



A&FS News and Views

News from the
University of Northern
Iowa's Administration
and Financial Services
Division

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Employee Rewards and Recognition

By Jenny Hansmann and Nate Klostermann

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The Administration and Financial Services Division held their annual Rewards and Recognition Reception January 13th. The reception was attended by over 200 people, representing current employees, cabinet members, division retirees and spouses. The reception started off with social time, appetizers and live music provided by local talent, Mick Staebell.

Vice President Tom Schellhardt provided the opening remarks and a welcome to special guests and retirees to start the program. Next, President Ben Allen spoke to the group and was followed with a video depicting division accomplishments. Committee chair, Nate Klostermann, then gave recognition to the 2010 Panther First recipients and Years of Service milestone recipients.

The Eunice A. Dell Award "Making a Difference" was presented by Jan Hanish. Gary Shontz and Therese Callaghan were the recipients of the 2010 Eunice A. Dell Award. Each of them

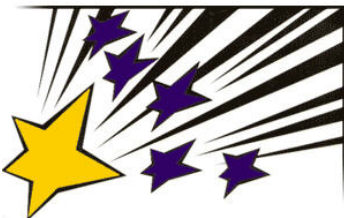
received an engraved starfish plaque.

Vice Chair, Christina Geweke recognized the 2010 High Five Award nominees. Employees across campus submitted eighteen nominations. This year's recognition committee was comprised of nine voting members. The committee evaluated the nominations without knowing the employee's name or classification. Two ex officio members serve on the committee, but do not vote in the evaluation process for the High Five Award. A total of five individuals received the 2010 High Five Award. Each recipient was presented with an engraved plaque to commemorate the occasion. Those receiving the 2010 High Five Award were Dan Buseman, Tresa Habinck, Ron Hall, Catherine Shafer, and Larry Weber.

The committee would like to thank everyone for taking time out of their busy schedules to participate in this event. This year's committee members were

Nate Klostermann (chair), Christina Geweke (vice chair), Sheri Bishop, Doug Lovejoy, Bonita Refshauge, Vee Shaffer, Bobbi Vandegrift, Deb VanRoekel, Doug Widen, Jennifer Hansmann (ex officio) and Lori Hoffmann (ex officio).

Thank you for completing the survey and providing feedback. This information is useful as the committee plans for next year's event. See you at next year's celebration!



Annual A&FS Rewards and Recognition



Rewards and Recognition Committee

Annual A&FS Rewards and Recognition

Panther First Award Recipients



Eunice A. Dell Award—Making a Difference

In June 2008, the Division, the University and the community lost a good friend when Eunice Dell passed away. In her obituary it was noted that her strong faith was, “reflected in her warm and friendly smile, her willingness to help and her dedication to making the world a better place.” At UNI, this was reflected in more than 30 years of distinguished service in a variety of positions, from budget director, to MEMFIS project manager, to faculty/staff disability services coordinator, to interim Vice President, and to her position as Assistant Vice President for Administration and Finance. However, these positions only tell part of the story. What the titles don’t reflect are the many lives that Eunice touched. Whether it was a deserving student through her dedication to the Panther Scholarship Club, the Sammie L. Dell Scholarship fund for minority students, or a young professional at The Way Up Conference, to all the individuals involved in the many community organizations she supported, or to each of us that she helped through a particularly tough situation. Those who had the privilege of working with her always knew they were in the presence of someone special. To honor Eunice’s service and the legacy that she lived, “The Eunice A Dell Award for Making a Difference” was established.

Five criteria were developed for nominations, modeled after those ideals that Eunice lived. Award nominees should have made a difference in one or more of the following areas:

- Nurturing diversity and respect
- Promoting service, activism and engagement
- Modeling compassion for others
- Providing access and opportunity
- Leading the Way

The committee reviewed nominations for division employees, and this year selected two very worthy recipients. This year’s deserving “Making a Difference” recipients are Gary Shontz and Therese Callaghan.



According to the nominator, Gary is a “difference maker”; a person who has “bedrock values and a gentle heart.” The nominator states that the award winner provided “opportunities to shape ones perspective and open gateways of understanding” by encouraging participation in the annual House of Hope luncheon. The nominator also cites Gary’s willingness to share his wisdom and knowledge of the financial world, especially with his students in his role as adjunct instructor for the university. He states: “I have the opportunity to witness multiple professor/student, protégé/mentor conversations. I have seen students from various backgrounds with various levels of understanding enter the office, displaying a high level of anxiety. Without fail, after a few minutes of conversation, tutoring and/or reassurance, the students leave in a much better frame of mind.” For his work on campus, and supporting activities such as House of Hope, his mission work in Mazatlan, Mexico, and his support of our students, Gary Shontz is a deserving recipient of the Dell Award.

