

MICHAEL J. MCQUEARY

VS 2012-1804

THE PENNSYLVANIA STATE UNIVERSITY

PLAINTIFF'S EXHIBITS FROM JURY TRIAL HELD OCTOBER 17-27, 2016.

1

5/4/98
5:00pm

- Women
- 11½ yr old son
- Nikky Gaines
- [illegible]
- Jerry [illegible] Sam & invited
  [illegible]
- Behavior - at least inappropriate
  Cannot [illegible]
- Police interviewed
  - typed
  - May be [illegible]
  - by themselves, [illegible]
  - [illegible] other clothes -
  - [illegible] though he was in shorts

- worked out on Treadmill etc
- Jerry - to take a shower -
  undressed - ? no other
  shower? 4 in here.
  shampoo.
  Jerry came up behind &
  gave him a bear hug -
  said he would squeeze
  guts out - all.
- Keep clothes - socks JUP's
  hat
- took home.

Mother concerned something
more - Kid took another
shower last night & this a.m.

PLAINTIFF'S
EXHIBIT
1

3

Mother - asked how did he give hug -
had to be genital contact because of size difference but when asked of boy he quickly said NO

- Friend Brandon, age 10, also @ Mittry Gardens - claims same thing went on with him

- Mother also [illegible]

- Children & Youth has been notified - welcome to talk to Brandon - tonight

- 4 -

Mother over reacting - NO
generally concerns
Admin - Poor Judgment
Critical issue - contact w genitals?

Assuming some experience w Brandon? not criminal.

2

Tom Harman 5/5

Last evening

- re interview 11½ yr old
- only change: added what happened in shower demonstrated on chair how Jerry hugged from back

hands around abdomen & down to thighs - picked him up & held him at shower head - rinse soap out of ears

obsessed w PSU FB & concerned about getting Jerry in trouble - getting FB tickets

- Kid has been seeing psychologist
- probably emotional problems but articulate & believable
- Mother to psychologist & said she would call child abuse hot line & will generate an incident no - with Dept of Public Welfare
- Other Boy - interviewed last night

Similar acct

locker room

wrestling

kissed on head.

PLAINTIFF'S EXHIBIT 2

Hinging from behind in
Shower
No allegation beyond that

Kids drew diagrams of
shower rooms.
he initially went down to
shower 3 yds stuck
away & Jerry told
him to come down
to shower next to his.
- Local child abuse people
Mtg at 900 today to
decide what to do.

Either way, case worker
felt they would interview
Jerry

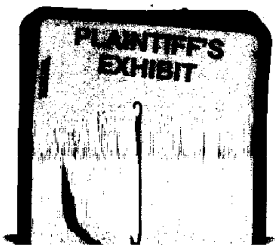
Is this opening of pandora's
box?
Other Children?

3

From: Gary C. Schultz <gcs2@psu.edu>
Sent: Thursday, May 14, 1998 8:55 AM
To: Thomas Harmon
Subject: Re: Jerry

Good, Tom. Thanks for the update and I agree that we want to resolve quickly.

At 04:48 PM 5/13/98 EST, Thomas Harmon wrote:
>The psychologist from DPW spoke with the child. They have not spoken
>to him. It is still my understanding that they intend to do this. I
>have also been advised that they want to resolve this quickly.
>
>> Date: Thu, 14 May 1998 04:11:19 -0400
>> To: Tim Curley <tmc3@psu.edu>
>> From: "Gary C. Schultz" <gcs2@psu.edu>
>> Subject: Re: Jerry
>
>> Tim, I understand that a DPW person was here last week; don't know
>> for sure if they talked with Jerry. They decided to have a child
>> psychologist talk to the boys sometime over the next week. We won't know anything before then.
>>
>> At 02:21 PM 5/13/98 -0400, Tim Curley wrote:
>> >Anything new in this department? Coach is anxious to know where it stands.
>> >_____
>> >Tim Curley
>> >Tmc3@psu.edu
>> >
>> >
>> >
>> Gary C. Schultz
>> Sr. V.P. for Finance and Business/Treasurer
>> 208 Old Main
>> Phone: 865-6574
>> Fax: 863-8685
>>
>>
>Thomas R. Harmon
>Director of Police Services
>The Pennsylvania State University
>30-B Eisenhower Parking Deck
>University Park, PA 16802
>(814) 865-1864
>harmon@police.psu.edu
>
>





4

From: Gary C. Schultz <gcs2@psu.edu>
Sent: Tuesday, June 09, 1998 2:03 AM
To: Harmon-Thomas (TRH)
Subject: Re: Jerry

Tom, I've been holding some "catch up time" on my calendar on Monday and I'd suggest that we use a piece of it to meet and discuss the status (I also recall the last time we talked you indicated that there was some aspects of this that you felt you should review with me when we had a chance to talk). Please get ahold of Joan and see what time will work. thanks

>Date: Mon, 08 Jun 1998 21:59:42 -0400
>To: Tim Curley <tmc3@psu.edu>
>From: "Gary C. Schultz" <gcs2@psu.edu>
>Subject: Re: Jerry
>
>Tim, I don't have an update at this point. Just before I left for vac, Tom told me that the DPW and Univ Police services were planning to meet with him. I'll see if this has happened and get back to you.
>
>At 10:27 AM 5/30/98 -0400, Tim Curley wrote:
>>Any further update?
>>
>>
>>
>>
>>At 09:46 AM 5/19/98 -0400, you wrote:
>>>No, but I don't expect we'll hear anything prior to the end of this week.
>>>
>>>At 09:37 PM 5/18/98 -0400, Tim Curley wrote:
>>>>Any update?
>>>>
>>>>
>>>>At 04:11 AM 5/14/98 -0400, you wrote:
>>>>>Tim, I understand that a DPW person was here last week; don't know
>>>>>for sure if they talked with Jerry. They decided to have a child
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>>>>>>Tim Curley
>>>>>>Tmc3@psu.edu
>>>>>>
>>>>>>
>>>>>>
>>>>>Gary C. Schultz
>>>>>Sr. V.P. for Finance and Business/Treasurer
>>>>>208 Old Main
>>>>>Phone: 865-6574

PLAINTIFF'S EXHIBIT 4

EXHIBIT Curley 8 05-4-17-06

>>>>>Fax: 863-8685
>>>>>
>>>>>
>>>>>
>>>>_____
>>>>Tim Curley
>>>>Tmc3@psu.edu
>>>>
>>>>
>>>>
>>>Gary C. Schultz
>>>Sr. V.P. for Finance and Business/Treasurer
>>>208 Old Main
>>>Phone: 865-6574
>>>Fax: 863-8685
>>>
>>>
>>>
>>_____
>>Tim Curley
>>Tmc3@psu.edu
>>
>>
>>
>

5

From: Gary C. Schultz <gcs2@psu.edu>
Sent: Tuesday, June 09, 1998 2:09 AM
To: Curley-Tim (TMC)
Cc: Spanier-Graham (GBS); Harmon-Thomas (TRH)
Subject: Re: Jerry

They met with Jerry on Monday and concluded that there was no criminal behavior and the matter was closed as an investigation. He was a little emotional and expressed concern as to how this might have adversely affected the child. I think the matter has been appropriatedly investigated and I hope it is now behind us.

>Date: Mon, 08 Jun 1998 21:59:42 -0400
>To: Tim Curley <tmc3@psu.edu>
>From: "Gary C. Schultz" <gcs2@psu.edu>
>Subject: Re: Jerry
>
>Tim, I don't have an update at this point. Just before I left for vac, Tom told me that the DPW and Univ Police services were planning to meet with him. I'll see if this has happened and get back to you.
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>>>>>>
>>>>>Gary C. Schultz
>>>>>Sr. V.P. for Finance and Business/Treasurer
>>>>>208 Old Main
>>>>>Phone: 865-6574
>>>>>Fax: 863-8685
>>>>>
>>>>>
>>>>>

PLAINTIFF'S EXHIBIT 5

EXHIBIT Harmon 1 6/20/14 VLF

PENGAD 800-631-6989

>>>
>>>Tim Curley
>>>Tmc3@psu.edu
>>>
>>>
>>>
>>>Gary C. Schultz
>>>Sr. V.P. for Finance and Business/Treasurer
>>>208 Old Main
>>>Phone: 865-6574
>>>Fax: 863-8685
>>>
>>>
>>>
>>
>>Tim Curley
>>Tmc3@psu.edu
>>
>>
>>
>

6

Working Attorney(s): Select 9

Matter I.D.	Description	Task Activity	Hours	
02-08-01				
4000-465063	PSU - Labor - Human Resources PS010		0.60	
	Conference with J Purdum re holiday pay issue; Conference with R Maney re same			
4000-490106	PSU - Personnel - Continuing & Distance Educat		0.50	
	Conference with J Elliott re J Marshall; Conference with G Schultz			
4000-490143	PSU - Personnel - Mont Alto Campus		2.20	
	Conference with J Leathers re D Goldenberg; Preparation of correspondence to G Spanier; Review of files; Preparation of correspondence to G Spanier et al; Conference with J Leathers			
4000-481582	PSU - Students - Student Affairs		2.90	
	Interoffice conference re camping policy; Legal research re same			
4000-481582	PSU - Students - Student Affairs		1.70	
	Study/analyze documents re LGB tenant; Interoffice conference re same; Legal research; Preparation of correspondence to G Spanier et al re same			
4000-490163	PSU - Personnel - Human Resources		0.30	
	Conference with R Maney re R Khalliq			
4000-465026	PSU - Labor - COM - General		1.50	
	Preparation of documents re HMC parking			
** Total for2/8/2001 **			9.70	0.00
02-09-01				
4000-490143	PSU - Personnel - Mont Alto Campus		1.60	
	Review of documents re D Goldenberg; Preparation of correspondence to G Spanier; Preparation of correspondence to J Leathers; Legal research			
4000-451558	PSU - Gifts & Grants - Develop and Alumni Rela		0.20	
	Review of files re Hagan estate			
4000-490117	PSU - Personnel - College of Liberal Arts		1.10	
	Conference with J Batista re R Echemendia; Interoffice conference			
4000-425562	PSU - Contracts - Hershey Medical Center		0.80	
	Review of documents re Purchase of Services Agreement; Interoffice conference re same			
4000-465026	PSU - Labor - COM - General		2.60	
	Conference with L Kushner re HMC parking fees; Preparation of correspondence to L Kushner re same; Preparation of documents; Legal research			
4000-465063	PSU - Labor - Human Resources PS010		0.70	
	Review Schaeffer brief			
** Total for2/9/2001 **			7.00	0.00
02-11-01				
4000-450061	PSU - General - Finance/Business - Central		2.90	
	Conference with G Schultz re reporting of suspected child abuse; Legal research re same; Conference with G Schultz			
02-12-01				



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PENNSTATE Confidential

Date: 2/12/01

From: Gary C. Schultz

To:

Talked w TMC
reviewed 1998 history
- agreed TMC will discuss w JVP &
advise we think TMC should meet
w JS on Friday
- unless he "confesses" to having a problem,
TMC will indicate we need to
have DPW review the matter
as an independent agency concerned
w Child welfare.
- TMC will keep me posted.

Senior Vice President for Finance and Business/Treasurer

The Pennsylvania State University
208 Old Main
University Park, PA 16802-1503
(814) 865-6574
Fax: (814) 863-7188

PLAINTIFF'S EXHIBIT

8

From: Thomas R. Harmon <HARMON@SAFETY-1.SAFETY.PSU.EDU>
Sent: Monday, February 12, 2001 4:57 PM
To: gcs2@psu.edu
Subject: Incident in 1998

Regarding the incident in 1998 involving the former coach, I checked and the incident is documented in our imaged achives. .

Thomas R. Harmon
Director, University Police
The Pennsylvania State University
30-B Eisenhower Parking Deck
University Park, PA 16802
(814) 865-1864
harmon@police.psu.edu

PLAINTIFF'S EXHIBIT 8

EXHIBIT Harmon 2 6/20/14 VLF

9

2/25/01

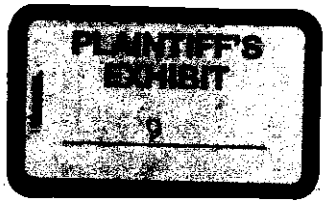
(3) - Tell Chair* of Board of Second Mile.

(2) - Report to Dept of Welfare.

(1) - Tell J.S to avoid bringing children alone into Lasch Bldg

*who's the chair??

PLAINTIFF'S EXHIBIT
9



10

From: Gary C. Schultz <gcs2@psu.edu>
Sent: Wednesday, February 28, 2001 2:13 PM
To: Graham Spanier; Tim Curley
Subject: Re: Meeting

<html>
Tim and Graham, this is a more humane and upfront way to handle this. I can support this approach, with the understanding that we will inform his organization, with or without his cooperation (I think that's what Tim proposed). We can play it by ear to decide about the other organization.

 At 10:18 PM 2/27/01 -0500, Graham Spanier wrote:
 <blockquote type=cite cite>Tim: This approach is acceptable to me. It requires you to go a step further and means that your conversation will be all the more difficult, but I admire your willingness to do that and I am supportive. The only downside for us is if the message isn't "heard" and acted upon, and we then become vulnerable for not having reported it. But that can be assessed down the road. The approach you outline is humane and a reasonable way to proceed.

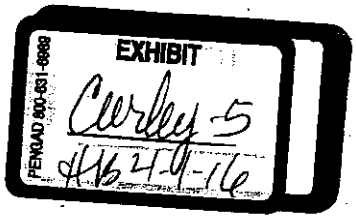
 At 08:10 PM 2/27/01 -0500, Tim Curley wrote:
 <blockquote type=cite cite>I had scheduled a meeting with you this afternoon about the subject we discussed on Sunday. After giving it more thought and talking it over with Joe yesterday– I am uncomfortable with what we agreed were the next steps. I am having trouble with going to everyone, but the person involved. I think I would be more comfortable meeting with the person and tell him about the information we received. I would plan to tell him we are aware of the first situation. I would indicate we feel there is a problem and we want to assist the individual to get professional help. Also, we feel a responsibility at some point soon to inform his organization and and maybe the other one about the situation. If he is cooperative we would work with him to handle informing the organization. If not, we do not have a choice and will inform the two groups. Additionally, I will let him know that his guests are not permitted to use our facilities.

 I need some help on this one. What do you think about this approach?</blockquote>

Graham B. Spanier
President
The Pennsylvania State University
201 Old Main
University Park, Pennsylvania 16802

 Phone: 814-865-7611
 email: gspanier@psu.edu
 </blockquote></html>





11

From: Gary C. Schultz <gcs2@psu.edu>
Sent: Thursday, March 01, 2001 4:06 PM
To: Tim Curley
Subject: Re: Fwd: Re: Schedule

<html>
OK, Tim. You can reach me anytime thru my office.

 At 07:34 AM 3/1/01 -0500, Tim Curley wrote:

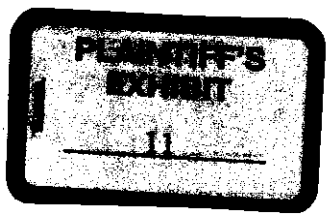
 <blockquote type=cite cite>Gary: I will be sure to keep in touch with you on the basketball situation.

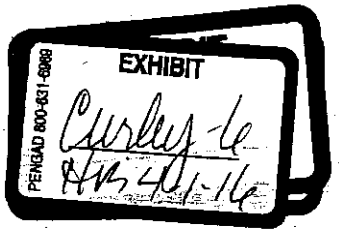
 <blockquote type=cite cite>X-Sender: gspanier@mail.psu.edu
X-Mailer: QUALCOMM Windows Eudora Pro Version 4.2.0.58
Date: Wed, 28 Feb 2001 21:18:24 -0500
X-PH: V4.1@f04n01
To: Tim Curley <tmc3@psu.edu>
From: Graham Spanier <gspanier@psu.edu>
Subject: Re: Schedule

Tim: I'll be in Australia, and it might be difficult to reach me—a 15 hour time difference. But call if you need me—Carolyn has my phone numbers. I will try to check email from time to time, but who knows how easy that will be. I will return late Saturday night (but that involves starting my return sometime on Friday, US time), so you might try calling me at home on Sunday afternoon if we haven't communicated earlier via email. If you need to start in one direction without me, do so. I think we are on the same wavelength and I will support you.

At 08:19 PM 2/28/01 -0500, Tim Curley wrote:
 <blockquote type=cite cite>Graham: I know you are going out of town. When will you be returning? I may need to touch base with you regarding the basketball situation towards the end of next week. We will play next Thursday and pending the outcome of the next two games I will need to make a recommendation to you next Friday. I am planning to meet with the person next Monday on the other subject. Have a great trip!! You sure deserve a break!!!</blockquote>
————————————————
Graham B. Spanier
President
The Pennsylvania State University
201 Old Main
University Park, Pennsylvania 16802

 Phone: 814-865-7611
 email:
gspanier@psu.edu</blockquote>
 </blockquote></html>





12

To: Tim Curley <tmc3@psu.edu>
From: Joan Coble <jlc9@psu.edu>
Subject: Re: Fwd: Confidential
Cc:
Bcc:
Attached:

Thx. Tim. Joan

At 10:48 AM 3/7/01 -0500, you wrote:

I just gave him the update.

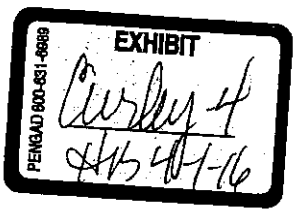
At 08:54 AM 3/7/01 -0500, Joan Coble wrote:
Tim - Have you updated Gary lately? Before he left for FL, he asked me to ck. w/you re this.

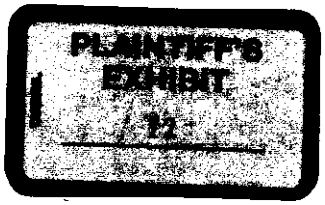
Pls. know that he is doing e-mail, but will not be reading until Sun., 3/11. He is spending a few days with Dave Schuckers and you may either phone him on his cellphone at 777-7393 or @ Schuckers at 941/388-3034. Pls. know that the Schuckers live in a Condominium & you may have to go through some referrals to get to speak w/them, so be patient if you go that route.

Thx. Joan

X-Sender: gcs2@imap.cac.psu.edu
X-Mailer: QUALCOMM Windows Eudora Version 4.3.2
Date: Mon, 26 Feb 2001 08:57:16 -0500
X-PH: V4.1@f04n01
To: TMC3@psu.edu
From: "Gary C. Schultz" <gcs2@psu.edu>
Subject: Confidential
Cc: jlc9@psu.edu

Tim, I'm assuming that you've got the ball to 1) talk with the subject ASAP regarding the future appropriate use of the University facility; 2) contacting the chair of the Charitable Organization; and 3) contacting the Dept of Welfare. As you know I'm out of the office for the next two weeks, but if you need anything from me, please let me know.
Gary C. Schultz
Senior Vice President for
Finance & Business/Treasurer
Penn State University
208 Old Main
University Park, PA 16802
814/865-6574
814/863-8685 (fax)





http://www.psu.edu/dept/fab

Joan L. Coble
Administrative Assistant
Office of the Senior Vice President for
Finance & Business/Treasurer
208 Old Main
University Park, PA 16802
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Michael J. McQueary

418 Kemmerer Rd.
State College Pa. 16802
(814) 777-0145 (Home)
(814) 865-8906 (Work)
MMcQueary@psu.edu

Education

The Pennsylvania State University, University Park, PA

- Bachelor of Science in Health Policy Administration, 1997
- Master in Education Administration
  Graduation date: May 2004

Coaching Experience

The Pennsylvania State University, University Park, PA

2003–Present **Administrative Assistant: Football & Video Operations**

- Direct one of the largest camps in the country with almost 3,000 participants
- Direct Coaches Clinic
- Serve as NFL liaison
- Perform high school and public relations liaison duties
- Manage a large portion of recruiting coordinator duties

2000 – 2003 **Offensive Graduate Assistant Coach**

- Coached TEs in pass game
- Prepared, counseled, evaluated and motivated TEs
- Worked with special teams, primarily kick off return
- Aided in development of Tony Stewart (5th round draft choice) and John Gilmore (6th round draft choice)
- Assisted in development and organization of Offensive Playbook
- Scouted opponents and prepared scouting reports
- Developed and organized Self-Scout reports & charts
- Assisted in evaluation and recruitment of prospects

1999 – 2000 **Administrative Assistant**

- Served as high school and public relations liaison
- Developed and organized Self-Scout reports & charts
- Assisted in evaluation and recruitment of prospects
- Completed Special Projects as assigned by Coach Paterno



Playing Experience

1999 — **Scottish Claymores (NFL Europe)**
Quarterback
- Gained valuable experience in "west coast" offensive principles
- Released after training camp

1998 — **Oakland Raiders (NFL)**
Quarterback
- Un-drafted Free Agent participating in 2 mini-camps, off season workouts and training camp
- Gained valuable experience in "west coast" offensive principles
- Gained knowledge and exposure to the NFL business and daily workings
- Played under John Gruden, learning valuable concepts of offensive strategy and player motivation
- Gained tremendous understanding of complex offense with expansive verbage
- Released at the end of training camp

1993 – 1997 — **Pennsylvania State University (Big Ten)**
Quarterback
- 1 year starter and 2 year letter winner
- Gained understanding of multiple I formation Offense
- Named Senior MVP at the conclusion of senior year
- Earned Honorable Mention All Big Ten
- Set numerous school records (Passing yardage in a game, total offense, career QB rating (145))
- Served as team captain

References

Available upon request.

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PENNSTATE

Timothy M. Curley
Director of Athletics

The Pennsylvania State University
101T Bryce Jordan Center
University Park, PA 16802-7101

(814) 865-1086
Fax: (814) 863-7955

CONFIDENTIAL

February 18, 2004

Mr. Michael McQueary
c/o Penn State Football Office
Lasch Football Building
Penn State University
University Park, PA 16802

Dear Mike:

We are pleased to offer you the position of Assistant Football Coach at The Pennsylvania State University effective March 1, 2004. Your salary will be $3,334.00 per month. This is a fixed term I appointment through December 31, 2004 with all University benefits. The appointment is renewable at that time.

Your duties in Intercollegiate Athletics will include assisting with the organization and administration of the Football Program to include coaching, recruitment, promotion, and all other aspects of the Football Program.

You will be responsible for adherence to NCAA, Big 10 and Penn State University policies. Failure to comply may result in disciplinary action.

If these arrangements meet with your approval, please sign a copy of this letter and return it to Linda Woodring, 103 Bryce Jordan Center, as soon as possible.

Sincerely,

Timothy M. Curley
Director of Athletics

I accept the above contract:

Michael McQueary — 2/26/04 Date

TMC:l

Runkle Deposition No. 6
11/6/13 MEM

PLAINTIFF'S EXHIBIT 14

An Equal Opportunity University

15

Gantter
Deposition Exhibit
No. 1
MEM 12/10/13

Employee's Name MIKE McQUEARY

Staff Review and Development Plan

This document, as part of the University Staff Review and Development Program, can be used as a tool for:

PROFESSIONAL DEVELOPMENT
- training and coaching
- performance

COMMUNICATION
- annual performance
- self-assessment
- periodic performance

HUMAN RESOURCES DECISIONS
- transfer and promotion
- salary increase

PLAINTIFF'S EXHIBIT 15

Instructions for Supervisors

Staff Input

1. Review the employee's job duties and responsibilities.
2. Ask the employee to complete and return Staff Input.

Staff Review

1. Gather and review all pertinent information to be used to review performance. (e.g., Staff Input, performance logs, letters of commendation).
2. Complete the Staff Review section.
3. Meet with employee to discuss the Staff Review.

Development Action Plan

1. Ask employee to draft the Development Action Plan.
2. Meet with the employee to reach consensus on the Development Action Plan.

This publication is available in alternative media on request.

The Pennsylvania State University is committed to the policy that all persons shall have equal access to programs, facilities, admission, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. The Pennsylvania State University does not discriminate against any person because of age, ancestry, color, disability or handicap, race, religious creed, sex, sexual orientation, or veteran status. Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Director, The Pennsylvania State University, 201 Willard Building, University Park, PA 16802-2801; tel. (814) 863-0471.

Staff Input

Name MIKE McQUEARY
Date 4/15/05

Accomplishments

In your responses to the items below, please be as specific as possible, providing examples when appropriate. If you need to include additional sheets of paper, please do so.

1. List your most significant accomplishments during the past year.

RED. THE ORGANIZATION & DEVELOPMENT OF OUR RECRUITING Cadre

2. Describe the extent to which you met the performance expectations listed in your Development Action Plan for last year.

N/A - DIDN'T DO PLAN LAST YEAR

3. List all of the professional development activities, including diversity enrichment opportunities, that you completed to increase your effectiveness at work for current and/or future job responsibilities. Include group-based learning activities [such as seminars], self-paced activities [such as computer-based tutorials], and work place learning activities [such as special assignments designed to develop new skills].

THE MAIN ACTIVITY I PARTICIPATED IN WAS ONE TRIP TO VISIT TEXAS.

☑ Number of Professional Development Activities Approximate Time ☑ hours

3 DAYS
24 hours

Self-Assessment

Complete this section to describe your development priorities for the next review period. Considering the following information:

- *Your personal career goals*
- *Your area's strategic plan*

Planning period:
From APRIL 15TH
To APRIL 15TH

1. List work-related strengths and interests that you would like to build on.
   ORGANIZATION / ASSIGNMENT OF HR TO GIVEN RESPONSIBILITIES
2. In terms of your current job responsibilities, describe areas for growth, development, or improvement
   IMPLEMENTATION OF TASKS / ASSIGNED DUTIES TO STAFF / CONFLICT RESOLUTION
3. Identify ways you would like to contribute to the organization beyond your current job responsibilities (i.e. serve on a University-wide committee).

Staff Review

Employee Name
MIKE MCGUIRE

Review Period
JUNE 2004 - JUNE 2005

Current Title
ASSISTANT FOOTBALL COACH/RECRUITING COORDINATOR

College/Dept
ECA

Name of Reviewer
FRED GAUTER

The following performance factors reflect University values and priorities. These factors should be considered in conjunction with any unit-specific factors and all relevant performance standards when reviewing performance throughout the review period.

Performance Factors

Job Knowledge: Demonstrates the appropriate specialized knowledge required to perform the job; effectively performs duties and responsibilities; keeps current with new developments in areas of responsibility

Judgment and Problem Solving: Anticipates and identifies problems; gathers facts and analyzes causes; evaluates alternative solutions; takes or recommends actions; follows up, to ensure problem resolution

Self-Management: Produces services/output efficiently; effectively uses time and meets deadlines; is punctual and reliable; works effectively with directions given; takes initiative; provides acceptable volume of work

Teamwork: Shares information and resources with others; gives timely responses to requests made by others; interacts well with all individuals; establishes and maintains effective working relationships; promotes teamwork and values the group's success

Quality: Effectively produces a caliber of work consistent with departmental standards; completes work thoroughly and accurately; pays attention to detail; contributes to the improvement of the quality of services provided by the University

Support of Diversity: Demonstrates a respect for the value of individuals regardless of their background or culture; contributes to processes that create and support a diverse environment; participates in diversity programming and activities

Customer Service: Effectively represents the University to students, parents, faculty, staff, patients, alumni, and other customers of the University; understands and constructively responds to customer needs

Communication: Effectively conveys ideas, information, and/or instructions to others; listens attentively and clarifies information when necessary; participates in meetings effectively; contributes to establishing a favorable communication environment; understands instructions

STAFF ADVISORY COMMITTEE

SUGGESTED LANGUAGE FOR RECOMMENDED DIVERSITY CORE FACTOR RATINGS

JANUARY 2003

Descriptive Narrative Choices

- Never or rarely participates in diversity related activities in the workplace
- Often uses inappropriate language in the workplace
- Often engages in inappropriate behavior in the workplace
- Fails to demonstrate respect for the value of individuals regardless of their background or culture
- Limited awareness of the value of diversity in the workplace
- Improvement is required in order to perform at an acceptable level

- Participated in mandated diversity programs or activities this year
- Rarely uses inappropriate language in the workplace
- Rarely engages in inappropriate behavior in the workplace
- Demonstrates respect for the value of individuals regardless of their background or culture
- Understands the value of diversity in the workplace

- Readily participated in diversity programs or activities this year
- Abstains from inappropriate language in the workplace
- Demonstrates an awareness of the value of diversity in the workplace
- Promotes respect for the value of individuals regardless of their background or culture
- Contributes to activities that enhance a diverse student body and/or workforce

- Initiated diversity program or activities this year
- Discourages inappropriate language in the workplace
- Contributes to a welcoming environment for individuals regardless of their background or culture
- Proactively manages diversity through hiring, retention and promotion activities
- Leads and positively impacts diversity in the workplace and community

Unit-Specific Factors

Use these factors for performance criteria that are vital to the individual's position but not otherwise covered by this instrument. Factors may include general skill areas, such as the examples listed below, or specific performance goals that are part of the unit's strategic plan or the employee's Development Action Plan. Discuss these factors with the employee at the beginning of the review period. A few examples of factors follow.

Supervision: *(This factor must be completed for employees responsible for supervising others.)* Effectively delegates and coordinates the work of others; contributes to the selection, training, development, and evaluation of assigned staff

Project Leadership: Effectively operates independently in delegating work to peers and coordinates the work of others on projects

Creativity: Discovers and implements new and improved ways of doing things; breaks out of the "status quo" to find better ways to accomplish goals

Accomplishment of Development Action Plan: Successfully completes the Development Action Plan

Identify and define any unit-specific factors in the space below.

Factors

1

2

Professional Development Activities

Record the number of professional development activities completed by the employee during the review period, and estimate the time spent completing those activities. Consider all formal and informal activities intended to increase effectiveness for current and/or future job responsibilities.

☒ 3 Number of Professional Development Activities Approximate Time ☐ ~~Hours~~ 6 Days 24 hours

Overall Rating

(Recommend completing for all employees) Considering all dimensions and factors, indicate the definition that best describes this employee's overall contribution during the review period. If an employee does not meet expectations for a particular performance factor, this should be addressed under "Opportunities for Growth and Development."

Comments:

Attended Various Clinics / Seminars
Univ. Texas Visit

☒ Performance significantly exceeds expectations
☐ Performance exceeds expectations
☐ Performance meets expectations
☐ Performance partially meets expectations
☐ Performance does not meet expectations

Signature of Reviewer — Date: 4/16/05

Concurrence of Administrative Officer — Date

*Signature of Individual Reviewed — Date: 4/15/05

* Signature indicates only that this Staff Review has been discussed and does not necessarily signify concurrence. A response to this review may be made on a separate sheet and attached.

Development Action Plan

Planning Period:
From: 4/15/05 - 4/15/06
To:

Review and update this plan periodically.

Performance Expectations (Measures)	Knowledge, Skills, and Behaviors Needed to Achieve Each Expectation	Professional Development Activities	Resources and Support Needed from Work Unit and Supervisor	Target Dates for Expectations
1. Good As Can	1.	1. CLINICS	1. MONEY/BUDGET	1. April 2006
2. Gain Recruiting Leads	2.	2. Visits To Other Sites	2.	2.
3.	3.	3. Recruiting Seminars	3.	3.
4.	4.	4.	4.	4.
5.	5.	5.	5.	5.
6.	6.	6.	6.	6.
7.	7.	7.	7.	7.

Employee _____ Signature _____ Date

Supervisor _____ Signature _____ Date

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PSU 000111

16

Gunter
Deposition Exhibit
No 2
MEM 12/10/13

Employee's Name Michael McSweeney

Staff Review and Development Plan

This document, as part of the University Staff Review and Development Program, can be used as a tool for:

PROFESSIONAL DEVELOPMENT
- training and coaching
- performance

COMMUNICATION
- annual performance
- self-assessment
- periodic performance

HUMAN RESOURCES DECISIONS
- transfer and promotion
- salary increase

PLAINTIFF'S EXHIBIT 16

Staff Review

Employee Name
Michael McGEARY

Review Period
4-1-05 ——> 6-31-06

Current Title
Assistant Football Coach

College/Dept
Intercollegiate Athletics

Name of Reviewer
Fran Ganter

The following performance factors reflect University values and priorities. These factors should be considered in conjunction with any unit-specific factors and all relevant performance standards when reviewing performance throughout the review period.

Performance Factors

Job Knowledge: Demonstrates the appropriate specialized knowledge required to perform the job; effectively performs duties and responsibilities; keeps current with new developments in areas of responsibility

Judgment and Problem Solving: Anticipates and identifies problems; gathers facts and analyzes causes; evaluates alternative solutions; takes or recommends actions; follows up, to ensure problem resolution

Self-Management: Produces services/output efficiently; effectively uses time and meets deadlines; is punctual and reliable; works effectively with directions given; takes initiative; provides acceptable volume of work

Teamwork: Shares information and resources with others; gives timely responses to requests made by others; interacts well with all individuals; establishes and maintains effective working relationships; promotes teamwork and values the group's success

Quality: Effectively produces a caliber of work consistent with departmental standards; completes work thoroughly and accurately; pays attention to detail; contributes to the improvement of the quality of services provided by the University

Support of Diversity: Demonstrates a respect for the value of individuals regardless of their background or culture; contributes to processes that create and support a diverse environment; participates in diversity programming and activities

Customer Service: Effectively represents the University to students, parents, faculty, staff, patients, alumni, and other customers of the University; understands and constructively responds to customer needs

Communication: Effectively conveys ideas, information, and/or instructions to others; listens attentively and clarifies information when necessary; participates in meetings effectively; contributes to establishing a favorable communication environment; understands instructions

Unit-Specific Factors

Use these factors for performance criteria that are vital to the individual's position but not otherwise covered by this instrument. Factors may include general skill areas, such as the examples listed below, or specific performance goals that are part of the unit's strategic plan or the employee's Development Action Plan. Discuss these factors with the employee at the beginning of the review period. A few examples of factors follow.

Supervision: (*This factor must be completed for employees responsible for supervising others.*) Effectively delegates and coordinates the work of others; contributes to the selection, training, development, and evaluation of assigned staff

Project Leadership: Effectively operates independently in delegating work to peers and coordinates the work of others on projects

Creativity: Discovers and implements new and improved ways of doing things; breaks out of the "status quo" to find better ways to accomplish goals

Accomplishment of Development Action Plan: Successfully completes the Development Action Plan

Identify and define any unit-specific factors in the space below.

Factors

1. Supervision
2. Project Leadership

- Mike supervises all aspects of the P.S. football programs. Recruiting, he coordinates + supervises all other members of the P.S. staff. He is also responsible for coaching our Wide Receivers & the Special Teams.
- Mike is responsible for planning & conducting daily meetings with his WR's for teaching & evaluation purposes.

Performance Feedback and Suggestions for Development

Objective, constructive feedback is essential to the continuing development of employee as well as team productivity and performance. Please discuss the strengths and opportunities for growth and development demonstrated by the employee in terms of performance factors, unit-specific factors, and relevant performance standards. Be sure to emphasize suggestions for further development in terms of both strengths and opportunities. When describing the employee's (or team's) level of performance, the following words may be helpful: significantly exceeds expectations; exceeds expectations; meets expectations; partially meets expectations; and does not meet expectations.

Strengths that can be refined and extended:

Opportunities for growth and development:

Mike McQueary significantly exceeds expectations.

Professional Development Activities

Record the number of professional development activities completed by the employee during the review period, and estimate the time spent completing those activities. Consider all formal and informal activities intended to increase effectiveness for current and/or future job responsibilities.

[7] Number of Professional Development Activities Approximate Time [24] Hours

Overall Rating

(Recommend completing for all employees) Considering all dimensions and factors, indicate the definition that best describes this employee's overall contribution during the review period. If an employee does not meet expectations for a particular performance factor, this should be addressed under "Opportunities for Growth and Development."

Comments:

Mike McQueary is a great teacher, coach, recruiter and administrator for Penn State football & Penn State University.

- [✓] Performance significantly exceeds expectations
- [ ] Performance exceeds expectations
- [ ] Performance meets expectations
- [ ] Performance partially meets expectations
- [ ] Performance does not meet expectations

Signature of Reviewer Date 5-8-06

Concurrence of Administrative Officer Date

*Signature of Individual Reviewed Date 5-8-06

* Signature indicates only that this Staff Review has been discussed and does not necessarily signify concurrence. A response to this review may be made on a separate sheet and attached.

Development Action Plan

Planning Period:
From: 4-1-06
To: 5-31-07

Review and update this plan periodically.

Performance Expectations (Measures)	Knowledge, Skills, and Behaviors Needed to Achieve Each Expectation	Professional Development Activities	Resources and Support Needed from Work Unit and Supervisor	Target Dates for Expectations
1. ENHANCE COMPUTER SKILLS	1.	1. CLINICS	1.	1. ONGOING
2. PRO ENRICHMENT	2. TRENDS	2. SCHOOL VISITS	2.	2. ONGOING
3.	3.	3.	3.	3.
4.	4.	4.	4.	4.
5.	5.	5.	5.	5.
6.	6.	6.	6.	6.
7.	7.	7.	7.	7.

Employee [signature] Signature 5-8-06 Date

Supervisor [signature] Signature 5-8-06 Date

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Staff Input

Name MIKE MCQUEARY
Date MAY 10, 2006

Accomplishments

In your responses to the items below, please be as specific as possible, providing examples when appropriate. If you need to include additional sheets of paper, please do so.

1. List your most significant accomplishments during the past year.

2. Describe the extent to which you met the performance expectations listed in your Development Action Plan for last year.

I WAS ABLE TO MEET EXPECTATIONS WHILE ALSO FURTHER DEVELOPMENT IN EDUCATION, AND PRACTICE TRAINING

3. List all of the professional development activities, including diversity enrichment opportunities; that you completed to increase your effectiveness at work for current and/or future job responsibilities. Include group-based learning activities [such as seminars], self-paced activities [such as computer–based tutorials], and work place learning activities [such as special assignments designed to develop new skills].

SEVERAL SEMINARS & CLINICS

5 Number of Professional Development Activities Approximate Time 20 hours

Self-Assessment

Complete this section to describe your development priorities for the next review period. Considering the following information:

- *Your personal career goals*
- *Your area's strategic plan*

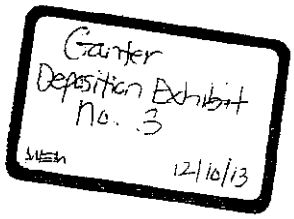
Planning period:
From MAY 15 2006
To MAY 15 2007

1. List work-related strengths and interests that you would like to build on.
   CONTINUE TO GROW IN PUBLIC RELATIONS AREA

2. In terms of your current job responsibilities, describe areas for growth, development, or improvement
   BECOME MORE KNOWLEDGEABLE, GREATER UNDERSTANDING OF TEAM DYN

3. Identify ways you would like to contribute to the organization beyond your current job responsibilities (i.e. serve on a University-wide committee).
   I WOULD BE OPEN TO ANY RESPONSIBILITIES

17



Employee's Name
MIKE MCQUEARY

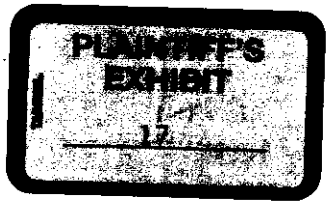
Staff Review and Development Plan

This document, as part of the University Staff Review and Development Program, can be used as a tool for:

PROFESSIONAL DEVELOPMENT
- training and coaching
- performance

COMMUNICATION
- annual performance self-assessment
- periodic performance

HUMAN RESOURCES DECISIONS
- transfer and promotion
- salary increase



Instructions for Supervisors

Staff Input

1. Review the employee's job duties and responsibilities.
2. Ask the employee to complete and return Staff Input.

Staff Review

1. Gather and review all pertinent information to be used to review performance. (e.g., Staff Input, performance logs, letters of commendation).
2. Complete the Staff Review section.
3. Meet with employee to discuss the Staff Review.

Development Action Plan

1. Ask employee to draft the Development Action Plan.
2. Meet with the employee to reach consensus on the Development Action Plan.

This publication is available in alternative media on request.

The Pennsylvania State University is committed to the policy that all persons shall have equal access to programs, facilities, admission, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. The Pennsylvania State University does not discriminate against any person because of age, ancestry, color, disability or handicap, race, religious creed, sex, sexual orientation, or veteran status. Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Director, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-2801; tel. (814) 863-0471.

Staff Input

Name	MIKE MCQUEARY
Date	4-11-07

Accomplishments

In your responses to the items below, please be as specific as possible, providing examples when appropriate. If you need to include additional sheets of paper, please do so.

1. List your most significant accomplishments during the past year.

   ASSUMED NEW AND EXPANDED RESPONSIBILITIES WITHIN THE FOOTBALL PROGRAM.

2. Describe the extent to which you met the performance expectations listed in your Development Action Plan for last year.

   EXPANDED MY KNOWLEDGE OF NCCA RULES, REGULATIONS AND APPLICATIONS.

3. List all of the professional development activities, including diversity enrichment opportunities; that you completed to increase your effectiveness at work for current and/or future job responsibilities. Include group-based learning activities [such as seminars], self-paced activities [such as computer–based tutorials], and work place learning activities [such as special assignments designed to develop new skills].

   ALLENTOWN PA. NIKE CLINIC FEB. 2007
   PENN STATE SPRING COACHES CLINIC 2007 APRIL, 2007
   PENNSYLVANIA STATE FOOTBALL COACHES CLINIC, FEB. 2007

   3 Number of Professional Development Activities Approximate Time 30 hours

Self-Assessment

Complete this section to describe your development priorities for the next review period. Considering the following information:

- *Your personal career goals*
- *Your area's strategic plan*

Planning period:

From	JULY 07
To	JULY 08

1. List work-related strengths and interests that you would like to build on.

   CONTINUE TO BUILD ON HELPING TO DEVELOP FOOTBALL STAFF UNITY.

2. In terms of your current job responsibilities, describe areas for growth, development, or improvement

   BETTER DEMONSTRATE THE APPROPRIATE SPECIALIZED KNOWLEDGE REQUIRED TO PERFORM MY JOB.
   KEEP CURRENT WITH NEW DEVELOPMENTS IN MY AREA OF RESPONSIBILITY

3. Identify ways you would like to contribute to the organization beyond your current job responsibilities (i.e. serve on a University-wide committee).

   CONTINUE TO BUILD PEER RELATIONSHIPS WITHIN THE ICA DEPT.
   INCREASE PARTICIPATION IN ICA FUNDRAISING ACTIVITIES.
   CONTRIBUTE TO ESTABLISHING A FAVORABLE COMMUNICATION ENVIRONMENT

Staff Review

Employee Name
MIKE MCQUEARY
Review Period
APRIL 1, 2006-MARCH 31 2007

Current Title
ASSISTANT FOOTBALL COACH

College/Dept
ICA

Name of Reviewer
FRAN GANTER

The following performance factors reflect University values and priorities. These factors should be considered in conjunction with any unit-specific factors and all relevant performance standards when reviewing performance throughout the review period.

Performance Factors

Job Knowledge: Demonstrates the appropriate specialized knowledge required to perform the job; effectively performs duties and responsibilities; keeps current with new developments in areas of responsibility

Judgment and Problem Solving: Anticipates and identifies problems; gathers facts and analyzes causes; evaluates alternative solutions; takes or recommends actions; follows up, to ensure problem resolution

Self-Management: Produces services/output efficiently; effectively uses time and meets deadlines; is punctual and reliable; works effectively with directions given; takes initiative; provides acceptable volume of work

Teamwork: Shares information and resources with others; gives timely responses to requests made by others; interacts well with all individuals; establishes and maintains effective working relationships; promotes teamwork and values the group's success

Quality: Effectively produces a caliber of work consistent with departmental standards; completes work thoroughly and accurately; pays attention to detail; contributes to the improvement of the quality of services provided by the University

Support of Diversity: Demonstrates a respect for the value of individuals regardless of their background or culture; contributes to processes that create and support a diverse environment; participates in diversity programming and activities

Customer Service: Effectively represents the University to students, parents, faculty, staff, patients, alumni, and other customers of the University; understands and constructively responds to customer needs

Communication: Effectively conveys ideas, information, and/or instructions to others; listens attentively and clarifies information when necessary; participates in meetings effectively; contributes to establishing a favorable communication environment; understands instructions

Unit-Specific Factors

Use these factors for performance criteria that are vital to the individual's position but not otherwise covered by this instrument. Factors may include general skill areas, such as the examples listed below, or specific performance goals that are part of the unit's strategic plan or the employee's Development Action Plan. Discuss these factors with the employee at the beginning of the review period. A few examples of factors follow.

Supervision: *(This factor must be completed for employees responsible for supervising others.)* Effectively delegates and coordinates the work of others; contributes to the selection, training, development, and evaluation of assigned staff

Project Leadership: Effectively operates independently in delegating work to peers and coordinates the work of others on projects

Creativity: Discovers and implements new and improved ways of doing things; breaks out of the "status quo" to find better ways to accomplish goals

Accomplishment of Development Action Plan: Successfully completes the Development Action Plan

Identify and define any unit-specific factors in the space below.

Factors

1. DISCOVERS AND IMPLEMENTS NEW AND IMPROVED WAYS OF DOING THINGS; BREAKS OUT OF THE "STATUS QUO" TO FIND BETTER WAYS TO ACCOMPLISH GOALS

2. : PRODUCES SERVICES/OUTPUT EFFICIENTLY; EFFECTIVELY USES TIME AND MEETS DEADLINES; IS PUNCTUAL AND RELIABLE; WORKS EFFECTIVELY WITH DIRECTIONS GIVEN; TAKES INITIATIVE; PROVIDES ACCEPTABLE VOLUME OF WORK

3. EFFECTIVELY REPRESENTS THE UNIVERSITY TO STUDENTS, PARENTS, FACULTY, STAFF, PATIENTS, ALUMNI, AND OTHER CUSTOMERS OF THE UNIVERSITY; UNDERSTANDS AND CONSTRUCTIVELY RESPONDS TO CUSTOMER NEEDS.

STAFF ADVISORY COMMITTEE

SUGGESTED LANGUAGE FOR RECOMMENDED DIVERSITY CORE FACTOR RATINGS

JANUARY 2003

Descriptive Narrative Choices

- Never or rarely participates in diversity related activities in the workplace
- Often uses inappropriate language in the workplace
- Often engages in inappropriate behavior in the workplace
- Fails to demonstrate respect for the value of individuals regardless of their background or culture
- Limited awareness of the value of diversity in the workplace
- Improvement is required in order to perform at an acceptable level

- Participated in mandated diversity programs or activities this year
- Rarely uses inappropriate language in the workplace
- Rarely engages in inappropriate behavior in the workplace
- Demonstrates respect for the value of individuals regardless of their background or culture
- Understands the value of diversity in the workplace

- Readily participated in diversity programs or activities this year
- Abstains from inappropriate language in the workplace
- Demonstrates an awareness of the value of diversity in the workplace
- Promotes respect for the value of individuals regardless of their background or culture
- Contributes to activities that enhance a diverse student body and/or workforce

- Initiated diversity program or activities this year
- Discourages inappropriate language in the workplace
- Contributes to a welcoming environment for individuals regardless of their background or culture
- Proactively manages diversity through hiring, retention and promotion activities
- Leads and positively impacts diversity in the workplace and community

Performance Feedback and Suggestions for Development

Objective, constructive feedback is essential to the continuing development of employee as well as team productivity and performance. Please discuss the strengths and opportunities for growth and development demonstrated by the employee in terms of performance factors, unit-specific factors, and relevant performance standards. Be sure to emphasize suggestions for further development in terms of both strengths and opportunities. When describing the employee's (or team's) level of performance, the following words may be helpful: significantly exceeds expectations; exceeds expectations; meets expectations; partially meets expectations; and does not meet expectations.

Strengths that can be refined and extended:

LEADS AND POSITIVELY IMPACTS DIVERSITY IN THE WORKPLACE AND COMMUNITY.
COMMUNICATES EFFECTIVELY WITH PEERS AND STUDENTS.

Opportunities for growth and development:

CONTINUED PARTICIPATION IN DIVERSITY INITIATIVES.
STRONGER PRESENCE IN ICA FUNDRAISING

Professional Development Activities

Record the number of professional development activities completed by the employee during the review period, and estimate the time spent completing those activities. Consider all formal and informal activities intended to increase effectiveness for current and/or future job responsibilities.

[8] Number of Professional Development Activities Approximate Time [50] Hours

Overall Rating

(Recommend completing for all employees) Considering all dimensions and factors, indicate the definition that best describes this employee's overall contribution during the review period. If an employee does not meet expectations for a particular performance factor, this should be addressed under "Opportunities for Growth and Development."

Comments:

PERFORMANCE EXCEEDS EXPECTATIONS

- [ ] Performance significantly exceeds expectations
- [X] Performance exceeds expectations
- [ ] Performance meets expectations
- [ ] Performance partially meets expectations
- [ ] Performance does not meet expectations

4-11-07
Signature of Reviewer Date

Concurrence of Administrative Officer Date

4-11-07
*Signature of Individual Reviewed Date

* Signature indicates only that this Staff Review has been discussed and does not necessarily signify concurrence. A response to this review may be made on a separate sheet and attached.

Development Action Plan

Planning Period:
From: APRIL1, 2007
To: MARCH 31,2008

Review and update this plan periodically.

Performance Expectations (Measures)	Knowledge, Skills, and Behaviors Needed to Achieve Each Expectation	Professional Development Activities	Resources and Support Needed from Work Unit and Supervisor	Target Dates for Expectations
1. EXPAND KNOWLEDGE OF NCAA RULES.	1. KNOWLEDGE OF EXISTING RULES AND PROPOSED LEGISLATION.	1. FAMILIARIZATION WITH NCAA RULEBOOK	1. TIME	1. ONGOING
2. PARTICIPATE IN ICA FUNDRAISING INITIATIVES	2. FAMILIARIZATION WITH CURRENT ICA FUNDRAISING ACTIVITIES	2. COORDINATE WITH KEN CUTLER	2. NOTIFICATION OF EVENTS,PROGRAMS	2. ONGOING
3. PARTICIPATE IN DIVERSITY PROGRAMS	3. N/A	3. SPONSORED ICA/UNIVERSITY PROGRAMS	3. TIME	3.ONGOING
4.	4.	4.	4.	4
5.	5.	5.	5.	5.
6.	6.	6.	6.	6.
7.	7.	7.	7.	7.

PSU 000092

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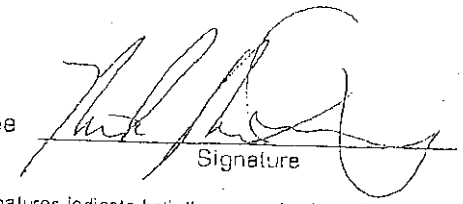
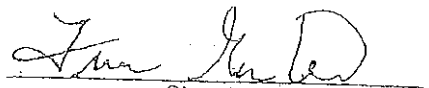
Employee  Signature 4/11/07 Date

Supervisor  Signature 4/11/07 Date

These signatures indicate both the supervisor's and employee's concurrence with the Development Action Plan on the date signed. Unforeseen circumstances, such as changes in workload or resources available, may require future adjustment of the expectations, activities, and target dates listed in the plan.

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Employee's Name

MIKE MCQUEARY

Staff Review and Development Plan

This document, as part of the University Staff Review and Development Program, can be used as a tool for:

PROFESSIONAL DEVELOPMENT
- training and coaching
- performance

COMMUNICATION
- annual performance
- self-assessment
- periodic performance

HUMAN RESOURCES DECISIONS
- transfer and promotion
- salary increase

Ganter Deposition Exhibit No. 4 MEM 12/10/13

PLAINTIFF'S EXHIBIT 18

Staff Input

Name Mike McQueary
Date 04/30/2008

Accomplishments

In your responses to the items below, please be as specific as possible, providing examples when appropriate. If you need to include additional sheets of paper, please do so.

1. List your most significant accomplishments during the past year.

I believe I was able to continue growing and learning as an educator.

2. Describe the extent to which you met the performance expectations listed in your Development Action Plan for last year.

I met and exceeded most of my performance expectations through various clinics and seminars.

3. List all of the professional development activities, including diversity enrichment opportunities; that you completed to increase your effectiveness at work for current and/or future job responsibilities. Include group-based learning activities [such as seminars], self-paced activities [such as computer–based tutorials], and work place learning activities [such as special assignments designed to develop new skills].

Nike Clinic in Pittsburgh, NY States Coaches Clinic, Nike Clinic in Atlantic City, Pennsylvania State Football Coaches Clinic, Feb. 2008

4 Number of Professional Development Activities Approximate Time 40 hours

Self-Assessment

Complete this section to describe your development priorities for the next review period. Considering the following information:

- *Your personal career goals*
- *Your area's strategic plan*

Planning period:

From	April 08
To	March 09

1. List work-related strengths and interests that you would like to build on.

   Administrative Tasks, Human Resourse assignment etc.

2. In terms of your current job responsibilities, describe areas for growth, development, or improvement

   Overall Knowledge of personnel issues, assignment & new developments

3. Identify ways you would like to contribute to the organization beyond your current job responsibilities (i.e. serve on a University-wide committee).

   Continue Fund Raising In ICA of Campus Activities

Staff Review

Employee Name
MIKE MCQUEARY

Review Period
APRIL 1 2007-MARCH 31, 2008

Current Title
ASSISTANT FOOTBALL COACH

College/Dept
ICA

Name of Reviewer
FRAN GANTER

The following performance factors reflect University values and priorities. These factors should be considered in conjunction with any unit-specific factors and all relevant performance standards when reviewing performance throughout the review period.

Performance Factors

Job Knowledge: Demonstrates the appropriate specialized knowledge required to perform the job; effectively performs duties and responsibilities; keeps current with new developments in areas of responsibility

Judgment and Problem Solving: Anticipates and identifies problems; gathers facts and analyzes causes; evaluates alternative solutions; takes or recommends actions; follows up, to ensure problem resolution

Self-Management: Produces services/output efficiently; effectively uses time and meets deadlines; is punctual and reliable; works effectively with directions given; takes initiative; provides acceptable volume of work

Teamwork: Shares information and resources with others; gives timely responses to requests made by others; interacts well with all individuals; establishes and maintains effective working relationships; promotes teamwork and values the group's success

Quality: Effectively produces a caliber of work consistent with departmental standards; completes work thoroughly and accurately; pays attention to detail; contributes to the improvement of the quality of services provided by the University

Support of Diversity: Demonstrates a respect for the value of individuals regardless of their background or culture; contributes to processes that create and support a diverse environment; participates in diversity programming and activities

Customer Service: Effectively represents the University to students, parents, faculty, staff, patients, alumni, and other customers of the University; understands and constructively responds to customer needs

Communication: Effectively conveys ideas, information, and/or instructions to others; listens attentively and clarifies information when necessary; participates in meetings effectively; contributes to establishing a favorable communication environment; understands instructions

Unit-Specific Factors

Use these factors for performance criteria that are vital to the individual's position but not otherwise covered by this instrument. Factors may include general skill areas, such as the examples listed below, or specific performance goals that are part of the unit's strategic plan or the employee's Development Action Plan. Discuss these factors with the employee at the beginning of the review period. A few examples of factors follow.

Supervision: (*This factor must be completed for employees responsible for supervising others.*) Effectively delegates and coordinates the work of others; contributes to the selection, training, development, and evaluation of assigned staff

Project Leadership: Effectively operates independently in delegating work to peers and coordinates the work of others on projects

Creativity: Discovers and implements new and improved ways of doing things; breaks out of the "status quo" to find better ways to accomplish goals

Accomplishment of Development Action Plan: Successfully completes the Development Action Plan

Identify and define any unit-specific factors in the space below.

Factors

1.DEMONSTRATESAPPROPRIATE SPECIALIZED KNOWLEDGE REQUIRED TO PERFORMDUTIES AS A COACH AND AS AS AN ADMINISTRATOR.

2.KEEPS CURRENT WITH NEW DEVELOPMENTS IN HIS AREAS OF RESPONSIBILITIES.

Performance Feedback and Suggestions for Development

Objective, constructive feedback is essential to the continuing development of employee as well as team productivity and performance. Please discuss the strengths and opportunities for growth and development demonstrated by the employee in terms of performance factors, unit-specific factors, and relevant performance standards. Be sure to emphasize suggestions for further development in terms of both strengths and opportunities. When describing the employee's (or team's) level of performance, the following words may be helpful: significantly exceeds expectations; exceeds expectations; meets expectations; partially meets expectations; and does not meet expectations.

Strengths that can be refined and extended:

INCREASE PARTICIPATION IN ICA DEVELOPMENT PROJECTS.

Opportunities for growth and development:

ATTENDANCE AT ICA DEVELOPMENT FUNCTIONS.

Professional Development Activities

Record the number of professional development activities completed by the employee during the review period, and estimate the time spent completing those activities. Consider all formal and informal activities intended to increase effectiveness for current and/or future job responsibilities.

[10] Number of Professional Development Activities Approximate Time [100] Hours

Overall Rating

(Recommend completing for all employees) Considering all dimensions and factors, indicate the definition that best describes this employee's overall contribution during the review period. If an employee does not meet expectations for a particular performance factor, this should be addressed under "Opportunities for Growth and Development."

Comments:

[ ] Performance significantly exceeds expectations

[X] Performance exceeds expectations

[ ] Performance meets expectations

[ ] Performance partially meets expectations

[ ] Performance does not meet expectations

Signature of Reviewer 4-30-08 Date

Concurrence of Administrative Officer Date

*Signature of Individual Reviewed 4-30-08 Date

* Signature indicates only that this Staff Review has been discussed and does not necessarily signify concurrence. A response to this review may be made on a separate sheet and attached.

Development Action Plan

Planning Period:
From: April 2008
To: March 2009

Review and update this plan periodically.

Performance Expectations (Measures)	Knowledge, Skills, and Behaviors Needed to Achieve Each Expectation	Professional Development Activities	Resources and Support Needed from Work Unit and Supervisor	Target Dates for Expectations
1. Four clinics in Upcoming Year	1. Hard Work	1. Clinics	1. Budget Allocations	1. April 1, 2009
2. Continued growth in field	2. Continue growth and knowledge	2. Professional Associations	2.	2.
3.	3.	3.	3.	3.
4.	4.	4.	4.	4.
5.	5.	5.	5.	5.
6.	6.	6.	6.	6.
7.	7.	7.	7.	7.

Employee [signature] Signature 5/2/08 Date

Supervisor [signature] Signature 5-2-08 Date

e:/repos//forms/Staff Input

PSU 000082

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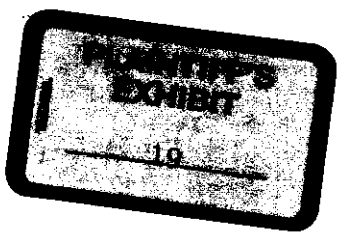
Job Responsibilities Worksheet

Employee Name:	MICHAEL J. MCQUEARY
Current SPEC/Competencies Title, Grade/Level:	
Working Title: (if different from SPEC/Competencies Title)	ASSISTANT FOOTBALL COACH
Rep Area and Work Area:	
Position Number: (provided by HR Rep)	

	Duties	% of Time	New Duty (X)	Essential Function* (X)
1.	PROVIDE LEADERSHIP & INSTRUCTION IN THE PERSONAL & ATHLETIC & ACADEMIC DEVELOPMENT OF STUDENT ATHLETES.	50		X
2.	RECRUITMENT OF NEW PLAYERS	30		X
3.	REPRESENT PENN STATE ATHLETICS AT ALUMNI EVENTS	10		X
4.	ENSURE COMPLIANCE & CODE OF ETHICS PER NCAA	5		X
5.	PARTICIPATE IN CIVIC EVENTS & CHARITY CAUSES	5		X
6.				
7.				
8.				
9.				
10.				

* The essential functions should describe the reasons a job exists; they include those duties and tasks that are fundamental to the position. This is required by the Americans with Disabilities Act (ADA).



Scope Data

Scope describes the extent or range of operation for a job. Please give examples of the size and extent of activity over which this job has control or has impact, such as size of budgets, numbers of students, numbers of faculty supported, extent of impact (department-wide, college-wide, University-wide).

Reporting Structure

If available, please attach or insert an organization chart that depicts the reporting relationship of this job. If an organization chart is not available, please show the overall reporting structure below.

Next Highest Level of Supervision
A.D. Tim Curley

Your Direct Supervisor(s)
H.C. Joe Paterno

Your Name, Title and Grade/Level
Michael J. McQueary

Employees Under Your Supervision
(or give examples if too numerous to list)
None

Employee Signature — Date 8/13/08

Manager/Supervisor Signature — Date 8/13/08

Human Resources Representative Signature — Date

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Employee's Name

Mike McQueary

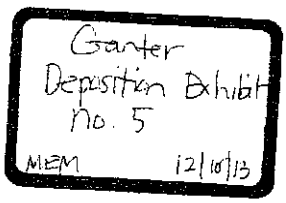
Staff Review and Development Plan

This document, as part of the University Staff Review and Development Program, can be used as a tool for:

PROFESSIONAL DEVELOPMENT
- training and coaching
- performance

COMMUNICATION
- annual performance
- self-assessment
- periodic performance

HUMAN RESOURCES DECISIONS
- transfer and promotion
- salary increase





Instructions for Supervisors

Staff Input

1. Review the employee's job duties and responsibilities.
2. Ask the employee to complete and return Staff Input.

Staff Review

1. Gather and review all pertinent information to be used to review performance. (e.g., Staff Input, performance logs, letters of commendation).
2. Complete the Staff Review section.
3. Meet with employee to discuss the Staff Review.

Development Action Plan

1. Ask employee to draft the Development Action Plan.
2. Meet with the employee to reach consensus on the Development Action Plan.

This publication is available in alternative media on request.

The Pennsylvania State University is committed to the policy that all persons shall have equal access to programs, facilities, admission, and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. The Pennsylvania State University does not discriminate against any person because of age, ancestry, color, disability or handicap, race, religious creed, sex, sexual orientation, or veteran status. Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Director, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-2801; tel. (814) 863-0471.

Staff Input

Name Mike McQueary
Date 03/31/2009

Accomplishments

In your responses to the items below, please be as specific as possible, providing examples when appropriate. If you need to include additional sheets of paper, please do so.

1. List your most significant accomplishments during the past year.

   Big 10 Championship! Expanded responsibilities inside the program

2. Describe the extent to which you met the performance expectations listed in your Development Action Plan for last year.

   New NCAA Rules, Regulations

3. List all of the professional development activities, including diversity enrichment opportunities; that you completed to increase your effectiveness at work for current and/or future job responsibilities. Include group-based learning activities [such as seminars], self-paced activities [such as computer–based tutorials], and work place learning activities [such as special assignments designed to develop new skills].

   Allentown Pa. Clinic, PSU Caoching Clinic, Pa Sate Coaches Clinic

   4 Number of Professional Development Activities Approximate Time 14 hours

Self-Assessment

Complete this section to describe your development priorities for the next review period. Considering the following information:

- *Your personal career goals*
- *Your area's strategic plan*

Planning period:
From April 1, 2008
To March 31, 2009

1. List work-related strengths and interests that you would like to build on.
   Football Staff Unity, Diversity
2. In terms of your current job responsibilities, describe areas for growth, development, or improvement
   Gain more knowledge of tech. applications in football
3. Identify ways you would like to contribute to the organization beyond your current job responsibilities (i.e. serve on a University-wide committee).
   Peer relationships in ICA Fundraising Activities

Staff Review

Employee Name

Mike McQueary

Review Period

April 1, 2008-March 31, 2009

Current Title

Wide Receivers/Recruiting Coordinator

College/Dept

ICA Football

Name of Reviewer

Fran Ganter

The following performance factors reflect University values and priorities. These factors should be considered in conjunction with any unit-specific factors and all relevant performance standards when reviewing performance throughout the review period.

Performance Factors

Job Knowledge: Demonstrates the appropriate specialized knowledge required to perform the job; effectively performs duties and responsibilities; keeps current with new developments in areas of responsibility

Judgment and Problem Solving: Anticipates and identifies problems; gathers facts and analyzes causes; evaluates alternative solutions; takes or recommends actions; follows up, to ensure problem resolution

Self-Management: Produces services/output efficiently; effectively uses time and meets deadlines; is punctual and reliable; works effectively with directions given; takes initiative; provides acceptable volume of work

Teamwork: Shares information and resources with others; gives timely responses to requests made by others; interacts well with all individuals; establishes and maintains effective working relationships; promotes teamwork and values the group's success

Quality: Effectively produces a caliber of work consistent with departmental standards; completes work thoroughly and accurately; pays attention to detail; contributes to the improvement of the quality of services provided by the University

Support of Diversity: Demonstrates a respect for the value of individuals regardless of their background or culture; contributes to processes that create and support a diverse environment; participates in diversity programming and activities

Customer Service: Effectively represents the University to students, parents, faculty, staff, patients, alumni, and other customers of the University; understands and constructively responds to customer needs

Communication: Effectively conveys ideas, information, and/or instructions to others; listens attentively and clarifies information when necessary; participates in meetings effectively; contributes to establishing a favorable communication environment; understands instructions

Unit-Specific Factors

Use these factors for performance criteria that are vital to the individual's position but not otherwise covered by this instrument. Factors may include general skill areas, such as the examples listed below, or specific performance goals that are part of the unit's strategic plan or the employee's Development Action Plan. Discuss these factors with the employee at the beginning of the review period. A few examples of factors follow.

Supervision: (*This factor must be completed for employees responsible for supervising others.)* Effectively delegates and coordinates the work of others; contributes to the selection, training, development, and evaluation of assigned staff

Project Leadership: Effectively operates independently in delegating work to peers and coordinates the work of others on projects

Creativity: Discovers and implements new and improved ways of doing things; breaks out of the "status quo" to find better ways to accomplish goals

Accomplishment of Development Action Plan: Successfully completes the Development Action Plan

Identify and define any unit-specific factors in the space below.

Factors

1. Implements new and improved ways of doing things; breaks out of the "Status Quo" to find better ways to accomplish goals.
2. Produces services/output efficiently; effectively uses time and meets deadlines; is punctual and reliable; works effectively with directions given; takes initiative; provides acceptable volume of work.
3. Effectively represents the university of students; parents; faculty; staff; patients; alumni and others.
4. Inspires staff to learn.

Professional Development Activities

Record the number of professional development activities completed by the employee during the review period, and estimate the time spent completing those activities. Consider all formal and informal activities intended to increase effectiveness for current and/or future job responsibilities.

[10] Number of Professional Development Activities Approximate Time [100] Hours

Overall Rating

(Recommend completing for all employees) Considering all dimensions and factors, indicate the definition that best describes this employee's overall contribution during the review period. If an employee does not meet expectations for a particular performance factor, this should be addressed under "Opportunities for Growth and Development."

Comments:

Exceeds Expectations

[ ] Performance significantly exceeds expectations

[X] Performance exceeds expectations

[ ] Performance meets expectations

[ ] Performance partially meets expectations

[ ] Performance does not meet expectations

3-23-09

Signature of Reviewer Date

Concurrence of Administrative Officer Date

3/23/09

*Signature of Individual Reviewed Date

*Signature indicates only that this Staff Review has been discussed and does not necessarily signify concurrence. A response to this review may be made on a separate sheet and attached.

Development Action Plan

Planning Period:
From: April 1, 2008
To: March 31, 2009

Review and update this plan periodically.

Performance Expectations (Measures)	Knowledge, Skills, and Behaviors Needed to Achieve Each Expectation	Professional Development Activities	Resources and Support Needed from Work Unit and Supervisor	Target Dates for Expectations
1. Knowledge NCAA rules	1. Existing rules	1. NCAA Rulebook	1. Time	1. Ongoing
2. ICA Fundraising	2. Lelesislation Diversity	2.	2.	2. Ongoing
3. Diversity Programs	3.	3.	3.	3.
4.	4.	4.	4.	4.
5.	5.	5.	5.	5.
6.	6.	6.	6.	6.
7.	7.	7.	7.	7.

Employee _____ Signature 3/27/09 Date

Supervisor _____ Signature 3-23-09 Date

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PSU 000073

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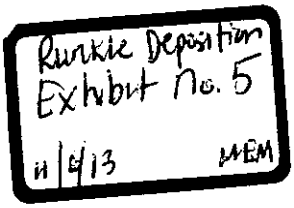
PENNSTATE POLICY MANUAL
General University Reference Utility

PENN STATE - HUMAN RESOURCES



Policy HR06 TYPES OF APPOINTMENTS

POLICY'S INITIAL DATE: June 1, 1955
THIS VERSION EFFECTIVE: July 24, 2009

Contents:

- Purpose
- Standing Appointment
- Fixed-Term Multi-Year Appointment
- Fixed-Term I Appointment
- Fixed-Term II Apointment
- Supplementary I Appointment
- Supplementary II Appointment
- Visiting Appointment
- Appointments Without Remuneration
- Personnel Appointments

PURPOSE:

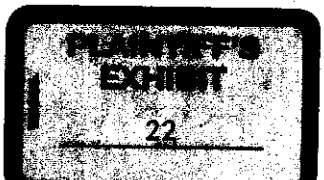
The purpose of this policy is to list the types of appointments which may be made to the faculty or staff of the University and to enumerate certain personnel and budget provisions applicable to each type.

STANDING APPOINTMENT:

Standing appointment designates those appointments which are full-time and for which no ending date is specified. Such appointments are terminable only upon appropriate notice of termination in accordance with University policy. Standing appointments are regular* and must be backed by permanent budgeted funds. The position for each Standing appointment appears as a line item of a departmental budget salary schedule and is assigned a budget position number on the payroll record. Standing appointments are made for both academic and nonacademic personnel. If such an appointment is academic, a Memorandum of Personal Service form outlining the terms of the appointment is completed and given to the incumbent.

FIXED-TERM MULTI-YEAR APPOINTMENT:

Fixed-Term Multi-Year appointment designates those appointments which are full-time for a minimum of 36 weeks, but which have an ending date specified. Such appointments are regular*. The position appears as a line item on the departmental budget salary schedule and is assigned a budget position number on the payroll record. Funding must be committed on a permanent basis from the Non-Standing Fixed-Term Multi-Year Academic budget category before appointments can be made. Such appointments are discontinued at the stated ending date, but may be renewed.



Fixed-Term Multi-Year appointments are made for academic personnel. A Memorandum of Personal Service form outlining the terms of the appointment is completed and given to the incumbent.

Fixed-Term Multi-Year appointments may exceed one year in duration, up to a maximum of five years for a single appointment. These appointments are renewable.

FIXED-TERM I APPOINTMENT:

Fixed-Term I appointment designates those appointments which are full-time for at least six calendar months, but which have an ending date specified. Such appointments are regular*. The position does not appear as a line item of the departmental budget salary schedule and is not assigned a budget position number on a payroll record. The Fixed-Term I position is funded on a temporary basis, although the original source may be either permanent (such as allocation fund) or temporary (such as salary savings from an unfilled position). Such appointments are discontinued at the stated ending date, but may be renewed.

Fixed-Term I appointments are made for both academic and nonacademic personnel (other than technical-service). If such an appointment is academic, a Memorandum of Personal Service form outlining the terms of the appointment is completed and given to the incumbent. If such appointment is nonacademic, a Confirmation of Fixed-Term I Staff Appointment is completed and given to the incumbent.

FIXED-TERM II APPOINTMENT:

Fixed-Term II appointment designates those academic or exempt staff appointments which are:

(a) full-time but less than six calendar months; or

(b) less than full-time.

Such appointments are defined as non-regular*. The position does not appear as a line item on the departmental budget salary schedule and is not assigned a budget position number on the payroll record. The Fixed-Term II appointment position is funded on a temporary basis, although the original source may be either permanent (such as allocation fund) or temporary (such as salary savings from an unfilled position). Such appointments are made to academic or exempt staff personnel only. If such an appointment is academic, a Memorandum of Personal Service form outlining the terms of the appointment is completed and given to the incumbent. If such an appointment is exempt staff, a Confirmation of Fixed-Term II Staff Appointment form is completed and given to the incumbent.

Fixed-Term II appointments are discontinued at the stated ending date, but may be renewed. If an individual receives a second Fixed-Term II appointment on a full-time basis immediately following a full-time Fixed-Term II appointment such that the total continuous full-time service equals or exceeds six calendar months, that individual will be considered as a Fixed-Term I appointment for purposes of classification as regular or non-regular*. Individuals who qualify as Fixed-Term I appointments within the preceding definition shall be classified as regular* as of the date the appointment is considered to have changed from Fixed-Term II to Fixed-Term I. Individuals who continue to be reappointed as full-time Fixed-Term II appointments for consecutive appointments shall retain the classification of regular* as long as the employment is consecutive.

SUPPLEMENTARY I APPOINTMENT:

Supplementary I appointments designate those appointments which are supplementary to Standing appointments and have the effect of providing additional contractual obligation beyond the terms of the Standing appointment. For example, a Supplementary appointment will be made so that an individual whose standing contractual obligation is for 36 weeks is employed temporarily for one to twelve additional weeks.

Funds are provided on a temporary basis, although the original source may be either permanent (such as allocation fund) or temporary (such as salary savings from an unfilled position). Normally, Supplementary I appointments are discontinued at the stated ending date, but may be renewed. Supplementary I appointments are made to both academic and exempt staff personnel. If such an appointment is academic, a Memorandum of Personal Service form outlining the terms of the appointment is completed and given to the incumbent.

Payment for Supplemental I appointments is made at the time the services are performed (whenever possible this should be in the same tax year). In no circumstance will the University process payment for services performed more than six months in the past.

SUPPLEMENTARY II APPOINTMENT:

Supplementary II appointments designate appointments which are supplementary to Standing or Fixed-Term I appointments for approved additional services provided during the same weeks of service of these appointments. Funds are provided on a temporary basis. Supplementary II appointments are discontinued at the stated ending dates, but may be renewed. Supplementary II appointments are made to academic personnel, and may be made to exempt staff personnel when performing extra non-continuing assignments as outlined in HR90.

The faculty member's first duty and responsibility is to his/her primary appointment at the University. Therefore, the dean (or assistant or associate dean if delegated by the dean) of the faculty member's college of primary appointment must approve any arrangement for Supplemental II compensation made with another University unit.

