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**NEW FCC RULES
FOR WIRELESS MICS**

**HELPING VICTIMS
OF SEXUAL VIOLENCE**

**STETSON UNIVERSITY'S
9/11 MULTIMEDIA EXHIBIT**

**ROANOKE
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HISTORY AND HUMANITY

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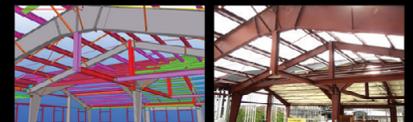


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30

NEW FCC RULES AND WIRELESS MICS

by Sheila Wagner

Some wireless mic systems are about to be obsolete. Due to new FCC regulations, depending on location, some colleges may use their 600 MHz system until 2020; others will be affected much sooner.

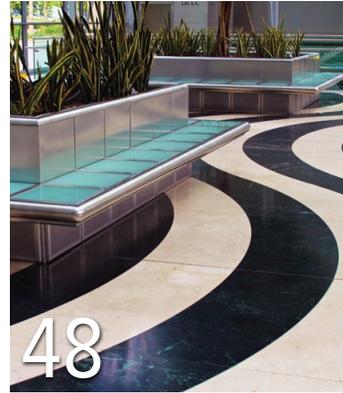


38

PITTSBURGH PLAYHOUSE

by Lou Corsaro

After 28 months of construction, and the restoration of a stained glass-paneled ceiling from Pittsburgh's historic Stock Exchange Building, the new Pittsburgh Playhouse at Point Park University is ready for its close-up.

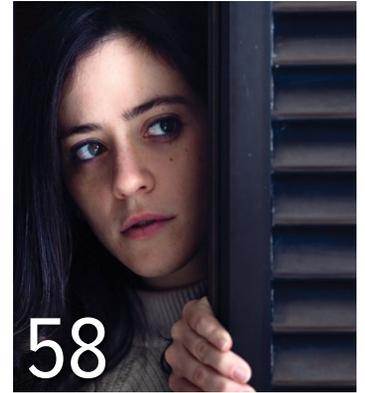


48

FIXING SLIP, TRIP, AND FALL HAZARDS

by Karen D. Hamel

More than half of all slip-and-fall incidents are faults with walking surfaces, ranging in defects that develop over time, like cracks and uneven surfaces, to winter weather that blankets everything with a slick sheet of ice.



58

ALBERTUS MAGNUS: HELPING VICTIMS

by Andrea Kovacs

A \$300,000 grant is allowing Albertus Magnus to proactively strengthen services and raise awareness on campus and throughout the surrounding community for victims of sexual assault, domestic violence, and dating violence.



8

ROANOKE COLLEGE: HISTORY, MEMORY, AND HUMANITY

by Rachel Clevenger

Author and artist Dr. Robert Schultz, John P. Fishwick Professor of English at Roanoke College, is a multi-talented scholar and educator who brings his talent to powerful collaborations that unite history, memory, and humanity.



14

ENSURE YOUR CAMPUS LABS ARE SAFE

by Kelly Williams

While lack of proper training certainly plays a role in lab incidents, it is a lack of daily compliance to safe laboratory practices that more often results in injuries.



20

STETSON'S MULTIMEDIA EXHIBIT: THE IMPACT OF 9/11 ON U.S. IMMIGRATION

by Sandra Carr

"Anni Holm: The Immigration Project" at Stetson University offers digital portraits of international students, created from their photos and fingerprints, in order to create conversations about government monitoring.



24

AVOID UTILITY VEHICLES THAT IMPACT CURB APPEAL

by Richard Behan

Traditional methods of clearing snow from campus grounds use steel, sharp-edged plow blades pushed by utility vehicles and trucks, but special attention must be paid when dealing with paver bricks, etched stones, and stadium turf in order to keep the curb appeal of your college or university.

EDITOR'S LETTER



As I write this, in the background is the voice of Dr. Christine Blasey Ford as she testifies to her recollection of events from the early 80s and the subsequent questioning of her memories to test her veracity and credibility. Like many of us, I have been immersed for weeks now in the ongoing controversy circling Judge Brett Kavanaugh's confirmation to the Supreme Court. As news and media commentators have noted repeatedly, this seems to be a crucial test of where we are as a culture in terms of the Me-Too movement. We are loading pages to the printer before I'll see Judge Kavanaugh's testimony or see tomorrow's results.

Removing the partisan motivations from this altogether, as much as one reasonably can, I want to focus on the two strands of concern that are being debated *ad nauseam*: the worries that a man's reputation can be destroyed by allegations that are not proven versus the worries that victims of sexual assault will be even less likely to come forward after seeing how they could be treated or mistreated by those they ask for support.

Many others, particularly young women, are voicing their concern that a dangerous message about male behavior is being reinforced—the “boys will be boys” narrative, along with suggestions (or outright statements) that even if every allegation against Judge Kavanaugh were found to be true, the behavior is not atypical for inebriated young men, and he should not be held responsible for any youthful indiscretions.

When I was in a classroom a few months ago, I was surprised to learn that most of the students—sophomores and juniors—were unfamiliar with the Me-Too movement, even though it was in the news daily at that point. When I offered an overview of what was happening outside of what we called “the bubble,” the majority of the male students who voiced opinions about this shift were focused, understandably perhaps, on the power this movement gave women to damage or destroy a man's reputation with what could be a false allegation.

Student after student, all male, provided pieces of the same narrative that I have been hearing from many adults in the media over the last few weeks: Were there witnesses? Could this bear the burden of proof in a court of law? Who is she—does she have credibility? Did multiple women make the same claims? Perhaps the most interesting question raised was this: “Did a man witness the event?”

One of the brightest students, who undoubtedly has a wonderful future ahead of him, stated unequivocally that he would never hire a woman, if he opened his own boutique firm, because he would want to be above reproach and beyond temptation; furthermore, he explained that he would not want to open the door for charges of sexual misconduct, something he could avoid by hiring only men.

Please know this: I did not see any of these young men as villains. In that moment, I put my sadness and frustration about these responses aside, and I did what they were doing: I focused on their own futures. I worried that they would find themselves embroiled in a lawsuit or be made twitter-famous for making a public, career-destroying post on one of their social media pages, an off-the-cuff statement that could put them or their companies in the public spotlight for all the wrong reasons. I could write pages about my worries for the young women on campus, but I had a distinct set of worries for these young men too.

Here's the one piece of good news I can find in the heart-rending, sickening, soul-piercing melee we have been living through: on our college and university campuses, we should all have the same goal, regardless of any underlying motivations. Maybe the primary concern is that the promising futures of bright, young men could be cut short by allegations of sexual assault. Maybe the concern is for the young women who claim they were assaulted, to ensure they will feel comfortable and safe bringing their reports to administrators.

Even if the motivation is a colder one of logic and practicality—in that no campus wants these types of reports on their records—the answer to this is always the same: Exhaust every possible resource you have at your disposal to prevent sexual assault or sexual misconduct on your campus.

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Award-winning author and exhibiting artist Dr. Robert Schultz, John P. Fishwick Professor of English at Roanoke College, is a multi-talented scholar and educator who brings his talent to powerful collaborations that unite history, memory, and humanity. After teaching at Luther College for nearly two decades, Schultz moved to Roanoke College, where he would have the opportunity to continue working with students but also spend much of his time on his fiction, nonfiction, poetry, and art. Newly retired, he now is focusing on his creative and scholarly work, where he will continue to engage and enlighten with his unique talent and via powerful collaborations with other scholars and artists.

PROFESSOR SPOTLIGHT

by Rachel Clevenger

Exploring History and Humanity at Roanoke College

A Resurrection of a Life

In 1865, upon considering the deaths of so many men in battle, Walt Whitman wrote, “The land entire is saturated, perfumed with their impalpable ashes’ exhalation in Nature’s chemistry distill’d, and shall be so forever, in every grain of wheat and ear of corn, and every flower that grows, and every breath we draw.”

This interweaving of violence and nature informed a collaboration, “War Memoranda: Photography, Walt Whitman, and Renewal,” between Schultz and artist Binh Danh, who grew up in California after his family fled to the U.S. from Vietnam as refugees when Danh was only two years old. The exhibit addresses the way Americans remember war. This conceit, the idea of our dead living on in the plants that grow from the soil, has been reproduced in what Danh calls chlorophyll prints.

Feeling he was seeing Waltman’s words come to life, Schultz learned the chlorophyll print technique: a delicate, painstaking process that involves placing a transparency on a leaf to be left in the sunlight, where the exposed areas are bleached out, while the shielded areas remain dark. The collaborators purposely avoided famous soldiers, choosing to focus instead on the common soldiers. Schultz explains that each leaf print is “a resurrection in a way.”

Feeling More a Part of America

What Danh first remembers about his earliest meeting with Schultz is how he took Danh “under his wing almost like one of his students but also like a colleague.” Schultz was there for Danh, then a nervous young artist and professional, to witness the blossoming, and Danh views his time with Schultz as a powerful learning experience where he could watch how Schultz worked as an academic and a poet.

Schultz introduced Danh to Whitman, leading him to delve into the history of the US Civil War and explore 19th century printmaking techniques, such as daguerreotypes. The resulting “War Memoranda” features many of Danh’s daguerreotypes as well as passages of poetry and portraits of soldiers. Danh came to Roanoke College for a brief residency, where he met with photography students in the art department. He brought his box camera into the woods near a local Civil War memorial and took photos of students reading Walt Whitman’s work. Many of those photos made it into the exhibition, and Binh Danh made an artist’s book of them and donated it to the college’s archive.