Nominators for Therese noted the numerous ways on and off the job that she makes a difference. Throughout the Cedar Valley she is active on the United Way annual campaign, serves as a commissioner on the Cedar Falls Human Rights Commission, and serves a variety of professional organizations throughout the area and the state. One of the positions that Eunice held later in her career at UNI was to work as Faculty and Staff Disability Service coordinator, a role that she embraced because she knew how much this kind of assistance can make a difference to those she served. Therese has continued that role and worked to increase the level of campus awareness about opportunities that can be afforded to those who have barriers to employment. Her nominators state that “her efforts contribute to the recruitment and retention of a more diverse workforce through disability accommodation.” They further state that she is “active on many campus committees -- such as the Coordinating Committee for Disability Accommodations and the University Health and Safety Committee” and her involvement “serves to further extend campus knowledge of disabilities and contributes to the positive impact of such programs.”



High Five Award Winners!



Dan Buseman



Tresa Habinck



Ron Hall



**Catherine
Shafer**



Larry Weber

Nominations for the Administration and Financial Services Division's High Five Award for Excellence are taken annually and reviewed by the A&FS Rewards and Recognition Committee. This prestigious award recognizes A&FS Division employees for continued and outstanding achievement in the division's core values of service excellence, teamwork, and initiative. By reaching higher and farther, High Five recipients exemplify the ways that all division employees can help University of Northern Iowa achieve new heights of excellence. This year's recipients include Dan Buseman, Tresa Habinck, Ron Hall, Catherine Shafer, and Larry Weber.

Dan Buseman, Arborist, Grounds Services

Dan knows the best way to get things done! He is non-stop in anticipating customer needs and partners with his co-workers and campus stakeholders to accomplish the task. When given a challenge he effectively works to offer options and alternatives that contribute to the accomplishment of university goals, all while operating ethically and respectfully to everyone he works with. He brings an infectiously upbeat and positive manner to every task and holds himself personally responsible for achieving positive results. He is a leader in modifying practices within his area to attain quality service through the adoption of best practices and is always willing to share ideas. These reasons and more make him an outstanding employee.

Tresa Habinck, Clerk IV, Business Operations

Tresa is known for her prompt response to inquiries and always responds with great willingness to serve. Employees can always count on her to go out of her way to provide the correct answer or offer a suggestion on how to find the information if it is outside of her area. This nominee has what can be described as a servant heart. It's reassuring to know she is on the other end of the phone smiling, thinking of a way to help you through the situation. Her quick response to provide information often makes a difference in others being able to effectively and efficiently do their jobs. She has an overwhelming desire and commitment to serve UNI employees and is truly a valuable resource to campus.

Ron Hall, Supervisor Plant Services, Operations & Maintenance

Ron is an employee that consistently responds to the needs of campus. He can usually be found in the thick of a problem with an action plan in hand. Whether it is coordinating his staff, arranging for special assistance, or establishing priorities, this nominee goes out of his way to ensure facilities are operational and comfortable for faculty, staff, and students. He has great communication with his staff and consistently puts the right people in areas where they can be most effective all while looking for training opportunities or equipment to make them more efficient.

High Five Award (continued)



Ron Hall (continued)

Although this can sometimes make his job more difficult he understands that it is needed to ensure things get done to make sure campus is operational and protected. He can be counted on to enthusiastically jump into a problem or project to guarantee everyone else has what they need to do their job.

Catherine Shafer, Facilities Coordinator, Custodial Services

Catherine is persistent in getting information or responses, but manages to do so in a patient and appropriate manner. In her daily interaction with faculty, staff, students, alumni, and donors she always treats everyone with the same respect and attention. She often steps outside her normal duties to ensure the success of an event or help a committee meet their goal. Anyone that works with her has trust and confidence in her abilities. She has a wonderful understanding of others strengths and skills and often seeks them out to enhance the planning or ultimate outcome of a project. Since she has an understanding of what needs to be accomplished, she is able to focus on the details and offer creative solutions. In an effort to provide the best possible service, this nominee consistently seeks out ways to learn more about the University and students and is greatly appreciated.

Larry Weber, Custodian I, Custodial Services

Larry was described as very dependable, hardworking, conscientious, kind, and humble. A nominator went on to say this employee understands the needs of his position, is always cooperative, and immediately responds to any request. The pride he takes in his work is second to none, which typically causes him to exceed all expectations. Often he is so efficient that he anticipates what is needed and acts before a request is even made. He never complains about anything nor seems frustrated by the daily demands and responsibilities of his position. This employee is a good example to all of us and deserves special recognition.

Congratulations to the recipients!