Payment for Supplemental II appointments is made at the time the services are performed (whenever possible this should be in the same tax year). In no circumstance will the University process payment for services performed more than six months in the past. The rate of pay for supplemental compensation shall not exceed the amount paid for services under the terms of the faculty member's primary appointment. In addition, any supplementary compensation arrangements which would raise the employee's total pay received from the University to more than 20% above his/her base salary in any fiscal year must be approved by the dean of the faculty member's college of primary appointment. The record of such extraordinary payments will be reviewed annually by the Executive Vice President and Provost.

There may also be unique situations that require the use of Supplemental II appointments for academic personnel, which do not fall under the normal guidelines. In those rare situations, the dean must obtain the approval of the Executive Vice President and Provost before making any commitment to the academic employee regarding Supplemental II compensation.

VISITING APPOINTMENT:

Visiting appointment designates an appointment in which "visiting" is part of the title. Such an appointment is non-regular, whether full-time or part-time. All other conditions for either Fixed-Term I

or II appointments apply to Visiting appointments. Visiting appointments apply to academic personnel only.

APPOINTMENTS WITHOUT REMUNERATION:

Appointment without remuneration designates an appointment of an individual who does not receive remuneration for the academic position held in the University. Such individuals include those designated as Adjunct, Clinical Faculty, or Faculty Associate as outlined in HR07; those designated as Affiliate in HR85; or those visiting faculty who are not being paid by The Pennsylvania State University. The position does not appear as a line item on the departmental budget salary schedule and is not assigned a budget position number on the payroll record.

PERSONNEL APPOINTMENTS:

Type of Appointment	Covered By Employee Benefits	Not Covered By Employee Benefits	Academic Assignment Only	Paid On Monthly Payroll	Line Item on Dept Budget
Standing	X			X	X
Fixed-Term Multi-Year	X		X	X	X
Fixed-Term I	X			X	
Fixed-Term II		X		X	
Supplementary I	X			X	
Supplementary II	X			X	
Visiting		X	X	X	
Without Remuneration	Affiliate Only	X	X		

NOTE: See HR05 for definitions and conditions for employment for "regular" and "non-regular" appointments.

REVISIONS:

July 24, 2009 - Payment provisions added to Supplementary I and Supplementary II Appointment sections.

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GURU home | GURU Tech Support | Penn State website

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2009-2010

Employee's Name Mike McGuire

Staff Review and Development Plan

This document, as part of the University Staff Review and Development Program, can be used as a tool for:

PROFESSIONAL DEVELOPMENT
- training and coaching
- performance

COMMUNICATION
- annual performance
- self-assessment
- periodic performance

HUMAN RESOURCES DECISIONS
- transfer and promotion
- salary increase

Garber Deposition Exhibit no 6 12/10/13 MGR

PLAINTIFF'S EXHIBIT 23

Instructions for Supervisors

Staff Input

1. Review the employee's job duties and responsibilities.
2. Ask the employee to complete and return Staff Input.

Staff Review

1. Gather and review all pertinent information to be used to review performance. (e.g., Staff Input, performance logs, letters of commendation).
2. Complete the Staff Review section.
3. Meet with employee to discuss the Staff Review.

Development Action Plan

1. Ask employee to draft the Development Action Plan.
2. Meet with the employee to reach consensus on the Development Action Plan.

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Staff Input

Name MIKE McQUEARY
Date 5/21/10

Accomplishments

In your responses to the items below, please be as specific as possible, providing examples when appropriate. If you need to include additional sheets of paper, please do so.

1. List your most significant accomplishments during the past year.

   HEADING RECRUITING OFFICE / WINNING SEASON / EXPANDED RESPONSIBILITIES IN OFFICE

2. Describe the extent to which you met the performance expectations listed in your Development Action Plan for last year.

   NEW NCAA GUIDELINES / GREAT PROFESSIONAL GROWTH

3. List all of the professional development activities, including diversity enrichment opportunities; that you completed to increase your effectiveness at work for current and/or future job responsibilities. Include group-based learning activities [such as seminars], self-paced activities [such as computer–based tutorials], and work place learning activities [such as special assignments designed to develop new skills].

   PSU COACHING CLINIC / HERMEY CLINIC / SEVERAL GUEST SPEECHES

   Number of Professional Development Activities Approximate Time 22 hours

Unit-Specific Factors

Use these factors for performance criteria that are vital to the individual's position but not otherwise covered by this instrument. Factors may include general skill areas, such as the examples listed below, or specific performance goals that are part of the unit's strategic plan or the employee's Development Action Plan. Discuss these factors with the employee at the beginning of the review period. A few examples of factors follow.

Supervision: *(This factor must be completed for employees responsible for supervising others.)* Effectively delegates and coordinates the work of others; contributes to the selection, training, development, and evaluation of assigned staff

Project Leadership: Effectively operates independently in delegating work to peers and coordinates the work of others on projects

Creativity: Discovers and implements new and improved ways of doing things; breaks out of the "status quo" to find better ways to accomplish goals

Accomplishment of Development Action Plan: Successfully completes the Development Action Plan

Identify and define any unit-specific factors in the space below.

Factors



Self-Assessment

Complete this section to describe your development priorities for the next review period. Considering the following information:

- *Your personal career goals*
- *Your area's strategic plan*

Planning period:
From [redacted]
To [redacted]

1. List work-related strengths and interests that you would like to build on.
   [redacted]
2. In terms of your current job responsibilities, describe areas for growth, development, or improvement
   [redacted]
3. Identify ways you would like to contribute to the organization beyond your current job responsibilities (i.e. serve on a University-wide committee).
   [redacted]

Staff Review

Employee Name
MIKE MCQUISTON

Review Period
APRIL 1, 2009 - MARCH 31, 2010

Current Title
ASSISTANT FOOTBALL COACH

College/Dept
ECA

Name of Reviewer
[redacted]

The following performance factors reflect University values and priorities. These factors should be considered in conjunction with any unit-specific factors and all relevant performance standards when reviewing performance throughout the review period.

Performance Factors

Job Knowledge: Demonstrates the appropriate specialized knowledge required to perform the job; effectively performs duties and responsibilities; keeps current with new developments in areas of responsibility

Judgment and Problem Solving: Anticipates and identifies problems; gathers facts and analyzes causes; evaluates alternative solutions; takes or recommends actions; follows up, to ensure problem resolution

Self-Management: Produces services/output efficiently; effectively uses time and meets deadlines; is punctual and reliable; works effectively with directions given; takes initiative; provides acceptable volume of work

Teamwork: Shares information and resources with others; gives timely responses to requests made by others; interacts well with all individuals; establishes and maintains effective working relationships; promotes teamwork and values the group's success

Quality: Effectively produces a caliber of work consistent with departmental standards; completes work thoroughly and accurately; pays attention to detail; contributes to the improvement of the quality of services provided by the University

Support of Diversity: Demonstrates a respect for the value of individuals regardless of their background or culture; contributes to processes that create and support a diverse environment; participates in diversity programming and activities

Customer Service: Effectively represents the University to students, parents, faculty, staff, patients, alumni, and other customers of the University; understands and constructively responds to customer needs

Communication: Effectively conveys ideas, information, and/or instructions to others; listens attentively and clarifies information when necessary; participates in meetings effectively; contributes to establishing a favorable communication environment; understands instructions

STAFF ADVISORY COMMITTEE

SUGGESTED LANGUAGE FOR RECOMMENDED DIVERSITY CORE FACTOR RATINGS

JANUARY 2003

Descriptive Narrative Choices

- Never or rarely participates in diversity related activities in the workplace
- Often uses inappropriate language in the workplace
- Often engages in inappropriate behavior in the workplace
- Fails to demonstrate respect for the value of individuals regardless of their background or culture
- Limited awareness of the value of diversity in the workplace
- Improvement is required in order to perform at an acceptable level

- Participated in mandated diversity programs or activities this year
- Rarely uses inappropriate language in the workplace
- Rarely engages in inappropriate behavior in the workplace
- Demonstrates respect for the value of individuals regardless of their background or culture
- Understands the value of diversity in the workplace

- Readily participated in diversity programs or activities this year
- Abstains from inappropriate language in the workplace
- Demonstrates an awareness of the value of diversity in the workplace
- Promotes respect for the value of individuals regardless of their background or culture
- Contributes to activities that enhance a diverse student body and/or workforce

- Initiated diversity program or activities this year
- Discourages inappropriate language in the workplace
- Contributes to a welcoming environment for individuals regardless of their background or culture
- Proactively manages diversity through hiring, retention and promotion activities
- Leads and positively impacts diversity in the workplace and community

Performance Feedback and Suggestions for Development

Objective, constructive feedback is essential to the continuing development of employee as well as team productivity and performance. Please discuss the strengths and opportunities for growth and development demonstrated by the employee in terms of performance factors, unit-specific factors, and relevant performance standards. Be sure to emphasize suggestions for further development in terms of both strengths and opportunities. When describing the employee's (or team's) level of performance, the following words may be helpful: significantly exceeds expectations; exceeds expectations; meets expectations; partially meets expectations; and does not meet expectations.

Strengths that can be refined and extended:



Opportunities for growth and development:



Professional Development Activities

Record the number of professional development activities completed by the employee during the review period, and estimate the time spent completing those activities. Consider all formal and informal activities intended to increase effectiveness for current and/or future job responsibilities.

☒ Number of Professional Development Activities Approximate Time 2-4 Hours

Overall Rating

(Recommend completing for all employees) Considering all dimensions and factors, indicate the definition that best describes this employee's overall contribution during the review period. If an employee does not meet expectations for a particular performance factor, this should be addressed under "Opportunities for Growth and Development."

Comments:

[redacted]

☐ Performance significantly exceeds expectations
☒ Performance exceeds expectations
☐ Performance meets expectations
☐ Performance partially meets expectations
☐ Performance does not meet expectations

Signature of Reviewer 5/21/10 Date

Concurrence of Administrative Officer Date

Signature of Individual Reviewed 5/21/10 Date

* Signature indicates only that this Staff Review has been discussed and does not necessarily signify concurrence. A response to this review may be made on a separate sheet and attached.

Development Action Plan

Planning Period:
From: Apr 1 2009
To: March 31 2010

Review and update this plan periodically.

Performance Expectations (Measures)	Knowledge, Skills, and Behaviors Needed to Achieve Each Expectation	Professional Development Activities	Resources and Support Needed from Work Unit and Supervisor	Target Dates for Expectations
1. NCAA Rules Knowledge	1. Existing Rules	1. NCAA Rules Review	1. Time	1. Ongoing
2. ICA Fundraising	2. Legislation Dwg	2. Clinic / Texas	2.	2.
3. Diversity	3.	3.	3.	3.
4. Prof Development	4.	4.	4.	4.
5.	5.	5.	5.	5.
6.	6.	6.	6.	6.
7.	7.	7.	7.	7.

Employee [signature] Signature 5/21/10 Date

Supervisor [signature] Signature 5/21/10 Date

e:/repos1/forms/Staff Input4

24

INTERCOLLEGIATE ATHLETICS

Timothy M. Curley
Director of Athletics

The Pennsylvania State University
101T Bryce Jordan Center
University Park, PA 16802-7101
Phone: 814-865-1086
Fax: 814-863-7955
Web: GoPSUsports.com

DATE: July 12, 2010

FROM: Tim Curley TC

TO: Mike McQueary

RE: 2010-2011 Salary Increase

Effective July 1, 2010, your new annual salary will be $140,040.00, reflecting an increase of $40,008.00 for the 2010-2011 fiscal year. This salary increase will be included in your July 30 pay and monthly thereafter.

Your salary adjustment is consistent with University policy guidelines and allocations established by the President's office.



25

Mike McQueary's Letter to Joe Paterno

Coach Paterno:

I need to get this "out of my craw". The next time you want me to hit the TE on the drag (6-42), you need to let me know before I throw the post for a touchdown (Rutgers '95). I may be the only player in your history as a head coach to make you swear on National TV.

Coach, Simply...you have afforded me every opportunity since I have been 18. There is no way I can express to you how fortunate I have been to be a quarterback, a captain and one of your assistant coaches, it truly defines the word "lucky." Loyalty, perseverance and commitment are sometimes rare qualities in today's world. I have learned those qualities from you. It is not through your speeches or lectures or teachings, however through your actions in relation to me and others that I have observed the aforementioned traits.

I will someday be a head coach of a program. I know that and believe it to be true...you might say, "I will it to happen every day". I will run that program based on the teachings and what I have learned from two men in my life. I am sure there will be days where I say to myself..."What would Coach Paterno say or do right now?" My father means the world to me...Joe Paterno is right next to him...that is perhaps the highest compliment I can pay.

Lastly, I am not sure I have ever said thank you.

Thank you coach!

Respectfully,

Mike McQueary



(//cdn.fansided.com/wp-content/blogs.dir/4/files/2011/12/mcquearyletter1.jpg)

PLAINTIFF'S EXHIBIT 25

26

Copy C For EMPLOYEE'S RECORDS (See Notice on back.)

OMB No. 1545-008

Form W-2 Wage and Tax Statement 2004

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA 16802

b Employer's identification no.	15 State	Empl. state ID No.	d Employee's social security no.
24-6000376	PA	69-0233856	-8066

1 Wages,tips,meals,othr compens.	2 Federal income tax withheld	3 Social security wages
49,921.32	8,353.76	52,433.22

4 Social security tax withheld	5 Medicare wages and tips	6 Medicare tax withheld
3,250.85	52,433.22	760.26

7 Social security tips	8 Allocated tips	9 Advance EIC payment

10 Dependent care benefits		13 Retirement plan
		YES

16 Gross wages for state	17 State income tax withheld	18 Gross wages for local
49,483.56	1,519.15	49,483.56

Unemployment compensation tax	Flex benefits	Healthcare reimbursement
45.22	460.44	

12

20 Locality name	19 Loc. inc. tax
STATE COLLEGE BO	1,113.38
TOTAL	1,113.38

e & f Employee's name (e) and Employee's address and ZIP code (f)
MCQUEARY, MICHAEL
418 KEMMERER ROAD
STATE COLLEGE
PA 16801

This information is being furnished to the Internal Revenue Service. If you are required to file a tax return, a negligence penalty or other sanction may be imposed on you if this income is taxable and you fail to report it.

Healthcare	Retirement contributions	Gifts-PSU/charities
460.44	2,511.90	

Occupational privilege tax	Travel meals	Union dues
10.00		

PLAINTIFF'S EXHIBIT 26

EMPLOYEE'S STATE COPY

OMB No. 1545-008

Form W-2 Wage and Tax Statement 2005

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA 16802

b Employer's identification no.	15 State	Empl. state ID No.	d Employee's social security no.
24-6000376	PA	69-0233856	-8066

1 Wages,tips,meals,othr compens.	2 Federal income tax withheld	3 Social security wages
89,502.63	18,036.63	90,000.00

4 Social security tax withheld	5 Medicare wages and tips	6 Medicare tax withheld
5,580.00	92,759.03	1,344.98

7 Social security tips	8 Allocated tips	9 Advance EIC payment

10 Dependent care benefits		13 Retirement plan
		YES

16 Gross wages for state	17 State income tax withheld	18 Gross wages for local
89,215.52	2,738.89	89,215.52

Unemployment compensation tax	Flex benefits	Healthcare reimbursement
81.14	588.48	

12	20 Locality name	19 Loc. inc. tax
	STATE COLLEGE BO	2,007.39
	TOTAL	2,007.39

e Employee's name (e) and Employee's address and ZIP code (f)
f
MCQUEARY,MICHAEL J
175 E NITTANY AVE
APT 6120
STATE COLLEGE
PA 16801

Healthcare	Retirement contributions	Gifts-PSU/charities
588.48	3,256.40	

Occupational privilege tax	Travel meals	Union dues
52.00		

LOYEE'S STATE COPY

OMB No. 1545-008

Form W-2 Wage and Tax Statement 2006

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA 16802

b Employer's identification no.	15 State Empl. state ID No.	d Employee's social security no.
24-6000376	PA 69-0233856	-8066
1 Wages,tips,meals,othr compens.	2 Federal income tax withheld	3 Social security wages
103,734.58	21,995.34	94,200.00
4 Social security tax withheld	5 Medicare wages and tips	6 Medicare tax withheld
5,840.40	108,297.53	1,570.31
7 Social security tips	8 Allocated tips	9 Advance EIC payment
10 Dependent care benefits		13 Retirement plan
		YES
16 Gross wages for state	17 State income tax withheld	18 Gross wages for local
105,191.24	3,229.36	105,191.24
Unemployment compensation tax	Flex benefits	Healthcare reimbursement
95.64	713.76	

12	20 Locality name	19 Loc. inc. tax
	STATE COLLEGE BO	2,366.77
	TOTAL	2,366.77

e Employee's name (e) and Employee's address and ZIP code (f)
f
MCQUEARY,MICHAEL J
175 E NITTANY AVE
APT 6120
STATE COLLEGE
PA 16801

Healthcare	Retirement contributions	Gifts-PSU/charities
713.76	4,562.95	
EMS Tax	Travel meals	Union dues
52.00		

EMPLOYEE'S STATE COPY

c EMPLOYER'S NAME ADDRESS & ZIP CODE: THE PENNSYLVANIA STATE UNIVERSITY UNIVERSITY PARK, PA 16802			OMB No. 1545-0008 Form W-2 Wage and Tax Statement	2007
			12	20 Locality name: STATE COLLEGE BO FERGUSON TWP TOTAL
				19 Loc. inc. tax: 1,101.22 1,539.94 2,641.16
a Employee's social security no.: -8066	15 State: PA / Empl. state ID No.: 69-0233856	b Employer's identification no.: 24-6000376		
1 Wages, tips, meals, othr compens.: 113,566.07	2 Federal income tax withheld: 21,361.38	3 Social security wages: 97,500.00		
4 Social security tax withheld: 6,045.00	5 Medicare wages and tips: 118,641.82	6 Medicare tax withheld: 1,720.31	e & f Employee's name (e) and Employee's address and ZIP code (f): MCQUEARY,MICHAEL 1460 BLUE COURSE DR APT 31 STATE COLLEGE PA 16801	
7 Social security tips	8 Allocated tips	9 Advance EIC payment		
10 Dependent care benefits		13 Retirement plan: YES		
16 Gross wages for state: 114,472.06	17 State income tax withheld: 3,514.32	18 Gross wages for local: 114,472.06	Healthcare: 1,652.94	Retirement contributions: 5,075.75 / Gifts-PSII/charities
Unemployment compensation tax: 104.85	Flex benefits: 1,652.94	Healthcare reimbursement	EMS Tax: 52.00	Travel meals / Union dues

Copy C For EMPLOYEE'S RECORDS (See Notice on back.)

OMB No. 1545-008

Form W-2 Wage and Tax Statement 200[illegible]

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA 16802

12	20 Locality name	19 Loc. inc. tax
	FERGUSON TWP	3,393.91
	TOTAL	3,393.91

a Employee's social security no.	15 State Empl. state ID No.	b Employer's identification no.
-8066	PA 69-0233856	24-6000376
1 Wages,tips,meals,othr compens.	2 Federal income tax withheld	3 Social security wages
141,346.85	25,938.21	102,000.00
4 Social security tax withheld	5 Medicare wages and tips	6 Medicare tax withheld
6,324.00	146,923.00	2,130.38
7 Social security tips	8 Allocated tips	9 Advance EIC payment
10 Dependent care benefits		13 Retirement plan
		YES
16 Gross wages for state	17 State income tax withheld	18 Gross wages for local
144,421.35	4,433.73	144,421.35
Unemployment compensation tax	Flex benefits	Healthcare reimbursement
90.15	2,903.64	

e & f Employee's name (e) and Employee's address and ZIP code (f)
MCQUEARY,MICHAEL
1460 BLUE COURSE DR
APT 31
STATE COLLEGE
PA 16801

This information is being furnished to the Internal Revenue Servi[illegible] If you are required to file a tax return, a negligence penalty or other sanction may be imposed on you if this income is taxable and you fail to report it.

Healthcare	Retirement contributions	Gifts-PSU/charities
2,903.64	5,576.15	
EMS Tax	Travel meals	Union dues
52.00		

Copy B To Be Filed With Employee's FEDERAL Tax Return THIS INFORMATION IS BEING FURNISHED TO THE INTERNAL REVENUE SERVICE

OMB No. 1545-008

Form W-2 Wage and Tax Statement 200[illegible]

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA 16802

12	20 Locality name	19 Loc. inc. tax
	FERGUSON TWP	3,393.91
	TOTAL	3,393.91

a Employee's social security no.	15 State Empl. state ID No.	b Employer's identification no.
-8066	PA 69-0233856	24-6000376
1 Wages,tips,meals,othr compens.	2 Federal income tax withheld	3 Social security wages
141,346.85	25,938.21	102,000.00
4 Social security tax withheld	5 Medicare wages and tips	6 Medicare tax withheld
6,324.00	146,923.00	2,130.38
7 Social security tips	8 Allocated tips	9 Advance EIC payment
10 Dependent care benefits		13 Retirement plan
		YES
16 Gross wages for state	17 State income tax withheld	18 Gross wages for local
144,421.35	4,433.73	144,421.35
Unemployment compensation tax	Flex benefits	Healthcare reimbursement
90.15	2,903.64	

e & f Employee's name (e) and Employee's address and ZIP code (f)
MCQUEARY,MICHAEL
1460 BLUE COURSE DR
APT 31
STATE COLLEGE
PA 16801

Healthcare	Retirement contributions	Gifts-PSU/charities
2,903.64	5,576.15	
EMS Tax	Travel meals	Union dues
52.00		

Copy C For EMPLOYEE'S RECORDS (See Notice on back.)

OMB No. 1545-008

Form W-2 Wage and Tax Statement 200[illegible]

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA 16802

a Employee's social security no.	15 State Empl. state ID No.	b Employer's identification no.
[illegible]-8066	PA 69-0233856	24-6000376

1 Wages,tips,meals,othr compens.	2 Federal income tax withheld	3 Social security wages
131,695.85	22,477.90	106,800.00

4 Social security tax withheld	5 Medicare wages and tips	6 Medicare tax withheld
6,621.60	137,522.20	1,994.06

7 Social security tips	8 Allocated tips	9 Advance EIC payment

10 Dependent care benefits		13 Retirement plan
		YES

16 Gross wages for state	17 State income tax withheld	18 Gross wages for local
134,064.57	4,115.80	134,064.57

Unemployment compensation tax	Flex benefits	Healthcare reimbursement
81.90	3,229.44	

12	20 Locality name	19 Loc. inc. tax
	FERGUSON TWP	3,150.53
	TOTAL	3,150.53

e & f Employee's name (e) and Employee's address and ZIP code (f)
MCQUEARY,MICHAEL
1460 BLUE COURSE DR
APT 31
STATE COLLEGE
PA 16801

This information is being furnished to the Internal Revenue Servic If you are required to file a tax return, a negligence penalty or other sanction may be imposed on you if this income is taxable and you fail to report it.

Healthcare	Retirement contributions	Gifts-PSU/charities
3,229.44	5,826.35	

LST Tax	Travel meals	Union dues
52.00		

Copy B To Be Filed With Employee's FEDERAL Tax Return THIS INFORMATION IS BEING FURNISHED TO THE INTERNAL REVENUE SERVICE

OMB No. 1545-008

Form W-2 Wage and Tax Statement 200[illegible]

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA 16802

a Employee's social security no.	15 State Empl. state ID No.	b Employer's identification no.
[illegible]-8066	PA 69-0233856	24-6000376

1 Wages,tips,meals,othr compens.	2 Federal income tax withheld	3 Social security wages
131,695.85	22,477.90	106,800.00

4 Social security tax withheld	5 Medicare wages and tips	6 Medicare tax withheld
6,621.60	137,522.20	1,994.06

7 Social security tips	8 Allocated tips	9 Advance EIC payment

10 Dependent care benefits		13 Retirement plan
		YES

16 Gross wages for state	17 State income tax withheld	18 Gross wages for local
134,064.57	4,115.80	134,064.57

Unemployment compensation tax	Flex benefits	Healthcare reimbursement
81.90	3,229.44	

12	20 Locality name	19 Loc. inc. tax
	FERGUSON TWP	3,150.53
	TOTAL	3,150.53

e & f Employee's name (e) and Employee's address and ZIP code (f)
MCQUEARY,MICHAEL
1460 BLUE COURSE DR
APT 31
STATE COLLEGE
PA 16801

Healthcare	Retirement contributions	Gifts-PSU/charities
3,229.44	5,826.35	

LST Tax	Travel meals	Union dues
52.00		

Copy B To Be Filed With Employee's FEDERAL Tax Return THIS INFORMATION IS BEING FURNISHED TO THE INTERNAL REVENUE SERVICE

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA 16802

OMB No. 1545-008
Form W-2 Wage and Tax Statement 2016

a Employee's social security no.	15 State Empl. state ID No.	b Employer's identification no.	12	20 Locality name	19 Loc. inc. tax
-8066	PA 69-0233856	24-6000376		FERGUSON TWP	3,518.94
				TOTAL	3,518.94
1 Wages,tips,meals,othr compens.	2 Federal income tax withheld	3 Social security wages			
146,236.01	26,404.27	106,800.00			
4 Social security tax withheld	5 Medicare wages and tips	6 Medicare tax withheld	e Employee's name (e) and Employee's address and ZIP code (f)		
6,621.60	153,057.56	2,219.33	MCQUEARY,MICHAEL		
7 Social security tips	8 Allocated tips	9 Advance EIC payment	1460 BLUE COURSE DR		
			APT 31		
10 Dependent care benefits		13 Retirement plan	STATE COLLEGE		
		YES	PA 16801		
16 Gross wages for state	17 State income tax withheld	18 Gross wages for local	Healthcare	Retirement contributions	Gifts-PSU/charities
149,742.35	4,597.08	149,742.35	3,239.64	6,821.55	
Unemployment compensation tax	Flex benefits	Healthcare reimbursement	LST Tax	Travel meals	Union dues
121.97	3,239.64		52.00		

29

MIKE McQUEARY WIDE RECEIVERS/RECRUITING COORDINATOR



PLAYERS SAY:
"MIKE IS A GREAT COACH AND PERSON. ON THE FIELD AND OFF, HE KNOWS HOW CHALLENGING IT IS TO BE A PENN STATE FOOTBALL PLAYER AND STUDENT AND THAT'S WHERE HIS MENTORING COMES IN. AMONG THE THINGS HE TEACHES OUR WIDEOUT CORPS IS THE IMPORTANCE OF INTANGIBLES ON THE FIELD."
— DEVON SMITH

➤ Coaching Experience:

2004-present ..... Penn State Wide Receivers Coach & Recruiting Coordinator
2000-02 ..... Penn State Graduate Assistant Coach

➤ Bowl Games As A Player (4):

1995 Rose 1995 Outback 1996 Fiesta 1997 Citrus

➤ Bowl Games As A Penn State Coach: 7

➤ Coaching Accomplishments:

- Has coached three of the top four all-time reception leaders in Penn State history.
- Guided Derek Moye to the fifth-best season reception total (53) and sixth-best receiving yardage total (885) in program history in 2010.
- Helped Deon Butler, Jordan Norwood and Derrick Williams become the first trio in Penn State history with 40 or more catches in a season, accomplishing the feat in 2006, 2007 and 2008. All three players rank in the top five in career receptions at Penn State.
- Receivers Derek Moye (48), Graham Zug (46) and tight end Andrew Quarless (41) became the fourth set of players to each log 40 catches in a year for Penn State in 2009.
- Coached former walk-on Deon Butler who developed into the Lions' career leader in receptions (179) and No. 2 all-time in career yardage (2,771) and was taken in the third round of the 2009 NFL Draft. Butler also set Penn State game records with 216 yards on 11 receptions vs. Northwestern in 2006.
- Helped guide wide receiver Derrick Williams to 2008 All-America honors. A third-round NFL Draft pick, Williams finished his career third all-time in receptions (161) and 10th all-time in receiving yardage (1,743).
- Coached Penn State all-time leading scorer Kevin Kelly, who as a four-year starter at kicker amassed 425 points and a Big Ten-record 78 field goals. He also made at least one field goal in an NCAA record 31 consecutive games and tied a Penn State season record with 22 field goals in 2006.
- Coached Jordan Norwood, who finished his career third all-time in receiving yardage (2,015) and fourth all-time in receptions (158).
- Effort as recruiting coordinator has yielded six of the fastest and most athletic classes in program history and the initial class included two of the nation's Top 10 players.

➤ Prominent Players Coached:

Derek Moye
HM All-Big Ten (2009, 2010)

Derrick Williams
Detroit Lions All-American (2008)

Deon Butler
Seattle Seahawks PSU Record Holder

Jordan Norwood
Cleveland Browns No. 3 in Penn State Career Receiving Yards

Kevin Kelly
No. 2 in Big Ten Career Scoring

Robbie Gould
Chicago Bears All-Pro Kicker

➤ Accomplishments As A Player:

- As a senior in 1997, led Penn State to a 9-3 record and a berth in the Florida Citrus Bowl. Passed for 2,211 yards, connecting on 146-of-255 passes, with 17 touchdown passes and nine interceptions.
- Finalist for the 1997 Johnny Unitas Golden Arm Award, presented to the nation's best senior quarterback.
- Won the Hall Foundation Award as Penn State's outstanding senior player in 1997. Was selected an offensive co-captain and broke three school records.
- Broke school records for passing yards (366) and total offense (370) in his first collegiate start, a 34-17 win over Pittsburgh in 1997. Suit holds Penn State record for first-half passing yards with 219 in a 35-10 win over Wisconsin in 1997.

➤ Alma Mater:
Penn State, 1997

➤ Year At Penn State: 12th

➤ College(s) Coaching Experience:
12 years — all at Penn State

➤ Hometown:
State College, Pa.

➤ Education:
1997 — B.S. in health planning and administration from Penn State, nearing completion of master's degree in education administration.

➤ Family:
Wife: Barbara
Children: Claire (2)

➤ Of Note:
McQueary served as an administrative assistant with the Nittany Lions during the 2003 season. He was signed by the Nat. Oakland Raiders in 1997.

MM0573

PLAINTIFF'S EXHIBIT
29

30

Subject: final statement
Date: Friday, October 28, 2011 2:16:53 PM ET
From: Powers, Lisa
To: Bill Mahon
CC: Lisa Powers

STATEMENT RELATED TO GRAND JURY INDICTMENTS

The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly. Protecting children requires the utmost vigilance.

With regard to the other indictments, I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.

Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity and compassion. I am confident the record will show that these charges are groundless and that they conducted themselves professionally and appropriately.

Lisa Powers
Director, Department of Public Information
Penn State
312 Old Main
University Park, PA 16802
814.865.7517
lmpowers@psu.edu
live.psu.edu – The official news site for Penn State
http://ur.psu.edu/publicinfo.html

PLAINTIFF'S EXHIBIT 30

Powers Deposition Exhibit No. 5
6/19/14 mem

EXHIBIT Mahon-3
HB 5443

31

From:	Baldwin, Cynthia
To:	'croberto@choiceonemail.com'
Sent:	11/3/2011 9:04:13 PM
Subject:	Re:

Caroline,
Dr. Spanier is available on Monday from 3:00-5:30 and I will make sure that I am also available.
Cynthia

From: Baldwin, Cynthia
Sent: Tuesday, November 01, 2011 08:47 AM
To: Caroline Roberto (croberto@choiceonemail.com) <croberto@choiceonemail.com>
Subject:

Here is the draft.

The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly. Protecting children requires the utmost vigilance.

With regard to the other indictments, I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.

Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity, and compassion. I am confident that the record will show that they have conducted themselves appropriately.

Cynthia A. Baldwin

Vice President & General Counsel

The Pennsylvania State University

Office of the General Counsel

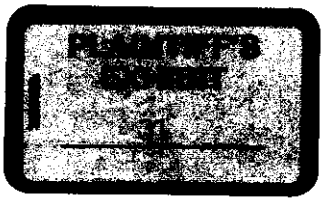
108 Old Main

University Park, PA 16802

Phone: 814.867.4088

Fax: 814.867.4081

cab71@psu.edu <mailto:aem24@psu.edu>



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32

From:	Tom Farrell
To:	Baldwin, Cynthia
CC:	Caroline Roberto
Sent:	11/3/2011 9:58:41 PM
Subject:	FW: Fw:

Cynthia-

The press release looks fine. I suggest changing the word "indictment" to charges because there won't be an indictment but a presentment. See below in red.

Tom

Thomas J. Farrell, Esquire
Farrell & Reisinger, LLC

200 Koppers Building

436 Seventh Avenue

Pittsburgh, PA 15219

(412) 894-1380
(412) 894-1381 - facsimile

tfarrell@farrellreisinger.com

www.farrellreisinger.com <http://www.farrellreisinger.com/>

This electronic message contains information from the law firm of Farrell & Reisinger, LLC. The contents may be privileged and confidential and are intended for the use of the intended addressee(s) only. If you are not an intended addressee, note that any disclosure, copying, distribution, or use of the contents of this message is prohibited. If you have received this e-mail in error, please contact me at tfarrell@farrellreisinger.com.

From: Caroline Roberto [mailto:croberto@choiceonemail.com]
Sent: Thursday, November 03, 2011 3:39 PM
To: Tom Farrell
Subject: Fwd: Fw:

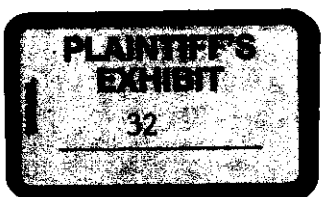
Draft is in body. Not an attachment.

Sent from my iPhone

Begin forwarded message:

From: "Caroline Roberto" <croberto@choiceonemail.com>
Date: November 3, 2011 2:27:37 PM CDT
To: <croberto@choiceonemail.com>
Subject: Fw:

----- Original Message -----



From: Baldwin, Cynthia <mailto:cab71@psu.edu>

To: Caroline Roberto (<mailto:croberto@choiceonemail.com)> croberto@choiceonemail.com)

Sent: Tuesday, November 01, 2011 8:47 AM

Here is the draft.

The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly. Protecting children requires the utmost vigilance.

With regard to the charges against Tim Curley and Gary Schultz, I wish to say that Tim and Gary have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.

Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity, and compassion. I am confident that the record will show that they have conducted themselves appropriately.

Cynthia A. Baldwin

Vice President & General Counsel

The Pennsylvania State University

Office of the General Counsel

108 Old Main

University Park, PA 16802

Phone: 814.867.4088

Fax: 814.867.4081

cab71@psu.edu <mailto:aem24@psu.edu>

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33

From:	Caroline Roberto
To:	Baldwin, Cynthia
CC:	Tom Farrell
Sent:	11/3/2011 10:29:17 PM
Subject:	Re: Re:

Tom and I will be there. I'll phone you tomorrow. Thanks.

Sent from my iPhone

On Nov 3, 2011, at 4:04 PM, "Baldwin, Cynthia" <cab71@psu.edu> wrote:

Caroline,
Dr. Spanier is available on Monday from 3:00-5:30 and I will make sure that I am also available.
Cynthia

From: Baldwin, Cynthia
Sent: Tuesday, November 01, 2011 08:47 AM
To: Caroline Roberto (croberto@choiceonemail.com) <croberto@choiceonemail.com>
Subject:

Here is the draft.

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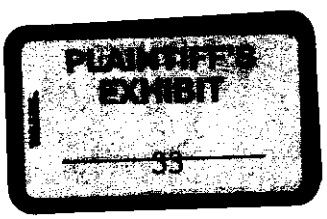

Phone: 814.867.4088

Fax: 814.867.4091

cab71@psu.edu <mailto:aem24@psu.edu>

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34

From:	Baldwin, Cynthia
To:	'croberto@choiceonemail.com'
CC:	'TFarrell@farrellreisinger.com'
Sent:	11/3/2011 10:30:24 PM
Subject:	Re: Re:

Ok, I'll wait to hear from you.

From: Caroline Roberto [mailto:croberto@choiceonemail.com]
Sent: Thursday, November 03, 2011 06:29 PM
To: Baldwin, Cynthia
Cc: Tom Farrell <TFarrell@farrellreisinger.com>
Subject: Re: Re:

Tom and I will be there. I'll phone you tomorrow. Thanks.

Sent from my iPhone

On Nov 3, 2011, at 4:04 PM, "Baldwin, Cynthia" <cab71@psu.edu> wrote:

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Cynthia

From: Baldwin, Cynthia
Sent: Tuesday, November 01, 2011 08:47 AM
To: Caroline Roberto (croberto@choiceonemail.com) <croberto@choiceonemail.com>
Subject:

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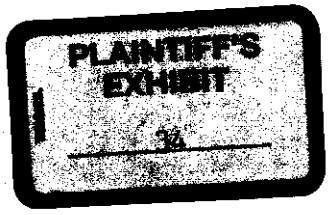

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35

COMMONWEALTH OF PENNSYLVANIA
COUNTY OF DAUPHIN

POLICE CRIMINAL COMPLAINT
COMMONWEALTH OF PENNSYLVANIA VS.

WILLIAM WENNER
MAGISTERIAL DISTRICT JUDGE
5925 STEVENSON AVENUE, SUITE B
HARRISBURG PA 17112

DEFENDANT (NAME and ADDRESS)
TIMOTHY (First Name) MARK (Middle Name) CURLEY (Last Name) (Gen)
201 MEADOWLARK LANE, BOALSBURG, PA 16827

NCIC Extradition Code Type

☒ 1-Felony Full	☐ 4-Felony No Ext	☐ B-Misdemeanor Limited	☐ E-Misdemeanor Pending
☐ 2-Felony Ltd	☐ 5-Felony Pend	☐ C-Misdemeanor Surrounding States	☐ Distance _____
☐ 3-Felony Surrounding States	☐ A-Misdemeanor Full	☐ D-Misdemeanor No Extradition	

DEFENDANT IDENTIFICATION INFORMATION

Docket Number	Date Filed	OTN/LiveScan Number	Complaint/Incident Number	SID	Request Lab Services?
CR-353-11	11/04/2011	T 109760-0	G07-1146135		☒ YES ☒ NO

GENDER	DOB	POB	Add'l DOB	Co-Defendant(s)
☒ Male ☐ Female	04/28/1954		/ /	☐

First Name: AKA TIM | Middle Name: | Last Name: CURLEY | Gen:

RACE ☒ White ☐ Asian ☐ Black ☐ Native American ☐ Unknown

ETHNICITY ☐ Hispanic ☒ Non-Hispanic ☐ Unknown

HAIR COLOR ☒ GRY (Gray) ☐ RED (Red/Aubn) ☐ SDY (Sandy) ☐ BLU (Blue) ☐ PLE (Purple) ☐ BRO (Brown) ☐ BLK (Black) ☐ ONG (Orange) ☐ WHI (White) ☐ XXX (Unk /Bald) ☐ GRN (Green) ☐ PNK (Pink) ☐ BLN (Blonde / Strawberry)

EYE COLOR ☐ BLK (Black) ☐ BLU (Blue) ☐ BRO (Brown) ☐ GRN (Green) ☐ GRY (Gray) ☒ HAZ (Hazel) ☐ MAR (Maroon) ☐ PNK (Pink) ☐ MUL (Multicolored) ☐ XXX (Unknown)

Driver License	State	License Number	Expires	WEIGHT (lbs.)
	PA	15166572	04/29/2012	

DNA	DNA Location		FBI Number	MNU Number	Ft.	In.
☐ YES ☐ NO					6	3

Defendant Fingerprinted: ☐ YES ☒ NO
Fingerprint Classification:

DEFENDANT VEHICLE INFORMATION

Plate #	State	Hazmat	Registration Sticker (MM/YY)	Comm'l Veh Ind	School Veh	Oth NCIC Veh Code	Reg same as Def
		☐	/	☐	☐		☐

VIN	Year	Make	Model	Style	Color

Office of the attorney for the Commonwealth ☐ Approved ☐ Disapproved because _____

(The attorney for the Commonwealth may require that the complaint, arrest warrant affidavit, or both be approved by the attorney for the Commonwealth prior to filing See Pa R Crim P 507)

JONELLE ESHBACH (Name of the attorney for the Commonwealth) — Jonelle H Eshbach (Signature of the attorney for the Commonwealth) — 11/04/2011 (Date)

I, TRP. SCOTT ROSSMAN & AGT. A.L. SASSANO (Name of the Affiant) — SP502207-8491 / AT504374-367 (PSP/MPOETC -Assigned Affiant ID Number & Badge #)

of PA STATE POLICE & PA ATTORNEY GENERAL (Identify Department or Agency Represented and Political Subdivision) — PAPSP7400 / PA022240 (Police Agency ORI Number)

RECEIVED
Clerk of Courts
Dauphin County
Court of Common Pleas
DEC 22 2011

do hereby state (check appropriate box)

1 ☒ I accuse the above named defendant who lives at the address set forth above

☐ I accuse the defendant whose name is unknown to me but who is described as #5165 CR 2011

☐ I accuse the defendant whose name and popular designation or nickname are unknown to me and whom I have therefore designated as John Doe or Jane Doe

with violating the penal laws of the Commonwealth of Pennsylvania at [301] (Subdivision Code) HARRISBURG (Place-Political Subdivision)

in DAUPHIN County [22] (County Code) on or about MARCH 2002 TO JANUARY 12, 2011

AOPC 412A – Rev. 07/10

PLAINTIFF'S EXHIBIT 35

POLICE CRIMINAL COMPLAINT

Docket Number.	Date Filed	OTN/LiveScan Number	Complaint/Incident Number
CR-353-11	11/04/2011	T 109760-0	G07-1146135

Defendant Name	First	Middle	Last
	TIMOTHY	MARK	CURLEY

The acts committed by the accused are described below with each Act of Assembly or statute violated, if appropriate When there is more than one offense, each offense should be numbered chronologically
(Set forth a *brief* summary of the facts sufficient to advise the defendant of the nature of the offense(s) charged A citation to the statute(s) violated, without more, is not sufficient In a summary case, you must cite the specific section(s) and subsection(s) of the statute(s) or ordinance(s) allegedly violated The age of the victim at the time of the offense may be included if known In addition, social security numbers and financial information (e g PINs) should not be listed If the identity of an account must be established, list only the last four digits 204 PA Code §§ 213 1 – 213 7)

Inchoate Offense	☐ Attempt *18 901 A*	☐ Solicitation *18 902 A*	☐ Conspiracy *18 903*

Lead?	Offense#	Section	Subsection	PA Statute (Title)	Counts	Grade	NCIC Offense Code	UCR/NIBRS Code
☐	1	4902	A	TITLE 18	1	F3		260

PennDOT Data (If applicable)	Accident Number	☐ Safety Zone	☐ Work Zone

Statute Description (include the name of statute or ordinance) PERJURY

Acts of the accused associated with this Offense A person is guilty of perjury, a felony of the third degree, if in any official proceeding he makes a false statement under oath or equivalent affirmation, or swears or affirms the truth of a statement previously made, when the statement is material and he does not believe it to be true. To wit: on January 12, 2011, while under oath or equivalent affirmation, the defendant knowingly made false statements to the Grand Jury.

Inchoate Offense	☐ Attempt *18 901 A*	☐ Solicitation *18 902 A*	☐ Conspiracy *18 903*

Lead?	Offense#	Section	Subsection	PA Statute (Title)	Counts	Grade	NCIC Offense Code	UCR/NIBRS Code
☐	2	6319		TITLE 23	1	S		260

PennDOT Data (If applicable)	Accident Number	☐ Safety Zone	☐ Work Zone

Statute Description (include the name of statute or ordinance) PENALTIES FOR FAILURE TO REPORT OR TO REFER

Acts of the accused associated with this Offense A person or official required by this chapter (Child Protective Services Law) to report a case of suspected child abuse who willfully fails to do so commits a summary offense. To wit: in March of 2002, in his official capacity with the Pennsylvania State University, the defendant received information concerning the sexual abuse of a juvenile and failed to report the matter to law enforcement officals or Child protective services so that the matter could be investigated.

Inchoate Offense	☐ Attempt *18 901 A*	☐ Solicitation *18 902 A*	☐ Conspiracy *18 903*

Lead?	Offense#	Section	Subsection	PA Statute (Title)	Counts	Grade	NCIC Offense Code	UCR/NIBRS Code
☐								

PennDOT Data (If applicable)	Accident Number	☐ Safety Zone	☐ Work Zone

Statute Description (include the name of statute or ordinance)

Acts of the accused associated with this Offense

POLICE CRIMINAL COMPLAINT

Docket Number.	Date Filed.	OTN/LiveScan Number	Complaint/Incident Number
CR-353-11	11/04/2011	T 109760-0	G07-1146135

Defendant Name	First	Middle	Last
	TIMOTHY	MARK	Curley

2 I ask that a warrant of arrest or a summons be issued and that the defendant be required to answer the charges I have made

3 I verify that the facts set forth in this complaint are true and correct to the best of my knowledge or information and belief This verification is made subject to the penalties of Section 4904 of the Crimes Code (18 Pa C S § 4904) relating to unsworn falsification to authorities

4 This complaint consists of the preceding page(s) numbered 1 through 3

The acts committed by the accused, as listed and hereafter, were against the peace and dignity of the Commonwealth of Pennsylvania and were contrary to the Act(s) of the Assembly, or in violation of the statutes cited
(Before a warrant of arrest can be issued, an affidavit of probable cause must be completed, sworn to before the issuing authority, and attached.)

TRP. SCOTT ROSSMAN & AGT. A SASSANO — 11-4-2011 (Date)

#849 Rossman (Signature of Affiant)

AND NOW, on this date Nov. 4, 2011 I certify that the complaint has been properly completed and verified

An affidavit of probable cause must be completed before a warrant can be issued

Deputy Clerk of Common Pleas (Magisterial District Court Number)

(Issuing Authority)

POLICE CRIMINAL COMPLAINT

Docket Number	Date Filed.	OTN/LiveScan Number	Complaint/Incident Number
CR-353-11	11/04/2011	T 109760-0	G07-1146135

Defendant Name:	First	Middle	Last
	TIMOTHY	MARK	CURLEY

AFFIDAVIT of PROBABLE CAUSE

SEE EXHIBIT "A" ATTACHED

I, TRP. SCOTT ROSSMAN & AGT. A.L. SASSANO, BEING DULY SWORN ACCORDING TO THE LAW, DEPOSE AND SAY THAT THE FACTS SET FORTH IN THE FOREGOING AFFIDAVIT ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE, INFORMATION AND BELIEF.

#8911 Rossman

(Signature of Affiant)

Sworn to me and subscribed before me this 4th day of Nov. 2011

11/4/11 Date

, ~~Magisterial District~~ Judge, Court of Common Pleas

My commission expires first Monday of January,

INTRODUCTION

We, the members of the Thirty-Third Statewide Investigating Grand Jury, having received and reviewed evidence regarding violations of the Crimes Code occurring in Centre County, Pennsylvania, and elsewhere pursuant to Notice of Submission of Investigation No. 1, do hereby make the following findings of fact and recommendation of charges

FINDINGS OF FACT

The Grand Jury conducted an investigation into reported sexual assaults of minor male children by Gerald A. Sandusky ("Sandusky") over a period of years, both while Sandusky was a football coach for the Pennsylvania State University ("Penn State") football team and after he retired from coaching. Widely known as Jerry Sandusky, the subject of this investigation founded The Second Mile, a charity initially devoted to helping troubled young boys. It was within The Second Mile program that Sandusky found his victims

Sandusky was employed by Penn State for 23 years as the defensive coordinator of its Division I collegiate football program. Sandusky played football for four years at Penn State and coached a total of 32 years. While coaching, Sandusky started "The Second Mile" in State College, Pennsylvania, in 1977. It began as a group foster home dedicated to helping troubled boys. It grew into a charity dedicated to helping children with absent or dysfunctional families. It is now a statewide, three region charity and Sandusky has been its primary fundraiser.[1] The Second Mile raises millions of dollars through fundraising appeals and special events. The mission of the program is to "help children who need additional support and would benefit from positive human interaction." Through The Second Mile, Sandusky had access to hundreds of boys, many of whom were vulnerable due to their social situations.

[1] Sandusky retired from The Second Mile in September 2010

VICTIM 1

The Grand Jury conducted an investigation into the reported sexual assault of a minor child, Victim 1, by Sandusky, when Victim 1, a Second Mile participant, was a houseguest at Sandusky's residence in College Township, Centre County, Pennsylvania. During the course of the multi-year investigation, the Grand Jury heard evidence that Sandusky indecently fondled Victim 1 on a number of occasions, performed oral sex on Victim 1 on a number of occasions and had Victim 1 perform oral sex on him on at least one occasion.

Victim 1 testified that he was 11 or 12 years old when he met Sandusky through The Second Mile program in 2005 or 2006. As with the remaining victims, Victim 1 only came to Sandusky's attention during his second year in the program, when the boy attended The Second Mile's camp on the Penn State University Park campus. During the 2007 track season, Sandusky began spending time with Victim 1 weekly, having the boy stay overnight at his residence in State College, Pennsylvania. Sandusky took Victim 1 to professional and college sporting events, such as Philadelphia Eagles games, or pre-season practices at Penn State. When Victim 1 slept at the Sandusky residence, he would sleep in a finished bedroom in the basement. Occasionally, other boys would also stay overnight at Sandusky's home but usually it was only Victim 1. Sandusky also encouraged Victim 1 to participate in The Second Mile as a volunteer. Sandusky gave Victim 1 a number of gifts, including golf clubs, a computer, gym clothes, dress clothes and cash. Sandusky took the boy to restaurants, swimming at a hotel near Sandusky's home, and to church.

Victim 1 testified that Sandusky had a practice of coming into the basement room after he told Victim 1 that it was time to go to bed. Victim 1 testified that Sandusky would "crack his back." He described this as Sandusky getting onto the bed on which Victim 1 was already lying

and rolling under the boy. With Victim 1 lying on top of him, face to face, Sandusky would run his arms up and down the boy's back and "crack" it. The back-cracking became a ritual at bedtime. Victim 1 said that after Sandusky had cracked his back a number of times, he progressed to rubbing Victim 1's backside while they lay face-to-face on the bed. Victim 1 testified that this began to occur during the summer of 2005 or 2006, before he entered sixth or seventh grade. Sandusky then began to blow on Victim 1's bare stomach. Eventually, Sandusky began to kiss Victim 1 on the mouth. Victim 1 was uncomfortable with the contact and would sometimes try to hide in the basement to avoid Sandusky. Victim 1 testified that ultimately Sandusky performed oral sex on him more than 20 times through 2007 and early 2008. Sandusky also had Victim 1 perform oral sex on him one time and also touched Victim 1's penis with his hands during the 2007-2008 time period. Victim 1 did not want to engage in sexual conduct with Sandusky and knew it was wrong. Victim 1 stopped taking Sandusky's phone calls and had his mother tell Sandusky he was not home when Sandusky called. This termination of contact with Sandusky occurred in the spring of 2008, when Victim 1 was a freshman in high school.

Before Victim 1 ceased contact with Sandusky, Sandusky routinely had contact with him at a Clinton County high school where the administration would call Victim 1 out of activity period/study hall in the late afternoon to meet with Sandusky in a conference room No one monitored these visits. Sandusky assisted the school with coaching varsity football and had unfettered access to the school.

Victim 1 testified about an incident that occurred one evening at the high school when he and Sandusky were alone in the weight room where there was a rock climbing wall. After Victim 1 fell off the wall a few times, Sandusky lay down on top of him, face to face, and was

rolling around the floor with the boy. No one was able to see Victim 1 and Sandusky because of the configuration of the room. Sandusky was lying under Victim 1 with his eyes closed. Suddenly a wrestling coach, Joe Miller, unexpectedly entered the room and Sandusky jumped up very quickly and explained that they had just been wrestling.

Joseph Miller testified that he was head wrestling coach for the elementary wrestling program for that school district. He knew Victim 1, who had wrestled for him. Miller corroborated that one evening in 2006 or 2007, he returned to the high school to retrieve something he had forgotten. He saw a light on in the weight room which should have been turned off and when he went in, he discovered Victim 1 and Sandusky, lying on their sides, in physical contact, face to face on a mat. He said both Victim 1 and Sandusky were surprised to see him enter the room. He recalls that Sandusky jumped up and said, "Hey Coach, we're just working on wrestling moves." Sandusky was not a wrestling coach. Miller found the use of that secluded room odd for wrestling because the bigger wrestling room right outside the weight room had more room to wrestle and more mats. He had seen Victim 1 with Sandusky frequently before the weight room incident. He saw them together after school and before athletic practice time.

Steven Turchetta testified that he was an assistant principal and the head football coach at the high school attended by Victim 1. He testified that Sandusky was a volunteer assistant football coach Sandusky also worked with children in the Second Mile program in that school district. Turchetta described the Second Mile as a very large charitable organization that helped children who are from economically underprivileged backgrounds and who may be living in single parent households. Turchetta first met Sandusky in 2002 when Sandusky attempted to assist some Second Mile members who were on Turchetta's football team. Sandusky's

involvement grew from there. In the 2008 season, Sandusky was a full-time volunteer coach. Turchetta said it was not unusual for him, as assistant principal, to call a Second Mile student out of activity period at the end of the day, at Sandusky's request, to see Sandusky. He knew of several students who were left alone with Sandusky, including Victim 1. Turchetta characterized Sandusky as very controlling within the mentoring relationships he established with Second Mile students. Sandusky would often want a greater time commitment than the teenagers were willing to give and Sandusky would have "shouting matches" with various youths, in which Turchetta would sometimes be the mediator. Turchetta would also end up being Sandusky's point of contact for a youth whom he had been unable to reach by phone the previous evening. Turchetta testified that Sandusky would be "clingy" and even "needy" when a young man broke off the relationship he had established with him and called the behavior "suspicious." Turchetta became aware of Victim 1's allegations regarding sexual assault by Sandusky when the boy's mother called the school to report it. Sandusky was barred from the school district attended by Victim 1 from that day forward and the matter was reported to authorities as mandated by law.

Office of Attorney General Narcotics Agent Anthony Sassano testified concerning phone records that establish 61 phone calls from Sandusky's home phone to Victim 1's home phone between January 2008 and July 2009. In that same time, there were 57 calls from Sandusky's cell phone to Victim 1's home phone. There were four calls made from Victim 1's home phone to Sandusky's cell phone and one call from Victim 1's mother's cell phone to Sandusky's cell phone. There were no calls made to Sandusky's home phone by Victim 1 during that time period.

Another youth, F.A , age fifteen, testified that Sandusky had taken him and Victim 1 to a Philadelphia Eagles football game and that Sandusky had driven. He witnessed Sandusky place

his right hand on Victim 1's knee; Sandusky had also done this to F.A. on more than one occasion when they were in Sandusky's car. F.A. was uncomfortable when Sandusky did this and moved his leg to try to avoid the contact. Sandusky would keep his hand on F.A.'s knee even after F.A. tried to move it. F.A. also testified that Sandusky would reach over, while driving, and lift his shirt and tickle his bare stomach. F.A. did not like this contact. F.A. also witnessed Sandusky tickling Victim 1 in similar fashion. Sandusky invited F.A. to stay over at his house but F.A. only stayed one time when he knew Victim 1 was also staying over, after returning from the Philadelphia Eagles game. F.A. confirmed that Victim 1 slept in Sandusky's basement room when F.A. stayed there. F.A. testified that he stayed away from Sandusky because he felt he didn't want to be alone with him for a long period of time, based on the tickling, knee touching and other physical contact. Victim 1 confirmed that Sandusky would drive with his hand on Victim 1's leg.

VICTIM 2

On March 1, 2002, a Penn State graduate assistant ("graduate assistant") who was then 28 years old, entered the locker room at the Lasch Football Building on the University Park Campus on a Friday night before the beginning of Spring Break. The graduate assistant, who was familiar with Sandusky, was going to put some newly purchased sneakers in his locker and get some recruiting tapes to watch. It was about 9:30 p.m. As the graduate assistant entered the locker room doors, he was surprised to find the lights and showers on He then heard rhythmic, slapping sounds. He believed the sounds to be those of sexual activity. As the graduate assistant put the sneakers in his locker, he looked into the shower. He saw a naked boy, Victim 2, whose age he estimated to be ten years old, with his hands up against the wall, being subjected to anal

intercourse by a naked Sandusky The graduate assistant was shocked but noticed that both Victim 2 and Sandusky saw him. The graduate assistant left immediately, distraught.

The graduate assistant went to his office and called his father, reporting to him what he had seen. His father told the graduate assistant to leave the building and come to his home. The graduate assistant and his father decided that the graduate assistant had to promptly report what he had seen to Coach Joe Paterno ("Paterno"), head football coach of Penn State. The next morning, a Saturday, the graduate assistant telephoned Paterno and went to Paterno's home, where he reported what he had seen.

Joseph V. Paterno testified to receiving the graduate assistant's report at his home on a Saturday morning. Paterno testified that the graduate assistant was very upset. Paterno called Tim Curley ("Curley"), Penn State Athletic Director and Paterno's immediate superior, to his home the very next day, a Sunday, and reported to him that the graduate assistant had seen Jerry Sandusky in the Lasch Building showers fondling or doing something of a sexual nature to a young boy.

Approximately one and a half weeks later, the graduate assistant was called to a meeting with Penn State Athletic Director Curley and Senior Vice President for Finance and Business Gary Schultz ("Schultz"). The graduate assistant reported to Curley and Schultz that he had witnessed what he believed to be Sandusky having anal sex with a boy in the Lasch Building showers. Curley and Schultz assured the graduate assistant that they would look into it and determine what further action they would take. Paterno was not present for this meeting

The graduate assistant heard back from Curley a couple of weeks later He was told that Sandusky's keys to the locker room were taken away and that the incident had been reported to The Second Mile. The graduate assistant was never questioned by University Police and no other

entity conducted an investigation until he testified in Grand Jury in December, 2010. The Grand Jury finds the graduate assistant's testimony to be extremely credible.

Curley testified that the graduate assistant reported to them that "inappropriate conduct" or activity that made him "uncomfortable" occurred in the Lasch Building shower in March 2002. Curley specifically denied that the graduate assistant reported anal sex or anything of a sexual nature whatsoever and termed the conduct as merely "horsing around" When asked whether the graduate assistant had reported "sexual conduct" "of any kind" by Sandusky, Curley answered, "No" twice. When asked if the graduate assistant had reported "anal sex between Jerry Sandusky and this child," Curley testified, "Absolutely not."

Curley testified that he informed Dr. Jack Raykovitz, Executive Director of the Second Mile of the conduct reported to him and met with Sandusky to advise Sandusky that he was prohibited from bringing youth onto the Penn State campus from that point forward. Curley testified that he met again with the graduate assistant and advised him that Sandusky had been directed not to use Penn State's athletic facilities with young people and "the information" had been given to director of The Second Mile. Curley testified that he also advised Penn State University President Graham Spanier of the information he had received from the graduate assistant and the steps he had taken as a result. Curley was not specific about the language he used in reporting the 2002 incident to Spanier. Spanier testified to his approval of the approach taken by Curley. Curley did not report the incident to the University Police, the police agency for the University Park campus or any other police agency.

Schultz testified that he was called to a meeting with Joe Paterno and Tim Curley, in which Paterno reported "disturbing" and "inappropriate" conduct in the shower by Sandusky upon a young boy, as reported to him by a student or graduate student. Schultz was present in a

subsequent meeting with Curley when the graduate assistant reported the incident in the shower involving Sandusky and a boy. Schultz was very unsure about what he remembered the graduate assistant telling him and Curley about the shower incident. He testified that he had the impression that Sandusky might have inappropriately grabbed the young boy's genitals while wrestling and agreed that such was inappropriate sexual conduct between a man and a boy. While equivocating on the definition of "sexual" in the context of Sandusky wrestling with and grabbing the genitals of the boy, Schultz conceded that the report the graduate assistant made was of inappropriate sexual conduct by Sandusky. However, Schultz testified that the allegations were "not that serious" and that he and Curley "had no indication that a crime had occurred." Schultz agreed that sodomy between Sandusky and a child would clearly be inappropriate sexual conduct. He denied having such conduct reported to him either by Paterno or the graduate assistant.

Schultz testified that he and Curley agreed that Sandusky was to be told not to bring any Second Mile children into the football building and he believed that he and Curley asked "the child protection agency" to look into the matter. Schultz testified that he knew about an investigation of Sandusky that occurred in 1998, that the "child protection agency" had done, and he testified that he believed this same agency was investigating the 2002 report by the graduate assistant. Schultz acknowledged that there were similarities between the 1998 and 2002 allegations, both of which involved minor boys in the football showers with Sandusky behaving in a sexually inappropriate manner. Schultz testified that the 1998 incident was reviewed by the University Police and "the child protection agency" with the blessing of then-University counsel Wendell Courtney Courtney was then and remains counsel for The Second Mile. Schultz confirmed that University President Graham Spanier was apprised in 2002 that a report of an

incident involving Sandusky and a child in the showers on campus had been reported by an employee. Schultz testified that Spanier approved the decision to ban Sandusky from bringing children into the football locker room and the decision to advise The Second Mile of the 2002 incident.

Although Schultz oversaw the University Police as part of his position, he never reported the 2002 incident to the University Police or other police agency, never sought or reviewed a police report on the 1998 incident and never attempted to learn the identity of the child in the shower in 2002. No one from the University did so. Schultz did not ask the graduate assistant for specifics. No one ever did. Schultz expressed surprise upon learning that the 1998 investigation by University Police produced a lengthy police report. Schultz said there was never any discussion between himself and Curley about turning the 2002 incident over to any police agency. Schultz retired in June 2009 but currently holds the same position as a senior vice president with Penn State, on an interim basis.

Graham Spanier testified about his extensive responsibilities as President of Penn State and his educational background in sociology and marriage and family counseling. He confirmed Curley and Schultz's respective positions of authority with the University. He testified that Curley and Schultz came to him in 2002 to report an incident with Jerry Sandusky that made a member of Curley's staff "uncomfortable." Spanier described it as "Jerry Sandusky in the football building locker area in the shower [ ] with a younger child and that they were horsing around in the shower." Spanier testified that even in April, 2011, he did not know the identity of the staff member who had reported the behavior. Spanier denied that it was reported to him as an incident that was sexual in nature and acknowledged that Curley and Schultz had not indicated any plan to report the matter to any law enforcement authority, the Commonwealth of

Pennsylvania Department of Public Welfare or any appropriate county child protective services agency. Spanier also denied being aware of a 1998 University Police investigation of Sandusky for incidents with children in football building showers.

Department of Public Welfare and Children and Youth Services local and state records were subpoenaed by the Grand Jury; University Police records were also subpoenaed. The records reveal that the 2002 incident was never reported to any officials, in contravention of Pennsylvania law.

Sandusky holds emeritus status with Penn State. In addition to the regular privileges of a professor emeritus, he had an office and a telephone in the Lasch Building. The status allowed him access to all recreational facilities, a parking pass for a vehicle, access to a Penn State account for the internet, listing in the faculty directory, faculty discounts at the bookstore and educational privileges for himself and eligible dependents. These and other privileges were negotiated when Sandusky retired in 1999. Sandusky continued to use University facilities as per his retirement agreement As a retired coach, Sandusky had unlimited access to the football facilities, including the locker rooms. Schultz testified that Sandusky retired when Paterno felt it was time to make a coaching change and also to take advantage of an enhanced retirement benefit under Sandusky's state pension.

Both the graduate assistant and Curley testified that Sandusky himself was not banned from any Penn State buildings and Curley admitted that the ban on bringing children to the campus was unenforceable.

The Grand Jury finds that portions of the testimony of Tim Curley and Gary Schultz are not credible.

The Grand Jury concludes that the sexual assault of a minor male in 2002 should have been reported to the Pennsylvania Department of Public Welfare and/or a law enforcement agency such as the University Police or the Pennsylvania State Police. The University, by its senior staff, Gary Schultz, Senior Vice President for Finance and Business and Tim Curley, Athletic Director, was notified by two different Penn State employees of the alleged sexual exploitation of that youth. Pennsylvania's mandatory reporting statute for suspected child abuse is located at 23 Pa.C.S. §6311 (Child Protective Services Law) and provides that when a staff member reports abuse, pursuant to statute, the person in charge of the school or institution has the responsibility and legal obligation to report or cause such a report to be made by telephone and in writing within 48 hours to the Department of Public Welfare of the Commonwealth of Pennsylvania. An oral report should have been made to Centre County Children and Youth Services but none was made. Nor was there any attempt to investigate, to identify Victim 2 or to protect that child or any others from similar conduct, except as related to preventing its re-occurrence on University property. The failure to report is a violation of the law which was graded a summary offense in 2002, pursuant to 23 Pa.C.S. §6319.[2]

The Grand Jury finds that Tim Curley made a materially false statement under oath in an official proceeding on January 12, 2011, when he testified before the 30th Statewide Investigating Grand Jury, relating to the 2002 incident, that he was not told by the graduate assistant that Sandusky was engaged in sexual conduct or anal sex with a boy in the Lasch Building showers.

Furthermore, the Grand jury finds that Gary Schultz made a materially false statement under oath in an official proceeding on January 12, 2011, when he testified before the 30rd Statewide Investigating Grand Jury, relating to the 2002 incident that the allegations made by the

[2] The grading of the failure to report offense was upgraded from a summary offense to a misdemeanor of the third degree in 2006, effective May 29, 2007

graduate assistant were "not that serious" and that he and Curley "had no indication that a crime had occurred."

VICTIM 3

Victim 3, now age 24, met Sandusky through The Second Mile in the summer of 2000, when he was between seventh and eighth grade. The boy met Sandusky during his second year in the program. Sandusky began to invite Victim 3 to go places with him. Victim 3 was invited to Sandusky's home for dinner, to hang out, walk the family dogs and to go to Penn State football games and to Holuba Hall and the gym. When Victim 3 went to the gym with Sandusky, they would exercise and then shower. He recalls feeling uncomfortable and choosing a shower at a distance from Sandusky. Sandusky then made him feel bad about showering at a distance from him, so Victim 3 moved closer. Sandusky initiated physical contact in the shower with Victim 3 by patting him, rubbing his shoulders, washing his hair and giving him bear hugs These hugs would be both face to face and with Sandusky's chest to Victim 3's back. Victim 3 said that on at least one occasion, Sandusky had an erection when he bear hugged Victim 3 from behind. He also recalled that when he slept over at Sandusky's residence, he slept in the basement bedroom. He testified that Sandusky would come into the bedroom where he was lying down. He sometimes said he was going to give Victim 3 a shoulder rub; sometimes he would blow on Victim 3's stomach; other times he tickled Victim 3. Sandusky would rub the inside of Victim 3's thigh when he tickled him On two occasions Victim 3 recalls that Sandusky touched Victim 3's genitals through the athletic shorts Victim 3 wore to bed. Victim 3 would roll over on his stomach to prevent Sandusky from touching his genitals

Victim 3 knew Victim 4 to spend a great deal of time with Sandusky.

VICTIM 4

The investigation revealed the existence of Victim 4, a boy who was repeatedly subjected to Involuntary Deviate Sexual Intercourse and Indecent Assault at the hands of Sandusky. The assaults took place on the Penn State University Park campus, in the football buildings, at Toftrees Golf Resort and Conference Center ("Toftrees") in Centre County, where the football team and staff stayed prior to home football games and at bowl games to which he traveled with Sandusky. Victim 4, now age 27, was a Second Mile participant who was singled out by Sandusky at the age of 12 or 13, while he was in his second year with The Second Mile program in 1996 or 1997. He was invited to a Sandusky family picnic at which there were several other non-family members and Sandusky's adopted children. Victim 4 described that on that first outing, Sandusky had physical contact with him while swimming, which Victim 4 described as testing "how [Victim 4] would respond to even the smallest physical contact." Sandusky engaged Victim 4 in workouts or sports and then showered with him at the old East locker rooms across from Holuba Hall, the football practice building. Sandusky initiated physical contact with Victim 4 by starting a "soap battle"--throwing a handful of soap at the boy and from there, the fight turned into wrestling in the shower. Victim 4 remembers indecent contact occurring many times, both in the shower and in hotel rooms at Toftrees.

Victim 4 became a fixture in the Sandusky household, sleeping overnight and accompanying Sandusky to charity functions and Penn State football games. Victim 4 was listed, along with Sandusky's wife, as a member of Sandusky's family party for the 1998 Outback Bowl and the 1999 Alamo Bowl. He traveled to and from both bowl games with the football team and other Penn State staff, coaches and their families, sharing the same accommodations. Victim 4 would frequently stay overnight at Toftrees with Sandusky and the football team prior to home

games; Sandusky's wife was never present at Toftrees when Victim 4 stayed with Sandusky. This was where the first indecent assaults of Victim 4 occurred. Victim 4 would attend the pre-game banquet and sit with Sandusky at the coaches' table. Victim 4 also accompanied Sandusky to various charity golf outings and would share a hotel room with him on those occasions.

Victim 4 stated that Sandusky would wrestle with him and maneuver him into a position in which Sandusky's head was at Victim 4's genitals and Victim 4's head was at Sandusky's genitals. Sandusky would kiss Victim 4's inner thighs and genitals. Victim 4 described Sandusky rubbing his genitals on Victim 4's face and inserting his erect penis in Victim 4's mouth. There were occasions when this would result in Sandusky ejaculating. He testified that Sandusky also attempted to penetrate Victim 4's anus with both a finger and his penis There was slight penetration and Victim 4 resisted these attempts. Sandusky never asked to do these things but would simply see what Victim 4 would permit him to do. Sandusky did threaten to send him home from the Alamo Bowl in Texas when Victim 4 resisted his advances. Usually the persuasion Sandusky employed was accompanied by gifts and opportunities to attend sporting and charity events. He gave Victim 4 dozens of gifts, some purchased and some obtained from various sporting goods vendors such as Nike and Airwalk. Victim 4 received clothes, a snowboard, Nike shoes, golf clubs, ice hockey equipment and lessons, passes for various sporting events, football jerseys, and registration for soccer camp. Sandusky even guaranteed Victim 4 he could be a walk-on player at Penn State. Victim 4 was in a video made about linebackers that featured Sandusky, and he appeared with him in a photo accompanying an article about Sandusky in Sports Illustrated.

The Penn State football program relocated to the Lasch Football Building in 1999 and that facility had a sauna. Victim 4 reported that after the move, most of the sexual conduct that did not occur in a hotel room occurred in the sauna, as the area is more secluded.

Victim 4 remembers Sandusky being emotionally upset after having a meeting with Joe Paterno in which Paterno told Sandusky he would not be the next head coach at Penn State and which preceded Sandusky's retirement. Sandusky told Victim 4 not to tell anyone about the meeting. That meeting occurred in May, 1999.

Eventually, Victim 4 began to intentionally distance himself from Sandusky, not taking his phone calls and at times even hiding in closets when Sandusky showed up at Victim 4's home. Victim 4 had a girlfriend, of whom Sandusky did not approve. Sandusky tried to use guilt and bribery to regain time with Victim 4. Victim 4 had begun to smoke cigarettes and had Sandusky buy them for him. Victim 4 also said that Sandusky once gave him $50 to buy marijuana at a location known to Victim 4. Sandusky drove there at Victim 4's direction and Victim 4 smoked the marijuana in Sandusky's car on the ride home. This was when Victim 4 was trying to distance himself from Sandusky because he wanted no more sexual contact with him.

VICTIM 5

Victim 5, now age 22, met Sandusky through The Second Mile in 1995 or 1996, when he was a 7 or 8 year old boy, in second or third grade. Sometime after their initial meeting at a Second Mile camp at Penn State, Sandusky called to invite the boy to a Penn State football game. Victim 5 was thrilled to attend. Sandusky picked him up at home and then Sandusky drove to pick up Victim 6. There were a couple of other kids in the car. The boys were left at Holuba Hall by Sandusky. They attended the Sandusky family tailgate and the football game. This

became a pattern for Victim 5, who attended perhaps as many as 15 football games as Sandusky's guest. Victim 5 also traveled with Sandusky to watch other college football games. Victim 5 remembers that Sandusky would often put his hand on Victim 5's left leg when they were driving in Sandusky's car, any time Victim 5 was in the front seat.

Victim 5 was taken to the Penn State football locker rooms one time by Sandusky. Sandusky put his hand on Victim 5's leg during the ride to the locker room. To the best of his recollection, this occurred when he was 8 to 10 years old, sometime during 1996-1998. The locker room was the East Area Locker rooms, next to Holuba Hall. No one was present in the locker rooms. Victim 5 was sweaty from a brief period of exercise and then Sandusky took him in the sauna and "pushed" Victim 5 "around a little bit". Looking back on it as an adult, Victim 5 says it was inappropriate. Sandusky would press his chest and body up against Victim 5's back and then push him away. All the contact was initiated by Sandusky. Then Sandusky said they needed to shower. Victim 5 was uncomfortable because he had never been naked in front of anyone who wasn't a family member. So he turned his back to Sandusky and chose a shower that was a distance away from where Sandusky was showering. Victim 5 looked back over his shoulder and saw that Sandusky was looking at him and that Sandusky had an erection. Victim 5 did not understand the significance of this at the time but still averted his gaze because he was uncomfortable. The next thing he knew, Sandusky's body touched Victim 5 from behind and Sandusky was rubbing Victim 5's arms and shoulders. Victim 5 crept forward and so did Sandusky. Victim 5 then took another step, this time to the right, and Sandusky pinned Victim 5 up against a wall in the corner. Sandusky then took Victim 5's hand and placed it on his erect penis. Victim 5 was extremely uncomfortable and pulled his hand away and slid by Sandusky.

Victim 5 walked out of the shower and dried himself off and got dressed. Sandusky never touched him again. Victim 5 thinks that he did not get invited to any football games after that.

VICTIM 6

Victim 6, who is now 24 years old, was acquainted with Victim 5 and another young boy in The Second Mile program, B.K ; their interaction with Sandusky overlapped. Victim 6 was referred to the Second Mile program by a school counselor. He met Sandusky at a Second mile picnic at Spring Creek Park when he was seven or eight years old, in 1994 or 1995. After Sandusky interacted with Victim 6 after a skit at the picnic, Sandusky telephoned to invite Victim 6 to tailgate and attend a football game with some other boys. He was picked up by Sandusky. Victim 5, B.K., and other boys were present. They went to Holuba Hall, a football practice building on the Penn State campus, and were left there by Sandusky. They threw footballs around until it was time for them to walk to the tailgate hosted by Sandusky's family and then attended the football game. Victim 6 recalls this pattern repeating many times.

