



FINANCE & BUSINESS

QUALITY SERVICE. QUALITY PEOPLE.

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EHS's 'Tank Lady' wins Quality Service Quality People Award

When Lysa Holland came to Penn State four years ago to oversee several of the University's environmental programs in Envi-



Lysa Holland

ronmental Health and Safety (EHS), she never imagined that one day she would be nominated for an award, much less win. But that's exactly what happened.

The comfortable-behind-the-scenes Holland is this year's Finance & Business

Quality Service Quality People Award recipient for her exemplary leadership in environmental stewardship.

The Quality Service Quality People Award was established in 1999 as part of Finance & Business's strategy to create, encourage, and maintain an environment within the organization that supports, develops and motivates the workforce.

Holland, who is often referred to as the "Tank Lady" and holds the title with pride, manages the Storage Tank Management Program, which aims to protect the environment and people, while meeting the needs of the University.

The tanks include those used for the storage of oils and hazardous materials. The program goals are to minimize the number of tanks and the volume of material stored, develop alternatives to storage tanks, ensure good installations, meet regulatory requirements, and remove tanks that put the University at risk of causing environmental damage.

"The award was a pleasant surprise," she says. "My work is always part of a team, so to be singled out is something I'm not used to."

Holland credits the success of the program to the many people of Environmental Health and Safety with whom she works, and the ever-growing relationship among the researchers, ad-

ministration and operations personnel at the University.

"We have fabulous researchers here doing great things, and I am able to help bring them together with others in the University to better the environment. Penn State is so open-minded with environmental issues," she says. "I take being the steward of University property very seriously."

Maurine Claver, EHS director, realizes Holland's commitment to the University. "Lysa established a program that is considered by her peers and state regulators to be a benchmark in which others are measured," Claver says. "It

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Finance & Business staff help area youth through career program

Finance & Business staff members recently participated in a Vocational Mentoring Day in which area high school students with disabilities visited University Park to learn firsthand about career opportunities. The purpose of the day is to promote the employment

of students with disabilities through job shadowing, personal mentoring, and other career exploration activities.

Forty-two students from the region identified areas of vocational interest, and University staff members whose jobs matched a student's vocational interests were invited to mentor

one or more students for the day. Mentors shared their insights with students about the needed skills and demands of their jobs and helped students understand the connection between school and work.

Thirteen staff members from these units within Finance & Business men-

tored one or more students: Housing & Food Services, the Office of Physical Plant, Environmental Health and Safety, and University Police Services. Other mentors included staff and faculty from: WPSU-FM, Nursing Department, College of

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As I See It . . .

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

First, I want to recognize the Nittany Lion sports teams – football, field hockey, men and women’s soccer, and women’s volleyball – for their Big Ten

titles. Their conference dominance is an amazing feat, and an achievement I know will make Penn State even more attractive to prospective students in the years to come. However, Penn State’s lure is not in question.

This fall marked the second best year in Penn State history in terms of applications – about 84,000. This is an increase of nearly 1,800 over last year. Students are choosing Penn State, but at the same time overall tuition income is actually down in 2005-06 by 0.8% due in large part to an emerging positive trend – more students are graduating in four years.

What does all this mean for Finance & Business? With enrollments down, across the University we will all have to tighten our belts to make up for lost tuition income. We

started the fiscal year expecting to recycle 0.5% of our budget for 2005-06; now with the magnitude of the enrollment drop, we will need to recycle a full 1.0% of our annual budget. Further to bring our expenses in-line with our income, we will need to recycle 2.0% of our 2006-07 permanent budget.

I am highlighting this to ask everyone to find savings wherever possible. Finance & Business must lead by example – living within our means and making sure every dollar is being spent wisely. And while our admissions staff is taking steps to increase enrollments at all campuses for fall 2006, recruiting and retention of students is everyone’s responsibility. By doing the best job we can to serve our students and conserving University resources, we can continually improve the student experience and maintain Penn State’s reputation as one of the nation’s premiere higher education institutions.

With the holidays approaching, I would like to wish everyone a safe and happy holiday season. Thank you for the contributions you make each day as part of the Finance & Business team.

FastStart mentoring program needs help from F&B staff

Finance & Business staff members are being asked to consider becoming a mentor in Penn State’s FastStart mentoring program, which connects new Penn State students of color with both an alumni mentor and a faculty or staff mentor.

The mentoring program provides mentors with the opportunity to develop a supportive relationship with a University Park student and to assist this student with his or her transition to college. In addition to the personal and professional benefits to individual Fast-

Start volunteers, widespread participation in this program can help retain new students of color and it can also provide a mechanism to meet some of the University’s strategic goals for outreach and diversity.