Progress Made with FAMIS

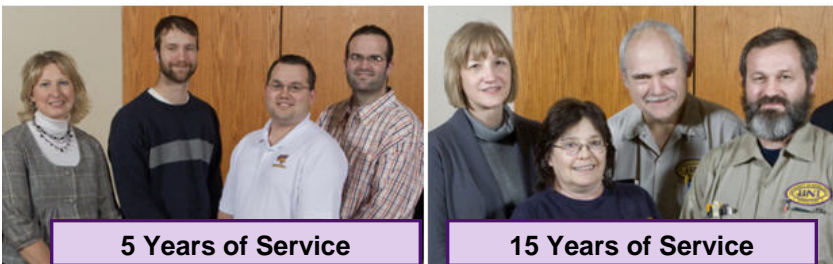
By Carol Sherwood

Phase I of the FAMIS project is on schedule to begin testing in February with a targeted “go-live” date in May of 2011! Thanks to the dedication of many people from our division, we have been able to make these goals possible.

FAMIS will help centralize the record-keeping for all work orders, preventive maintenance, and projects performed by Facilities Services staff. Information will be available from one source, providing more timely and accurate reporting for our campus customers. Stay tuned for more as spring approaches.

Congratulations! Years of Service Awards

<p>5 Years</p> <p>Scott Bentley Heather Dean Patrick Hogan Colin McDonough Jocelyn Moeller Blake Murray William Tuzicka</p>	<p>10 Years</p> <p>Eric Ackerson Randy Blackford Janelle Darst Gregory Davies Rose Edwards Tonya Gerbracht Tony Hanson Cherie Kreger Jack Miller Brenda Neff</p> <p>Brad Nelson Richard Nelson Mindy Noble Sandy Nordahl Terry Pieken Robert Pudil Wendel Reece Vee Shaffer Lisa Steimel Gregg Vanderholt</p>	<p>15 Years</p> <p>John Bermel Eric Blake David Burroughs Jacquelyn Fry Joan Johannes Keith Kressin Brent Maitland</p> <p>Ronald Melohn Floyd Russ Myers Bobbi Petersen Daryl Pruin Gary Robinson Roger Sattizahn Dennis Thomas</p>
<p>20 Years</p> <p>Richard Elefsrud Peg Hamlett Lavada James Paula Lindberg Donald Perry Michael Schulz Larry Weber</p>	<p>25 Years</p> <p>Diane Davison David Diercks Paul Meyermann Kathleen Schwanz Joan Shafer Joyce Willms</p>	<p>30 Years</p> <p>Diane Juel Peggy Pape Kathy Siems</p>
<p>35 Years</p> <p>Danny Rhoads</p>		



Congratulations!

2010 Panther First Awards



One Panther First Award Received

Sharon Alcott
Jon Arkulari
Susan Baker
Tony Bass
Kevin Bley
Joe Boutott
David Burroughs
Craig Cook
Eileen Dare
Travis Duncan
John Geary
Christina Geweke
Peg Hamlett
HRS Staff
Dana Jaeger
Kevin Jaeger
Carol Johnson
Helen Johnson
Amber Jones
Adam Kracke
Travis Kramer
Cherie Kreger
Chris Kremer
Keith Kressin
Becky Kriz

Gordon Krueger
Beth Kuehl
Brent Maitland
Brian McBride
Ron Melohn
Paul Meyermann
Barb Noel
Patrick Oetker
Vic Paulsen
Betty Priebe
Keith Reid
Jim Riggle
Gary Robinson
Chris Rohwedder
Gary Saak
Jack Shafer
Joan Shafer
Carol Sherwood
Nick Uhlenhake
Larry Vandyk
Tammy Way
Cindy Webb
Marlyn Weber
Doug Widen
Mike Zwanziger

Multiple Panther First Awards Received

Scott Bentley
Doug Lovejoy
Brenda Wetzel

Meet the GBPAC Technical Crew !

By Janelle Darst

At 5:00 a.m. the show trucks pull up to the Gallagher-Bluedorn. Unloading, setting up scenery and equipment, checking audio, and arranging lighting takes the nine hours until the 2:00 p.m. performance. The repeat performance is at 7:30 p.m. Immediately following the final curtain at around 10:30 p.m., the show comes down and is put back on the trucks. Tearing down goes faster than setting up, so in three hours, around 1:30 a.m., the trucks head off to their next venue. The staff has just over four hours to prepare for the large corporate meeting, which will begin at 6:00 a.m.

Another scenario could be a big band is coming, and you must travel to Minnesota to rent the keyboards, drums, and many of the instruments, as musicians do not usually carry their large or bulky instruments with them. Once the instruments have been brought back to GBPAC in the nick of time, you have to place the amplifiers where they will do the most good, do sound checks with the musicians, check the lighting modifications they require, set up the big audio board in the center of the first floor, and make sure the musicians have all of the seating and equipment they will need for the show which opens in an hour or less.

Such is the demanding life of the Tech Crew, which works 300-plus events during an academic year! (Summers allow time to fix problems that arose during the year.) Let's meet this remarkable Tech Crew!



Sandy Nordahl is Technical Director of the Gallagher-Bluedorn, overseeing all of the technical support required to put on a show. He has been with the GBPAC since its beginning.