Victim 6 recalls being taken into the locker room next to Holuba Hall at Penn State by Sandusky when he was 11 years old, in 1998. Sandusky picked him up at his home, telling him he was going to be working out. As they were driving to the University, Sandusky put his right hand upon Victim 6's left thigh several times. When they arrived, Sandusky showed Victim 6 the locker rooms and gave him shorts to put on, even though he was already dressed in shorts. They then lifted weights for about 15 or 20 minutes. They played "Polish bowling" or "Polish soccer", a game Sandusky had invented, using a ball made out of tape and rolling it into cups. Then Sandusky began wrestling with Victim 6, who was much smaller than Sandusky. Then Sandusky said they needed to shower, even though Victim 6 was not sweaty. Victim 6 felt awkward and tried to go to a shower some distance away from Sandusky but Sandusky called him over, saying

he had already warmed up a shower for the boy. While in the shower, Sandusky approached the boy, grabbed him around the waist and said, "I'm going to squeeze your guts out." Sandusky lathered up the boy, soaping his back because, he said, the boy would not be able to reach it. Sandusky bear-hugged the boy from behind, holding the boy's back against his chest Then he picked him up and put him under the showerhead to rinse soap out of his hair. Victim 6 testified that the entire shower episode felt very awkward. No one else was around when this occurred. Looking back on it as an adult, Victim 6 says Sandusky's behavior towards him as an 11 year old boy was very inappropriate.

When Victim 6 was dropped off at home, his hair was wet and his mother immediately questioned him about this and was upset to learn the boy had showered with Sandusky. She reported the incident to University Police who investigated. After a lengthy investigation by University Police Detective Ronald Shreffler, the investigation was closed after then-Centre County District Attorney Ray Gricar decided there would be no criminal charges. Shreffler testified that he was told to close the investigation by the director of the campus police, Thomas Harmon. That investigation included a second child, B.K., also 11, who was subjected to nearly identical treatment in the shower as Victim 6, according to Detective Schreffler.

Detective Schreffler testified that he and State College Police Department Detective Ralph Ralston, with the consent of the mother of Victim 6, eavesdropped on two conversations the mother of Victim 6 had with Sandusky on May 13, 1998, and May 19, 1998. The mother of Victim 6 confronted Sandusky about showering with her son, the effect it had on her son, whether Sandusky had sexual feelings when he hugged her naked son in the shower and where Victim 6's buttocks were when Sandusky hugged him. Sandusky said he had showered with other boys and Victim 6's mother tried to make Sandusky promise never to shower with a boy

again but he would not. She asked him if his "private parts" touched Victim 6 when he bear-hugged him. Sandusky replied, "I don't think so...maybe " At the conclusion of the second conversation, after Sandusky was told he could not see Victim 6 anymore, Sandusky said, "I understand. I was wrong. I wish I could get forgiveness. I know I won't get it from you. I wish I were dead." Detective Ralston and the mother of Victim 6 confirm these conversations.

Jerry Lauro, an investigator with the Pennsylvania Department of Public Welfare, testified that during the 1998 investigation, Sandusky was interviewed on June 1, 1998, by Lauro and Detective Schreffler. Sandusky admitted showering naked with Victim 6, admitted to hugging Victim 6 while in the shower and admitted that it was wrong. Detective Schreffler advised Sandusky not to shower with any child again and Sandusky said that he would not

The Grand Jury was unable to subpoena B.K. because he is in the military and is stationed outside the United States.

VICTIM 7

Victim 7, now 26 years old, met Sandusky through the Second Mile program, to which he was referred by a school counselor at about the age of 10, in 1994. When Victim 7 had been in the program for a couple of years, Sandusky contacted Victim 7's mother and invited Victim 7 to a Penn State football game. He would also attend Sandusky's son's State College High School football games with Sandusky. Victim 7 enjoyed going on the field at Penn State games, interacting with players and eating in the dining hall with the athletes. Victim 7 would stay overnight at Sandusky's home on Friday nights before the home games and then go to the games with him. Sometimes they would go out for breakfast and would attend coaches meetings. Victim 6 was also a part of this group of boys. He knew B.K and several other boys that were in Sandusky's circle.

Victim 7 testified that Sandusky made him uncomfortable when he was a young boy. He described Sandusky putting his hand on Victim 7's left thigh when they were driving in the car or when they would pull into his garage. Victim 7 eventually reacted to this by sitting as far away from Sandusky as he could in the front seat.

He also described more than one occasion on which Sandusky put his hands down the waistband of Victim 7's pants. Sandusky never touched any private parts of Victim 7. Victim 7 would always slide away because he was very uncomfortable with Sandusky's behavior. Victim 7 described Sandusky cuddling him when he stayed at his home, lying behind him with his arm around the boy. Sandusky also bear-hugged Victim 7 and cracked his back. He also took Victim 7 to Holuba Hall to work out and then to the East Area Locker rooms to shower. Victim 7 was very uncomfortable with this shared showering Sandusky would tell Victim 7 to shower next to him even though there were multiple other showerheads in the locker room. Victim 7 testified that he has a "blurry memory" of some contact with Sandusky in the shower but is unable to recall it clearly. Victim 7 had not had contact with Sandusky for nearly two years but was contacted by Sandusky and separately by Sandusky's wife and another Sandusky friend in the weeks prior to Victim 7's appearance before the Grand Jury. The callers left messages saying the matter was very important. Victim 7 did not return these phone calls.

VICTIM 8

In the fall of 2000, a janitor named James "Jim" Calhoun ("Jim") observed Sandusky in the showers of the Lasch Building with a young boy pinned up against the wall, performing oral sex on the boy. He immediately made known to other janitorial staff what he had just witnessed.

Fellow Office of Physical Plant employee Ronald Petrosky was also working that evening and recalls that it was football season of 2000 and it was a Thursday or Friday evening,

because the football team was away for its game. Petrosky, whose job it was to clean the showers, first heard water running in the assistant coaches' shower room. He then saw that two people were in the assistant coaches' shower room. He could only see two pairs of feet; the upper bodies were blocked. Petrosky waited for the two persons to exit the shower so he could clean it. He later saw Jerry Sandusky exit the locker room with a boy, who he described as being between the ages of 11 and 13. They were carrying gym bags and their hair was wet Petrosky said good evening and was acknowledged by Sandusky and the boy. He noted that the hallway in the Lasch building at that point is long and that Sandusky took the boy's hand and the two of them walked out hand in hand. Petrosky began to clean the shower that Sandusky and the boy had vacated. As he worked, Jim approached him. Petrosky described Jim as being upset and crying Jim reported that he had seen Sandusky, whose name was not known to him, holding the boy up against the wall and licking on him. Jim said he had "fought in the [Korean] war....seen people with their guts blowed out, arms dismembered...I just witnessed something in there I'll never forget." And he described Sandusky performing oral sex on the boy. Petrosky testified that Jim was shaking and he and his fellow employees feared Jim might have a heart attack. Petrosky testified that all the employees working that night except Witherite were relatively new employees. In discussions held later that shift, the employees expressed concern that if they reported what Jim had seen, they might lose their jobs. Jim's fellow employees had him tell Jay Witherite what he had seen.

Jay Witherite was Jim's immediate supervisor. Witherite testified that Jim was "very emotionally upset", "very distraught", to the point that Witherite "was afraid the man was going to have a heart attack or something the way he was acting." Jim reported to Witherite that he had observed Sandusky performing oral sex on the boy in the showers Witherite tried to calm Jim,

who was cursing and remained upset throughout the shift. Witherite told him to whom he should report the incident, if he chose to report it

Witherite testified that later that same evening, Jim found him and told him that the man he had seen in the shower with the young boy was sitting in the Lasch building parking lot, in a car. Witherite confirmed visually that it was Sandusky who was sitting in his car in the parking lot. Witherite says that this was between 10:00 p.m. and 12:30 a.m. Petrosky also saw Sandusky drive very slowly through the parking lot about 2 to 3 hours after the incident was reported to him by Jim, at approximately 11:30 p.m. to 12:00 a.m. Petrosky recognized Sandusky in his vehicle. Petrosky testified that Sandusky drove by another time, about two hours later, again driving by very slowly but not stopping. The second drive-by was between 2:00 and 3:00 a.m. Petrosky testified that Sandusky did not enter the building either time. The area is well lit and the coaches' cars were known to Petrosky.

Jim was a temporary employee at the Lasch Building, working there for approximately 8 months. No report was ever made by Jim Calhoun. Jim presently suffers from dementia, resides in a nursing home and is incompetent to testify. Victim 8's identity is unknown.

RECOMMENDATION OF CHARGES

Based upon the evidence that we have obtained and considered, which establishes a *prima facie* case, we, the members of the Thirty-Third Statewide Investigating Grand Jury recommend that the Attorney General or her designee institute criminal proceedings against the persons listed below and charge them with the following offenses:

Gerald A. Sandusky

Involuntary deviate sexual intercourse, 18 Pa.C.S.§3123(a)(7)(F-1)(7 counts)

Aggravated indecent assault, 18 Pa C.S.§ 3125 (a)(8)(F-2)

Indecent assault, 18 Pa.C.S.§3126(a)(7)(8)(F-3; M-1; M-2)(8 counts)

Attempt to commit indecent assault, 18 Pa C.S. §901/3126(a)(8)(M-2)

Unlawful contact with a minor, 18 Pa.C.S.§6318(a)(1)(5)(F-1, F-2, F-3)(8 counts)

Corruption of minors, 18 Pa.C.S.§6301(a)(ii)(F-3)(8 counts)

Endangering welfare of children, 18 Pa.C.S.§4304(F-3, M-1)(8 counts)

Tim Curley

Perjury, 18 Pa.C.S.§4902 (F-3)

Penalties for failure to report or to refer, 23 Pa C.S. §6319 (S)

Gary Schultz

Perjury, 18 Pa C.S.§4902 (F-3)

Penalties for failure to report or to refer, 23 Pa.C.S. §6319 (S)

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COMMONWEALTH OF PENNSYLVANIA
COUNTY OF DAUPHIN

POLICE CRIMINAL COMPLAINT
COMMONWEALTH OF PENNSYLVANIA VS.

WILLIAM WENNER
MAGISTERIAL DISTRICT JUDGE
5925 STEVENSON AVENUE, SUITE B
HARRISBURG PA 17112

DEFENDANT (NAME and ADDRESS)
GARY (First Name) CHARLES (Middle Name) SCHULTZ (Last Name) (Gen)
636 ROSSLYN RD, PO BOX 363, BOALSBURG, PA 16827

NCIC Extradition Code Type

- ☒ 1-Felony Full
- ☐ 2-Felony Ltd
- ☐ 3-Felony Surrounding States
- ☐ 4-Felony No Ext
- ☐ 5-Felony Pend
- ☐ A-Misdemeanor Full
- ☐ B-Misdemeanor Limited
- ☐ C-Misdemeanor Surrounding States
- ☐ D-Misdemeanor No Extradition
- ☐ E-Misdemeanor Pending
- ☐ Distance _____

DEFENDANT IDENTIFICATION INFORMATION

Docket Number	Date Filed	OTN/LiveScan Number	Complaint/Incident Number	SID	Request Lab Services?
CR-354-11	11/04/2011	T 109768-1	G07-1146135		☒ YES ☒ NO

GENDER	DOB	POB	Add'l DOB	Co-Defendant(s)
☒ Male ☐ Female	09/03/1949		/ /	☐
	First Name	Middle Name	Last Name	Gen
	AKA			

RACE: ☒ White ☐ Asian ☐ Black ☐ Native American ☐ Unknown
ETHNICITY: ☐ Hispanic ☒ Non-Hispanic ☐ Unknown
HAIR COLOR: ☒ GRY (Gray) ☐ RED (Red/Aubn) ☐ SDY (Sandy) ☐ BLU (Blue) ☐ PLE (Purple) ☐ BRO (Brown) ☐ BLK (Black) ☐ ONG (Orange) ☐ WHI (White) ☐ XXX (Unk /Bald) ☐ GRN (Green) ☐ PNK (Pink) ☐ BLN (Blonde / Strawberry)
EYE COLOR: ☐ BLK (Black) ☒ BLU (Blue) ☐ BRO (Brown) ☐ GRN (Green) ☐ GRY (Gray) ☐ HAZ (Hazel) ☐ MAR (Maroon) ☐ PNK (Pink) ☐ MUL (Multicolored) ☐ XXX (Unknown)

Driver License	State	License Number	Expires	WEIGHT (lbs.)
	PA	13880812	09/04/2013	

DNA	DNA Location		Ft. HEIGHT	In.
☐ YES ☐ NO			5	8

FBI Number		MNU Number	
Defendant Fingerprinted	☐ YES ☒ NO		
Fingerprint Classification			

DEFENDANT VEHICLE INFORMATION

Plate #	State	Hazmat ☐	Registration Sticker (MM/YY) /	Comm'l Veh Ind ☐	School Veh ☐	Oth NCIC Veh Code	Reg same as Def ☐

VIN	Year	Make	Model	Style	Color

Office of the attorney for the Commonwealth ☐ Approved ☐ Disapproved because _____

(The attorney for the Commonwealth may require that the complaint, arrest warrant affidavit, or both be approved by the attorney for the Commonwealth prior to filing See Pa R Crim P 507)

JONELLE ESHBACH (Name of the attorney for the Commonwealth) — Jonelle H Eshbach (Signature of the attorney for the Commonwealth) — 11/04/2011 (Date)

RECEIVED
Clerk's Office
DEC 22 '11

I, TRP. SCOTT ROSSMAN & AGT. A.L. SASSANO (Name of the Affiant) SP502207-8491 / AT504374-367 (PSP/MPOETC -Assigned Affiant ID Number & Badge #)

of PA STATE POLICE & PA ATTORNEY GENERAL (Identify Department or Agency Represented and Political Subdivision) PAPSP7400 / PA022240 (Police Agency ORI Number)

do hereby state (check appropriate box)

1 ☒ I accuse the above named defendant who lives at the address set forth above #5164CR2011

☐ I accuse the defendant whose name is unknown to me but who is described as _____

☐ I accuse the defendant whose name and popular designation or nickname are unknown to me and whom I have therefore designated as John Doe or Jane Doe

with violating the penal laws of the Commonwealth of Pennsylvania at [301] (Subdivision Code) HARRISBURG (Place-Political Subdivision)

in DAUPHIN County [22] (County Code) on or about MARCH 2002 TO JANUARY 12, 2011

PLAINTIFF'S EXHIBIT 36

POLICE CRIMINAL COMPLAINT

Docket Number	Date Filed	OTN/LiveScan Number	Complaint/Incident Number
CR-354-11	11/04/2011	T 109768-1	G07-1146135

Defendant Name	First	Middle	Last
	GARY	CHARLES	SCHULTZ

The acts committed by the accused are described below with each Act of Assembly or statute violated, if appropriate When there is more than one offense, each offense should be numbered chronologically

(Set forth a *brief* summary of the facts sufficient to advise the defendant of the nature of the offense(s) charged A citation to the statute(s) violated, without more, is not sufficient In a summary case, you must cite the specific section(s) and subsection(s) of the statute(s) or ordinance(s) allegedly violated The age of the victim at the time of the offense may be included if known In addition, social security numbers and financial information (e g PINs) should not be listed If the identity of an account must be established, list only the last four digits 204 PA Code §§ 213 1 – 213 7)

Inchoate Offense	☐ Attempt *18 901 A*	☐ Solicitation *18 902 A*	☐ Conspiracy *18 903*

☐ Lead?	Offense#	Section	Subsection	PA Statute (Title)	Counts	Grade	NCIC Offense Code	UCR/NIBRS Code
	1	4902	A	TITLE 18	1	F3		260

PennDOT Data (if applicable)	Accident Number	☐ Safety Zone	☐ Work Zone

Statute Description (include the name of statute or ordinance) PERJURY

Acts of the accused associated with this Offense A person is guilty of perjury, a felony of the third degree, if in any official proceeding he makes a false statement under oath or equivalent affirmation, or swears or affirms the truth of a statement previously made, when the statement is material and he does not believe it to be true. To wit: on January 12, 2011, while under oath or equivalent affirmation, the defendant knowingly made false statements to the Grand Jury.

Inchoate Offense	☐ Attempt *18 901 A*	☐ Solicitation *18 902 A*	☐ Conspiracy *18 903*

☐ Lead?	Offense#	Section	Subsection	PA Statute (Title)	Counts	Grade	NCIC Offense Code	UCR/NIBRS Code
	2	6319		TITLE 23	1	S		260

PennDOT Data (if applicable)	Accident Number	☐ Safety Zone	☐ Work Zone

Statute Description (include the name of statute or ordinance) PENALTIES FOR FAILURE TO REPORT OR TO REFER

Acts of the accused associated with this Offense A person or official required by this chapter (Child Protective Services Law) to report a case of suspected child abuse who willfully fails to do so commits a summary offense To wit: in March of 2002, in his official capacity with the Pennsylvania State University, the defendant received information concerning the sexual abuse of a juvenile and failed to report the matter to law enforcement officals or Child protective services so that the matter could be investigated.

Inchoate Offense	☐ Attempt *18 901 A*	☐ Solicitation *18 902 A*	☐ Conspiracy *18 903*

☐ Lead?	Offense#	Section	Subsection	PA Statute (Title)	Counts	Grade	NCIC Offense Code	UCR/NIBRS Code

PennDOT Data (if applicable)	Accident Number	☐ Safety Zone	☐ Work Zone

Statute Description (include the name of statute or ordinance)

Acts of the accused associated with this Offense

POLICE CRIMINAL COMPLAINT

Docket Number:	Date Filed:	OTN/LiveScan Number	Complaint/Incident Number
CR-354-11	11/04/2011	T 109768-1	G07-1146135

Defendant Name	First	Middle	Last
	GARY	CHARLES	SCHULTZ

2 I ask that a warrant of arrest or a summons be issued and that the defendant be required to answer the charges I have made

3 I verify that the facts set forth in this complaint are true and correct to the best of my knowledge or information and belief This verification is made subject to the penalties of Section 4904 of the Crimes Code (18 Pa C S § 4904) relating to unsworn falsification to authorities

4 This complaint consists of the preceding page(s) numbered 1 through 3

The acts committed by the accused, as listed and hereafter, were against the peace and dignity of the Commonwealth of Pennsylvania and were contrary to the Act(s) of the Assembly, or in violation of the statutes cited
(Before a warrant of arrest can be issued, an affidavit of probable cause must be completed, sworn to before the issuing authority, and attached.)

TRP. SCOTT ROSSMAN & AGT. A SASSANO — 11-4-2011 (Date) — #8491 (Signature of Affiant)

AND NOW, on this date 4th of November, 2011 I certify that the complaint has been properly completed and verified

An affidavit of probable cause must be completed before a warrant can be issued

2 Appeal Court for Court of Common Pleas — (Magisterial District Court Number) — (Issuing Authority)

INTRODUCTION

We, the members of the Thirty-Third Statewide Investigating Grand Jury, having received and reviewed evidence regarding violations of the Crimes Code occurring in Centre County, Pennsylvania, and elsewhere pursuant to Notice of Submission of Investigation No 1, do hereby make the following findings of fact and recommendation of charges

FINDINGS OF FACT

The Grand Jury conducted an investigation into reported sexual assaults of minor male children by Gerald A Sandusky ("Sandusky") over a period of years, both while Sandusky was a football coach for the Pennsylvania State University ("Penn State") football team and after he retired from coaching Widely known as Jerry Sandusky, the subject of this investigation founded The Second Mile, a charity initially devoted to helping troubled young boys. It was within The Second Mile program that Sandusky found his victims

Sandusky was employed by Penn State for 23 years as the defensive coordinator of its Division I collegiate football program Sandusky played football for four years at Penn State and coached a total of 32 years While coaching, Sandusky started "The Second Mile" in State College, Pennsylvania, in 1977. It began as a group foster home dedicated to helping troubled boys It grew into a charity dedicated to helping children with absent or dysfunctional families It is now a statewide, three region charity and Sandusky has been its primary fundraiser [1] The Second Mile raises millions of dollars through fundraising appeals and special events. The mission of the program is to "help children who need additional support and would benefit from positive human interaction " Through The Second Mile, Sandusky had access to hundreds of boys, many of whom were vulnerable due to their social situations.

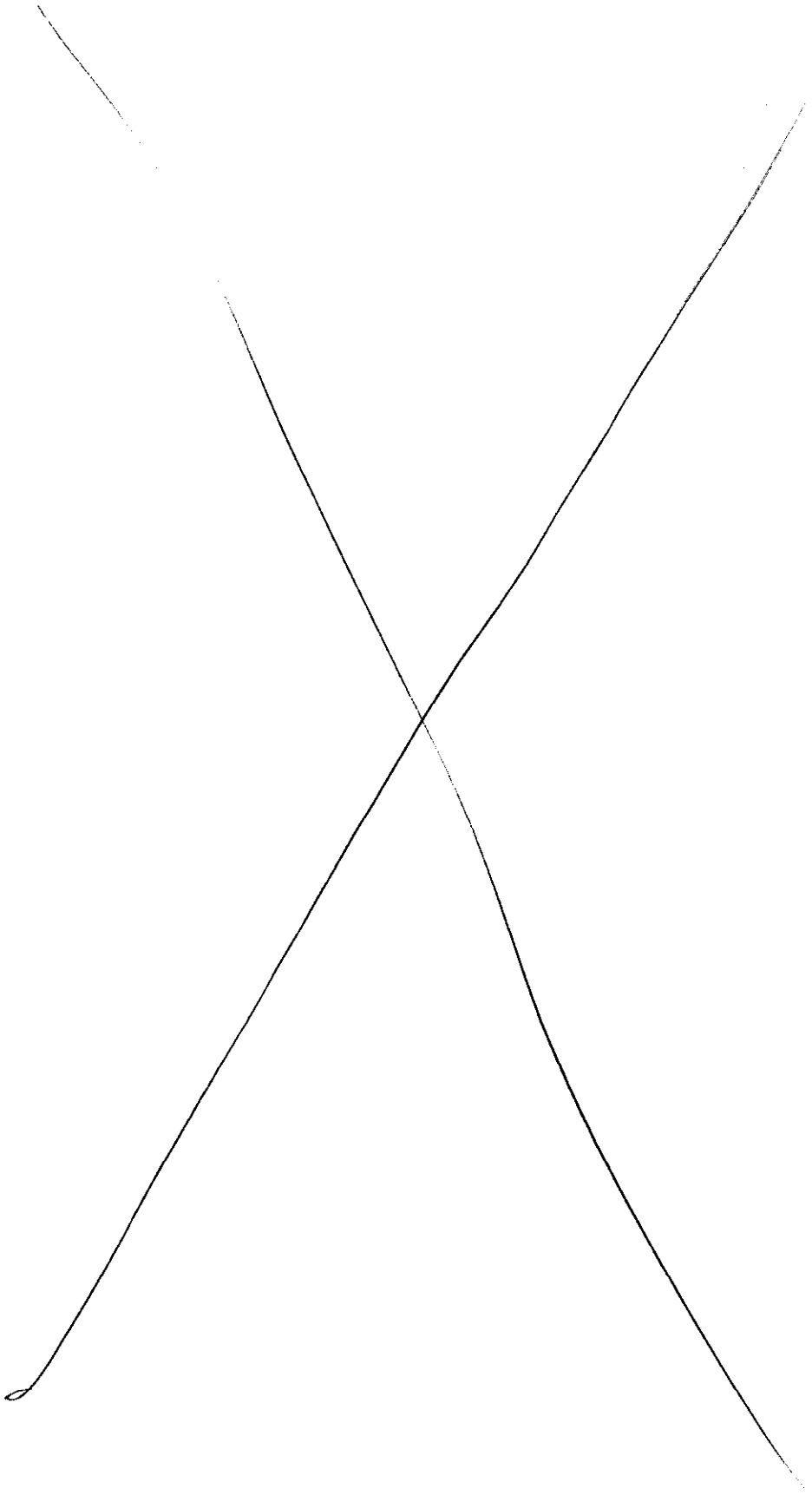
[1] Sandusky retired from The Second Mile in September 2010

VICTIM 1

The Grand Jury conducted an investigation into the reported sexual assault of a minor child, Victim 1, by Sandusky, when Victim 1, a Second Mile participant, was a houseguest at Sandusky's residence in College Township, Centre County, Pennsylvania During the course of the multi-year investigation, the Grand Jury heard evidence that Sandusky indecently fondled Victim 1 on a number of occasions, performed oral sex on Victim 1 on a number of occasions and had Victim 1 perform oral sex on him on at least one occasion

Victim 1 testified that he was 11 or 12 years old when he met Sandusky through The Second Mile program in 2005 or 2006 As with the remaining victims, Victim 1 only came to Sandusky's attention during his second year in the program, when the boy attended The Second Mile's camp on the Penn State University Park campus During the 2007 track season, Sandusky began spending time with Victim 1 weekly, having the boy stay overnight at his residence in State College, Pennsylvania Sandusky took Victim 1 to professional and college sporting events, such as Philadelphia Eagles games, or pre-season practices at Penn State When Victim 1 slept at the Sandusky residence, he would sleep in a finished bedroom in the basement Occasionally, other boys would also stay overnight at Sandusky's home but usually it was only Victim 1. Sandusky also encouraged Victim 1 to participate in The Second Mile as a volunteer Sandusky gave Victim 1 a number of gifts, including golf clubs, a computer, gym clothes, dress clothes and cash. Sandusky took the boy to restaurants, swimming at a hotel near Sandusky's home, and to church.

Victim 1 testified that Sandusky had a practice of coming into the basement room after he told Victim 1 that it was time to go to bed Victim 1 testified that Sandusky would "crack his back " He described this as Sandusky getting onto the bed on which Victim 1 was already lying



and rolling under the boy With Victim 1 lying on top of him, face to face, Sandusky would run his arms up and down the boy's back and "crack" it The back-cracking became a ritual at bedtime. Victim 1 said that after Sandusky had cracked his back a number of times, he progressed to rubbing Victim 1's backside while they lay face-to-face on the bed Victim 1 testified that this began to occur during the summer of 2005 or 2006, before he entered sixth or seventh grade. Sandusky then began to blow on Victim 1's bare stomach Eventually, Sandusky began to kiss Victim 1 on the mouth Victim 1 was uncomfortable with the contact and would sometimes try to hide in the basement to avoid Sandusky Victim 1 testified that ultimately Sandusky performed oral sex on him more than 20 times through 2007 and early 2008 Sandusky also had Victim 1 perform oral sex on him one time and also touched Victim 1's penis with his hands during the 2007-2008 time period. Victim 1 did not want to engage in sexual conduct with Sandusky and knew it was wrong Victim 1 stopped taking Sandusky's phone calls and had his mother tell Sandusky he was not home when Sandusky called This termination of contact with Sandusky occurred in the spring of 2008, when Victim 1 was a freshman in high school

Before Victim 1 ceased contact with Sandusky, Sandusky routinely had contact with him at a Clinton County high school where the administration would call Victim 1 out of activity period/study hall in the late afternoon to meet with Sandusky in a conference room No one monitored these visits Sandusky assisted the school with coaching varsity football and had unfettered access to the school

Victim 1 testified about an incident that occurred one evening at the high school when he and Sandusky were alone in the weight room where there was a rock climbing wall After Victim 1 fell off the wall a few times, Sandusky lay down on top of him, face to face, and was

rolling around the floor with the boy No one was able to see Victim 1 and Sandusky because of the configuration of the room Sandusky was lying under Victim 1 with his eyes closed Suddenly a wrestling coach, Joe Miller, unexpectedly entered the room and Sandusky jumped up very quickly and explained that they had just been wrestling.

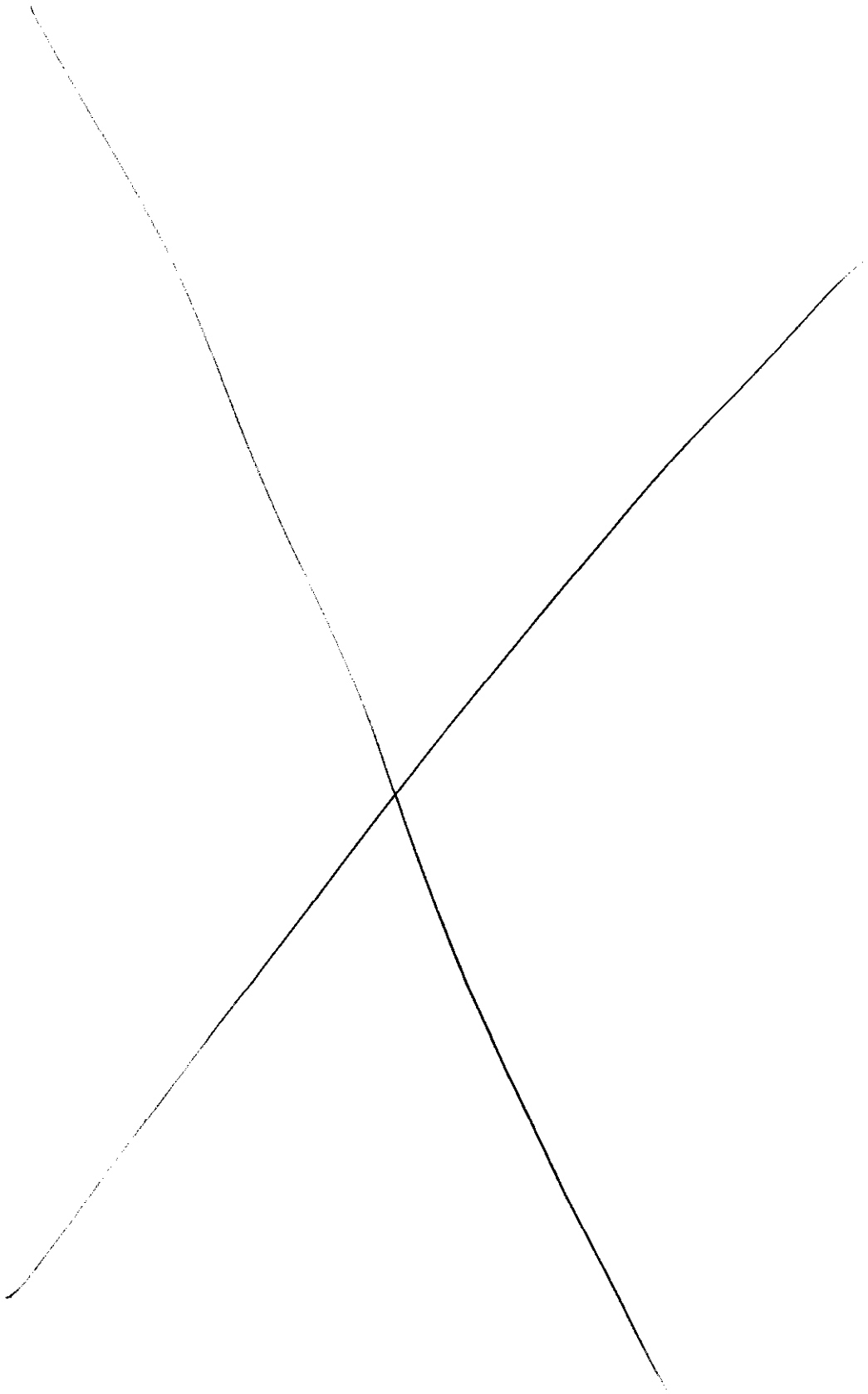
Joseph Miller testified that he was head wrestling coach for the elementary wrestling program for that school district He knew Victim 1, who had wrestled for him Miller corroborated that one evening in 2006 or 2007, he returned to the high school to retrieve something he had forgotten He saw a light on in the weight room which should have been turned off and when he went in, he discovered Victim 1 and Sandusky, lying on their sides, in physical contact, face to face on a mat He said both Victim 1 and Sandusky were surprised to see him enter the room. He recalls that Sandusky jumped up and said, "Hey Coach, we're just working on wrestling moves " Sandusky was not a wrestling coach Miller found the use of that secluded room odd for wrestling because the bigger wrestling room right outside the weight room had more room to wrestle and more mats He had seen Victim 1 with Sandusky frequently before the weight room incident. He saw them together after school and before athletic practice time

Steven Turchetta testified that he was an assistant principal and the head football coach at the high school attended by Victim 1 He testified that Sandusky was a volunteer assistant football coach Sandusky also worked with children in the Second Mile program in that school district. Turchetta described the Second Mile as a very large charitable organization that helped children who are from economically underprivileged backgrounds and who may be living in single parent households Turchetta first met Sandusky in 2002 when Sandusky attempted to assist some Second Mile members who were on Turchetta's football team Sandusky's

involvement grew from there In the 2008 season, Sandusky was a full-time volunteer coach Turchetta said it was not unusual for him, as assistant principal, to call a Second Mile student out of activity period at the end of the day, at Sandusky's request, to see Sandusky He knew of several students who were left alone with Sandusky, including Victim 1 Turchetta characterized Sandusky as very controlling within the mentoring relationships he established with Second Mile students Sandusky would often want a greater time commitment than the teenagers were willing to give and Sandusky would have "shouting matches" with various youths, in which Turchetta would sometimes be the mediator Turchetta would also end up being Sandusky's point of contact for a youth whom he had been unable to reach by phone the previous evening Turchetta testified that Sandusky would be "clingy" and even "needy" when a young man broke off the relationship he had established with him and called the behavior "suspicious " Turchetta became aware of Victim 1's allegations regarding sexual assault by Sandusky when the boy's mother called the school to report it. Sandusky was barred from the school district attended by Victim 1 from that day forward and the matter was reported to authorities as mandated by law.

Office of Attorney General Narcotics Agent Anthony Sassano testified concerning phone records that establish 61 phone calls from Sandusky's home phone to Victim 1's home phone between January 2008 and July 2009 In that same time, there were 57 calls from Sandusky's cell phone to Victim 1's home phone. There were four calls made from Victim 1's home phone to Sandusky's cell phone and one call from Victim 1's mother's cell phone to Sandusky's cell phone. There were no calls made to Sandusky's home phone by Victim 1 during that time period.

Another youth, F.A , age fifteen, testified that Sandusky had taken him and Victim 1 to a Philadelphia Eagles football game and that Sandusky had driven He witnessed Sandusky place



his right hand on Victim 1's knee, Sandusky had also done this to F.A on more than one occasion when they were in Sandusky's car F A was uncomfortable when Sandusky did this and moved his leg to try to avoid the contact Sandusky would keep his hand on F A.'s knee even after F A tried to move it F A also testified that Sandusky would reach over, while driving, and lift his shirt and tickle his bare stomach F A. did not like this contact F.A also witnessed Sandusky tickling Victim 1 in similar fashion Sandusky invited F A to stay over at his house but F A only stayed one time when he knew Victim 1 was also staying over, after returning from the Philadelphia Eagles game F A. confirmed that Victim 1 slept in Sandusky's basement room when F.A. stayed there F A. testified that he stayed away from Sandusky because he felt he didn't want to be alone with him for a long period of time, based on the tickling, knee touching and other physical contact Victim 1 confirmed that Sandusky would drive with his hand on Victim 1's leg

VICTIM 2

On March 1, 2002, a Penn State graduate assistant ("graduate assistant") who was then 28 years old, entered the locker room at the Lasch Football Building on the University Park Campus on a Friday night before the beginning of Spring Break. The graduate assistant, who was familiar with Sandusky, was going to put some newly purchased sneakers in his locker and get some recruiting tapes to watch It was about 9.30 p m As the graduate assistant entered the locker room doors, he was surprised to find the lights and showers on He then heard rhythmic, slapping sounds. He believed the sounds to be those of sexual activity As the graduate assistant put the sneakers in his locker, he looked into the shower He saw a naked boy, Victim 2, whose age he estimated to be ten years old, with his hands up against the wall, being subjected to anal

intercourse by a naked Sandusky The graduate assistant was shocked but noticed that both Victim 2 and Sandusky saw him The graduate assistant left immediately, distraught

The graduate assistant went to his office and called his father, reporting to him what he had seen. His father told the graduate assistant to leave the building and come to his home The graduate assistant and his father decided that the graduate assistant had to promptly report what he had seen to Coach Joe Paterno ("Paterno"), head football coach of Penn State The next morning, a Saturday, the graduate assistant telephoned Paterno and went to Paterno's home, where he reported what he had seen

Joseph V. Paterno testified to receiving the graduate assistant's report at his home on a Saturday morning Paterno testified that the graduate assistant was very upset Paterno called Tim Curley ("Curley"), Penn State Athletic Director and Paterno's immediate superior, to his home the very next day, a Sunday, and reported to him that the graduate assistant had seen Jerry Sandusky in the Lasch Building showers fondling or doing something of a sexual nature to a young boy

Approximately one and a half weeks later, the graduate assistant was called to a meeting with Penn State Athletic Director Curley and Senior Vice President for Finance and Business Gary Schultz ("Schultz") The graduate assistant reported to Curley and Schultz that he had witnessed what he believed to be Sandusky having anal sex with a boy in the Lasch Building showers Curley and Schultz assured the graduate assistant that they would look into it and determine what further action they would take. Paterno was not present for this meeting

The graduate assistant heard back from Curley a couple of weeks later. He was told that Sandusky's keys to the locker room were taken away and that the incident had been reported to The Second Mile The graduate assistant was never questioned by University Police and no other

entity conducted an investigation until he testified in Grand Jury in December, 2010 The Grand Jury finds the graduate assistant's testimony to be extremely credible

Curley testified that the graduate assistant reported to them that "inappropriate conduct" or activity that made him "uncomfortable" occurred in the Lasch Building shower in March 2002. Curley specifically denied that the graduate assistant reported anal sex or anything of a sexual nature whatsoever and termed the conduct as merely "horsing around" When asked whether the graduate assistant had reported "sexual conduct" "of any kind" by Sandusky, Curley answered, "No" twice When asked if the graduate assistant had reported "anal sex between Jerry Sandusky and this child," Curley testified, "Absolutely not "

Curley testified that he informed Dr Jack Raykovitz, Executive Director of the Second Mile of the conduct reported to him and met with Sandusky to advise Sandusky that he was prohibited from bringing youth onto the Penn State campus from that point forward Curley testified that he met again with the graduate assistant and advised him that Sandusky had been directed not to use Penn State's athletic facilities with young people and "the information" had been given to director of The Second Mile Curley testified that he also advised Penn State University President Graham Spanier of the information he had received from the graduate assistant and the steps he had taken as a result Curley was not specific about the language he used in reporting the 2002 incident to Spanier. Spanier testified to his approval of the approach taken by Curley. Curley did not report the incident to the University Police, the police agency for the University Park campus or any other police agency

Schultz testified that he was called to a meeting with Joe Paterno and Tim Curley, in which Paterno reported "disturbing" and "inappropriate" conduct in the shower by Sandusky upon a young boy, as reported to him by a student or graduate student Schultz was present in a

subsequent meeting with Curley when the graduate assistant reported the incident in the shower involving Sandusky and a boy. Schultz was very unsure about what he remembered the graduate assistant telling him and Curley about the shower incident He testified that he had the impression that Sandusky might have inappropriately grabbed the young boy's genitals while wrestling and agreed that such was inappropriate sexual conduct between a man and a boy. While equivocating on the definition of "sexual" in the context of Sandusky wrestling with and grabbing the genitals of the boy, Schultz conceded that the report the graduate assistant made was of inappropriate sexual conduct by Sandusky However, Schultz testified that the allegations were "not that serious" and that he and Curley "had no indication that a crime had occurred " Schultz agreed that sodomy between Sandusky and a child would clearly be inappropriate sexual conduct. He denied having such conduct reported to him either by Paterno or the graduate assistant

Schultz testified that he and Curley agreed that Sandusky was to be told not to bring any Second Mile children into the football building and he believed that he and Curley asked "the child protection agency" to look into the matter Schultz testified that he knew about an investigation of Sandusky that occurred in 1998, that the "child protection agency" had done, and he testified that he believed this same agency was investigating the 2002 report by the graduate assistant Schultz acknowledged that there were similarities between the 1998 and 2002 allegations, both of which involved minor boys in the football showers with Sandusky behaving in a sexually inappropriate manner Schultz testified that the 1998 incident was reviewed by the University Police and "the child protection agency" with the blessing of then-University counsel Wendell Courtney Courtney was then and remains counsel for The Second Mile Schultz confirmed that University President Graham Spanier was apprised in 2002 that a report of an

incident involving Sandusky and a child in the showers on campus had been reported by an employee Schultz testified that Spanier approved the decision to ban Sandusky from bringing children into the football locker room and the decision to advise The Second Mile of the 2002 incident

Although Schultz oversaw the University Police as part of his position, he never reported the 2002 incident to the University Police or other police agency, never sought or reviewed a police report on the 1998 incident and never attempted to learn the identity of the child in the shower in 2002 No one from the University did so Schultz did not ask the graduate assistant for specifics. No one ever did Schultz expressed surprise upon learning that the 1998 investigation by University Police produced a lengthy police report Schultz said there was never any discussion between himself and Curley about turning the 2002 incident over to any police agency. Schultz retired in June 2009 but currently holds the same position as a senior vice president with Penn State, on an interim basis

Graham Spanier testified about his extensive responsibilities as President of Penn State and his educational background in sociology and marriage and family counseling He confirmed Curley and Schultz's respective positions of authority with the University He testified that Curley and Schultz came to him in 2002 to report an incident with Jerry Sandusky that made a member of Curley's staff "uncomfortable" Spanier described it as "Jerry Sandusky in the football building locker area in the shower [ ] with a younger child and that they were horsing around in the shower." Spanier testified that even in April, 2011, he did not know the identity of the staff member who had reported the behavior Spanier denied that it was reported to him as an incident that was sexual in nature and acknowledged that Curley and Schultz had not indicated any plan to report the matter to any law enforcement authority, the Commonwealth of

Pennsylvania Department of Public Welfare or any appropriate county child protective services agency. Spanier also denied being aware of a 1998 University Police investigation of Sandusky for incidents with children in football building showers

Department of Public Welfare and Children and Youth Services local and state records were subpoenaed by the Grand Jury, University Police records were also subpoenaed. The records reveal that the 2002 incident was never reported to any officials, in contravention of Pennsylvania law

Sandusky holds emeritus status with Penn State In addition to the regular privileges of a professor emeritus, he had an office and a telephone in the Lasch Building The status allowed him access to all recreational facilities, a parking pass for a vehicle, access to a Penn State account for the internet, listing in the faculty directory, faculty discounts at the bookstore and educational privileges for himself and eligible dependents These and other privileges were negotiated when Sandusky retired in 1999. Sandusky continued to use University facilities as per his retirement agreement As a retired coach, Sandusky had unlimited access to the football facilities, including the locker rooms Schultz testified that Sandusky retired when Paterno felt it was time to make a coaching change and also to take advantage of an enhanced retirement benefit under Sandusky's state pension.

Both the graduate assistant and Curley testified that Sandusky himself was not banned from any Penn State buildings and Curley admitted that the ban on bringing children to the campus was unenforceable.

The Grand Jury finds that portions of the testimony of Tim Curley and Gary Schultz are not credible

The Grand Jury concludes that the sexual assault of a minor male in 2002 should have been reported to the Pennsylvania Department of Public Welfare and/or a law enforcement agency such as the University Police or the Pennsylvania State Police. The University, by its senior staff, Gary Schultz, Senior Vice President for Finance and Business and Tim Curley, Athletic Director, was notified by two different Penn State employees of the alleged sexual exploitation of that youth Pennsylvania's mandatory reporting statute for suspected child abuse is located at 23 Pa C S §6311 (Child Protective Services Law) and provides that when a staff member reports abuse, pursuant to statute, the person in charge of the school or institution has the responsibility and legal obligation to report or cause such a report to be made by telephone and in writing within 48 hours to the Department of Public Welfare of the Commonwealth of Pennsylvania. An oral report should have been made to Centre County Children and Youth Services but none was made Nor was there any attempt to investigate, to identify Victim 2 or to protect that child or any others from similar conduct, except as related to preventing its re-occurrence on University property The failure to report is a violation of the law which was graded a summary offense in 2002, pursuant to 23 Pa C S §6319 [2]

The Grand Jury finds that Tim Curley made a materially false statement under oath in an official proceeding on January 12, 2011, when he testified before the 30th Statewide Investigating Grand Jury, relating to the 2002 incident, that he was not told by the graduate assistant that Sandusky was engaged in sexual conduct or anal sex with a boy in the Lasch Building showers

Furthermore, the Grand jury finds that Gary Schultz made a materially false statement under oath in an official proceeding on January 12, 2011, when he testified before the 30rd Statewide Investigating Grand Jury, relating to the 2002 incident that the allegations made by the

[2] The grading of the failure to report offense was upgraded from a summary offense to a misdemeanor of the third degree in 2006, effective May 29, 2007

graduate assistant were "not that serious" and that he and Curley "had no indication that a crime had occurred."

VICTIM 3

Victim 3, now age 24, met Sandusky through The Second Mile in the summer of 2000, when he was between seventh and eighth grade. The boy met Sandusky during his second year in the program. Sandusky began to invite Victim 3 to go places with him. Victim 3 was invited to Sandusky's home for dinner, to hang out, walk the family dogs and to go to Penn State football games and to Holuba Hall and the gym. When Victim 3 went to the gym with Sandusky, they would exercise and then shower. He recalls feeling uncomfortable and choosing a shower at a distance from Sandusky. Sandusky then made him feel bad about showering at a distance from him, so Victim 3 moved closer. Sandusky initiated physical contact in the shower with Victim 3 by patting him, rubbing his shoulders, washing his hair and giving him bear hugs. These hugs would be both face to face and with Sandusky's chest to Victim 3's back. Victim 3 said that on at least one occasion, Sandusky had an erection when he bear hugged Victim 3 from behind. He also recalled that when he slept over at Sandusky's residence, he slept in the basement bedroom. He testified that Sandusky would come into the bedroom where he was lying down. He sometimes said he was going to give Victim 3 a shoulder rub, sometimes he would blow on Victim 3's stomach, other times he tickled Victim 3. Sandusky would rub the inside of Victim 3's thigh when he tickled him. On two occasions Victim 3 recalls that Sandusky touched Victim 3's genitals through the athletic shorts Victim 3 wore to bed. Victim 3 would roll over on his stomach to prevent Sandusky from touching his genitals.

Victim 3 knew Victim 4 to spend a great deal of time with Sandusky.

VICTIM 4

The investigation revealed the existence of Victim 4, a boy who was repeatedly subjected to Involuntary Deviate Sexual Intercourse and Indecent Assault at the hands of Sandusky The assaults took place on the Penn State University Park campus, in the football buildings, at Toftrees Golf Resort and Conference Center ("Toftrees") in Centre County, where the football team and staff stayed prior to home football games and at bowl games to which he traveled with Sandusky. Victim 4, now age 27, was a Second Mile participant who was singled out by Sandusky at the age of 12 or 13, while he was in his second year with The Second Mile program in 1996 or 1997 He was invited to a Sandusky family picnic at which there were several other non-family members and Sandusky's adopted children Victim 4 described that on that first outing, Sandusky had physical contact with him while swimming, which Victim 4 described as testing "how [Victim 4] would respond to even the smallest physical contact " Sandusky engaged Victim 4 in workouts or sports and then showered with him at the old East locker rooms across from Holuba Hall, the football practice building Sandusky initiated physical contact with Victim 4 by starting a "soap battle"--throwing a handful of soap at the boy and from there, the fight turned into wrestling in the shower Victim 4 remembers indecent contact occurring many times, both in the shower and in hotel rooms at Toftrees

Victim 4 became a fixture in the Sandusky household, sleeping overnight and accompanying Sandusky to charity functions and Penn State football games Victim 4 was listed, along with Sandusky's wife, as a member of Sandusky's family party for the 1998 Outback Bowl and the 1999 Alamo Bowl He traveled to and from both bowl games with the football team and other Penn State staff, coaches and their families, sharing the same accommodations Victim 4 would frequently stay overnight at Toftrees with Sandusky and the football team prior to home

games; Sandusky's wife was never present at Toftrees when Victim 4 stayed with Sandusky This was where the first indecent assaults of Victim 4 occurred Victim 4 would attend the pre-game banquet and sit with Sandusky at the coaches' table Victim 4 also accompanied Sandusky to various charity golf outings and would share a hotel room with him on those occasions.

Victim 4 stated that Sandusky would wrestle with him and maneuver him into a position in which Sandusky's head was at Victim 4's genitals and Victim 4's head was at Sandusky's genitals. Sandusky would kiss Victim 4's inner thighs and genitals. Victim 4 described Sandusky rubbing his genitals on Victim 4's face and inserting his erect penis in Victim 4's mouth There were occasions when this would result in Sandusky ejaculating He testified that Sandusky also attempted to penetrate Victim 4's anus with both a finger and his penis There was slight penetration and Victim 4 resisted these attempts Sandusky never asked to do these things but would simply see what Victim 4 would permit him to do Sandusky did threaten to send him home from the Alamo Bowl in Texas when Victim 4 resisted his advances Usually the persuasion Sandusky employed was accompanied by gifts and opportunities to attend sporting and charity events He gave Victim 4 dozens of gifts, some purchased and some obtained from various sporting goods vendors such as Nike and Airwalk. Victim 4 received clothes, a snowboard, Nike shoes, golf clubs, ice hockey equipment and lessons, passes for various sporting events, football jerseys, and registration for soccer camp Sandusky even guaranteed Victim 4 he could be a walk-on player at Penn State Victim 4 was in a video made about linebackers that featured Sandusky, and he appeared with him in a photo accompanying an article about Sandusky in Sports Illustrated.

The Penn State football program relocated to the Lasch Football Building in 1999 and that facility had a sauna. Victim 4 reported that after the move, most of the sexual conduct that did not occur in a hotel room occurred in the sauna, as the area is more secluded

Victim 4 remembers Sandusky being emotionally upset after having a meeting with Joe Paterno in which Paterno told Sandusky he would not be the next head coach at Penn State and which preceded Sandusky's retirement Sandusky told Victim 4 not to tell anyone about the meeting That meeting occurred in May, 1999

Eventually, Victim 4 began to intentionally distance himself from Sandusky, not taking his phone calls and at times even hiding in closets when Sandusky showed up at Victim 4's home. Victim 4 had a girlfriend, of whom Sandusky did not approve Sandusky tried to use guilt and bribery to regain time with Victim 4 Victim 4 had begun to smoke cigarettes and had Sandusky buy them for him Victim 4 also said that Sandusky once gave him $50 to buy marijuana at a location known to Victim 4 Sandusky drove there at Victim 4's direction and Victim 4 smoked the marijuana in Sandusky's car on the ride home This was when Victim 4 was trying to distance himself from Sandusky because he wanted no more sexual contact with him

VICTIM 5

Victim 5, now age 22, met Sandusky through The Second Mile in 1995 or 1996, when he was a 7 or 8 year old boy, in second or third grade Sometime after their initial meeting at a Second Mile camp at Penn State, Sandusky called to invite the boy to a Penn State football game. Victim 5 was thrilled to attend Sandusky picked him up at home and then Sandusky drove to pick up Victim 6. There were a couple of other kids in the car The boys were left at Holuba Hall by Sandusky They attended the Sandusky family tailgate and the football game. This

became a pattern for Victim 5, who attended perhaps as many as 15 football games as Sandusky's guest Victim 5 also traveled with Sandusky to watch other college football games. Victim 5 remembers that Sandusky would often put his hand on Victim 5's left leg when they were driving in Sandusky's car, any time Victim 5 was in the front seat

Victim 5 was taken to the Penn State football locker rooms one time by Sandusky Sandusky put his hand on Victim 5's leg during the ride to the locker room To the best of his recollection, this occurred when he was 8 to 10 years old, sometime during 1996-1998 The locker room was the East Area Locker rooms, next to Holuba Hall No one was present in the locker rooms Victim 5 was sweaty from a brief period of exercise and then Sandusky took him in the sauna and "pushed" Victim 5 "around a little bit" Looking back on it as an adult, Victim 5 says it was inappropriate Sandusky would press his chest and body up against Victim 5's back and then push him away All the contact was initiated by Sandusky Then Sandusky said they needed to shower. Victim 5 was uncomfortable because he had never been naked in front of anyone who wasn't a family member So he turned his back to Sandusky and chose a shower that was a distance away from where Sandusky was showering Victim 5 looked back over his shoulder and saw that Sandusky was looking at him and that Sandusky had an erection Victim 5 did not understand the significance of this at the time but still averted his gaze because he was uncomfortable The next thing he knew, Sandusky's body touched Victim 5 from behind and Sandusky was rubbing Victim 5's arms and shoulders Victim 5 crept forward and so did Sandusky Victim 5 then took another step, this time to the right, and Sandusky pinned Victim 5 up against a wall in the corner Sandusky then took Victim 5's hand and placed it on his erect penis Victim 5 was extremely uncomfortable and pulled his hand away and slid by Sandusky

Victim 5 walked out of the shower and dried himself off and got dressed Sandusky never touched him again Victim 5 thinks that he did not get invited to any football games after that

VICTIM 6

Victim 6, who is now 24 years old, was acquainted with Victim 5 and another young boy in The Second Mile program, B K , their interaction with Sandusky overlapped Victim 6 was referred to the Second Mile program by a school counselor He met Sandusky at a Second mile picnic at Spring Creek Park when he was seven or eight years old, in 1994 or 1995 After Sandusky interacted with Victim 6 after a skit at the picnic, Sandusky telephoned to invite Victim 6 to tailgate and attend a football game with some other boys He was picked up by Sandusky Victim 5, B K., and other boys were present They went to Holuba Hall, a football practice building on the Penn State campus, and were left there by Sandusky They threw footballs around until it was time for them to walk to the tailgate hosted by Sandusky's family and then attended the football game. Victim 6 recalls this pattern repeating many times

Victim 6 recalls being taken into the locker room next to Holuba Hall at Penn State by Sandusky when he was 11 years old, in 1998 Sandusky picked him up at his home, telling him he was going to be working out As they were driving to the University, Sandusky put his right hand upon Victim 6's left thigh several times When they arrived, Sandusky showed Victim 6 the locker rooms and gave him shorts to put on, even though he was already dressed in shorts They then lifted weights for about 15 or 20 minutes They played "Polish bowling" or "Polish soccer", a game Sandusky had invented, using a ball made out of tape and rolling it into cups. Then Sandusky began wrestling with Victim 6, who was much smaller than Sandusky Then Sandusky said they needed to shower, even though Victim 6 was not sweaty. Victim 6 felt awkward and tried to go to a shower some distance away from Sandusky but Sandusky called him over, saying

he had already warmed up a shower for the boy While in the shower, Sandusky approached the boy, grabbed him around the waist and said, "I'm going to squeeze your guts out" Sandusky lathered up the boy, soaping his back because, he said, the boy would not be able to reach it Sandusky bear-hugged the boy from behind, holding the boy's back against his chest. Then he picked him up and put him under the showerhead to rinse soap out of his hair Victim 6 testified that the entire shower episode felt very awkward. No one else was around when this occurred. Looking back on it as an adult, Victim 6 says Sandusky's behavior towards him as an 11 year old boy was very inappropriate

When Victim 6 was dropped off at home, his hair was wet and his mother immediately questioned him about this and was upset to learn the boy had showered with Sandusky She reported the incident to University Police who investigated. After a lengthy investigation by University Police Detective Ronald Shreffler, the investigation was closed after then-Centre County District Attorney Ray Gricar decided there would be no criminal charges Shreffler testified that he was told to close the investigation by the director of the campus police, Thomas Harmon That investigation included a second child, B K., also 11, who was subjected to nearly identical treatment in the shower as Victim 6, according to Detective Schreffler

Detective Schreffler testified that he and State College Police Department Detective Ralph Ralston, with the consent of the mother of Victim 6, eavesdropped on two conversations the mother of Victim 6 had with Sandusky on May 13, 1998, and May 19, 1998 The mother of Victim 6 confronted Sandusky about showering with her son, the effect it had on her son, whether Sandusky had sexual feelings when he hugged her naked son in the shower and where Victim 6's buttocks were when Sandusky hugged him Sandusky said he had showered with other boys and Victim 6's mother tried to make Sandusky promise never to shower with a boy

again but he would not She asked him if his "private parts" touched Victim 6 when he bear-hugged him Sandusky replied, "I don't think so maybe." At the conclusion of the second conversation, after Sandusky was told he could not see Victim 6 anymore, Sandusky said, "I understand. I was wrong I wish I could get forgiveness I know I won't get it from you I wish I were dead." Detective Ralston and the mother of Victim 6 confirm these conversations

Jerry Lauro, an investigator with the Pennsylvania Department of Public Welfare, testified that during the 1998 investigation, Sandusky was interviewed on June 1, 1998, by Lauro and Detective Schreffler Sandusky admitted showering naked with Victim 6, admitted to hugging Victim 6 while in the shower and admitted that it was wrong Detective Schreffler advised Sandusky not to shower with any child again and Sandusky said that he would not

The Grand Jury was unable to subpoena B K. because he is in the military and is stationed outside the United States.

VICTIM 7

Victim 7, now 26 years old, met Sandusky through the Second Mile program, to which he was referred by a school counselor at about the age of 10, in 1994. When Victim 7 had been in the program for a couple of years, Sandusky contacted Victim 7's mother and invited Victim 7 to a Penn State football game He would also attend Sandusky's son's State College High School football games with Sandusky Victim 7 enjoyed going on the field at Penn State games, interacting with players and eating in the dining hall with the athletes Victim 7 would stay overnight at Sandusky's home on Friday nights before the home games and then go to the games with him Sometimes they would go out for breakfast and would attend coaches meetings Victim 6 was also a part of this group of boys. He knew B K and several other boys that were in Sandusky's circle

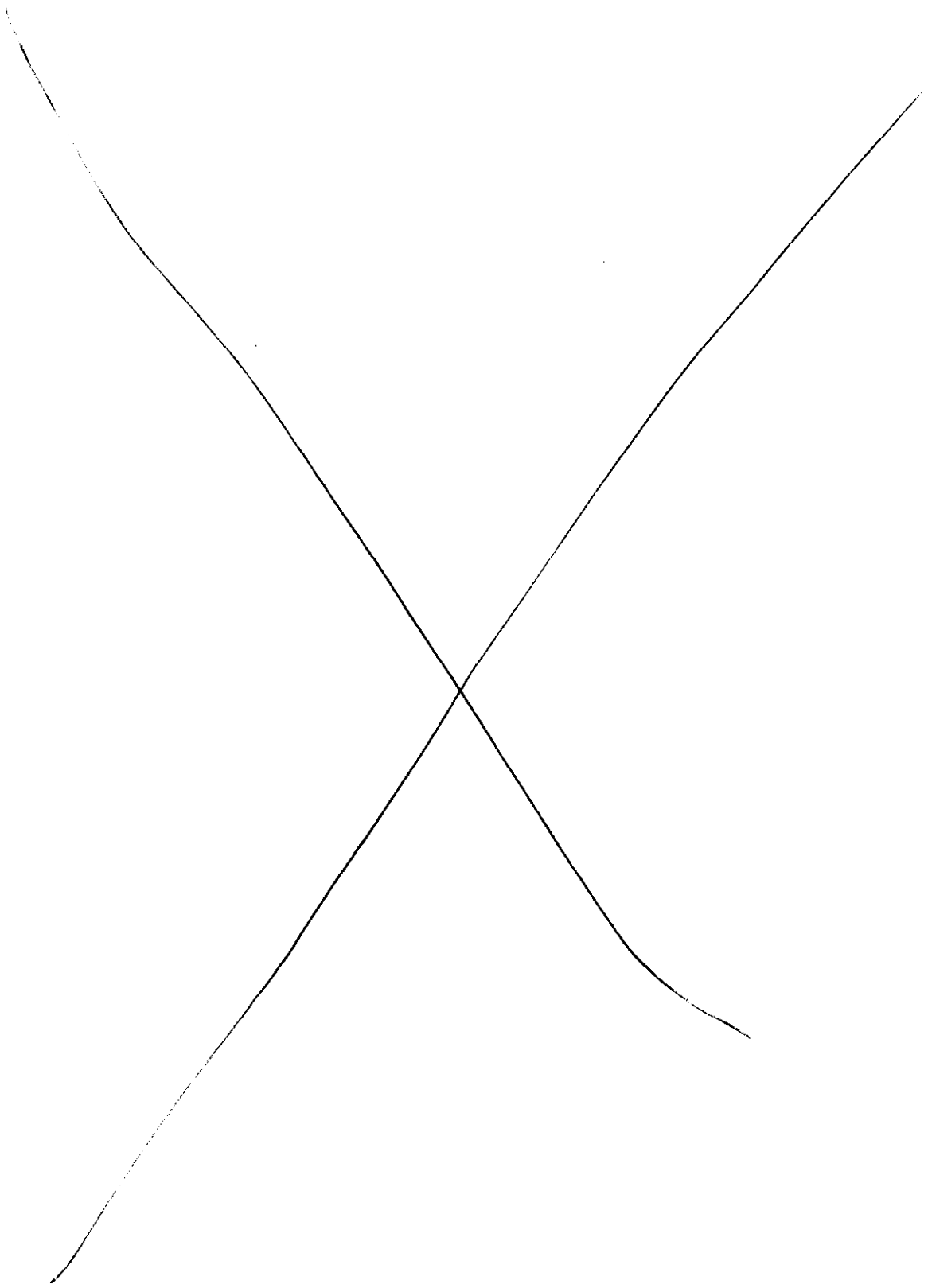
Victim 7 testified that Sandusky made him uncomfortable when he was a young boy He described Sandusky putting his hand on Victim 7's left thigh when they were driving in the car or when they would pull into his garage Victim 7 eventually reacted to this by sitting as far away from Sandusky as he could in the front seat

He also described more than one occasion on which Sandusky put his hands down the waistband of Victim 7's pants Sandusky never touched any private parts of Victim 7 Victim 7 would always slide away because he was very uncomfortable with Sandusky's behavior Victim 7 described Sandusky cuddling him when he stayed at his home, lying behind him with his arm around the boy. Sandusky also bear-hugged Victim 7 and cracked his back He also took Victim 7 to Holuba Hall to work out and then to the East Area Locker rooms to shower Victim 7 was very uncomfortable with this shared showering Sandusky would tell Victim 7 to shower next to him even though there were multiple other showerheads in the locker room. Victim 7 testified that he has a "blurry memory" of some contact with Sandusky in the shower but is unable to recall it clearly Victim 7 had not had contact with Sandusky for nearly two years but was contacted by Sandusky and separately by Sandusky's wife and another Sandusky friend in the weeks prior to Victim 7's appearance before the Grand Jury The callers left messages saying the matter was very important Victim 7 did not return these phone calls.

VICTIM 8

In the fall of 2000, a janitor named James "Jim" Calhoun ("Jim") observed Sandusky in the showers of the Lasch Building with a young boy pinned up against the wall, performing oral sex on the boy He immediately made known to other janitorial staff what he had just witnessed

Fellow Office of Physical Plant employee Ronald Petrosky was also working that evening and recalls that it was football season of 2000 and it was a Thursday or Friday evening,



because the football team was away for its game Petrosky, whose job it was to clean the showers, first heard water running in the assistant coaches' shower room He then saw that two people were in the assistant coaches' shower room He could only see two pairs of feet; the upper bodies were blocked Petrosky waited for the two persons to exit the shower so he could clean it. He later saw Jerry Sandusky exit the locker room with a boy, who he described as being between the ages of 11 and 13. They were carrying gym bags and their hair was wet Petrosky said good evening and was acknowledged by Sandusky and the boy. He noted that the hallway in the Lasch building at that point is long and that Sandusky took the boy's hand and the two of them walked out hand in hand. Petrosky began to clean the shower that Sandusky and the boy had vacated As he worked, Jim approached him. Petrosky described Jim as being upset and crying. Jim reported that he had seen Sandusky, whose name was not known to him, holding the boy up against the wall and licking on him Jim said he had "fought in the [Korean] war.. seen people with their guts blowed out, arms dismembered I just witnessed something in there I'll never forget " And he described Sandusky performing oral sex on the boy. Petrosky testified that Jim was shaking and he and his fellow employees feared Jim might have a heart attack. Petrosky testified that all the employees working that night except Witherite were relatively new employees. In discussions held later that shift, the employees expressed concern that if they reported what Jim had seen, they might lose their jobs. Jim's fellow employees had him tell Jay Witherite what he had seen

Jay Witherite was Jim's immediate supervisor Witherite testified that Jim was "very emotionally upset", "very distraught", to the point that Witherite "was afraid the man was going to have a heart attack or something the way he was acting " Jim reported to Witherite that he had observed Sandusky performing oral sex on the boy in the showers Witherite tried to calm Jim,

who was cursing and remained upset throughout the shift Witherite told him to whom he should report the incident, if he chose to report it.

Witherite testified that later that same evening, Jim found him and told him that the man he had seen in the shower with the young boy was sitting in the Lasch building parking lot, in a car. Witherite confirmed visually that it was Sandusky who was sitting in his car in the parking lot. Witherite says that this was between 10.00 p m and 12 30 a m. Petrosky also saw Sandusky drive very slowly through the parking lot about 2 to 3 hours after the incident was reported to him by Jim, at approximately 11:30 p m to 12.00 a m Petrosky recognized Sandusky in his vehicle. Petrosky testified that Sandusky drove by another time, about two hours later, again driving by very slowly but not stopping. The second drive-by was between 2:00 and 3 00 a m Petrosky testified that Sandusky did not enter the building either time The area is well lit and the coaches' cars were known to Petrosky

Jim was a temporary employee at the Lasch Building, working there for approximately 8 months. No report was ever made by Jim Calhoun Jim presently suffers from dementia, resides in a nursing home and is incompetent to testify Victim 8's identity is unknown

RECOMMENDATION OF CHARGES

Based upon the evidence that we have obtained and considered, which establishes a *prima facie* case, we, the members of the Thirty-Third Statewide Investigating Grand Jury recommend that the Attorney General or her designee institute criminal proceedings against the persons listed below and charge them with the following offenses.

Gerald A. Sandusky

Involuntary deviate sexual intercourse, 18 Pa C.S.§3123(a)(7)(F-1)(7 counts)

Aggravated indecent assault, 18 Pa C S.§ 3125 (a)(8)(F-2)

Indecent assault, 18 Pa.C S §3126(a)(7)(8)(F-3; M-1, M-2)(8 counts)

Attempt to commit indecent assault, 18 Pa C S. §901/3126(a)(8)(M-2)

Unlawful contact with a minor, 18 Pa.C S §6318(a)(1)(5)(F-1, F-2, F-3)(8 counts)

Corruption of minors, 18 Pa.C S §6301(a)(ii)(F-3)(8 counts)

Endangering welfare of children, 18 Pa C S §4304(F-3, M-1)(8 counts)

Tim Curley

Perjury, 18 Pa C S §4902 (F-3)

Penalties for failure to report or to refer, 23 Pa C S. §6319 (S)

Gary Schultz

Perjury, 18 Pa.C S §4902 (F-3)

Penalties for failure to report or to refer, 23 Pa C S §6319 (S)

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Mulroy-Degenhart, Carmella

From:	Spanier, Graham
Sent:	Saturday, November 05, 2011 12:16 PM
To:	Mulroy-Degenhart, Carmella
Subject:	Statement

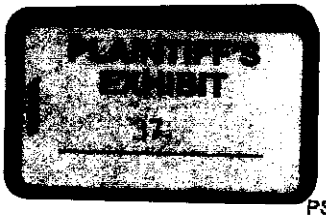
My statement:

The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly. Protecting children requires the utmost vigilance.

With regard to the other presentments, I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.

Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity and compassion. I am confident the record will show that these charges are groundless and that they conducted themselves professionally and appropriately.

Powers Deposition
Exhibit No. 4
6/19/14 MEM



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Statement from President Spanier

Statement from President Spanier

Saturday, November 5, 2011

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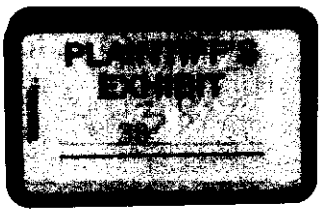
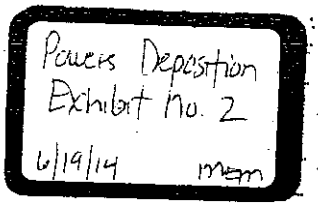
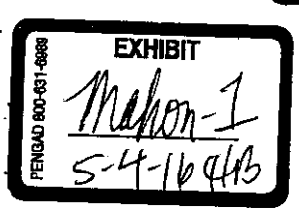
Graham Spanier







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PENNSTATE

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Statement from President Spanier

November 5, 2011

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Graham Spanier

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Penn State has heard from the attorneys representing both Tim Curley and Gary Schultz. They have released the following statements:

Attorney Tom Farrell:

"Gary Schultz is innocent of all charges. We believe in the legal system, and we believe it will vindicate him. We will fight these charges in court, and Gary Schultz will be proven innocent of all of them."

Attorney Caroline Roberto:

"Tim Curley is innocent of all charges against him. We will vigorously challenge the charges in court, and we are confident he will be exonerated."

Last Updated November 22, 2011

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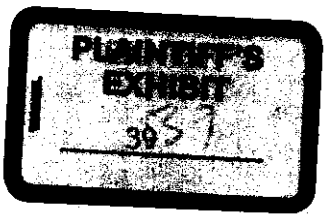



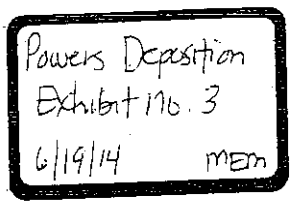

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From: Mahon, Bill
To: Adam Smeltz
Sent: 11/6/2011 1:14:24 AM
Subject: Re: Sandusky, Schultz, Curley news

Sorry for the late response, Adam. I've been on the phone and talking with other reporters.

Some members of the Board of Trustees took part in a conference call this evening where they reviewed the news that broke today.

From: Adam Smeltz <adam.smeltz@statecollege.com>
Date: Sat, 5 Nov 2011 17:09:09 -0400
To: Bill Mahon <np3@psu.edu>
Subject: Re: Sandusky, Schultz, Curley news

Many thanks, Mr. Mahon. By the way -- I just left you a voicemail message. It has to do with some information I received -- information suggesting that the university trustees are meeting this evening.

Are you able to confirm whether that's the case -- and, if so, whether the meeting is, or will be, open to the public? I'm also curious in what the trustees are discussing and why the meeting was called -- that is, assuming that they are indeed meeting.

Thanks again.

Best,
adam

On Sat, Nov 5, 2011 at 12:23 PM, Mahon, Bill <np3@psu.edu> wrote:

Sorry Adam, I sent this earlier to an incorrect address for you:

The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly. Protecting children requires the utmost vigilance.

With regard to the other presentments , I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.

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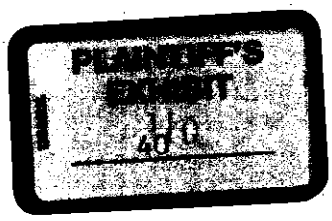
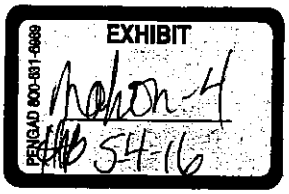
Graham Spanier

Sent from my iPad





On Nov 5, 2011, at 11:52 AM, "Adam Smeltz" <adam.smeltz@statecollege.com> wrote:

Good morning, Lisa and Bill --

Sorry to bug you on a Saturday.

But as the news concerning Jerry Sandusky, Gary Schultz and Tim Curley emerges, I'm wondering: Is anyone in particular fielding reporters' questions on behalf of the university administration? If so, are questions being handled by phone or in writing (via e-mail)?

Any help you provide would be tremendous.

Many thanks, as always.

Best,
adam

--
Adam Smeltz
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Mobile: (814) 571-4238 <tel:%28814%29%20571-4238>
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Email: adam.smeltz@statecollege.com

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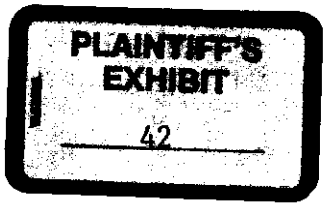
TOMMY SAYING - UNIVERSITY DOES NOT WANT ME TO COACH -

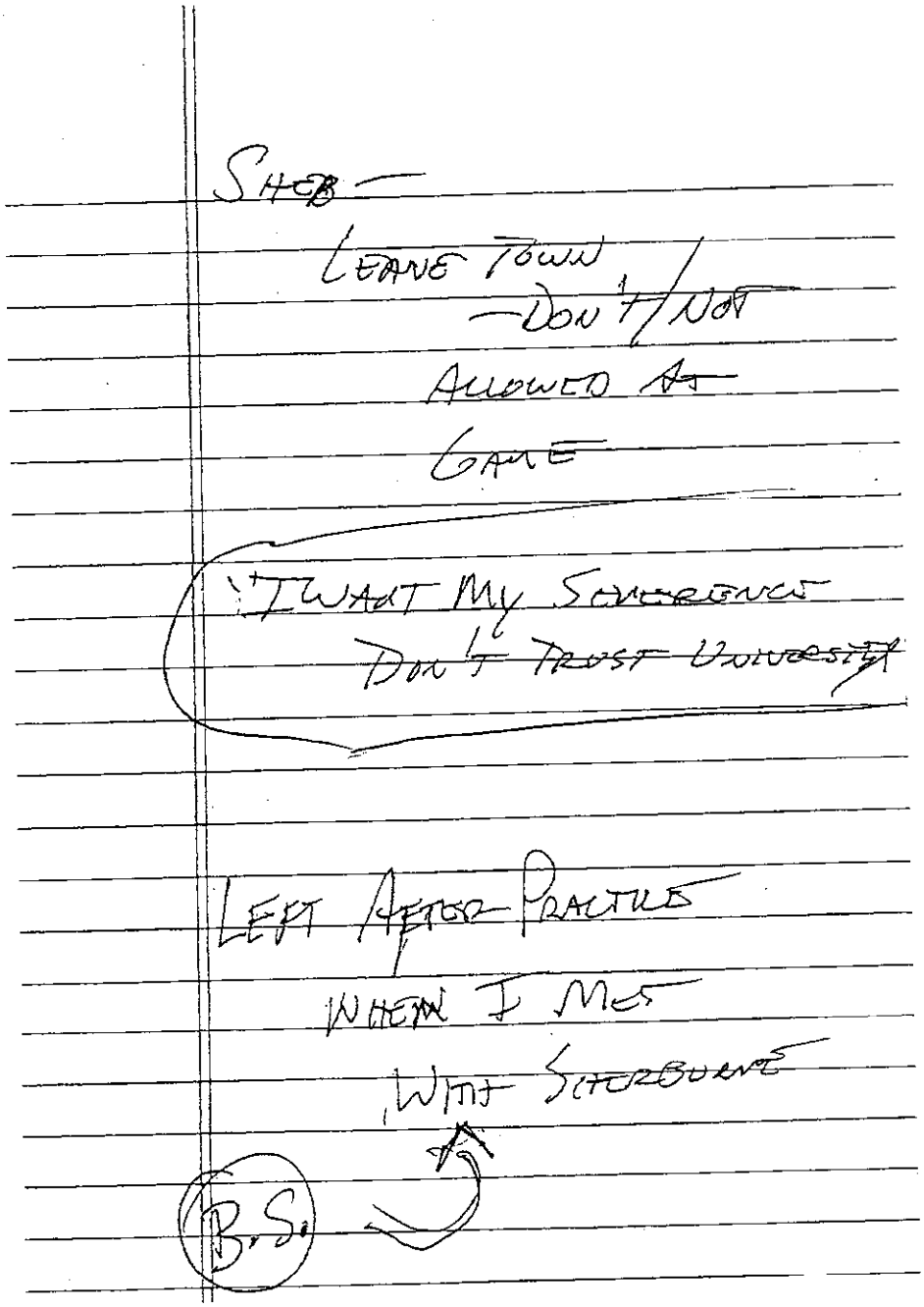
SAYS HIS CONTACTS ON FROM BOARD OF TRUSTEES SAYS THEY ALMOST FORCED ME

SAYS PR - CAN'T HAVE ME THERE

MAYBE UP IN PRESSBOX

SHERBURNE COMING THIS AFTERNOON




SHOB
LEAVE TOWN
—DON'T/NOT
ALLOWED AT
GAME
"I WANT MY SCIENCE
DON'T TRUST UNIVERSITY
LEFT AFTER PRACTICE
WHERE I MET
WITH SCIENTISTS
B.S.