The FastStart program, a partnership between the Penn State Alumni Association and the Division of Student Affairs through the Paul Robeson Cultural Center, has been in existence since 1996 and since then has provided assistance to more than 1,000 students. Student participation in the program is voluntary,

and because each mentor is assigned just one student per year, it is highly individualized with each match determining the parameters of their involvement. Mentors may provide support on a wide-range of topics including careers, time-management, extra-curricular activities, classes, and getting to know the State College community, to name a few.

FastStart runs the course of the academic calendar, with the majority of matches made during the waning days of the summer vacation. This year, due

to word of mouth and the tremendous success of this program, student applications for the program are still coming in daily. Currently, several students are not matched with a faculty or staff mentor.

For more information on the FastStart mentoring program and an online application (under “Information for Faculty/Staff”), go to www.alumni.psu.edu/faststart. The program coordinator Teresa Hilgren can be reached by phone at 863-6386 or through e-mail at tch4@psu.edu. ■

Holland

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is clear that the University benefits tremendously from such a talented and committed individual.”

Gary C. Schultz, Senior Vice President for Finance & Business/Treasurer, recognizes the work Holland is doing as important to the University’s commitment to environmental stewardship. “Penn State has a responsibility to the environment and the community, and this requires the work of people like Lysa who are ever-vigilant and mindful of potential hazards that could threaten the ecosystem,” he says. “The work that goes on behind the scenes is not

always recognized, so I am pleased that the dedication displayed by Lysa and the entire EHS staff is being honored this year.”

In addition to her work with storage tank management, Holland is also involved with the University’s push to develop alternative biodegradable fuels and lubricants for vehicles and equipment to reduce the environmental impacts of spills and releases from diesel and hydraulic fluids. She worked with faculty and staff from academic and administrative units to implement the use of these fuels in equipment through-

out the College of Agricultural Sciences and within the Office of Physical Plant. As a result, more than 200 pieces of farm equipment including trucks, tractors and attachments are now using biodegradable fuels and fluids instead of petroleum-based fluids.

“By implementing this program the University has not only saved money on spill cleanups, but is also leading the way to a better future,” says Kevin Myers, manager of EHS’s Hazardous Materials Program. “This is just one example of how Lysa is always looking for better and more environ-

mentally friendly ways of doing her job.”

Holland believes that her working relationship with members of the University community is responsible for the program’s success. “The work is all in relationships,” she says. “When there is spill or another problem, people feel comfortable calling me.”

Holland came to University Park in 1984 to complete a master’s degree in mining engineering. She worked for a private company in the area and as an environmental consultant before coming to Penn State in 2001. ■

Diversity Mentoring Program graduates first class, welcomes second



Members participating in this year’s Diversity Mentoring Program are: (front row, left to right) Abbas Badani, Multimedia & Print Center; Olga Perez, Worker’s Compensation; Juanita Bowser, Research Accounting; Minnie Reska, Hospitality Services. Standing behind their respective mentees are: (left to right) Jim Smith, Physical Plant; Kelley King, Financial Information Systems; Roseann Sieminski, Bursar’s Office; Billie Willits, OHR.

A graduation ceremony was held for the first class of the Finance & Business Diversity Mentoring Program in October. 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 last 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.

In addition to the graduation, the incoming class of mentors and mentees of this year’s program participated in a training session outlining the goals of the programs. The graduates also shared with the new class various tips on how they overcame certain obstacles such as scheduling conflicts, time-release issues, and communication issues. ■



At left

Graduating from last year’s Diversity Mentoring Program are: (front row, left to right) O’Ryan Goring, Hospitality Services; Ok Soo Yoon, Residence Halls; Sonali Dalal, Investment Management; Nakisha McLaurin, Residence Halls; and Ken Frederick, Residence Halls. Standing behind their respective mentees are: (left to right) Wes Bumbarger, Financial Officer; Gail Gwynn, Police Services; Joan Coble, F&B Central Office; Deb Blythe, Physical Plant; Jay Sonti, Financial Officer; Tyrone Parham, Police Services; Jackie Babcock, Investment Management. Not pictured were Emma Tackie, Physical Plant and Yong Joo Kim, Residence Halls.

Careers

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Agricultural Sciences, the Small Business Development Center, Bennett Family Center, School of Visual Arts, School of Information Sciences and Technology, Centralized Biological Laboratory, Eberly College of Science, University Health Services, Palmer Museum of Art, Media and Technology Support Services, and Information Technology Services.

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 the Office of Human Resources, served as the co-chair of the committee and coordinated all event planning and logistics.

Feedback from students, school district staff, and mentors was overwhelmingly positive. Due to the success of this year's program, efforts will be made to secure funds to hold another Vocational Mentoring Day in 2006. ■



Adam Ilgen, a student from Bellefonte High School, helps Vickie Weston, a bakery assistant, prepare a dessert in the Food Services' Bakery.

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