



FINANCE & BUSINESS

QUALITY SERVICE. QUALITY PEOPLE.

November/December 2004

Ideas needed for 2005-08 Strategic Plan

Finance & Business, along with the rest of the units across the University, are currently working to develop Strategic Plans for 2005-2008. The goal of the Strategic Plans is to enhance the excellence at the University, while recognizing increased challenges and diminished resources.

Finance & Business's current 2002-2005 Strategic Plan identifies five key initiatives that are critical for the success of the organization. The initiatives and leaders of the teams are

Environmental Stewardship (Ford Stryker), Expenditure Control and Operational Efficiency (Jim Dunlop), Physical Assets (Ford Stryker), E-Business (Rich Pearce), and Diverse Workforce (Tom Gibson).

For the new 2005-2008 plan, Finance & Business employees are being asked to review the current Strategic Plan (available at <http://www.psu.edu/oldmain/fab/>) and offer suggestions/new directions for the 2005-2008 Strategic Plan.

"Our employees are our most important resource," said Gary Schultz, Senior Vice President for Finance & Business/Treasurer. "We know you have great ideas and we want to hear them. The Strategic Plan, which is vital to Finance & Business, impacts you, me, and the direction of our organization."

Great strides have been made in each initiative, resulting in cost savings, new programs, and other advancements for Finance & Business. For example,

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Deb Blythe receives 2004 QSQP Award

Deborah Blythe was awarded the 2004 Quality Service Quality People Award in November at a reception at the Penn Stater for her continuous work with all departments across the university to accommodate space and facilities needs.

As Director of the Facilities Resources and

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F&B focuses on diverse workforce, launches mentoring program



From left to right, mentees Emma Tackie, Sonali Dala, Ok Soo Yoon, O'Ryan Goring, and Yong-Joo Kim work together to solve a problem during the program orientation in October.

The Finance & Business Diversity Mentoring Program was officially launched in October during an orientation for the participants at Eastview Terrace. The program is designed to provide each new underrepresented racial/ethnic employee in the division of Finance & Business with a mentor to assist them in performing successfully in his or her current positions.

Introduced this year under the direction of Finance &

Business's Diversity Committee, the program links mentors in the organization with employees who have been at the university or a Finance & Business unit less than five years. The goal is to acquaint new employees with the many layers of the university and the community environment, while learning from their mentors' experience.

Seven new employees

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As I See It . . .

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

Strategic planning for an organization requires input from every level in order to be successful. As we begin to focus on

our goals and objectives within Finance & Business for the upcoming three years, we would like your thoughts about what you think is important.

Most people in any organization know that its people are the most important resource. Without our employees, none of the work we do would be possible. That is why I am excited about two possible new initiatives for the 2005-2008 Strategic Plan for Finance & Business.

One new initiative being considered focuses on the health and wellness of our people. Your health and well-being is important to me and to Finance & Business. We

want all of our employees to feel the best that they can at work and at home. Another possible initiative for the next three years is risk management for the organization. Finance & Business faces financial liability and countless other risks on a regular basis. Taking a proactive stand to identify these and other risks to the University will enable us to prevent many of these risks from ever occurring.

As the 2005-2008 Strategic Plan comes together, I am optimistic that the initiatives will benefit Finance & Business on the same level as the 2002-2005 plan.

Reviewing the tremendous accomplishments that came from Finance & Business's 2002-2005 Strategic Plan, I would like to thank the dedicated members of the Key Initiative teams who worked so hard to implement the new programs. Without the work of these teams, none of the advances would have been possible.

And, as always, thank you for being a part of Finance & Business.

Mentoring

signed up to participate in the program and were matched with F&B mentors by the Diversity Committee. Those not selected as mentors this year will be called upon to serve as mentors in the future.

The mentors and their mentees for this year are:

Wes Bumbarger & O'Ryan Goring; Joan Coble & Ok Soo Yoon; Tyrone Purham & Kenneth Frederick; Gail Gwynn & Yong Joo Kim; Deb Blythe & Emma Tackie; Jackie Babcock & Natasha McLaurin; Jay Sonti & Sonali Dalal

This new program is designed with retention in mind to assist diverse

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employees in transitioning into a new environment and climate, according to Steve Hayes, senior employment/recruitment specialist in Human Resources, who helped develop the program with Jan Barnoff, director of systems analysis and programming for the Corporate Controller's Office, and Lydia Abdullah, senior external reporting specialist in the Budget Office. The three are members of the F&B Diversity Committee, which is under the guidance of Tom Gibson, associate vice president of Auxiliary & Business Services. ■

Budget Office unveils new Web site design

The University Budget Office revised its Web site in October, improving the site design and navigation, and adding several new features. The address did not change, as the site can still be accessed at <http://www.budget.psu.edu>.

A navigation bar across the top of each page providing direct links to all of the pages on the site was added, in addition to new footers at the bottom of each page with search capabilities for all sites at Penn State.

In addition to the improved look and navigational components, the new Web site has an Armory

memorial page that includes photos of the landmark that symbolized Penn State's Land-Grant Act commitment to offer military training as part the nation's tradition of the citizen soldier.