43

From: Mike McQueary
To: 'jeshbach@attorneygeneral.gov'
CC: 'asassano@attorneygeneral.gov'
Sent: 11/10/2011 3:10:05 PM
Subject:

To Whom It May Concern:

I have not been advised by my counsel on this e-mail, and I apologize if it comes off in the wrong way. My life has drastically, drastically changed…my family's life has drastically changed. National media, and public opinion has totally, in every single way, ruined me. For what?

They have said "he is worse than Sandusky." I will forward just a small fraction of the e-mails and articles that have been written to and about me. People say I will eventually get charged…with what I have no idea?

I want to make sure you have the facts again in case I have not been clear.

I walked out of that locker room with both people looking at me dead in my eye…the act was interrupted and stopped. Not physically or forcefully…the possible outcomes on that could have been severely negative to the child…in any number of ways.

I have also said clearly…that I cannot say 1000% percent sure that it was sodomy…I did not see insertion…it was a sexual act and or way over the line in my opinion whatever it was.

I am nervous, worried…etc as you can imagine about everything.

I did right…I did the best I could.

I know I am rambling but it has been tremendously emotional, devastating and all around severely life changing.

National talk shows are saying the most brutal things…not about the perp…but about everyone else…

I am not a part of any cover up…no money, no jobs, no nothing was ever or has been ever discussed, promised or anything else to me…ever.

No one said shut up…no one said mike stop…I did what I did…and I did what I thought was right.

You can read between the lines here…and please pay attention closely…No one knows what happened to me in my life.

PLAINTIFF'S EXHIBIT 43

People are being truly devastated and it just is not right.

I would like to know a couple things:

What are my options as far as a statement from me goes...will I be in any legal trouble...any trouble with the law?

I feel my words were slightly twisted and not totally portrayed correctly in the presentment...I may be wrong, but is there any way that Tim and or I can get a copy of actual GJ testimony.

Again...I am sorry if this comes out wrong...but I need to get it off my chest. Thank You for understanding...I will send just a fraction of some of the things getting to me.

PS...I have also rewatched the press conference from Monday...No where is there strong support for me...I am sorry...but there just isn't...my brain and guts are telling me to be skeptical of everything now.

Mike McQueary

Wide Receiver Coach

Recruiting Coordinator

To: Mike McQueary[mjm229@psu.edu]
From: Sassano, Anthony
Sent: Thur 11/10/2011 3:23:11 PM
Subject: RE: You are EVIL!

Got it

From: Mike McQueary [mailto:mjm229@psu.edu]
Sent: Thursday, November 10, 2011 10:11 AM
To: Eshbach, Jonelle H.
Cc: Sassano, Anthony
Subject: FW: You are EVIL!

Mike McQueary

Wide Receiver Coach

Recruiting Coordinator

F· ·mail.com]
?8 AM
1 ·eary.com
Sub,

firemikemcque.

YOU SICKEN ME!!!!

I want to KILL you you fucking piece of shit, you helped DESTROY the legacy of Penn State,

my alma matter! My diploma is fucking WORTHLESS now... I am wholly embarrassed to say I graduated from Penn State.

Words cannot even begin to describe the intensity of rage I feel for you. I will do everything I can to get you fired and never work in even mcdonald's, let alone football. Your name has been smeared forever. The legacy you left is one of disgrace. You traded an advance in your career for your soul.

Enjoy hell.

Anonymous

P.S. to the firemikemcqueary.com creator(s), please do all you can to help spread the. When someone goes to your online petition, they're given an option of donating money to the creators of the petition site, NOT you or what youre doing... i and many others would gladly contribute money to mike's permanent firing from any PSU-associated employment, so perhaps you can set up a donation directly on your site.

44

From:	Mark Sherburne
To:	Tom Bradley; Mike McQueary
BCC:	Mark Sherburne
Sent:	11/10/2011 11:29:33 PM
Subject:	

Coach Bradley and Assistant Coach McQueary have decided it will be in the best interests of the team and the school that McQueary not coach and not be in attendance at the game with Nebraska on Saturday.

NITTANY LIONS

Integrity – Honor – Respect – Tradition – Family

Mark Sherburne
Acting Director of Athletics
Penn State University
101-R Bryce Jordan Center
University Park, PA 16802
PH: (814)865-1086 (o)
FAX: +(814)863-7955

EXHIBIT
PENNLAD 800-631-6989
Bradley-7
LD 5/22/15

PLAINTIFF'S EXHIBIT
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You were placed on administrative leave with pay on Thursday, November 11, 2011 by Acting Athletic Director Mark Sherburne. Your future status has not been determined. During the term of administrative leave you will receive your full current pay and benefits. You are to do no work on behalf of The Pennsylvania State University and any matters for which you are contacted concerning the position from which you are on administrative leave must be referred to Tom Bradley.

The following facilities are off limit: all athletic facilities associated with the Penn State Football Program.

Your fixed term contract is scheduled to end on June 30, 2012 and it has not been determined whether there will be a new contract at this time. A media announcement concerning the above described action was made by President Rodney Erickson on November 11, 2011 at 4:00 p.m.

Arrangements for return of personal items from an office, a locker, etc., may be made through Erikka Runkle, Human Resources Manager, by the close of business on Monday, November 14, 2011.

Arrangements for return of University items, for example, keys, equipment, security badge, second factor authentication token,



purchasing card, and cell phone may be made through Errika Runkle, Human Resources Manager, by the close of business on Monday, November 14, 2011. You may keep your I.D. card and parking permit pursuant to conditions established under University policy.

Arrangements for the return of the dealer vehicle that you have pursuant to your employment with the University may be made through Janet Bosco, Intercollegiate Athletics, by the close of business on Monday, November 14, 2011.You may also discuss the employee assistance program with your Human Resources Manager.

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PENN STATE FOOTBALL



MEETING: SUNDAY 11/13 7:03 PM

ATTENDING: • MARK SIEBURNE ACTING AD,
• ERIKA RUNKLE ATHLEDIC DEPART HR MANG.
• CYNTHIA BALDWIN - UNIVERSITY COUNSEL

- INTRODUCTIONS

- MARK READS WORD FOR WORD STATEMENT:

- I MADE STATEMENT: "OK, I UNDERSTAND."

ALSO- "I WANT IT STATED THAT I AM READY, WILLING, ABLE, AND I WANT & DESIRE TO COACH HERE AT PENN STATE."

"I DO NOT FEEL I WAS NEGLIGENT IN ANY WAY WITH MY JOB RESPONSIBILITIES."

- CYNTHIA - "NO ONE IS ALLUSING YOU of BEING NEGLIGENT AT ALL"

- I ASKED SOME QUESTIONS: (ADMINISTRATIVE)

- "SO I CALL YOU TOMORROW TO SETUP TIME TO GET THINGS FROM MY OFFICE?"

ERIKA- YES ANYTIME

"I CAN NOT GO GET STUFF TONIGHT?" NO - E.R.

"I ASKED ABOUT PERSONAL ITEMS ON COMPUTER" - I CAN GET THEM E.R.

MEETING LAST MM0083 OR 4 MINS

49

joint benef

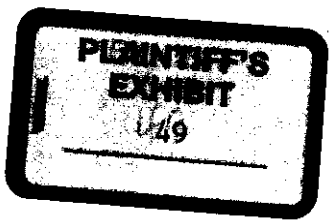
those are active emp. benefits leave would be a different when

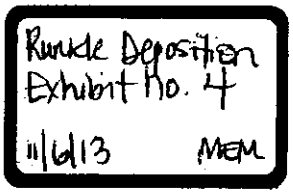
noted heavily desire to coach and be here at Penn State Do not feel done anything wrong diligent in job duty

It gather all personal things off computer

Clarify - contacting - as far as leave no Personal issue
student

Obligation to our students - didn't do anything





PLAINTIFF'S EXHIBIT
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Runkle Deposition
Exhibit No. 4
11/6/13 MEM

PSU 000161

51

Copy C For EMPLOYEE'S RECORDS (See Notice on back.)

OMB No. 1545-0008

Form W-2 Wage and Tax Statement 2011

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA 16802

a Employee's social security no.	15 State	Empl. state ID No.	b Employer's identification no.
-8066	PA	69-0233856	24-6000376

1 Wages,tips,meals,othr compens.	2 Federal income tax withheld	3 Social security wages
148,391.08	27,376.92	106,800.00

4 Social security tax withheld	5 Medicare wages and tips	6 Medicare tax withheld
4,485.60	156,212.83	2,265.13

7 Social security tips	8 Allocated tips	9 Advance EIC payment

10 Dependent care benefits		13 Retirement plan
		YES

16 Gross wages for state	17 State income tax withheld	18 Gross wages for local
153,640.80	4,716.78	153,640.80

Unemployment compensation tax		Healthcare reimbursement
125.19		

12

20 Locality name	19 Loc. inc. tax
FERGUSON TWP	3,610.54
TOTAL	3,610.54

e & f Employee's name (e) and Employee's address and ZIP code (f)
MCQUEARY, MICHAEL
1460 BLUE COURSE DR
APT 31
STATE COLLEGE
PA 16801

This information is being furnished to the Internal Revenue Service. If you are required to file a tax return, a negligence penalty or other sanction may be imposed on you if this income is taxable and you fail to report it.

	Retirement contributions	Gifts-PSU/charities
	7,821.75	

LST Tax	Travel meals	Union dues
52.00		

PLAINTIFF'S EXHIBIT 51

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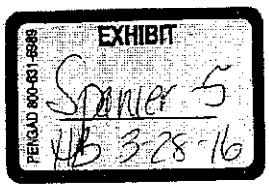
EXHIBIT
Spanier 5
HB 3-28-16



AFFIDAVIT OF CYNTHIA A. BALDWIN

The undersigned, Cynthia A. Baldwin, having been duly sworn according to law, hereby states that the following is true and correct to the best of her knowledge, information and belief:

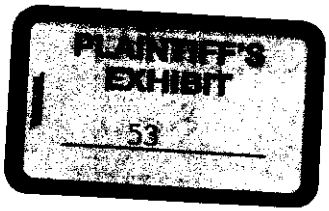
1. I have been employed with The Pennsylvania State University as Vice President and General Counsel since February, 2010.

2. I was asked to brief the Board of Trustees by President Graham Spanier who was also a member of the Board of Trustees in the month of April,2011.

3. On Thursday, May 12, 2011, I presented a report on an investigation by The Pennsylvania Office of Attorney General into allegations of child sexual abuse by Jerry Sandusky, an employee who had retired from Penn State in 1999, to the Trustees who were in attendance. (See Attachment I)

4. The following items were included in my report:

- Definition and description of a Grand Jury and how it works;
- That the Grand Jury process was confidential, but those who testified before the Grand Jury are free to divulge their testimony;
- That Tim Curley, Gary Schultz and Joe Paterno had been interviewed in January and Graham Spanier had been interviewed in April;
- That the people who had testified had been asked about a 2002 incident in the football building;



PLAINTIFF'S EXHIBIT
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- The fact that there had been a 1998 incident involving Mr. Sandusky that had been investigated by the University Police, the District Attorney's Office and Children and Youth Services and that no charges had been filed against Mr. Sandusky; and
- That the University did not appear to be a focus of the investigation;

After the report, I responded to several questions. At that point Dr. Spanier said that he would take over. I left and the Board continued in Executive Session.

The undersigned hereby verifies that the facts set forth in the foregoing Affidavit are true and correct to the best of her knowledge, information and belief and that false statements herein are made subject to penalties of 18 Pa.C.S. § 4094, relating to unsworn falsification to authorities.

Date: January 16 2012

Cynthia M. Baldwin

COMMONWEALTH OF PENNSYLVANIA }
} ss
COUNTY OF CENTRE }

On this 16th day of January, 2012, before me, the undersigned notary public, personally appeared, known to me or satisfactorily proven to be the person whose name is subscribed to the within instrument, and acknowledged the same for the purposes therein contained.

In witness whereof, I hereunto set my hand and official seal.

Elizabeth P. Sauppe
Notary Public

Notary Public
Centre County
Commission Expires Jan 5, 2012
Commission of Notaries

P:\Documents\ADMIN ONLY\Sauppe Documents\baldwin affidavit.doc

Page 2 of 2

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Erikka Runkle

From: David Joyner
Sent: Monday, June 18, 2012 5:16 PM
To: Erikka Runkle
Subject: RE: Michael McQueary appointment

OK thanks

PENN STATE

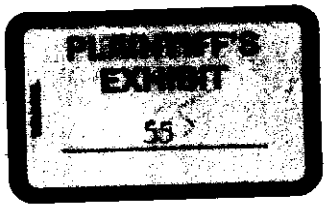
David M. Joyner
Acting Athletic Director
Penn State University
101 Bryce Jordan Center
University Park, PA 16802
Office: (814) 865-1086
Fax: (814) 863-7955

From: Erikka Runkle
Sent: Monday, June 18, 2012 4:01 PM
To: David Joyner
Subject: RE: Michael McQueary appointment

No he is not being renewed.

Erikka Runkle
Manager, Human Resources
Intercollegiate Athletics
103 Bryce Jordan Center
Penn State University
University Park, PA 16802
Phone: (814) 865-4991
Fax: (814) 863-8569

From: David Joyner
Sent: Monday, June 18, 2012 12:49 PM
To: Erikka Runkle
Subject: FW: Michael McQueary appointment



Erikka

This is not being renewed correct? Thanks

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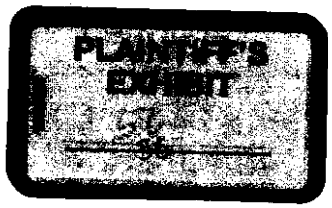
Job Number	Campus	Job Title	Admin Area	Rep Area	Dept	Internal Announced	Internal Closed	External Announced	External Closed	Reannounced	Reannounced Closed	Hire Date if not posted	JOB_DESCRIPTION
34647	SV	Assistant Professor or Instructor of Human Development and Family Studies (HDFS)	Vice President for Commonwealth Campuses	VP FOR COMMONWEALTH CAMPUSES	Social Science and Education			7/22/2011	3/31/2012				Penn State Shenango invites applications for a faculty position in Human Development and Family Studies: Assistant Professor, tenure-track, or Instructor, non-tenure track, fixed-term multi-year with possibility of renewal (both positions 36 weeks), to begin August 2012, or as negotiated. Responsibilities: Teach a range of undergraduate courses in HDFS including introductory and upper division courses in one's field of expertise. Prior experience teaching courses either online or using other distance education delivery methods is a plus. Publish in refereed journals (tenure-track position). Stay current in the discipline (non-tenure system position). Participate in course, curriculum, and program development. Advise students and provide career guidance. Participate in campus, university, and community service activities and in professional organizations. Qualifications: Ph.D. in HDFS or related field is required for tenure-track appointment; Master's degree in HDFS or related field required for non-tenure-track position. Evidence of potential in research and publication is expected for tenure-track hire. Commitment to high-quality instruction in a student-centered environment is expected. Interest in active and collaborative learning, the instructional use of technology, and hybrid and online teaching is an advantage. Prior college-level and online teaching experience preferred, as well as experience in social services agencies. Enthusiasm for working in a multidisciplinary environment is important. Campus Information: Penn State Shenango's 14 acre-campus is located in downtown Sharon in picturesque Western Pennsylvania near the Ohio border. It is about one hour from Pittsburgh, ninety minutes from Cleveland, and twenty minutes from Youngstown, Ohio. The campus currently serves approximately 850 students; about 50% of the students are adult learners. Students and faculty at Penn State Shenango have all of the resources of a major research university at their disposal, but in a small college atmosphere. Class files are small and our faculty members are committed to providing a high-quality educational experience to their students and are actively engaged in research. Our students receive a world-class education delivered in a small campus setting. The campus delivers six baccalaureate degrees, seven associate degrees, and the first two years of study for nearly all of Penn State's 160+ degree programs. The B.S. in Administration of Justice is the most recent baccalaureate degree program, debuting Fall 2010. For more information about the campus, visit http://www.shenango.psu.edu . The Pennsylvania State University is a multi-campus public land-grant university that improves the lives of the people of Pennsylvania, the nation, and the world. Our instructional mission includes undergraduate, graduate, and continuing and distance education informed by scholarship and research. Our research, scholarship, and creative activities promote human and economic development through the expansion of knowledge and its applications in the natural and applied sciences, social sciences, arts, humanities, and the professions. Application: To apply submit a letter of application and curriculum vitae. Applications must be submitted as a Microsoft WORD or PDF file to research@psu.edu. Finalists will be asked to provide a list of references. Inquiries: Dr. Fred Leeds, Chancellor, Penn State Shenango. E-mail: fxl1@psu.edu. Telephone: (724) 983-2900 Closing Date: Application review begins October 30, 2011 and continues until a suitable candidate is found.



34660	UP	Assistant or Associate Professor of Communication Sciences and Disorders (CSD)	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Communication Sciences and Disorders			8/1/2011	2/15/2012	6/7/2012	11/28/2012		The Department of Communication Sciences and Disorders (CSD) (http://csd.hhdev.psu.edu/), College of Health and Human Development at The Pennsylvania State University seeks candidates for a full-time continuing (36-week) tenured or tenure-track position of Assistant or Associate Professor to begin Spring 2013 or Fall 2013. The responsibilities of this position will be to establish or continue a line of research in a specialty area(s) related to language, speech or voice science, autism, and/or fluency. Specialty interests in neuroscience, neurogenics, neuromotor disorders and/or aging considered a plus. In addition, will teach undergraduate and graduate courses in area of specialty; supervise undergraduate and graduate (M.S./Ph.D.) research; be actively involved in enhancing and building the Ph.D. program; provide service to the Department, College, and University; and contribute to the clinical aspects of the program. Opportunities exist for interdisciplinary collaborations across the University Park and Hershey Medical Center campuses. These collaborations include the Penn State Social Science Research Institute, the Center for Healthy Aging, the Social, Life, and Engineering Sciences Imaging Center (which houses a human electrophysiology facility and a 3 Tesla fMR unit), the Penn State Center for Language Science, the Huck Institutes of the Life Sciences, and numerous departments including Biobehavioral Health, Psychology, Kinesiology, Bioengineering, Human Development and Family Studies and departments in the College of Medicine such as Neurology. Candidates must have an earned Ph.D., with an active research and scholarship program. Previous teaching experience and/or post-doctoral experience desired. CCC-SLP is desirable. Review of credentials will begin immediately and continue to be accepted until the position is filled. To apply, please submit letter of application describing research interests and experiences, current curriculum vitae, copies of relevant research articles or presentations along with three professional letters of recommendations (including their names, addresses, email and telephone numbers) to: Krista Wilkinson, Ph.D., Chair of the Search Committee and Professor, Communication Sciences and Disorders; c/o Sharon Nyman, Administrative Assistant; Department of Communication Sciences and Disorders, The Pennsylvania State University, 308 Ford Building, University Park, PA 16802. Materials may be submitted electronically to: SANS@psu.edu Please indicate "CSD Asst/Assoc Search" in the subject line of email correspondence. Penn State is committed to affirmative action, equal opportunity and the diversity of its workforce.

35073	UP	Assistant Professor of Recreation, Park and Tourism Management	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Department of Recreation Park and Tourism Management			9/18/2011	12/15/2011				The Department of Recreation, Park and Tourism Management (RPTM), College of Health and Human Development (HHD), at The Pennsylvania State University invites applications for the tenure-track position of Assistant Professor to begin fall 2012. We seek a colleague who will contribute to advancing scholarship, broadly defined, in one or more of the following areas: nature-based tourism, outdoor recreation, community development, environment and sustainability. The successful candidate will be expected to develop or continue a funded and focused line of research; teach undergraduate and graduate courses in the core as well as in outdoor recreation and nature-based tourism; supervise undergraduate and graduate (M.S./Ph.D.) student research; provide service to the Department, College, and University. All qualified applicants will be considered. Information regarding the department can be found at: http://www.hhdev.psu.edu/rptm/ Candidates must have an earned doctorate in recreation, leisure studies, tourism, or a related field; evidence of an active, focused research and scholarship program; previous teaching experience; and the ability to work collaboratively with faculty in the College and University. Preference will be given to applicants who have experience in the field, an established publication record, and involvement with sponsored research. The Pennsylvania State University is a land-grant comprehensive research institution with approximately 40,000 students at the University Park campus. The surrounding community of State College is well known for its excellent schools and quality of life. The College of HHD, comprised of eight separate degree-granting programs, is committed to the mission of improving human well-being across the life-span through innovative research, teaching, and outreach activities. Penn State offers excellent benefits and retirement. Review of applications and nominations will begin November 14, 2011, and continue until a suitable candidate is found. Interested parties should send cover letter, curriculum vitae, supporting materials and contact information for three professional references to: Dr. Deborah Kerstetter, RPTM Search Committee Chair, Department of Recreation, Park and Tourism Management, 801 Ford Building, University Park, PA 16802-1307. Questions may be directed to Dr. Kerstetter at 814-863-8988 or debk@psu.edu.
35213	AA	University Supervisor of Pre-Student Teaching (Part-time)	Penn State Altoona	ALTOONA	Academic Affairs Division of Education, Human Development, and Social Sciences			10/6/2011	12/31/2011				Penn State Altoona is seeking two part-time field practicum supervisors to work with the Elementary and Kindergarten Education Program for Spring 2012. Responsibilities include field supervision of prospective elementary teachers on Tuesdays and Thursdays in local and regional elementary schools. Supervisors provide in-classroom observation, support, and feedback for undergraduate education majors, work with classroom cooperating teachers to mentor prospective teacher development; and collaborate with university faculty to coordinate course experiences. Qualifications: Successful candidates must hold an Instructional II certification or Master's degree in Education and have a minimum of 5 years of elementary classroom teaching experience. Applicants should send a letter of application establishing their qualifications, a current vita, transcripts, and a minimum of three references. Applicants are strongly encouraged to submit their applications and accompanying materials electronically to edhdss@psu.edu in Word or PDF formats. Review of applications will begin immediately and continue until the positions are filled. Non-electronic inquiries, applications, and additional materials should be sent to: Chair, University Supervisor of Pre-Student Teaching, Penn State Altoona, Job # 35213, Elm Building, 3000 Ivyside Park, Altoona, PA 16601-3760 Materials accepted until positions are filled. For additional information about Penn State Altoona, please visit our web page at http://www.altoona.psu.edu/

35281	UP	Instructional Designer	School of Nursing	HEALTH & HUMAN DEVELOPMENT		10/19/2011	10/25/2011	10/28/2011	11/3/2011	11/25/2011	12/1/2011		Responsible to the School of Nursing's Assistant to the Dean for Special Projects and Programs, the Instructional Designer will work interactively with faculty and staff to design and develop online course instructional materials and support faculty in related methodologies. In addition to designing and developing new course offerings using various delivery formats including internet-based, electronic communications, video and print; the Instructional Designer will work to enhance existing online course offerings and continuing education modules. This job will be filled as a level 2 or level 3, depending upon the successful candidate's education and experience. Typically requires a Master's degree or higher plus two years of related experience or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. Graduate work in adult education and/or instructional systems preferred. The successful candidate will possess an in-depth understanding of instructional design issues related to teaching and learning in distance/online courses, be able to demonstrate best practices, and clearly articulate the advantages and disadvantages of various pedagogical techniques/principles. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
35309	UP	Administrative Support Assistant 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Women's Basketball	10/19/2011	10/25/2011	10/28/2011	11/3/2011				Serve as program's first point of contact; answer telephone, greet visitors, answer questions and/or refer. Develop and maintain intimate knowledge of recruiting database. Assist in planning of recruiting visits. Supervise work-study and volunteer staff to coordinate mass mailings to prospective student-athletes. Oversee NCAA Clearinghouse and Compliance issues. Assist in coordination of opponent scouting system to include, but not limited to, coordination of request documentation, logging outgoing and incoming videotapes and contacting various Universities to assure delivery. Secure travel for coaching staff, order office supplies and process IBIS forms. Assist in compiling and updating materials for summer camps, coaching clinics, alumni weekends, yearly banquets and club functions. Maintain active support of community outreach, alumni and donor events. Maintain complimentary game ticket requests, process forms and maintain auditing file. Handle requests for autographed/donated items. Serve as backup for office operations in absence of supervisor. Typically requires High School diploma or higher plus one year of related experience or an equivalent combination of education and experience. Excellent computer skills using Word, Excel, database programs, online Travel Services, eBuy and IBIS preferred. Knowledge of Photoshop or comparable software for creating flyers and other recruiting materials preferred. Candidate must possess exemplary interpersonal skills.
35315	BR	Coordinator of Athletic Programs	Penn State Beaver	PENN STATE BEAVER	Student Affairs	10/19/2011	10/25/2011	10/28/2011	11/3/2011				Responsible for providing leadership, management, and support for athletics, intramural and recreation programs, facilities, instruction, personnel and operations. Coordinates camps, staffing, scheduling, maintenance, guidelines, building/field operations, purchasing, and risk management. Oversee programs, logistics, and planning for unit activities. Attend intercollegiate athletic events to ensure safety quality, and compliance. Organize, issue, and maintain uniforms and other equipment. Arrange schedules, transportation, and travel for teams and activities. May act as liaison to various internal/external stakeholders. Conduct sports information, marketing, and advertising functions. Recruit, train, and supervise students and wage payroll employees. Typically requires a Bachelor's degree or higher plus two years of related experience or an equivalent combination of education and experience. Candidates with varsity coaching experience preferred Red Cross certification in CPR and first-aid required upon employment.

35346	UP	Assistant Coach 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Women's Golf	10/26/2011	11/1/2011	11/4/2011	11/10/2011				Responsible to the Head Coach for performing or assisting with a wide variety of administrative and coaching duties in order to accomplish the goals and objectives of the team, Intercollegiate Athletics and the University. Typically requires a Bachelor's degree or higher plus one year of related experience or an equivalent combination of education and experience. Playing/coaching experience at the collegiate level preferred. This is a fixed-term appointment funded through June 30, 2012 with excellent possibility of re-funding.
35397	UP	Assistant/Associate Professor of Education (Adult Education)	College of Education	EDUCATION	Learning and Performance Systems			10/27/2011	12/1/2011				The Adult Education Program in the Department of Learning & Performance Systems at The Pennsylvania State University (University Park) is looking for a new colleague with a research agenda that will inform our understanding of distance education and adult learning. Areas of application could include formal, non-formal, informal, or community-based settings, both in the U.S. and internationally. The successful candidate will develop and maintain a research agenda appropriate to his or her interests, including disseminating research through publications and presentations, teaching and mentoring students, and collaborating with faculty on research activities and grant proposal development. Additional responsibilities include teaching adult education courses face-to-face and by online distance education, recruiting and advising students, engaging in service and outreach, and providing leadership in the establishment of a center for the study of distance education at Penn State. A more detailed position announcement and application procedures can be found at http://www.ed.psu.edu/educ/employment.
35410	UP	Assistant/Associate Professor of BBH (Genetics of Health or Behavior)	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Biobehavioral Health			11/3/2011	3/1/2012				The Department of Biobehavioral Health (http://bbh.hhdev.psu.edu/) in the College of Health and Human Development at The Pennsylvania State University invites applications for an assistant/associate professor tenure track position in the genetics of health or behavior to begin August 2012. The successful candidate will have an ongoing research program that might include, but is not limited to, genomics, epigenetics, quantitative trait locus analysis, or gene expression with application towards topics such as the genetics of addiction/drug abuse, aging, psychiatric disorders, adaptation to stress, or neurodegenerative disorders. Investigational approaches may include human subjects, animal models or both. A systems genetics/complex traits approach would complement ongoing research in the Department; however, other approaches will be considered as well. The applicant should have a record of scholarly research and is expected to establish a record of external research funding. The position entails teaching at the undergraduate and graduate levels. An earned doctorate in biological, health, or social science, or a medical degree, and evidence of strong scholarly accomplishments are required. Applicants should have an interdisciplinary orientation and a willingness to engage in collaborative research and outreach activities. Our department is highly transdisciplinary, and we have collaborative ties with other faculty in other units at the university, including the College of Medicine, the Huck Institutes of the Life Sciences, and the Social Science Research Institute. Strong cognate research programs exist at Penn State, from basic areas such as genomics and bioinformatics to applied prevention and intervention programs. Excellent support/collaborative facilities include a genetics/genomics core, bioinformatics group, general clinical research center, fMRI facility, and methodology center. We encourage applications from individuals of diverse backgrounds. Review of applications and nominations will begin immediately and will continue until the position is filled. To apply, please send a cover letter describing research interests and experiences, curriculum vitae, names, addresses, email and telephone numbers of three professional references and supporting materials (e.g., reprints, and preprints) to Dr. David Vandenbergh, Search Committee Chair, Department of Biobehavioral Health, 315 East Health & Human Development Building, The Pennsylvania State University, University Park, PA 16802. Materials may be submitted electronically to: edb12@psu.edu

35416	UP	Marketing Communications Specialist 2	School of Nursing	HEALTH & HUMAN DEVELOPMENT		11/2/2011	11/8/2011						Responsible to the School of Nursing's Assistant to the Dean for Special Projects and Programs, the Marketing Communications Specialist will work interactively with the Dean, Associate Deans, Outreach Program Coordinator, Major Gifts Officer and faculty to assist in the planning of marketing strategy for the School by identifying communication needs based on relevant research. Responsibilities in this position include: coordinating the production of marketing communications in various media; creating and coordinating the production of marketing and/or promotional communications that may include print, electronic, new/emerging media and other collateral; assisting with the scheduling and dissemination of print and electronic communications and placement of advertising; preparing announcements for the School and preparing speeches for the Dean; marketing/recruiting at select conferences locally, regionally and nationally; and working with the College of Health and Human Development's web master on written updates/news/changes to be posted on the School of Nursing website. Travel will be required throughout the year to select conferences within the State, but may also need to travel three to four times a year to select national conferences. Typically requires a Bachelor's degree or higher plus two years of related experience or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
35427	UP	Administrative Support Assistant 2	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Kinesiology	11/2/2011	11/8/2011						Serve as the Graduate Program Staff Assistant for the Department of Kinesiology. Provide staff support to the Graduate Program Professor-in-Charge. Process student applications and admissions; respond to requests for program and course information. Maintain confidential student records and related databases that track current graduate student assistantship finances, academic progress and awards, prospective student applications, and placement information. Communicate with Graduate School and Office of International Students. Respond to inquiries, advise students on policy and procedures, resolve problems of graduate students and graduate faculty, process admissions, coordinate the scheduling of candidacy and Ph.D. qualifying exams, schedule courses, monitor enrollment. Update ANGEL pages with grad applicant information for faculty review. Coordinate and schedule classrooms and other facilities; assist with course offering schedules and assistantship assignments; process drop/add, registrations, SRTEs, grades, etc. Prepare reports using Data Warehouse. Compose and type routine correspondence. Provide updates for graduate Web pages. Coordinate department seminars. Provide backup assistance to undergraduate program staff as needed. Typically requires a High School diploma or higher plus one year of related experience or an equivalent combination of education and experience. Excellent interpersonal, organizational, oral and written communication skills, and Microsoft Word, Excel, and Access experience required. Experience with student records, Data Warehouse, ISIS, IBIS, ANGEL, and knowledge of University student policies strongly preferred. Must be able to work independently and to learn new material as needed, and be willing to work in a team-oriented environment.

35460	BK	Supervisor of Student Teaching - Elementary Education	Penn State Berks	BERKS	Humanities Arts and Social Sciences			11/8/2011	4/30/2011				Penn State Berks (Reading, PA) is seeking applicants for a multi-year full-time Supervisor of Student Teaching (renewable, non-tenure-track) beginning August 2012 in its undergraduate elementary education program. M. Ed. required (Ed.D./Ph.D. preferred), elementary school teaching and supervisory experience required. Experience with urban schools desirable. Responsibilities include teaching of foundations courses, supervision of pre-professional clinical experiences, and supervision of student teachers in a Professional Development School partnership. Applicants should e-mail application materials as ONE document in a Word or PDF file including the following items: cover letter, curriculum vitae, statement of teaching philosophy and three names and e-mail addresses of references to Claudia Plato at clp1@psu.edu. INQUIRIES: Dr. Carole Roberts, Search Committee Chair, at ckr10@psu.edu Review of applications to start immediately with priority to applications received before December 1, 2011.
35498	UP	Nursing Specialist 4	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Nutritional Sciences	11/16/2011	11/22/2011						The Department of Nutritional Sciences seeks a licensed Registered Nurse to help provide direct patient care in a clinical research outpatient setting. This job requires the ability to work as a team member and follow clinical research protocols. The Registered Nurse should have expertise in a wide range of skilled nursing procedures which will include, but are not limited to, educating, instructing and advising research participants, obtaining vital signs and blood samples from IV lines and/or venipuncture, administering study capsule kits and capsule logs, auditing capsule return and other research related medical procedures. The successful candidate should also possess excellent organizational and communication skills and basic computer skills. Knowledge in acquiring clinical research data, collection and report preparation are desirable. Typically requires a Bachelor's degree or higher in an applicable Nursing discipline plus five years of related experience preferably in a clinical research setting or an equivalent combination of education and experience. BLS and ACLS certification is desired. This is a fixed-term appointment funded for six months from date of hire with good possibility of re-funding.
35574	UP	Research Project Assistants for Delirium/Dementia Study	School of Nursing	HEALTH & HUMAN DEVELOPMENT				11/25/2011	12/1/2011				The Early Nurse Detection of Delirium Superimposed on Dementia (END DSD) Study and The School of Nursing seeks candidates for several part-time jobs to work on a National Institutes of Health funded research project working with hospitalized older adults. This is a five year study which began in April 2010. Available job include subject recruitment and screening, patient assessments and medical record audits. We seek candidates with a health-related background such as nursing, psychology or social work. The ideal candidate must have excellent interpersonal skills and be able to communicate well with older adults, as well as being flexible, organized and detail oriented. Online, in-house and onsite training will be provided. Hours of work will vary depending on subject enrollment. The hospitals are in State College and Altoona, and we seek individuals available to work 1-4 hours daily (M-F) between the hours of 4:00 p.m. - 8:00 p.m. At the Altoona site, we also seek an individual available one to two weekdays from approximately 9:00 a.m. to 2:00 p.m. To apply, send cover letter, resume, and names and addresses of three references to Jane McDowell (END DSD Study) at jam94@psu.edu. For additional information, please contact Jane McDowell at (814) 865-4526.

35579	UP	Part-Time Instructor - KPAP Program	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Kinesiology			11/24/2011	12/5/2011				The Department of Kinesiology, College of Health and Human Development at The Pennsylvania State University, invites applications for a part-time academic appointment, to support our undergraduate general education KPAP Fly Fishing program in the Department of Kinesiology beginning spring semester 2012. Will teach the undergraduate credit class "The Principles and Practices of Fly Fishing" and coordinate related workshops and other activities with various internal and external groups. Candidates must have a master's degree in an appropriate discipline and a documented commitment to excellence in teaching. The successful candidate should have a minimum of five years experience teaching large and small groups, excellent knowledge of the field and the ability to work successfully with various internal and external groups. Review of applications will begin immediately and continue until the position is filled. To apply, submit a cover letter describing interests and qualifications for the position, curriculum vitae, and the name, address, telephone number and email address of three professional references from whom you have requested letters of recommendation. Mail materials to Department of Kinesiology (KPAP), Attn. Cheryl Markley, 275 Recreation Building, University Park, PA 16802. Fax to: (814) 863-0945. Please no phone calls.
35606	UP	Assistant Coach 3	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Men's and Women's Track/Field/Cross Country	11/30/2011	12/6/2011	12/9/2011	12/15/2011				Responsible to the Head Coach for assisting with a wide variety of coaching duties in order to accomplish the overall goals and objectives of the program. Assist with coaching the throwing events within the Men's and Women's Track and Field teams. Duties include, but are not limited to: assisting in all aspects of recruiting future student-athletes; help coordinate home meet management; assist in strength and conditioning of entire program; assist with team travel; assist in conducting clinics, camps and workshops; daily administrative duties; assist with organizing, ordering and maintaining team equipment; assist with facility management and scheduling facility. Typically requires a Bachelor's degree or higher plus two years of related experience or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
35619	UP	Research Technologist 3	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Center for Health Care and Policy Research	12/7/2011	12/13/2011						The Center for Health Care and Policy Research is seeking candidates for a staff research job as a Research Technologist 3 to be part of a team conducting an evaluation of a national health care change initiative. The duties include tracking the progress of participating project sites and one or more program topics as assigned, collecting and cataloging of source documents, building case histories by summarizing key information into a master site profile, monitoring relevant web sites and conducting internet searches for updates on assigned sites and topics, maintaining database and narrative documents, taking notes on project calls, attending team meetings, developing and maintaining codebooks, coding qualitative data, assisting with the analysis of data collected, managing the work flow and priorities of one or more subgroups on the evaluation team, drafting reports and papers, etc. Some travel may be required. Typically requires a Bachelor's degree or higher (Master's degree preferred) plus seven years of related experience or an equivalent combination of education and experience. Experience in social science research and knowledge of the U.S. health care system is preferred. The successful candidate should be a self-starter and have highly-developed organizational and information-processing skills, possess strong writing skills, have the ability to work both independently and closely with other team members, and demonstrate excellent attention to detail and deadlines. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

35668	UP	Instructional Designer	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Dean's Office - Outreach	12/14/2011	12/20/2011	12/16/2011	12/22/2011	2/10/2012	2/16/2012		Penn State's College of Health and Human Development has an opening for an Instructional Designer who will work with faculty and our e-learning team to design, develop, and maintain semester-based online credit courses. Candidates must have an in-depth knowledge of educational and instructional design theories and emerging technologies, as well as experience in developing online courses. The successful candidate will be able to effectively communicate best practices in e-learning to faculty and assist them in developing measurable course objectives and editing content. We are looking for someone who will manage projects with a collaborative approach and help to foster a team-based work environment. This job will be filled as a level 2 or level 3, depending upon the successful candidate's education and experience. Typically requires a Master's degree or higher in instructional design, educational technology, or a related field, plus two years of related experience in instructional design of online courses or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. Experience using a LMS such as ANGEL or Blackboard is preferred. Excellent verbal and written communication skills, as well as strong interpersonal skills, are essential. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
35669	UP	Research Technologist	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Human Development and Family Studies			12/9/2011	12/15/2011				The new Developmental Cognitive Neuroscience and Addiction Laboratory seeks a Research Assistant/Lab Manager to start in January 2012. The successful candidate will have the opportunity to work on existing and forming studies investigating the developmental interaction of cognitive and affective brain systems in adolescent and adults, smokers and non-smokers. Will be responsible for: recruiting and maintaining contact with adolescents and adults; collecting, processing, and analyzing behavioral (eye tracking), and functional neuroimaging data; aiding in human subject protocols, human consent forms, and annual IRB approval; and general lab management duties, including working with and training undergraduate student workers. This job will be filled as a level 1, level 2, or level 3, depending upon the successful candidate's education and experience. Typically requires a Bachelor's degree or higher in Psychology, Neuroscience, or a related field plus one year of related experience or an equivalent combination of education and experience for a level 1. Additional experience and/or education and competencies are required for higher levels. Experience in a lab that conducts fMRI, DTI, functional/effective connectivity, and/or eye tracking studies will be considered a strong plus. Research experience with adolescents is highly desirable. The successful candidate will have strong computer skills (Microsoft Word, Excel, PowerPoint) and willingness to learn and develop additional computer skills related to data management and preparation of data for analysis. Experience processing neuroimaging data using relevant software programs (e.g., AFNI, MATLAB, SPM, FSL), programming experimental tasks (e.g., using E-prime, Presentation), statistical analysis (SPSS, SAS) is also highly desired. Interested candidates please highlight relevant skills in their cover letter and include the names and contact information of two or three professional references with their resume and cover letter. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. To apply, send a cover letter, resume, and names and addresses of three references to Alvin Hall via e-mail [arh1@psu.edu] or to the Department of Human Development and Family Studies, S211 Henderson South, University Park, PA 16802.

35685	AN	Early Childhood Eductation and Science/Math Education	Lehigh Valley	LEHIGH VALLEY	Elementary Education Program			12/14/2011	2/29/2012				Penn State Lehigh Valley is seeking applicants for non-tenure track, one-year fixed-term faculty positions for the Elementary Education Program in Early Childhood and in Science/Math Methodology to begin in the Fall 2012. Master's degree is required (Ph.D or Ed.D in appropriate discipline preferred) with experience in elementary education and higher education. E-mail letter of application, curriculum vitae, teaching philosophy, and three references to erf11@psu.edu. Deadline: February 29, 2012.
35695	UP	Administrative Support Assistant 2	College of Education	EDUCATION	Educational Psychology, Counseling, and Special Education	1/4/2012	1/10/2012	1/13/2012	1/19/2012				Provide staff support to include answering telephone, provide information, refer or resolve problems; greet visitors; word process, proofread and edit correspondence, letters, lists, and reports; assist faculty with various projects; maintain program website; gather information, compile and prepare reports; file and duplicate materials; maintain multiple databases; schedule meetings and assist with standard office processes and operations. This job will serve as liaison to the Graduate School. In addition, the job maintains graduate student records and student databases and advises students on program and university policies and procedures. This job also serves as the facilities contact person for the building and key custodian in addition to serving as back-up to the department's budget clerk. Typically requires High School diploma or higher plus one year of related experience or an equivalent combination of education and experience. Other requirements for the job include the ability to coordinate several projects simultaneously and prioritizing as appropriate. A strong commitment to teamwork and customer service is essential. Excellent verbal and written communication and organizational skills are necessary. Experience with Microsoft Office (Outlook, Word, and Excel) and databases are preferred. This is a fixed-term appointment funded for one year from date of hire with good possibility of re-funding.
35735	UP	Administrative Support Assistant	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Department of Nutritional Sciences	1/4/2012	1/10/2012	2/3/2012	2/9/2012				This job is responsible for providing staff and budgetary support to Nutritional Sciences faculty, lab personnel and students. Duties include making travel arrangements and processing settlements using the Employee Reimbursement System (ERS) along with performing financial accounting duties for research funds such as IDCCs, SRFCs, POs and WAGCs and reconciling purchasing card charges. Additionally, duties include assisting in the preparation of grant applications, typing and proofreading correspondence and course materials. Assist with special projects such as "Cook Like a Chef". Serve as backup to the receptionist by maintaining various calendars, answering telephones and greeting visitors. Order office supplies and maintain inventory. Serve as key custodian and process card access requests. This job will be filled as a level 2 or level 3, depending upon the successful candidate's education and experience. Typically requires High School diploma or higher plus one year of related experience or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. Must be proficient in Microsoft Word, Excel, PowerPoint, ERS, Travel Services Online, as well as have the ability to multitask and produce accurate work. Knowledge of University processes desired. Evidence of excellent communication (verbal and written) and customer service skills required.

35794	UP	Administrative Support Assistant 4	College of Education	EDUCATION	Curriculum and Instruction	1/18/2012	1/24/2012						The individual in this Administrative Support Assistant job will plan, organize, coordinate, and oversee the daily office activities of the Mid-Atlantic Center for Mathematics Teaching and Learning (MAC/MTL) and the Journal for Research in Mathematics Education (JRME). The individual in this job assists and reports to the Penn State director of MAC/MTL (who is also the current editor of JRME). He/she will track manuscript flow, communicate with authors and reviewers, and assist in the day-to-day operations of the journal. He/she will research and compile background material for meetings, develop agendas, and develop schedules. He/she must resolve complex inquiries and ensure compliance with University policies and regulations. This individual will monitor for needed improvement, revise established procedures, and develop and carry out new processes or procedures relevant to the support needs of this busy research office. The individual will assist in establishing and controlling research budgets, maintaining accountability for budget expenditures. The individual is responsible for reviewing and/or preparing budget reports, approving expenditures, and office expenses. He/she will approve and process various forms for payroll/human resources system input. The individual in this job will oversee the coordination of projects, special events, and/or programs. In addition, this individual will research and write drafts for projects, reports, and newsletters, coordinate the collection of data for annual/periodic reports, grants, etc, and research information, prepare charts and illustrations, compute and tabulate data, and prepare summaries. Typically requires High School diploma or higher plus three years of related work experience or an equivalent combination of education and experience. Associate's degree preferred. The requirements of the job include being able to function resourcefully, independently, efficiently and effectively in a fast-paced research environment. The ability to work closely and effectively with faculty and graduate students, excellent interpersonal and professional communications skills, as well as a strong appreciation for working with diverse audiences required. Candidate must have strong organizational and problem-solving skills and be a self-starter. Experience with Apple/Macintosh systems, IBIS, FIT, Microsoft Office (Outlook, Word, PowerPoint, and Excel) and database experience preferred. Willingness to assist with technical applications is preferred. This is a fixed-term appointment funded for one year from date of hire with good possibility of re-funding.
35803	BK	Head Men's Soccer Coach	Penn State Berks	BERKS	Athletics			1/13/2012	1/19/2012				Penn State Berks invites applications for the job of part-time Head Men's Soccer Coach. Penn State Berks is an NCAA Division III institution and a member of the North Eastern Athletic Conference. Please visit www.psuberksathletics.com for more information about the athletics and recreation program. The Head Men's Soccer Coach will be responsible for all aspects of the men's soccer program, including but not limited to recruiting and coaching during practice and competition, and will report to the Director of Athletics. A Bachelor's degree, previous coaching experience, and afternoon and weekend availability for practice and competition are required. Interested individuals should submit a letter of application, resume, and three references to Lisa Deibler, Director of Athletics, Penn State Berks, P.O. Box 7009, Reading, PA 19610 or lkd13@psu.edu.

35808	MA	Instructor of Occupational Therapy and Campus Fieldwork Coordinator	Vice President for Commonwealth Campuses	VP FOR COMMONWEALTH CAMPUSES	HDFS			1/13/2012	4/30/2012				Penn State Mont Alto invites applications for a faculty position, Instructor of Occupational Therapy and Campus Fieldwork Coordinator (fixed-term, multi-year appointment, 36 weeks) to begin May 1, 2012 or as negotiated. Responsibilities: Teach assigned courses in the associate degree program for Occupational Therapy Assistant (OTA) using traditional and hybrid delivery methods. Teaching assignments may require teaching day, evening and/or Saturday classes as needed. As Campus Fieldwork Coordinator oversee all aspects of both Level I and Level II fieldwork selection and placement; establish new fieldwork sites; provide consultation to clinical educators; provide support and intervention as needed to clinical educators and students during fieldwork; provide evaluation and recommendations for continued use of each fieldwork site; comply with all Penn State policies and ACOTE standards. Participate in professional organizations. Participate in course development, curriculum matters, program assessment, and program development. Advise students and provide career guidance. Participate in campus, college, university, and community service activities. Engage in activities to stay current in the discipline. Qualifications: A Master's Degree in Occupational Therapy or appropriate related field is required. The applicant currently must hold and maintain NBCOT credentials as an Occupational Therapist (OT) or Occupational Therapy Assistant (OTA), and must hold or be eligible to hold a Pennsylvania state license (for details, click on "Licensure Information" at http://www.dos.state.pa.us/portal/server.pt/community/state_board_of_occupational_therapy/12516). Practitioners with a minimum of five years combined clinical experience in physical disabilities and pediatrics practice will be given priority consideration. Prior experience in higher education and fieldwork supervision is a plus but is not required. Interest in active and collaborative learning, the instructional use of technology, and hybrid and online teaching is an advantage. Prior college level and online teaching experience is preferred. Enthusiasm for working in a multidisciplinary environment is important. Campus Information: The Pennsylvania State University is a multi-campus public land-grant university that improves the lives of the people of Pennsylvania, the nation, and the world. Our instructional mission includes undergraduate, graduate, and continuing and distance education informed by scholarship and research. Our research, scholarship, and creative activities promote human and economic development through the expansion of knowledge and its applications in the natural and applied sciences, social sciences, arts, humanities, and the professions. Penn State Mont Alto is one of more than 20 Penn State campuses statewide. It is a student-centered campus of approximately 1200 students; about 75% are adult learners and about 60% are commuters. The campus is located in south central Pennsylvania on a tract of land beside the Michaux State Forest within easy driving distance of Gettysburg and Chambersburg, Pennsylvania. The coursework for the first two years at more than 160 Penn State baccalaureate majors is offered, as well as 6 baccalaureate degrees and 8 associate degrees, including Occupational Therapy Assistant. Students and faculty at Penn State Mont Alto have all of the resources of a major research university at their disposal, but in a small college atmosphere. Class sizes are small and the student/faculty ratio is low, so students can receive much individual attention. Our faculty members are committed to providing a high-quality educational experience to their students and are actively engaged in research. Our students receive a world-class education delivered in a small campus setting. For more information about the campus, visit http://www.mat.psu.edu. For more information about Penn State, visit http://www.psu.edu . Application: To apply submit a letter of application and curriculum vitae. Applications should be submitted as a Microsoft WORD or PDF file to research@psu.edu. Finalists will be asked to provide a list of references. Inquiries: Dr. Michael A. Boncheski, Director of Academic Affairs, Penn State Mont Alto. E-mail: mab10@psu.edu. Telephone: (717) 749 6053. Closing Date: Application review begins March 1, 2012 and continues until a suitable candidate is found.
35818	UP	Information Technology Support Specialist	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Information Systems and Services (ISS)	1/18/2012	1/24/2012	1/27/2012	2/2/2012				Provide consultative and specialized assistance to faculty, staff, and students in the use of computer hardware and software for the College of Health and Human Development. Provide help desk support for users in a mixed operating system environment (90% Windows, 10% Macintosh) with a strong focus on phone and/or remote support. Identify, prioritize, and resolve hardware, software, network and printing problems. Review, evaluate, and test hardware and software. Provide connectivity to network through static and DHCP assignment of IP addresses. Build system images for deployment on new and existing computers. Assist in creation and administration of departmental user accounts. This job will be filled as a level 1 or level 2, depending upon the successful candidate's education and experience. Typically requires High School diploma or higher or an equivalent combination of education and experience for a level 1. Additional experience and/or education and competencies are required for higher level jobs. Must have knowledge of and experience with providing remote support using telephone, e-mail, chat, and common remote support tools (Remote Desktop, Dameware, Adobe Connect), Microsoft Windows XP/7, Mac OS X, Microsoft Office, and TCP/IP networks. Experience with Active Directory, Cisco VPN, Acronis TruImage, Sysprep, and statistical packages such as SAS & SPSS are a plus. Excellent interpersonal and communications skills are necessary, as is the ability to work well both independently and with a team. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

35833	UP	Instructor of Biobehavioral Health	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Biobehavioral Health (BBH)			1/25/2012	4/15/2012				The Department of Biobehavioral Health (http://bbh.hhdev.psu.edu), in the College of Health and Human Development, at The Pennsylvania State University invites applications for a one-year fixed-term non-tenure track faculty position at the rank of Instructor. This is a full-time appointment with excellent benefits. There is a strong possibility of reappointment in subsequent years contingent upon funding for the position. The primary responsibilities for this position will be teaching undergraduate courses in the Department. (See http://bbh.hhdev.psu.edu/undergrads/coursellsting.asp for course listings.) The expected course teaching load for this position is 3 courses for Fall semester and 3 courses for Spring semester. Additional opportunities for paid teaching during summer sessions are available. The Department of Biobehavioral Health (BBH) is an interdisciplinary academic unit within the College of Health and Human Development. (http://www.hhdev.psu.edu/) We seek candidates with an earned Doctorate Degree in Biobehavioral Health or related field. The successful candidate will have demonstrated evidence of interest in, and commitment to, behavioral health with strong training on the examination of health in an integrated way, by taking into account the many different factors—biological, behavioral, social, cultural, and environmental—that influence health throughout the life span. The successful candidate also will have experience teaching college or university level undergraduate courses and have taught (or be able to teach) a variety of courses similar to those
35901	UP	Administrative Support Coordinator	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	School of Hospitality Management	2/1/2012	2/7/2012						Responsible to the school director for managing the daily operations of the department. Hire, supervise, train and evaluate support staff. Oversee operational and administrative processes and monitor deadlines. Review office workflow and procedures to evaluate and improve the efficiency and effectiveness of administrative support operations. Coordinate the collection and analysis of data for various reports and in support of the School's strategic planning process. Handle confidential materials related to salaries, recruitment of faculty, budget, foreign national paperwork, etc. Serve as facilitator between School of Hospitality Management and Housing and Foodservice/Hospitality Services. Provide staff support for departmental committees. Responsibilities may include coordinating promotion and tenure document preparation, sabbatical leave requests, and international programs; preparing and processing human resources forms for new and existing employees; and/or serving as facilities contact for building, office move coordination, and technology. This job will be filled as a level 4 or level 5, depending upon the successful candidate's education and experience. Typically requires an Associate's degree or higher plus four years of related experience or equivalent combination of education and experience for a level 4. Additional experience and/or education and competencies are required for higher level jobs. The successful candidate must have excellent communication (both written and verbal), organizational and problem solving skills. Candidates with demonstrated supervisory or management experience are encouraged to apply. Thorough knowledge of University policies and procedures relating to academic administration, financial, and human resources preferred. Experience with eSteward, ISIS, IBIS, EASIS, EIS, FIT, SIMS, ERS and Data Warehouse is desired. Candidate must be able to act independently and as a member of a management team and be able to handle sensitive human resource issues with absolute confidentiality.
35916	UP	Assistant Coach 3	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Women's Volleyball	2/1/2012	2/7/2012	2/10/2012	2/16/2012				Responsible to the Head Coach for performing or assisting with a wide variety of administrative and coaching duties in order to accomplish the goals and objectives of the team, Intercollegiate Athletics and the University. This job will be filled as a level 3 or level 4, depending upon the successful candidate's education and experience. Typically requires a Bachelor's degree or higher plus two years of related experience or an equivalent combination of education and experience for a level 3. Additional experience and/or education and competencies are required for higher level jobs. Playing/coaching experience at the collegiate level preferred.

35926	UP	Research Project Manager	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Center for Health Care and Policy Research	2/1/2012	2/7/2012	2/10/2012	2/16/2012				The Family and Child Well-Being Project at The Pennsylvania State University is seeking a qualified candidate to manage nutrition education and health research projects in Pennsylvania. The candidate must have previous program management experience, and be willing to work primarily in Dauphin, Lancaster and York Counties in PA for the duration of employment. Projects may be added in other PA locations as well. Duties will include managing the implementation of nutrition education programs and other projects, along with being responsible for recruiting, training and managing program staff, maintaining correspondence with families, assessing needs and facilitating relationships with community partners and officials. Will serve as a community resource, provide training programs and oversight, and communicate with community partners and directors. This job will be filled as a level 1 or level 2, depending upon the successful candidate's education and experience. Typically requires a Bachelor's degree or higher in Human Services or Health Sciences, plus two years of related experience or an equivalent combination of education and experience for a level 1. Additional experience and/or education and competencies are required for higher level jobs. Master's degree and additional experience preferred. The strongest candidates will be familiar with Dauphin and Lancaster Counties, and will have solid ties/relationships with the community and community members. The Project seeks a candidate who is self-motivated, detail-oriented, responsible, great with communication, and able to multi-task, as the projects are varied. The job requires a considerable amount of travel. This is a fixed-term appointment funded for one year from date of hire.
35933	UP	Application Support Assistant	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Pennsylvania Nutrition Education Tracks			2/3/2012	2/9/2012	2/10/2012	2/16/2012		Pennsylvania Nutrition Education Tracks is looking for a qualified individual to provide technical support to users of an online reporting system and to assist in system development and software testing efforts. Ideal candidate will have a Bachelor's degree in an IT-related field, advanced skills in Excel (e.g., sorting and grouping data, formulas, macros, flow charting, etc.), and an understanding of relational databases and usability standards. Strong organizational and interpersonal skills are required. This job is part-time (20 hours per week) with flexible scheduling. It will begin in March 2012 and run for at least 6-12 months. Qualified candidates should send cover letter, resume, names and address of three references and wage requirements to Mary Montminy, Health Informatics Analyst, Pennsylvania Nutrition Tracks, 135 E. Nittany Ave, Suite 405, State College, PA 16801 or e-mail to mem52@psu.edu
35935	UP	Assistant Professor of Education (Social Studies Education)	College of Education	EDUCATION	Curriculum & Instruction			2/1/2012	3/1/2012				The Pennsylvania State University is actively searching for a new tenure track faculty colleague to join its Social Studies Education faculty. The Department of Curriculum & Instruction in the College of Education seeks applications from individuals with scholarly interests and expertise in middle-grades and/or elementary social studies education for an appointment at the Assistant Professor level. This position offers opportunities to contribute to the development of high-quality scholarship and programs in social studies education in undergraduate and graduate programs. At Penn State, the elementary and middle-grade teacher education program is organized into the Childhood and Early Adolescent Education (CEAED) major for students pursuing certification in either Pre-Kindergarten (PK)-4 or 4-8 grades. At the 4-8 level, students can pursue an emphasis in social studies education. At both levels, students take a course on social studies teaching methods, the primary undergraduate teaching expectation for this appointment. Search no. 012-54. More detailed position information and application procedures can be found at http://www.ed.psu.edu/educ/employment.

35952	UP	Administrative Support Assistant 2	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Pennsylvania Nutrition Education Tracks	2/8/2012	2/14/2012	2/17/2012	2/23/2012				Pennsylvania Nutrition Education Tracks, a state and federally funded program that provides nutrition education to Supplemental Nutrition Assistance Program eligible audiences, is seeking an Administrative Support Assistant. Responsibilities include, but are not limited to, handling office communication and correspondence; managing program documents; arranging meetings and conference calls; assisting staff with travel arrangements; and coordinating all general office activities, including maintaining office supplies and overseeing office facilities and equipment. Excellent interpersonal, organizational and telephone skills required. The successful candidate must be attentive to detail and proactive in planning and solving problems. Knowledge of Microsoft Office preferred. Typically requires High School diploma or higher plus one year of related experience or an equivalent combination of education and experience. Associate's degree in a technical or administrative program preferred. This is a fixed-term appointment funded through September 30, 2012 with good possibility of re-funding.
35972	UP	Administrative Support Coordinator 2	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Health Policy and Administration	2/8/2012	2/14/2012	2/17/2012	2/23/2012				Responsible for providing administrative and staff support for the World Campus MHA (graduate online program). Will report to the Executive Director. Responsibilities include handling confidential materials related to salaries, recruitment, budget, marketing materials, travel, facilities, and oversight of day-to-day operations of the WC MHA program. Other duties include coordinating correspondence with students and faculty; creating and maintaining files, databases and records; providing support to the director, program faculty, staff, and students by gathering information and preparing reports. Prepare and process course materials, SRTEs, and student profiles. Provide support for WC MHA committee, including minutes and scheduling. Provide support for travel (recruitment, conference attendance, etc.), student orientation and face-to-face sessions, and other events. May assist with maintaining program, event, and project budgets, monitoring expend tures, reconciling budgets for travel and expense, preparing and processing business forms and payroll expenditures, and assisting with other budget-related duties. Assist with preparation of informational materials, brochures, presentations and manuscripts. Assist with ad hoc projects such as program accreditation, faculty and staff searches, faculty and staff training and development (such as collaboration with World Campus faculty development staff). Answer phones, greet visitors, and respond to questions or refer. Typically requires High School diploma or higher in a technical or administrative program, plus two years of related experience or an equivalent combination of education and experience. General knowledge of the health care field, and proficiency with MS Office, and ISIS/IBIS preferred. Candidates must possess excellent organizational and interpersonal skills, demonstrate commitment to teamwork, and be able to handle multiple tasks. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
35978	UP	Cocurricular Programs Manager	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Health Policy and Administration	2/8/2012	2/14/2012	2/17/2012	2/23/2012				for a full-time job to serve as the "Program Coordinator and Student Adviser" for the World Campus (on-line) Master's of Health Administration (WC MHA) graduate program. Primary responsibilities will be to serve as the student adviser and the liaison between the program and students, provide curricular and career advice to the students, assist the Executive Director with planning and implementation of residency requirements/initiatives, and related events, and monitor enrollment levels and revenue distributions. Additional responsibilities include working with the Executive Director and other program staff to oversee the day-to-day operations of the World Campus MHA. Tasks include working with World Campus marketing and admissions staff to support students through the admissions process, assisting the Executive Director with response to student needs and faculty/instructor feedback and coordination. The individual in this role will serve as a key information resource for students and applicants on questions related to the value of the MHA degree for their professional development and career enhancement. Other responsibilities include representing the World Campus MHA program at student recruitment and advising functions, some conference travel may be required, amounting to a total of one to two weeks a year. Knowledge of the United States healthcare system, stakeholders

35996	UP	Research Technologist	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Center for Health Care and Policy Research	2/15/2012	2/21/2012	2/17/2012	2/23/2012	3/15/2012	3/29/2012		The Center for Health Care and Policy Research is seeking candidates for a staff research job as the Qualitative Team Manager for a team conducting an evaluation of Aligning Forces for Quality, a national health care change initiative funded by the Robert Wood Johnson Foundation. The duties of the job include: managing a complex and large set of qualitative data; developing qualitative data collection instruments and data processing methods; communicating with community stakeholders to coordinate the collection of data; supervising full- and part-time project staff; developing and overseeing the implementation of projects and activities of both undergraduate and graduate students working with qualitative data; maintaining documentation related to the qualitative data and approaches taken; and assisting project teams in the development of research products. Some travel may be required. This job will be filled as a level 3, level 4, or level 5, depending upon the successful candidate's education, relevant experience and competencies. Typically requires a Bachelor's degree or higher (Master's degree preferred) plus seven years of related experience or an equivalent combination of training and experience for a level 3. Additional experience and/or education and competencies are required for higher level jobs. Experience and training in social science research and qualitative research methods is required and knowledge of the U.S. health care system and evaluation research are preferred. The successful candidate should be a self-starter and have highly-developed organizational, information-processing, and verbal communication skills, possess an understanding of qualitative research in the social sciences, have demonstrated success in the management of people and processes, and have excellent attention to detail and deadlines. Strong writing skills are a plus. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. The successful candidate will work from CHCPR's office located on Penn State's main campus in University Park, Pennsylvania. Relocation costs are not reimbursable for this job.
36001	UP	Instructor, World Campus Master of Health Administration Program	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Health Policy and Administration			2/15/2012	7/2/2012				The Department of Health Policy and Administration (HPA), in the College of Health and Human Development at The Pennsylvania State University invites applications for a full-time, 48 week, non-tenure-track instructor, beginning on or before July 1, 2012, to support our Master of Health Administration (MHA) program to be delivered through Penn State's World Campus. Primary responsibilities include developing, designing and teaching graduate courses in health care management, finance and/or marketing and strategy to be delivered online. Other responsibilities may include assisting with short-term residency components of the program and other related initiatives. This faculty position will support a new hybrid integrative initiative designed to expand our current traditional MHA program by providing health care professionals and executives with the opportunity to enroll in and earn a graduate level degree at a top University through innovative electronic online technology methods and residential learning experiences. This program allows students to continue working without interruption and to obtain their degree while located anywhere worldwide. Additional information about the program and courses can be found at: http://www.worldcampus.psu.edu/degrees-and-certificates/health-policy-and-administration-masters/overview. Candidates must hold a Master's degree (Doctorate degree preferred) in Health Policy and Administration or a related health care field, and have a strong interest in online teaching and graduate education for working professionals. Preference will be given to candidates with teaching experience and/or related work experience in health care. Candidates must have expertise to contribute to the development of new or existing courses which will be appropriate for web-based delivery. This fixed-term appointment is for one year with excellent possibility for reappointment, pending continuing need. Salary is commensurate with experience. Review of applications will begin immediately and will continue until a suitable candidate is identified. To Apply, send application letter (indicating specific course(s) interested in teaching), curriculum vitae, and the names of three professional references (with complete contact information, including mailing address, telephone number, and e-mail) to Patricia Corbett Hamel, Department of Health Policy and Administration, The Pennsylvania State University, 504 Ford Building, University Park, PA 16802 or via e-mail to: pac9@psu.edu. Telephone: (814) 863-5421. Penn State is committed to affirmative action, equal opportunity and the diversity of its workforce.

36030	UP	Instructor (Physical and Health Education Teacher Education)	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Kinesiology			2/17/2012	3/8/2012	3/15/2012	4/30/2012		The Department of Kinesiology in the College of Health and Human Development at The Pennsylvania State University anticipates an opening for an Instructor in the Physical and Health Education Teacher Education (PHETE) option for academic year 2012-2013. This is a full-time non- tenure-tack position. The primary responsibilities will involve teaching undergraduate courses related to K-12 physical education. Qualified applicants will have completed a Master's degree and/or Doctorate and have several years teaching experience in elementary, middle and/or high school physical education. Salary is negotiable. If interested, please send a brief resume with a cover letter or direct your questions to: Tiffany Mayhew, Assistant to the Department Head, Department of Kinesiology, 275 Recreation Building, The Pennsylvania State University, University Park, PA 16802 Email: tlm35@psu.edu Phone: 814-863-1163
36044	MK	Education Program Assistant 3	Penn State Greater Allegheny	PENN STATE GREATER ALLEGHENY	Vocational Education Department	2/22/2012	2/28/2012	3/1/2012	3/8/2012				Organize and manage statewide meetings and activities including preparatory arrangements, on-site coordination and follow-up activities. Specific duties include: facility arrangements, materials preparation, participant registration, communications with speakers and participants, evaluation support and reporting. Prepare and type correspondence and educational materials. The successful candidate will be able to manage several tasks simultaneously and work with confidential documents; demonstrate attention to detail, excellent organization and communication skills, customer service, ability to work in a team environment, but also take initiative and be self-motivated. Answer phone calls and provide information or refer and greet educators at conferences and meetings. Typically requires an Associate's degree or higher (Bachelor's degree preferred) plus five years of related experience or an equivalent combination of education and experience. Skills in Microsoft Office are required, as well as document editing experience and ability to construct tables, graphs and charts. Should be competent in Web-based communications such as Adobe Connect, wikis, and blogs. The successful candidate will have strong problem solving, communication and coordination skills. Knowledge of career and technical education and workforce development is preferred. Some in-state travel is required. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
36096	WB	Assistant Men's Soccer Coach	Penn State Wilkes-Barre	PENN STATE WILKES-BARRE	Athletics			2/24/2012	3/1/2012	5/25/2012	5/31/2012		This position reports directly to the Head Men's Soccer Coach and Director of Athletics. The qualified person will assist with: planning and directing team during all practices and contests; recruiting academically and athletically qualified student-athletes; emphasizing academic success to student-athletes; and promoting the soccer program. Evening and weekend hours will be required for practices/games. Bachelor's degree preferred and successful coaching and/or playing experience is required. Candidate must be at least 25 years old and capable of driving a 15 passenger van. Please submit cover letter, resume, and name/contact info of three professional references to bds23@psu.edu or Brian D. Stanchak, Director of Athletics, Penn State Wilkes-Barre, Old Route 115, PO Box PSU, Lehman, PA 18627. The review of applications will begin immediately and will continue until the job is filled.

36101	HN	Women's Volleyball Coach	Penn State Hazleton	PENN STATE HAZLETON	Student Services - Athletic Department			2/24/2012	3/1/2012				Penn State Hazleton has an immediate part-time opening for a Head Women's Volleyball Coach. Responsibilities of this job include recruitment and retention of student players. Coach, schedule and supervise practices, games, and contest preparations. Supervise team players during travel to games and special events. Monitor academic performance of team members and ensure academic standards for student participation. Identify equipment needs, supplies, and monitor volleyball budget expenses. Support public relations events and publicity involving the volleyball program. Requires flexible work schedule in order to accommodate travel for away game departures. Previous coaching experience at a college level is preferred. To apply, please send cover letter and resume to The Pennsylvania State University, Office of Human Resources, 76 University Drive, Hazleton, PA 18202.
36110	UP	Academic Adviser 2	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Human Development and Family Studies			2/29/2012	3/6/2012				The Department of Human Development and Family Studies seeks candidates for an Academic Adviser to work with undergraduate students who are in or seeking admittance to the Human Development and Family Studies major. Responsibilities include serving as primary adviser on academic procedures, degree requirements, and courses for pre-major students. Interview and counsel students requesting change of major, and reinstatement or re-enrollment to the major. Assist with: providing programs for students transferring to University Park from other campus locations; undergraduate student organization functions; and University recruitment activities (e.g., Majors Night). Serve as department liaison between University Park and World Campus. Provide individual consultation for prospective students. Work closely with advising colleagues in the department on issues relevant to students and to facilitate coordinated coverage of advising-related services. Assist with orientation for new and continuing faculty regarding University advising policies and procedures. Consult with faculty regarding courses, degree requirements, and issues related to students. Typically requires a Master's degree or higher in an area related to HDFS, counseling, or other related fields, plus one year of experience or an equivalent combination of education and experience. Additional effective academic advising experience preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
36111	UP	Assistant Coach 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Field Hockey			2/29/2012	3/6/2012				Responsible to the Head Coach for performing or assisting with a wide variety of coaching duties in order to accomplish the goals and objectives of the team. Duties include, but are not limited to the following: Identify, recruit, coach and develop high level athletes for the program. Organize official and unofficial visits and walk-on try outs. Assist with practice and game preparations and planning travel itineraries. Typically requires a Bachelor's degree or higher plus one year of related experience or an equivalent combination of education and experience. Recent high level coaching and/or playing experience, goalkeeping coaching experience and game breaker or video analysis preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

36133	UP	Postdoctural Fellowship in Aging and Health	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Center for Healthy Aging			3/1/2012	3/14/2012				The Pennsylvania State University's Center for Healthy Aging (http://healthyaging.psu.edu/) invites applications for a postdoctoral fellow to help carry out NIH-funded studies of daily stress and chronic illness in midlife and older adulthood. This is an opportunity for an emerging scholar to engage with a productive team of investigators who use intensive longitudinal methods (e.g., ecological momentary assessment and longitudinal panel studies) to examine individual and dyadic processes in adult health and development. Primary responsibilities will include data management and analysis; preparation of manuscripts, grant proposals, and conference presentations; and participation in interdisciplinary research groups that design new studies. The fellow will have opportunities to publish, and access to exceptional resources to facilitate his or her independent research. Qualified individuals will have a Ph.D. in the social, behavioral or health sciences; relevant research experience; strong statistical and writing skills; and the capacity to work closely with others. The appointment will be for one year, with likely funding for at least one additional year depending on productivity. The position provides salary and benefits consistent with those for NIH postdoctoral fellows. To apply, please send (1) a letter of application indicating research interests, career goals, and experience; (2) a curriculum vita; and (3) three letters of professional reference to Ann Shuey, Center for Healthy Aging, 118 Henderson Building, The Pennsylvania State University, University Park, PA 16802. Review of applications will begin immediately and continue until the position is filled. This post-doctoral position is scheduled to begin in June 2012. For more information, please contact Martin Sliwinski (mjs56@psu.edu) or Lynn Martire (lmm51@psu.edu).
36149	UP	Research Associate	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Prevention Research Center			3/5/2012	6/30/2012				The Alcohol and Skin Cancers Project Laboratory at The Pennsylvania State University has an opening for a full-time faculty research associate to contribute to existing and developing grant program activities. We seek a Ph.D. level scientist who will carry out responsibilities related to the running of NIH-funded grants awarded to the Laboratory, including assisting with data analyses and report preparation, managing and supervising staff (professional, doctoral and undergraduate students), and assisting with all pre- and post-award activities for the multiple grants and contracts awarded to the lab. The Alcohol and Skin Cancer Projects Laboratory is part of a joint collaboration between The Prevention Research Center and the Penn State Department of Biobehavioral Health and has two lines of inquiry. Our first focus is the design and evaluation of peer, parent, and feedback interventions to help reduce risky drinking among college students and other emerging adults. The second line of inquiry involves prevention of skin cancer among both adolescents and adults. The ideal candidate will have strong written, verbal, and quantitative skills and be familiar with the evaluation and design of intervention studies, longitudinal data analysis, and person-centered approaches such as finite mixture models and latent class analysis. Requires a Ph.D. in social, behavioral or health sciences or public health; a demonstrated interest in research on alcohol and other substance use, or cancer prevention is a plus. The position is for one year, with excellent possibility of re-funding. Competitive salary and benefits are associated with this position. To apply, send letter of application indicating research interests and experience, a curriculum vita, and three letters of professional reference to: Michael J. Cleveland, Ph.D., Research Associate, The Prevention Research Center, The Pennsylvania State University, 204 E. Calder Way, Suite 208, State College, PA 16801. Review of applications will begin immediately and continue until the position is filled. For more information, visit the Alcohol and Skin Cancer Projects website at http://bbh.hhdev.psu.edu/lab/prcasp or contact Dr. Cleveland by phone: 814-865-0568; or email: mcleveland@psu.edu

36155	UP	Innovation Consultant	College of Education	EDUCATION	Krause Innovation Studio			3/2/2012	12/31/2099	4/20/2012	4/26/2012		Innovation Consultants needed for the 2012 Fall Semester. The job(s) of Innovation Consultant provides undergraduate students with the opportunity to gain valuable experience in supporting others around innovative technology-supported pedagogy. The Innovation Consultant is responsible for assisting others in using the equipment in the Krause Innovation Studio in Chambers Building. Evidence of excellent problem solving skills, strong attention to detail and consistency, verbal communication skills, and organizational and interpersonal skills are essential. Education or a related discipline and/or a demonstrated ability to work with educational technology is preferred. Flexible scheduling around classes is included with a starting salary of $8.00 per hour. Innovation Consultants will be scheduled to work between 4:00 p.m. - 11:00 p.m. Monday through Thursday and 6:00 p.m. - 11:00 p.m. on Sunday. Hours will vary depending on availability. Responsibilities will be to assist others in using the equipment in the Krause Innovation Studio. This includes projectors, bright links (i.e. smartboard), and other technology resources. Consultants may have the opportunity to participate in the intellectual work of the studio; including papers, reports, and/or Krause Innovation Studio blog. We are currently hiring Consultants for the 2012 Fall Semester. Candidates should submit a letter of application documenting their qualifications, a current resume, and at least three names with e-mail addresses and telephone numbers of references. Please send these materials electronically to the Research Technologist of the Krause Innovation Studio, Michael Rook at mrook@psu.edu.
36167	UP	Preschool Teacher	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Human Development and Family Studies, Bennett Family Center			3/7/2012	4/9/2012				Responsible for coordinating and implementing curriculum in an early childhood setting as part of a teaching team. Ensure a safe and supportive classroom (children ages 6 weeks to 3 years) environment, establishing relationships with children and encouraging their growth and development while also maintaining good communication with parents. Provide University students with supervision and feedback. Will be part of the child care classroom team serving as a teacher or lead teacher. This job will be filled as a level 2, or level 3, depending upon the successful candidate's competencies, education, and experience. Typically requires a Bachelor's degree or higher plus one year of related experience, or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. State Police and Department of Welfare Abuse Clearances required including FBI fingerprinting. This job is available at the Bennett Family Center; a 4 STAR, NAEYC accredited childcare program. This is a fixed-term appointment funded for one year from date of hire with good possibility of re-funding.