Theirs is still an ongoing collaboration, with the recent exhibit opening at its third venue in Lancaster, Pennsylvania this past September. This month, they will rendezvous at Franklin and Marshall College, back in the area where Binh’s parents first settled when Binh was a toddler. Danh notes that their collaboration is evolving:

a “living memorial in a way” that reminds us about the larger issues we face as “anyone who considers the U.S. their home.”

Danh believes Schultz opened a door for him—helping him apply his Fine Arts background to consider the relevant history within the photography. He was able to learn about the history, and not just the medium, via this “invitation” from Schultz that brought him deep into Civil War history, something that helps him “to be an American” and even make him “more comfortable in his own skin” through a sense of connection and empowerment. This friendship with Schultz has brought Danh a sense of feeling more a “part of America” while also helping him find his own voice as an artist.

Schultz sees their work as both relevant and timely, as discussions of war memorials are very much a part of contemporary public discussions, how we “reconcile out of conflict.” In the run-up to the 2015 exhibition, Schultz’s students were deeply involved in the work, writing essays and making brief presentations of their research at the museum where the exhibit first opened. He explains that this work offered students both a wider audience and a “sense of occasion.”

Working Toward Unity

David Wyatt, Professor of English at University of Maryland, has known Schultz since the early '80s, and he notes that Schultz is a



“multi-talented person” who, whether working as a poet or novelist or visual artist, has “excelled in all these different fields and media.”

Like Schultz, Wyatt recognizes Whitman’s connection to our lives today. Quoting passages from Whitman’s “Crossing Brooklyn Ferry,” Wyatt suggests that Whitman was able to anticipate and address in advance “what we were going to feel 150 years later when the World Trade Center fell.”

Wyatt suggests we are in the midst of “a third civil war,” as we are continuing the struggles of the Civil Rights movement. Of Whitman, Wyatt adds, “He puts his arms around everyone, including people not yet born.”

In striving to reach unity, Wyatt argues we are tasked with focusing on what connects us, what unifies us. This connection, which is one explored in Schultz’s work, also speaks to acknowledging our own anxieties, dark thoughts, and faults. Wyatt concludes, “We are also united in that—united in falling short.”

While any writing-intensive course can be vocational and skills-based, Schultz notes that classroom conversations center around “a very life-oriented subject matter.” As such, these courses are good for students—and their professors for that matter—because “they address us as we live in our lives.”

Life-Expanding Work

Schultz explains, “I came to teaching basically as a writer first.” Whether he is teaching literature, film, or writing, he approaches the classroom as a writer, practitioner, and artist. He adds that he has been tremendously grateful to Roanoke College for allowing him the opportunity to focus much of his time on personal passion projects but still work with students, experiences he approached in the same unique way that he approaches his creative work.

While any writing-intensive course can be vocational and skills-based, Schultz notes that classroom conversations center around “a very life-oriented subject matter.” As such, these courses are good for students—and their professors for that matter—because “they address us as we live in our lives.”

He made it clear to students, “If we’re just playing school here, then I’m not interested.” Explaining his deep connections to literature, film, and the arts, he told them, “This is not just



Photographic scan by Robert Schultz including a chlorophyll print, hosta blossoms, and a cased photograph of a young black boy and American flag. Cased photograph and portrait of an unidentified African-American Union soldier courtesy of the Liljenquist Family Collection, US Library of Congress.

my job—this is my life.” He was passionate about his students understanding that these works “carry you out of your sole self,” and are thereby “life-expanding.”

In a classroom, Schultz was not interested in just going through the motions. Instead, he was “interested in encountering the works themselves”—exploring a work of art in a meeting place within a community. In writing courses, where students were delving into their life experiences and their most personal thoughts, he would often leave a classroom with goosebumps, recognizing this was “the real deal.”

Roanoke College graduate Chalalin Giron speaks to how Schultz’s untraditional approach changed her relationship to poetry. When she confessed how incredibly daunted she was by the idea of composing poetry, Schultz recognized she might struggle in a traditional class setting; he designed an independent study for her. After asking what subjects she was interested in, he sent her to work on what mattered to her, without worrying yet about the tools and semantics for dissecting the poetry.

Once Giron had something on paper, they “worked from the bottom up.” As she found her footing, he progressed into the structural critiques. When she moved into the classroom setting, where students would share peer feedback, Schultz set the tone that these conversations were private—recognizing that this degree of vulnerability is a “very unique thing to poets.” No matter how much work an initial attempt might need, Schultz

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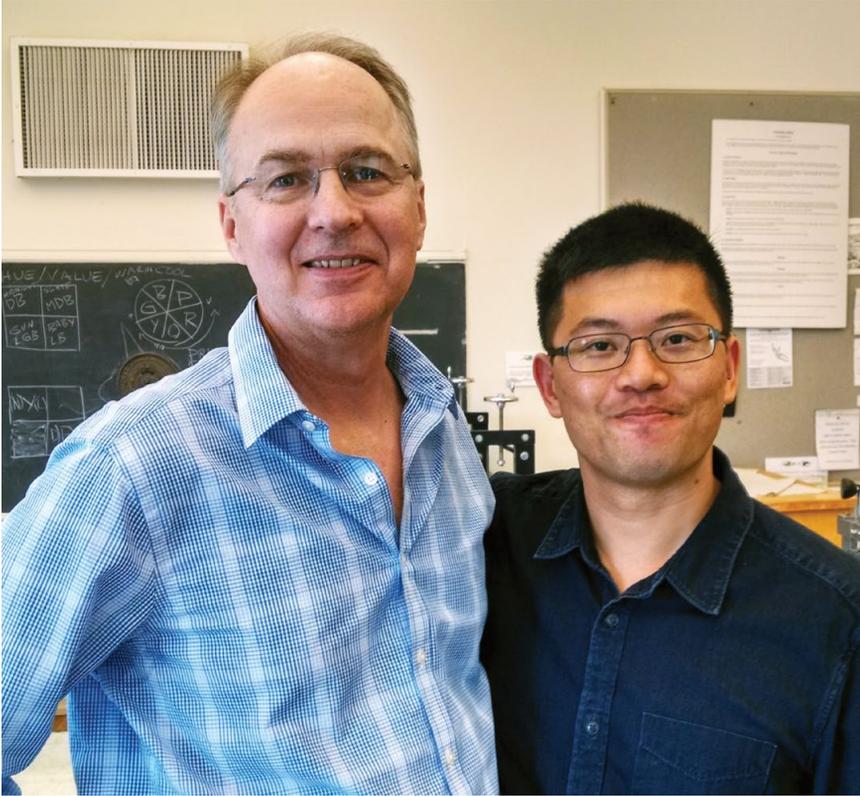
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always found something positive to work from—even if it were just a single word. She ended up minoring in poetry and has since published three poems.

Paul Hanstedt, Professor of English and Director of Pedagogical Innovation at Roanoke College, notes that Schultz is “that rare professor who can demand more of students—intellectually and creatively—and earn not just their respect, but the reward of seeing them become their best selves.” He believes that whether Schultz is teaching a course on 9/11, fine art, or literature that Schultz can pull in the students and help them dissect the complexities as they discover how much enjoyment there is in that process. Hanstedt shares, “He opens up to his students the life of the mind—and of the heart.”



ABOUT THE AUTHOR: Dr. Rachel James Clevenger earned her M.Ed. degree from Mississippi College. After finishing her PhD in Composition and Rhetoric, she taught and served as the University Writing Center Director for Birmingham Southern College and University of Alabama at Birmingham. Most recently, she taught Business Communications at Samford University.

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LABS AND RESEARCH FACILITIES

by Kelly Williams

Ensure Your Campus Labs are Safe

Headlines involving laboratory safety issues are not making the national news agencies, so the general population as well as laboratory personnel are not aware of the number of incidents that are actually occurring in laboratories. While lack of proper training certainly plays a role in lab incidents, it is a lack of daily compliance to safe laboratory practices that more often results in injuries.

Non-compliance is easy when you are not aware of the consequences. Because we are not hearing of these "lab incidents" it is easy to take shortcuts and not consistently follow standard lab protocols that ensure our safety. Constantly hearing about horrific traffic accidents keeps us clicking our seatbelts, so maybe if we were more aware of actual cases where negative consequences occurred because of lack of safety compliance, we would make it a higher priority.

A striking number of people put themselves in harm's way in their labs because they don't know if their ventilation product is working correctly. Others are familiar with proper ventilation operation, but don't check their equipment's performance regularly.

Fume Hoods and Biological Safety Cabinets

The primary goal of fume hoods and biological safety cabinets is to protect their end user. The containment level of laboratory ventilation depends on mechanical parts to produce specified airflows. Any

mechanical operation needs to be checked often to ensure changes haven't occurred as parts undergo everyday wear and tear.

At a minimum, certification needs to be done by a qualified certifier on an annual basis. Even on certified equipment, airflow levels need to be checked each time the equipment is used. Fortunately, airflow monitors and alarms are becoming standard on most ventilation equipment. If you do not already have an airflow alarm, one can be easily installed.

A great source for laboratory safety information is the UC Center for Laboratory Safety website. This center has been created to improve the practice of laboratory safety through the performance of scientific research and implementation of best safety practices in the laboratory. Another source for pertinent, easily accessible lab safety information is the Dow Safety Academy. Dow has produced over 30 videos addressing lab safety to enhance awareness of safety practices in academic research laboratories and to promote a safety mindset in the future workforce of the chemical community.

One of the biggest expenses in laboratories is the heating and cooling of the air that is exhausted. New fume hood designs maximize containment while minimizing air flow requirements. Many times the money spent on new hoods is recovered by the reduction of utility costs within a year or two of purchase.