Sandy grew up in Waterloo, and received a BA in Music from UNI and a Master's in Music Composition from the University of Oklahoma. He worked briefly in a recording studio, then took a job at Oklahoma State University as recording engineer/technical director for their performance hall. When the Gallagher-Bluedorn opened, Sandy came as audio engineer in 2000 and moved up to technical director in 2003.

Sandy plays double bass and performed with the Waterloo-Cedar Falls Symphony for two of their fall concerts. He plays with rock bands, experimental electronic music groups, and has entertained at some of the GBPAC's preview parties. He also plays guitar and does lots of composing. A video he made for an art exhibit at the UNI Museum is currently on display there.

Sandy and his wife, Ann, have two daughters. One is teaching English in South Korea, and the other lives nearby in Evansdale.

Travis Duncan is Assistant Technical Director in charge of audio. Travis was a tech supervisor at the Gallagher-Bluedorn while he was a student at UNI. In January of 2004, a year after he graduated with a degree in Industrial Technology Management, he came to work full-time at the GBPAC. Travis has hands-on responsibilities for about two-thirds of the 300+ events.

Travis says every show is different; nothing is "cut and dried." Everything has multiple layers of complexity. Travis is also responsible for any show taken on the road, such as certain Kaleidoscope or Artist Series events taken to nearby cities and the Beers to You event at the Five Sullivan Brothers Center.

Currently, Travis is working on the installation of a new video unit, including mixer, camera inputs, and lots of technical gear, to provide a broadcast-quality video production suite, which will better support the events that come in the Waterloo-Cedar Falls Symphony concerts.



Meet the GBPAC Technical Crew ! (continued)

Travis is grateful that the three technical staff members have rotational schedules, so that each one does not have to be at every event. He enjoys having time with his wife of six years, Anne, whom he met at Indian Hills Junior College in Ottumwa, and their identical twin boys, Riley and Leyton, who were born June 22nd. In any spare moment, Travis enjoys cooking, woodworking, and kayaking.

Chris Tuzicka is Assistant Technical Director and master technician in charge of lighting. He works with shows on their lighting requirements and maintains the complete lighting system.

Chris has worked in theater since the age of 18 because both his parents were members of the Stage Hands Union in Kansas. However, he started Wichita State University majoring in business. He soon learned that he didn't enjoy that, so he transferred to the School of Theater and became much happier. Seven years ago, Chris graduated with a degree in technical theater and his wife, Debra, graduated with a degree in dance. They moved to Houston, where Debra worked with the Houston Metro Dance Company.

Chris heard about the Gallagher-Bluedorn through another theater, and he applied for a job. He says, "Sandy hired me and he's been putting up with me ever since." Chris is in his sixth year here and feels very lucky to be able to apply his degree. He says he really enjoys the creative work here. Meanwhile, wife Debra teaches dance at Kinetic Energy in Cedar Falls and Independence.



Chris spends any free time fishing, playing video games and ultimate Frisbee, and learning how to play drums. He played with Sandy's group at a preview party and is in a group called Pac-a-Techs made up of student tech-crew members and Chuck Pugh, the Tech Director of the School of Music.

Besides these three dedicated tech-crew members, the Gallagher-Bluedorn hires **55-70 students** each year to work with the staff. Sandy says, "We could not do without the students," and Travis adds, "Our lives would be chaotic without them." Students are trained to work lights, audio, backstage, set up and anything that needs to be done. Chris says, "The most fun is working with students—training and teaching." All of the staff think working with students is very fulfilling. Several students have switched majors when they caught the theater "bug," and a few have gone on to make theater their careers. One student got a job offer right on stage from a traveling company. She could have left with them that very day, but she finished her degree and then toured with them for six months. She is now making her living as a freelance lighting technician in New York City.

The three staff members agree that it's hard to watch shows elsewhere and not be critical because they can pick up any missteps in lighting, audio, or staging. Sandy says the last "perfect" show he saw elsewhere was Cirque du Soleil in Las Vegas.

Twice a year (at least) the staff has to deal with multiple back-to-back shows, where one show leaves and another comes in. Other times, the shows are repeated twice in a day. Those times can get fairly "crazy." Sometimes the tech staff is at the Gallagher-Bluedorn for 30-36 hours or more with no time to return home to sleep. Sandy admits to having snatched a quick nap on the floor of the sound booth between shows!

That's dedication. Our Tech Crew displays plenty of it.

New to the Neighborhood

Athletics

Samantha Allison, Women's Basketball

Sami Allison is in her first season with the Panthers. Allison serves as UNI's skill development camp director and coordinates UNI's film exchange. She works primarily with the Panther post players and with the team defense. She also works in all phases of recruiting, with game scouting, and all phases of practice.

Allison, a native of Libertyville, Iowa, joins the Panthers with seven years' experience as an assistant at the NCAA Division I level. She most recently spent two seasons at Monmouth University in New Jersey. While with the Hawks she was responsible for scheduling, recruiting, marketing, camps and clinics, and equipment.