36199	DE	Assistant Professor of HDFS	Vice President for Commonwealth Campuses	VP FOR COMMONWEALTH CAMPUSES	HDFS			3/9/2012	5/31/2012				Penn State Brandywine invites applications for the position of Assistant Professor of Human Development and Family Studies (tenure-track 35-weeks). Start August 2012, or as negotiated. Responsibilities: Teach undergraduate courses in human development and family studies(9 credits each semester) at both the lower and upper division levels using traditional and hybrid delivery modes. Teaching assignments may require teaching day, evening and/or Saturday classes as needed. Develop and sustain a program of research and a record of scholarly publications. Participate in professional organizations. Advise undergraduate students and provide career guidance. Participate in course, curriculum, and program development and campus, university, and community service activities. Qualifications: Ph.D. in Human Development and Family Studies or related discipline. The area of specialization is open. Preference will be given to applicants whose research and teaching interests focus on interpersonal or intercultural communications and relationships within peer, family, or community contexts. An emphasis on issues of diversity (gender, ethnicity, ability) is a plus. Evidence of potential in research and publication is expected. Commitment to high-quality instruction in a student-centered environment, and ability to engage students in research is expected. Interest in active and collaborative learning, the instructional use of technology, and hybrid and online teaching is an advantage. Prior college-level and online teaching experience preferred. Enthusiasm for working in a multidisciplinary environment is important. Campus Information: Penn State Brandywine shares in the University's international reputation for excellence in teaching, research, and service. It is a small, suburban, undergraduate campus located on 90 acres on the western side of the greater Philadelphia region, and enrolls approximately 1700 students. Students and faculty at Penn State Brandywine have all of the resources of a major research university at their disposal, but in a small college atmosphere. Our students receive a world-class education delivered in a small campus setting. Penn State Brandywine offers the first two years of study for most of Penn State's more than 160 degree programs. In addition students may enroll on campus in thirteen baccalaureate degrees, including the B.S. in Human Development and Family Studies, and three associate's degrees. For more information about the campus, visit http://www.psu.edu/dw/empoll.html. Application: To apply submit a letter of application and curriculum vitae. Applications should be submitted as a Microsoft WORD or PDF file to cesearch@psu.edu. Finalists will be asked to provide a list of references. Inquiries: Dr. Paul F. deGategno Director of Academic Affairs, Penn State Brandywine E-mail: pjd15@psu.edu. Telephone: (610-892-1411). Closing Date: Application review begins April 16, 2012 and continues until a suitable candidate is found.
36267	UP	Graduate Assistant	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Sports Medicine and Athletic Training			3/16/2012	5/31/2012				The Pennsylvania State University Sports Medicine Department is seeking highly motivated students interested in pursuing a Master's degree through the Department of Kinesiology at the University Park Campus. Currently there are four[4] graduate assistant positions available starting in the fall of 2012. Each position will continue until completion of graduate degree as long as previous years requirements are met. Clinical Assignments will be based on the staffing demands of the varsity sports and recreational programs offered through Intercollegiate Athletics. The assistantships are ten month assignments, with full tuition waiver and a yearly stipend of $13,500. Candidates must be NATABOC certified and eligible for Athletic Training License in the Commonwealth of Pennsylvania. Specific Requirements: B.S. or B.A. Degree; Regular Admission to the Penn State University Graduate School and the Department of Kinesiology Graduate Program. NATABOC Certified Athletic Trainer and eligible for Athletic Training License in the Commonwealth of Pennsylvania. Applicants should have GRE scores (Verbal & Quantitative) each in excess of the 50th percentile; and a minimum undergraduate GPA of a 3.0. All applications are considered independently. To apply for the position, submit Cover Letter, Resume and a minimum of 3 References to Tim Bream, Director of Athletic Training Services, Head Athletic Trainer, 109 Lasch Football Building,University Park, PA 16802,(814) 863-0773 or email htb2@psu.edu. For more information on graduate school and Kinesiology Graduate Program admissions, please visit their website, www.hhdev.psu.edu/kines/grad/index.html

36276	UP	Athletic Trainer 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Sports Medicine - Athletic Training			3/19/2012	12/31/2099				Responsible for coordination and delivery of Athletic Training and sports medicine services for assigned student-athletes. Perform assessments and provide initial care for athletic injuries. Coordinate rehabilitation with team physicians. Design therapeutic intervention and establish individual exercise programs for specific conditions. Prepare student athletes for practices and games, apply taping, special padding and bracing techniques. Supervise athletic training students (must be ACI eligible). Handle treatment scheduling, oversee medical records, maintain/update rehabilitation progress reports and report injuries to SIMS/NCAA Data Systems (ensure HIPAA compliance). Maintain athletic training facility and inventory of equipment and supplies. Participate in meetings, athletic clinics, and camps. Specific sport assignment(s) made upon successful interview and evaluation process. Typically requires a Bachelor's degree or higher plus two years of related experience, or an equivalent combination of education and experience. Current B.O.C. Certified Athletic Trainer in good standing and eligible for Athletic Trainer Certification within the Commonwealth of Pennsylvania required. Certified Health Care Provider (CPR/AED) required. Physical effort required for practice/game preparation and positioning athlete's body during emergency care management and rehabilitation. This is a fixed-term appointment funded through June 30, 2013 with excellent possibility of re-funding
36285	AA	Research Project Assistants for Delirium/Dementia Study	School of Nursing	HEALTH & HUMAN DEVELOPMENT				3/20/2012	4/16/2012				The Early Nurse Detection of Delirium Superimposed on Dementia (END DSD) Study and The School of Nursing seek candidates for several part-time positions to work on a National Institutes of Health funded research project that is ongoing until 2015. The jobs involve working with hospitalized older adults, and include subject recruitment and screening, daily patient assessments and medical record audits. Candidates must be flexible, organized and detail oriented. Requirements depend upon the position. We seek candidates with a health-related background, RNs, LPNs and individuals who wish to assist with a research study. Online, in-house and onsite training will be provided. Hours of work will vary and depend upon the number of subjects enrolled in the study. or additional information and to apply, contact Jane McDowell (END DSD Study) at 814-865-4526 or email: jam94@psu.edu.
36285	AA	Research Project Assistants for Delirium/Dementia Study	School of Nursing	HEALTH & HUMAN DEVELOPMENT				3/20/2012	4/16/2012				The Early Nurse Detection of Delirium Superimposed on Dementia (END DSD) Study and The School of Nursing seek candidates for several part-time positions to work on a National Institutes of Health funded research project that is ongoing until 2015. The jobs involve working with hospitalized older adults, and include subject recruitment and screening, daily patient assessments and medical record audits. Candidates must be flexible, organized and detail oriented. Requirements depend upon the position. We seek candidates with a health-related background, RNs, LPNs and individuals who wish to assist with a research study. Online, in-house and onsite training will be provided. Hours of work will vary and depend upon the number of subjects enrolled in the study. or additional information and to apply, contact Jane McDowell (END DSD Study) at 814-865-4526 or email: jam94@psu.edu.

36300	UP	Information Technology Support Specialist	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Office of the Dean, Information Systems and Services			3/22/2012	3/28/2012				The College of Health and Human Development seeks candidates for an IT Support Specialist. This job will require providing first line technical support to administrators, faculty, staff, and students in the use of computer hardware and software. Primary responsibilities include deploying new systems using common imaging technologies, installing drivers and software packages, physically moving and delivering systems, and identifying and resolving hardware, network, and software problems. Requires High School Diploma (Associate's degree preferred), or an equivalent combination of education and experience. A working knowledge of Windows OS, MS Office, common email clients, basic TCP/IP networking, printers, and computer hardware architecture required. Must have excellent interpersonal, problem solving, and communication skills. Experience with Active Directory, MAC OS, and common imaging packages a plus. This is a part-time job for 25-30 hours per week. To apply, send cover letter and resume to Amy Long, Administrative Support Assistant, The Pennsylvania State University, 203 Henderson Building South, University Park, PA 16802 or e-mail a#18@psu.edu.
36331	UP	Foods Lab Instructor	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Nutritional Sciences			3/28/2012	6/20/2012				The Department of Nutritional Sciences in the College of Health and Human Development at The Pennsylvania State University anticipates an opening for an Instructor in the Foods Lab for academic year 2012-2013. This non-tenure-track position will be filled at 50% to 100% full-time equivalent effort. The primary responsibilities will involve foods lab preparation and teaching six to seven sections of labs associated with two three-credit courses: Nutrition 119, "Elementary Foods" covering basic principles and fundamental processes underlying food preparation for non-nutrition majors only, and Nutrition 120, "Food Preparation" covering the scientific principles of basic food preparation, with an emphasis on the physical and chemical aspects. These are hands on classes with up to 36 students per section. In addition to lab instruction, he/she will coordinate closely with the classroom instructor(s) and supervise the lab assistant. Responsibilities include maintaining food inventory, preparing recipes and baking food, and supervising the cleanup after labs and maintenance of the lab, pantry, and refrigeration equipment. Qualified applicants will have completed a Bachelor's degree or the equivalent in nutrition or a food related field and have several years of work related experience in food preparation, food service or as a chef. Teaching experience and additional education preferred. If interested, please send resume/c.v. with cover letter and list of three professional references (include full contact information for each) or direct your questions to: Julie Brenneman, Administrative Coordinator, Department of Nutritional Sciences, 110 Chandlee Lab, The Pennsylvania State University, University Park, PA 16802 Phone: 814-865-0108. Email: jqk7@psu.edu . Please indicate "Foods Lab Instructor" in the subject line of email correspondence.
36337	UP	Nursing Research Study Assistant (for Philipsburg, PA area)	School of Nursing	HEALTH & HUMAN DEVELOPMENT				3/28/2012	4/20/2012				The RESERVE for Delirium Superimposed on Dementia Study and Penn State's School of Nursing seek candidates for a part-time job to work on a National Institutes of Health funded research project. This job involves working with short-term nursing home residents with dementia and delirium who require rehabilitative services prior to returning home. This position will work in the Philipsburg area. The study will test the effectiveness of certain types of recreational activities designed to reduce confusion in these individuals. This is a five year study which began in February 2011. Candidates must be flexible, organized and detail oriented. We seek candidates with a health related background, preferably RN or LPN. The successful candidate will work with the patient's family while conducting the patient screening process. This job will average 5-10 hours per week. Online, in-house and onsite training will be provided. Hours of work will vary and depend upon the number of subjects enrolled in the study. For additional information and to apply, contact Paula Mulhall (RESERVE DSO Study) at 814-867-4656 or e-mail pmk9@psu.edu. Please indicate "RESERVE DSO – Philipsburg opening" in the subject line of email correspondence.

36338	ST	Nursing Research Study Assistant (for Scranton, PA area)	School of Nursing	HEALTH & HUMAN DEVELOPMENT				3/28/2012	4/20/2012				The RESERVE for Delirium Superimposed on Dementia Study and The School of Nursing at Penn State seek candidates for a part-time job to work on a National Institutes of Health funded research project. This job involves working with short-term nursing home residents with dementia and delirium who require rehabilitative services prior to returning home. This position will work in the Scranton, PA area. The study will test the effectiveness of certain types of recreational activities designed to reduce confusion in these individuals. This is a five year study which began in February 2011. Candidates must be flexible, organized and detail oriented. We seek candidates with a health related background to conduct assessments of subjects. This job is for morning hours (between 9:00 a.m. - 12:00 p.m.) at an average of 5-10 hours per week. Online, in-house and onsite training will be provided. Hours of work will vary and depend upon the number of subjects enrolled in the study. For additional information and to apply, contact Paula Mulhall (RESERVE DSD Study) at 814-867-4656 or email pmk9@psu.edu. Please indicate "RESERVE DSD – Scranton opening" in the subject line of e-mail correspondence.
36338	ST	Nursing Research Study Assistant (for Scranton, PA area)	School of Nursing	HEALTH & HUMAN DEVELOPMENT				3/28/2012	4/20/2012				The RESERVE for Delirium Superimposed on Dementia Study and The School of Nursing at Penn State seek candidates for a part-time job to work on a National Institutes of Health funded research project. This job involves working with short-term nursing home residents with dementia and delirium who require rehabilitative services prior to returning home. This position will work in the Scranton, PA area. The study will test the effectiveness of certain types of recreational activities designed to reduce confusion in these individuals. This is a five year study which began in February 2011. Candidates must be flexible, organized and detail oriented. We seek candidates with a health related background to conduct assessments of subjects. This job is for morning hours (between 9:00 a.m. - 12:00 p.m.) at an average of 5-10 hours per week. Online, in-house and onsite training will be provided. Hours of work will vary and depend upon the number of subjects enrolled in the study. For additional information and to apply, contact Paula Mulhall (RESERVE DSD Study) at 814-867-4656 or email pmk9@psu.edu. Please indicate "RESERVE DSD – Scranton opening" in the subject line of e-mail correspondence.
36345	UP	Athletic Communications Assistant	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Athletic Communications			3/29/2012	12/31/2099				Penn State Intercollegiate Athletics, an equal opportunity employer, is seeking a highly qualified candidate to fill the job of Athletic Communications Assistant. Responsibilities include serving as the primary contact for at least three sports; producing online team record books, game notes, news releases, and feature stories; generating feature content, video and other unique coverage for GoPSUsports.com, the official Website of Penn State Athletics; responding to media requests; staffing home and selected away events; supervising statistical crews and other event support personnel; facilitating social media in line with department goals; other duties as assigned. Requires a Bachelor's degree in journalism, public relations or related field, plus at least one year of work-related experience in communications or public relations. Excellent communication and organizational skills and proficiency in desktop publishing (InDesign) and Photoshop required. Experience with recording and editing video a plus. Requires considerable initiative, creativity and independence. Experience in posting documents with HTML desirable. Experience with statcrew software preferred. This is a fixed-term II appointment that reports to the Associate Director, Athletic Communications, has no benefits and will run from July 1, 2012 through June 30, 2013. For quickest consideration, interested applicants should send a resume, cover letter, and links to any available online samples to Kris Petersen, Associate Director of Athletic Communications at kap18@psu.edu by April 20.

36374	UP	Research Technologist 3	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Nutritional Sciences			4/3/2012	4/9/2012				seeks candidates for a staff job to work on research related to iron status and related studies. Responsibilities will include designing and conducting research projects in the laboratory as well as the field and overseeing the day to day operations of research projects as well as daily operations of the lab. In addition, will collect data, enter, analyze and summarize the findings. Train lab personnel in various protocols/instrumentation and order equipment, maintain budgets along with overseeing lab safety issues. Assist with coordinating travel arrangements and reimbursements and assist in proposal/manuscript writing and grant submission. We seek a self-starter who is highly organized and possesses good verbal and written communication skills. Typically requires a Bachelor's degree or higher plus seven years of related experience, or an equivalent combination of education and experience. Master's degree preferred. A degree in a health related field along with good statistical analysis skills highly desired. This is a fixed-term appointment funded for one year from hire date with good possibility of re-funding. This is an 87.5% full-time equivalent (FTE) job. Will work 35 hours per week to begin. The job has the potential to move to 100% effort (40 hours per week). Full Penn State benefits included
36437	UP	Hospitality Management Instructors	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	School of Hospitality Management			4/10/2012	6/12/2012				The School of Hospitality Management (http://www.hhdev.psu.edu/shm/) at The Pennsylvania State University seeks applicants for two fixed-term faculty instructor openings. Areas of particular need are hotel and restaurant operations, hospitality accounting, and hospitality real estate. Successful candidates will have an earned Master's degree or higher and the potential for teaching excellence. Preference will be given to applicants who have appropriate hospitality industry experience, strong industry links, and who can teach in multiple functional areas. Duties will include teaching, advising, and industry outreach. The Pennsylvania State University is a land-grant research institution with approximately 43,000 students at University Park and 40,000 students at the University's other campus locations. The School of Hospitality Management has approximately 700 undergraduate and 20 graduate students at the University Park campus, and a faculty of 30 full-time professors and instructors. Located in the center of the state, Penn State and the surrounding community of State College is often described as the quintessential college town and enjoys high ranking for its quality of life. The area boasts excellent schools, a reasonable cost of living, a rich cultural and sports scene, and excellent public transportation, including service by major airlines. Salary is competitive and consistent with qualifications, experience, and professional record. These positions are year-to-year, full-time, nine-month appointments to begin Fall semester 2012 or Spring semester 2013. Penn State offers an excellent benefit plan including retirement. Screening of applicants will begin immediately and continue until the positions are filled. The University is dedicated to the attainment of cultural and ethnic diversity, and we encourage applications from individuals of diverse backgrounds. To apply, send cover letter of application describing interests and qualifications, curriculum vitae, and the names of three professional references (including their email addresses and phone numbers) to: Dr. Bart Bartlett, Associate Director and Search Committee Chair, School of Hospitality Management, The Pennsylvania State University, 201 Mateer Building, University Park, PA 16802-1307. Phone: 814.863.7443; Email: bartb@psu.edu.

36447	UP	Coordinator of Athletic Facilities	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Men's and Women's Ice Hockey			4/11/2012	12/31/2099				Manage all aspects of a Division 1 Men's and Women's Hockey equipment program and serve as building coordinator for the team's locker room suite with over 55 student athletes. Manage policies and procedures for dispensing equipment to players and coaches during practice and games while adhering to NCAA, Big Ten, and AEMA sport specific regulations and certifications. Budget Administrator for Equipment and Coordinator for the purchasing of hockey equipment. Assess and determine equipment needs of the athletes based on medical conditions, injuries, and specific abilities and skills. Inspect and oversee repair of hockey equipment and apparel. Purchase hockey equipment and apparel for assigned areas. Communicate exact bid specifications as well as act as liaison with corporate equipment sponsors/partners. Interview, hire, train, and supervise assistant equipment managers and student equipment managers. Coordinate and assist in negotiations for travel services to all away contests. This job will be filled as a level 3, or level 4, depending upon the successful candidate's competencies, education, and experience. Typically requires an Associate's degree or higher plus three years of related experience, or an equivalent combination of education and experience for a level 3. Additional experience and/or education and competencies are required for higher level jobs. Related experience at the NCAA D1 Hockey at the NCAA D1 Hockey or Professional Hockey levels preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
36450	UP	Assistant Coach 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Fencing			4/12/2012	12/31/2099				Responsible to the Head Coach for performing or assisting with a wide variety of administrative and coaching duties in order to accomplish the goals and objectives of the team, Intercollegiate Athletics and the University. Typically requires a Bachelor's degree or higher plus one year of related experience, or an equivalent combination of education and experience. Master's degree preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
36454	UP	Instructor of Nutritional Sciences	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Nutritional Sciences			4/13/2012	7/15/2012				The Department of Nutritional Sciences in the College of Health and Human Development at The Pennsylvania State University invites applications for a full-time, academic year (36 week), non-tenure track Instructor position to support our undergraduate curriculum. The desired candidate will hold a Doctor of Philosophy Degree in Nutrition or a related field. Strong candidates with Master's degrees will also be considered. Dietetic registration would be a plus. Teaching experience in community nutrition and food security/sustainability topics would also be helpful. Primary responsibilities will be to teach and to advise undergraduate students. There may be opportunities to be involved with other aspects of our curriculum and to participate in research studies. Review of applications will begin immediately and will continue until a suitable candidate is identified. The expected beginning date is August 17, 2012. Salary is commensurate with experience. This is a fixed-term position with an initial appointment of one (1) year. Send application letter, curriculum vitae, and the names of three references (with complete contact information, including mail, telephone number, and email address) to Chair, Search Committee, c/o Julie Brenneman, Department of Nutritional Sciences, 110 Chandlee Lab, University Park, PA 16802 or via e-mail to JQX7@psu.edu. Please indicate Instructor job # 36454 in the subject line of email correspondence.

36462	UP	An Opportunity to Shape the Future of Prevention Science (Center Director & Professor)	Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Human Development and Family Studies			4/23/2012	10/31/2012				
36471	UP	Administrative Support Assistant 3	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Recreational Sports			4/16/2012	12/31/2099				Serve as the White Building's first point of contact; answer telephone, greet visitors, answer and/or refer questions. Responsible for processing credit card sales of fitness memberships per university polices and guidelines regarding credit card transactions. Generate reports when necessary. Provide administrative support to the White and East Area Locker Building Coordinators, Team/Club Sports Manager, and the Fitness Program Coordinator. Prepare, process, review, and distribute information for wage payroll and work study employees to include I'9's, W-4's, Worker Compensation forms, etc. Assist building coordinators with classroom/gymnasium scheduling, key inventories, and other duties as assigned with regards to building management. Assist Team/Club Sports Manager with team travel and database. Typically requires a High School diploma or higher plus two years of work related experience, or an equivalent combination of education and experience. Requires excellent computer skills using Word, Excel, Database programs, ERS, EBuy, and IBIS preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. This is an 82.5% full-time equivalency (FTE) job. Work schedule is 12 hours week during Summer months, May 15 through August 14. Will work 40 hours week the rest of the year. Full Penn State benefits included.

36475	UP	Assistant Coach 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Women's Ice Hockey			4/17/2012	12/31/2099				Responsible to the Head Coach for performing or assisting with a wide variety of coaching duties in order to accomplish the goals and objectives of the team. Duties include, but are not limited to the following: identify, recruit, coach and develop high level athletes for the program. Provide high-level goaltending coaching and instruction, including individualized skill training, video sessions, and individual goal setting. Assist with practice and game preparations and planning travel itineraries. Organize official and unofficial visits. Typically requires a Bachelor's degree or higher plus one year of related experience, or an equivalent combination of education and experience. Recent high level coaching, and collegiate goaltending playing experience required. This is a fixed-term appointment funded through June 30, 2013 with excellent possibility of re-funding.
36477	UP	Assistant Coach 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Lacrosse			4/17/2012	12/31/2099				Responsible to the Head Coach for performing or assisting with a wide variety of administrative and coaching duties in order to accomplish the goals and objectives of the team, Intercollegiate Athletics and the University. Typically requires a Bachelor's degree or higher plus one year of related experience, or an equivalent combination of education and experience. Playing/coaching experience at the collegiate level preferred. This is a fixed-term appointment funded through June 30, 2013 with excellent possibility of re-funding.
36482	UP	Health Policy & Administration, Instructor	Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Health Policy and Administration			4/20/2012	4/30/2012				The Department of Health Policy and Administration (HPA) at The Pennsylvania State University invites applications for a fixed-term instructor beginning Fall semester(s) 2012 to teach 2-3 courses per semester. Candidates must hold a Master's Degree (Doctorate degree preferred) in HPA or related field, and have teaching experience and/or work experience in healthcare. Strong writing skills are preferred. Teaching opportunities are expected for HPA 301W Health Services Policy Issues, as well as other courses depending on candidate's expertise. Salary is commensurate with experience. Reappointment in subsequent years is possible pending continuing need. Review of applications will begin immediately and continue until filled. To apply send application letter, curriculum vitae, and the names of three professional references (with complete contact information, including mailing address, telephone number, and e-mail) to Teta Barry, Department of Health Policy and Administration, The Pennsylvania State University, 604 Ford Building, University Park, PA 16802, or via e-mail to: txb13@psu.edu. Please indicate HPA Instructor Vacancy in the subject line of email correspondence. Penn State is committed to affirmative action, equal opportunity and the diversity of its workforce.
36492	UP	Instructor of Education	Education	EDUCATION	Education Policy Studies			4/19/2012	4/30/2012				Instructor needed for EDLDR 802, How Schools Work Summer Session 2012, May 9-August 8, 2012 Requirements: Ph.D/D.Ed. in Educational Administration, Educational Leadership, or Related Field. At least two years experience as superintendent or principal in a Pennsylvania public school district. Demonstrated teaching experience in educational administration or educational leadership program. Demonstrated teaching experience at the graduate level including teaching on-line, fluency in World Campus course development, course revision, and curriculum standards. Rate of pay to be determined based student enrollments. Please send CV and names and contact information for three references by April 30, 2012 to: Gerald K. LeTendre Head, Department of Education Policy Studies 311 Rackley Penn State University University Park, PA 16802 814-863-0619

36493	UP	Part-time Instructor of Education	Education	EDUCATION	Educational Psychology, Counseling, and Special Education			4/19/2012	4/30/2012				Part-time instructor needed to teach RHS 497A, Rehabilitation Corrections course Fall semester, August 27 - December 14, 2012. Requires Master's degree in Counseling, Psychology, or related field. Knowledge of the corrections field including at least five years of direct counseling experience in a correctional setting is required. Demonstrated teaching experience at the college level. Rate of pay to be determined based on student enrollments. Please send CV and names and contact information for three references by April 30, 2012 to: Brandon Hunt, PIC, Rehabilitation and Human Services, 309 CEDAR Building, Penn State University, University Park, PA 16802. Call 814-863-2408 if you have any questions about the position.
36503	UP	Research Technologist	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Biobehavioral Health			4/23/2012	12/31/2099				The Department of Biobehavioral Health (BBH) seeks a research technician to help coordinate and conduct animal research on the neuroendocrine mechanisms underlying asthma and mental health in a laboratory of behavioral neuroendocrinology. The successful candidate will work in coordination with a team of principal investigators to see the completion of an NIH-funded research project. Applicants must have: prior molecular biology experience (e.g., experience with RNA/DNA extraction and PCR to quantify mRNA expression), some experience conducting research with rodents, and ability to supervise student research assistants. Specific responsibilities include, but are not limited to, quantifying mRNA expression, testing animal behavior, administering drugs, collecting, preparing and analyzing biological samples, conducting administrative tasks like preparation of research regulation documents, ordering supplies and keeping inventory, scheduling laboratory work and student assistants, maintenance, troubleshooting and repairing laboratory equipment, entering and analyzing data, and assisting with lab personnel training and management. This job will be filled as a level 1, or level 2, depending upon the successful candidate's competencies, education, and experience. Typically requires a Bachelor's degree or higher plus one year or related experience, or an equivalent combination of education and experience for a level 1. Additional experience and/or education and competencies are required for higher level jobs. We are seeking an individual that is highly motivated, goal-oriented, flexible, and that maintains high standards for quality data collection. The is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. http://bbh.hhdev.psu.edu/
36530	UP	Assistant Coach 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Women's Soccer			4/27/2012	12/31/2099				Assistant Coach is responsible to the Head Coach for performing or assisting with a wide variety of coaching duties in order to accomplish the goals and objectives of the team. Duties include, but are not limited to the following: assistance with practice and game preparations, planning travel itineraries, working and organizing clinics and camps, and video breakdown and analysis. This individual will also be asked to identify, recruit, coach and develop high level athletes for the program. Goalkeeper training background and advanced computer skills required. Typically requires a Bachelor's degree plus one year of work related experience, or an equivalent combination of education and experience. Playing/coaching experience at the collegiate level preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

36536	UP	Coordinator of Strength Training	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Ice Hockey			4/27/2012	12/31/2099				The primary responsibilities for this full-time job are: overseeing the operations of the strength and conditioning facilities in Pegula Ice Arena and serving as Head Strength Training Coach for the Penn State Men's and Women's varsity hockey programs; enhancing the physical, and emotional development of the student-athletes; coordinate use of weight room area by priority and assisting in the delivery of strength and conditioning services to 2 additional varsity teams from Penn State's broad-based athletic program; coordinating the maintenance and repair of strength and conditioning equipment, as well as recommending purchase of new equipment to the Director of Strength and Fitness as needed; ensure compliance with University, NCAA and Big Ten rules; perform other duties as may be required by the Director of Strength and Fitness or Men's and Women's Hockey Coaches. This job will be filled as a level 2, level 3, or level 4, depending upon the successful candidate's competencies, education, and experience. Typically requires a Bachelor's degree plus one year of work related experience, or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. Master's degree or equivalent in Health Education, Kinesiology, Physical Education, Sports Medicine or related field, plus additional years of work-related experience in strength training preferred. This is a fixed-term appointment funded through June 30, 2013 with excellent possibility of re-funding.
36549	UP	Research Technologist	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Center for Childhood Obesity Research (CCOR)			5/1/2012	12/31/2099				The Center for Childhood Obesity Research (CCOR) in the College of Health and Human Development at Penn State University, University Park is seeking a Research Technologist. The Center focuses on conducting research that will serve as the evidence base for developing successful interventions to prevent childhood obesity. The selected individual will assist in coordinating research projects designed to promote healthy dietary behaviors among mothers and infants, toddlers, and pre-school aged children. Responsibilities include, but are not limited to, recruitment and data collection involving human subjects by interview, telephone, and questionnaire, attending CCOR meetings, assisting with, developing, administering, and evaluating obesity prevention programs, training and supervision of subordinate staff, and interaction with child care providers and community health professionals. This job will be filled as a level 2, or level 3, depending upon the successful candidate's competencies, education, and experience. Typically requires a Bachelor's degree plus four years of work related experience, or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. We seek candidates with a Bachelor's degree or higher in nutrition, behavioral science, psychology or related discipline. Master's degree preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. http://www.hhdev.psu.edu/ccor/
36568	WB	Head Baseball Coach	Penn State Wilkes-Barre	PENN STATE WILKES-BARRE	Athletics			5/3/2012	12/31/2099				This job reports directly to the Director of Athletics. The qualified person will plan and direct the team during all practices and contests; recruit academically and athletically qualified student-athletes; emphasize academic success to student-athletes; and promote the baseball program. Evening and weekend hours will be required for practices/games. This is a fixed-term 2 job. Bachelor's degree preferred and successful coaching and/or playing experience is required. Candidate must be at least 25 years old and capable of driving a 15 passenger van. The review of applications will begin immediately and will continue until the job is filled. Please submit cover letter, resume, and name/contact information of three professional references to bds23@psu.edu or Brian D. Stanchak, Director of Athletics, Penn State Wilkes-Barre, Old Route 115, PO Box PSU, Lehman, PA 18627.

36587	UP	Administrative Support Assistant 2	ntercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Student Athlete Services Office			5/4/2012	5/10/2012				Responsible for staff support for the Student-Athlete Services Office (SASO) within the Athletics Compliance Office especially as it relates to: prospect evaluations, student-athlete housing, undergraduate admissions, NCAA initial eligibility certification, participation records, database stewardship, student-athlete awards, student-athlete employment program, grant-in-aid processing, and staff support for Assistant Athletic Director. Reports directly to the Assistant Athletic Director for Student-Athlete Services and requires attention to detail, multitasking, working know/edge of and compliance to any related NCAA/Big Ten/University rules, experience with a student information mainframe and a business or financial information mainframe, ERS, eDDS and ability to communicate and collaborate with others. Work also includes general office support and assisting with daily work flow of the office. Typically requires a High School diploma or higher plus one year of related experience, or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
36592	UP	Coordinator of Athletic Programs 4	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Athletics Compliance Office			5/7/2012	5/13/2012				The Pennsylvania State University invites applications for the job of Director of Athletics Compliance within the Department of Intercollegiate Athletics. This full-time administrative job will report to the Associate Athletic Director for Compliance and Student-Athlete Services and assist with the daily operations of the Athletics Compliance Office. The successful candidate will work with all aspects of the compliance operation, but will have specific responsibilities in financial aid, secondary violation review and reporting, transfer processing, interpretations, management of NCAA Compliance Assistant software, rules education and policy development. Strong organizational skills and attention to detail are required. Salary is commensurate with experience. Typically requires a Bachelor's degree or higher plus four years of related experience, or an equivalent combination of education and experience. A Master's Degree or Juris Doctorate is preferred. Candidates should have experience working in a Division I compliance operation. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
36596	BK	Head Men's and Women's Cross Country Coach	Penn State Berks	BERKS	Athletics			5/7/2012	12/31/2099	5/18/2012	5/24/2012		Penn State Berks invites applications for the job of part-time Head Men's and Women's Cross Country Coach. Penn State Berks is an NCAA Division III institution and a member of the North Eastern Athletic Conference. Please visit www.psuberksathletics.com for more information about the athletics and recreation program. The Head Men's and Women's Cross Country Coach will be responsible for all aspects of the men's and women's cross country programs, including but not limited to recruiting and coaching during practice and competition, and will report to the Director of Athletics. A Bachelor's degree, previous coaching experience, and afternoon and weekend availability for practice and competition are required. Interested individuals should submit a letter of application, resume, and three references to Lisa Deibler, Director of Athletics, Penn State Berks, P.O. Box 7009, Reading, PA 19610 or lkd13@psu.edu.

36603	UP	Research Technologist 4	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Methodology Center			5/9/2012	5/15/2012				The Methodology Center, a research center in the College of Health and Human Development, is seeking a Scientific Writer to help develop and assist in dissemination efforts. The position of Scientific Writer will report to the Assistant Director and will work closely with both the Assistant Director and the Scientific Director to maintain and promote the scientific mission of the Center, and to disseminate Center-developed methods and products. Primary duties are to create content for Center dissemination purposes, including online content; to summarize scientific articles for a non-technical audience; and to assist in the development of software users' guides and related technical training materials. Other job duties include: diligently monitoring scientific content on Center's public website for necessary updates; assisting with fundraising; planning and hosting monthly podcasts; participating in Center brown bags and scientific presentations/seminars/conferences; providing support in writing and submission of grant proposals; conducting training sessions for applied researchers; and assisting in maintaining archive of Center productivity by tracking citations of Center articles. Typically requires a Bachelor's degree plus ten years of work related experience, or an equivalent combination of education and experience. Must have experience in editing technical user manuals. Some travel required. Knowledge of APA and Chicago formatting styles. HTML useful. Familiarity with Microsoft Suite required; experience with video editing, audio editing, and statistica software required. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
36608	UP	Professional Development Supervisors (Part-time)	College of Education	EDUCATION	Curriculum and Instruction			5/8/2012	5/21/2012				The Department of Curriculum and Instruction is looking to hire part-time Professional Development Supervisors of pre-student teaching and student teaching in a Professional Development School Partnership for the 2012- 2013 school year. Salary will range from $10,000 - 12,000 depending on education and experience. Mileage for school visits will be reimbursed. Responsibilities include supervising 6 pre-service teachers who will be participating in an internship for the entire school year in schools in the State College School District, conferring with mentor teachers, grading all student work, attending weekly supervisor meetings, planning and delivering weekly seminars during the spring semester, conducting three-way evaluation conferences with the pre-service teacher and mentor four times during the school year, assigning a final grade for the course, and assisting in the co-teaching of methods courses during the fall semester. Required qualifications include certification in elementary or administrative certification is necessary as well as 5 years of successful teaching or administrative/supervisory experience in basic education, and experience serving as a mentor teacher or supervisor of student teachers in a PDS setting. To apply, applicants should submit a letter of application documenting their qualifications for the position, a current curriculum vitae/resume, and at least three names, mail and e-mail addresses, and telephone numbers of academic references. Screening of candidates will begin May 21, 2012, and continue until the positions are filled. Electronic submission of all application materials is strongly preferred. Send materials to kdl11l@psu.edu. Those who do not have access to electronic mail can direct hard copy of materials to: Dr. James Nolan, Field Experience Searches, c/o Ms. Kerri Kopcha, Administrative Support Assistant, The Pennsylvania State University, 170 Chambers Building, University Park, PA 16802. We encourages applications from individuals of diverse backgrounds.

36609	UP	Field Service Supervisors (Part-time)	College of Education	EDUCATION	Curriculum and Instruction			5/8/2012	5/21/2012				Experience Supervisors for the 2012-2013 academic year. The salary for these part-time positions will range from 16,000 to 20,000 depending on education and experience. Mileage will be reimbursed for school visits. Responsibilities include observing up to 12 pre-student teachers during the Fall semester and up to 12 student teachers during the spring semester in schools within a 70 mile radius of University Park, conferring with mentor teachers, grading all student work, attending weekly supervisor meetings at University Park, conducting a weekly seminar for prospective teachers at University Park, conducting three-way evaluation conferences with the pre-service teacher and mentor at the mid-point and end points of each semester, and assigning a final grade for the course. The required qualifications for these positions include certification in elementary education or administrative certification is necessary as well as 5 years of successful teaching or administrative/supervisory experience in basic education, and experience supervising student teachers. To apply, applicants should submit a letter of application documenting their qualifications for the position, a current curriculum vitae/resume, and at least three names, mail and e-mail addresses, and telephone numbers of academic references. Screening of candidates will begin May 21, 2012, and continue
36610	UP	Field Experience Suprvisors of Elementary Pre-student Teaching (Part-time)	College of Education	EDUCATION	Curriculum and Instruction			5/8/2012	5/21/2012				The Department of Curriculum and Instruction is seeking to hire part-time supervisors of elementary pre-student teaching field experience for the 2012-2013 academic year. The salary for these part-time positions will range from $ 8,000 to $ 8,500 depending on education and experience. Mileage will be reimbursed for school visits. Responsibilities of these positions include observing up to 12 pre-student teachers each semester in schools within a 70 mile radius of University Park, conferring with mentor teachers, grading all student work, attending weekly supervisor meetings at University Park, conducting a weekly seminar for prospective teachers at University Park, conducting three-way evaluation conferences with the pre-service teacher and mentor at mid-semester and at the end of the experience, and assigning a final grade for the course. The required qualifications of these positions include certification in elementary education or administrative certification is necessary as well as 5 years of successful teaching or administrative/supervisory experience in basic education. To apply, applicants should submit a letter of application documenting their qualifications for the position, a current curriculum vitae/resume, and at least three names, mail and e-mail addresses, and telephone numbers of academic references. Screening of candidates will begin May 21, 2012, and continue until the positions are filled. Electronic submission of all application materials is strongly preferred. Send materials to kdl111@psu.edu. Those who do not have access to electronic mail can direct hard copy of materials to: Dr. James Nolan, Field Experience Searches, c/o Ms. Kerri Kopcha, Administrative Support Assistant, The Pennsylvania State University, 170 Chambers Building, University Park, PA 16802. We encourages applications from individuals of diverse backgrounds.

36611	UP	Field Expereince Supervisors for Secondary Field Experiences (Part-time)	College of Education	EDUCATION	Curriculum and Instruction			5/8/2012	5/21/2012				The Department of Curriculum and Instruction is seeking to hire part-time Field Experience Supervisors in the following areas for the 2012-2013 academic year: Part-time supervisor of secondary field experiences for math education. Part-time supervisor of secondary field experiences for English education. Part-time supervisor of seconcary field experiences for science education. Part-time supervisor of secondary field experiences for social studies education. The salary for these positions will range from $8,000 to $8,500 commensurate with education and experience. Mileage will be reimbursed for school visits. Responsibilities include observing up to 12 pre-service student teachers during each semester in schools within a 70 mile radius of University Park, conferring with mentor teachers, grading all student work, attending weekly supervisor meetings at University Park, conducting a weekly seminar for prospective teachers at University Park, conducting three-way evaluation conferences with the pre-service teacher and mentor at mid-semester and at the end of the experience, and assigning a final grade for the course. The required qualifications for these position include certification in the specific teaching area or administrative certification is necessary as well as 5 years of successful teaching or administrative/supervisory experience in basic education To apply, applicants should submit a letter of application documenting their qualifications for the position, a current curriculum vitae/resume, and at least three names, mail and e-mail addresses, and telephone numbers of academic references. Screening of candidates will begin May 21, 2012, and continue until the positions are filled. Electronic submission of all application materials is strongly preferred. Send materials to kdl111@psu.edu. Those who do not have access to electronic mail can direct hard copy of materials to: Dr. James Nolan, Field Experience Searches, c/o Ms. Kerri Kopcha, Administrative Support Assistant, The Pennsylvania State University, 170 Chambers Building, University Park, PA 16802. We encourages applications from individuals of diverse backgrounds.
36544	UP	Public Relations Specialist 3	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Athletic Communications			5/14/2012	5/20/2012				Penn State Intercollegiate Athletics, an equal opportunity employer, is seeking a highly qualified candidate to fill the job of Assistant Director of Athletic Communications. Responsibilities include serving as the primary contact for assigned sport or sports; facilitating upkeep of online team record books, game notes, and news releases; generating feature content, video and other unique coverage for GoPSUsports.com, the official Website of Penn State Athletics, for assigned sports as well as other Penn State sports; facilitating social media in line with department goals; responding to media requests; staffing home and selected away events, supervising student workers; other duties as assigned. Candidates may send links to any available online samples of media guides, written articles, game stories, etc., to Stephanie Petulla, Associate Director of Athletic Communications at sam252@psu.edu. Typically requires a Bachelor's degree or higher plus four years of related experience, or an equivalent combination of education and experience. Work-related experience related to Division I athletic communications preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

36645	WB	Head Women's Basketball Coach	Penn State Wilkes-Barre	PENN STATE WILKES-BARRE	Athletics			5/14/2012	12/31/2099				This job reports directly to the Director of Athletics. The qualified person will plan and direct the team during all practices and games; recruit academically and athletically qualified student-athletes; emphasize academic success to student-athletes; and promote the women's basketball program. Evening and weekend hours will be required for practices/games. This is a fixed-term 2 job. Bachelor's degree and 1-2 years of successful coaching and/or playing experience is required. Candidate must be at least 25 years old and capable of driving a 15 passenger van. The review of applications will begin immediately and will continue until the job is filled. Please submit cover letter, resume, and name/contact information of three professional references to bds23@psu.edu or Brian D. Stanchak, Director of Athletics, Penn State Wilkes-Barre, Old Route 115, PO Box PSU, Lehman, PA 18627.
36647	WB	Assistant Women's Basketball Coach	Penn State Wilkes-Barre	PENN STATE WILKES-BARRE	Athletics			5/14/2012	12/31/2099				This position reports directly to the Head Women's Basketball Coach and Director of Athletics. The qualified person will assist with planning and directing the team during all practices and contests; recruiting academically and athletically qualified student-athletes; emphasizing academic success to student-athletes; and promoting the women's basketball program. Evening and weekend hours will be required for practices/games. This is a fixed-term 2 position. Bachelor's degree preferred and successful coaching and/or playing experience is required. Applicant must be at least 25 years old and capable of driving a 15 passenger van. The review of applications will begin immediately and will continue until the position is filled. Please submit cover letter, resume, and name/contact information of three professional references to bds23@psu.edu or Brian D. Stanchak, Director of Athletics, Penn State Wilkes-Barre, Old Route 115, PO Box PSU, Lehman, PA 18627. Penn State is committed to affirmative action, equal opportunity and the diversity of its work force.
36677	AA	Instructor in Human Development and Family Studies (Part-time)	Penn State Altoona	ALTOONA	Academic Affairs Division of Education, Human Development and Social Sciences			5/17/2012	8/17/2012				Penn State Altoona's Division of Education, Human Development and Social Sciences is seeking a part-time instructor to teach a Human Development and Family Studies course (HDFS 129) for the Fall 2012 semester starting August 27 through December 20, 2012. Minimum qualifications include at least a Master's degree in Education, Psychology, or Human Development. Applicants need to be available M-W-F or T-Th to teach an introductory class in Human Development and Family Studies that is already enrolled. There is also the possibility of further employment in the future. Teaching experience, at the university level, is preferred. Applicants are strongly encouraged to submit a letter of application and a resume electronically to TOS12@psu.edu in Word or PDF formats. Review of applications will begin immediately and continue until the position is filled. Non-electronic inquiries, applications, and additional materials should be sent to: Timothy Slekar, Chair Search Committee for HD FS, Job # 36677, Elm Building, Penn State Altoona College, 3000 Ivyside Park, Altoona, PA 16601-3760 For additional information about Penn State Altoona, please visit our web page at http://www.altoona.psu.edu

36684	UP	Preschool Teacher 4	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Human Development and Family Studies, Children's Programs, Bennett Family Childcare Center			5/21/2012	12/31/2099				Responsible to the Director of the Bennett Family Center (BFC) for supervision of two classrooms, one preschool and one infant/toddler. Will be the head teacher in the preschool classroom and provide teaching team oversight for both classrooms. Responsibilities include supporting and maintaining high quality classroom standards in a laboratory setting; coordinating and implementing an innovative curriculum model with a team of colleagues; establishing and maintaining relationships of cooperation and respect with all co-workers, supervisors, and families; providing oversight and training of interns and student teachers in early childhood education undergraduate programs; and for maintaining standards in accordance with National Association for the Education of Young Children (NAEYC) accreditation and PA Keystone STARS 4 level of quality. Typically requires a Bachelor's degree or higher in Human Development or Early Childhood Education or higher plus five years of related experience, or an equivalent combination of education and experience. Master's degree and teaching experience preferred. State Police, FBI, and Child Abuse Clearances are required. Previous work experience using the Environmental Rating Scale (ERS), Positive Behavior Support (PBS), and PA Early Learning Standards (ELS) highly desired. Candidate must be flexible, interested in long term professional development, and communicate effectively. This is a fixed-term appointment funded for one year from date of hire with good possibility of re-funding. www.hhdev.psu.edu
36691	UP	Records Specialist 2	School of Nursing	HEALTH & HUMAN DEVELOPMENT				5/22/2012	5/28/2012				Responsible for providing administrative support to the School of Nursing programs offered at World Campus. Candidate will be responsible for or may assist with maintaining student academic records and files; processing and updating student records electronically for both major and general education requirements; processing credit by portfolio requests; processing ePetition data and drafting routine correspondence for ePetition notifications; updating student degree audits and verifying all degree requirements have been met; working with Undergraduate Admissions, Registrar's Offices, Campus Coordinators, advisers and staff to ensure deadlines are met and procedures are followed; creating and/or maintaining various databases and establishing queries to provide data for various reports, accrediting bodies, etc.; updating relevant program student handbooks as directed; providing staff support to various committees as needed; performing general office duties as assigned. Typically requires a High School diploma or higher plus two years of related experience, or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

36693	UP	Nutrition and the Microbiome in Health and Disease - Open Rank	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Nutritional Sciences			5/23/2012	10/31/2012				(http://nutrition.hhdev.psu.edu) invites applications for an open rank tenure/tenure-track position that will focus upon the role of the microbiome in health and disease. Preference will be given to candidates with laboratory analytic and/or computational skills for assessment of the microbiome through "omics" (genomics, proteomics, and metabolomics) based approaches. Potential topics of interest include but are not limited to obesity, diabetes, cancer, malnutrition, oral health, inflammatory bowel disease, microbial metabolites of dietary components, modification of the microbiome through dietary and other interventions including pre- and probiotics, and peri-natal acquisition of microflora in relation to epigenetics and fetal programming. The successful candidate will be appointed to a tenure/tenure-track position with rank commensurate with qualifications and will be expected to establish an extramurally funded research program and teach in the Department's undergraduate and graduate programs. The service component is anticipated to be appropriate to Penn State's mission as a Land Grant university. The National Research Council ranks the Penn State Graduate Program in Nutritional Sciences among the nation's best. The department has 16 tenure-line faculty, 10 fixed-term faculty, and 24 research scientists. Current enrollment in the undergraduate nutrition program is 367 students and in the graduate nutrition program 40 Ph.D. students. A new Childhood Obesity Prevention Transdisciplinary Training Grant awarded by USDA will fund specialized childhood obesity training for some12 Ph.D. students in this research emphasis. The Department of Nutritional Sciences (http://nutrition.hhdev.psu.edu) provides a supportive campus environment for microbiome research with a well-established core of investigators and extensive new facilities. Collaborative opportunities and resources include the College of Health and Human Development and other departments and centers throughout the university, including the Huck Institutes of the Life Sciences (www.huck.psu.edu), the Proteomics and Mass Spectrometry Core Facility (http://www.huck.psu.edu/facilities/proteomics-mass-spectrometry-up), the Center for Computational Genomics (http://www.huck.psu.edu/people/specialties/shared-technology-facilities/center-for-computational-genomics), the Clinical and Translational Science Institute (www.ctsi.psu.edu), the Center for Childhood Obesity Research (www.hhdev.psu.edu/ccor), the Department of Food Science
36701	UP	Administrative Support Assistant 3	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Athletics Compliance Office			5/23/2012	5/29/2012				The Pennsylvania State University Athletics Compliance Office invites applications for the position of Administrative Support Assistant within the Department of Intercollegiate Athletics. Job will report to the Associate Athletic Director for Compliance and Student-Athlete Services and assist with the daily operations of the Athletics Compliance Office. The responsibilities for this job include administering and tracking NCAA and Conference reports and forms, monitoring and auditing information coming into the office, developing and maintaining interactive forms, maintaining databases, supervision of a wage payroll position, assisting with production of publications and manuals, distribution of information through mailings and tracking office activities through a centralized calendar. Candidates should have demonstrated ability work in a fast-paced, dynamic environment. Typically requires a High School diploma or higher plus two years of related experience, or an equivalent combination of education and experience. Familiarity with NCAA rules or intercollegiate athletics and previous experience with University technology systems, such as ISIS, is preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

36771	UP	Financial Assistant	Education	EDUCATION	Finance Office			5/31/2012	12/31/2099				The College of Education Finance Office has a part-time Financial Assistant, 20-hour per week wage payroll job available. This job will be responsible for running reports on purchasing card usage in ERS, reviewing and tracking paperwork associated with PCard charges for goods and services within the college, assisting with the review of interdepartmental charges and credits (IDCCs), departmental journal vouchers (JVDPs), and the salary clearing account, approving some group meal and travel expenses in the Employee Reimbursement System (ERS) and obtaining and filing various documents, including but not limited to, salary assignment sheets and graduate assistant/fellowship appointments, assisting with faxing/copying tasks and performing other general office organizational duties as needed. Data handling will include confidential information and the successful candidate must adhere to such requirements without exception. Requires good organizational skills, good communication skills, and ability to work independently and as a member of a team. Additional hours beyond 20 per week may be available on a limited basis. Please send a cover letter and resume to Emily Martell at 245 Chambers Building, University Park, PA 16802 or via e-mail at epb108@psu.edu.
36781	DE	Instructor and Early Childhood/Elementary Student Teaching Supervisor	Penn State Brandywine	PENN STATE BRANDYWINE	Education			6/1/2012	6/30/2012				Penn State Brandywine invites applicants for the position of Instructor and Early Childhood/Elementary Student Teaching Supervisor (full-time, fixed-term) to begin August 2012. Responsibilities: During the fall semester, teach Early Childhood/Elementary courses, supervise Student Teachers in one day per week field placements and guide weekly seminars. During the Spring semester, supervise three Student Teachers in five day per week field placements along with weekly seminars. Other duties include: liaison between the hosting school district and the University throughout the year; arrange student teacher placements for the subsequent academic year; participate in course development and curriculum development; advise students, provide career guidance, PA state teacher certification processing, and job placement recommendation forms/letters; and participate in department, campus, university and community service activities. Each semester includes a 12 credit hour load. A commitment to scholarship through active involvement in research with undergraduates is preferred. Qualifications: Doctorate degree (ABD will be considered) in Elementary or Early Childhood Education or related field; public/private Elementary/ Early Childhood teaching experience; experience with professional development and/or college teaching of adult /college-age learners. Record of previous or current Elementary or Early Childhood Teacher Certification and experience supervising Student Teachers is preferred. Candidate should have an understanding of active and collaborative learning including the instructional use of technology. Knowledge of the unique needs of college students at a commuter campus is an advantage. Application: To apply, submit a letter of application and curriculum vitae. Applications must be submitted as a Microsoft WORD or PDF file to: bw-daa@psu.edu. Finalists will be asked to provide a list of references with contact information. Inquiries: Dr. Paul deGaisgne, Director of Academic Affairs, Penn State Brandywine. Email: bw-daa@psu.edu, phone 610 892 1412. Closing Date: Application review begins June 7, 2011 and continues until a suitable candidate is hired. Campus Information: Penn State Brandywine is one of more than 20 Penn State campuses statewide. It is a suburban campus located on 90 acres in the greater Philadelphia region. Our institutional mission includes undergraduate, graduate (master's), and continuing and distance education informed by scholarship and research. Our research, scholarship, and creative activities promote human and economic development through the expansion of knowledge and its applications in the natural and applied sciences, social sciences, arts, humanities, and the professions. Penn State Brandywine shares in the University's international reputation for excellence in education, research, and service. Students and faculty at Penn State Brandywine have all of the resources of a major research university at their disposal, but in a small college atmosphere. Class sizes are small and the student/faculty ratio is low, so students can receive much individual attention. Our faculty members are committed to providing a high-quality educational experience to their students and are actively engaged in research. The small student-centered undergraduate campus serves approximately 3,700 students. Ten baccalaureate degree programs are offered: American Studies, Business Administration, Communications, Communication Arts and Sciences, Elementary Education, English, Human Development and Family Studies, Information Sciences and Technology, Letters, Arts, and Sciences, and Organizational Leadership. In addition, the campus offers three associate degrees and the first two years of the University's more than 160 academic majors.

36784	WB	Head Men's Soccer Coach	Penn State Wilkes-Barre	PENN STATE WILKES-BARRE	Athletics			6/4/2012	12/31/2099				This position reports directly to the Director of Athletics. The qualified person will plan and direct team during all practices and games; recruit academically and athletically qualified student-athletes; emphasize academic success to student-athletes; and promote the soccer program. Evening and weekend hours will be required for practices/games. This is a part-time, fixed-term 2 job. Bachelor's degree and 1-2 years of successful coaching and/or playing experience is required. Candidate must be at least 25 years old and capable of driving a 15 passenger van. The review of applications will begin immediately and will continue until the job is filled. Please submit cover letter, resume, and name/contact info of three professional references to Director of Athletics, Brian D. Sianchak, at bds23@psu edu or Penn State Wilkes-Barre Athletics, Old Route 115, PO Box PSU, Lehman, PA 18627
36790	HN	Athletic Trainer 2	Penn State Hazleton	PENN STATE HAZLETON	Student Services			6/4/2012	12/31/2099				The Athletic Trainer will deal primarily with moderate risk physical activities and based on experience and training, will provide coverage of athletic team events and provide athletic training services to physically active individuals within the campus community. This job requires a flexible work schedule to include evenings and weekends as needed in support of varsity sporting events throughout the year. The Athletic Trainer will design and guide training programs for athletic teams, club sports, and individual students. This individual will oversee the weight training and aerobic facilities and will train student workers in the safe, proper use of equipment and oversight of the facilities. This job also requires the individual to participate and be active in service to our campus. Typically requires a Bachelor's degree or higher plus two years of related experience, or an equivalent combination of education and experience. Master's degree preferred. NATA-BOC Certification and PA State Licensed Athletic Trainer This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. The starting date of the contract term is expected to be August 1, 2012. This is an 83.3% full-time equivalency (FTE) job. Work schedule for this job will be August 1st through May 31st. Full Penn State benefits included.
36794	CL	Head Men's and Women's Cross Country Coach	Penn State Harrisburg	PENN STATE HARRISBURG	Intercollegiate Athletics			6/4/2012	12/31/2099				Penn State Harrisburg is accepting applications for a part-time Head Men's and Women's Cross Country Coach with the Department of Athletics. This job is responsible for the overall management of the cross country program in cooperation with the Director of Athletics. Hours will vary between 10 to 15 hours/week (off-season) and 25 to 35 hours/week August through November. Duties include recruiting and program development, practice preparation and game day coaching. In addition, the Head Coach will assist the Director with: scheduling, budget preparation, alumni relations and promotional activities related to athletics. Requires a Bachelor's degree and coaching experience. To apply, send a cover letter, resume and references (in duplicate) to anh128@psu.edu or Andrea Hoerner, Penn State Harrisburg, Intercollegiate Athletics – 777 W. Harrisburg Pike, Middletown, PA 17057-4898.
36795	CL	Head Men's Soccer Coach	Penn State Harrisburg	PENN STATE HARRISBURG	Intercollegiate Athletics			6/5/2012	12/31/2099				Penn State Harrisburg is accepting applications for a part-time Head Men's Soccer Coach with the Department of Athletics. This job is responsible for the overall management of the men's soccer program in cooperation with the Director of Athletics. Hours will vary between 10 to 15 hours/week (off-season) and 25 to 35 hours/week August through November. Duties include recruiting and program development, practice preparation and game day coaching. In addition, the Head Coach will assist the Director with: scheduling, budget preparation, alumni relations and promotional activities related to athletics. Requires Bachelor's degree and coaching experience. To apply, send a cover letter, resume and references (in duplicate) to anh128@psu edu or Andrea Hoerner, Penn State Harrisburg, Intercollegiate Athletics – 777 W. Harrisburg Pike, Middletown, PA 17057-4898.

36796	CL	Head Baseball Coach	Penn State Harrisburg	PENN STATE HARRISBURG	Intercollegiate Athletics			6/5/2012	12/31/2099				Penn State Harrisburg is accepting applications for a part-time Head Baseball Coach with the Department of Athletics. This job is responsible for the overall management of the baseball program in cooperation with the Director of Athletics. Hours will vary between 10 to 15 hours/week (off-season) and 25 to 35 hours/week January through May. Duties include recruiting and program development, practice preparation and game day coaching. In addition, the Head Coach will assist the Director with: scheduling, budget preparation, alumni relations and promotional activities related to athletics. Requires Bachelor's degree and coaching experience. To apply, send a cover letter, resume and references (in duplicate) to anh128@psu.edu or Andrea Hoerner, Penn State Harrisburg, Intercollegiate Athletics – 777 W. Harrisburg Pike, Middletown, PA 17057-4898.
36806	UP	Assistant Professor of Nursing	Nursing	COLLEGE OF NURSING	Nursing			6/7/2012	10/31/2012	10/26/2013	4/4/2014		The College of Nursing at The Pennsylvania State University at University Park invites applications for the position of Assistant Professor (tenure track). We are seeking applications from candidates with research and scholarship experience in sleep and sleep disorders, which may include sleep symptom management in chronic or acute illness trajectories in pediatrics, adults, or older adults and/or basic science addressing mechanisms and regulation of sleep. Postdoctoral training or academic experience preferred. Penn State tenure track faculty make significant contributions to the University research and education mission. Faculty will advance a sustainable, independent program of research in their scientific area and teach in their area of specialty. Successful candidates will have an earned doctorate at the time of employment. Applicants should also have a focused program of research, potential for successfully acquiring extramural funding, and a commitment to excellence in teaching and mentoring. The College of Nursing at Penn State offers programs of study in nursing for PhD, MS, BS, and AS and is committed to continued growth of the research portfolio. The College of Nursing offers a faculty mentorship program and tremendous opportunities for cross-University scientific collaboration. For more information about the College of Nursing, go to http://www.nursing.psu.edu/. Review of applications will begin immediately and will be accepted until the position is filled. To apply, candidates should submit a cover letter of application describing interests, qualifications, and a preferred start date. Also include a curriculum vita, and the names, addresses, email and telephone numbers of three (3) professional references. Direct all inquiries and correspondence to: Amy M. Sawyer, Ph.D., R.N., Assistant Professor, The Pennsylvania State University School of Nursing, Center for Nursing Research, 129C HHD East, University Park, PA 16802 Email: ams24@psu.edu 814-863-1020 (office) 215-888-2384 (mobile) Employment will require successful completion of background check(s) in accordance with University policies.

36807	UP	Instructor - KPAP Program (Part-time)	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Department of Kinesiology			6/7/2012	6/24/2012			The Department of Kinesiology, College of Health and Human Development, at The Pennsylvania State University, invites applications for a part-time academic appointment, to support our undergraduate general education KPAP Fly Fishing program in the Department of Kinesiology beginning Fall semester 2012. Will teach the undergraduate credit class "The Principles and Practices of Fly Fishing" and coordinate related workshops and other activities with various internal and external groups. Candidates must have a Master's degree in an appropriate discipline and a documented commitment to excellence in teaching. The successful candidate should have a minimum of five years' experience teaching large and small groups, excellent knowledge of the field, and the ability to work successfully with various internal and externa. groups. Review of applications will begin immediately and continue until the position is filled. To apply, submit a cover letter describing interests and qualifications for the position; curriculum vitae; and the name, address, telephone number, and email address of three professional references from whom you have requested letters of recommendation. Mail materials to Department of Kinesiology (KPAP), Attn: Cheryl Markley, 275 Recreation Building, University Park, PA 16802. Fax to: (814) 863-0945. Please no phone calls.
36809	UP	Volunteer Coach, Women's Soccer	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Women's Soccer			6/5/2012	6/11/2012			Penn State is currently seeking candidates for our Volunteer Coach job for the 2012 season. This job is set to begin in July during our summer camps and run through the 2012 season. This spot will work closely with our assistants and will concentrate on the following areas: Individual/Team Training;Team travel; Community relations; Video work; Alumni correspondence; Game day operations; Special administrative projects. To apply: contact head coach Erica Walsh directly via e-mail ewalsh@psu.edu if interested.
36842	UP	Administrative Support Assistant 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Men's and Women's Varsity Ice Hockey			6/8/2012	6/14/2012			Serve as program's first point of contact; answer telephone, greet visitors, answer questions and/or refer. Schedule and cancel meetings. Develop and maintain intimate knowledge of recruiting database. Assist in planning of recruiting visits. Supervise work-study and volunteer staff to coordinate mass mailings to prospective student-athletes. Oversee NCAA Clearinghouse and Compliance issues. Coordinate Walk-On tryouts with the NCAA Compliance Office. Assist in coordination of opponent scouting system to include, but not limited to, coordination of request documentation, logging outgoing and incoming film and contacting various Universities to assure delivery. Order office supplies, process IBIS forms. Assist in compiling and updating materials for recruits, summer camps, coaching clinics, alumni weekends, yearly banquets and club functions. Maintain active support of community outreach, alumni and donor events. Maintain complimentary game ticket requests, process forms and maintain auditing file. Handle requests for autographed/donated items. Serve as backup for office operations and support to head coaches. Typically requires a High School diploma or higher plus one year of related experience, or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

36863	UP	Records Specialist 3	Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Health Policy and Administration			6/11/2012	6/17/2012				Responsible for providing administrative and staff support for the Department of Health Policy and Administration and its academic programs, particularly the Master of Health Administration Programs (MHA) (resident and online). Responsibilities include: gather complex/confidential information and prepare reports/charts/tables for the accreditation review of the MHA program and the certification of HPA's undergraduate program, using ISIS, Data Warehouse, and other computer programs, among other things; create and maintain files, databases, and records; prepare correspondence. Prepare/update marketing materials for the MHA program including informational handouts, manuals, brochures, and maintain the MHA section of HPA's website. May provide support to program directors, faculty, staff, students, and committees; may assist with the processing of graduate applications, organizing events (i.e., orientations and recruitment trips); make travel arrangements, prepare itineraries, schedule meetings and conference rooms. Assist administrative support staff, as needed. Answer telephone, greet visitors, and respond to questions or refer. Typically requires a High School diploma plus four years of work related experience, or an equivalent combination of education and experience. Knowledge of the health care field, including an understanding of accreditation and/or certification of health care programs, familiarity with the GRAD application process, and the development of educational program materials (resident and online) highly preferred. Proficiency with MS Office, Access or Excel, and ISIS/IBIS preferred. Candidates must possess excellent organizational and interpersonal skills, demonstrate commitment to teamwork, and be able to handle multiple tasks This is a 75% (30-hours/week) fixed-term appointment funded for one year from date of hire with possibility of re-funding. Full Penn State benefits included. www.hhdev.psu.edu

36868	UP	Supervisor of Elementary Student Teaching	College of Education	EDUCATION	Curriculum & Instruction			6/9/2012	6/22/2012				The Department of Curriculum and Instruction is seeking to hire a supervisor of elementary student teaching in suburban Philadelphia. This is a fixed-term, one year position for the 2102- 2013 academic year in Bucks County, Montgomery County and surrounding areas. Salary will range from 30,000 to 34,000 depending on education and experience. Mileage will be reimbursed for school visits. We encourage applications from individuals of diverse backgrounds. Responsibilities include observing up to 18 student teachers on a weekly basis during the Fall and Spring semesters of the 2012-2013 academic year semester conferring with mentor teachers, grading all student work, conducting a weekly seminar for prospective teachers, conducting three-way evaluation conferences with the pre-service teacher and mentor at the mid-point and end points of each semester, assigning a final grade for the course, and attending two supervisor meetings at University Park during each semester. The vast majority of the student teachers will be at the elementary level with some secondary students on occasion. Required qualifications for the position are certification in elementary education or administrative certification is necessary as well as 5 years of successful teaching or administrative/supervisory experience (with certification) in basic education, and a minimum of three consecutive years of full-time student teacher supervision at one institution of higher education. Desired qualifications include knowledge of the Penn State Teacher Education Program in general, knowledge of the Penn State student teaching program. Certification in one or more of the following areas: English, math, science, social studies or world languages. To apply, applicants should submit a letter of application documenting their qualifications for the position, a current curriculum vitae/resume, and at least three names, mail and e-mail addresses, and telephone numbers of academic references. Screening of candidates will begin June 22, 2012, and continue until the positions are filled. Electronic submission of all application materials is strongly preferred. Send materials to kdl111@psu.edu Those who do not have access to electronic mail can direct hardcopy of materials to: Dr. James Nolan, Field Experience Searches, c/o Ms. Kerri Kopcha, Administrative Support Assistant, The Pennsylvania State University, 170 Chambers Building, University Park, PA 16802
36889	UP	Culinary Support Specialist 2	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Nutritional Sciences			6/14/2012	6/20/2012				The department of Nutritional Science seeks candidates for the job of Foods Laboratory Assistant. This nine-month benefits eligible job will work with faculty from the Department of Nutritional Sciences who teach laboratory classes including elementary foods and food preparation classes. This job will assist with the supervision of students and teaching assistants in the foods laboratory during classes and programs. Responsibilities will include working with the lab instructor to order, purchase, shop, maintain and monitor inventory in the pantry and refrigeration areas; follow established protocols and food safety standards (HACCP), and ensure compliance with all ServSafe standards during classes and programs. In preparation for classes, will assist with determining what to purchase and the quantity, will prepare and test recipes, bake foods and organize ingredients to be accessible to students before each lab. In addition, this job will maintain appliances, the recycling and compost program, and other activities related to maintaining safety and cleanliness standards in the lab. Typically requires an Associate's degree or higher plus four years of related experience, or an equivalent combination of education and experience. Individuals with food preparation experience preferred. This is a fixed-term appointment funded for one year from date of hire with good possibility of re-funding. This is a 75% full-time equivalency (FTE) job. Will follow the fall and spring semester schedule and begin in mid-August and work through mid-May. Some evening and weekend work will be required based upon lab class schedule. Full Penn State benefits included. http://nutrition.hhdev.psu.edu/

36907	BK	Head Softball Coach	Penn State Berks	BERKS	Athletics			6/15/2012	6/21/2012	6/29/2012	7/5/2012		Penn State Berks invites applications for the job of part-time Head Softball Coach. Penn State Berks is an NCAA Division III institution and a member of the North Eastern Athletic Conference. Please visit www.psuberksathletics.com for more information about the athletics and recreation program. The Head Softball Coach will be responsible for all aspects of the softball program, including but not limited to recruiting and coaching during practice and competition, and will report to the Director of Athletics. A Bachelor's degree, previous coaching experience, and afternoon and weekend availability for practice and competition are required. Interested individuals should submit a letter of application, resume, and three references to Lisa Deibler, Director of Athletics, Penn State Berks, P.O. Box 7009, Reading, PA 19610 or lkd13@psu.edu.
36908	BK	Head Men's Tennis Coach	Penn State Berks	BERKS	Athletics			6/15/2012	6/21/2012	6/29/2012	7/5/2012		Penn State Berks invites applications for the position of part-time Head Men's Tennis Coach. Penn State Berks is an NCAA Division III institution and a member of the North Eastern Athletic Conference. Please visit www.psuberksathletics.com for more information about the athletics and recreation program. The Head Men's Tennis Coach will be responsible for all aspects of the men's tennis program, including but not limited to recruiting and coaching during practice and competition, and will report to the Director of Athletics. A Bachelor's degree, previous coaching experience, and afternoon and weekend availability for practice and competition are required. Interested individuals should submit a letter of application, resume, and three references to Lisa Deibler, Director of Athletics, Penn State Berks, P.O. Box 7009, Reading, PA 19610 or lkd13@psu.edu.
36918	UP	Administrative Support Assistant 2	College of Education	EDUCATION	Education Policy Studies			6/18/2012	12/31/2099				Provide staff support for administration of the College Student Affairs Program, professor in charge, program committees, and student groups, and the Center for the Study of Higher Education. Compile information and data for meetings and reports. Maintain web pages, records, databases, and multiple calendars. Draft publications, forms, and other documents. Coordinate and process graduate applications and graduate assistantships. Apprise faculty and students of changes to policies, procedures, and requirements of the Program and Graduate School. Track student progress from inquiry through graduation, process Graduate School and program forms. Inform PIC of issues or problems that arise. Coordinate and schedule course offerings, textbook lists, electronic reserves, and SRTEs. Assist faculty with preparation of course materials. Handle routine inquiries and correspondence. Typically requires a High School diploma or higher plus one year of related experience, or an equivalent combination of education and experience. Must possess excellent verbal and written communication skills, be able to handle multiple projects simultaneously, and demonstrate a genuine appreciation in working with diverse audiences in a collaborative team-based work environment. Knowledge of Word and Access required. Experience with ERS, IBIS, ISIS, Data Warehouse, Dreamweaver, and light editing/proofing of documents for publication using InDesign preferred. This is a fixed term appointment funded for one year from date of hire with excellent possibility of re-funding.