Saving Money by Replacing Older Equipment

In many instances laboratories can save money by replacing older fume hoods with newly designed fume hoods. One of the biggest expenses in laboratories is the heating and cooling of the air that is exhausted. New fume hood designs maximize containment while minimizing air flow requirements. Many times the money spent on new hoods is recovered by the reduction of utility costs within a year or two of purchase. With the operating life of a fume hood at 10-15 years, replacing inefficient older fume hoods can generate a large savings in operation costs and increase safety parameters.

Shopping for a New Fume Hood

The process of finding the right fume hood can be confusing. You can save yourself a lot of trouble if you know the answers to the following questions before you start shopping.

- **Consider the size fume hood needed and if any particulates will be used.**

Fume hoods and enclosures vary in width from 2' to over 12'. They can vary in height from 18" to over 12' tall. Knowing the size you require will help you narrow down what type of hoods to consider.

Hoods vary in type such as general purpose, ductless, powder, acid, explosion proof



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Hoods vary in type such as general purpose, ductless, powder, acid, explosion proof and many specialty hoods. Identifying the chemicals that will be used in the hood, as well as particulate volumes and methods that will be performed, will help to determine which type of hood best fits the application. Also keep in mind if hot plates or other heat-producing items will be used in the hood.

and many specialty hoods. Identifying the chemicals that will be used in the hood, as well as particulate volumes and methods that will be performed, will help to determine which type of hood best fits the application. Also keep in mind if hot plates or other heat-producing items will be used in the hood.

• **Determine the overall importance of cost of operation.**

The cost of operation will be determined by the amount of tempered air that is exhausted

from the room. This cost can vary greatly depending on the hood type. Some hoods are high performance and can be operated at lower face velocities than traditional hoods thereby saving in both energy and costs. Some hoods are ductless, therefore do not exhaust any air out of the room, while others require large volumes of air to be exhausted out of the room in order to maintain proper containment. Consult your safety officer.

Accessories such as automated sash sensors can be added to a hood to reduce operating

costs. You should study your budget and determine if you are interested in spending a little more at the initial purchase in order to save thousands of dollars over the life of the hood. Balancing purchase price and operation costs should be given much consideration throughout your hood selection process.

• **Consider what service fixtures and other accessories are needed in the hood.**

There are many types of services and accessories that are typically found in a hood. Vacuum, water, and gas lines are the most common, as well as airflow monitors, sash stops and auto sash returns. Ask yourself how many service fixtures you will need and where to locate them. How many electrical outlets will be needed? Is a sink required and where is the desired placement?

Airflow monitors are recommended. What type is best for your lab—simple red light/green light indicators or a digital airflow readout? Simple sash stops keep the sash in the safest operating position and can reduce operation costs. This inexpensive accessory installs quickly and adds value to your hood.

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• **Consider where the fume hood will be placed in the laboratory.**

Placement is key. Is there an available duct run in the building? Is the hood away from foot traffic? Are there any cross drafts or competing air patterns that may affect containment? Where are the emergency services such as a fire extinguisher or washdown shower? What is the common workflow pattern in the lab?

Is there an existing bench space? If not existing, when selecting a base cabinet, consider whether you will be storing acids or solvents in it. Most hoods require a specifically designed work surface. Do you want your work surface to be dished for containing spills or include a sink?

• **Determine if you need a blower to exhaust the fume hood and—if so—size needed.**

A hood is simply an enclosure designed to contain the fumes and provide a safe working environment. It is the blower that moves the air to ensure proper fume containment. There are external roof-mounted blowers and there are internal blowers. Knowing the



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type of blowers your application, as well as your building codes, require will help you decide the type of exhaust blower. Proper blower sizing is critical to the effectiveness of the hood.

Always seek an expert's advice when figuring the blower size. Information that is needed to size the blower includes the type of fume hood model, duct diameter, length of the duct run, number of 45° and 90° turns in the duct run, and type of weather cap that may be used.

• **Decide who will install the fume hood.**

Proper hood installation is critical. Blower adjustments may need to be made, electrical and service connections are very important, and a final certification of airflow and containment should always be done.



ABOUT THE AUTHOR: Kelly Williams is a Market Analyst for Labconco Corporation.

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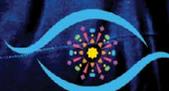
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ON CAMPUS

by Sandra Carr

Multimedia Exhibit at Stetson University Explores Impact of 9/11 Terrorist Attacks on U.S. Immigration

This year marks the 17th anniversary of the 9/11 terrorist attacks, which killed nearly 3,000 people after hijacked airplanes crashed at the World Trade Center, the Pentagon and near Shanksville, Pennsylvania. After the terrorist attacks, an investigation revealed that at least two of the hijackers were staying in the United States with expired student visas.

“Anni Holm: The Immigration Project” Creates Cultural Conversations
Danish multimedia artist Anni Holm, who has a B.F.A. in photography from Columbia College Chicago, was a foreign student living in the U.S. during the 9/11 terrorist attacks and recalled federal authorities recommending that international students be fingerprinted or carry chip-implanted tracking cards after the tragedy.

The government monitoring sparked Holm’s thought-provoking imagery in “The Immigration Project,” an exhibit showcasing digital portraits of international students created from their photos and fingerprints. The exhibit is on display at Stetson University’s Homer and Dolly Hand Art Center through the middle of October.

“I worked with international students from all over the world to obtain photos and fingerprints used to create their large-scale digital portraits,” said Holm. “Each image measures 57 inches by 43 inches and contains about 4,000 actual life-size fingerprints of each depicted student. The portraits appear pixelated when viewed up close and less so farther away.”

Being Good Global Citizens

Tonya Curran, director of the Hand Art Center, expressed how the portraits foster global citizenship, one of Stetson University's core values.

"We want to be good global citizens," said Curran. "It's a time when our country has so much going on politically and internationally. There's a lot of commentary about immigration and racial issues being brought up every day in the news. In an academic environment, art can bring some things to the foreground so you can learn more about them, then be able to critically think about them and process that into how you conduct yourself and how you live your life."

Someone Targeted as "Other"

Sharmaine Jackson, Ph.D., Assistant Professor of Sociology at Stetson University, was living in New York on the other side of the Hudson River during the 9/11 terrorist attacks. She recalled being in shock while watching the Twin Towers come crashing down from her apartment window. She will never forget the smell of fire that ensued and remained for weeks after the calamity.

Danish multimedia artist Anni Holm, who has a B.F.A. in photography from Columbia College Chicago, was a foreign student living in the U.S. during the 9/11 terrorist attacks and recalled federal authorities recommending that international students be fingerprinted or carry chip-implanted tracking cards after the tragedy.

Jackson was moved by Holm's digital portrait exhibit and felt the images prompted a dialogue about immigration. "As someone who was targeted as 'other,' Anni Holm's perspective provides much insight into the current discourse on immigration," explained Jackson. "As a sociologist, I felt that the images set up some interesting questions about perspective and observation. When you keep a safe distance, you can see the person in the portrait, but upon closer inspection, all you see is the fingerprints. Coding is also represented in Anni's choice to reproduce the photographs in black and white. The dualistic thinking is reflective of other social shifts in contemporary American life."

Students Born into World with the 9/11 Narrative

For many college students, the 9/11 terrorist attacks became secondhand knowledge that they learned about in history books.

"I wondered what it was like for young people to be born into a world with this 9/11 narrative," said Jackson. "Anyone teaching a class on difference, immigration, American history, politics, sociology, cultural studies or related fields will find that this exhibit provides an engaging array of narratives synthesizing multiple perspectives of what followed after the attacks."

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The display holds true today and illustrates the controversial conversations about immigration.

“As we see on a daily basis, immigration is a source of constant concern politically,” said Curran. “I feel that the current atmosphere in the U.S. implies that there is a negative connotation to the word immigrant when, in fact, almost all of us are descended from immigrants, notwithstanding our Native American counterparts. I hope that the exhibit will inspire some critical thought about the contributions of immigrants to our great country.”



ABOUT THE AUTHOR: Sandra Carr is an award-winning journalist and freelance editor, writer and public relations professional in Orlando, Florida. Carr earned her Bachelor of Arts degree in radio-TV from the University of Central Florida. Her clients include Stetson University and the Orlando Sentinel.

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FACILITIES AND MAINTENANCE

By Richard Behan

Avoid Utility Vehicles that Impact Curb Appeal

We all know that you should not judge a book by its cover, but the "cover" displayed by most universities is a significant reason why students choose where they plan to live for the next several years of their lives.

Unless a student receives a scholarship from just one college, an incoming freshman's traditional fall routine is for the family to check out various campuses together. They will do advance prep work by googling the most beautiful campuses in addition to researching academic standards and costs.

First impressions are made at the curb. Are the buildings modern? Is the campus filled with beautiful architecture, stately buildings that speak to centuries of history? How are the grounds, the landscaping and the vistas? Finally, let us not forget the stadium, the center of weekend life and college pride: the grandeur of its entrance, the field, and the stands and facilities are as important to prospective students as the record of the teams playing there.

Protecting Paver Brick Engravings

A common trend among universities includes raising funds by selling paver brick engravings. After students, alumni and corporations will pay \$100-150 for special mentions engraved onto special bricks, facility management then has a stewardship responsibility of keeping them

in pristine condition. The task of maintaining miles of paths, walkways, entryways and roads on the campus is a monumental one, especially if you live in the snow-belt region.

As last winter showed many in the Midwest and Northeast, snow is not a thing of the past. Most colleges have spent hundreds of thousands of dollars on these paver bricks, stones and ornamental ground coverings, and they then spend more each spring trying to repair them after the brutal winter takes its toll.