Allison earned her bachelor's degree in marketing from St. Francis, and she earned a master's of business administration from Long Island University.

Daren Koudele, Director of Athletic Compliance

Koudele (pronounced - Kuh-DELL) is responsible for implementing and maintaining a comprehensive compliance program for UNI's student-athletes, coaches, staff, and other university constituents. Koudele is UNI's liaison to the NCAA and Missouri Valley Conference on all compliance-related matters including recruiting, eligibility, financial aid, rules interpretations, waivers, and violations. He also assists with UNI's student services initiatives.

Koudele earned his Bachelor of Arts degree in political science at Kansas State University in 2001. He then earned his law degree from West Virginia University in 2004, and he is currently finishing his master's of education degree in sport management from Wichita State University.

When at Newman, he served as a graduate assistant in the athletic compliance and academic student services office at Wichita State University in 2006-2007.

He is also licensed to practice law in the state of the Pennsylvania. Koudele and his wife, Joanna, have two dogs.

Adam Luehmann, Golf

Adam Luehmann is an assistant coach for the University of Northern Iowa men's and women's golf teams.

Luehmann graduated from Loras College in 2006 with a degree in sports management, while getting a minor in business. He was a three-time all-conference golfer for the Duhawks and was a part of the 2005 Iowa Intercollegiate Athletic Conference men's golf championship squad. Luehmann served as captain as both a junior and a senior.

Luehmann is a native of Cedar Falls, Iowa and has been employed at Pheasant Ridge Golf Course for the past 13 seasons. He has served as assistant golf pro at Pheasant Ridge since 2006. He is a 2002 graduate of Cedar Falls High School, where he lettered four times in both golf and soccer. His brother, Josh, is an assistant golf pro in Columbus, Ohio.

Lori Meierbachtol, Women's Swimming

Meierbachtol comes to UNI after working at Marshall University in Huntington, W. Va. While at Marshall University, Meierbachtol recruited six athletes for the diving team, all of which placed in the top 10 at the Conference USA Championship meet. Two of her divers also competed at the NCAA Zone Diving Championships. Meierbachtol was also the team academic advisor all four years she served as head diving coach at Marshall University.

Meierbachtol also founded a USA diving club team called Huntington Diving. Children from ages 6 to 14 competed in diving competitions against other club teams.



**Welcome to the
Neighborhood!**

New to the Neighborhood (continued)



Welcome to the Neighborhood!

Meierbachtol (continued)

Meierbachtol earned her bachelor's degree in 2004 from Indiana University in physical education with a minor in health education. She was also a member of the Indiana University diving team, where she was named a 2003 NCAA All-American platform diver and academic All-American. In 2003, her team was also the Big Ten conference champions. Meierbachtol also earned her master's degree in athletic administration from Marshall University in 2007.

Andre Seoldo, Assistant Athletics Director for Facilities and Operations

Andre Seoldo serves as Assistant Athletics Director for Facilities and Operations.

Prior to UNI, Seoldo worked at Kent State. He joined the Kent State staff in 2000 as a Field House and Sports Camps Assistant and rose to Field House Manager in 2003. Seoldo was promoted to Associate A.D. in 2005. Seoldo earned his bachelor's degree from Northeastern University in Boston, Mass. in 1997, following a four-year career as a member of the football team. Seoldo garnered his master's degree in sports administration from Wichita State in 2000.

Before earning his master's degree, Seoldo worked as an athletic marketing assistant at Centenary College. He was a graduate assistant at Wichita State and worked in the facilities and operations area for the Shockers. Seoldo also spent one year at the University of Florida working as an operations/facilities assistant for the Gators in 1999-2000.

Seoldo and his wife, Tiffany, have been married for nine years. The couple has two sons, Antonio (5) and Sonny (2).

Joey Slaton, Strength and Conditioning (Wrestling)

Joey Slaton enters his first season as the strength and conditioning coach for the Panthers. Prior to joining the UNI staff, Slaton wrestled at the University of Iowa. As a Hawkeye, Slaton finished third at the 2008 Big Ten Championships and helped the Hawkeyes to three NCAA and Big Ten titles. Slaton spent the first two seasons of his collegiate career at Virginia Tech.

Slaton is a native of Cedar Rapids, Iowa and is currently working towards a degree in health and sports studies from the University of Iowa.

Business Operations

Amy Stanbrough, Payroll Coordinator

Amy lives in Parkersburg with her husband Gene and her 2-year old son, Drew. She is a 1998 UNI graduate and was previously employed in the Butler County Auditor's office. In her spare time she enjoys reading, spending time with her family and friends, camping, and watching/attending sporting events.