36923	CL	Head Coach (Men's Soccer and Men's Golf)	Penn State Harrisburg	PENN STATE HARRISBURG	Department of Athletics			6/18/2012	12/31/2099				Penn State Harrisburg, a member of the NCAA Division III, is accepting applications for part-time Head Coaches in the sports of Men's Soccer and Men's Golf with the Department of Athletics. These jobs are responsible for the overall management of the athletic program in cooperation with the Director of Athletics. Duties include recruiting and program development, practice preparation and game day coaching. In addition, the Head Coach will assist the Director with: scheduling, budget preparation, alumni relations and promotional activities related to athletics. Hours will vary between 10 to 15 hours/week (off-season) and 25 to 35 hours/week in season. Requires a Bachelor's degree and certification or ability to obtain certification in Adult CPR/First Aid within 3 months. College coaching experience preferred. To apply, send a cover letter, resume and references (in duplicate) to anh128@psu.edu or Andrea Hoerner, Penn State Harrisburg, Intercollegiate Athletics, 777 W. Harrisburg Pike, Middletown, PA 17057-4898.
36925	UP	Administrative Support Assistant 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Athletic Ticket Office			6/19/2012	6/25/2012				Process athletic ticket sales using the Archtics Ticketing and Database Management Program; sell tickets, receive and record payments, and print tickets. Reconcile ticket sales/bills and check ticket orders for accuracy. Prepare financial and ticketing reports. Ensure files are maintained for auditing purposes; i.e. cash report detail tapes, invoices, etc. Process customer refund checks and special request for checks; process IBIS forms. Assist with telephone inquiries and ticket sales; open, process, and respond to mail; order office supplies; assist in mass mailings. Other duties as assigned. Typically requires a High School diploma or higher plus one year of related experience, or an equivalent combination of education and experience. Experience in Archtics, IBIS (PSU Financial System), ISIS (PSU Student System), eBuy, Outlook, Word and Excel preferred. Successful candidate will be required to work all home football games for at least four hours prior to each game. Reliability and attention to detail essential. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
36926	UP	Assistant Coach 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Men's Gymnastics			6/19/2012	12/31/2099				Responsible to the Head Coach for performing or assisting with a wide variety of coaching duties in order to accomplish the goals and objectives of the team. Duties include, but are not limited to the following: identify, recruit, coach, and develop high level athletes for the program. Organize official and unofficial visits and assist with team promotion. Assist with practice and meet preparations. Typically requires a Bachelor's degree or higher plus one year of related experience, or an equivalent combination of education and experience. Demonstrated proficiency of preparation of gymnasts at the International level is preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
36932	UP	Assistant Coach 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Men's and Women's Track and Field/Cross Country			6/20/2012	12/31/2099				Responsible to the Head Coach for performing or assisting with a wide variety of coaching, recruiting and administrative duties in order to accomplish the goals and objectives of the team, Intercollegiate Athletics and the University. Typically requires a Bachelor's degree or higher plus one year of related experience, or an equivalent combination of education and experience. Playing/coaching experience at the collegiate level preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

36941	UP	Penn State Athletic Communications Assistant	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Athletics Communications			6/20/2012	12/31/2099				Penn State Intercollegiate Athletics, an equal opportunity employer, is seeking a highly qualified candidate to fill two jobs for Athletic Communications Assistants. Responsibilities include serving as the primary contact for two to three sports; producing online team record books, game notes, news releases, and feature stories; generating feature content, video and other unique coverage for GoPSUsports.com, the official Website of Penn State Athletics; responding to media requests; staffing home and selected away events; supervising statistical crews and other event support personnel; facilitating social media in line with department goals; other duties as assigned. Requires a Bachelor's degree in journalism, public relations or related field, plus at least one year of work-related experience in communications or public relations. Excellent communication and organizational skills and proficiency in desktop publishing (InDesign) and Photoshop required. Experience with recording and editing video a plus. Requires considerable initiative, creativity and independence. Experience in posting documents with HTML desirable. Experience with statcrew software preferred. This job reports to the Associate Director, Athletic Communications, has no benefits and will run from July 1, 2012 through June 30, 2013. For quickest consideration, interested applicants should send a resume, cover letter, and links to any available online samples to Kristina Petersen, Associate Director of Athletic Communications at kap18@psu.edu by June 27.
36960	WB	Assistant Baseball Coach	Penn State Wilkes-Barre	PENN STATE WILKES-BARRE	Athletics			6/22/2012	12/31/2099				This job reports directly to the Head Baseball Coach and Director of Athletics. The qualified person will assist with planning and directing team during all practices and contests; emphasizing academic success to student-athletes; and promoting the baseball program. Evening and weekend hours will be required for practices and games. This is a part-time, fixed-term 2 appointment. Bachelor's degree and successful coaching and/or playing experience are required. Candidate must be at least 25 years old and capable of driving a 15 passenger van. The review of applications will begin immediately and will continue until the job is filled. Please submit cover letter, resume, and name/contact info of three professional references to Director of Athletics, Brian D. Stanchak, at bds23@psu.edu or Penn State Wilkes-Barre Athletics, Old Route 115, PO Box PSU, Lehman, PA 18627.
36972	HN	Soccer Coach	Penn State Hazleton	PENN STATE HAZLETON	Student Services			6/25/2012	12/31/2099				Penn State Hazleton has an immediate opening for a part-time Head Soccer Coach. Responsibilities of this job include recruitment and retention of student players. Coach, schedule, and supervise on-field practices, games, and contest preparations. Supervise team players during travel to games and special events. Monitor academic performance of team members and ensure academic standards for student participation. Identify equipment needs, supplies, and monitor soccer budget expenses. Support public relations events and publicity involving soccer program. Requires flexible work schedule to accommodate early away contest departures. Previous coaching experience at a college level is preferred. To apply, send cover letter and resume to: The Pennsylvania State University, Office of Human Resources, 76 University Drive, Hazleton, PA 18202.

36983	UP	Coordinator of Athletic Programs 3	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Athletics Compliance			6/26/2012	12/31/2099				The Pennsylvania State University invites candidates for the job of Assistant Director of Athletics Compliance within the Department of Intercollegiate Athletics. This full-time administrative job will report to the Associate Athletic Director for Compliance and Student-Athlete Services and assist with the daily operations of the Athletics Compliance Office. Responsibilities of the job include managing and refining institutional monitoring systems, assisting with a comprehensive rules education program, review and approval of student-athlete promotional activities and donation requests, assisting with financial aid administration, researching and drafting waiver requests and other duties as assigned. Review of applications will begin immediately and continue until the job is filled. Typically requires a Bachelor's degree or higher plus two years of related experience, or an equivalent combination of education and experience. Candidates should have experience working in a Division I compliance operation. A Master's degree or Juris Doctorate is preferred. This s a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
36991	CL	Coordinator of Athletic Programs	Penn State Harrisburg	PENN STATE HARRISBURG	Office of Athletics			6/27/2012	7/3/2012				Penn State Harrisburg, an NCAA Division III institution invites applications for Head Women's Soccer Coach/Sports Information Manager, responsible to the Director of Athletics for the organization, development and leadership of the varsity women's soccer intercollegiate athletic program in support of the mission and core values of the University. Duties include recruiting and retaining prospective student athletes; coordinating practice planning, skill development and designing strategies which prepare the team for competition; establish and enforce rules of conduct as well as mentors student-athletes to foster athletic, academic, emotional, and social growth; hires, supervises and evaluates part time coaches/staff; adheres to University, conference and NCAA rules and regulations while overseeing the activities of assistant coaches. Other responsibilities include the management of sports information for all varsity intercollegiate athletics programs. These duties include the development and dissemination of sports information, including press releases, stat reporting, game programs, score reporting, roster and game management. Prepare and issues public relations and media materials to support and promote varsity intercollegiate athletics programs and events. Maintain intercollegiate athletics web page. Experience with Stat Crew software preferred. Evenings and weekends required. This job will be filled as a level 3, or level 4, depending upon the successful candidate's competencies, education, and experience. Typically requires a Bachelor's degree or higher plus two years of related experience, or an equivalent combination of education and experience for a level 3. Additional experience and/or education and competencies are required for higher level jobs. This is a fixed-term appointment funded through June 30, 2013.

36993	CL	Coordinator of Athletic Programs	Penn State Harrisburg	PENN STATE HARRISBURG	Office of Athletics			6/27/2012	7/3/2012				Women's Basketball Coach/Equipment Manager, responsible to the Director of Athletics for the organization, development and leadership of the varsity women's basketball intercollegiate athletic program in support of the mission and core values of the University. Duties include recruiting and retaining prospective student athletes; coordinating practice planning, skill development and designing strategies which prepare the team for competition; establish and enforce rules of conduct as well as mentoring student-athletes to foster athletic, academic, emotional, and social growth; hires, supervises and evaluates part-time coaches/staff; adheres to University, conference and NCAA rules and regulations while overseeing the activities of assistant coaches. Other responsibilities include the management of equipment and game operations for all varsity intercollegiate athletics programs. These duties include managing a program for purchase, maintenance, distribution, cleaning, collection, storage and reconditioning of all intercollegiate athletics supplies, uniforms and equipment. Manage home intercollegiate athletics contests and supervises game operations staff members. Evenings and weetends required. This job will be filled as a level 3, or level 4, depending upon the successful candidate's competencies, education, and experience. Typically requires a Bachelor's degree plus two years of
37003	UP	Academic Adviser 2	School of Nursing	HEALTH & HUMAN DEVELOPMENT	Nursing			6/28/2012	12/31/2099				The School of Nursing is seeking an individual to serve as an Academic Adviser. As a professional staff member, this full-time job will be responsible for academic advising of resident and World Campus students seeking admission to majors in the School of Nursing at all campuses; meet with prospective students and their families; guide students in course selection and scheduling; assist in resolving academic problems; identify and monitor academic progress; ensure that content on the School's website is accurate and current; participate in First-Year Testing, Consulting and Advising Program (FTCAP), Spend a Summer Day, Accepted Student Information Sessions and various College and University recruitment and retention programs; and assist in data management and the preparation of reports, surveys, and other documentation. Typically requires a Master's degree or higher plus one year of related experience, or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. http://www.nursing.psu.edu/
37004	UP	Preschool Teacher 2	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Human Development and Family Studies, Children's Programs, Bennett Family Childcare Center			6/28/2012	12/31/2099				Responsible for coordinating and implementing curriculum in an early childhood setting as part of a teaching team. Ensure a safe and supportive classroom (children 6 weeks to 3 years) environment, establishing relationships with children and encouraging their growth and development while also maintaining good communication with parents. Provide University students with supervision and feedback. Evaluate children and plan subsequent activities in the classroom to foster necessary development, sharing this information regularly with families through conferencing and digital presentations. Typically requires a Bachelor's degree or higher plus one year of related experience, or an equivalent combination of education and experience. State Police and Department of Welfare Abuse Clearances required including FBI fingerprinting. This job is available at the Bennett Family Center; a 4 STAR, NAEYC accredited childcare program. This is a fixed-term appointment funded for one year from date of hire with good possibility of re-funding. www.hhdev.psu.edu

37008	UP	Biobehavioral Health Instructor and Academic Advisor	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Biobehavioral Health			6/30/2012	9/15/2012				The Department of Biobehavioral Health at Penn State invites applications for a full-time (47-week), non-tenure track Instructor/Academic Advisor position with the potential option of an additional part-time summer appointment. The successful candidate must hold a doctorate degree in a discipline related to Biobehavioral Health with a minimum of one-year teaching experience or equivalent knowledge and experience. Prior university-level student advising experience is highly desirable. The primary responsibilities will be to teach undergraduate courses as needed by the department and to serve as an academic advisor for students intending to major in Biobehavioral Health in the College of Health and Human Development at University Park. Overall commitments will approximate 50% advising and 50% teaching. After one semester of training and orientation, the expected teaching load will be 3 courses per academic year. The primary advising responsibilities include being the "pre-major advisor" and meeting with Division of Undergraduate Studies (DUS) students seeking a major, and undergraduates in other majors interested in transferring to Biobehavioral Health as a major. Additional advising responsibilities may include assisting the BBH Academic Advisor for students already enrolled in the Biobehavioral Health major. Advising duties consist of providing various types of information to interested majors including: the requirements of the Biobehavioral Health major, possible careers and opportunities for post-baccalaureate education for Biobehavioral Health graduates; advising on course scheduling, degree audits, change of major, undergraduate academic policies, and other aspects of academic advising. Additional duties include consulting with departmental faculty and faculty advisors of Biobehavioral Health students at other locations; drafting correspondence related to advising matters; representing the department at student recruitment and advising functions, assisting incoming students with the transition to University Park; and following various University, College and Departmental academic advising, teaching and classroom procedures and policies. This is a full-time appointment with excellent benefits. Salary is commensurate with experience. Electronic submission of application materials is strongly suggested. Review of applications will begin immediately and will continue until a suitable candidate is identified. Review of materials will begin on August 1, 2012 and continue until the position if filled. The expected beginning date of the appointment is November 1, 2012. To apply, send application letter, curriculum vitae, official transcripts and letters of recommendation from three professional references (including name, address, email and telephone number) to Kathy Gilhom, Department of Biobehavioral Health, 315 East HHD building, University Park, PA 16802. Email: KVG3@psu.edu; Please indicate Instructor/Advisor vacancy in the subject line of email correspondence.
37009	CL	Head Men's Golf Coach	Penn State Harrisburg	PENN STATE HARRISBURG	Department of Athletics			6/28/2012	12/31/2099				Penn State Harrisburg is accepting applications for a part-time Head Men's Golf Coach with the Department of Athletics. This job is responsible for the overall management of the men's golf program in cooperation with the Director of Athletics. Hours wil vary between 10 to 15 hours/week (off-season) and 25 to 35 hours/week. Duties include recruiting and program development, practice preparation and game day coaching. In addition, the Head Coach will assist the Director with: scheduling, budget preparation, alumni relations and promotional activities related to athletics. Requires Bachelor's degree and coaching experience. Review of applications will begin immediately and continue until job is filled. To apply, send a cover letter, resume and references (in duplicate) to anh128@psu.edu or Andrea Hoerner, Penn State Harrisburg, Intercollegiate Athletics – 777 W. Harrisburg Pike, Middletown, PA 17057-4898.

37046	UP	Alumni Relations and Stewardship Officer	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Dean's Office, Alumni and College Relations			7/3/2012	12/31/2099				Penn State's College of Health and Human Development is seeking an Assistant Director of Alumni Relations. This job reports directly to the Dean of the College of Health and Human Development. Responsible for providing leadership and overseeing all aspects of the College's alumni relations program; developing strategies for increasing the involvement of alumni in the College; serving as representative to the Alumni Society and its board of directors; supporting the activities of the College's Affiliated Program Groups (APGs); recruiting and working with alumni volunteers; serving as a member of the College's Advancement Team; coordinating awards and award nominations; assisting with the planning and execution of special events; working with the Communications staff in the development of alumni publications, invitations, and other communications materials; and working with Development staff to enhance alumni participation in philanthropy. This job will be filled as a level 2, or level 3, depending upon the successful candidate's competencies, education, and experience. Typically requires a Bachelor's degree or higher plus two years of related experience, or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. The successful candidate must possess a passion for higher education and its benefits. Those who are well organized and self-directed are encouraged to apply. This is a fixed-term appointment funded through May 31, 2013. http://www.hhdev.psu.edu/
37049	CL	Intramural Sports Assistant	Penn State Harrisburg	PENN STATE HARRISBURG	Office of Intramural Sports/Fitness/Recreation			7/3/2012	12/31/2099				Penn State Harrisburg is accepting applications for a part-time Intramural Sports Assistant with the Office of Intramural Sports/Fitness/Recreation. The job pays $15/hour and requires the ability to work evenings, Monday through Thursday, 8:00 p.m. – 11:30 p.m. (16 hours per week) August through April, with some schedule flexibility. Intramural games are not held during semester breaks and holidays. Duties include providing on-site supervision of intramural contests at the game venue. Work with the student Intramural Assistants on duty by overseeing all game procedures, managing player conflicts, offering rule interpretation assistance for the officials, administering first aid, securing aid from Police Services and/or Maintenance and Operations as needed and generally act on behalf of the Coordinator of Intramural Sports/Fitness/Recreation. Requirements include CPR/AED/First Aid certification (or willingness to certify) and knowledge of all team sports rules. A Bachelor's degree or higher is preferred. Review of applications will begin immediately and continue until job is filled. To apply, send cover letter and resume to Rebecca Parthemore at rlp26@psu.edu.
37050	UP	Department Head - Recreation, Park and Tourism Management	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Recreation, Park and Tourism Management			7/6/2012	3/31/2013				Health and Human Development (HHD), at The Pennsylvania State University invites applications for the position of Department Head to begin Fall 2013. Penn State seeks applicants with the vision and energy to lead this nationally and internationally acclaimed department. The Department Head is expected to be a leader who promotes excellence in the full range of missions that are embodied at a comprehensive, land-grant and research intensive university such as Penn State. As a key academic leader, and in keeping with the strategic initiatives of the University and the College, the Department Head must have the ability to stimulate and facilitate research productivity, encourage interdisciplinary research, and promote and assist faculty with securing external funds to fulfill the mission of the department. The Department Head must also expand upon the current strengths of the faculty by identifying and facilitating new opportunities in undergraduate, graduate, and on-line education. Successful candidates must demonstrate the ability to build support across the academic community; show a commitment to recruiting and retaining a diverse group of students, faculty, and staff; be able to work with faculty and staff in other disciplines; and possess excellent interpersonal skills, including the capacity to position the department positively so as to create, maintain and build upon relations

37058	UP	Instructor of Human Development & Family Studies	College of Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Human Development & Family Studies			7/5/2012	8/31/2012				The Department of Human Development and Family Studies (HDFS), in the College of Health and Human Development at The Pennsylvania State University invites applications for a full-time, 48-week, non-tenure-track instructor, beginning immediately, to support development and implementation of our Bachelor's of Science program to be delivered through Penn State's World Campus, Penn State's online campus (http://www.worldcampus.psu.edu/). Primary responsibilities include developing and teaching web-based undergraduate courses in development across the life span, family studies and prevention and intervention science. Other responsibilities may include coordinating instructor selection and planning of on-line courses, and teaching resident instruction courses. Candidates must hold a Ph.D. in Human Development, Family Studies, Psychology, Sociology or a related field. In addition, candidates should have excellent writing skills, ability to describe social science material in applied and concrete ways, ability to communicate effectively with students by email, in discussion groups and in person. Online teaching experience and some administrative background are desirable. Candidates must have expertise to contribute to the development of new or existing courses which will be appropriate for web-based delivery. More information about the undergraduate program and courses offered can be found here: http://www.hhdev.psu.edu/hdfs/undergraduate. This fixed-term appointment is for one year with excellent possibility for reappointment. Salary is commensurate with experience. Review of applications will begin immediately and will continue until a suitable candidate is identified. To apply, send application letter (indicating specific course(s) interested in teaching), curriculum vitae, and the names of three professional references (with complete contact information, including mailing address, telephone number, and e-mail) to Debbie Miller, Department of Human Development and Family Studies, The Pennsylvania State University, 211 South Henderson Building, University Park, PA 16802, or via e-mail to: ddm4@psu.edu. Telephone: (814) 865-1447.
37073	UP	Coordinator of Athletic Programs 3	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Athletics Compliance Office			7/6/2012	12/31/2099				The Pennsylvania State University invites applications for the job of Financial Aid Coordinator within the Department of Intercollegiate Athletics. This full-time administrative job will report to the Assistant Athletic Director for Compliance and Student-Athlete Services and assist with the daily operations of the Athletics Compliance Office. Responsibilities of the job include monitoring team financial aid limits, coordinating distribution and review of National Letters of Intent, interpretation of NCAA and Big Ten rules, reviewing outside financial aid awards, management of squad lists, management of Student Assistance Fund transactions and policy, rules education in the area of financial aid and institutional policy and other duties as assigned. Salary is commensurate with experience. Review of applications will begin immediately and continue until the job is filled. Typically requires a Bachelor's degree or higher plus two years of related experience, or an equivalent combination of education and experience. Preferred qualifications include familiarity with NCAA and Big Ten Conference rules, an advanced degree and experience working directly with athletically related financial aid. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding

37075	UP	Volunteer Coach, Softball	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Softball			7/6/2012	7/6/2012				Responsible to the Head Coach for performing or assisting with a wide variety of coaching duties in order to accomplish the goals and objectives of the team. Duties include, but are not limited to the following: coach and develop high level athletes for the program, primarily pitchers and catchers. Help with filming, video download and analysis. Assist with practice and game preparations. Typically requires a Bachelor's degree or higher plus one year of related experience or an equivalent combination of education and experience. To apply: send resume to Robin Petrini at rjp13@psu.edu or 212 Nittany Lion Softball Park, University Park, PA 16802.
37079	MA	German Instructor (Part-time)	Penn State Mont Alto	PENN STATE MONT ALTO	Education			7/6/2012	9/30/2012				Applications for the following part-time position is being accepted for the 2012 Fall semester: day and evening classes in Elementary German, Intermediate German and German Culture. A Master's degree in an appropriate discipline from an accredited institution is required. A teaching demonstration will be required as part of the on-campus interview. Please send a letter of application, resume, transcripts and list of references with contact information to: Dr. Michael Doncheski, Director of Academic Affairs, Penn State Mont Alto, 1 Campus Drive, Mont Alto, PA 17237; 717-749-6051 Phone, 717-749-6069 FAX, smk17@psu.edu (email). Applications accepted until position is filled. We encourage applications from individuals of diverse backgrounds.
37092	UP	Administrative Support Assistant 2	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	School of Hospitality Management			7/10/2012	7/18/2012				The School of Hospitality Management (SHM) has an opening for an individual to provide general staff and administrative assistance to faculty, staff and students. This job will be involved in many aspects of the School and be responsible for providing excellent front line customer service. In addition to answering telephones, greeting, referring and assisting customers, this job will be responsible for using technology to compile records and lists, organize and maintain information, type letters and correspondence, sort mail, schedule appointments and meetings, use copier, and maintain records and supplies. This job will provide staff support for Café Laura public evening meal reservations, edit the HRIM 430 meal brochure and perform other related tasks. In addition, the individual hired will maintain departmental room requests, assist with mailings, and provide support for special projects as requested. The individual in this job must be comfortable working in a diverse team driven environment and be confident communicating with all internal and external customers. This individual will report to the Undergraduate Program Specialist. Typically requires a High School diploma or higher plus one year of related experience in a large office environment or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. This is a 75% full-time equivalency (FTE) job. Will work mid-August to mid-May. Full Penn State benefits included.

37106	UP	Administrative Support Assistant 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Customer Relations			7/12/2012	7/18/2012				If you understand the passion in the heart of a Nittany Lions' fan and would feel rewarded by positively impacting their relationship and experiences with Penn State, this is a job that would interest you. You will work directly and daily with the donors and customers of Penn State Athletics via telephone and e-mail. Our objective is to improve the overall experiences of our customers through knowledgeable and efficient handling of varied customer inquiries; account management, ticket and parking information, web navigation, donations, applications, gameday details, etc. First call resolution is the goal and a personal approach to service is absolutely essential. Responsibilities also include data management and customer relationship management (CRM). Candidates with experience with the Ticketmaster™ Archtics Ticketing/CRM system and the Advance Database system are preferred. Proficiency with the Microsoft Outlook Suite is also required. Typically requires a High School diploma or higher plus one year of related experience, or an equivalent combination of education and experience. Compliance with Policy HR99, Background Check Process, will be completed prior to the first day of work with the University. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
37117	OZ	Director of Athletics 4	Penn State Abington	ABINGTON-OGONTZ	Student Affairs			7/13/2012	7/19/2012				Penn State Abington seeks a full-time Director of Athletics, Intramurals and Recreation. This job reports to the Senior Director of Student Affairs. Penn State Abington is currently completing the NCAA Division III provisional process. The institution has 14 varsity sports, 225 student athletes, 3400 full time students, and an active intramurals program. This job includes the following responsibilities: Hire, supervise and develop coaching and administrative staff; locate and secure off campus athletic facilities for competition and practices; budget preparation and monitoring for Athletics, Recreation and Intramurals; Oversight of Athletic facilities coverage and operations; attend NEAC Conference meetings and NCAA and ECAC meetings on behalf of the institution; work with the Faculty Athletics Representative and the Faculty Fellows to ensure recruiting and retention efforts; serve as a member of the Student Affairs team and represent the Athletics Department at various Admissions events; serve on campus wide committees. Typically requires a Bachelor's degree or higher plus seven years of related experience, or an equivalent combination of education and experience. Master's Degree preferred in Sports Administration or similar area of expertise; experience in an NCAA institution as an athletics administrator; coaching background preferred; budgeting and recruiting experience preferred. Ability to work well with multiple constituencies: students, staff, coaches, faculty, administration, parents, alumni, conference officials, etc. Must be willing to work evenings and weekends. This is a fixed-term appointment funded through June 30, 2013 with good possibility of re-funding. www.abington.psu.edu

37181	UP	Marketing Communications Specialist 2	College of Education	EDUCATION	College Relations Office			7/24/2012	12/31/2099				The College of Education is seeking a writer/editor to contribute to the College's communication needs. This individual will write and coordinate web content, press releases, news features on people and research, promotional brochures, and content for other media, including social media. Required knowledge includes demonstrated writing skills, especially press releases and news features; creating and organizing web content; social media marketing; editing and proofreading, and familiarity with APA, Chicago, and AP editorial styles. Basic HTML skills and familiarity with website authoring software and/or experience with content management systems are desired. Successful individuals will be self-starters who can work both independently and as part of a team and who can balance multiple assignments with different deadlines. Typically requires a Bachelor's degree or higher plus two years of related experience, or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with possibility of re-funding.
37199	UP	Instructional Designer	School of Nursing	HEALTH & HUMAN DEVELOPMENT				7/25/2012	12/31/2099				Responsible to the School of Nursing's Assistant to the Dean for Special Projects and Programs, the Instructional Designer will work interactively with faculty and staff to design and develop online course instructional materials and support faculty in related methodologies. In addition to designing and developing new course offerings using various delivery formats including Internet-based, electronic communications, video and print; the Instructional Designer will work to enhance existing online course offerings and continuing education modules. This job will be filled as a level 2, or level 3, depending upon the successful candidate's competencies, education, and experience. Typically requires a Master's degree or higher plus two years of related experience, or an equivalent combination of education and experience for a level 2 Additional experience and/or education and competencies are required for higher level jobs. Graduate work in adult education and/or instructional systems preferred. The successful candidate will possess an in-depth understanding of instructional design issues related to teaching and learning in distance/online courses, be able to demonstrate best practices, and clearly articulate the advantages and disadvantages of various pedagogical techniques/principles. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

37200	UP	Data Analyst 3	College of Education	EDUCATION	Associate Dean for Undergraduate and Graduate Studies			7/25/2012	12/31/2099				Reporting to the Associate Dean for Undergraduate and Graduate Studies, this job will provide analysis of data and information to inform the planning, certification, and accreditation needs of the College and will support the accountability measures of the College to include program evaluation, self-studies, and accreditation. This job provides support in completing national and state reporting requirements. This job serves as the primary Integrative Student Information System (ISIS) Database Warehouse analyst for the College. Job duties include the following: coordinating and implementing the undergraduate entrance-to-major process for the College; verifying accurate completion of certification requirements; extracting, collecting, analyzing and summarizing institutional data using a variety of data sources and tools; provide program evaluation and self-study/accreditation data and analysis, engage in the production of information for the College, including federal/state reports and for the reporting requirements for external agencies. In addition, this job provides report development, training, and data usage support to College staff on an as needed basis. The job will assist College staff in developing queries and ad hoc reports to assist end users. This job may develop and maintain Web pages and work on other special projects as assigned by the Associate Dean. The successful candidate must have demonstrated competencies in the following areas: strong specialized background in software and data conversion or databases; working knowledge of MS SQL Server a plus; working knowledge of Microsoft Access, all standard Microsoft Office Products, and Adobe Acrobat; familiarity with databases; strong analytical and problem solving skills; exceptional communication skills; strong organizational and project management skills with acute attention to detail; and creativity, innovation and ability to work independently and in a team environment. Some overnight travel may be required. Typically requires a Bachelor's degree or higher plus three years of related experience, or an equivalent combination of education and experience.
37224	UP	Programmer/Analyst	College of Health and Human Developmen:	HEALTH & HUMAN DEVELOPMENT	Dean's Office - Alumni and College Relations			7/30/2012	8/5/2012				Penn State's College of Health and Human Development seeks an experienced Web Application Developer/Drupal Developer for website management, web application development, and related efforts. Responsibilities to include: managing an enterprise level content management system (CMS); customizing segments; enhancing functionality; developing themes; small- and large-scale web application development; determining project specialized requirements; and specialized support for best practices, standards, and accessibility. The successful candidate will work closely with the creative services team on communications/marketing efforts, integrating graphic design and user interfaces, and functionality for communications initiatives. Candidates must have familiarity with current and evolving web technologies/protocols and demonstrated experience to include: content management; PHP/MySql; URL rewriting; regular expressions; HTML/CSS/JavaScript; and version control (particularly Git). Moderate familiarity with web server administration is preferred. Relational database design, Microsoft web application languages, semantic markup/SEO, and jQuery/AJAX are helpful. This job will be filled as a level 2, level 3, or level 4, depending upon the successful candidate's competencies, education, and experience. Typically requires an Associate's degree or higher plus two years of related experience, or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. Consideration will be given to the candidate's level of competency and project portfolio. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

37246	UP	Game Day Program Sellers	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Penn State Football			7/26/2012	7/26/2012				Intercollegiate Athletics is seeking individuals to sell its game-day program at the Nittany Lions' seven 2012 home football games. Sellers are paid 50 cents for each program sold. For complete information and registration forms, email: SellerRegistration@athletics.psu.edu
37263	UP	Assistant Supervisor	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Kinesiology			8/2/2012	8/17/2012				Serve as supervisor in a fitness assessment center which conducts fitness testing on undergraduate students. Duties include: overseeing daily functions of the lab, conducting fitness tests, supervising undergraduate interns, staff training, administrative functions and appointment scheduling. A Bachelor's degree in Kinesiology, Exercise Science or related field required. Master's degree preferred. Experience in fitness industry, personal training or clinical exercise testing desired. This position is part-time (up to 35 hours per week) for fall and spring semesters, with excellent possibility of renewal. Qualified applicants should send a resume and cover letter to Megan Schuchert, mks151@psu.edu.
37277	MK	Head Men's and Women's Soccer Coach	Penn State Greater Allegheny	PENN STATE GREATER ALLEGHENY	Athletics			8/3/2012	1/21/2013				Penn State Greater Allegheny is seeking qualified candidates for the position of Head Men's and Women's Soccer Coaches. This is a part-time position and is available immediately. Penn State Greater Allegheny is a member of the Penn State University Athletic Conference (PSUAC) and United States Collegiate Athletic Association (USCAA). The College is committed to excellence in academics and athletics, and dedicated to providing outstanding service to its student athletes. The Head Soccer Coach will be responsible for maintaining a respected program, coordinating team practice sessions, yearly game scheduling, home game itineraries and away trips; recruiting quality student-athletes; fundraising and operating the athletic season within budgetary guidelines. Qualified candidates should have a Bachelor's degree and previous coaching experience-preferably at the college level. The position requires a good driving record, organizational skills, verbal and written communication skills, ability to travel, the ability to work non-traditional hours, ability to provide leadership and mentorship of student athletes. Flexibility is a must. Qualified candidates should send their cover letters and resumes to Director of Athletics Jim Chester, 4000 University Drive, McKeesport, PA 15132; via fax to 412-675-9171 or via email to jlc32@psu.edu. This position requires that you operate a motor vehicle as a part of your job duties. A valid driver's license and successful completion of a motor vehicle records check will be required in addition to standard background checks.
37303	UP	Assistant, Associate, Full Professors of Education	Education	EDUCATION				8/13/2012	9/30/2012	9/30/2012	11/2/2012		The College of Education at Penn State invites applications for the following tenure line positions. Salary is commensurate with education and experience; full University benefits apply. Generally, appointments will begin Fall Semester 2013. Responsibilities for all positions include teaching, research, and service. A detailed position announcement and instructions on how to apply for the positions can be found for each position at http://www.ed.psu.edu/educ/employment. Penn State has a strong commitment to the diversity of its workforce. We encourage applications from individuals of diverse backgrounds. Tenure line faculty positions are available in the following areas: Adult Education (online/distance education emphasis) Counselor Education Educational Leadership (American Indian Education emphasis) English Language-World Language Education Higher Education Rehabilitation and Human Services Science Education Special Education Workforce Education and Development (Career and Technical Education emphasis) Review of applications begins immediately and continues until the positions are filled.

37324	UP	Assistant Coach 3	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Track and Field/Cross Country			8/8/2012	12/31/2099				Responsible to the Head Coach for performing or assisting with a wide variety of coaching, recruiting and administrative duties in order to accomplish the goals and objectives of the team, Intercollegiate Athletics and the University. Typically requires a Bachelor's degree or higher plus one year of related experience, or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
37337	UP	Public Relations Specialist 3	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Athletic Communications			8/10/2012	12/31/2099				Penn State Intercollegiate Athletics, an equal opportunity employer, is seeking a highly qualified candidate to fill the position of Assistant Director of Athletic Communications. Responsibilities include serving as a secondary contact for the Penn State football team and a primary contact for at least two sports; producing online team record books, game notes, news releases, and feature stories; generating feature content, video and other unique coverage for GoPSUsports.com, the official Website of Penn State Athletics; responding to media requests; staffing home and selected away events; supervising student workers as well as statistical crews and other event support personnel; facilitating social media in line with department goals; other duties as assigned. Additionally, this position will assist in overseeing the student staff and content production for the GoPSUsports.com All-Sports Blog. Typically requires a Bachelor's degree or higher plus four years of related experience, or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding
37383	UP	Coordinator of Athletic Programs 4	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Sports Camp			8/20/2012	12/31/2099				Intercollegiate Athletics is seeking a highly motivated individual to oversee the operation of the Sports Camp Office. Successful candidate will manage all aspects of the Sports Camp operation adhering to the highest levels of morality, ethics, legalities, and safety. Other duties include: supervisor Sports Camp Office staff; develop and implement a plan for the effective coordination of all activities related to program marketing, scheduling, venues and storage, and staffing - including coaches, referees and medical staff; purchase of equipment, supplies, t-shirts, insurance; residence hall and dining contracts; parking and transportation; registration; services and amenities to coaches; communications with students and parents; and maintain strong professional relationships with coaches, student-athletes, numerous campus units/staff, external suppliers, and vendors. Create, monitor and finalize individual program budgets. Serve as building coordinator, managing operations that include equipment room, schedule, budget, events, routine and minor maintenance, and customer service. Supervise and direct the efforts of camp support staff and building operations staff. Serve as liaison with building users and support agencies. Typically requires a Bachelor's degree or higher plus four years of related experience, or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

37398	UP	Human Research Technologist 3	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Nutritional Sciences			8/21/2012	12/31/2099				We seek an individual to manage all aspects of the operation of the Metabolic Research Kitchen and Feeding Laboratory in the Department of Nutritional Science and to assist with research involved with understanding the neural controls of food intake in children. Experiments being conducted will include both feeding studies, intervention studies, and brain imaging studies using functional magnetic resonance imaging. Responsibilities include maintaining kitchen equipment, managing undergraduate and graduate research students, and scheduling use of the metabolic kitchen. In addition, this position will assist the faculty member with preparation of study protocols and IRB applications, grant submissions, ordering equipment and materials, maintaining budget records, data entry, data processing, and organizing lab files and questionnaires. Also, there will be opportunities to be involved with research data collection involving children and families. There may be opportunities to be involved with scientific publications and attend scientific meetings, if so desired. Finally, the lab manager will be expected to attend weekly lab meetings, to provide progress reports and to update and maintain the laboratory log activities notebook. Typically requires a Bachelor's degree or an equivalent combination of education and experience. Additional education and experience along with a background in nutrition and/or psychology strongly preferred. Requires experience with Excel and some background in statistics (the ability to use SPSS and/or SAS is a plus, but not necessary). This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. http://nutrition.hhdev.psu.edu/
37405	UP	Research Technologist 2	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Nutritional Sciences			8/22/2012	12/31/2099				The Department of Nutritional Sciences seeks candidates for the job of Research Technologist. Responsibilities will include design and implementation of experiments; data analysis and documentation of all laboratory procedures; maintaining a clean and sterile lab environment; and purchasing and maintenance of laboratory supplies and equipment. The successful candidate will be required to maintain cell culture lines, and perform cellular immunoassays and molecular biology procedures. Techniques include, but are not limited to ELISA, cell proliferation, and cytotoxicity assays; flow cytometry; immunoblotting, PCR and qRT-PCR analysis. In addition, the individual hired will be required to work with small laboratory animals and be proficient in animal handling techniques and protocols. Supervision of rotating students and undergraduate personnel required. Due to the nature of the research, the candidate should have a flexible schedule. This work will involve the use of both mouse and human blood and blood products. Typically requires a Bachelor's degree or higher plus four years of related experience, or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with good possibility of re-funding. http://nutrition.hhdev.psu.edu/

37449	UP	Staff Assistant	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Nutritional Sciences			8/28/2012	12/31/2099				Provide support to the Director of the Laboratory for the Study of Human Ingestive Behavior, as well as staff and graduate students of the research lab. Primary responsibilities include coordinating travel arrangements; scheduling and arranging meetings; composing correspondence, reports and various forms; answering/screening telephone calls; greeting visitors; and providing general office support, ordering supplies and maintaining files. Excellent interpersonal and organizational skills with a commitment to teamwork required, as well as the ability to maintain confidentiality. Must be reliable and able to work independently in an often fast-paced environment. Proficiency in MS Word required. Knowledge of PowerPoint, EndNote Bibliographic software and MS Excel highly desired. This is a part-time position for approximately 20 hours per week with some flexibility in work hours. To apply, send cover letter, resume, and names and addresses of three references to Jennifer Maengs at jas138@psu.edu or The Pennsylvania State University, 226 Henderson Building, University Park, PA 16802.
37492	UP	Administrative Support Assistant	Health & Human Development	HEALTH & HUMAN DEVELOPMENT	Health Policy and Administration			9/3/2012	9/9/2012				Serve as the undergraduate program Administrative Support Assistant for the Department of Health Policy and Administration. Answer telephone, greet visitors, and answer questions or refer; schedule appointments for advisor via electronic calendars. Additional responsibilities include, but are not limited to, managing undergraduate student records (majors and minors), textbook orders, E-petitions, dropping and adding courses, SRTEs, student registrations, classroom and course scheduling, course syllabi, independent studies, instructional activity data, etc. Prepare correspondence and reports; create and maintain files, databases/listserve, and records of undergraduate majors and minors. Provide support to the Undergraduate PIC/committee, Undergraduate Internship Program, and the HPA/ACHE advisor. Coordinate special events and make travel arrangements; assist with special projects such as lecture series, faculty searches, promotion and tenure, departmental directories, etc. Sort and distribute mail, inventory supplies, make copies and send/distribute faxes. Assist faculty with course materials, manuscripts, research presentations, and proposal preparation, among other things. May act as liaison with College's IT support unit and/or maintain HPA IT computer records, and other related tasks. This job will be filled as a level 2, or level 3, depending upon the successful candidate's competencies, education, and experience. Typically requires a High School diploma plus one year of work related experience, or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. Requires experience with Microsoft Office (Word, Excel), excellent interpersonal and organizational skills with the ability to handle multiple tasks and a commitment to teamwork. Working knowledge of a student information mainframe, Access, Data Warehouse, a business or financial information mainframe, and/or PowerPoint strongly preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. www.hhdev.psu.edu

37498	UP	Alumni Relations and Stewardship Officer	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Dean's Office - Development			9/7/2012	12/31/2099				The College of Health and Human Development seeks a Stewardship Coordinator to be responsible for conceptualizing, developing and managing all programs and activities related to stewardship for the College. Reporting to the Director of Development, the Stewardship Coordinator will anticipate needs and closely collaborate with donors, volunteers, faculty, students and staff to provide inspiring, personally tailored high quality stewardship. Function as the primary point of contact for all stewardship activities by working collaboratively with the dean, academic unit heads, research center directors, faculty members, financial staff, development staff, student awarding staff and central support staff to monitor endowment spending and address endowment-related, gift-related and student awarding issues. Review donor reports, oversee departmental endowment management and monitor gift recording and tracking processes. Utilize Penn State's electronic stewardship system, eSteward, for managing, tracking and spending of all endowment funds across the College to maintain and monitor stewardship activity. Act as eSteward access administrator and training coordinator for the College. Engage in marketing and communications efforts related to the stewardship program which may include writing for print and on-line publications and individualized correspondence. This job will be filled as a level 2, or level 3, depending upon the successful candidate's competencies, education, and experience. Typically requires a Bachelor's degree plus two years of work related experience, or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. This is a fixed-term appointment funded for one year with excellent possibility of re-funding.
37503	UP	IT Support Specialist 2	College of Educatior	EDUCATION	Carrera Education Technology Center			9/5/2012	12/31/2099				Responsible to the IT Manager in the Carrera Education Technology Center for providing first tier technical support and consulting for Windows-based and Apple-based computer needs in the College of Education including small scale student offices, faculty and staff systems, printing systems, software and license management, file sharing, web, and network services. Also responsible for installing and configuring software and hardware to ensure that high-end applications can run in a variety of environments, as well as to adhere to standards of configuration and policy guidelines. Serve as the primary point of contact and lead member of the help desk to identify and resolve, software, hardware, and network issues; answer phones, information routing, and issue assignment to higher-level or area-specific technicians. Utilized remote access applications to resolve mobile user issues. Work closely with faculty across multiple areas in a collaborative capacity. The successful candidate must demonstrate proficiency with Microsoft Office (Word, Excel, PowerPoint). In addition, candidate must have experience with calendaring software (Exchange, Outlook, Mail, and UCS), and the ability to learn new and evolving technologies. Candidate will monitor the unit budget in terms of professional development expenditures, major hardware/software purchases, assuring purchase orders are in place each year with key vendors. Serve as a knowledge bridge between the technical side of delivering computing systems and the practical ute side of the needs of the various customer applications. Provide higher-level technical consulting support as needed including researching and purchasing items within set budgetary restrictions. This person may be asked to train and supervise work-study students. Typically requires an Associate's degree or equivalent plus two years of work related experience, or an equivalent combination of education and experience.

37516	UP	Administrative Support Assistant 2	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	Sport Camps			9/6/2012	10/4/2012				We need a conscientious, detail oriented person to provide information and excellent service to internal and external clients. Type, edit and proofread correspondence and copy for publication; conduct registrations; audit and deposit receipts and complete accounting summaries; set up and maintain work schedule; initiate and process financial documents; enter and track data; knowledge of payroll procedures; leadership skills; maintain files. NOTE: Overtime (evenings and weekends) is required, especially from mid-April to mid-August. The Sport Camps Office is located in the Multi-Sport Facility (beside the Bryce Jordan Center). Typically requires a High School diploma plus one year of work related experience, or an equivalent combination of education and experience. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
37521	UP	Coordinator of Athletic Programs 3	Intercollegiate Athletics	INTERCOLLEGIATE ATHLETICS	McCoy Natatorium			9/6/2012	9/21/2012				Penn State Intercollegiate Athletics, an equal opportunity employer, is seeking a highly qualified, dynamic, energetic and creative candidate to fill the position of Coordinator of Athletic Programs: Aquatics. This position assists the Manager of Aquatic Facilities in the coordination and operation of University Park swimming venues by creating a workforce with customer satisfaction and safety at its core. Responsibilities include recruitment and supervision of Customer Service Representatives and program-related specialty instructors, including Learn-to-Swim, Water Aerobics, Learn-to-Dive, and First Aid/CPR/AED programs; facility scheduling; accurate and timely contracting and billing; monitoring general building security and assisting with swimming pool and spa water quality and chemistry. Additional responsibilities include supervising event operations, lifeguarding and teaching program-related courses as needed. Works evenings, weekends and holidays as required to meet facility needs. The successful candidate must possess exemplary writing and interpersonal skills, effectively communicate, efficiently multi-task, demonstrate a genuine appreciation in working with diverse audiences and demonstrate a commitment to customer service and student and staff development. Experienced aquatic programmers who are well organized, self-directed and excel at training and working with student employees are encouraged to apply. Applications must be received no later than September 21, 2012. Typically requires a Bachelor's degree plus two years of work related experience, or an equivalent combination of education and experience. Earned Bachelor's degree in Recreation, Sport Management or an appropriate area of specialization from an accredited institution required, Master's degree preferred. Required certifications: Current Lifeguarding/First Aid/CPR/AED for the Professional Rescuer and Water Safety Instructor, Certified Pool Operator (or equivalent), Lifeguarding Instructor and Pesticide Applicator's License (Category 24) required within 6 months of hire. Instructor certification in a water exercise program is preferred. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.
37528	AA	Assistant Men's Basketball Coach (Part-time)	Altoona	ALTOONA	Intercollegiate Athletics			9/7/2012	12/31/2099				Penn State Altoona seeks candidates for the position of part-time Assistant Men's Basketball Coach. The responsibilities for this position will include: game day operations, teaching in team practice, player instruction and skill development, regional recruiting, scouting opponents, community relations, and other duties assigned by the head coach. Previous experience as a college coach of player is preferred. Review of applications will begin immediately and continue until job is filled. To apply, send cover letter, resume, and three references to Billy Clapper, Men's Basketball Coach at wjc16@psu.edu. Employment will require successful completion of background check(s) in accordance with University policies.

37581	UP	Instructional Production Specialist 2	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Dean's Office - Outreach			9/13/2012	12/31/2099				Penn State's College of Health and Human Development has an opening for an Instructional Production Specialist in the College's Outreach Office. The successful candidate will be part of our online learning design team and will provide technical and administrative support to the director and instructional designers. Primary responsibilities will be to assist in the production, maintenance, and management of online courses; help to resolve and respond to technical and accessibility issues; update Web content; and aide in the use of course-related tools and systems. We are looking for an individual who is highly organized and efficient with managing many details and tasks and who thrives in a team-oriented environment. Ability to communicate clearly and effectively both verbally and in writing is essential. Typically requires an Associate's degree or equivalent plus two years of work related experience, or an equivalent combination of education and experience. Experience using a learning management system such as Angel is required, as is a working knowledge of Microsoft applications, HTML, and Photoshop. Familiarity with Flash and media production tools is a plus. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding. www.hhdev.psu.edu
37586	UP	Research Project Manager	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Center for Health Care and Policy Research			9/13/2012	9/19/2012	9/22/2012	1/30/2013		The Center for Health Care and Policy Research is seeking candidates for a staff research job as a Research Project Manager for a large, inter-university team conducting an evaluation of a national health care change initiative. The duties of the position include assisting the Principal Investigator with strategic planning and coordinating daily operations of the project. Work with individuals, both internal and external to the evaluation team, to exchange information, solve problems, set priorities, resolve conflicts, develop workflow processes, and ensure efficient and effective implementation of evaluation goals. Establish and maintain internal and external collaborative research relationships. Ensure compliance with Institutional Review Board requirements and assist investigators with human subject protections. Manage and ensure compliance with data security procedures. Prepare regulatory reports and assist with written research products, including reports, research summaries, and journal articles. Manage the dissemination of research products and the project's web presence. Some travel may be required. This job will be filled as a level 2 or level 3, depending upon the successful candidate's competencies, education, and experience. Typically requires a Master's degree plus two years of work related experience, or an equivalent combination of education and experience for a level 2. Additional experience and/or education and competencies are required for higher level jobs. Experience in social science research required and knowledge of the U.S. health care system is preferred. In addition to strong project management skills, the successful candidate should be a self-starter and have highly-developed organizational and information-processing skills, possess excellent oral and written communication skills, have the ability to work both independently and closely with other team members, and demonstrate excellent attention to detail and deadlines. Skills related to outreach and marketing (such as website content development) are a plus. This is a fixed-term position funded for one year from date of hire with very good possibility of re-funding. www.hhdev.psu.edu

37597	UP	Information Technology Support Specialist 2	School of Nursing	HEALTH & HUMAN DEVELOPMENT				9/14/2012	12/31/2099				The School of Nursing is seeking a self-motivated and proactive individual to provide IT support to the School's academic programs and Simulation Skills Lab. Major responsibilities in this position will include specialized support of the Sim Lab and all of the School's technology rooms to ensure successful operation of all equipment, as well as connection with other distant videoconference rooms at branch campuses; support and maintain Media Site equipment along with editing and uploading Media Site tapings; review, evaluate, recommend, ensure proper use of, and test new hardware and software used by faculty in their academic programs; identify and resolve hardware, network, and software problems in relation to the Sim lab and academic programs; maintain network closet in Sim Lab and coordinate updates/changes with College of Health and Human Development IT staff; assist faculty with use of University's ANGEL system; provide orientation and training on use of technology/simulation equipment; schedule use of videoconference room meetings; assign access to School's meeting/classroom calendars and short-term access accounts; participate in the development and support of processes and tools used in support of course development; provide expertise in using the features of the course management system including ability to diagnose/analyze and document issues related to its use; purchase, assign and maintain inventory of Secure ID tokens as well as School's hardware and software licenses for faculty/staff. Typically requires an Associate's degree or higher plus two years of related experience, or an equivalent combination of education and experience. A Bachelor's degree is preferred. A working knowledge of Windows and MAC OS, MS Office, common e-mail clients, basic TCP/IP networking, printers, and computer hardware architecture, as well as excellent interpersonal, problem solving, and communication skills are required. Receptivity to constant upgrading of skills and computer related knowledge essential. Experience with ANGEL, Ipads, A+ certification, Media Site and AMX control systems a plus. This is a fixed-term appointment funded for one year from date of hire with excellent possibility of re-funding.

37680	UP	Adult Development and Aging - Assistant/Associate Professor of HDFS	College of Health and Human Development	HEALTH & HUMAN DEVELOPMENT	Human Development and Family Studies (HDFS)			9/30/2012	1/31/2013				The Department of Human Development and Family Studies (HDFS) in the College of Health and Human Development at The Pennsylvania State University invites applications for a tenure-track position at the rank of Assistant or Associate Professor. We seek a faculty colleague whose research focuses on adult development and aging, and who uses methods either of prevention science or family studies. The candidate's interests should focus broadly on understanding and building a basis for the enhancement of physical and/or psychological health. Substantive focus of research includes, but is not limited to emotions and emotional regulation, engagement in work or volunteer activities, quality of life, social networks, family relationships and support, stress processes, biological mechanisms, and health behaviors. Applicants should demonstrate a clear program of research, strong publication record, and the potential to obtain external funding. Responsibilities include teaching both undergraduate and graduate level courses as well as directing theses/dissertations. The Department of Human Development and Family Studies (http://www.hhdev.psu.edu/HDFS/) administers graduate and undergraduate research programs focused on individual development from infancy through old age, on family structure and dynamics, on the impact of social/cultural contexts on development and family functioning, and on the design and evaluation of intervention methods to promote development. The Department's multidisciplinary faculty includes expertise in developmental, clinical and health psychology, sociology, demography, education, and methodology. An earned doctorate in the behavioral or social sciences and the promise of outstanding scholarly accomplishments are required. The successful candidate will also be an affiliate of the Penn State Center for Healthy Aging (http://healthyaging.psu.edu/). This center examines how social, psychological and biological processes contribute to development of successful aging and enhance productive life. Review of applications and nominations will begin immediately and continue to be accepted until the position is filled. Send cover letter, curriculum vitae and supporting information (e.g., reprints, preprints, letters from three references) to: Adult Development Search Committee, Department of HDFS, 211 Henderson South, The Pennsylvania State University, University Park, PA 16802. Employment will require successful completion of background check(s) in accordance with University policies.
37683	HN	Cheerleading Coach	Penn State Hazleton	PENN STATE HAZLETON	Student Services and Engagement			9/24/2012	12/31/2099				Responsible for the administration and coaching of all cheerleading activities including recruiting, public appearances, scheduling and supervision of students during practices, travel and events. Responsible for conducting tryouts, selecting squad, managing financial accounts, identifying equipment needs and supplies. Work with athletic coaches to coordinate activities, monitor the academic performance of squad members and establish academic standards for student participation. Requires a Bachelor's degree or equivalent knowledge, plus three months of work-related experience. Candidates must be UCA Certified. Position will require successful candidate to currently possess or obtain basic first aid, adult CPR, and AED certifications. This is a part-time job. To apply, please forward letter of interest and resume to Penn State Hazleton, Office of Human Resources, 76 University Drive, Hazleton, PA 18202 or fax to 570-450-3154.

37721	CL	Head Men's Golf Coach	Penn State Harrisburg	PENN STATE HARRISBURG	Office of Intercollegiate Athletics			9/27/2012	12/31/2099					Penn State Harrisburg is accepting applications for a part-time Head Men's Golf Coach with the Office of Intercollegiate Athletics. This job is responsible for the overall management of the men's golf program in cooperation with the Director of Athletics. Hours will vary between 10 to 15 hours/week (off-season) and 25 to 35 hours/week. Duties include recruiting and program development, practice preparation and game day coaching. In addition, the Head Coach will assist the Director with: scheduling, budget preparation, alumni relations and promotional activities related to athletics. Requires Bachelor's degree and coaching experience. To apply, send a cover letter, resume and references (in duplicate) to anh128@psu.edu or Andrea Hoerner, Penn State Harrisburg, Intercollegiate Athletics – 777 W. Harrisburg Pike, Middletown, PA 17057-4898.
38036	UP	Associate/Full Professor of Nursing - Child Health, Development & Well Being	School of Nursing	COLLEGE OF NURSING	Nursing			10/27/2012	4/3/2012					The School of Nursing at The Pennsylvania State University at University Park invites applications for a senior tenured faculty position (at the rank of associate or full professor) in the area of child health, development and well being. We are particularly interested in individuals who have explored issues of child maltreatment from a clinical or policy perspective. Penn State University is committed to becoming a leader in the prevention and treatment of child abuse and in research related to child maltreatment. It is expected that this individual will participate in the university wide, interdisciplinary initiative on child maltreatment. Penn State tenured faculty make significant contributions to the University research and education mission. Faculty will advance a sustainable, independent program of research in their scientific area and teach in their area of specialty. Successful candidates will hold a license as a nurse; have a focused program of research, current funding or potential for successfully acquiring extramural funding, and a commitment to excellence in teaching and mentoring junior faculty and students. The School of Nursing at Penn State offers programs of study in nursing for PhD, MS, BS, and AS and is committed to continued growth of the research portfolio. We currently rank in the top 20 schools of nursing in the country in NIH funding. For more information about the School of Nursing, go to http://www.nursing.psu.edu/. Review of applications will begin immediately and will be accepted until the position is filled. To apply, please submit a cover letter of application describing interests, qualifications, and a preferred start date. Also include a curriculum vita, and the names, addresses, email and telephone numbers of three (3) professional references. Direct all inquiries and correspondence to: Donna Fick, PhD, RN, FGAS, FAAN, Professor, The Pennsylvania State University School of Nursing, 306 HHD East, University Park, PA 16802; Email: dmf21@psu.edu Phone: 814-863-0247 Employment will require successful completion of background check(s) in accordance with University policies.
not post	UP	WAGE STAFF	College of Education	EDUCATION	PSU ED Partnership Programs							01/01/12		
not post	UP	ASST PROF SPECIAL ED	College of Education	EDUCATION	Ed Psy/Coun Ed/Sp Ed							01/01/12		
not post	UP	LECT EDUCATION	College of Education	EDUCATION	Curriculum & Instr							01/02/12		
not post	UP	ASST PROF SSPECIAL ED	College of Education	EDUCATION	Ed Psy/Coun Ed/Sp Ed							04/30/12		
not post	UP	GRAD LECT EDTHP	College of Education	EDUCATION	Studies							05/12/12		
not post	UP	INSTR EDUCATION	College of Education	EDUCATION	Curriculum & Instr							05/14/12		
not post	UP	GRAD LECT EDUCATION	College of Education	EDUCATION	Curriculum & Instr							05/14/12		
not post	UP	WAGE STAFF	College of Education	EDUCATION	Studies							06/03/12		
not post	UP	WAGE STAFF	College of Education	EDUCATION	Studies							06/03/12		
not post	UP	ASST PROF CSA/HI ED	College of Education	EDUCATION	Studies							07/01/12		
not post	UP	ASSOC PROF EDUCATION	College of Education	EDUCATION	Studies							07/01/12		
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not post	UP	WAGE STAFF	College of Education	EDUCATION	Prof Persnl Dev Ctr							07/15/12		

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Initial Heads Up

More than a decade ago, Tim Curley and Gary Schultz asked to catch me after another meeting to give me a "heads up" about a matter. Looking back at my calendar for what is now presumed to be February, 2001, I surmise that meeting to have been on Monday, February 12, at about 2:30pm, following a scheduled meeting of the President's Council. It was common that members of the council would catch me individually for brief updates following such meetings.

The meeting lasted perhaps 10-15 minutes. Curley and Schultz shared that they had received a report that a member of the athletic department staff had reported something to Joe Paterno, and that Joe had passed that report on to Tim and Gary. The report was that Jerry Sandusky was seen in an athletic locker room facility showering with one of his Second Mile youth, after a workout, and that they were "horsing around" (or "engaged in horseplay"). It was reported that the staff member was not sure what he saw because it was around a corner and indirect.

I recall asking two questions:

"Are you sure that is how it was described to you, as horsing around"? Both replied "yes."

"Are you sure that that is all that was reported?" Both replied "yes."

We then agreed that we were uncomfortable with such a situation, that it was inappropriate, and that we did not want it to happen again. I asked that Tim meet with Sandusky to tell him that he must never again bring youth into the showers. We further agreed that we should inform the Second Mile president that we were directing Jerry accordingly and furthermore that we did not wish Second Mile youth to be in our showers.

Notes:

There was no mention of anything abusive, sexual, or criminal.

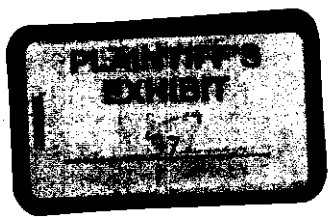
At no time was it said who had made the report to Joe Paterno. (I never heard Mike McQuery's name associated with this episode until November 7, 2011, when I read it in a newspaper story.)

The hour of the day was not mentioned.

The specific building and locker room were not mentioned.

The age of the child was not mentioned. I had presumed it was a high school age child under Jerry's guardianship or sponsorship, since that is all I knew about the Second Mile.

There was no mention in that meeting of any prior shower incident, and I had no recollection of having heard of a prior incident.



Follow Up

In reviewing my calendar for February, 2001, I note a double entry for Sunday, February 25. I had been out of town for several days and was scheduled to return in time to see a Penn State women's basketball game at 2pm. My assistant noted on the calendar that I should stop in to see Tim Curley briefly in my way into the game. I have no recollection of that meeting other than that Tim was worried about how he should handle things if he informed Sandusky that we were forbidding him from bringing Second Mile youth into our facilities and then Sandusky disagreed with this directive. I do not recall knowing about any prior incidents, but it is apparent from emails recently released to the media that Tim also indicated that there had been an earlier occasion when Sandusky had showered with a minor. We also now know that I was copied on two emails in 1998 that may have alerted me to that (the first one being a vague reference with no individual named) and the second essentially saying that the matter had been closed. I had absolutely no recollection of that history in 2001 nor do I recall it today. I don't believe I replied to those emails nor was I briefed verbally.

Tim Curley sent me a follow up email that has recently been shared with the news media. My use of the word "humane" refers specifically and only to my thought that it was humane of Tim to wish to inform Sandusky first and to allow him to accompany Tim to the meeting with the president of the Second Mile. Moreover, it would be humane to offer counseling to Sandusky if he didn't understand why this was inappropriate and unacceptable to us. My comment that we could be vulnerable for not reporting it further relates specifically and only to Tim's concern about the possibility that Jerry would not accept our directive and repeat the practice. Were that the outcome of his discussion I would have worried that we did not enlist more help in enforcing such a directive. I suggested that we could visit that question down the road, meaning after Curley informed Sandusky of our directive and learning of his willingness to comply and after talking with Second Mile executives who had responsibility for the Second Mile youth.

A few days after the brief Sunday interaction, I saw Tim Curley and he reported that both of the discussions had taken place, that those discussions had gone well and our directive accepted, and that the matter was closed.

I never heard another word about this from any individual until I learned of the investigation into Sandusky. I was eager to assist the attorney general and was completely honest to the best of my recollection. I had absolutely no idea until midway through my voluntary grand jury testimony that this inquiry was about anything more than the one episode in the shower.

Notes:

I do not recall that I was privy to any follow up discussions between Curley, Schultz, legal counsel, or others. February 2001 was an extraordinarily pressured period for Penn State and me: I had five out of town trips that month, my appropriations hearings, THON, a packed calendar with 164 appointments, an average of 100 incoming and 50 outgoing emails a day, and the turmoil of the Black Caucus disruption and the takeover of the student union.

I do not recall being involved in any discussions about DPW or the police, although I now assume that DPW is the "other organization" being referenced by Curley and Schultz in their emails.

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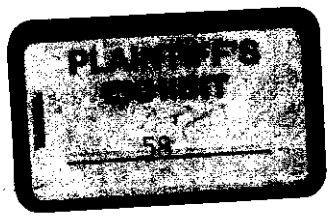
Report of the Special Investigative Counsel Regarding the Actions of The Pennsylvania State University Related to the Child Sexual Abuse Committed by Gerald A. Sandusky

Freeh Sporkin & Sullivan, LLP

July 12, 2012



sort."[284] Schultz said the "allegations came across as not that serious. It didn't appear at that time, based on what was reported, to be that serious, that a crime had occurred. We had no indication a crime had occurred."[285]

B. February 11, 2001: Schultz Discusses "Reporting of Suspected Child Abuse" with University's Outside Legal Counsel

On Sunday, February 11, 2001, Schultz had a conference call about the "reporting of suspected child abuse" with Penn State's then outside legal counsel, Wendell Courtney.[z] Courtney conducted legal research on this issue and had another conference that day with Schultz about the matter.[286] Courtney charged 2.9 hours of time to Penn State for his legal work. Courtney's work on the 2001 matter is confirmed in an email Courtney sent to Schultz in 2011 when Penn State received subpoenas for testimony by Schultz and others concerning the criminal investigation of Sandusky.[aa]

Nearly 10 years later, on January 10, 2011, Courtney emailed Schultz and said, *"Gary - Cynthia Baldwin called me today to ask what I remembered about JS issue I spoke with you and Tim about circa eight years ago* [emphasis added]. I told her what I remembered. She did not offer why she was asking, nor did I ask her. Nor did I disclose that you and I chatted about this."[287] The initials "JS" in Courtney's 2011 email appear to indicate Jerry Sandusky.

Courtney served as Penn State's outside legal counsel for 28 years and was a partner at a law firm that performed legal work for the University for nearly 50 years. Based on the advice of counsel, Courtney declined to be interviewed by the Special Investigative Counsel. Thus, the Special Investigative Counsel was unable to learn Courtney's explanation about the legal work he performed on February 11, 2001.

C. February 12, 2001: Initial Response of Spanier, Schultz and Curley to Sandusky Incident

After the Commonwealth brought criminal charges against Schultz in November 2011, Schultz's assistant removed some of the Sandusky files from Schultz's Penn State office and delivered them to Schultz. The assistant failed to disclose in two interviews with the Special Investigative Counsel that the Sandusky files had been removed.[288]

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[z]Exhibit 5-A (McQuaide Blasko documents).

[aa]Exhibit 5-B (Control Number 11118161).

Only in May 2012 did the existence of these important files come to light so that the documents could be retrieved.[289]

Schultz's handwritten notes, which he marked as "confidential," reflect a Monday, February 12, 2001 meeting with Curley to discuss the Sandusky allegations. According to Schultz's notes, Curley and Schultz talked and first "[r]eviewed 1998 history."[bb] The notes state that Schultz and Curley "[a]greed [Curley] will discuss w JVP & advise we think [Curley] should meet w JS on Friday. Unless he 'confesses' to having a problem, TMC will indicate we need to have DPW review the matter as an independent agency concerned w child welfare."[290] The initials "JVP" in Schultz's notes appear to indicate Joseph V. Paterno. The initials "JS" in Schultz's notes appear to indicate Jerry Sandusky. The initials "TMC" appear to indicate Curley.

In an interview with the Special Investigative Counsel, Spanier said that he met with Schultz and Curley to discuss Sandusky around 2:30 p.m. on February 12, 2001.[291] Spanier said the men gave him a "heads up" that a member of the Athletic Department staff had reported to Paterno that Sandusky was in an athletic locker room facility showering with one of his Second Mile youth after a workout. Sandusky and the youth, according to Spanier, were "horsing around" or "engaged in horseplay."[292] Spanier said the staff member "was not sure what he saw because it was around a corner and indirect."[293] Spanier said this meeting was "unique" and that the subject matter of a University employee in a shower with a child had never come up before.[294] Spanier also said that he did not ask, nor did Schultz or Curley define, what was meant by "horsing around" or "horseplay."[295]

Spanier said he asked two questions: (i) "Are you sure that it was described to you as horsing around?" and (ii) "Are you sure that that is all that was reported?"[296] According to Spanier, both Schultz and Curley said "yes" to both questions. Spanier said the men agreed that they were "uncomfortable" with such a situation, that it was inappropriate, and that they did not want it to happen again.[297] Spanier says he asked Curley to meet with Sandusky and tell him that he must never again bring youth into the showers. Spanier said the men also agreed to inform the Second Mile that this direction was given to Sandusky and "we did not wish Second Mile youth to be in our showers."[298] Spanier said there was no mention of anything abusive or sexual, and he

[bb]Exhibit 5-C (Schultz documents).

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HIGHMARK. BLUE SHIELD
PO Box 890172
Camp Hill PA 17089-0172

Michael Mcqueary
623 N. Burrowes St.
State College, PA 16803

ID Number	Member(s)	Previous Group Number	Offer Date
1013765420010	SELF, SPOUSE, DEP	02526300	07 13 2012

This is to notify you that health care coverage is ending for you or your dependent noted above. However, you are eligible to convert your coverage to a Highmark Blue Shield individual health care program, with no limitations for pre-existing conditions and no lapse in coverage, if the application is received within 90 days from the date your current coverage is cancelled. Please note that this is not a COBRA offer.

Please call 1-877-986-4571 within 10 days of the date of this letter, Monday through Friday, from 8:00 a.m. to 4:30 p.m., to request an application for a conversion program, and mention this letter when you call.

You can also call 1-866-464-3913, Monday through Friday, from 9:00 a.m. to 9:00 p.m., to learn about all of the individual health care programs that Highmark offers:

Programs that require completion of a medical questionnaire - These programs feature lower monthly rates. Your current health and medical history are evaluated to determine eligibility. These programs include limitations for pre-existing conditions for applicants age 19 and older.

Programs based on income - These programs also feature lower monthly rates. Eligibility is based, in part, on household income.

Programs for people with Medicare - Highmark offers health care and prescription drug programs specially designed for Medicare beneficiaries.

If you have questions about why coverage is being cancelled or the date of cancellation, please call the number on the back of your identification card or 1-877-986-4571. Hearing-impaired TTY users may call 1-800-562-0591.

Sincerely,

Highmark Blue Shield Individual Programs

Note: If the person noted above is a full-time student or a disabled dependent, he/she may be eligible to continue coverage under your current benefits program. Call your group benefits manager or the phone number on the back of your ID card regarding his/her eligibility.



CNOL01 (10/11)
CCPI-NONASO (R9/11)

Highmark Blue Shield is an independent licensee of the Blue Cross and Blue Shield Association

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FAX
(717) 233-5806

July 16, 2012

Via Email: conradn@whiteandwilliams.com
and First-Class Mail
Nancy Conrad, Esquire
White & Williams LLP
3701 Corporate Parkway, Ste. 300
Center Valley, PA 18030

RE: McQueary v. PSU
Civil Action No. 2012-1804
(C.P. Centre County)

Dear Ms. Conrad:

Receipt is acknowledged today of your entry of appearance for the Defendant in the above captioned matter.

My client was stunned to be advised this past Thursday, from a statement made by the University President during a televised press conference that he was no longer employed by Penn State. Certainly if President Erickson misspoke himself, or was in error, please notify me immediately.

However, assuming that Mr. McQueary is no longer employed by PSU, please advise if the University is going to honor its severance commitments as set forth in the letter dated December 17, 2008 from the Director of Intercollegiate Athletics to Mr. McQueary. I trust that you will be able to answer this simple question without any delay.

Very truly yours,

Elliot A. Strokoff

EAS/crd
cc: Michael McQueary

PLAINTIFF'S EXHIBIT 60

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(717) 233-5353

FAX
(717) 233-5806

July 20, 2012

Via Email: conradn@whiteandwilliams.com

Nancy Conrad, Esquire
White & Williams LLP
3701 Corporate Parkway, Ste. 300
Center Valley, PA 18030

RE: McQueary v. PSU
Civil Action No. 2012-1804

Dear Ms. Conrad:

I had hoped that I would have received a response by now to my email to you of July 16, 2012, copy attached.

Please advise by the close of business, July 23, 2012, if PSU is going to honor its severance commitments to Mr. McQueary, as set forth in the December 17, 2008, letter.

Very truly yours,

Elliot A. Strokoff

EAS/le
Enclosure
cc: Michael McQueary



62

STROKOFF & COWDEN, P.C.
ATTORNEYS AT LAW
132 STATE STREET
P. O. BOX 11903
HARRISBURG, PENNSYLVANIA 17108-1903
www.strokoffandcowden.com

TELEPHONE
(717) 233-5353

FAX
(717) 233-5806

August 1, 2012

Via Email: conradn@whiteandwilliams.com
and First-Class Mail

Nancy Conrad, Esquire
White & Williams LLP
3701 Corporate Parkway, Ste. 300
Center Valley, PA 18030

RE: Notice of Breach
PSU to Mike McQueary

Dear Ms. Conrad:

My client advises that he has not been paid his salary on July 31, 2012. Accordingly, this letter shall constitute formal notice that the Pennsylvania State University is in breach of its commitment to Michael McQueary as set forth in the letter from the University's Director of Intercollegiate Athletics to Mr. McQueary dated December 17, 2008.

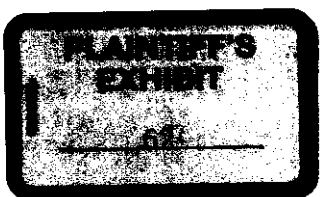
I trust you will convey this Notice to the appropriate University officials, as well as the consequences of the University's failure to immediately correct this breach.

Very truly yours,

Elliot A. Strokoff

EAS/crd
cc: Michael McQueary

MM0139



63

August 17, 2012

Highmark Blue Shield
PO Box 890172
Camp Hill, PA 17089

RE: COBRA
Michael McQueary
Group 02526300

Dear Sir or Madam:

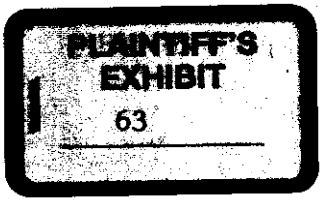
I found out on July 12, 2012, that my employment by Pennsylvania State University had been terminated. The following week I received a notice from you (copy enclosed) advising that my health coverage was ending for me, my wife and my child, but I was eligible to convert to an individual healthcare program. When I called the telephone number listed in the letter, I was advised that I would be receiving a separate communication concerning COBRA.

To date, I have not received any COBRA notices of any kind. As I suspect the COBRA opportunity will be the best economically for me to take, please see to it that I receive these COBRA materials immediately.

Sincerely,

Michael McQueary

Enclosure
cc: PSU HR, Employee Benefits
EBS-RMSCO



64

TIAA CREF
FINANCIAL SERVICES FOR THE GREATER GOOD®

P.O. Box 1281
Charlotte, NC 28201

EFT Number
4005895812

Payment for: MICHAEL J MCQUEARY

TIAA: D0272585 CREF: V0272582
Check Date: 08/23/12 Effective Date: 08/22/12

Payment Information Summary	Deductions	Payments
Account(s) Total		104,729.76
Taxes	26,182.44	
Gross Totals	26,182.44	104,729.76
Net Total		$78,547.32

For your current accumulation, go to www.tiaa-cref.org or call our Automated Telephone Service at (800) 842-2252, 24 hours a day, seven days a week. Please note that TIAA-CREF reports all taxable payments to the IRS for the year in which they are made. If you have questions, you can speak with a TIAA-CREF consultant at (800) 842-2252 Monday to Friday 8 a.m. to 10 p.m. ET and Saturday 9 a.m. to 6 p.m.

Your payment has been sent to your financial institution as directed.
CR MICHAEL J MCQUEARY A/C *****2723

MICHAEL J MCQUEARY
623 N BURROWES ST
STATE COLLEGE PA 168033510



TIAA: D0272585 CREF: V0272582

EFT Number
4005895812

Payment Detail Information

Taxes	
Federal Tax	26,182.44

TIAA: D0272585 CREF: V0272582

Payment Detail Information

Plan Name: PENN STATE UNIVERSITY ALTERNATE RETIREMENT PLAN
Effective Date: August 22, 2012 Processing Date: August 22, 2012

Annuity Accounts

INVESTMENT	NUMBER OF UNITS/SHARES		UNIT/SHARE PRICE	AMOUNT
TIAA Real Estate	1.385	@	$265.0590	$367.38
CREF Stock	40.203	@	$257.3172	$10,345.08
CREF Money Market	1,932.473	@	$25.5335	$49,342.82
CREF Global Equities	148.202	@	$99.7737	$14,786.73
CREF Growth	349.009	@	$83.2809	$29,065.89
CREF Equity Index	7.768	@	$105.7825	$821.86
Annuity Account Total:				*$104,729.76*

Account(s) Total: *$104,729.76*

Please refer to the check stub for details related to other deductions.

If applicable, you will receive a separate confirmation statement with details of the service fees deducted from your account.

For Your Information

- The transaction(s) described above will also be reflected on your next quarterly statement.
- Transactions in securities, including variable annuities and mutual funds, are effected by TIAA-CREF Individual & Institutional Services, LLC. Transaction information for TIAA fixed annuity contracts that are not securities is provided by TIAA as issuer.
- The right to direct investments or transfer funds may be subject to certain limitations and/or restrictions under your employer's plan, if applicable, and the terms of any investment choices.
- Transactions are effective at the end of the business day (prior to the close of business on the New York Stock Exchange - usually 4:00 p.m. ET) we receive the request in good order, unless you requested a future effective date. Those received after the close of business or on a

Payment Detail Information

For Your Information

non-business day are effective at the close of the next business day.

- The Effective Date is the date as of which the contribution, transfer or payment began or ceased participating in the investment option or account.

- The Processing Date is the date on which the transaction is processed by TIAA-CREF. We will furnish you, upon written request, the time when this transaction took place. "Processed" means when amounts are credited or debited to your account.

- Have you signed up for electronic delivery? Did you know that TIAA-CREF is moving more paper confirmations to eDelivery? They're not all sent by eDelivery yet, but don't miss out on going green where you can. To sign up, go to tiaa-cref.org, log into your account and click on My Profile. Then go to Contact Information and eDelivery preferences. You can edit your preferences right on the screen.

65

White and Williams LLP

Nancy Conrad

3701 Corporate Parkway, Suite 300 | Center Valley, PA 18034-8233
Direct 610.782.4909 | Fax 610.782.4935
conradn@whiteandwilliams.com | whiteandwilliams.com

Via Email and First Class Mail

August 31, 2012

Elliott Strokoff, Esquire
Strokoff & Cowden, P.C.
132 State Street
P.O. Box 11903
Harrisburg, PA 17108

RE: Michael McQueary

Dear Mr. Strokoff:

This responds to your August 1, 2012 correspondence regarding payments to Mr. McQueary. Such payments will be made per the terms contained in the correspondence to Mr. McQueary dated December 17, 2008. Please do not hesitate to contact me if you have any questions.