The same challenges exist for the walkways surrounding the stadium and the field turf, whether natural or artificial, and the surrounding tracks. Snow, ice, and slush can be harsh on the turf and interfere with stadium events held year round. Many stadium fields are covered with synthetic tarps during the winter which cost tens of thousands of dollars; removing snow and water from them without ripping or tearing the tarp is a tricky task. Furthermore, while drainage systems have been installed in most stadiums, standing water can still occur which must be removed before events can be held at those venues.

Unless a student receives a scholarship from just one college, an incoming freshman's traditional fall routine is for the family to check out various campuses together. First impressions are made at the curb. Are the buildings modern? Is the campus filled with beautiful architecture, stately buildings that speak to centuries of history? How are the grounds, the landscaping and the vistas?

In colleges and universities, engraved paver bricks are becoming more and more common. Engraved paver bricks are used in walkways and on walkway borders, in gardens, in social areas like student unions, and in new building dedications. They also often serve as gifts for faculty and staff retirees or to honor past administration or members of a college's Board of Trustees. Additionally, engraved bricks are considered an opportunity for potential fundraising donors to leave a lasting mark on the college they attended or where their

children have attended, a chance to become a permanent part of the campus environment and—their donations—scholarship assistance and other forms of financial aid to worthy, incoming students.

Beyond Traditional Methods of Snow Clearing

There are significant challenges in maintaining these beautiful, image-creating surfaces described above. The traditional methods of



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clearing snow from the ground surface are using steel, sharp-edged plow blades pushed by utility vehicles and trucks. These are great for concrete and blacktop surfaces which are smooth and crack-free; however, they are not surface friendly. Potholes are a major problem for municipalities and universities alike; the steel edges of the blades rip up the raised ground caused by the ice that has formed under the surface.

Paver bricks are not immune to the scraping, scratching and lifting caused by the elements and the steel plow blades. As of late, there has been a steady acceptance in the industry of attaching rubber or polyurethane cutting edges to their plows. Polyurethane cutting edges are very quiet in operation and exhibit better abrasion characteristics than rubber and most metals, but it comes at a higher cost. They are perfect for streets made of paver brick and work quite well when attached to smaller vehicle plow blades, but don't try them on your turf.

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More Efficient Methods For Snow Pushing

Good old-fashioned manpower is another method. Getting a team of workers out there with snow shovels has always been an option. Traditional shoveling has dwindled as a viable alternative to plowing except in the tightest of areas. Budget cuts, worker compensation claims, and employees missing work are reasons for this. Anyone who has ever shoveled a sidewalk knows how frustrating it can be to get the shovel blade caught on cracks.

The standard shovel requires bending, twisting, and strenuous lifting, all of which makes this task the least desirable of all methods. Luckily, shovel types have improved recently as companies have introduced snow pushers, which are easy on the back and may even come with wheels. Most of these shovel blades are short in height, though, and thus can only be used under limited snow fall conditions. One must be careful when clearing the turf, of course, since the sharp edge can tear the tarp or snag on the grass.

A common trend among universities includes raising funds by selling paver brick engravings. After students, alumni and corporations will pay \$100-150 for special mentions engraved onto special bricks, facility management then has a stewardship responsibility of keeping them in pristine condition. The task of maintaining miles of paths, walkways, entryways and roads on the campus is a monumental one, especially if you live in the snow-belt region.

Snow blowers are an efficient method of clearing sidewalks and paths, but they are not paver-brick friendly. Like the steel blades attached to ATV's, they can leave rust marks and scratches on the expensive ground covering. Power brushes are a welcomed advance in technology and are great to clear light snow from paver bricks and even stadium turf. There are units which are pushed like snow blowers or they can attach directly to utility vehicles. They

can be quite expensive though, ranging from \$3,000 to \$9,000 per unit. Additionally, while they don't harm the bricks and stone, they can cause problems when used on turf. They have a tendency to rip the grass or remove the lower rubber base of the synthetic turf.

I am aware of certain innovative souls who have attempted to modify their plows' cutting edges to get a rounded edge. Some have welded rounded steel pipes to the bottom of their plows

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or cut a slice into large PVC tubing and bolted it to the blade. These modified plow edges work great for a limited time but must be used with extreme caution. The PVC can crack and dislodge itself from the plow resulting in sharp edges once again making ground contact when least expected.

If it's not clear by now, facility managers have a very important role to play in attracting students to their campuses. Their task is not easy; they must keep the grounds in pristine condition and safe for foot and vehicle travel and must do so while dealing with brutal winter conditions.

Special attention must be taken when dealing with paver bricks, etched stones and stadium turf in order to keep the curb appeal beautiful and long lasting.



ABOUT THE AUTHOR: Richard Behan, President of Nordic Auto Plow, is coinventor of a lightweight, rounded edge plow blade for UTV's, ATV's, Z-Turns, passenger cars and has patents pending for 2' & 3' wide adjustable, rounded edge snow pushers and rounded cutting edges for steel blades.

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NEW FCC RULES
DRAMATICALLY IMPACT USE OF
**Wireless
Mic Systems**

by Sheila Wagner

Wireless microphone systems were first invented in the 1950's when several companies and individuals patented their own products. At that time, the microphone could only go about fifteen feet away from the receiver.



One company, Sennheiser, offered a wireless microphone that had a box about the size of two water bottles that hung on one's back and had an antenna that came up the back of a jacket and clipped to the collar. It held six D-cell batteries and could last for 90 minutes.

Poor Sound Quality

While that was hardly convenient, the biggest problem was poor sound quality. It was twenty years later before audio company Nady Systems improved that by introducing companding, which is the process of compressing the dynamic range of a signal before transmitting it to the receiver.

There wasn't a huge demand for wireless microphone systems until the 1980's, when theatre productions with more actors on stage meant more microphones were necessary.

That increased the need for discreet wireless microphones. Those early systems used the 700 MHz band, which worked well for everybody who used them for the next 20 years or so.

Then, in 2010, the FCC banned the use of wireless microphones in the 700 MHz band to

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reserve those frequencies for police, fire, and emergency services and mobile and broadband voice carriers, which rendered hundreds of existing models obsolete.

This ban created a need for new systems and paved the way for upgrades in technology, which brought in the wave of digital systems, which have better audio quality and the ability to put more sound frequencies in a specific spectrum.

Incentive Auctions

In 2017, Congress authorized the FCC to use incentive auctions as a means to free up spectrum in the 600 MHz band for wireless broadband use. The bidding concluded on March 30, 2017.

One result of this auction and repack is that the use of wireless microphone systems in much of the 600 MHz band will eventually not be permitted.

Impact for Performing Arts

Many private universities and colleges have been using 600 MHz frequencies for all their wireless microphone needs in their performance arts programs.



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Wireless Mics continued



The specific frequencies affected are 616-653 MHz and 663-698MHz. All wireless systems display the frequency band on the receiving unit or on the mic or body pack.

Location Determines Timeline

Depending on their location, some colleges may be able to use their 600 MHz system until the summer of 2020. However, in some situations, they will be affected sooner. Phase 1 (of 10 phases) began on September 14, 2018.

For a list of the markets for each phase and the dates of discontinuation, visit the FCC's wireless microphone website at www.fcc.gov/consumers/guides/operation-wireless-microphones or call the FCC at 1-888-CALL-FCC.

Scalable Rebate Programs

This is definitely bad news, especially for college programs with a limited budget. A lot of money has already been spent on systems in place now. Unfortunately, failure to comply leaves the university open to legal action.

To ease the pain of replacing non-compliant systems, major wireless microphone manufacturers are offering scalable rebates on those systems when traded in for a new system.

Lynn Fuston, Manager of Written Content with Sweetwater, recommends that college administrators begin planning and budgeting right away, if they haven't already, to replace those wireless systems that run within the affected frequencies. They carry several brands that are offering trade-ins and rebates, including Shure, Sennheiser, and Audio-Technica.

Ed Hansen, Marketing Manager with Audix Corporation, advises that manufacturers will be prohibited by the FCC from servicing units or selling replacement components operating in the 600 MHz band.

Hansen said, "Most people will prefer to migrate out of the 600 MHz band altogether and purchase new units in available,



legal bands.” He continued, “Our new wireless systems have both upgraded feature sets and a price that is lower than the systems they are replacing. So, in a way, we’ve built the rebate savings into our price up front.”

Bethany Dineen, Director of Marketing with Anchor Audio, stated that the discontinuation of certain wireless microphones due to the FCC’s Auction will have a ripple effect across many different industries. She commented, “It is important that consumers stay informed and ahead of the ball, especially if they have tight budgets.”

Nick Craig, Director of Sales at Anchor Audio, explains that they created the Upgrade Program to allow a simple upgrade of the internal components without the trouble of having to purchase a totally new system, which includes the dual wireless microphones and receivers operating on the 1.9 GHz wireless frequency along with Lithium Ion batteries, improved Class 1 Bluetooth, and Anchor AIR transmitters that allow customers to wirelessly connect multiple units within a 300’ range without the hassle of cables.

For customers with products that are not eligible for the upgrade, Anchor Audio is offering a discounted price on new portable sound and public address systems.

One Step at a Time

So, while this “bad news” is going to be a difficult problem for many private colleges and universities, there are some solutions. It is important to look at the equipment that their college or university uses the most frequently and take care of those things first.



ABOUT THE AUTHOR: Sheila Wagner has spent the last several years working as a professional editor and recently became the staff writer for *Private University Products and News*. Wagner can be reached at sheila@pupnmag.com.