Environmental Health and Safety

Jason Kayser, Fire and Safety Specialist

Jason Kayser started his career at UNI in 2010, after eleven years as a firefighter in Waterloo, Iowa. Jason's previous experiences include fire inspections, arson investigation, and law enforcement. Jason is a graduate of the National Fire Academy. Jason is married to UNI alumni Christy who is a supervisor of the case managers in Buchanan County Social Services. They have 3 children, ages 10, 9, and 6, who attend Wapsie Valley in Fairbank.

Jason is responsible for campus-wide safety compliance and training associated with fire safety, AHERA, asbestos awareness, fire extinguisher training, and NFPA life safety code, as well as serving as a liaison to the local fire department and various other regulatory agencies.

New to the Neighborhood (continued)

Facilities Services

Maria Cedomio, Custodian I, Custodial Services

Maria is one of the new custodians in Seerly. Maria came to the United States about 14 years ago from Mexico. She and her husband Leopoldo of six years live in Waterloo. Before coming to UNI, she worked at the YWCA and Hawkeye Community College. When not at work, she enjoys listening to music, does some craft work, and cleans a few houses.

Larry Mau, Custodian I, Custodial Services

Larry works in Seerly and before he came to UNI he worked at Eagle Ottawa formerly located in Waterloo. Larry has lived in Cedar Falls most of his life. Larry and his wife Carrie of 24 years have two boys, ages 17 years and 21 years. Scott, 17, attends Cedar Falls High and plays football for the Tigers. Larry likes to fish, canoe, and bow hunting in his spare time. He also likes to go to the Tiger football games.

Joseph Mccool, Environmental Systems Mechanic, Operations & Maintenance

Joe worked for Jim Hundley Heating & Air for 7 years before coming to UNI. He is married with 3 children whose ages are 16, 10, and 7. His wife's name is Tara, and she is a Domestic Engineer. His interests outside of work are bow hunting and fishing. Joe says, "I am a big bow hunter."

Rosanna Nichols, Custodian I, Custodial Services

Rosanna is a new custodian in the WRC. She moved here from sunny and warm California. The jury is still out if she likes our winter months here in Iowa. Rosanna heard good things about UNI and is glad to be a part of the UNI team. When not at work, she likes to play Frisbee with her dog LuLu and play tennis.

UNItix

Matthew Mullen, Assistant Director of UNItix

Prior to being named the Assistant Director of UNItix, Mullen served as Assistant to the Athletic Director at Colorado State University, Pueblo from 2009-2010. At CSU-Pueblo, Mullen coordinated the annual season ticket drives for the department along with the day to day ticket operations. He also was the department's travel and fleet coordinator along with assisting in the overall management of all athletic facilities.

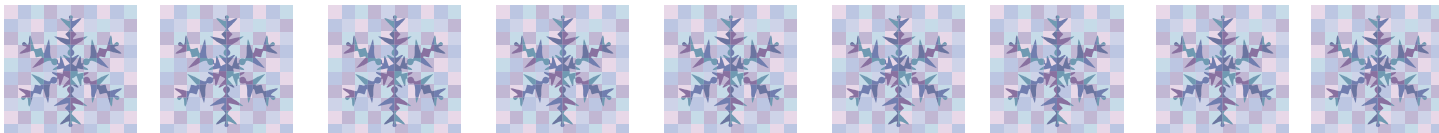
Mullen, a native of Corning, Iowa is a 2006 graduate of Buena Vista University with a double major in journalism and sports management. From there he went on to Minnesota State University-Mankato to acquire a Master's degree in Sports Administration. While working on his masters, Matt became the ticket manager for the Minnesota State Athletic Department and held that position until he left to take the position with Colorado State University.



**Welcome to the
Neighborhood!**

Goodbye to

Lindsay Haskins—Gallagher-Bluedorn Performing Arts Center



Employee Spotlight—Stacia and Kara Helping Student Athletes Succeed

By Laurie Wild



There are a lot of behind the scenes jobs that take place in the athletics department over the course of the calendar year and one of those is athletic academic advising. It's certainly a role many outside of the department don't know about. The role these ad-

“It is very rewarding to see students do stuff on their own...it's a very good feeling”

visors play in making sure student athletes stay NCAA eligible, are involved in the community and stay on track to graduate is highly important to collegiate athletics.

Stacia Greve and Kara Park serve as athletics academic advisors at the University of Northern Iowa, but their duties go far beyond helping students

with the basics. Just a few of the duties Greve and Park are in charge of is coordinating community service activities, meeting with recruits regarding the academic aspects of becoming a Panther student athlete, teaching a class on how to be successful in college, discussing NCAA eligibility rules with coaches and student athletes, working with students to find resources on campus to help them succeed, and collecting and studying GPA data in an attempt to find trends and mark improvements.

While that all seems like a lot for two people with over 400 student athletes, Greve and Park take everything in stride and most of the time have a smile on their faces.

Park noted, “It is very rewarding to see students do stuff on their own – when they take the knowledge and

resources you have given them and actually apply it, it's a very good feeling.”