Very truly yours,

WHITE AND WILLIAMS LLP

Nancy Conrad

NC:vjs

PLAINTIFF'S EXHIBIT 65

EBS-RMSCO, Inc.
115 Continuum Drive
Liverpool, NY 13088

EBS-RMSCO, Inc.
Employee Benefit Solutions

8

9/17/2012

MICHAEL MCQUEARY & Family
623 N BURROWES ST
STATE COLLEGE, PA 16803

Dear MICHAEL MCQUEARY & Family:

Please find attached a new set of Premium Payment Coupons for your continuation under the PENN STATE UNIVERSITY group health plan(s). Premiums should be paid in the amount and by the date shown on each coupon.

Please detach and return each Premium Payment Coupon when the monthly premium is due. To ensure accurate posting of your payment it is required that you return this Premium Payment Coupon with your payment.

Make your payment payable to and mail to:

EBS-RMSCO, Inc.
PO Box 2979
Omaha, NE 68103-2979

Failure to remit payment within the grace period of each plan will result in coverage termination for that plan. Please refer to your COBRA Election Form to determine your grace period by plan. Grace periods begin the day after the due date of your premium.

All address and coverage changes should be submitted in writing to EBS-RMSCO, Inc. at the following address:

EBS-RMSCO, INC.
PO BOX 332
LIVERPOOL, NY 13088

If you have questions regarding your COBRA premium, please contact our Customer Service Department at (800) 828-0078 during business hours.

The insurance carrier(s) require you to indicate on the bottom of each Premium Payment Coupon whether or not any Qualified Beneficiary has become ineligible during the past month. Please do not fail to complete, date and sign the Premium Payment Coupon when paying your premium.

Sincerely,

EBS-RMSCO, Inc.



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VOUCHER

INVOICE

REMITTANCE ADVICE FOR MCQUEARY MICHAEL DATE 09/18/2012

INVOICE

VOUCHER	PO NO	DISCOUNT	NET AMOUNT
315240	0	.00	15,349.81
			$15,349.81**

ANY QUESTIONS CONCERNING A PAYMENT SHOULD INDICATE OUR CHECK AND VOUCHER NUMBERS AND BE ADDRESSED TO ACCOUNTING OPERATIONS.

PSU FED. I.D. #24-6000376 Ray Burke 3-4034

AC 0025 (Rev. 1/01)

THIS IS WATERMARKED PAPER. HOLD TO LIGHT TO VERIFY WATERMARK

PENNSTATE

ACCOUNTING OPERATIONS
202 JAMES ELLIOTT BUILDING
UNIVERSITY PARK, PA 16802
814-865-4421

60-160
433

PAYABLE
MELLON BANK, N.A.
PITTSBURGH, PENNSYLVANIA

CHECK NUMBER
5136956
VOID AFTER 90 DAYS

DATE: 09/18/2012

PAY EXACTLY **********15349 DOLLARS AND 81 CENTS

$15,349.81

PAY TO THE ORDER OF MICHAEL MCQUEARY

GENERAL ACCOUNT
POSITIVE PAY PROTECTED

Roseann K Sieniki

⑈5136956⑈ ⑆043301601⑆ 091⑈3272⑈

MM0086

PLAINTIFF'S EXHIBIT
68

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EBS-RMSCO, Inc.
Employee Benefit Solutions

115 Continuum Drive
Liverpool, NY 13088
Toll Free 800-828-0078

October 2, 2012

Strokoff & Cowden, P.C.
Attorneys at Law
132 State St
P.O. Box 11903
Harrisburg PA 17108-1903

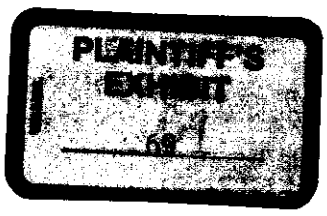
Dear Mr. Strokoff:

As requested, please let this letter serve as confirmation that Mr. McQueary, his spouse and daughter have been enrolled in COBRA continuation coverage for medical, dental and vision benefits effective 7/1/12. Penn State University will be invoiced for any premiums due for this coverage.

I apologize for the confusion regarding the letter sent to Mr. McQueary dated 9/17/12. If you or Mr. McQueary have any further concerns, please contact me directly at (315) 671-9848.

Sincerely,

Kim Batruch
Department of COBRA Administration



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Copy C For EMPLOYEE'S RECORDS (See Notice on page 3.) This information is being furnished to the Internal Revenue Service. If you are required to file a tax return, a negligence penalty or other sanction may be imposed on you if this income is taxable and you fail to report it.

OMB No. 1545-008

Form **W-2 Wage and Tax Statement** **2012**

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
101 JAMES M. ELLIOTT BUILDING
UNIVERSITY PARK, PA 16802

a Employee's social security no.	15 State	Empl. state ID No.	b Employer's identification no.
8066	PA	69-0233856	24-6000376

1 Wages,tips,meals,othr compens.	2 Federal income tax withheld	3 Social security wages
157,180.73	31,906.36	110,100.00

4 Social security tax withheld	5 Medicare wages and tips	6 Medicare tax withheld
4,624.20	160,669.73	2,329.71

7 Social security tips	8 Allocated tips	9 Advance EIC payment

10 Dependent care benefits		13 Retirement plan
		YES

16 Gross wages for state	17 State income tax withheld	18 Gross wages for local
160,203.88	4,918.25	160,203.88

Unemployment compensation tax		Healthcare reimbursement
130.10		

12	20 Locality name	19 Loc. inc. tax
DD 8,349.48	FERGUSON TWP	1,066.88
	STATE COLLEGE BO	2,583.11
	TOTAL	3,649.99

e Employee's name (e) and Employee's address and ZIP code (f)
& f
MCQUEARY, MICHAEL
212 SENECA CIRCLE
STATE COLLEGE
PA 16801

	Retirement contributions	Gifts-PSU/charities
	3,489.00	
LST Tax	Travel meals	Union dues
26.00		

cut here

Copy B To Be Filed With Employee's FEDERAL Tax Return This information is being furnished to the Internal Revenue Service.

OMB No. 1545-008

Form **W-2 Wage and Tax Statement** **2012**

c EMPLOYER'S NAME ADDRESS & ZIP CODE
THE PENNSYLVANIA STATE UNIVERSITY
101 JAMES M. ELLIOTT BUILDING
UNIVERSITY PARK, PA 16802

a Employee's social security no.	15 State	Empl. state ID No.	b Employer's identification no.
9066	PA	69-0233856	24-6000376

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16 Gross wages for state	17 State income tax withheld	18 Gross wages for local
160,203.88	4,918.25	160,203.88

Unemployment compensation tax		Healthcare reimbursement
130.10		

12	20 Locality name	19 Loc. inc. tax
DD 8,349.48	FERGUSON TWP	1,066.88
	STATE COLLEGE BO	2,583.11
	TOTAL	3,649.99

e Employee's name (e) and Employee's address and ZIP code (f)
& f
MCQUEARY, MICHAEL
212 SENECA CIRCLE
STATE COLLEGE
PA 16801

	Retirement contributions	Gifts-PSU/charities
	3,489.00	
LST Tax	Travel meals	Union dues
26.00		

PLAINTIFF'S EXHIBIT 70

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MICHAEL J. McQUEARY

212 Seneca Circle, State College, PA 16801
Cell: (814) 548-6749 | McQueary09@gmail.com

EDUCATION

The Pennsylvania State University, University Park, PA

- Bachelor of Science in Health Policy Administration, *1997*
- Master of Education Administration: [30 credit hours completed] No Degree

COACHING EXPERIENCE

The Pennsylvania State University, University Park, PA
Wide Receivers Coach and Recruiting Coordinator *2004–2011*

- Directed and Administered the recruitment activity that resulted in the signing of players that comprised two Big Ten championship teams
- Coached top players including Ethan Kilmer (former walk-on; 6th round pick), Derrick Williams (3rd round pick), Deon Butler (Walk-On, 3rd round pick), Jordan Norwood (free agent signee currently with Cleveland Browns), Derrick Moye (free agent signee currently with Pittsburgh Steelers practice squad), Justin Brown (6th round pick, Pittsburgh Steelers)
- Coached in the Rose, Orange, Capital One, Alamo, and Outback Bowl Games

Administrative Assistant: Football and Video Operations *2003–2004*

- Spearheaded recruiting coordinator responsibilities
- Directed Penn State summer camps (3,000 participants) and coaches' clinic
- Served as NFL, high school, and public relations liaison

Offensive Graduate Assistant Coach *2000–2003*

- Assisted coaching of tight ends, primarily in the pass game; assisted all aspects of special teams
- Contributed to the development of players including Tony Stewart (5th round pick) and John Gilmore (6th round pick)
- Scouted opponents and prepared scouting reports
- Assisted in evaluation and recruitment of prospects

Administrative Assistant *1999–2000*

- Served as high school and public relations liaison
- Developed and organized self-scout reports and charts
- Assisted in evaluation and recruitment of prospects
- Completed special projects as assigned by Coach Joe Paterno

PLAYING EXPERIENCE

Scottish Claymores (NFL Europe) *1999*
Quarterback

- Furthered knowledge of West Coast offensive principles

Oakland Raiders (NFL) *1998*
Quarterback

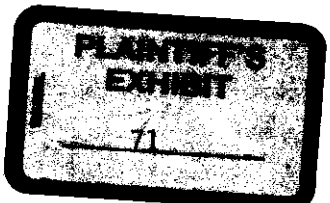
- Undrafted free agent; participated in two mini-camps, off-season workouts, and training camp
- Gained valuable experience in West Coast offensive principles

The Pennsylvania State University (Big Ten) *1993–1997*
Quarterback

- 1 year starter and 2 year letter winner; team captain, named Senior Most Valuable Player
- Learned multiple I-Formation offense
- Earned Honorable Mention All Big Ten
- Set numerous school records, including passing yardage in a game, total offense, career QB rating (145)

REFERENCES

Available upon request



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Date

Name
Address 1
Address 2
City, State, Zip Code

Dear Name,

A winning attitude is everything! Not only do I have the attitude, I possess the aptitude to help lead the "mascot" to victory. Twenty years of practical and coaching experience in college football have prepared me to contribute as effective member of school name/organization's coaching staff. I pride myself in having a proven record of building, motivating, and leading players to realize their personal bests and to experience consistent team achievements. This is the kind of success I will bring to school name/organization as position for which you are applying.

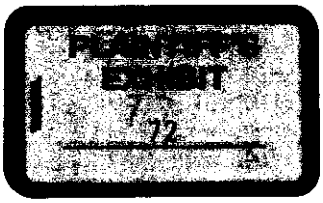
In addition to my extensive football knowledge, my background in recruitment and personal interest in maintaining an active knowledge of up and coming players gives me a unique value that others may lack. I have worked repeatedly with players who were recruited and signed to play at the collegiate level so come well equipped with the background needed to secure the caliber of players school name/organization is looking for. I possess an extensive contact base for recruiting potential student athletes, especially in the Northeast (include only if position is on the East coast).

I am ready to transfer my knowledge of coaching and team development to the next level and believe that my strengths align perfectly with your football program. I would welcome the opportunity to meet with you to discuss my qualifications more in depth. I look forward to hearing from you soon.

Sincerely,

Michael J. McQueary

enc.



Date

Name
Address 1
Address 2
City, State, Zip Code

Dear Name,

I am very interested in working with organization/company as a name of position. Enclosed is a copy of my resume for your review and consideration. I feel that my skills/experience could be a tremendous asset to your organization/company.

I pride myself on being a results oriented, hands-on individual who actively fosters positivity in myself and the team around me. An evaluation of my resume will further acquaint you with my background and qualifications for this position. I am committed to contributing my skills/expertise to organization/company, while learning and developing new skills that will benefit your organizational/company. Although I have spent the majority of my career as university football coach and recruiter, these positions have afforded me the opportunity to develop superior team building, motivating, and leading skills. It is these skills that make me a unique candidate and promised contributor to the efficiency, growth, and expansion of name of organization/company.

In review of my resume, you will note my growth and experience. What it cannot illustrate, however, is the degree of dedication, resourcefulness, and professionalism that I can offer. I would welcome the opportunity to meet with you to discuss my qualifications more in depth. I look forward to hearing from you soon.

Sincerely,

Michael J. McQueary

enc.

Date

Name
Address 1
Address 2
City, State, Zip Code

Dear Name,

In response to the posting for the position of name of position, I am submitting my resume for your review.

I pride myself on being a results oriented, hands-on individual with extensive coaching/leadership/team building experience. An evaluation of my resume will further acquaint you with my background and qualifications for this position.

Your Requirements

(Provided as an example) List requirements from the position description. Below are requirements for the VP position for which I applied:

1. Bachelor's degree (advanced degree strongly preferred) in Business or one of the health or life sciences field
2. Proven planning and management skills through work experience
3. Ability to work professionally and cooperatively with volunteers
4. Creation, delivery, and oversight of the standards development process

My Qualifications

(Provided as an example) Respond to how you meet the requirements for the position for which you are applying. Again, the following are requirements for the VP position for which I applied:

1. Masters degree in Health Administration
2. Demonstrated leadership capability in driving operations excellence and meeting goals and objectives through teamwork and quality management systems principles
3. Ten plus years of successful volunteer management experience, including management of a volunteer resources committee
4. Proven ability to manage delivery of standards, guidelines, and other product as evidenced by quantifiable results

In review of my resume, you will note my growth and experience. What it cannot illustrate, however, is the degree of dedication, resourcefulness, and professionalism that I can offer. A personal conversation will enable us to discuss how I can contribute to the continued success of name of organization/company. I would welcome the opportunity to meet with you to discuss my qualifications in greater depth. I look forward to hearing from you soon.

Sincerely,

Michael J. McQueary

enc.

73

Form **1040** U.S. Individual Income Tax Return (99) **2012** OMB No. 1545-0074 IRS Use Only - Do not write or staple in this space.

For the year Jan. 1-Dec. 31, 2012, or other tax year beginning , 2012, ending , 20 See separate instructions.

Your first name and initial	Last name	Your social security number
MICHAEL J	MCQUEARY	8066
If a joint return, spouse's first name and initial	Last name	Spouse's social security number
BARBARA L	MCQUEARY	6496

Home address (number and street). If you have a P.O. box, see instructions. Apt. no.
212 SENECA CIRCLE

▲ Make sure the SSN(s) above and on line 6c are correct.

City, town or post office, state, and ZIP code. If you have a foreign address, also complete spaces below.
STATE COLLEGE, PA 16801

Foreign country name | Foreign province/state/county | Foreign postal code

Presidential Election Campaign
Check here if you, or your spouse if filing jointly, want $3 to go to this fund. Checking a box below will not change your tax or refund. ☐ You ☐ Spouse

Filing Status Check only one box.
1 ☐ Single
2 ☒ Married filing jointly (even if only one had income)
3 ☐ Married filing separately. Enter spouse's SSN above and full name here. ▶
4 ☐ Head of household (with qualifying person). If the qualifying person is a child but not your dependent, enter this child's name here. ▶
5 ☐ Qualifying widow(er) with dependent child

Exemptions
6a ☒ Yourself. If someone can claim you as a dependent, do not check box 6a — Boxes checked on 6a and 6b: 2
b ☒ Spouse
c Dependents:

(1) First name Last name	(2) Dependent's social security number	(3) Dependent's relationship to you	(4) ✓ if child under age 17 qualifying for child tax credit
CLAIRE M MCQUERY	-8330	DAUGHTER	X

No. of children on 6c who: lived with you 1; did not live with you due to divorce or separation (see instructions)
If more than four dependents, see instructions and check here ▶ ☐
Dependents on 6c not entered above
Add numbers on lines above ▶ 3
d Total number of exemptions claimed

Income Attach Form(s) W-2 here. Also attach Forms W-2G and 1099-R if tax was withheld. If you did not get a W-2, see instructions. Enclose, but do not attach, any payment. Also, please use Form 1040-V.

7	Wages, salaries, tips, etc. Attach Form(s) W-2	7	157181.
8a	Taxable interest. Attach Schedule B if required	8a	
b	Tax-exempt interest. Do not include on line 8a (8b)		
9a	Ordinary dividends. Attach Schedule B if required	9a	
b	Qualified dividends (9b)		
10	Taxable refunds, credits, or offsets of state and local income taxes STMT 2 STMT 3	10	42.
11	Alimony received	11	
12	Business income or (loss). Attach Schedule C or C-EZ	12	
13	Capital gain or (loss). Attach Schedule D if required. If not required, check here ▶ ☐	13	
14	Other gains or (losses). Attach Form 4797	14	
15a	IRA distributions (15a) b Taxable amount	15b	
16a	Pensions and annuities (16a) b Taxable amount	16b	156364.
17	Rental real estate, royalties, partnerships, S corporations, trusts, etc. Attach Schedule E	17	
18	Farm income or (loss). Attach Schedule F	18	
19	Unemployment compensation	19	
20a	Social security benefits (20a) b Taxable amount	20b	
21	Other income. List type and amount	21	
22	Combine the amounts in the far right column for lines 7 through 21. This is your total income ▶	22	313587.

Adjusted Gross Income

23	Educator expenses	23	
24	Certain business expenses of reservists, performing artists, and fee-basis government officials. Attach Form 2106 or 2106-EZ	24	
25	Health savings account deduction. Attach Form 8889	25	
26	Moving expenses. Attach Form 3903	26	
27	Deductible part of self-employment tax. Attach Schedule SE	27	
28	Self-employed SEP, SIMPLE, and qualified plans	28	
29	Self-employed health insurance deduction	29	
30	Penalty on early withdrawal of savings	30	
31a	Alimony paid b Recipient's SSN ▶	31a	
32	IRA deduction	32	
33	Student loan interest deduction	33	
34	Tuition and fees. Attach Form 8917	34	
35	Domestic production activities deduction. Attach Form 8903	35	
36	Add lines 23 through 35	36	
37	Subtract line 36 from line 22. This is your adjusted gross income	37	313587.

PLAINTIFF'S EXHIBIT 73

Tax and Credits	38	Amount from line 37 (adjusted gross income)	38	313587.
Standard Deduction for - • People who check any box on line 39a or 39b or who can be claimed as a dependent.	39a	Check if: ☐ You were born before January 2, 1948, ☐ Blind. ☐ Spouse was born before January 2, 1948, ☐ Blind. Total boxes checked ▶ 39a		
	b	If your spouse itemizes on a separate return or you were a dual-status alien, check here ▶ 39b ☐		
	40	Itemized deductions (from Schedule A) or your standard deduction (see left margin)	40	24649.
	41	Subtract line 40 from line 38	41	288938.
	42	Exemptions. Multiply $3,800 by the number on line 6d	42	11400.
	43	Taxable income. Subtract line 42 from line 41. If line 42 is more than line 41, enter -0-	43	277538.
	44	Tax. Check if any from: a ☐ Form(s) 8814 b ☐ Form 4972 c ☐ 962 election	44	68494.
	45	Alternative minimum tax. Attach Form 6251	45	95.
• All others: Single or Married filing separately, $5,950 Married filing jointly or Qualifying widow(er), $11,900 Head of household, $8,700	46	Add lines 44 and 45 ▶	46	68589.
	47	Foreign tax credit. Attach Form 1116 if required 47		
	48	Credit for child and dependent care expenses. Attach Form 2441 48		
	49	Education credits from Form 8863, line 19 49		
	50	Retirement savings contributions credit. Attach Form 8880 50		
	51	Child tax credit. Attach Schedule 8812, if required 51		
	52	Residential energy credits. Attach Form 5695 52		
	53	Other credits from Form: a ☐ 3800 b ☐ 8801 c ☐ 53		
	54	Add lines 47 through 53. These are your total credits ▶	54	
	55	Subtract line 54 from line 46. If line 54 is more than line 46, enter -0- ▶	55	68589.
Other Taxes	56	Self-employment tax. Attach Schedule SE	56	
	57	Unreported social security and Medicare tax from Form: a ☐ 4137 b ☐ 8919	57	
	58	Additional tax on IRAs, other qualified retirement plans, etc. Attach Form 5329 if required NO	58	15636.
	59a	Household employment taxes from Schedule H	59a	
	b	First-time homebuyer credit repayment. Attach Form 5405 if required	59b	
	60	Other taxes. Enter code(s) from instructions	60	
	61	Add lines 55 through 60. This is your total tax ▶	61	84225.
Payments	62	Federal income tax withheld from Forms W-2 and 1099 62 70997.		STATEMENT 5
If you have a qualifying child, attach Schedule EIC.	63	2012 estimated tax payments and amount applied from 2011 return 63		
	64a	Earned income credit (EIC) 64a		
	b	Nontaxable combat pay election 64b		
	65	Additional child tax credit. Attach Schedule 8812 65		
	66	American opportunity credit from Form 8863, line 8 66		
	67	Reserved 67		
	68	Amount paid with request for extension to file 68		
	69	Excess social security and tier 1 RRTA tax withheld 69		
	70	Credit for federal tax on fuels. Attach Form 4136 70		
	71	Credits from Form: a ☐ 2439 b ☒ Reserved c ☐ 8801 d ☐ 8885 71		
	72	Add lines 62, 63, 64a, and 65 through 71. These are your total payments ▶	72	70997.
Refund	73	If line 72 is more than line 61, subtract line 61 from line 72. This is the amount you overpaid	73	
	74a	Amount of line 73 you want refunded to you. If Form 8888 is attached, check here ▶ ☐	74a	
Direct deposit? See instructions.	b	Routing number ▶ c Type: ☐ Checking ☐ Savings ▶ d Account number		
	75	Amount of line 73 you want applied to your 2013 estimated tax ▶ 75		
Amount You Owe	76	Amount you owe. Subtract line 72 from line 61. For details on how to pay, see instructions ▶	76	13228.
	77	Estimated tax penalty (see instructions) 77		

Third Party Designee Do you want to allow another person to discuss this return with the IRS (see instructions)? ☒ Yes. Complete below. ☐ No

Designee's name ▶ FRED J. LEONIAK, CPA Phone no. ▶ 814 237-6586 Personal identification number (PIN) ▶ 16540

Sign Here Joint return? See instructions. Keep a copy for your records.

Under penalties of perjury, I declare that I have examined this return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge.

Your signature	Date	Your occupation	Daytime phone number
		FOOTBALL COACH	
Spouse's signature. If a joint return, both must sign.	**Date**	**Spouse's occupation**	**If the IRS sent you an Identity Protection PIN, enter it here**
		HOMEMAKER	

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
FRED J. LEONIAK, CPA	FRED J. LEONIAK, CPA	02/28/13		P00062994

Firm's name ▶ PARENTEBEARD LLC Firm's EIN ▶ 23-2932984

Firm's address ▶ 220 REGENT COURT SUITE C STATE COLLEGE, PA 16801 Phone no. (814) 237-6586

SCHEDULE A (Form 1040)
Department of the Treasury Internal Revenue Service (99)
Name(s) shown on Form 1040

Itemized Deductions

▶ Information about Schedule A and its separate instructions is at www.irs.gov/form1040
▶ Attach to Form 1040.

OMB No. 1545-0074
2012
Attachment Sequence No. 07

Your social security number

MICHAEL J & BARBARA L MCQUEARY — 8066

Medical and Dental Expenses		**Caution.** Do not include expenses reimbursed or paid by others.			
	1	Medical and dental expenses (see instructions)	1		
	2	Enter amount from Form 1040, line 38 [2]			
	3	Multiply line 2 by 7.5% (.075)	3		
	4	Subtract line 3 from line 1. If line 3 is more than line 1, enter -0-		4	
Taxes You Paid	5	State and local (**check only one box**): a [X] Income taxes, or b [ ] General sales taxes	5	8724.	
	6	Real estate taxes (see instructions)	6	1348.	
	7	Personal property taxes	7		
	8	Other taxes. List type and amount ▶	8		
	9	Add lines 5 through 8		9	10072.
Interest You Paid	10	Home mortgage interest and points reported to you on Form 1098	10	14127.	
	11	Home mortgage interest not reported to you on Form 1098. If paid to the person from whom you bought the home, see instructions and show that person's name, identifying no., and address ▶	11		
Note. Your mortgage interest deduction may be limited (see instructions).	12	Points not reported to you on Form 1098. See instructions for special rules	12		
	13	Mortgage insurance premiums (see instructions)	13		
	14	Investment interest. Attach Form 4952 if required. (See instructions.)	14		
	15	Add lines 10 through 14		15	14127.
Gifts to Charity If you made a gift and got a benefit for it, see instructions.	16	Gifts by cash or check. If you made any gift of $250 or more, see instructions	16		
	17	Other than by cash or check. If any gift of $250 or more, see instructions. You **must** attach Form 8283 if over $500 SEE STATEMENT 6	17	450.	
	18	Carryover from prior year	18		
	19	Add lines 16 through 18		19	450.
Casualty and Theft Losses	20	Casualty or theft loss(es). Attach Form 4684. (See instructions.)		20	
Job Expenses and Certain Miscellaneous Deductions	21	Unreimbursed employee expenses - job travel, union dues, job education, etc. Attach Form 2106 or 2106-EZ if required. (See instructions.) ▶	21		
	22	Tax preparation fees	22	500.	
	23	Other expenses - investment, safe deposit box, etc. List type and amount ▶	23		
	24	Add lines 21 through 23	24	500.	
	25	Enter amount from Form 1040, line 38 [25] 313587.			
	26	Multiply line 25 by 2% (.02)	26	6272.	
	27	Subtract line 26 from line 24. If line 26 is more than line 24, enter -0-		27	0.
Other Miscellaneous Deductions	28	Other - from list in instructions. List type and amount ▶		28	
Total Itemized Deductions	29	Add the amounts in the far right column for lines 4 through 28. Also, enter this amount on Form 1040, line 40		29	24649.
	30	If you elect to itemize deductions even though they are less than your standard deduction, check here ▶ [ ]			

Form **6251**

Department of the Treasury
Internal Revenue Service (99)

Alternative Minimum Tax - Individuals

▶ Information about Form 6251 and its separate instructions is at *www.irs.gov/form6251.*
▶ Attach to Form 1040 or Form 1040NR.

OMB No. 1645-0074

2012

Attachment Sequence No. **32**

Name(s) shown on Form 1040 or Form 1040NR

MICHAEL J & BARBARA L MCQUEARY

Your social security number

8066

Part I Alternative Minimum Taxable Income

1	If filing Schedule A (Form 1040), enter the amount from Form 1040, line 41, and go to line 2. Otherwise, enter the amount from Form 1040, line 38, and go to line 7. (If less than zero, enter as a negative amount.)	1	288938.
2	Medical and dental. Enter the **smaller** of Schedule A (Form 1040), line 4, or 2.5% (.025) of Form 1040, line 38. If zero or less, enter -0-	2	
3	Taxes from Schedule A (Form 1040), line 9	3	10072.
4	Enter the home mortgage interest adjustment, if any, from line 6 of the worksheet in the instructions for this line	4	
5	Miscellaneous deductions from Schedule A (Form 1040), line 27	5	
6	Skip this line. It is reserved for future use	6	
7	Tax refund from Form 1040, line 10 or line 21	7	-42.
8	Investment interest expense (difference between regular tax and AMT)	8	
9	Depletion (difference between regular tax and AMT)	9	
10	Net operating loss deduction from Form 1040, line 21. Enter as a positive amount	10	
11	Alternative tax net operating loss deduction	11	
12	Interest from specified private activity bonds exempt from the regular tax	12	
13	Qualified small business stock (7% of gain excluded under section 1202)	13	
14	Exercise of incentive stock options (excess of AMT income over regular tax income)	14	
15	Estates and trusts (amount from Schedule K-1 (Form 1041), box 12, code A)	15	
16	Electing large partnerships (amount from Schedule K-1 (Form 1065-B), box 6)	16	
17	Disposition of property (difference between AMT and regular tax gain or loss)	17	
18	Depreciation on assets placed in service after 1986 (difference between regular tax and AMT)	18	
19	Passive activities (difference between AMT and regular tax income or loss)	19	
20	Loss limitations (difference between AMT and regular tax income or loss)	20	
21	Circulation costs (difference between regular tax and AMT)	21	
22	Long-term contracts (difference between AMT and regular tax income)	22	
23	Mining costs (difference between regular tax and AMT)	23	
24	Research and experimental costs (difference between regular tax and AMT)	24	
25	Income from certain installment sales before January 1, 1987	25	
26	Intangible drilling costs preference	26	
27	Other adjustments, including income-based related adjustments	27	
28	**Alternative minimum taxable income.** Combine lines 1 through 27. (If married filing separately, see instructions.)	28	298968.

Part II Alternative Minimum Tax (AMT)

29	Exemption. See Instructions SEE STATEMENT 7	29	41508.
30	Subtract line 29 from line 28. If more than zero, go to line 31. If zero or less, enter -0- here and on lines 31, 33, and 35, and go to line 34	30	257460.
31	• If you are filing Form 2555 or 2555-EZ, see instructions for the amount to enter. • If you reported capital gain distributions directly on Form 1040, line 13; you reported qualified dividends on Form 1040, line 9b; or you had a gain on both lines 15 and 16 of Schedule D (Form 1040) (as refigured for the AMT, if necessary), complete Part III on page 2 and enter the amount from line 54 here. • **All others:** If line 30 is $175,000 or less ($87,500 or less if married filing separately), multiply line 30 by 26% (.26). Otherwise, multiply line 30 by 28% (.28) and subtract $3,500 ($1,750 if married filing separately) from the result.	31	68589.
32	Alternative minimum tax foreign tax credit (see instructions)	32	
33	Tentative minimum tax. Subtract line 32 from line 31	33	68589.
34	Tax from Form 1040, line 44 (minus any tax from Form 4972 and any foreign tax credit from Form 1040, line 47). If you used Sch J to figure your tax, the amount from line 44 of Form 1040 must be refigured without using Sch J	34	68494.
35	**AMT.** Subtract line 34 from line 33. If zero or less, enter -0-. Enter here and on Form 1040, line 45	35	95.

FORM 1040 PENSIONS AND ANNUITIES STATEMENT 1

TIAA CREF AS AGENT FOR JPMORGAN CHASE

AMOUNT RECEIVED THIS YEAR	156364.	
NONTAXABLE AMOUNT		
CAPITAL GAIN DISTRIBUTION REPORTED ON SCH D		
		156364.
TOTAL INCLUDED IN FORM 1040, LINE 16B		156364.

ORM 1040 STATE AND LOCAL INCOME TAX REFUNDS STATEMENT 2

	2011	2010	2009
	PENNSYLVANIA		
GROSS STATE/LOCAL INC TAX REFUNDS	42.		
LESS: TAX PAID IN FOLLOWING YEAR			
NET TAX REFUNDS PENNSYLVANIA	42.		
TOTAL NET TAX REFUNDS	42.		

ORM 1040 TAXABLE STATE AND LOCAL INCOME TAX REFUNDS STATEMENT 3

	2011	2010	2009
NET TAX REFUNDS FROM STATE AND LOCAL INCOME TAX REFUNDS STMT.	42.		
LESS:REFUNDS-NO BENEFIT DUE TO AMT -SALES TAX BENEFIT REDUCTION			
1 NET REFUNDS FOR RECALCULATION	42.		
2 TOTAL ITEMIZED DEDUCTIONS BEFORE PHASEOUT	27553.		
3 DEDUCTION NOT SUBJ TO PHASEOUT			
4 NET REFUNDS FROM LINE 1	42.		
5 LINE 2 MINUS LINES 3 AND 4	27511.		
6 MULT LN 5 BY APPL SEC. 68 PCT			
7 PRIOR YEAR AGI			
8 ITEM. DED. PHASEOUT THRESHOLD			
9 SUBTRACT LINE 8 FROM LINE 7 (IF ZERO OR LESS, SKIP LINES 10 THROUGH 15, AND ENTER AMOUNT FROM LINE 1 ON LINE 16)			
0 MULT LN 9 BY APPL SEC. 68 PCT			
1 ALLOWABLE ITEMIZED DEDUCTIONS (LINE 5 LESS THE LESSER OF LINE 6 OR LINE 10)			
12 ITEM DED. NOT SUBJ TO PHASEOUT			
13A TOTAL ADJ. ITEMIZED DEDUCTIONS	27511.		
13B PRIOR YR. STD. DED. AVAILABLE	11600.		
14 PRIOR YR. ALLOWABLE ITEM. DED.	27553.		
15 SUBTRACT THE GREATER OF LINE 13A OR LINE 13B FROM LINE 14	42.		
16 TAXABLE REFUNDS (LESSER OF LINE 15 OR LINE 1)	42.		
17 ALLOWABLE PRIOR YR. ITEM. DED.	27553.		
18 PRIOR YEAR STD. DED. AVAILABLE	11600.		
19 SUBTRACT LINE 18 FROM LINE 17	15953.		
20 LESSER OF LINE 16 OR LINE 19	42.		
21 PRIOR YEAR TAXABLE INCOME	109603.		
22 AMOUNT TO INCLUDE ON FORM 1040, LINE 10 * IF LINE 21 IS -0- OR MORE, USE AMOUNT FROM LINE 20 * IF LINE 21 IS A NEGATIVE AMOUNT, NET LINES 20 AND 21			42.
STATE AND LOCAL INCOME TAX REFUNDS PRIOR TO 2009			
TOTAL TO FORM 1040, LINE 10			42.

FORM 1040 WAGES RECEIVED AND TAXES WITHHELD STATEMENT 4

T S	EMPLOYER'S NAME	AMOUNT PAID	FEDERAL TAX WITHHELD	STATE TAX WITHHELD	CITY SDI TAX W/H	FICA TAX	MEDICARE TAX
T	PENN STATE UNIVERSITY	157181.	31906.	4918.	3650.	4624.	2330.
TOTALS		157181.	31906.	4918.	3650.	4624.	2330.

FORM 1040 FEDERAL INCOME TAX WITHHELD STATEMENT 5

T S	DESCRIPTION	AMOUNT
T	PENN STATE UNIVERSITY	31906.
T	TIAA CREF AS AGENT FOR JPMORGAN CHASE	39091.
TOTAL TO FORM 1040, LINE 62		70997.

SCHEDULE A CONTRIBUTIONS OTHER THAN CASH OR CHECK STATEMENT 6

DESCRIPTION	AMOUNT 100% LIMIT	AMOUNT 50% LIMIT	AMOUNT 30% LIMIT	AMOUNT 20% LIMIT
GOODWILL		450.		
SUBTOTALS		450.		
TOTAL TO SCHEDULE A, LINE 17				450.

FORM 6251 EXEMPTION WORKSHEET STATEMENT 7

1	ENTER: $50,600 IF SINGLE OR HEAD OF HOUSEHOLD; $78,750 IF MARRIED FILING JOINTLY OR QUALIFYING WIDOW(ER); $39,375 IF MARRIED FILING SEPARATELY.		78750.
2	ENTER YOUR ALTERNATIVE MINIMUM TAXABLE INCOME (AMTI) FORM 6251, LINE 28	298968.	
3	ENTER: $112,500 IF SINGLE OR HEAD OF HOUSEHOLD; $150,000 IF MARRIED FILING JOINTLY OR QUALIFYING WIDOW(ER); $75,000 IF MARRIED FILING SEPARATELY	150000.	
4	SUBTRACT LINE 3 FROM LINE 2. IF ZERO OR LESS ENTER -0-	148968.	
5	MULTIPLY LINE 4 BY 25% (.25).		37242.
6	SUBTRACT LINE 5 FROM LINE 1. IF ZERO OR LESS, ENTER -0-. IF ANY OF THE THREE CONDITIONS UNDER CERTAIN CHILDREN UNDER AGE 24 APPLY TO YOU, COMPLETE LINES 7 THROUGH 10. OTHERWISE, STOP HERE AND ENTER THIS AMOUNT ON FORM 6251, LINE 29, AND GO TO FORM 6251, LINE 30		41508.
7	MINIMUM EXEMPTION AMOUNT FOR CERTAIN CHILDREN UNDER AGE 24. .		
8	ENTER YOUR EARNED INCOME, IF ANY.		
9	ADD LINES 7 AND 8		
10	ENTER THE SMALLER OF LINE 6 OR LINE 9 HERE AND ON FORM 6251, LINE 29, AND GO TO FORM 6251, LINE 30		

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☐ CORRECTED (if checked)

PAYER'S name, street address, city or town, province or state, country, ZIP or foreign postal code, and telephone no.	1 Rents	OMB No. 1545-0115	Miscellaneous Income
Bellefonte Medical Investors PO Box 789 Lemont, PA 16851	$	2013	
	2 Royalties $	Form 1099-MISC	
	3 Other income $	4 Federal income tax withheld $	Copy B For Recipient
PAYER'S federal identification number: 25-1648366 / RECIPIENT'S identification number: 161-64-8066	5 Fishing boat proceeds $	6 Medical and health care payments $	
RECIPIENT'S name, address, country, and ZIP or foreign postal code Michael McQueary 212 Seneca Circle State College PA 16801	7 Nonemployee compensation $ 1500.00	8 Substitute payments in lieu of dividends or interest $	This is important tax information and is being furnished to the Internal Revenue Service. If you are required to file a return, a negligence penalty or other sanction may be imposed on you if this income is taxable and the IRS determines that it has not been reported.
	9 Payer made direct sales of $5,000 or more of consumer products to a buyer (recipient) for resale ► ☐	10 Crop insurance proceeds $	
	11 Foreign tax paid $	12 Foreign country or U.S. possession	
Account number (see instructions)	13 Excess golden parachute payments $	14 Gross proceeds paid to an attorney $	
15a Section 409A deferrals $ / 15b Section 409A income $	16 State tax withheld $	17 State/Payer's state no.	18 State income $

Form 1099-MISC (keep for your records) 38-2099803 Department of the Treasury - Internal Revenue Service

BMISREC NTF 2577379A

PLAINTIFF'S EXHIBIT 75

☐ CORRECTED (if checked)

PAYER'S name, street address, city or town, province or state, country, ZIP or foreign postal code, and telephone no.	1 Rents	OMB No. 1545-0115	Miscellaneous Income
Medical Surgical Associates PO Box 789 Lemont, PA 16851	$	2013	
	2 Royalties $	Form 1099-MISC	
	3 Other income $	4 Federal income tax withheld $	Copy B For Recipient
PAYER'S federal identification number 25-1355338	RECIPIENT'S identification number 161-64-8066	5 Fishing boat proceeds $	6 Medical and health care payments $
RECIPIENT'S name, address, country, and ZIP or foreign postal code Michael McQueary 212 Seneca Circle State College PA 16801		7 Nonemployee compensation $ 2500.00	8 Substitute payments in lieu of dividends or interest $
		9 Payer made direct sales of $5,000 or more of consumer products to a buyer (recipient) for resale ► ☐	10 Crop insurance proceeds $
		11 Foreign tax paid $	12 Foreign country or U.S. possession
Account number (see instructions)		13 Excess golden parachute payments $	14 Gross proceeds paid to an attorney $
15a Section 409A deferrals $	15b Section 409A income $	16 State tax withheld $ $	17 State/Payer's state no.	18 State income $ $

This is important tax information and is being furnished to the Internal Revenue Service. If you are required to file a return, a negligence penalty or other sanction may be imposed on you if this income is taxable and the IRS determines that it has not been reported.

Form 1099-MISC (keep for your records)

38-2099803
Department of the Treasury - Internal Revenue Service

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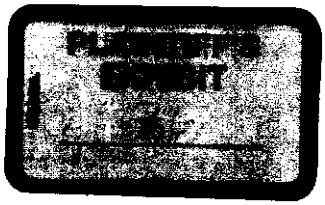
☐ CORRECTED (if checked)

PAYER'S name, street address, city or town, state or province, country, ZIP or foreign postal code, and telephone no.	1 Rents	OMB No. 1545-0115	Miscellaneous Income
Bellefonte Medical Investors PO Box 789 Lemont, PA 16851	$	2014	
	2 Royalties $	Form 1099-MISC	
	3 Other income $	4 Federal income tax withheld $	Copy B For Recipient
PAYER'S federal identification number: 25-1648366	RECIPIENT'S identification number: -8066	5 Fishing boat proceeds $	6 Medical and health care payments $	
RECIPIENT'S name, street address (including apt. no.) city or town, state or province, country, and ZIP or foreign postal code: Michael McQueary 212 Seneca Circle State College PA 16801		7 Nonemployee compensation $ 2000.00	8 Substitute payments in lieu of dividends or interest $	This is important tax information and is being furnished to the Internal Revenue Service. If you are required to file a return, a negligence penalty or other sanction may be imposed on you if this income is taxable and the IRS determines that it has not been reported.
		9 Payer made direct sales of $5,000 or more of consumer products to a buyer (recipient) for resale ► ☐	10 Crop insurance proceeds $	
		11	12	
Account number (see instructions)		13 Excess golden parachute payments $	14 Gross proceeds paid to an attorney $	
15a Section 409A deferrals $	15b Section 409A income $	16 State tax withheld $	17 State/Payer's state no.	18 State income $
		$		$

Form 1099-MISC (keep for your records) www.irs.gov/form1099misc Department of the Treasury - Internal Revenue Service

FORM # LMISCREC

MM0582



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Gmail by Google

Mike McQueary <mcqueary09@gmail.com>

Re: Payment

1 message

bsenior155@aol.com <bsenior155@aol.com> Thu, Jul 9, 2015 at 4:55 PM
To: mcqueary09@gmail.com

thanks, sorry for the delay. I was waiting for a payment to be received on my end. I am assure it will be here tomorrow. I will send a check immediately

-----Original Message-----
From: Mike McQueary <mcqueary09@gmail.com>
To: bsenior155 <bsenior155@aol.com>; Casey Muir <muir.casey@gmail.com>
Sent: Thu, Jul 9, 2015 4:43 pm
Subject: Payment

Just wanted to send reminder again that I have not received payment for my work with Ross.

I put in a total of about 15 hours with him, 12 being on field over 7 or 8 sessions...HOPEFULLY IT HELPED.

Given my situation, and funds are appreciated and are very important to me.

Thanks again, If I can do anything else in the future please let me know.

Mike

MM0583



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Michael J. McQueary
212 Seneca Circle, State College, PA 16801
814.548.6749 / McQueary09@gmail.com

CURRENT RESUME

Overview

Motivating leader with more than a decade of experience recruiting, coaching and developing players at varied levels, creating record-breaking teams that resulted in Big Ten championships under Head Coach Joe Paterno.

Work Experience

Independent Consultant, Senior Sports Management Group, 2012-present

- Provide as-needed coaching and training support for current and future NFL prospects, including:
  - *Ross Travis (Kansas City Chiefs)*

Recruiting Coordinator & Wide Receiver Coach, Pennsylvania State University, 2004-2011

- Directed and managed all financial and logistical recruitment activity
- Led offensive game day sideline operations under Head Coach Joe Paterno
- Coached in the Rose, Orange, Capital One, Alamo and Outback Bowls
- Recruiting efforts directly contributed to two Big Ten championship teams
- Groomed top wide receivers and kickers, including:
  - *Allen Robinson (2nd round pick)*
  - *Ethan Kilmer (6th round pick, former walk-on)*
  - *Derrick Williams (3rd round pick)*
  - *Deon Butler (3rd round pick, walk-on)*
  - *Jordan Norwood (free agent signee currently with Denver Broncos)*
  - *Justin Brown (6th round pick)*
  - *Kevin Kelly (K, all-time leading scorer in Big Ten history)*
  - *Robbie Gould (K, Chicago Bears)*

Recruiting Coordinator & Public Relations Asst., Pennsylvania State University, 2003-2004

- Served as NFL, high school and public relations liaison
- Managed recruiting coordinator responsibilities
- Directed Penn State high school camps (2,500+ participants) and coach's clinics (700+)
- Assisted coaching of tight ends, primarily in the pass game; assisted all aspects of special teams
- Developed players, including:
  - *Tony Stewart (6th round pick, former walk-on)*
  - *John Gilmore (6th round pick)*
- Scouted opponents and prepared scouting reports
- Assisted in evaluation and recruitment of prospects

Recruiting Assistant, Pennsylvania State University, 1999-2000

- Handled recruiting efforts, as assigned by Recruiting Coordinator Al Golden
- Served as high school and public relations liaison
- Identified and evaluated prospects

PLAINTIFF'S EXHIBIT 78

- Developed and organized self-scout reports and charts
- Completed strategic special projects, as assigned by Head Coach Joe Paterno

Playing Experience

Quarterback, Scottish Claymores, NFL Europe, 1999
- Furthered knowledge of West Coast offensive principles

Quarterback, Oakland Raiders, NFL, 1998
- Undrafted free agent
- Participated in two mini-camps, off-season workouts, and training camp
- Gained valuable experience in West Coast offensive principles

Quarterback, Pennsylvania State University (Big Ten), 1993-1997
- Team Captain and Senior Most Valuable Player
- One-year starter, two-year letter winner
- Learned multiple I-Formation offense
- Earned Honorable Mention All Big Ten
- Set numerous school records, including:
  - *passing yardage in a game*
  - *total offense*
  - *career QB rating (145)*

Education

Health Policy Administration, B.S., Pennsylvania State University
- Degree awarded: 1997

Education Administration, M.A., Pennsylvania State University
- 30/30 credit hours completed, thesis not completed
- No degree awarded

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Exhibit 79

in separate binder

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John C. Parry
2000 King James Parkway, Unit 140
Westlake, OH 44145

September 16, 2016

Elliot A. Strokoff, Esquire
Strokoff & Cowden, P.C.
132 State Street
Harrisburg, Pennsylvania 17101

Subject: Expert Witness Report in the matter of McQueary vs Pennsylvania State University (Penn State).

On April 7, 2016 I was retained by Michael McQueary (McQueary) to provide consulting and expert witness services with respect to the above litigation.

Based on my experiences as an NCAA Division I Athletic Director, I was asked to document my opinion as to whether or not Penn State by its actions, statements or omission of same, on and after November 5, 2011, harmed McQueary's opportunity to be employed as a college football coach.

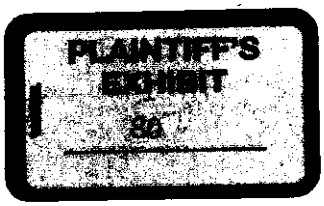
Qualifications and Experience

My resume and an addendum are attached.

Methodology

In preparing this report I reviewed a number of documents, including:

A. McQueary's Civil Complaint against Penn State filed on 10-2-12 and Penn State's Answer and New Matter to Plaintiff's Complaint.



B. McQueary's personnel file that included his annual Staff Review and Development Plans and the letter concerning severance from Timothy M. Curley to McQueary dated 12/17/08.

C. A biography of McQueary in the 2011 PS Football media guide.

D. The November 5, 2011 "Statement from President Spanier" where he provided his "unconditional support" for Tim Curley and Gary Schultz and said charges against them "are groundless".

E. A transcript of Interim Coach Bradley's press conference held on November 10, 2011 during which he stated that he expected McQueary to be coaching when Penn State played at home on Saturday November 12, 2011.

F. The document presented to McQueary on November 14, 2011 notifying him that he was placed on administrative leave with pay by Acting Athletic Director, Mark Sherburne, and effective November 11, 2011. Terms of the administrative leave included provisions that he perform no work for Penn State and that "all athletic facilities associated with the Penn State Football Program" were off limits.

G. Correspondence via emails, texts and letters starting in December of 2012 through August 3, 2016 documenting McQueary's contact with over 25 colleges and the Head Coach regarding their opening(s) for football assistants, with 4 professional teams about possible openings and over 15 companies about opportunities for employment in fields other than coaching.

H. The depositions of the following individuals:

1. Graham Spanier-Former President of Penn State
2. Matt Rhule-Head Football Coach Temple University
3. Brett Senior-Sports Agent

In addition, I met in person with McQueary in Cleveland, Ohio on May 3, 2016.

The Hiring Process in College Football

There is very little written about the process of hiring football coaches. However, Packianathan Chelladurai's 2006 book, Human Resource Management in Sport and Recreation, describes the hiring process in sport organizations as:

"The process is much more complicated than it appears on paper. The major reason is the need to forge a fit between the individual and the organization. (p. 170).

He goes on to say:

"The job analysis, job description, job specification and advertisements are aimed at the individual job fit....they do not capture the essence of individual organization fit, which encompasses the personal needs, attitudes, and values of the individuals and the values and culture of the organization.

Therefore, managers resort to.....other procedures such as a checking biographical background, consideration of reference letters, candidate interviews and using personal judgments to select the person..... who best fits the organizational context." (p. 170).

In my experience, consistent with Chelladurai's description, the following is the usual process that takes place during the transition of head football coaches at the collegiate level:

- When a university decides to fire a Head Coach (or the Head Coach leaves to take another position), often someone on the current staff is appointed as the Interim Head Coach. The interim head coach provides leadership for the remaining staff, facilitates high school recruiting and becomes the spokesperson for the football program.
- If the University conducts a full search that will include outside candidates, the existing staff is told that they are welcome to become a candidate. In addition, the existing staff is told that if they do not become the next head coach, they will be interviewed by the new head coach with the possibility of being retained.
- Often the existing staff agrees among themselves to support one internal candidate since they realize that if more than one internal candidate declares for the job and another internal candidate is hired, the "loser" would not be retained.
- If an external candidate is hired, he interviews all the incumbent staff members who are interested in being retained.
- If an external candidate is hired, usually at least one or two members of the incumbent staff are retained by the new head coach due, in part, because of their knowledge of the current players, recruits and how to access support services at the university.
- Sometimes an outside consultant is retained to aid in the search for the head coach. This does not change any of the processes described above, but does give all parties' deniability as the initial contact to gauge interest is often between the coach's agent and the search firm.

MEETING THE PUBLISHED JOB REQUIREMENTS

Evaluating whether or not candidates for football coaching positions meet the requirements specified in the job description is straight forward. For example, to be considered for a head or assistant collegiate football coaching position, the job description may require prior experience coaching at the collegiate level. Also, the job description may require experience coaching offensive or experience coaching defense and/or specific positions within the offense or defense. In addition, the job description may call for experience recruiting in a certain part of the country, for example the West Coast, Texas, Pennsylvania, Florida or the Northeast.

These specific requirements will eliminate a number of candidates who apply and do not meet the basic requirements to be considered for the position.

After a review of the football openings that McQueary applied for after his employment with Penn State ended, it is my opinion that McQueary met the basic written job requirements for the jobs he pursued.

EVALUATING THE "FIT" OF COACHING CANDIDATES

Evaluation of what is commonly referred to as organization fit is more difficult because these attributes do not appear on a resume, but are measured based on personal experiences, discussions with references, in person interviews, background checks and even internet searches (such as google.com). The character traits evaluated by the person making the hiring decision include loyalty, integrity, honesty, work ethic and the ability to lead a diverse population of 18-22 year old young men.

Loyalty

Loyalty is the characteristic most sought after by a Head football Coach when putting together a football coaching staff. Many times, the Head Football Coach personally knows of this trait because he has worked with the individual before or had numerous professional contacts with him before. If he has not worked directly with the candidate, then the Head Coach's will rely on references from individuals who the Head Coach knows and trusts and who have worked with the candidate.

Honesty and Integrity

After loyalty, the next most often cited criteria used to evaluate when deciding whether or not to hire a football coaching candidate are honesty and integrity. This is especially important not only because the Head Coach needs to be confident that his Assistant Coaches will be honest with him, the other coaches, and the players, but recruits and their parents have to trust in the honesty and integrity of the recruiting coach. Again, if the Head Coach does not know the Assistant Coach candidate personally, then the Head Coach will rely upon references from individuals who the Head Coach knows and trusts and who have worked with the candidate.

Reference checks

If the Head Football Coach does not know the Assistant Coach candidate personally and doesn't know anybody who worked with the Assistant Coach, the best way to learn about the candidate is to talk with other athletic department staff where the candidate has worked, such as the athletic trainer, the academic advisor and the strength coach. Collectively, they will provide valuable

insights regarding the character of the candidate while revealing the opinions of athletic coaches and staff colleagues and student athletes at the University where the candidate has worked.

Skype/Personal Interviews

Face to face discussions can provide additional insight to what the candidate is like. Body language, eye contact and ease of conversation provides the prospective hiring manager with what it will be like working with the candidate on a day to day basis.

Conclusions

1. Based on his experience as a player, as a position coach and as a recruiter of high level collegiate football talent, prior to being placed on administrative leave and banned from the Penn State football facilities, effective on November 11, 2011, McQueary had every reason to expect to have a long, successful career as an NCAA Bowl Championship Series (BCS) football coach. It is reasonable to expect that within five to seven years and with the continued success of Penn State football, that McQueary would have been hired as an Offensive Coordinator or Head Football Coach at a University competing in a top 5 conference.
   I base this conclusion on the biography published by Penn State in the 2011 Media guide, the national recognition of Penn State as perennial top 25 football team and a review of McQueary's annual Staff Review and Development Plans through 5/24/11.

2. It is my opinion that on and after November 5, 2011, Penn State, by the actions and words of those in positions of leadership in the University, irreparably harmed Mike

McQueary's ability to continue in his chosen profession as a collegiate football coach.

I base this conclusion on the following:

a. The Statement from President Spanier of November 5, 2011, stating charges against Curley and Shultz "are groundless", which openly questioned the truthfulness of McQueary's sworn testimony that was the basis for the charges against them.
b. The Monday, November 7, 2011 meeting Spanier held with the entire athletic department where he essentially repeated his support for Curley and Schultz; thereby communicating directly to all of McQueary's colleagues the notion that McQueary was being untruthful in his testimony concerning Curley and Schultz.
c. The decision to not allow McQueary to coach on November 12, 2011, despite Coach Bradley's desire and expectation that McQueary would coach.
d. The subsequent decision to place McQueary on administrative leave effective November 11, communicated on Sunday November 13, 2011. Included in the placement of McQueary on administrative leave was banning McQueary from all Penn State football facilities. This effectively shut McQueary off from his network of coaches and athletic department staff, sending the message again to them that he was "persona non grata" – that he must have done something wrong, he was not to be trusted. These individuals who would normally be expected to serve as job references for McQueary were in effect told that the leadership of the University did not want any support for McQueary.
e. The failure of newly hired Penn State Head Football Coach O'Brien to interview McQueary while

interviewing all the other Penn State coaches who were interested in being retained, again sent a message to the assistant coaches and athletic department staff that McQueary was "persona non grata".

The message all these actions and statements also communicated to the public, including prospective employers, was that McQueary must have done something wrong; that he was dishonest and not to be trusted, was disloyal.

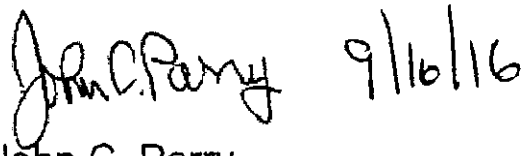
In my opinion, an athletic director would not likely consider McQueary for a head coaching position and would not allow the head football coach to hire McQueary as an assistant because

1. Not knowing why Penn State placed McQueary on administrative leave, did not allow him to coach with Bradley, and severed his employment, while continuing to support Curley and Schultz, all served to question McQueary's loyalty, honesty and integrity.
2. Because the public is receiving the same negative messages about McQueary from Penn State's actions or omissions, a decision to hire McQueary would likely bring unwanted, unfavorable publicity about the hire which would be a distraction from the positive story about the team.
3. There are always other qualified candidates in the hiring pool who can do the job and whose loyalty, honesty and integrity are not being questioned by a major university.

Again, it is my opinion that on and after November 5, 2011, Penn State, by the actions and words of those in positions of leadership in the University, irreparably harmed Mike

McQueary's ability to continue in his chosen profession as a collegiate football coach.

Sincerely



John C. Parry

John C. Parry

Business Address
Cleveland State University
2000 Prospect Avenue
Cleveland, Ohio 44115

Contact Information
jparry88@aol.com
(216) 687-4808 W
(216) 385-7108 C

EDUCATION

MBA 1967 — Wharton Graduate School of Finance and Commerce
University of Pennsylvania
Majored in marketing with emphasis on promotion, international marketing, and the legal aspects of free enterprise.

BA 1965 — Brown University - Awarded BA degree in Economics.

EMPLOYMENT

5/2010 to present **Director of Athletics, Cleveland State University**
Responsible for administering 18 intercollegiate sports.
Member of President's Cabinet.

Significant Assignments/Accomplishments at Cleveland State University

- Cleveland State won the Horizon league all sports trophy in 2013
- Installed new, all weather turf field for soccer/lacrosse
- Opened a new 6 court indoor tennis facility
- Added men's lacrosse and women's track

4/2009 to 5/2010 **President, Collegiate Sports Plus, Inc**
Providing consulting services in intercollegiate athletics with an emphasis on marketing, sponsorships, strategic planning and the student athlete experience.

12/2006 to 3/2009 **Deputy Commissioner Branch Operations for the Indiana Bureau of Motor Vehicles**
Responsible for:
1. Oversight management of 140 branch offices located throughout the State of Indiana.
2. 1400 full time and 400 part time employees.

3/1990 to 6/2006 **Director of Athletics - Butler University**
Responsible for:
1. Program and personnel evaluation for 21 varsity teams.
2. Managed all athletic marketing, and fund-raising personnel.

Significant Assignments/Accomplishments at Butler

- Butler Athletics won the Horizon league All Sports trophy in 1997, 1998,1999 & 2002.
- Increased athletic sponsorship income 20 fold.
- Increased annual fund raising results by 500%.

- Represented the Horizon league as one of 32 members of the NCAA Division I Management Council 1997 to 2004.
- Member of the NCAA Division I Men's Basketball Issues Committee 2000 to 2002.
- Developed and implemented 5 year strategic plan for Butler athletics that successfully addressed gender equity and NCAA Division I scheduling requirements.
- Taught a 3 hour class in sports marketing and promotion: Fall semesters 1996-2002.
- Member Executive Committee of National Association of Collegiate Athletic Directors (NACDA) 1999 to 2002.
- Central Region IAA AD of the year 2003.
- Member of the NCAA Men's Lacrosse Committee 1994-98; Chair 1998.
- Added Women's soccer (1991), men's lacrosse (1992, and women's golf (1998).
- Institutional Co-Host for NCAA Division I Men's Basketball Final Four 1991, 1997, 2000 and 2006 and NCAA Division I Women's Final Four in 2005.
- Served as peer reviewer for the NCAA Certification of Syracuse University, University of Connecticut, Elon University and Lafayette College.

1/1979 to 2/1990 **Director of Athletics - Brown University, Providence, RI**

Responsible for:

1. Program and personnel evaluation for 30 varsity teams.
2. Directing an intramural, recreation, and club sport program.

Significant Assignments/Accomplishments at Brown

- Founding Director of the Brown University Sports Foundation. ($75 million endowment today).
- Revitalized men's crew, cross-country, track and wrestling.
- Brown University had the best cumulative women's W/L record in the Ivy League during the decade of the 1980's.
- President of the then 249 member ECAC, 1986-87; member of the ECAC Executive Council, 1982-85.
- Oversaw planning, funding and building of a $7 million student recreation center (1979) and a $9 million intercollegiate athletic complex (1989).
- Member of NCAA Men's Lacrosse Committee 1980-87: Chairman 1987.
- Brown produced seven winning football teams in my eleven years as AD.

9/1975 to 1/1979 **Assistant, then Associate Director of Athletics - Brown University**

Responsible for scheduling, team travel and admissions liaison for 15 men's athletic teams

Specific Coaching Assignments: 1976-78 Varsity football receivers coach (Brown varsity football record during those three years was 22-5); JV Lacrosse.

7/1967 to 8/1975 **Marketing Representative** IBM (3 Years); **Vice President, Marketing** and part owner, Instant Data, Inc (4 years); **Marketing Representative**, Itel Corporation (1 year).

ACTIVITIES AND ORGANIZATIONS

Academic Penn: 1965-67 Freshman Football Coach, Freshman Lacrosse Coach, Brown: 1961-1965 Varsity Football (Co-Captain), Varsity Basketball, Varsity Lacrosse, Brown Key, Cammarian Club, Senior Resident Advisor.

Post-Graduate Executive Board, Brown Sports Foundation (7 years), New Jersey Lacrosse Club (5 years), and Philadelphia Lacrosse Club (3 years). Current: Board member, Greater Cleveland Sports commission, Board member, Indiana Sports Corporation. 2003-07, Boy's lacrosse coach, North Central High School 2007 and 2008.

PERSONAL DATA

Height: 6' 3" Weight: 240 Married: 4 children Hometown: Marcellus, New York

RESUME ADDENDUM John C Parry

As of June 2016, I completed 33 years as the athletic director at three different Universities.

I was employed as the Athletic Director at two Universities; Brown University and Butler University,that sponsor intercollegiate football at the Football Championship Series (FCS) level (formerly I-AA).

My employer since May of 2010, Cleveland State University, does not sponsor football.

My resume does not recount that while at Brown I led two full searches for Head football coaches and, while at Butler, on two separate occasions I promoted an assistant football coach to Head Coach and also hired the current Head Coach after a full search.

Throughout my tenure as an athletic director I have been an active member of the National Association of Collegiate Directors of Athletics (NACDA). This organization provides those working

in intercollegiate athletics with educational and networking opportunities to its members.

During my career as an Athletic Director I have successfully hired hundreds of coaches; four of whom were subsequently honored as National Coach of the Year in their respective sports (Dom Starsia, men's lacrosse Brown University and Virginia, Joe Franklin, men's cross country, Butler University, Jon Hind, Men's lacrosse, Butler University and Todd Lickliter, Men's basketball, Butler University). In addition, I have made reference calls and been called for a reference for countless coaches and staff members.

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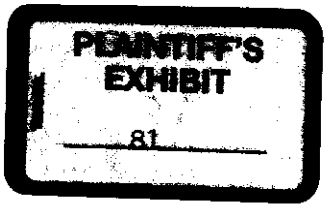
MICHAEL J. McQUEARY

v.

THE PENNSYLVANIA STATE UNIVERSITY

Report and Exhibit

September 20, 2016



FORENSIC RESOLUTIONS INC.
Forensic and Investigative Accounting

Main Office: 17 Mechanic Street, Haddonfield NJ 08033 • (856) 857-9000

Michael J. McQueary v. The Pennsylvania State University

1.0 INTRODUCTION

Forensic Resolutions, Inc. has prepared a report of our findings in the above-captioned matter. You requested that we analyze documents and information related to the Plaintiff's claim for an economic loss. Our analysis of the documents and information and our estimate of the Plaintiff's economic loss are contained in this report.

2.0 BACKGROUND

Michael J. McQueary, born October 10, 1974, has filed suit against The Pennsylvania State University ("PSU") as a result of being placed on administrative leave and failing to renew his contract after he testified on December 14, 2010 regarding an incident that occurred in February 2001. He is alleging that these actions were taken as a result of him being a whistleblower. On February 9, 2001, Mr. McQueary witnessed a former PSU employee, Jerry Sandusky, engaged in inappropriate and illegal sexual conduct with a boy approximately age 10 to 12 on PSU's campus ("the Sandusky incident").

Mr. McQueary had been placed on administrative leave effective November 11, 2011 and his fixed term contract with PSU expired on June 30, 2012. It was his understanding that he would be notified by PSU 30 days prior to the expiration of his contract if it was not going to be renewed and that if there was no notification then his contract would automatically renew; however, he received no notification until he learned of his termination during a televised news conference on July 5, 2012. It is our understanding that PSU did not honor Mr. McQueary's severance agreement until September 17, 2012.

At the time of the incident, Mr. McQueary had been employed by PSU as an assistant football coach, specifically a wide receivers coach, and recruiting coordinator. Mr. McQueary had been earning a salary of $140,040 annually as of July 1, 2010 and was eligible for bonuses and extra compensation. Mr. McQueary informed us during our phone interview that he received extra compensation as a result of participation in football camps and that he received bonuses for game achievements and Bowl eligibility. For example, he estimated that he had received a bonus of approximately $35,000 as a result of the Rose Bowl.

Mr. McQueary commenced his employment with PSU in 1999 as an administrative assistant. He became an offensive graduate assistant coach in 2000, an administrative assistant for football and video operations in 2003, and became the wide receivers coach and recruiting coordinator in 2004. As of 2011, Mr. McQueary's intentions were to continue coaching and he believed he was approximately three to four years from

becoming a head coach. He also indicated that he could have taken a position as an offensive coordinator or quarterback coach.

The records indicate that Mr. McQueary has inquired/applied for numerous assistant football coach positions as well as alternative employment such as recruiting and sales positions since his contract at PSU was not renewed; however, he remains unemployed. Based on the job search records, we have quantified approximately 182 entries, which contain inquiries, networking, applications, and rejection notifications. Of these 182 entries, there were approximately 115 different relationships (i.e., separate positions, employers, and references for employment), which can be subdivided as approximately 47 football-related and approximately 68 unrelated to football. Our analysis of the job search documentation may be conservative as there are approximately 600 pages of records. Additionally, the records indicate that Mr. McQueary has utilized at least six different Internet resources to aid his employment search including Monster, Careerbuilder, and LinkedIn, among others. Furthermore, he has also utilized the services of Brett Senior, Esq. and Casey Muir, Esq. regarding his search for coaching-related employment as well as the services of Danny Kerr, a recruiter, regarding his search for alternative employment.

Mr. McQueary informed us that he has had approximately three or four coaching interviews over the phone, but it is our understanding that the football coaching industry is reputation based. Mr. McQueary informed us that the Sandusky incident has been brought up during phone calls and interviews with potential employers and that he has even had an interview cancelled specifically as a result of the whistleblower situation. The job search records indicate that an interview had been scheduled with Robert Half Finance and Accounting for November 12, 2015; however, Mr. McQueary informed us that he received a phone call to cancel the interview and the Sandusky incident was specifically referenced as the reason. According to an email from Ernest Wilson at Savannah State University dated July 21, 2013, "...the administration thought that it might not be a good decision to higher [sic] you right now. I am a little embarrassed to tell you that." Additionally, according to the records and Mr. McQueary, he had a potential job offer as a quarterback coach at Mount Ida College, a Division III school, for the current season; however, in August 2016 he was informed that he was not being hired as a result of the possibility that he would require an absence in the middle of the season as a result of a trial in this matter.

According to the W-2 Wage and Tax Statements provided, Mr. McQueary's earnings from PSU for the years 2008 through 2013[1], totaled:

2008	2009	2010	2011	2012	2013
$146,923	$137,522	$153,058	$156,213	$160,670	$140,040

Mr. McQueary received $156,364 in pensions and annuities in the year 2012, as a result of an early distribution. It is our understanding that Mr. McQueary chose to take an early distribution of his retirement funds because of financial hardship when it was his understanding that PSU was not going to honor his severance agreement. Additionally, he received nonemployee compensation totaling $4,000 in the year 2013, $2,000 in the year 2014, and $3,500 in the year 2015. Mr. McQueary also received unemployment compensation totaling $14,768 in the year 2014.

Mr. McQueary obtained a Bachelor's Degree in Health Policy Administration from PSU in 1997 and subsequently attended courses towards a Master's Degree at PSU, but did not obtain this degree. At the time of the subject incident, Mr. McQueary was married to Barbara McQueary; however, it is our understanding their divorce was finalized in March 2014. Mr. McQueary resides in State College, Pennsylvania with his parents, who are currently providing his financial support. He has one daughter, who primarily resides with his former wife, Barbara McQueary.

Mr. McQueary has filed suit and is claiming an economic loss, among other damages, as a result of being placed on administrative leave on November 11, 2011 and the subsequent events including his termination.

3.0 DOCUMENTS REVIEWED

Our analysis is based upon the following documents:

- Complaint;
- Answers to Interrogatories;
- Phone interviews with Mr. McQueary on June 6, 2016, June 27, 2016 and September 15, 2016;
- Expert report of John Parry, dated September 16, 2016;
- Deposition testimony transcript of Brett Senior, Esq., dated June 6, 2016;
- Mr. McQueary's PSU personnel file (PSU 000001 – PSU 000148);
- Mr. McQueary's tax returns, W-2 Wage and Tax Statements, Forms 1099, and other tax records for the years 2002 through 2015[2] (including MM0009 – MM0063, MM0575, MM0576, MM0577, MM0582, and unmarked documents);

[1] It is our understanding that a portion of the 2012 earnings and all of the 2013 earnings reported to Mr. McQueary from PSU are as a result of his severance agreement.

- Various records including emails and text messages regarding Mr. McQueary's employment search (including MM0150 – MM0568, MM0583 – MM0686, and MM0753 – MM0781)
- *Notice of Financial Determination* from Pennsylvania Department of Labor and Industry, Office of Unemployment Compensation Benefits Policy, dated January 23, 2014 (MM0578);
- Records from Pennsylvania CareerLink (MM0579 – MM0581);
- Mr. McQueary's resume (MM0149); and
- Research of various industry and government publications, as noted in our report.

Our report is subject to change if additional information or documentation becomes available.

4.0 CLAIMED LOSS

We calculated a loss of earnings to Mr. McQueary as a result of him being placed on administrative leave on November 11, 2011 and the subsequent failure of PSU to renew his contract, allegedly as a result of him being a whistleblower. We express no opinion of liability in this matter and have assumed the primary cause of Mr. McQueary's lack of employment is solely related to the allegations contained in the Complaint. According to Mr. Parry's report, "Prior to being placed on administrative leave and banned from the Penn State football facilities... McQueary had every reason to expect to have a long, successful career as an NCAA Bowl Championship Series (BCS) football coach. It is reasonable to expect that within five to seven years and with the continued success of Penn State football, that McQueary would have been hired as an Offensive Coordinator or Head Football Coach at a University competing in a top 5 conference."[3] Furthermore, Mr. Parry opined, "...Penn State, by the actions and words of those in positions of leadership in the University, irreparably harmed Mike McQueary's ability to continue in his chosen profession as a collegiate football coach."[4]

We have calculated a loss of earnings to Mr. McQueary in eight separate scenarios, based on four separate pre-incident earning capacity estimates and two separate post-incident earning capacity estimates. Scenarios 1 and 2 assume Mr. McQueary's pre-incident earning capacity to be similar to those coaches who he believed were very comparable to him while he was at PSU, a "yardstick approach"; Scenarios 3 and 4 assume his pre-incident earning capacity to be consistent with his most recent earnings at PSU and his ability to replace these earnings; Scenarios 5 and 6 assume Mr. McQueary's pre-incident

[2] We note that Mr. McQueary filed joint tax returns with his wife, Barbara McQueary, for the years 2007 through 2013.
[3] Mr. Parry's report dated September 16, 2016, page 7.
[4] Mr. Parry's report dated September 16, 2016, pages 7 and 8.

earning capacity would have obtained the average earnings of a wide receivers coach at the multiple schools he has applied to in the past five years; and Scenarios 7 and 8 assume Mr. McQueary's pre-incident earning capacity would have obtained the average earnings of an offensive coordinator at the multiple schools he has applied to in the past five years, consistent with Mr. Parry's opinion. Scenarios 7 and 8 are also supported by Mr. Senior's deposition testimony, which stated, "...I felt like his [Mr. McQueary's] skill set was that he could go into any program as an offensive coordinator at this stage of his career."[5]

In Scenarios 1 and 2, we utilized an average of the actual earnings of comparable colleagues, a yardstick, to determine Mr. McQueary's future earning capacity. Mr. McQueary represented that he felt that he was comparable to Kermit Buggs, Jay Paterno, Bill Kenney, Ron Vanderlinden and Larry Johnson, who were his coaching colleagues while at PSU, although they coached different positions. According to our research, Mr. Paterno is no longer employed in the capacity of a football coach and therefore, he cannot be used as a comparison for Mr. McQueary's pre-incident earning capacity. According to data in a database published by USA Today, which was complied by information reported to the NCAA[6], all of the aforementioned individuals except Mr. Paterno had been employed in assistant coach positions during the 2015 season. According to our research, Mr. Buggs had been employed by Old Dominion, Mr. Kenney had been employed by Western Michigan, Mr. Vanderlinden had been employed by the Air Force, and Mr. Johnson had been employed by Ohio State during the year 2015 with salaries totaling $115,170, $80,000, $187,000, and $420,000, respectively. Given that Mr. McQueary identified Mr. Buggs, Mr. Kenney, and Mr. Vanderlinden as comparable individuals, we have assumed that Mr. McQueary may have obtained an alternative coaching position in the future, similar to the aforementioned individuals. We have conservatively excluded Mr. Johnson from being a comparison to Mr. McQueary because our research indicates he was the Assistant Head Coach as well as the Assistant Defensive Line Coach. Therefore, we estimated Mr. McQueary's pre-incident earning capacity to total $140,040 annually in 2011 values, based on his actual salary at the time of the subject incident; however, we decreased this amount as of the date of our report to total $127,390 annually in 2015 values, based on the average of the actual salaries for the aforementioned assistant coaches. Additionally, we have included bonus and extra compensation totaling $24,598 annually, based on the average amounts reported on Mr. McQueary's 2010 and 2011 W-2 Wage and Tax Statements from PSU that exceeded his anticipated salary; however, we have reduced our estimate of his bonus and extra

[5] Mr. Senior's deposition testimony dated June 6, 2016, page 109.
[6] http://sports.usatoday.com/ncaa/salaries/football/assistant

compensation as of the date of our report to total $20,367 annually when it is assumed that Mr. McQueary's earnings would be consistent with the aforementioned individuals, based on the average maximum bonus reported for these individuals. We note our estimate of the anticipated bonus may be understated, as there is no bonus and extra compensation information available for Mr. Buggs because the NCAA lists a $0 maximum bonus if "...the amount of an assistant coach's possible bonus is determined at the discretion of the head coach and/or the athletics director or other school officials."[7]

In Scenarios 3 and 4, we estimated Mr. McQueary's pre-incident earning capacity to total $140,040 annually in 2011 values, based on his actual salary at PSU at the time of the subject incident. Additionally, we have included bonus and extra compensation totaling $24,598 annually, based on the average of the amounts reported on Mr. McQueary's 2010 and 2011 W-2 Wage and Tax Statements from PSU that exceeded his anticipated salary.

In Scenarios 5 and 6, we estimated Mr. McQueary's pre-incident earning capacity to total $140,040 annually in 2011 values, consistent with Scenarios 1 through 4; however, we increased this amount as of the date of our report to total $215,206 annually in 2015 values, based on the average earnings for wide receivers coaches at colleges and universities that Mr. McQueary actually applied to, including Connecticut, Maryland, Rutgers, LSU, and West Virginia University, among others, according to data in a database published by USA Today, which was complied by information reported to the NCAA[8]. Additionally, we have included bonus and extra compensation totaling $24,598 annually, consistent with Scenarios 1 and 2; however, we increased this amount to $39,366 annually as of the date of our report, based on the average reported maximum bonuses for the wide receivers coaches at the employers utilized above, according to the aforementioned source.