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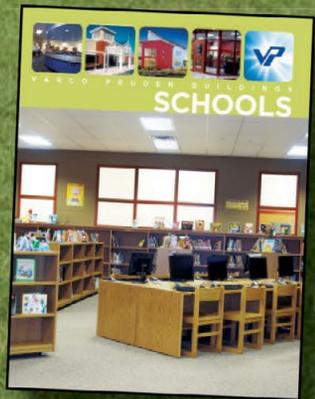
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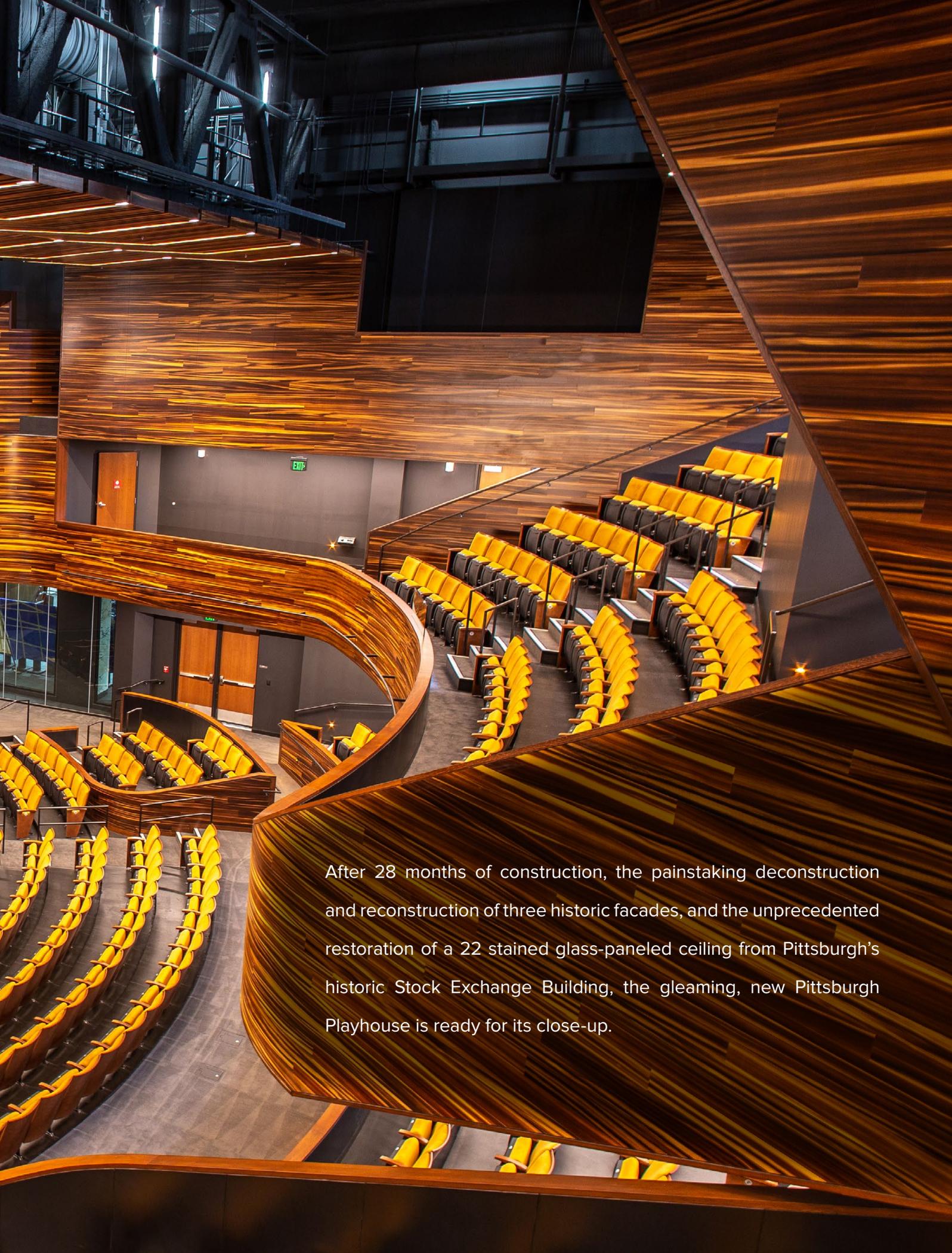




PITTSBURGH PLAYHOUSE

AT POINT PARK UNIVERSITY

by Lou Corsaro
photos by John Altdorfer



After 28 months of construction, the painstaking deconstruction and reconstruction of three historic facades, and the unprecedented restoration of a 22 stained glass-paneled ceiling from Pittsburgh's historic Stock Exchange Building, the gleaming, new Pittsburgh Playhouse is ready for its close-up.



Pulling Back the Curtain

This month, the new Pittsburgh Playhouse at Point Park University opened to students, audiences, and the downtown community—with events featuring a dedication and gala party to celebrate the \$60 million state-of-the-art theatre and educational facility. “We are thrilled to finally pull back the curtain on this amazing new entertainment center in Downtown Pittsburgh,” said Point Park University president Paul Hennigan. “For those of us who have been a part of seeing this building come to life, it’s a very special moment.”

A 90,411-square-foot theatre complex, the Pittsburgh Playhouse features a total of 91 rooms including a magnificent lobby space that boasts a three story wide-open space with natural light, a grand staircase and tucked-in spaces for students to lounge and gather; the 550-seat PNC Theatre whose backstage and inner workings are visible from the street, resulting in an intentional glimpse into performing arts classes; and the main floor which includes an enormous paint shop, a 2,738-square-foot soundstage three stories high, a 15-foot-high catwalk and 24-foot-high ceilings to provide professional-level learning opportunities to students in multiple disciplines, including cinematography, audio work, lighting work and aesthetics.



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The new Pittsburgh Playhouse was designed to be a learning laboratory for all Point Park students, not just those enrolled in the University's prestigious Conservatory for the Performing Arts. Students from across the academic community will have experiential learning opportunities that include aspects of producing, marketing, management, ticketing and programming. In addition, the Playhouse will collaborate with the University's Rowland School of Business and Center for Media Innovation on events, lectures and related programming. "This is a unique component of the new Playhouse and was a key driver in its design and mission. We believe the cross-disciplinary opportunities it will provide students will be unrivaled in our region," said Hennigan.

For Pittsburgh's Downtown economy and community, having another exceptional cultural attraction in the Central Business District will continue to help drive visitors to the area. Allowing for passersby to see the main stage area of the Playhouse from the street will help connect community to students and encourage everyone to feel a part of the creative process. Theatre-goers can enjoy the indoor and outdoor seating at the Pittsburgh Playhouse Café and view up-close the larger-than-life restored facades of the Royal, Goettman and Palace buildings.

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A Closer Look at Special Features

The new Pittsburgh Playhouse at Point Park University, given its size, state-of-the-art features and Downtown location, is an interdisciplinary space that will act as the entertainment hub for the entire campus.

"At our Oakland facility, we were limited to being a producing house—everything offered was created at the Playhouse," said Kim Martin, producing director. "At the new Playhouse, we are able to also be a presenting house, meaning we can bring in speakers, comedians, bands and more. It will be especially exciting to see the other schools take advantage of the space by scheduling and presenting their own lineups."

In addition, the greater space and sound barriers will allow multiple stages and support spaces to run productions at the same time, something that could never be done at the Oakland facility. In addition to the theatres, stretches of hallways offer opportunities to display student achievements, the café can house art installations and historical displays, and rehearsal spaces can be home to public readings, exhibits and events.

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The advertisement features three wooden lockers from the Superior Wood Sport Lockers line. Each locker is filled with sports equipment: a football helmet, jerseys, and shoes. The lockers are set against a background of a football field at night with stadium lights. On the left, a football player in a red jersey is visible. On the right, a basketball player in a blue jersey is visible. The text 'RECRUITER' and 'SUPERIOR' are prominently displayed at the top, along with the slogan 'If You Build it They Will Come'. Contact information for List Industries Inc. is provided at the bottom.

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Also, a typical theatre is symmetrical, meaning there is an even number of seats on both sides of mirroring aisles and balconies. The main theatre of the Playhouse is asymmetrical—it has more seats on one side and overhanging balcony on the other, along with seats on the floor and more balconies, which offer a greater feeling of intimacy. “It’s a warmer room, with pathways that intertwine,” Martin said. “Audiences are

going to want to try different areas and will feel compelled to walk around. That’s just not done in a symmetrical house theatre.”

The transformational Highmark Theatre is adaptable to any seating configuration, while the glass back wall opens to an outside, mini-amphitheater. This allows for unique event opportunities, such as outdoor seating for concerts, or indoor seating for an outdoor

performance. The Rauh Theatre, the most intimate space, has the capacity to fly scenery—an option most black box theatres do not have. “I have a feeling this will be my favorite space,” Martin said.

The old Pittsburgh Playhouse was a hemp house, one of the few surviving in the country—“for good reason,” Martin says. It’s an antiquated system where, when a piece of scenery or lighting is hung, that weight must be countered with sandbags, to allow the piece to fly. The new Playhouse has an arbor counterweight system. “We still counterweight the different lines with stage weights, but the system itself is far, far easier, quicker and more user-friendly. What used to take hours will take minutes,” she said.

A 2,738-square-foot soundstage rising up three floors with a 15-foot-high catwalk and 24-foot-high ceilings will provide professional-level learning opportunities to Cinema Arts students in multiple disciplines, including cinematography, audio work, lighting work and aesthetics. While it primarily operates as a classroom and for student projects, professional filmmakers will have the opportunity to make use of the space for projects and provide additional learning opportunities to Cinema Arts students.