“All of the community service projects we do really give our student athletes a chance to connect with the community,”

So exactly what knowledge and resources do Greve and Park share with the UNI student athletes? Well, the list is very long. Greve and Park serve as secondary advisors to each student athlete, encouraging them to meet with their major advisor. Between the 15 sports at UNI, each of them has assigned sports to work with. Greve works with football, men's basketball, and softball while Park works with wrestling, swimming, tennis, volleyball, men's and women's track and field and cross country, men's and women's golf, soccer, and women's basketball.

In addition to working with each team, the advisors teach a class to the student athletes. The class is a two-credit university sponsored class with sections for special populations. The class teaches personal responsibility, test taking/study skills, major and career decision making, healthy transition into college, campus resources, and NCAA eligibility. The main focus of the class is to give students the information they need to become successful while in college and also become positive, contributing members of society following their time in the Purple and Gold. Greve and Park also spend time working with faculty and departments across campus to refer students to tutors, the Career Center, and other advisors or resources.

Helping Student Athletes Succeed (continued)

Another major aspect of the athletics academic advisors' job is to coordinate the CHAMPS Life Skills Program (Challenging Athletes Minds for Personal Success), which is an NCAA initiative. Through the CHAMPS program, UNI student athletes are involved in a number of the community

Iowa Children's Charity Telethon, Special Olympics, Boys and Girls Club, Soles for Souls (shoe drive at UNI's Maucker Union, the WRC, and the UNI-Dome), and various other opportunities that come up during the year.

"All of the community service projects we do really give our student athletes a chance to connect with the community," Greve said. "It gives the student athlete a chance to build upon their own experience here at UNI and get them involved in activities outside of athletics. It's a great way to remind the student athletes that they have an amazing opportunity to positively impact so many people."

Greve and Park's hard work has not gone unnoticed as the student athlete population at UNI posted a 3.19 grade point average for the fall semester,

higher than the general student population. In fact, the last two semesters the student athlete GPA has been higher than the student population.

"We can't take all the credit for the improvement in student athlete GPA," Greve noted. "I think the major thing that has changed since we joined the staff is the emphasis on academics. It has been a collaborative effort campus-wide. The athletic department, coaches, and the university as a whole have been putting an emphasis on the value of academic achievement. Our student athletes aren't just hearing about academics from us, it's coming from coaches, faculty and advisors as well. There is a constant message to work hard at academics and our student athletes have listened and taken action. I'm sure they will continue to work hard and improve."

...the student athlete population at UNI posted a 3.19 grade point average for the fall semester, ...

service projects throughout the year including Just Read! (a Missouri Valley Conference program that has student athletes visit local elementary schools to emphasize the importance of reading), Character Counts, National Girls and Women in Sports Day (a partnership with the Girl Scouts),



Policy Updated

By Pam Rousselow

The President's Cabinet recently approved an update to the Motor Vehicle and Fuel Use Policy, 9.63, University Policies and Procedures. Faculty and staff should review the policy to familiarize themselves with the requirements to utilize the university's motor pool. See <http://www.uni.edu/policies/963>.

A&F News and Views Quarterly Publication

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Life Outside of Work

By Julie Tyler

I've been a runner for 6 years now doing various races in and around the Cedar Valley, my first one being a 5k in 2005. When I did that 5k, my thought from start to finish was "this is not fun, I'm dying here, why am I doing this again?" But after the pain wore off I realized how much fun it was, and the feeling of being with fellow runners made me excited to do more.

Many more 5k's, 8k's, 10k's, and even 3 half marathons have followed since that day. All of the races have been on pavement and vary from hilly to flat courses. All different types of weather as well, like rain, snow, sleet, and hot, humid days.

But never have I taken a challenge like I did on November 20, 2010. Tori Stafford, a fellow co-worker and runner, was looking for a challenging race to run and wanted someone to do it with her. She told me about The Living History Farms Race in Urbandale, Iowa. I'd heard of this race and knew it was "off road". I'd never done any races in grass let alone trails. My first thought was why do I want to do a race that I'll get muddy, wet, and cold? By the days end, Tori had rounded up two more UNI staff members to join us, Nate Klostermann and Nick Frerichs from ITS.



Julie Tyler—Tori Stafford—Nick Frerichs—Nate Klostermann

The Living History Farms race is like no other in the state and draws runners from all over the U.S. It's the biggest cross country race in North America and challenges runners with muddy creeks (8 water crossings), steep hills, random pastures, and other natural obstacles. Registration opens in September and fills up quickly with a cap of 7,500 entries. Aside from being a challenging race it draws people just because it's a fun event where some wear costumes. On race day, you'll see anything from the cast of the Wizard of Oz, Superman, or women/men wearing wedding dresses or tuxedos, and even some that wear their swimsuits!

"..tutu's were completely out of the box for us, but made it a day of fun.."

