steve Shelow, who has been with University Police for more than 20 years, has been named Director of University Police. I have complete confidence in both Dan and Steve, and I am certain our organization will see continued success. (Please read the articles in this issue regarding the specific changes within Finance & Business).

As we all know, the leading edge of the baby boom generation is reaching retirement age. We in Finance & Business are not immune from this phenomenon and we are focusing special effort on succession planning across our organization. Despite the retirement of very experienced and capable leaders, our goal is to keep moving forward without skipping a beat.

I hope everyone has a safe and enjoyable summer.

Shelow

Investigation (FBI) National Academy in Quantico, Virginia in 2001. Fewer than 1 percent of police administrators in the country have the opportunity to participate in this program.

In addition to his responsibilities with the University Police, Steve has been active in other areas of the University and the community. He has served on many committees and focus groups and has established and fostered countless partnerships

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within the University, with local and state law enforcement agencies and with law enforcement agencies at other institutions in the Big Ten Conference and across the nation.

Steve earned a bachelor's degree in Administration of Justice in 1987 and a master's degree in Public Administration in 1988, both from Penn State. He currently is pursuing his doctorate in workforce education and development, also at Penn State. ■



Diane Disney, Chancellor, Penn State Great Valley School of Graduate Professional Studies, jokes with Bob Finley at a reception in June to honor him for his 42 years of service to Penn State and the Commonwealth Campuses. Many of Bob's associates were present at the reception to wish him the best of luck in retirement.

F&B leaders attend 2005 Spring Retreat



The leaders of Finance & Business met at the Penn Stater on June 6 for the 2005 Finance & Business Spring Retreat. At left, Guest speaker Linda Trevino, Ph.D., a national leader and expert in the field of business ethics and the Franklin H. Cook Faculty Fellow in Business Ethics in the Department of Management and Organization at Penn State, talks with Gary Schultz, Senior Vice President for Finance & Business/Treasurer, and David Lindstrom, Privacy Manager in the Enterprise Risk Management office, during a break at the retreat.



President Graham Spanier was one of the highlights at the retreat as he welcomed everyone and answered several questions from the crowd regarding Penn State's direction and challenges that the University is facing.



The day ended with a luncheon and a question-answer session with Gary Schultz.

Reorganize

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President for Finance & Business/Treasurer, and will be filled by one of the Directors of Business Services within the Commonwealth Campuses. The Special Assistant responsibilities will require approximately a .2 FTE commitment while continuing to report to the Campus Chancellor for their Director of Business Services responsibilities. The Special Assistant will attend Finance & Business bi-weekly staff meetings and periodic strategic planning retreats and will assist the Senior Vice President for Finance & Business/Treasurer, the Associate Vice President for Commonwealth Operations and all of the Finance & Business Unit Heads in serving the needs of the campuses.

As Dan assumed new responsibility, a new Associate Vice President for Finance & Business will be hired. A search will shortly be under way to fill this position to assist Gary Schultz in handling the overall workload in the central Finance & Business office.

"As we move forward with the restructuring, I feel we will be positioned to successfully support the campuses," says Gary. "Finance & Business will be structured to address the opportunities and challenges of the future." ■

Mentors

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with Finance & Business less than five years.

During the first year of the program, seven mentors were paired with mentees. Mentors and mentees meet throughout the year to talk about work-related and personal issues facing the new employees.

"The mentoring experi-

ence has opened my eyes to the challenges that our diverse workforce employees can face," says Mentor Joan Coble. Joan mentors Ok Soo Yoon, a housing residence hall worker originally from South Korea. "Something as simple to me as communicating by proper use of the English language was

not commonplace," Joan says. "It was a factor for me to address early on in the mentoring experience. But we found ways to do just that, learned together and, most importantly, forged a friendship along the way."

For more information about the program, call Steve Hayes at 865-2885. ■

Nominations accepted for 2005 QSQP Award

Nominations are now being accepted for the 2005 Quality Service, Quality People Award. The award recognizes Finance & Business individuals or teams at any Penn State location who have exhibited exemplary work performance. Nominations may come from within Finance & Business or any external source.

More information and the nomination form can be found on the Finance & Business Web site (see box

at end of article). Nominations should not exceed two pages, double-spaced, and may include up to five attachments (from peers, subordinates, superiors) to support the nomination. Support documents should also be limited to two pages.

The deadline for nominations is Aug. 31. Awards will be announced in September and individuals or teams recognized will receive a stipend, a recognition event and a plaque will

be placed in a prominent location, inscribed with the award recipient's name.

For more information, contact Carol Griffin, cjg3@psu.edu, in the Office of Human Resources at (814) 863-6188. ■

The nomination form and complete rules and regulations for the QSQP award can be found at www.psu.edu/oldmain/fab/



Transportation staff highlights

Frank Pope, Event Parking Coordinator in Transportation Services, recently graduated from the Certified Administrator's of Public Parking (CAPP) program through the International Parking Institute (IPI) and the University of Virginia.

Doug Holmes, Assistant Director of Parking, was elected as the Vice Chair for the International Parking Institute at the spring conference. ■

Finance and Business

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Ford Stryker
Associate Vice President for Physical Plant

Kenneth S. Babe
Corporate Controller

David E. Branigan
Executive Director, Office of Investment Management

Thomas V. Gibson
Associate Vice President for Auxiliary and Business Services

Stephen G. Shelow
Director of University Police

Susan D. Sampsell
Financial Officer

Daniel W. Sieminski
Associate Vice President Finance and Business Commonwealth Operations

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