The breathtaking main lobby looks like an internal street. “The shafts of light—the magnificence of it is something to behold,” Martin said. “Four stories of wide-open space and light is stunning, but my favorite view of the lobby is its counterpart. Standing atop the very modern, grand staircase looking down to the main entrance on Forbes Avenue literally brought tears to my eyes the first time I saw it.”

Tucked-in spaces along the grand staircase allow people to lounge while hanging out in the lobby. The indoor loading dock, located in the scene shop, will bring to an end the days of unloading wood and steel in the snow and rain. The dock also will allow stage sets to be brought in fully completed, as opposed to the old Playhouse, where sets had to be built in small pieces so they could fit through the doors. The change provides the ability to stage more lavish productions. Finally, large, open windows will allow students, faculty, staff and the public to have an intimate look at the inner workings of the Playhouse.

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ABOUT THE AUTHOR: Lou Corsaro is managing director of marketing and public relations for Point Park University. He joined the University in March after a nearly 20-year career as a professional journalist.

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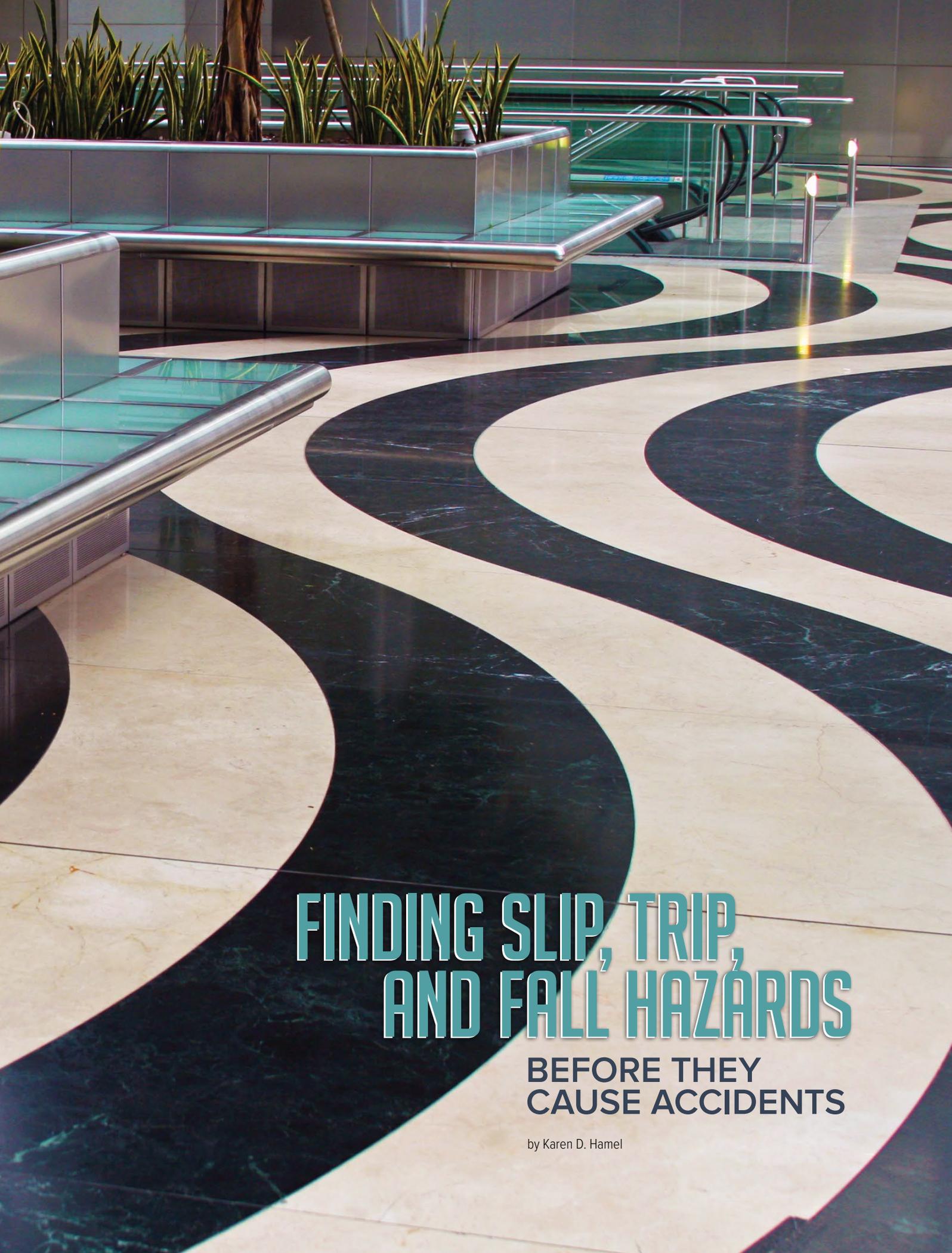
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FINDING SLIP, TRIP, AND FALL HAZARDS

BEFORE THEY
CAUSE ACCIDENTS

by Karen D. Hamel



With staff, faculty, and students on college campuses wearing every type of shoe from flip-flops to stiletto heels—and with attention diverted by conversations, cell phones or music—there is little wonder why slip-and-fall accidents are increasing. Obviously, facility managers and administrators have little control over the types of shoes people wear or what they do while walking between classes or across campus. It is, however, possible to make walking surfaces safer so that the opportunities for slips, trips and falls are reduced or eliminated.

It is true that footwear, lack of lighting, and many different types of distractions figure into slip, trip, and fall incidents. However, the primary causes of more than half of all incidents are faults with walking surfaces. These problems can range from defects that develop over time, like cracks and uneven surfaces to winter weather conditions that blanket everything with a slick sheet of ice.

Identifying Risks

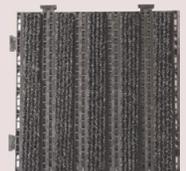
Incident or injury reports can provide details about where slip, trip or fall accidents have happened in the past, and may help to prioritize which areas need attention first, especially if multiple incidents have occurred in the same area. But they don't tell the whole story. Just because someone hasn't been injured in a particular area doesn't necessarily mean that it's safe.

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The primary causes of more than half of all incidents are faults with walking surfaces. These problems can range from defects that develop over time, like cracks and uneven surfaces, to winter weather conditions that blanket everything with a slick sheet of ice.

Slips, trips, and falls can happen anywhere people walk. Parking lots, sidewalks, cafeterias, classrooms, hallways, bathrooms, lobbies, and patios are all possibilities. Conducting a full-scale audit to identify risks throughout an entire campus may seem overwhelming, but it is possible to scale the scope down if multiple areas have similarities. For example, if all of the flooring in a building is the same, and rooms are used for similar purposes, evaluating one area (choose the area with the highest traffic) should provide a fairly accurate picture of floor-safety hazards in that building.

Paying Attention During Risk Audits

As risk audits are being conducted, pay particular attention to flooring or pavement in areas that may become wet, dusty or dirty. People generally don't fall on dry floors or pavement. They fall when something has spilled or accumulated on a walking surface. Spilled food and beverages, powders and granules, fallen leaves, and cut grass are all examples of things that end up on walking surfaces and can make them slippery.

Consider how changes in weather affect the conditions of sidewalks, parking lots, building

entrances and lobbies. While the audit is being conducted, take notes of any tools, equipment and products such as entrance matting that are used to keep walkways clear and dry.

Eliminating Hazards

It is common to find similar hazards existing in multiple areas. For example, if one building entrance is slippery when it rains, chances are good that the same condition is present in many entrances. Look for these similarities because the same solution may work in multiple areas. Solutions don't need to be elaborate or expensive. In fact, low-cost solutions and minor changes are often all that is necessary to make significant improvements.

To improve parking lots and sidewalks, procedures should include preventative maintenance tasks to eliminate or quickly repair uneven surfaces and deep cracks. Improved landscaping and grounds-keeping plans may include provisions for keeping grass cuttings, fallen leaves, branches, and other obstructions out of walkways, sidewalks and entrances as well



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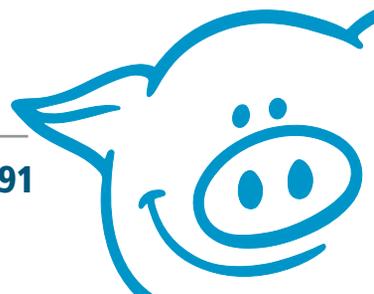