Tori and I decided to train with a local running group in Cedar Falls to get ready for the big day. Running through the trails near Hartman Reserve and George Wyth was an amazing time and definitely made us feel comfortable come race day. We also decided for our first time we must wear a costume. I have to say tutu's were completely "out of the box" for us, but it made the day fun! It was a great race and lots of fun. So if you ever decide to do Living History Farms, will you get dirty? YES! Will you get wet? YES! Will you be cold? YES! But it's a great time! It was so much fun for us that we've already booked our hotel rooms for next year's race!

2011 is bringing a few more challenges ...snow shoeing (LOVE IT) and The Lincoln Marathon May 1, 2011.



Dry Run Creek

By Rob Conway, Environmental Health and Safety Intern

Hanging perilously close to the stream bank, one hand gripping the gnarled branch of an aging oak, the other precariously clutched to the end of my walking stick almost entirely submerged below the gushing stream; I slowly and methodically move myself with a single purpose. With each step I face vine, thorn, insect, and the constant threat of falling into the stream. I am balancing on a thin line of limestone. To my left the bank abruptly climbs twenty feet or more. Tree and bush cling desperately to exposed dirt and crumbling rock, forming impassable junctions of green mesh and buried animal trail. To my right the creek surges. The sultry, stifling air bathes my skin in discomfort as mosquitoes tenaciously attack my exposed arms; burrs entrench themselves on every article of clothing. Each step is an arduous task, at one point my walking stick fails to strike stream bed, and I am sent scrambling to find a grip on any available branch and stone. After moving upstream another fifteen yards, I am faced with entering the water or bullying my way through a thicket of burrs. I choose instead to retrace my steps before pushing my way up the steep, strenuous bank. Once at the top, I look out on the neatly manicured lawn before me, walk past the impassable thicket, and promptly reenter the narrow riparian swath beside Dry Run Creek.

You may be wondering why anyone would engage in such a hike. Well, in the name of regulation. You see, UNI is like any other municipality; we are required to comply with the National Pollution Discharge Elimination System. The NPDES is mandated by the federal government and enforced by the EPA. In order to introduce storm water into streams such as Dry Run Creek, a municipality must show that it is in compliance or actively working towards the guidelines established by our friends in Washington. A small part of this was the mapping of all storm water intakes and outflows, a task I dedicated myself to this summer. Many hard working individuals on campus have also put in a lot of effort towards a healthier stream and full compliance. In fact, together with the cities of Cedar Falls and Waterloo we are helping to lead our state's progress in eliminating hazards to Iowa's waterways.

Unfortunately, Dry Run Creek remains heavily impaired. As I walked the southwest branch of Dry Run I noticed an appalling lack of aquatic life; few insects, few plants, few fish, and even fewer amphibians. The Iowa Department of Natural Resources has listed Dry Run Creek as an impaired waterway since 2002. Due to high levels of E coli and contaminants, it is listed as unsuitable for direct contact, which includes fishing and swimming. You

may understand why I really did not feel like getting wet.

But what may we do as a community to reach beyond compliance? Everything. The state of Dry Run Creek depends upon our awareness and care for the stream's health. Over 65 percent of Dry Run's watershed is urban, which means a lot of impervious surfaces such as driveways, sidewalks, and roads. Impervious surfaces are great at delivering pollutants directly to a waterway without any infiltration. All pollutants, whether on campus or at home, that find their way to pavement will invariably find their way into our waters. This kind of pollution is classified as non-point source pollution and is the greatest threat to the health of Dry Run Creek. And it is no metaphor that the health of Dry Run Creek reflects the health of our community. Would you want your children or friends wading through polluted waters? Improving the health of Dry Run increases recreational possibilities and scenic value while decreasing the chances of you getting sick.

As a community, it is important that we invest in decreasing the pollution that is reaching our public waters. Anything that flows into the drains and into Dry Run Creek flows into the Cedar River. Everywhere, the recreational opportunities afforded by Iowa's many waterways are impaired by pollution. Most of this does not come from industrial centers but from the everyday actions of citizens. Lawn fertilizers, garden pesticides, household cleaners, cooking grease, engine oil, and even the soap from washing cars in the driveway have deleterious effects upon our ecosystem's health. They will all find their way into our waters if we are not careful. You may consider using fewer products like this, especially petroleum based chemicals and pay close attention to weather patterns and drain locations when you do. Don't forget about Fido! Pet droppings are a big contributor to E coli populations in streams.

Eventually my bug bites and discomfort subsided but Dry Run Creek remains inhospitable to a wide range of life forms. UNI is working hard to meet the requirements set forth by the NPDES and EPA, but University officials can not save the stream alone. It is our responsibility as a community to give a hoot for our aquatic pals by reducing chemical use and non-point source pollution. Saving the stream doesn't need to be an adventure. It only requires a little thought, a little practice, and a little perseverance.