The members of the Web redesign and Web implementation teams were P. Richard Althouse, Edie Hertzog, Tim Whitehill, Paul Liadis, Jody Heckman, Darla Confer, Lisa Green, Pamela Mong, Sok Kith, Denise Maines, and Janet Clemenich.

"It was a true team effort and everyone made important contributions," said Pamela Mong. ■

Strategic Plan

the Expenditure Control and Operational Efficiency team implemented a cost-savings program this year that asked employees to suggest ways for the University to save money. Hundreds of responses were submitted, and several ideas were implemented immediately. The Diversity team launched a Diversity Mentoring program this fall to provide each new underrepresented racial/ethnic employee in the division of Finance & Business with a mentor to assist them in performing successfully in his or her current positions. Both of these new programs, and many others not listed, are a direct result of the 2002-2005 Strategic Plan.

“The leaders of these teams, with the tremendous work from each team member, deserve a huge thank-you for their hard work and dedication,” Gary said. “But, as always, there are more opportunities to improve our organization.”

At a retreat in October, the leaders of Finance & Business focused on new goals/directions for Finance & Business, and began working to revise the plan for the upcoming three years. Many ideas to expand the current Strategic Plan were discussed. One suggestion was to add an initiative that focuses on the people of the organization, specifically the health and well-being of the employees. Finance & Business is dedicated to the

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wellness of its employees, offering many programs to help people prevent illnesses before disease and/or complications arise. Physical well-being is not the only aspect of this new concern, however. Employees’ emotional health and their satisfaction with Penn State as a place to work are major factors in sustaining a healthy and happy workforce.

Another suggestion involved enterprise risk management, focusing on ways to deal with risks proactively and recognizing the ramifications about the risks within Finance & Business and across the University. Often, people only think of insurance and liability risks, but Finance & Business is working to broaden its definition of risk, including the financial and reputational risks to the University, with the goal of staying ahead of the curve and serving as the benchmark for all units at the University to follow when dealing with potential risks.

These are just two of the items being considered for new initiatives for Finance & Business. More input is still needed. After reviewing the current plan, employees can send their suggestions for the 2005-2008 Strategic Plan to Dan Sieminski at dws8@psu.edu. ■

To review the 2002-2005 Strategic Plan, go to <http://www.psu.edu/oldmain/fab/>



Gary Schultz presents Deb Blythe with the award at a reception in November at the Penn Stater.

Award

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Planning Office, Deb and her staff maintain space records for more than 1300 buildings throughout the 24 Penn State campuses. She is responsible for the management of 14 million gross square feet of space at University Park, with 19 million gross square feet throughout the entire system. Specifically, Deb staffs the Facilities Resources Committee, which is responsible for space assignments at University Park and campus planning at other campuses.

“Deb and her staff provide a valuable resource for this University – a job that is challenging at best and nearly impossible at worst,” said Gary C. Schultz, Senior Vice President for Finance & Business/Treasurer. “She has my full respect and I can think of no one who deserves this award more.”

In a letter nominating Deb for Finance & Business’s top award, Eva J. Pell, Vice President for Research and Dean of the Graduate School, stated, “I am constantly amazed at Deb Blythe’s creativity. Her capacity to look at

the competing needs of several units, and to find solutions that satisfy all parties is really quite remarkable.”

In a supporting letter of her nomination from Rodney A. Erickson, Executive Vice President and Provost, he described Deb as “one of the very best staff members with whom I work,” and added that he “greatly values Deb’s contributions to the University, and I know that many of my colleagues also share my high regard for her abilities.”

Deb came to Penn State in 1992 from Old Dominion University in Norfolk, Va., where she served as Director of Facilities Planning. She graduated Magna Cum Laude with an Associate’s Degree in Fine Arts from Tidewater Community College and a Bachelor of Fine Arts from Old Dominion University. Deb is married to Burton Blythe and has one son, Sean McNeilage. ■

F&B employees help area students with career paths

Members of Finance & Business and other units at Penn State participated in a Vocational Mentoring Day at University Park on Sept. 24. The goal was to bring students with disabilities into the workplace where they could learn firsthand about career opportunities and to promote the employment of students with disabilities through job shadowing, personal mentoring, and other career exploration activities.

Forty high school students with disabilities from Centre

County and surrounding school districts identified areas of vocational interest and mentored with employees in these fields. Mentors shared the needed skills and demands of their jobs and helped students understand the connection between school and work.

The day began with breakfast at the Penn Stater, where students and mentors got acquainted. After breakfast, students went to the mentors' work sites. The day ended with a tour of the All Sports Museum, complete with a view of Beaver

Stadium from the new club seats.

The event was made possible by a grant from the Pennsylvania Office of Vocational Rehabilitation. Marianne Karwacki, Coordinator of the Opportunity Network for Employment Program in OHR, served as the co-chair of the committee and coordinated all event planning and logistics.



OPP's Derrill Ghaner discusses his job with one of the students.

To read the entire article, go to <http://www.psu.edu/oldmain/fab/>



Finance and Business

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