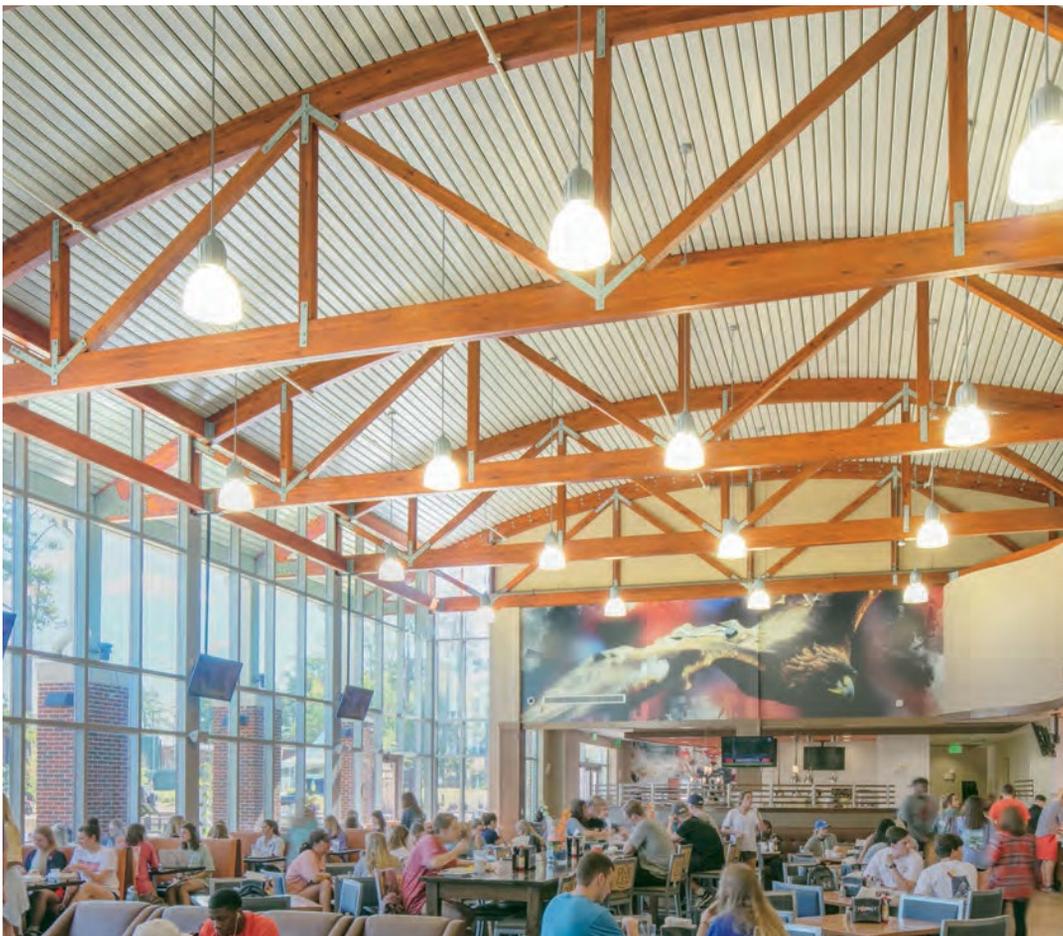
Photo courtesy New Pig

as specific procedures for prompt snow and ice removal throughout the day. Plans may also include designating primary walkways to clear first during cold weather months.

Replacing entrance matting with carpet tiles or adhesive-backed absorbent matting, providing an area for wet umbrellas, and having wet floor signs and floor-level fans are all changes that can be put in place to make these entrances and lobbies safer. Providing canopies and exterior matting outside each entrance can also help to minimize the amount of rain, snow, dirt, and mud that tracked into buildings.

Identifying Areas Prone to Spills

Cafeterias, common areas, restrooms and laundry facilities are all prone to spills that can make floors unsafe. While it is true that there are people who will just leave the spill for someone else to clean up, many people will clean up after themselves if they can quickly and easily find clean-up products. Stocking paper towels, absorbents, wet floor cones,



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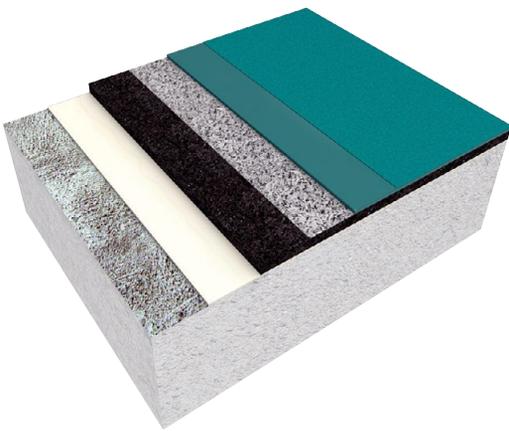


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vacuums, or other appropriate items can help to encourage good housekeeping in these areas and minimize slippery floors.

Reviewing routine floor cleaning schedules and procedures can improve both the safety and the attractiveness of floors in many different areas. Work with cleaning chemical suppliers to determine if the correct cleaning chemicals are being used for the types of flooring present in each area or building.

After choosing the correct type of cleaner or cleaners, develop specific procedures for floor cleaning that outline the use of clean water at the correct temperature, the specific amount of chemical to be used, and the frequency and timing of cleanings.

Maintaining Safe Conditions

Fixing current problems and establishing plans and procedures that work now will not ensure that slips, trips, and falls never happen in the future. Identifying floor and walkway hazards is an ongoing process. All walking surfaces age over time, and—although changing and improving cleaning procedures can have immediate, positive results on floors now—all floors, sidewalks, and parking lots will eventually need to be replaced or resurfaced.

Changes to the design or use of buildings, increased or decreased traffic, and other conditions may also necessitate changes to walkway safety plans or cleaning procedures. Conducting audits quarterly, semi-annually or at least annually can help to identify changes that may have gone unreported and identify new issues that may have arisen since the last audit. Audit results can also provide a snapshot of how each area has improved over time or identify areas that may need more attention in the near future.

Uncovering slip, trip, and fall hazards involves more than just looking at areas where accidents have happened. It also includes looking for areas where these accidents could also occur and putting the right plans, procedures, and tools in place to either eliminate the hazard or quickly remove it when it is present.

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ABOUT THE AUTHOR: Karen D. Hamel, CSP, WACH, is a regulatory compliance professional, trainer and technical writer for New Pig. She has more than 24 years of experience helping EHS professionals. She conducts seminars, webinars and trainings for a variety of national organizations. She can be reached at 1-800-HOT-HOGS® (468-4647) or by emailing karenh@newpig.com.



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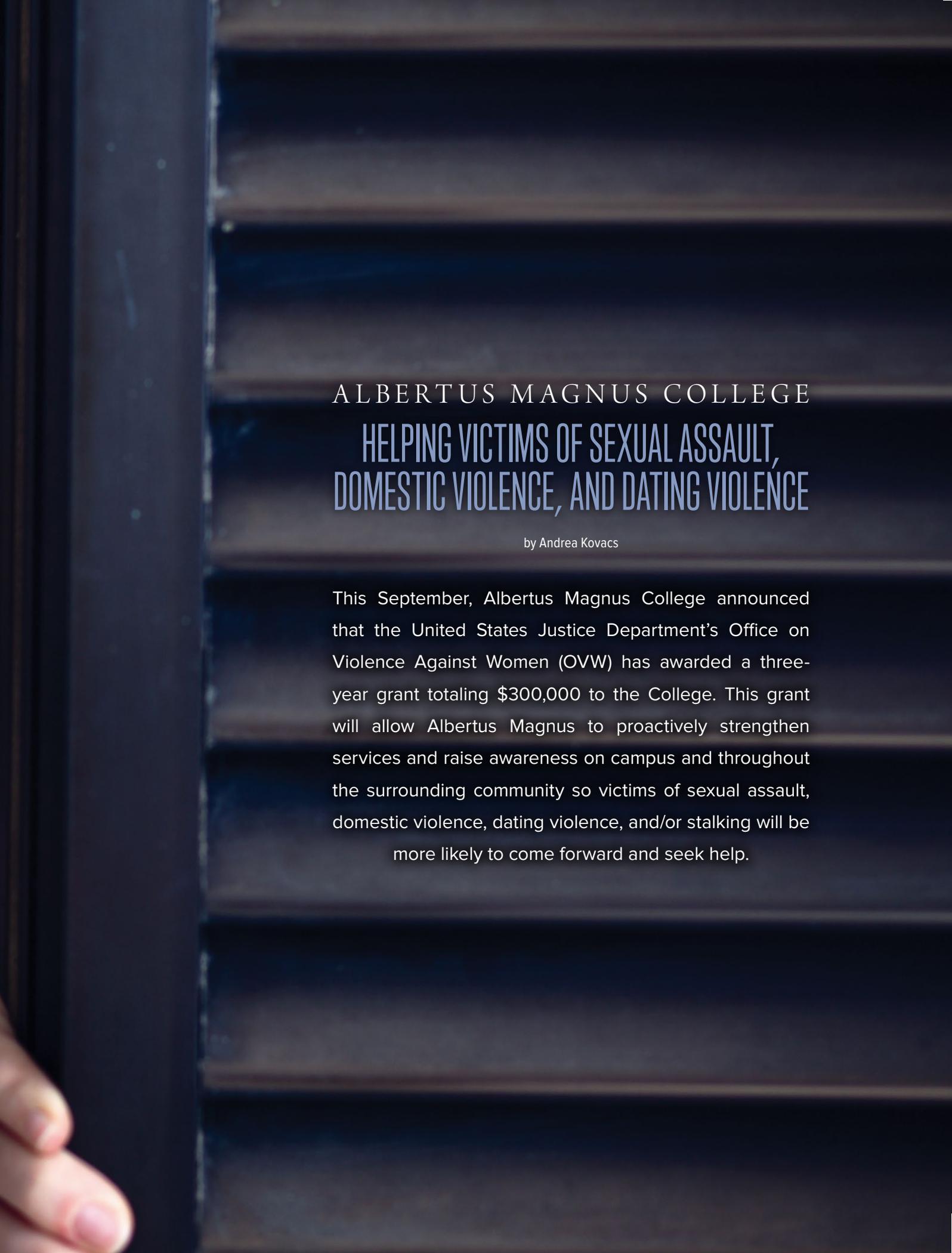
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ALBERTUS MAGNUS COLLEGE
HELPING VICTIMS OF SEXUAL ASSAULT,
DOMESTIC VIOLENCE, AND DATING VIOLENCE

by Andrea Kovacs

This September, Albertus Magnus College announced that the United States Justice Department's Office on Violence Against Women (OVW) has awarded a three-year grant totaling \$300,000 to the College. This grant will allow Albertus Magnus to proactively strengthen services and raise awareness on campus and throughout the surrounding community so victims of sexual assault, domestic violence, dating violence, and/or stalking will be more likely to come forward and seek help.



Photo courtesy Albertus Magnus

The SASS Project: Safe and Sound Students

“This grant provides the financial resources, training and opportunity to create an even safer campus environment for our students,” said Andrew Foster, Vice President for Student Services at Albertus Magnus. “In addition, the funds will help develop the Safe and Sound Students (SASS) Project, which formalizes the commitment of the College and our community partners with strengthening our response to sexual violence, sexual assault, intimate partner violence, domestic violence, dating violence and stalking both on campus and within the community.”

The SASS Project will be implemented at Albertus to support collaborative work with partnering agencies in New Haven to better respond rapidly and effectively should an incident occur. Additionally, it will help build capacity to prevent and respond to incidents via campus systems and in collaboration with community partners.

The SASS project will also impact Albertus Magnus students and their families, administrators, staff, faculty, and the New Haven

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community. During implementation of the program, education and training for students (some mandatory), administrators, staff, faculty and the community will be provided.

“We look forward to supporting our students and to the opportunity to work closely with our local partnering agencies,” said Director of Residential Life & Community Standards Samantha Quinn, deputy Title IX coordinator.

During implementation of the program, education and training will be provided for students, administrators, staff, faculty and the community.

Identifying the Scope of the Problem

In 2017, the New Haven Police Department (NHPD) reported 12 sexual assault crimes and 268 domestic violence crimes. Albertus has experienced a low incidence of sexual assault (SA), domestic violence (DV), dating violence (DaV), or stalking (SG) on campus. Albertus strives to foster an environment of acceptance and support in which students feel comfortable following up on an initial report with further action.



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The SASS project will raise awareness on campus and in the surrounding community so that SA/DV/DaV/SG victims will be more likely to come forward and seek help. SASS also will prepare Albertus to work in collaboration with agencies and resources in New Haven to better respond rapidly and effectively should an incident occur.

SASS will help prevent these incidents by shining a spotlight on this problem and taking steps to mitigate the factors that lead to SA/DV/DaV/SG.

The Goals of SASS

SASS has three primary goals: 1) to establish a culture of conversation about SA/DV/DaV/SG embedded in campus life; 2) to educate and raise awareness as part of a Coordinated Community Response (CCR); 3) to build capacity to prevent and respond to incidents of SA/DV/DaV/SG both internally (via college systems) and externally (in collaboration with community partners).

Thus, SASS is twofold, focusing on education and building infrastructure. There is limited public awareness on campus about sexual



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violence. As a campus community, Albertus has not engaged in the conversation necessary to raise awareness about this issue. SASS will provide education to increase the knowledge of all students about sexual violence, and to remove the stigma attached to reporting.

The director of Community Standards will take the lead in organizing comprehensive victim services for SA/DV/DaV/SG victims on campus. We will follow the protocol in the Sexual Misconduct Policy. Certain Albertus employees are designated as private advisors and may talk to a victim in confidence. Disclosures to these private advisors do not trigger an investigation.

Should a student file a report, they have the option of consenting to an investigation or signing a release waiving an investigation. Students may choose to initiate an investigation at any time, even if they previously signed a release. If the student decides to initiate the investigation process, the private advisor is authorized to proceed on the student's behalf to protect the identity of the victim. Procedures remain in place to keep all information on the victim and the incident confidential.

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If they are not already involved and the student gives permission, the NHPD will be alerted to the incident so the student can begin the external investigation process. Yale-New Haven Hospital will provide any medical care needed by the victim. The Albertus MH counselor will provide therapeutic services as well as referrals to other resources and services to benefit the victim, such as those offered by WFC or Umbrella Center.

The private advisor will assist with completing a report either to Albertus so that disciplinary action may be taken or to the NHPD so that criminal charges may be pursued, or both. With SASS, we will train more staff/faculty to serve as



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private advisors, and we will also train staff to serve as victim advocates. Thus, in the future, once we have trained advocates, a victim may select such an advocate to provide support during the reporting process and as they navigate the system to access services. With SASS we will develop a web page with links to resources and information for SA/DV/DaV/SO victims.

Victims and individuals who think that they may have witnessed an incident of sexual violence are encouraged to report the incident immediately. To encourage reporting, students who may have violated Albertus's Alcohol or Drug Policy at the time of the reported incident will not be charged with conduct code violations. Retaliation against any person in the campus community for reporting an incident or suspected incident is strictly prohibited and will result in disciplinary action. Student rights and adjudication procedures are outlined in the Sexual Misconduct Policy.



ABOUT THE AUTHOR: Andrea Kovacs is charged with developing and implementing a comprehensive communication and marketing strategy that enhances the College's public image; strengthens the Albertus brand; and supports strategic initiatives. Prior to Albertus, Andrea directed the Annual Fund at Fairfield University; she was Sr. Vice President for Marketing and Community Relations for United Way of Eastern Fairfield County, also responsible for individual gift fundraising.



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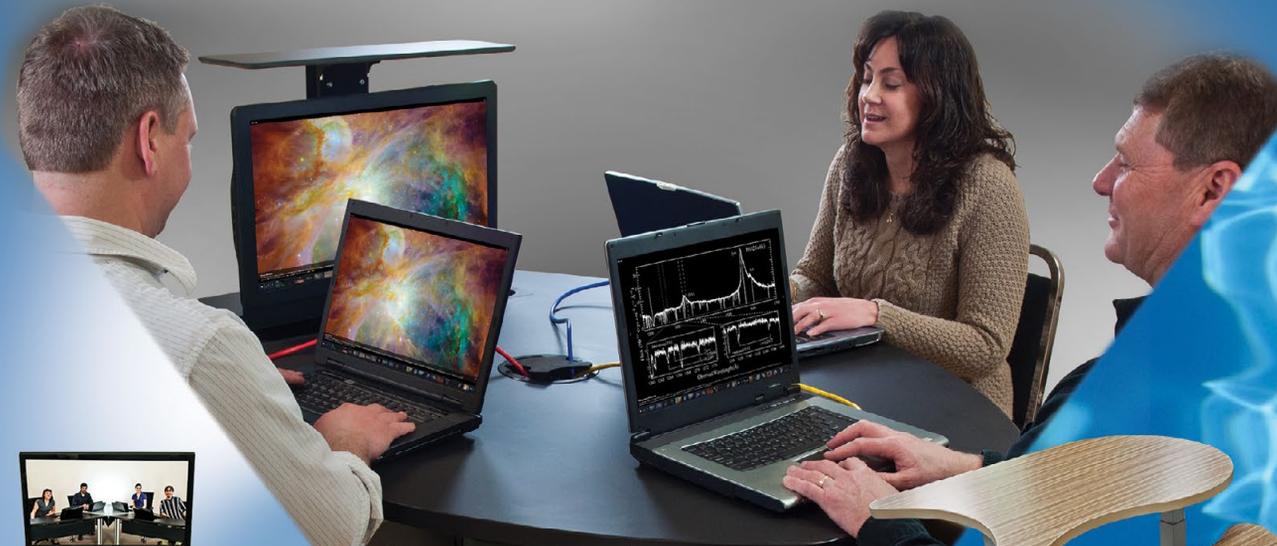


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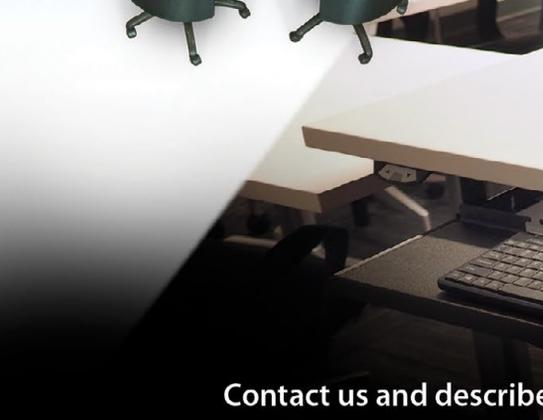


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COMPANY NAME.....PAGE NO.	COMPANY NAME.....PAGE NO.	COMPANY NAME.....PAGE NO.
Abacus Sports Installations Ltd 27	Green Earth Company..... 42	Robbins Sports Surfaces..... 55
Acoustics First 26	Hufcor, Inc..... 32	Royal Basket Trucks.....back cover
Activar15	IPI by Bison..... 56	SMARTdesks 68
Advanced Vapor Technologies 64	Kay Park..... 69	SofSurfaces51
American Building Company..... 2	Laptops Anytime..... 67	Special Lite 52
American Time & Signal Co..... 25	Lignomat 60	Spectrum Furniture 63
Anchor Audio Portable Sound Systems 23	List Industries..... 44	SportsArt America 47
Antron..... 43	Madrax/Thomas Steele 22	Steri-Fab 69
Atlantic Energy Concepts 27	Major Industries..... 34	Stronghold..... 40
Bevco..... 10	Mean Green Products 28	The Extractor Corp..... 3
Bona US 57	Mondo America, Inc..... 13	ULINE..... 42
Club Car 29	Musson Rubber Co..... 50	Vacuubrand 18
Contec61	National Office Furniture 41	Vantage/AllChem..... 71
Dorlen Products Inc..... 26	National Sports Products 66	Verder Scientific, Inc..... 16 & 17
Eiki International Inc..... 4	New Pig Corporation..... 53	Viking Electronics, Inc 7
Epic Metals..... 54	Nightlock 65	VIVOTEK.....19
ERG International11	Overly Doors..... 21	VP Buildings.....36-37
ergoErgo 12	Pine Hall Brick..... 35	Wesnic, Inc..... 62
Four Points Products..... 33	Post-Up Stand 45	
FSR Inc..... 46	PVI Industries LLC 70	

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