In Scenarios 7 and 8, we estimated Mr. McQueary's pre-incident earning capacity to total $140,040 annually in 2011 values, as discussed previously; however, we increased this amount as of November 11, 2018, seven years from the date of the incident, to total $426,527 annually in 2015 values, based on the average earnings for offensive coordinators at colleges and universities that Mr. McQueary actually applied to, including Connecticut, Maryland, and Rutgers, among others, according to data in a database published by USA Today, which was complied by information reported to the NCAA[9]. Additionally, we have included bonus and extra compensation totaling $24,598 annually,

[7] http://sports.usatoday.com/2015/12/08/2015-ncaa-football-assistant-coach-salaries-methodology/
[8] http://sports.usatoday.com/ncaa/salaries/football/assistant
[9] Ibid.

as discussed previously; however, we increased this amount to $64,323 annually as of November 11, 2018, based on the average reported maximum bonuses for the offensive coordinators at the employers utilized above, according to the aforementioned source. We have assumed the commencement of employment as an offensive coordinator on November 11, 2018, based on a period of seven years from the date of the incident and Mr. Parry's opinion regarding Mr. McQueary's ability to be hired in this position in five to seven years. Additionally, these scenarios are conservative, as they assume no advancement to the position of Head Coach despite Mr. Parry's opinion that Mr. McQueary may have been hired in that capacity. Based on our research, Mr. McQueary's earning capacity as a Head Coach would be significantly greater than as an Offensive Coordinator position.

Mr. McQueary's earnings loss is not solely related to his employment at PSU because he may have had other employment opportunities and increased compensation available to him had his reputation not been impaired; therefore, it is reasonable to consider the aforementioned increases.

Our pre-incident earning capacity estimate in Scenarios 5 and 6 as of 2015 may be conservative as the average assistant coach salary for all Football Bowl Subdivision ("FBS") coaches was $245,000 annually in the year 2015. We note that PSU as well as other colleges and universities that Mr. McQueary applied to are part of the FBS. Our pre-incident earning capacity estimates do not consider advancements to head coach despite Mr. McQueary's representations that he believed he was approximately three or four years from becoming a head coach at the time of the incident.

Past earnings were increased by 1.99% annually to current, 2016 values, based on the five-year average rate of inflation, based on data from the Bureau of Labor Statistics ("BLS"). We have conservatively not applied any growth to the bonus and extra compensation included in our loss estimates.

Despite Mr. McQueary's voluminous attempts to obtain employment, he has been unsuccessful; however, it is our understanding that if he were offered employment, he could commence working immediately. Based on the foregoing, we have conservatively assumed that his post-incident earnings would commence as of the date of our report.

In the absence of any vocational opinion, we have estimated Mr. McQueary's post-incident expected earnings based on his education and on the non-coaching jobs he has been applying to since his termination. These present two reasonable employment alternatives that are not comprehensive.

In Scenarios 1, 3, 5 and 7, we have estimated post-incident earnings to total $70,000 annually. During our phone interview with Mr. McQueary, he stated that he had been informed by prospective employers that his earnings could range from $60,000 to $80,000 annually in alternative employment including as a recruiter or a salesperson. According to data published by the BLS, the average earnings for sales representatives totals $69,100 annually for the services industry and $71,080 for the wholesale and manufacturing industry, which is consistent with our earning capacity estimate.

In Scenarios 2, 4, 6 and 8, we estimated Mr. McQueary's post-incident earnings to total $45,593 annually in current, 2016 values, based on the entry-level earnings for white males with a Bachelor's Degree, according to statistics from the *Current Population Survey, 2015 Annual Social and Economic Supplement*, published by the US Census Bureau[10]. Entry level earnings are utilized because Mr. McQueary has no work experience other than coaching. Future earnings were estimated using the age-earnings profile increases as reported in the *Current Population Survey*.

We have increased lost earnings for employer-paid fringe benefits. It is our understanding that Mr. McQueary received numerous employer-paid fringe benefits such as contributions to a retirement plan, health insurance and a vehicle, among others. We have estimated lost fringe benefits including employer-paid contributions to a retirement plan and employer-paid contributions to Social Security. Our estimate of fringe benefits is comprised of employer-paid contributions to a retirement plan totaling 5.51% of gross earnings, based on data from the BLS, and employer-paid contributions to Social Security, totaling 5.3% of gross earnings up to the maximum taxable earnings level of $118,500 annually (as of the year 2016) according to information from the Social Security Administration ("SSA").

Additionally, according to a letter from EBS-RMSCO, Inc. dated September 10, 2012, Mr. McQueary's COBRA premiums for health insurance were completely paid by PSU from July 1, 2012 through December 31, 2013. Mr. McQueary indicated that he has paid out-of-pocket to replace his health insurance. He indicated he spent approximately $380 per month during the year 2014, $443.07 per month during the year 2015 and currently spends $486.23 per month during the year 2016. We have included a loss of health insurance to the extent that Mr. McQueary has incurred this expense from January 1, 2014 through the date of our report. We have not included a loss of health insurance to

[10] These statistics are published in 2014 values; however, we have grown the amounts reported to current, 2016 values, based on the five-year average wage growth, based on data from the BLS, totaling 2.06% annually, as discussed previously.

Mr. McQueary after the date of our report when it is assumed he is capable of alternative employment and therefore, his employer-paid health insurance may be replaced.

We conservatively have not been increased pre-incident future earnings for productivity. Post-incident future earnings were increased by 1.06% annually, based on the 20-year average productivity increases, based on data from the BLS in Scenarios 1, 3, 5 and 7. Post-incident future earnings were increased for productivity through the age-earnings profile increases in Scenarios 2, 4, 6 and 8, as discussed previously. Additionally, we have conservatively not applied any growth to the bonus and extra compensation included in our loss estimates, as discussed previously. We discounted future loss amounts to present value utilizing a rate of 1.63% annually, based on the historical average of the 20-year Treasury Inflation Protected Securities ("TIPS") yield, a rate which periodically adjusts to eliminate the effects of inflation.

We commenced our loss calculations as of the year 2011, the year Mr. McQueary was placed on administrative leave, and have continued our calculations until his worklife expectancy age of 62.76, discussed in more detail later in our report. We have offset our loss estimates by Mr. McQueary's reported earnings for the years 2011 through 2015 as well as his unemployment compensation received in the year 2014. Additionally, we reduced our loss estimates for the probability of unemployment totaling 2.8% of gross earnings, fringe benefits and bonus/extra compensation where applicable, based on data published by the BLS.

Based on the foregoing, our estimate of Mr. McQueary's loss of earnings, after all appropriate adjustments, totals $1,862,615 in Scenario 1, $1,969,658 in Scenario 2, $2,379,516 in Scenario 3, $2,486,559 in Scenario 4, $3,805,134 in Scenario 5, $3,912,177 in Scenario 6, $7,440,217 in Scenario 7, and $7,547,260 in Scenario 8, as shown on Exhibit 1.

Additionally, we have calculated a loss of taxes and penalty to Mr. McQueary as a result of his early receipt of retirement funds. According to Mr. McQueary's federal 2012 tax return, he received $156,364 in pensions and annuities and as a result incurred taxes totaling $68,589 plus an additional tax (i.e., penalty tax) on his retirement distributions totaling $15,636 and therefore, he incurred a tax liability of $84,225. Mr. McQueary indicated that he had to take an early distribution of his retirement funds because of financial hardship due to PSU not honoring his severance agreement.

Mr. McQueary has a loss of additional taxes paid as a result of an increase in his regular federal income taxes as well as a loss related to the penalty he incurred as a result of the early withdrawal, totaling $84,225, as discussed previously; however, his loss should be

offset by his anticipated tax liability for the year 2012 had he not received the early distribution from his retirement account. We calculated Mr. McQueary's anticipated tax liability to total $22,354, absent the premature retirement distribution, based on the federal tax tables and formulas for the 2012 tax year, and offset our loss estimate by this amount.

Based on the foregoing, our estimate of Mr. McQueary's loss of taxes and penalty, after all appropriate adjustments, totals $61,871, as shown on Exhibit 1.

4.1 Worklife Expectancy

The U.S. Department of Health and Human Services and the BLS provide data, separated by age, education and sex to adjust loss estimates for the probabilities of life and labor force participation. The life statistic assesses the probability that the worker would live through the year. The labor force participation statistic assesses the probability that the worker would earn wages, if he or she had not retired, become disabled or for some other reason did not participate in the work force.

We estimated Mr. McQueary's worklife based upon the applicable 2011 worklife tables by Skoog, Ciecka and Krueger, as published in the *Journal of Forensic Economics*. These tables indicate that his remaining worklife, as of the date of the subject incident, totaled 25.67 additional years to the equivalent of age 62.76, based upon gender, age, level of educational attainment, and labor force participation status. The effect of using these statistics reduces the estimated loss amounts to account for each of the aforementioned probabilities.

Another important component to worklife is the probability that a worker may become unemployed in a given year, provided the worker has survived and is seeking employment. We have also reduced our earnings loss estimates for the probability of unemployment, as discussed previously in our report.

It is our understanding that Mr. McQueary intended to continue coaching until age 67 or 70, which is typical for football coaches. He informed us that his mentor, Joe Paterno, had been age 85 when he left coaching. Based on the foregoing, we have conservatively considered that Mr. McQueary's worklife would be consistent with the average of his cohorts (i.e., males with a Bachelor's Degree) and have not included any additional years of worklife, which may be typical in his specific occupational industry (i.e., football coaching).

5.0 CONCLUSION

Based on the foregoing, our estimate of Mr. McQueary's loss of earnings, after all appropriate adjustments, totals $1,862,615 in Scenario 1, $1,969,658 in Scenario 2, $2,379,516 in Scenario 3, $2,486,559 in Scenario 4, $3,805,134 in Scenario 5, $3,912,177 in Scenario 6, $7,440,217 in Scenario 7, and $7,547,260 in Scenario 8, as shown on Exhibit 1.

Our estimate of Mr. McQueary's estimated tax and penalty loss related to his early receipt of retirement distributions totals $61,871, as shown on Exhibit 1.

Our overall estimate of Mr. McQueary's economic loss ranges from $1,924,486 to $7,609,131, as shown on Exhibit 1.

We express these opinions to a reasonable degree of accounting and economic certainty.

We reserve the right to update our report if additional documentation and/or information becomes available.

James A. Stavros, CPA, CFF
September 20, 2016

JAS/jlp

FORENSIC RESOLUTIONS INC.
Forensic and Investigative Accounting

MICHAEL J. McQEARY v. THE PENNSYLVANIA STATE UNIVERSITY — Exhibit 1

Summary of Mr. McQueary's Estimated Economic Loss

Date of Incident: November 11, 2011

I. Estimated Earnings Loss	Per Forensic Resolutions, Inc.							
Scenario:	1	2	3	4	5	6	7	8
Diminution in Earning Capacity:	Partial & Permanent	Partial & Permanent	Partial & Permanent	Partial & Permanent	Partial & Permanent	Partial & Permanent	Partial & Permanent	Partial & Permanent
Pre-Incident Earning Capacity:	$140,040 / $127,390	$140,040 / $127,390	$140,040	$140,040	$140,040 / $215,206	$140,040 / $215,206	$140,040 / $426,527	$140,040 / $426,527
Post-Incident Earning Capacity:	$70,000	$45,593	$70,000	$45,593	$70,000	$45,593	$70,000	$45,593
Bonus / Extra Compensation:	$24,598 / $20,367	$24,598 / $20,367	$24,598	$24,598	$24,598 / $39,366	$24,598 / $39,366	$24,598 / $64,323	$24,598 / $64,323
Fringe Benefits:	[Note]	[Note]	[Note]	[Note]	[Note]	[Note]	[Note]	[Note]
Post-Incident Future Growth Rate:	1.06%	Age-Earnings Profile	1.06%	Age-Earnings Profile	1.06%	Age-Earnings Profile	1.06%	Age-Earnings Profile
Discount Rate:	1.63%	1.63%	1.63%	1.63%	1.63%	1.63%	1.63%	1.63%
Unemployment Rate:	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%
Retirement/Worklife Age / Loss Ends:	62.76	62.76	62.76	62.76	62.76	62.76	62.76	62.76
PAST LOSS								
Pre-Incident Estimates								
Base Earnings	$ 839,898	$ 839,898	$ 839,898	$ 839,898	$ 839,898	$ 839,898	$ 839,898	$ 839,898
Plus: Bonus / Extra Compensation	140,701	140,701	140,701	140,701	140,701	140,701	140,701	140,701
Plus: Fringe Benefits	94,881	94,881	94,881	94,881	94,881	94,881	94,881	94,881
Less: Unemployment	(14,502)	(14,502)	(14,502)	(14,502)	(14,502)	(14,502)	(14,502)	(14,502)
Subtotal	1,060,978	1,060,978	1,060,978	1,060,978	1,060,978	1,060,978	1,060,978	1,060,978
Post-Incident Estimates								
Actual Earnings	466,423	466,423	466,423	466,423	466,423	466,423	466,423	466,423
Plus: Fringe Benefits	42,697	42,697	42,697	42,697	42,697	42,697	42,697	42,697
Unemployment Compensation	14,768	14,768	14,768	14,768	14,768	14,768	14,768	14,768
Subtotal	523,888	523,888	523,888	523,888	523,888	523,888	523,888	523,888
TOTAL ESTIMATED PAST LOSS	537,090	537,090	537,090	537,090	537,090	537,090	537,090	537,090
FUTURE LOSS								
Pre-Incident Estimates								
PV of Base Earnings	2,287,724	2,287,724	2,721,145	2,721,145	3,864,770	3,864,770	7,071,716	7,071,716
Plus: Bonus / Extra Compensation	358,623	358,623	433,122	433,122	693,157	693,157	1,049,314	1,049,314
Plus: Fringe Benefits	238,753	238,753	262,630	262,630	325,650	325,650	502,345	502,345
Less: Unemployment	(80,774)	(80,774)	(95,670)	(95,670)	(136,732)	(136,732)	(241,447)	(241,447)
Subtotal	2,804,326	2,804,326	3,321,227	3,321,227	4,746,845	4,746,845	8,381,928	8,381,928
ost-Incident Estimates								
PV of Base Earnings	1,372,978	1,273,600	1,372,978	1,273,600	1,372,978	1,273,600	1,372,978	1,273,600
Plus: Fringe Benefits	148,421	137,676	148,421	137,676	148,421	137,676	148,421	137,676
Less: Unemployment	(42,598)	(39,518)	(42,598)	(39,518)	(42,598)	(39,518)	(42,598)	(39,518)
Subtotal	1,478,801	1,371,758	1,478,801	1,371,758	1,478,801	1,371,758	1,478,801	1,371,758
TOTAL ESTIMATED FUTURE LOSS	1,325,525	1,432,568	1,842,426	1,949,469	3,268,044	3,375,087	6,903,127	7,010,170
TOTAL ESTIMATED EARNINGS LOSS	$ 1,862,615	$ 1,969,658	$ 2,379,516	$ 2,486,559	$ 3,805,134	$ 3,912,177	$ 7,440,217	$ 7,547,260

II. Estimated Tax & Penalty Loss	Per Forensic Resolutions, Inc.
Actual 2012 Tax per Tax Return	$ 68,589
Plus: Additional Tax (Penalty)	15,636
Less: Estimated 2012 Taxes without Distribution	(22,354)
TOTAL ESTIMATED TAX & PENALTY LOSS	$ 61,871

III. Total Economic Loss								
	$ 1,924,486	$ 2,031,529	$ 2,441,387	$ 2,548,430	$ 3,867,005	$ 3,974,048	$ 7,502,088	$ 7,609,131

Note: Fringe benefits are comprised of employer-paid contributions to a retirement and savings plan totaling 5.51% of gross earnings, based on data from the BLS, and employer-paid contributions to Social Security retirement totaling 5.3% of gross earnings, up to a maximum earnings level of $118,500 annually, based on information from the SSA. Additionally, Mr. McQueary's actual expenses for health insurance from January 1, 2014 through the date of our report were included, as discussed in our report.

The comments and assumptions contained in our report are an integral part of this Exhibit.

JAMES A. STAVROS CPA, CFF

EDUCATION & EMPLOYMENT EXPERIENCE

Jim Stavros received a BS in business administration from Widener University in 1984 and an MBA from Rider University in 1988. He has supplemented his education with courses offered by the Pennsylvania and American Institutes of Certified Public Accountants, various county bar associations, Association of Certified Fraud Examiners and other professional organizations. Jim is a licensed certified public accountant in Pennsylvania and is certified in financial forensics by the AICPA.

Jim is a Director of Forensic Resolutions, Inc., which he co-founded in 2004. He was previously with Kroll from 1993 until 2004, including Kroll Lindquist Avey, an international forensic accounting firm. Prior to joining the Philadelphia office of Kroll in 1993, he was a senior associate in a forensic accounting firm and a branch manager for a large regional commercial bank. Jim has been in forensic and investigative accounting since 1988.

Jim has worked on thousands of forensic accounting and claims assignments and has been involved in every aspect of a case including strategic planning, analysis and model building, assistance with all phases of discovery, including assistance with depositions and expert witness testimony in many jurisdictions. Jim has experience in matters including evaluating claims for lost earnings, lost profits, inventory, property damage, contents and allegations of fraud, among other matters in a variety of case types including breach of contract, product liability, catastrophic loss and investigative accounting issues. Jim has provided expert witness testimony on many different financial issues and spoken on various damages and fraud topics.

Representative assignments:

- Fraud Investigations
- Post-Acquisition Due Diligence
- Business Interruption
- Personal injury damages
- Wrongful death damages
- Employment Discrimination claims
- Breach of Contract damages
- Commercial damages/lost profits
- Construction delay and disruption claims
- Inventory, building, contents, extra expense claims
- Fraudulent conveyance of assets
- Partnership disputes
- Subrogation damages

NOTEWORTHY CASES

- Assessed and quantified almost $30 million of damages claimed in a subrogation matter as a result of a flood loss. Analyzed supporting documentation and determined significant differences between amounts paid from the insurance policy and supported damage amounts that should be paid, pursuant to state law. Lost business income, inventory, contents, extra expense and property damages were quantified.

Forensic Resolutions, Inc.
17 Mechanic Street
Haddonfield, NJ 08033
856-857-0094

- Evaluated and calculated numerous claims for lost earning capacity and wrongful death damages for children, wage earners and business owners/partners, ranging up to over $100 million claimed. Some cases involve a detailed financial analysis of complex fringe benefits and life care plans, which can range in the multiple millions of dollars. The application of various state laws can result in significant differences in loss estimates.

- Damages were assessed in a breach of contract case regarding a non-compete contract involving an international medical equipment provider, involving lost profits, disgorgement damages, extra expense and interest costs.

- Assessed a partnership dispute involving allegations of fraud and self dealing by one partner of the other in a chemical manufacturing business. Our analysis uncovered the use of company funds for personal use, off the book loans, family self-dealing of corporate assets, use of pension plan assets for personal gain, all of which resulted in the significant exposure of corporate liability and an inequitable position.

- Analyzed claims for lost business income, property loss and expenses as a result of accidents or catastrophic event in many different matters.

- Fraudulent conveyance matter involving the analysis of over 325 boxes of accounting and financial documents of a large commercial contractor to avoid a $3 million judgment.

PROFESSIONAL AFFILIATIONS

American Institute of Certified Public Accountants
Pennsylvania Institute of Certified Public Accountants
Member, Forensic and Litigation Services Committee of the PICPA
Associate Member, National Association of Forensic Economists
Associate Member, Philadelphia Chapter Certified Fraud Examiners
Certified in Financial Forensics (CFF) by the AICPA
Member of the *Pennsylvania CPA Journal* Editorial Board
Board Member, Treasurer, Turning Points for Children, Philadelphia, PA

PUBLICATIONS

"Expert Witness Needs Expert Preparation" *Pennsylvania CPA Journal*, Spring 2014.

"Breaking Down Some Stats on Fraud" *Pennsylvania CPA Journal*, Fall 2012.

Co-author, "Clues to Consider During an Investigative Interview" *Pennsylvania CPA Journal*, Spring 2012.

Co-author, "Take the Stand Prepared and with Confidence" *Pennsylvania CPA Journal*, Fall 2011.

Co-author, "Lost Profits Calculations Can Be a Minefield for Practitioners" *The Legal Intelligencer*, August 2011.

"The Use of Statistics in Expert Reports – Go Figure" *National Litigation Consultants' Review,* November 2009.

"Subrogation Damages: It's about Foresight and Hindsight" *New Jersey Lawyer,* May 2008.

"Subrogation Damages – Do your Homework" *For The Defense,* August 2004.

"Revisiting the Kaczkowski Court Rule on Discounting Lost Future Earnings" *The Legal Intelligencer,* December 2000.

"Calculating With LPE" *The Legal Intelligencer,* March 2000.

"Are Future Earnings Claims Economic Mudslinging or Business Reality?" *The Legal Intelligencer,* March 1998.

"The Forgotten Factor in Preventing Employee Fraud: Employee Screening" *Pennsylvania CPA Journal,* Spring 1998.

"Employee Screening Can Prevent Fraud" *The Legal Intelligencer,* June 1995.

"Anatomy of a Corporate Fraud" *Risk and Insurance Magazine,* September 1994.

SELECTED PRESENTATIONS

"Affordable Care Act, Loss of Services Claims, Adjustments in Death Cases = Big Dollar Differences" – PADC, Philadelphia, PA, April 2016.

"Personal Injury and Wrongful Death Claims" - Pennsylvania Institute of Certified Public Accountants, 2015 Forensic and Litigation Services Conference, King of Prussia, PA, November 2015.

"Advanced Personal Injury Damages: Personal Injury and Wrongful Death Claims" - American Institute of Certified Public Accountants, 2015 Forensic and Valuation Services Conference, Las Vegas, NV, November 2015.

"Evaluating Economic Loss Claims – Fast and Furious" - Comeau & Bunker, Philadelphia, PA, May 2015.

"Creative Approaches to Catastrophic Damages: ObamaCare and Beyond" - ASHRM Annual Conference & Exhibition, Anaheim, CA, October 2014.

"Affordable Care Act, Loss of Services Claims, Adjustments in Death Cases = Big Dollar Differences" - Bennett, Bricklin & Saltzburg, LLC, Philadelphia, PA, September 2014.

"Evaluating Economic Loss Claims" - White and Williams, LLP, Philadelphia, PA, August 2014.

"Evaluating Economic Loss Claims – Don't Let Economic Damages Take you Over the Fiscal Cliff" - Insurance Society of Philadelphia, CLE Seminar, Cherry Hill, NJ, April 2013.

"Evaluating Economic Claims: Business and Personal" - PAMIC Claims Summit, Gettysburg, PA, March 2012.

"Forensic Accounting: From Accountant to Expert Witness" - Southwest Ohio Association for Financial Professionals, Columbus, OH, February 2011.

"Calculating Economic Damages From Inception - Don't Lose Another Night's Sleep" - Pennsylvania Defense Institute, CLE Seminar, Philadelphia, PA, August 2010.

"Health Care Summit: Beyond Tort Reform - Damages in Catastrophic Injury Cases" - White & Williams, LLC law firm, Health Care Symposium, Philadelphia, PA, May 2009.

"Calculating Damages" - Forry Ullman law firm, client symposium, Frazer, PA, December 2008.

"Personal Injury & Wrongful Death Damages-Don't be the Apprentice" - PICPA Annual Conference, King of Prussia, PA, November 2008.

"Calculating Damages: How to get the Best Use of Your Expert" - Pennsylvania Office of Attorney General, Harrisburg, PA, March 2008.

"A Forensic Accountant's View of Personal Injury and Subrogation Damages" - Marshall Dennehey law firm, Philadelphia, PA, March 2007.

"A Forensic Accountant's View of Personal Injury Damages" - Gloucester County Bar Association, Sewell, NJ, November 2006.

"Analyzing the Financial Aspects of Personal Injury and Employment Claims" - PDI, Philadelphia, PA, April 2005, Mintzer, Sarowitz Law Firm, Philadelphia, PA, March 2006.

"Forensic Accounting" - panel presentation for a joint session of several South Jersey Contractors Associations, Williamstown, NJ, October 2005.

"Forensic Accounting: From Accountant to Expert Witness" - Main Line Association of Continuing Education, October 2005, Exton, PA; Institute Of Management Accountants, Chester, PA, June 2005.

"Financial Damages – Key Lost Profit Issues in Litigation" - Flaster Greenberg law firm, Cherry Hill, NJ, April 2005.

EXPERT TESTIMONY EXPERIENCE

Jim has testified numerous times on issues involving fraud, lost profits, lost earnings, commercial damages involving lost property, inventory and contents, breach of contract, lost pension and other issues in federal and state court venues.

EXPERT TESTIMONY

Daniel Dziadon, et al. v. Concentra Health Services, Inc., et al.
Superior Court of New Jersey, Camden County – June 2016
Deposition Testimony

Andrea Tate, et al. v. The Hospital of the University of Pennsylvania, et al.
Philadelphia County Court of Common Pleas – April 2016
Trial Testimony

Estate of Gail Walsh v. James D. Morrissey, Inc., et al.
Philadelphia County Court of Common Pleas – March 2016
Trial Testimony

Wendy Stewart, et al. v. Cumberland Professional Campus Condominium Association, Inc., et al.
Superior Court of New Jersey, Cumberland County – November 2015
Deposition Testimony

Inna Zaltsman v. New Flyer Industries, Inc., et al.
Philadelphia County Court of Common Pleas – November 2015
Trial Testimony

Estate of Mabe Soumahoro, et al. v. Kevin Ashbridge, et al.
Philadelphia County Court of Common Pleas – October 2015
Trial Testimony

Paul Nese, et al. v. Quick Check Corporation, et al.
Superior Court of New Jersey, Middlesex County – September 2015
Deposition Testimony

Bonnie Semple v. Mohammed Budeir, M.D., et al.
Delaware County, PA – August 2015
Trial Testimony

Kenneth Del Grosso, et al. v. Delaware County Memorial Hospital, et al.
Delaware County, PA – August 2015
Trial Testimony

Izabel Recinos, A Minor, et al. v. Byron S. Hapner, D.O., et al.
Gloucester County, NJ – July 2015
Deposition Testimony

Kyle Deitrich v. Ward Sand & Materials, Co., et al.
Burlington County, NJ – April 2015
Trial Testimony

Susan Williams, et al. v. David A. Fultz, et al.
Burlington County, NJ – March 2015
Trial Testimony

Mikel Humphries, et al. v. Hillside Warehouse & Trucking Co., Inc., et al.
Middlesex County, NJ
Trial Testimony – March 2015, Deposition Testimony – November 2014

The KatiRoll Company, Inc. v. Kati Roll and Platters, Inc.
U.S. District Court, Southern District, NY – January 2015
Deposition Testimony

Dennis Cadena, a Minor, Marisol Nunez and Alejandro Cadena v. Univ. of Penn Medical Center, et al.
Philadelphia County, PA – January 2015
Trial Testimony

Andre Wint v. Geico General Insurance Company
U.S. District Court, Eastern District, PA – October 2014
Trial Testimony

Charles Krupa, et al. v. Radcliff Associates, LLC
Bucks County, PA – September 2014
Trial Testimony

Terry L. Hopper, et al. v. Marc S. Williams, D.O.
Columbia County, PA – July 2014
Trial Testimony

Estate of Mildred Scanlon v. Virtua Memorial Hospital, et al.
Burlington County, NJ – May 2014
Deposition Testimony

Kathryn Rawls, Individually and as Parent of Minor, Liam Monhollan v. Nieva T. Duque-Salva, M.D.
New Castle County, DE – May 2014
Deposition Testimony

William F. Nutter, Estate of Rhonda Nutter v. Christiana Care Health Services, Inc., et al.
New Castle County, DE – May 2014
Trial Testimony

Estate of Nicholas R. Musulin v. Gardner Fox Associates, et al.
U.S. Federal Court, Camden, NJ – September 2013
Deposition Testimony

American Bio Medica Corporation v. Martin Gould, et al.
Columbia County, NY – June 2013
Deposition Testimony

Robert McClenaghan, et al. v. Melissa Turi, et al.
U.S. Federal Court, Philadelphia, PA
Trial Testimony – March 2013, January 2013

Estate of Nicholas Kipp, Jr. v. The United States of America
U.S. Federal Court, Philadelphia, PA – January 2013
Deposition Testimony

Randall Duchesneau v. Cornell University, et al.
U.S. Federal Court, Philadelphia, PA
Trial Testimony – October 2012, Deposition Testimony – November 2011

Eulalia Lebron, et al. v. Randall W. Culp, M.D., et al.
Philadelphia County, PA – October 2012
Trial Testimony

Anthony Curra v. Country Club of Scranton
U.S. Federal Court, Scranton, PA – May 2012
Trial Testimony

Danielle Beyers, et al. v. Capital School District, et al.
Kent County, DE – April 2012
Deposition Testimony

Estate of Gloria Lida v. Monmouth Medical Center, et al.
Monmouth County, NJ
Trial Testimony – February 2012, Deposition Testimony – March 2011

Vibra-Tech Engineers, Inc. v. Scott Kavalek, Roberta Kavalek, et al.
U.S. Federal Court, Camden, NJ
Trial Testimony – January 2012, Deposition Testimony – July 2010

Kraus-Anderson Capital, Inc. v. Powerco, Inc. and Case Construction Equipment, Inc.
U.S. Federal Court, Philadelphia, PA – December 2011
Deposition Testimony

Steven Domalewski, a minor v. Hillerich and Bradsby Co., et al.
Passaic County, NJ – December 2011
Deposition Testimony

Vincent Green v. Advance Products & Brush Co., et al.
Philadelphia County, PA – November 2011
Trial Testimony

Joseph Redding, et al. v. Costco Wholesale, Inc., et al.
Montgomery County, PA – March 2011
Trial Testimony

Hartford Casualty Company, et al. v. Hewlett-Packard Company
U.S. Federal Court, Philadelphia, PA – February 2011
Deposition Testimony

Amy Patrick, et al. v. Katherine Sahm, M.D., et al.
New Castle County, DE
Trial Testimony – November 2010, Deposition Testimony – September 2010

Bernice Walker v. Harold Levine, et al.
Philadelphia County, PA – October 2010
Trial Testimony

Estate of Melissa Helen Johnson-Alexander v. Roadway Express, Inc., et al.
U.S. Federal Court, Philadelphia, PA – September 2010
Trial Testimony

Karen M. Schwartz, et al. v. Jason Bowry, et al.
Montgomery County, PA – June 2010
Trial Testimony – Video Tape Deposition

Estate of Norman Jones, et al. v. Republic Services Group
Philadelphia County, PA – December 2009
Trial Testimony

Cardile Mushrooms, Inc. v. Sylvan, Inc.
Delaware County, PA – September 2009
Arbitration Testimony

Marc Lucarelli v. Lewith & Freeman Real Estate, et al.
Philadelphia County, PA – July 2009
Arbitration Testimony

Pierre D. Souffrant, et al. v. Trammell Crow Company, et al.
U.S. Federal Court, Philadelphia, PA – June 2009
Trial Testimony – Video Tape Deposition

Stephen Nutter v. American Zurich Insurance Company
Sussex County, DE – March 2009
Deposition Testimony

Lorraine Patlen-Young v. Michael Barbella, et al.
Atlantic County, NJ – February 2009
Trial Testimony

Michael Walters Builders, Inc. v. Barbara Bednar t/a The Heritage Corporation v. MRO Const., et al.
Cape May County, NJ – December 2008
Trial Testimony

Patrick and Penny Lough v. J.D.S., Inc., et al.
Philadelphia County, PA – October 2008
Trial Testimony

Leslie G. Dougherty v. Horizon House, et al.
New Castle County, DE – September 2008
Trial Testimony

Joseph and Alberta Peronti v. John L. Giffin
New Castle County, DE – June 2008
Deposition Testimony

Michael and Linda Bermes v. Comcast Online Communications, et al.
Philadelphia County, PA – March 2007
Trial Testimony

Synthes Spine Company, L.P. v. Robert Walden, et al.
U.S. District Court, Philadelphia, PA
Trial Testimony – June 2006, Deposition Testimony – November 2005, May 2006

William and Maureen Dooner v. Philadelphia Stock Exchange, et al.
Philadelphia County, PA – March 2006
Trial Testimony

St. Paul Fire & Marine Insurance Company v. The Nolen Group, et al.
U.S. District Court, Philadelphia, PA
Trial Testimony (Special Master) – February 2006, Deposition Testimony – May 2004

Estate of Charles Herbert v. Dr. Kamar Adeleke, et al.
New Castle County, DE – January 2006
Deposition Testimony

82

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

OMB No. 1545-0047

2009

Open to Public Inspection

A For the 2009 calendar year, or tax year beginning July 1, 2009, and ending June 30, 20 10

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Terminated
- ☐ Amended return
- ☐ Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization **The Pennsylvania State University**

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address) **408 Old Main** Room/suite

City or town, state or country, and ZIP + 4 **University Park, PA 16802**

D Employer identification number **24 6000376**

E Telephone number **(814) 865-1355**

G Gross receipts $ **4331034000**

F Name and address of principal officer: **Graham Spanier, Old Main, Univ. Park, PA 16802**

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☐ No

If "No," attach a list. (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status: ☐ 501(c) ( )◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ **PSU.EDU**

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: **1855**

M State of legal domicile: **PA**

Part I Summary

1 Briefly describe the organization's mission or most significant activities: **As Pennsylvania's land grant university, The Pennsylvania State University is committed to improving the lives of the people of Pennsylvania, the nation and the world through its integrated, tri-part mission of high-quality teaching, research and outreach. The University is an instrumentality of the Commonwealth of Pennsylvania.**

2 Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	32
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	31
5	Total number of employees (Part V, line 2a)	5	51682
6	Total number of volunteers (estimate if necessary)	6	Thousands
7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a	12608253
b	Net unrelated business taxable income from Form 990-T, line 34	7b	1118171

Activities & Governance

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	497210000	535703000
9	Program service revenue (Part VIII, line 2g)	3447749605	3712505265
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	(16646000)	135126000
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	26925395	18427735
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3955239000	4401762000

Revenue

13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	126677145	141013188
14	Benefits paid to or for members (Part IX, column (A), line 4)		
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	2291601805	2496066197
16a	Professional fundraising fees (Part IX, column (A), line 11e)		
b	Total fundraising expenses (Part IX, column (D), line 25) ▶		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	1345000050	1368810615
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	3763279000	4005890000
19	Revenue less expenses. Subtract line 18 from line 12	191960000	395872000

Expenses

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	7717377000	8727500000
21	Total liabilities (Part X, line 26)	3313806000	3745847000
22	Net assets or fund balances. Subtract line 21 from line 20	4403571000	4981653000

Net Assets or Fund Balances

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

▶ Signature of officer Date

▶ Type or print name and title

Paid Preparer's Use Only

Preparer's signature Date Check if self-employed ▶ ☐ Preparer's identifying number (see instructions)

Firm's name (or yours if self-employed), address, and ZIP + 4 EIN ▶

Phone no. ▶ ( )

May the IRS discuss this return with the p…structions) ☐ Yes ☐ No

PLAINTIFF'S EXHIBIT 82

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

OMB No. 1545-0047

2010

Open to Public Inspection

A For the 2010 calendar year, or tax year beginning July 1 , 2010, and ending June 30 , 20 11

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization **The Pennsylvania State University**

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address) Room/suite

408 Old Main

City or town, state or country, and ZIP + 4

University Park, PA 16802

D Employer identification number **246000376**

E Telephone number **814-865-1355**

G Gross receipts $ **4555877000**

F Name and address of principal officer:

Rodney Erickson, Old Main, Univ. Park, PA 16802

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☐ No

If "No," attach a list. (see instructions)

I Tax-exempt status: ☐ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ **PSU.EDU**

H(c) Group exemption number ▶

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: **1855**

M State of legal domicile: **PA**

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: **As Pennsylvania's land grant university, The Pennsylvania State University is committed to improving the lives of the people of Pennsylvania, the nation and the world through its integrated, tri-part mission of high-quality teaching, research and outreach. The University is an instrumentality of the Commonwealth of Pennsylvania.**	
	2	Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.	
	3	Number of voting members of the governing body (Part VI, line 1a)	32
	4	Number of independent voting members of the governing body (Part VI, line 1b)	31
	5	Total number of individuals employed in calendar year 2010 (Part V, line 2a)	57860
	6	Total number of volunteers (estimate if necessary)	Thousands
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	14519497
	b	Net unrelated business taxable income from Form 990-T, line 34	206531

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	535703000	569787000
	9	Program service revenue (Part VIII, line 2g)	3712505265	3908263937
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	135126000	18459300
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	18427735	22373063
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	4401762000	4685017000
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	141013188	152253484
	14	Benefits paid to or for members (Part IX, column (A), line 4)		
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	2496066197	2570581289
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 44749352		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	1368810615	1417777227
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	4005890000	4140612000
	19	Revenue less expenses. Subtract line 18 from line 12	395872000	544405000

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	8727500000	9700608000
	21	Total liabilities (Part X, line 26)	3745847000	3924502000
	22	Net assets or fund balances. Subtract line 21 from line 20	4981653000	5776106000

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

▶ Signature of officer Date

▶ Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name | Preparer's signature | Date | Check ☐ if self-employed | PTIN

Firm's name ▶ Firm's EIN ▶

Firm's address ▶ Phone no.

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☐ No

Form **990**

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

OMB No. 1545-0047

2011

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the 2011 calendar year, or tax year beginning July 1 , 2011, and ending June 30 , 20 12

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization **The Pennsylvania State University**

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address) **408 Old Main** Room/suite

City or town, state or country, and ZIP + 4 **University Park, PA 16802**

D Employer identification number **246000376**

E Telephone number **814-865-1355**

G Gross receipts $ **4644503000**

F Name and address of principal officer: **Rodney Erickson, Old Main, Univ. Park**

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☐ No

If "No," attach a list. (see instructions)

I Tax-exempt status: ☐ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ PSU.EDU

H(c) Group exemption number ▶

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1855

M State of legal domicile: PA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: **As Pennsylvania's land grant university, The Pennsylvania State University is committed to improving the lives of the people of Pennsylvania, the nation and the world through its integrated, tri-part mission of high-quality teaching, research and outreach. The University is an instrumentality of the Commonwealth of Pennsylvania.**

2 Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	32
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	31
5	Total number of individuals employed in calendar year 2011 (Part V, line 2a)	5	57894
6	Total number of volunteers (estimate if necessary)	6	Thousands
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	15979393
b	Net unrelated business taxable income from Form 990-T, line 34	7b	3830768

		Prior Year	Current Year
Revenue			
8	Contributions and grants (Part VIII, line 1h)	569787000	385391000
9	Program service revenue (Part VIII, line 2g)	3908263937	4093752365
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	184593000	134733000
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	22373063	30626635
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	4685017000	4644503000
Expenses			
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	152253484	158224294
14	Benefits paid to or for members (Part IX, column (A), line 4)		
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	2570581289	2832357489
16a	Professional fundraising fees (Part IX, column (A), line 11e)		
b	Total fundraising expenses (Part IX, column (D), line 25) ▶		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	1417777227	1552749217
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	4140612000	4543331000
19	Revenue less expenses. Subtract line 18 from line 12	544405000	101172000

		Beginning of Current Year	End of Year
Net Assets or Fund Balances			
20	Total assets (Part X, line 16)	9700608000	10020989000
21	Total liabilities (Part X, line 26)	3924502000	4153991000
22	Net assets or fund balances. Subtract line 21 from line 20	5776106000	5866998000

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

▶ Signature of officer — Date

▶ Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN

Firm's name ▶ — Firm's EIN ▶

Firm's address ▶ — Phone no.

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☐ No

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

OMB No. 1545-0047

2012

Open to Public Inspection

A For the 2012 calendar year, or tax year beginning July 1 , 2012, and ending June 30 , 20 13

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization **The Pennsylvania State University**

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address) | Room/suite

408 Old Main

City, town or post office, state, and ZIP code

University Park, PA 16802

D Employer identification number **246000376**

E Telephone number **814-865-1355**

G Gross receipts $ **4969487000**

F Name and address of principal officer:

Rodney Erickson, Old Main, Univ. Park

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☐ No

If "No," attach a list. (see instructions)

I Tax-exempt status: ☐ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶

H(c) Group exemption number ▶

K Form of organization: ☐ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: **1855**

M State of legal domicile: **PA**

Part I Summary

1 Briefly describe the organization's mission or most significant activities: **As Pennsylvania's land grant university, The Pennsylvania State University is committed to improving the lives of the people of Pennsylvania, the nation and the world through its integrated, tri-part mission of high-quality teaching, research and outreach. The University is an instrumentality of the Commonwealth of Pennsylvania.**

2 Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	30
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	30
5	Total number of individuals employed in calendar year 2012 (Part V, line 2a)	5	57130
6	Total number of volunteers (estimate if necessary)	6	Thousands
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	12411606
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	385391000	432233000
9	Program service revenue (Part VIII, line 2g)	4093752365	4304578170
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	134733000	205529000
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	30626635	27146830
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	4644503000	4969487000
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	158224294	160910801
14	Benefits paid to or for members (Part IX, column (A), line 4)		
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	2832357489	2369034901
16a	Professional fundraising fees (Part IX, column (A), line 11e)		
b	Total fundraising expenses (Part IX, column (D), line 25) ▶		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	1552749217	1655929298
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	4543331000	4185875000
19	Revenue less expenses. Subtract line 18 from line 12	101172000	783612000

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	10020989000	10690616000
21	Total liabilities (Part X, line 26)	4153991000	3981519000
22	Net assets or fund balances. Subtract line 21 from line 20	5866998000	6709097000

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

▶ Signature of officer — Date

▶ Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name | Preparer's signature | Date | Check ☐ if self-employed | PTIN

Firm's name ▶ | Firm's EIN ▶

Firm's address ▶ | Phone no.

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☐ No

Form **990**

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter Social Security numbers on this form as it may be made public.

▶ Information about Form 990 and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2013

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the 2013 calendar year, or tax year beginning July 1 , 2013, and ending June 30 , 20 14

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization The Pennsylvania State University

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address) | Room/suite
408 Old Main

City or town, state or province, country, and ZIP or foreign postal code
University Park, PA 16802

D Employer identification number
246000376

E Telephone number
814-865-1355

G Gross receipts $

F Name and address of principal officer:
Eric Barron, Old Main, Univ. Park

H(a) Is this a group return for subordinates? ☐ Yes ☐ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. (see instructions)

I Tax-exempt status: ☐ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

H(c) Group exemption number ▶

J Website: ▶

K Form of organization: ☐ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1855

M State of legal domicile: PA

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: As PA's land grant university, Penn State is committed to improving the lives of the people of Pennsylvania, the nation and the world through its integrated, tri-part mission of high-quality teaching, research and outreach. The University is an instrumentality of the Commonwealth of Pennsylvania.		
	2	Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	30
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	30
	5	Total number of individuals employed in calendar year 2013 (Part V, line 2a)	5	56792
	6	Total number of volunteers (estimate if necessary)	6	Thousands
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	12600000
	b	Net unrelated business taxable income from Form 990-T, line 34	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	432233000	538209000
	9	Program service revenue (Part VIII, line 2g)	4304578170	4499904171
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	205529000	225489000
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	27146830	18498829
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	4969487000	5282101000
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	160910801	155815480
	14	Benefits paid to or for members (Part IX, column (A), line 4)		
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	2369034901	2847168203
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	1655929298	1703648317
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	4185875000	4,706,632,000
	19	Revenue less expenses. Subtract line 18 from line 12	783612000	575469000

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	10690616000	11710607000
	21	Total liabilities (Part X, line 26)	3981519000	4027082000
	22	Net assets or fund balances. Subtract line 21 from line 20	6709097000	7683525000

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

▶ Signature of officer — Date

▶ Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN

Firm's name ▶ — Firm's EIN ▶

Firm's address ▶ — Phone no.

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☐ No

Form **990**

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public.

▶ Information about Form 990 and its instructions is at *www.irs.gov/form990.*

OMB No. 1545-0047

2014

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the 2014 calendar year, or tax year beginning July 1 , 2014, and ending June 30 , 20 15

B Check if applicable:	C Name of organization The Pennsylvania State University	D Employer identification number
☐ Address change	Doing business as	246000376
☐ Name change	Number and street (or P.O. box if mail is not delivered to street address) / Room/suite	E Telephone number
☐ Initial return	408 Old Main	814-865-1355
☐ Final return/terminated	City or town, state or province, country, and ZIP or foreign postal code	
☐ Amended return	University Park, PA 16802	G Gross receipts $
☐ Application pending	F Name and address of principal officer: Eric Barron, Old Main, Univ. Park	H(a) Is this a group return for subordinates? ☐ Yes ☐ No
		H(b) Are all subordinates included? ☐ Yes ☐ No
I Tax-exempt status: ☐ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527		If "No," attach a list. (see instructions)
J Website: ▶		H(c) Group exemption number ▶
K Form of organization: ☐ Corporation ☐ Trust ☐ Association ☐ Other ▶	L Year of formation: 1855	M State of legal domicile: PA

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: As PA's land grant university, Penn State is committed to improving the lives of the people of Pennsylvania, the nation and the world through its integrated, tri-part mission of high-quality teaching, research and outreach. The University is an instrumentality of the Commonwealth of Pennsylvania.		
	2	Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	30
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	30
	5	Total number of individuals employed in calendar year 2014 (Part V, line 2a)	5	56898
	6	Total number of volunteers (estimate if necessary)	6	Thousands
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	
	b	Net unrelated business taxable income from Form 990-T, line 34	7b	

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	538209000	364106000
	9	Program service revenue (Part VIII, line 2g)	4499904171	4687750320
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	225489000	339349000
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	18498829	41762680
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	5282101000	5432968000
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	155815480	156168010
	14	Benefits paid to or for members (Part IX, column (A), line 4)		
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	2847168203	3025367449
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	1703648317	1822196540
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	4,706,632,000	5003732000
	19	Revenue less expenses. Subtract line 18 from line 12	575469000	429236000

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	11710607000	12319913000
	21	Total liabilities (Part X, line 26)	4027082000	4346415000
	22	Net assets or fund balances. Subtract line 21 from line 20	7683525000	7973498000

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer	Date
	Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
	Firm's name ▶			Firm's EIN ▶	
	Firm's address ▶			Phone no.	

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☐ No

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WHITE AND WILLIAMS LLP
Nancy Conrad, Esquire
I.D. No. PA 56157
3701 Corporate Parkway, Suite 300
Center Valley, PA 18034
610.782.4909/ Fax 610.782.4935
conradn@whiteandwilliams.com

Attorney for Defendant,
The Pennsylvania State University

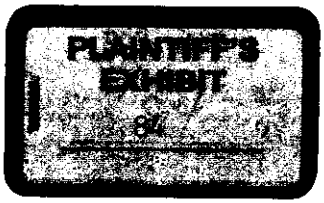
MICHAEL J. MCQUEARY, Plaintiff, v. THE PENNSYLVANIA STATE UNIVERSITY, Defendant.	IN THE COURT OF COMMON PLEAS OF CENTRE COUNTY CIVIL ACTION NO. 2012-1804

DEFENDANT'S SEVENTH SUPPLEMENTAL RESPONSE TO PLAINTIFF'S FIRST REQUEST FOR PRODUCTION OF DOCUMENTS

Defendant, The Pennsylvania State University (hereinafter "Answering Defendant"), by and through its counsel, White and Williams LLP, hereby responds to Plaintiff's First Request for Production of Documents, as follows:

The following General Objections apply to each and every discovery request:

1. Answering Defendant objects to Plaintiff's discovery requests to the extent that they seek information protected from disclosure by the attorney/client privilege and the attorney work product doctrine.



2. Answering Defendant objects to Plaintiff's discovery requests to the extent that they seek to impose a burden in excess of or in derogation of the requirements of the Pennsylvania Rules of Civil Procedure.

3. Answering Defendant objects to Plaintiff's discovery requests to the extent that they are overly broad, unduly vague and not reasonably calculated to lead to the discovery of admissible evidence.

4. Answering Defendant objects to Plaintiff's discovery requests to the extent that they seek business proprietary and confidential information.

5. Answering Defendant objects to Plaintiff's discovery requests to the extent that they are unduly burdensome and oppressive.

6. Answering Defendant objects to Plaintiff's discovery requests to the extent that they seek information outside of the scope of expert discovery permitted by Rule 4003.5 of the Pennsylvania Rules of Civil Procedure.

7. Answering Defendant objects to Plaintiff's discovery requests because they are intended to harass Answering Defendant, are not relevant, and are overly broad.

8. Answering Defendant's investigation is continuing, and it, therefore, reserves the right to supplement its Answers to Plaintiff's discovery requests as necessary and required by the Court.

SUPPLEMENTAL ANSWERS AND SPECIFIC OBJECTIONS

DOCUMENT REQUEST NO. 9:

The files maintained by S.V.P. Schultz concerning Jerry Sandusky, referred to on pp. 69-70 of the Freeh Report, dated July 12, 2012.

RESPONSE: Objection. See General Objections. This Request is unduly vague, overly broad, seeks confidential personnel information, and is not reasonably calculated to lead to the discovery of admissible evidence. By way of further response, and without waiving and subject to the foregoing Objections, see documents at Bates numbers PSU 000860 to PSU 000872.

Answering Defendant reserves the right to supplement this Response.

WHITE AND WILLIAMS LLP

By:_____

Nancy Conrad
Attorney I.D. PA 56157
3701 Corporate Parkway, Suite 300
Center Valley, PA 18034
610.782.4909/ Fax 610.782.4935
conradn@whiteandwilliams.com
Attorneys for Defendant,
The Pennsylvania State University

Dated: December 14, 2015

VERIFICATION

I, Joseph Doncsecz, hereby verify that the statements set forth in the foregoing Defendant's Seventh Supplemental Response to Plaintiff's First Request for Production of Documents are true and correct to the best of my knowledge, information, and belief. I understand that false statements made by me are subject to the penalties of 18 Pa. C.S.A. Section 4904 relating to unsworn falsification to authorities. This Verification is made by me as a person with authority to act on behalf of the Defendant.

Joseph Doncsecz
Associate Vice President and
Corporate Controller

Date: December ____, 2015

WHITE AND WILLIAMS LLP
Nancy Conrad, Esquire
Identification No. 56157
3701 Corporate Parkway, Suite 300
Center Valley, PA 18034
610.782.4909
conradn@whiteandwilliams.com

Attorneys for Defendant,
The Pennsylvania State University

MICHAEL J. MCQUEARY, Plaintiff, v. THE PENNSYLVANIA STATE UNIVERSITY, Defendant.	IN THE COURT OF COMMON PLEAS OF CENTRE COUNTY CIVIL ACTION NO. 2012-1804

CERTIFICATE OF SERVICE

I, Nancy Conrad, hereby certify that on this 14TH day of December, 2015, a true and correct copy of the foregoing DEFENDANT'S SEVENTH SUPPLEMENTAL RESPONSE TO PLAINTIFF'S FIRST REQUEST FOR PRODUCTION OF DOCUMENTS was served upon the following persons via first class, United States mail, postage prepaid:

Elliot A. Strokoff, Esquire
Strokoff & Cowden, PC
132 State Street
Harrisburg, PA 17101
Attorney for Plaintiff

and

William T. Fleming, Esquire
Fleming Law Offices
204 East Calder Way, Suite 304
State College, PA 16801
Local Counsel for Plaintiff

WHITE AND WILLIAMS LLP

By:_____
Nancy Conrad
Attorneys for Defendant,
The Pennsylvania State University

~~Paul Tomczyk~~ Tom Harmon 5/5/98

- Psychologist did make report to Child Abuse Hotline requiring Dept to do an investigation but locals
- Because 2nd Mile is contractor, it needs to be investigated by DPW Welfare regional office.
- DPW role is protecting child. - Police would do criminal side.
- Police will do in conjunction with ~~the~~ DPW's turn facts over to DA. He will determine if crime was committed.
- Somewhat more complicated due to 2nd Mile.

Dept of Public Welfare
Children & Youth??

CKW TLH re their report?

Tom Harman 5/5

Last evening

- re interview 11½ yr old
- only change: added what happened in Shower demonstrated on chair how Jerry hugged from back

hands around abdomen & down to thighs - picked him up & held him at Shower head - rinse soap out of ears

obsessed w PSU FB & concerned about getting Jerry in trouble - getting FB tickets

- 2 -

- Kid has been seeing psychologist
- probably emotional problems but articulate & believable
- Mother to psychologist & said she would call child abuse hot line & will generate an incident no - with Dept of Public Welfare
- Other Boy - interviewed last night

Similar act

locker room

wrestling

kissed on head.

PSU 000863

CONFIDENTIAL

Hugging from behind in shower
No allegation beyond that

Kids drew diagrams of shower rooms.
He initially went down to shower 3 yds stuck away & Jerry told him to come down to shower next to his.
- Local child abuse people Mtg at 900 today to decide what to do.

Either way: case worker felt they would interview Jerry

Is this opening of pandora's box?
Other children?

PENNSTATE Confidential

Date: 2/12/09

From: Gary C. Schultz

To:

Talked w TMC
- renewed FBI history
- agreed TMC will discuss w JVP + advise we think TMC should meet w JS on Friday
- unless he [illegible] to having another TMC will indicate we need to have DPW review the matter as an independent agency Counsel w Child welfare.
- TMC will keep me posted.

Senior Vice President for Finance and Business/Treasurer

The Pennsylvania State University
208 Old Main
University Park, PA 16802-1503
(814) 865-6574
Fax: (814) 863-7188

THE SECOND MILE

BOARD OF DIRECTORS

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CONFIDENTIAL PSU 000866

Kathryn Williams

NORTHEAST CHAPTER

Joseph Aman / Chet Bartlinski / Lance Book / William Booth / Joe Clifford / Bob Faust / Scott Hettinger / Dennis Kormonick / Thomas Marnell / Louis Mattioli / Al Onushcak / John Spevak / Tina Spevak / Arthur Tarone / Nadine Wezner / Carrie Whitacre

YORK COUNTY CHAPTER

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- Thomas Keaveney - President, Cable Management Ireland Ltd.
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- Matt Millen - Fox Sports NFL Commentator
- Michael Murphy - Chairman, Cable Management Ireland Ltd.
- Arnold D. Palmer - President, Arnold Palmer Enterprises
- Joseph V. Paterno - Head Football Coach, The Pennsylvania State University
- Dr. John Reidell - President, The Second Mile (Retired), General Surgeon
- William Schreyer - Chairman of the Board, Merrill Lynch (Retired)
- Dom Toscani - Owner, Paris Business Forms
- Richard Vermeil - St. Louis Rams Head Coach
- Quentin Wood - President, Quaker State Oil Refining Corp.
- Richard A. Zimmerman - Chairman of the Board, Hershey Foods Corp. (Retired)

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General inquiries to office@thesecondmile.org
Technical questions or comments to webmaster@thesecondmile.org

CONFIDENTIAL PSU 000867

2/25/01

(3). Tell Chair* of Board of Second Mile.

(2). Report to Dept of Welfare.

(1). Tell G.S to avoid bringing children into Lasch Bldg.

*who is the chair??

To: Tim Curley <tmc3@psu.edu>
From: Joan Coble <jlc9@psu.edu>
Subject: Re: Fwd: Confidential
Cc:
Bcc:
Attached:

Thx. Tim. Joan

At 10:48 AM 3/7/01 -0500, you wrote:

I just gave him the update.

At 08:54 AM 3/7/01 -0500, Joan Coble wrote:
Tim - Have you updated Gary lately? Before he left for FL, he asked me to ck. w/you re this.

Pls. know that he is doing e-mail, but will not be reading until Sun., 3/11. He is spending a few days with Dave Schuckers and you may either phone him on his cellphone at 777-7393 or @ Schuckers at 941/388-3034. Pls. know that the Schuckers live in a Condominium & you may have to go through some referrals to get to speak w/them, so be patient if you go that route.

Thx. Joan

X-Sender: gcs2@imap.cac.psu.edu
X-Mailer: QUALCOMM Windows Eudora Version 4.3.2
Date: Mon, 26 Feb 2001 08:57:16 -0500
X-PH: V4.1@f04n01
To: TMC3@psu.edu
From: "Gary C. Schultz" <gcs2@psu.edu>
Subject: Confidential
Cc: jlc9@psu.edu

Tim, I'm assuming that you've got the ball to 1) talk with the subject ASAP regarding the future appropriate use of the University facility; 2) contacting the chair of the Charitable Organization; and 3) contacting the Dept of Welfare. As you know I'm out of the office for the next two weeks, but if you need anything from me, please let me know.
Gary C. Schultz
Senior Vice President for
Finance & Business/Treasurer
Penn State University
208 Old Main
University Park, PA 16802
814/865-6574
814/863-8685 (fax)

http://www.psu.edu/dept/fab

Joan L. Coble
Administrative Assistant
Office of the Senior Vice President for
Finance & Business/Treasurer
208 Old Main
University Park, PA 16802
814/865-6574 (phone)
814/863-8685 (fax)
http://www.psu.edu/dept/fab

If TMC hasn't updated GCS by next wk. (3/6), JLC to ask TMC to send GCS an e-mail to update re status of enclosed.

Gary C. Schultz, 01:57 PM 2/26/2001 -0500, Confidential

To: TMC3@psu.edu
From: "Gary C. Schultz" <gcs2@psu.edu>
Subject: Confidential
Cc: Coble-Joan(JLC)
Bcc:
X-Eudora-Signature: <Standard>
Date: Mon, 26 Feb 2001 13:57:16 -0500

Tim, I'm assuming that you've got the ball to 1) talk with the subject ASAP regarding the future appropriate use of the University facility; 2) contacting the chair of the Charitable Organization; and 3) contacting the Dept of Welfare. As you know I'm out of the office for the next two weeks, but if you need anything from me, please let me know.

88

WHITE AND WILLIAMS LLP
Nancy Conrad, Esquire
I.D. No. PA 56157
3701 Corporate Parkway, Suite 300
Center Valley, PA 18034
610.782.4909/ Fax 610.782.4935
conradn@whiteandwilliams.com
Attorneys for Defendant,
The Pennsylvania State University

MICHAEL J. MCQUEARY, Plaintiff, v. THE PENNSYLVANIA STATE UNIVERSITY, Defendant.	IN THE COURT OF COMMON PLEAS OF CENTRE COUNTY CIVIL ACTION NO. 2012-1804

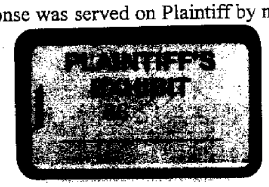
DEFENDANT'S SECOND SUPPLEMENTAL RESPONSE TO PLAINTIFF'S SECOND REQUEST FOR ADMISSIONS

Defendant, The Pennsylvania State University (hereinafter, "Defendant" or "the University"), by and through its counsel, White and Williams LLP, hereby supplements the Defendant's Response to Plaintiff's Second Request for Admissions ("Defendant's Response"),[1] as follows:

GENERAL OBJECTIONS

The General Objections stated in Defendant's Response are incorporated by reference as though fully set forth herein. Each of Defendant's General Objections is hereby incorporated into each of Defendant's Second Supplemental Responses to Plaintiff's Requests for Admissions.

[1] Defendant's Response was served on Plaintiff by mail on June 15, 2015 and supplemented on November 19, 2015.



DEFENDANT'S SECOND SUPPLEMENTAL ANSWERS AND OBJECTIONS TO PLAINTIFF'S SECOND REQUESTS FOR ADMISSIONS

2. Attached as Exhibit A hereto is a true and correct copy of one page of a legal fee billing record maintained by the McQuaide Blasko law firm for legal services rendered to Defendant Pennsylvania State University for the period 02-08-01 through 02-11-01.

RESPONSE: Objection. See General Objections. Without waiving the foregoing objections, it is admitted only that the document attached to Plaintiff's Request as Exhibit A is titled "McQuaide Blasko, Inc. Applied and Unapplied Timesheets by Working Attorney From: 02-01-01 Through: 04-30-01." Based upon information obtained from the McQuaide Blasko law firm to date, the University lacks sufficient knowledge or information to form a belief as to whether Exhibit A is a true, correct and genuine copy of a time record maintained by the McQuaide Blasko law firm for the time period from February 2, 2001 through April 30, 2001 relating to the University. By way of further response, the document attached to Plaintiff's Request as Exhibit A is a document which speaks for itself, and any further characterization thereof is denied.

3. Attorney Wendell Courtney, of the McQuaide Blasko law firm, charged 2.90 hours of his time on Sunday, February 11, 2001, to the Defendant Pennsylvania State University for the following services: "Conference with G. Schultz re reporting of suspected child abuse; legal research re same; Conference with G. Schultz"; and the Defendant, Pennsylvania State University, paid the McQuaide Blasko law firm for these legal services rendered.

RESPONSE: Objection. See General Objections. Upon information and belief, it is admitted only that the University paid the McQuaide Blasko law firm for an item described as "Conference with G Schultz re reporting of suspected child abuse; Legal research re same; Conference with G Schultz." By way of further response, Plaintiff's Request No. 3 appears to relate to a document which speaks for itself, and any further characterization thereof is denied.

4. Attached as Exhibit B is a true and correct copy of an email sent on January 10, 2011, from Wendell Courtney, Esquire of the McQuaide Blasko law firm, to Gary Schultz and an email from Gary Schultz, also sent January 10, 2011, replying to Mr. Courtney's email.

RESPONSE: Objection. See General Objections. It is admitted only that the document attached as Exhibit B is a true and correct copy, as preserved by the University, of an email received by Gary Schultz's University email address on January 10, 2011 at 6:59 P.M., E.S.T. and a reply email sent from Gary Schultz's University email address on January 10, 2011 at 8:34 P.M., E.S.T. The document attached to Plaintiff's Request as Exhibit B is a document which speaks for itself, and any further characterization thereof is denied.

5. Attached as Exhibit C hereto is a true and correct copy of an email sent by Thomas R. Harmon, on Monday, February 12, 2001, to Gary Schultz.

RESPONSE: Objection. See General Objections. It is admitted only that the document attached as Exhibit C is a true and correct copy, as preserved by the University, of an email sent from Thomas R. Harmon's University email address on February 12, 2001 at 4:57 P.M., E.S.T. to Gary Schultz's University email address. The document attached to Plaintiff's Request as Exhibit C is a document which speaks for itself, and any further characterization thereof is denied.

10. Attached as Exhibit F hereto is a true and correct copy of an email sent from Gary Schultz to Tim Curley on February 26, 2001.

RESPONSE: Objection. See General Objections. It is admitted only that the document attached as Exhibit F is a true and correct copy, as preserved by the University, of an email sent from Gary Schultz's University email address on February 26, 2001 at 1:57 P.M. E.S.T. to Tim Curley's University email address. The document attached to Plaintiff's Request as Exhibit F is a document which speaks for itself, and any further characterization thereof is denied.

11. Attached as Exhibit G hereto is a true and correct copy of an email chain consisting of an email from Tim Curley to Graham Spanier and Gary Schultz sent February 27, 2001; a reply from Graham Spanier sent February 27, 2001 and a reply from Gary Schultz sent February 28, 2001.

RESPONSE: Objection. See General Objections. It is admitted only that the document attached as Exhibit G is a true and correct copy, as preserved by the University, of an email chain sent to/from Gary Schultz's, Tim Curley's and Graham Spanier's University email addresses on or about February 27, 2001 and/or February 28, 2001. The document attached to Plaintiff's Request as Exhibit G is a document which speaks for itself, and any further characterization thereof is denied.

12. Attached as Exhibit H hereto is a true and correct copy of an email chain consisting of an email sent from Tim Curley to Graham Spanier on February 28, 2001; Graham Spanier's reply to Tim Curley's email, also sent on February 28, 2001; Tim Curley's reply of March 1, 2001 to Graham Spanier's email and Gary Schultz's reply email of March 1, 2001 to Tim Curley.

RESPONSE: Objection. See General Objections. It is admitted only that the document attached as Exhibit H is a true and correct copy, as preserved by the University, of an email chain sent to/from Gary Schultz's, Tim Curley's and/or Graham Spanier's University email addresses on or about February 28, 2001 and/or March 1, 2001. The document attached to Plaintiff's Request as Exhibit H is a document which speaks for itself, and any further characterization thereof is denied.

13. Attached as Exhibit I hereto is a true and correct copy of an email chain consisting of an email from Gary Schultz to Tim Curley sent on February 26, 2001 and an email dated March 7, 2001 from Joan Coble, Administrative Assistant to Gary Schultz, to Tim Curley.

RESPONSE: Objection. See General Objections. It is admitted only that the document attached as Exhibit I is a true and correct copy, as preserved by the University, of an email sent from Gary Schultz's University email address on February 26, 2001 at 1:57 P.M., E.S.T. to Tim Curley's University email address, and a reply email sent from Joan Coble's University email address to Tim Curley's University email address on March 7, 2001 at 8:54 A.M., E.S.T. The document attached to Plaintiff's Request as Exhibit I is a document which speaks for itself, and any further characterization thereof is denied.

WHITE AND WILLIAMS LLP

By: _____

Nancy Conrad, Esq.
Attorney I.D. PA 56157
3701 Corporate Parkway, Suite 300
Center Valley, PA 18034
610.782.4909/ Fax 610.782.4935
conradn@whiteandwilliams.com
Attorneys for Defendant,
The Pennsylvania State University

Dated: December 14, 2015

VERIFICATION

I, Joseph Doncsecz, hereby verify that the statements set forth in the foregoing Defendant's Second Supplemental Response to Plaintiff's Second Requests for Admissions is true and correct to the best of my knowledge, information, and belief. I understand that false statements made by me are subject to the penalties of 18 Pa. C.S. §4904 relating to unsworn falsification to authorities. This Verification is made by me as a person with authority to act on behalf of the Defendant.

Joseph Doncsecz
Associate Vice President and
Corporate Controller

Date: December ___, 2015

WHITE AND WILLIAMS LLP
Nancy Conrad, Esquire
Identification No. 56157
3701 Corporate Parkway, Suite 300
Center Valley, PA 18034
610.782.4909
conradn@whiteandwilliams.com

Attorneys for Defendant,
The Pennsylvania State University

MICHAEL J. MCQUEARY, Plaintiff, v. THE PENNSYLVANIA STATE UNIVERSITY, Defendant.	IN THE COURT OF COMMON PLEAS OF CENTRE COUNTY CIVIL ACTION NO. 2012-1804

CERTIFICATE OF SERVICE

I, Nancy Conrad, Esquire, hereby certify that on this 14th day of December, 2015, a true and correct copy of the foregoing DEFENDANT'S SECOND SUPPLEMENTAL RESPONSE TO PLAINTIFF'S SECOND REQUESTS FOR ADMISSIONS was served upon the following persons via email and first class, United States mail, postage prepaid:

Elliot A. Strokoff, Esquire
Strokoff & Cowden, PC
132 State Street
Harrisburg, PA 17101
Attorney for Plaintiff

and

William T. Fleming, Esquire
Fleming Law Offices
204 East Calder Way, Suite 304
State College, PA 16801
Local Counsel for Plaintiff

WHITE AND WILLIAMS LLP

By: _____

Nancy Conrad, Esq.
Attorney I.D. PA 56157
3701 Corporate Parkway, Suite 300
Center Valley, PA 18034
610.782.4909/ Fax 610.782.4935
conradn@whiteandwilliams.com
Attorneys for Defendant,
The Pennsylvania State University

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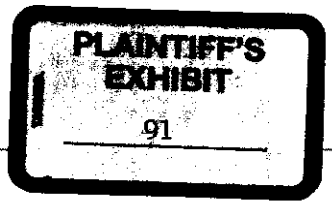

Jerry Sandusky, a Penn State University football legend and founder of The Second Mile, faces charges of sex crimes



By **Sara Ganim | The Patriot-News**
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on November 04, 2011 at 11:54 PM, updated November 06, 2011 at 3:58 PM

Jerry Sandusky's public persona was almost perfect — a revered Penn State football defensive coordinator who helped lead the team to two national titles then dedicated himself to bettering kids through his charity and in his personal life.

On Friday, the state attorney general's office indicted Sandusky **with 40 charges of sex crimes against boys** — some dating to S· ·usky's coaching days at Penn State.

The indictment follows an almost-three year investigation by the attorney general that started in early 2009, when a Clinton County teen boy told authorities that Sandusky had inappropriately touched him several times over a four-year period.

"I just got goosebumps, seriously," said the mother of one victim after the filing Friday. "I just lived with this for so long, and it killed me when people talked about him like he was a God, and I knew he was a monster."

The charges included 21 felony counts and 19 misdemeanors. They are: 7 counts of involuntary deviate sexual intercourse of someone under 16, 1 count of aggravated indecent assault of someone under 16, 5 counts indecent assault of someone under 16, 3 counts of indecent assault of someone under 13, 8 counts of unlawful contact with a minor, 8 counts of corruption of minors and 8 counts of endangering the welfare of children.

The offense dates include 1995, 1996, 1998, 2000, 2002 and 2005.

The charges were placed on the state court website Friday afternoon, likely by accident. By 5 p.m., they were removed from the site, but the papers appeared again later in the evening. Paperwork that detailed the charges was not filed.

Details of the indictment are expected to be released Monday. Sandusky had not been arrested late Friday night.

Attempts to reach Sandusky at home were unsuccessful. Messages left with his attorney were not returned.

In ·ch, his attorney said that Sandusky denied all of the allegations brought against him and was looking forward to proving his innocence.

Attempts to reach Penn State head coach Joe Paterno and university officials were also unsuccessful Friday.

The attorney general's office did not return repeated phone calls. And Gov. Tom Corbett, who was attorney general when the ir igation began, would not comment, his spokesman said.

At one time, Sandusky was considered Penn State head coach Joe Paterno's likely successor. During his 32 years on the sidelines, the Centre County resident was credited with turning Penn State into Linebacker U.

Sandusky retired from Penn State shortly after the Alamo Bowl in December 1999, and he began devoting all of his time to running The Second Mile, a children's charity he founded in 1977.

Sandusky's devotion to the charity was the reason he gave for turning down head football coaching jobs at Temple University and the University of Maryland.

Last fall, Sandusky retired from day-to-day involvement with The Second Mile, saying he wanted to spend more time with family and handle personal matters.

Investigation

When the criminal investigation began in 2009, Sandusky was a volunteer football coach for the Keystone Central School District in Clinton County.

A then-15-year-old student told investigators that Sandusky had abused him several times over a four-year period, starting when he was 10.

Ti entre County district attorney, citing a conflict of interest, passed the case on to the attorney general's office.

A grand jury was convened, and the investigation that followed included testimony from the likes of Paterno, Athletic Director Tim Curley, and interim Vice President for Finance and Business Gary Schultz. The Patriot-News broke the story of the investigation in March, shortly after that testimony.

Thousands of pages of documents were subpoenaed from Penn State University and from The Second Mile.

As part of the investigation, authorities went back and took a second look at a report filed to Penn State police in 1998 that alleged Sandusky inappropriately touched a 12-year-old boy as they showered together during a tour of the football locker room.

Another boy, now an adult in the armed forces, was named as a witness in the 1998 Penn State police report and has been contacted by state police, his wife confirmed. When reached by phone this year, his mother said she took her son to Penn State police for questioning in 1998 but didn't listen to the interview. She said she never asked her son what happened.

Police investigated that report in May 1998, and **then-District Attorney Ray Gricar** never pursued charges.

A member of law enforcement who was in the room with Gricar said the DA was told about the report, and had two police officers hide in the mother's home while Sandusky came to her house to talk about what happened.

The meeting, according to the source, was Sandusky's idea.

"T at mother said to the police, 'He's coming over to explain what happened to me,'¤" the source said. "Ray and the detectives decided that they would go to the house to find out what was going on — to hear what he had to say."

A few days later, Gricar got a report back from police.

"[illegible] said 'I'll be in touch,' and he called the chief or supervisors for those detectives. I don't know what he said, but I know that no investigation or charges were pursued from that point on," the source said.

By June 2, the report was labeled "unfounded" by Penn State police, and the case was closed.

The Penn State police officer who led that investigation, Ron Schreffler, is now retired. When approached in March, Schreffler said he couldn't comment and asked a reporter, "How did you see that report?"

Gricar disappeared in 2005 and was declared dead earlier this year.

Among those who testified was the mother of Sandusky's youngest adopted son, a boy he met through The Second Mile, took in as a foster child and later legally adopted as an adult.

Matt Sandusky's mother, Debra Long, told The Patriot-News that she had raised concerns about the behavior of her son and Sandusky once her son went to live with the Sandusky family in 1995.

"We tried to stop it back then," Long said. "We were dragging it to the court system all the time and we couldn't prevent it. It upsets me, because these kids didn't need to go through this."

'Told different things'

Rumors about Sandusky's conduct began swirling on message boards and football websites soon after he retired from his post at th[illegible]econd Mile in August 2010.

The grand jury investigation generated a roller coaster of speculation, even for the victims.

"I've been told different things and nothing ever came to pass," one mother said. "Personally I just thought he was going to get away with it again."

In 1998 her son and a second boy told their stories to police, but no charges came of the incident.

She says she felt there were a few people trying to help her son, and many others who were not.

"I feel guilty, because I didn't come forward way back a long time ago and I should have," she said. "I knew my son would be vilified. It was about protecting my son."

She said hearing that there were more victims following her son's case was even more heartbreaking.

Having multiple victims is not unusual in sex cases, said Tina Phillips, director of training for the Pennsylvania Family Support Alliance. And a case with multiple victims almost always takes longer to investigate, partly because they usually don't all come forward together.

"If there are multiple victims, then sometimes they feel safer to tell what happened to them," Phillips said. "A lot of times victims w[illegible]ave been told by the perpetrator, 'No one will ever believe you. People will take my side, not yours.' Then, other people see tha[illegible] people are listening and they'll want to come forward and back that story up."

The Second Mile

Second Mile charity officials say **they were shaken by the allegations and charges, but insist their priority will remain in helping kids**.

"That is why we have many policies and procedures designed to protect the children involved in our programs, including employee and volunteer background checks, training and supervision," said President and CEO of the Second Mile, Jack Raykovitz, in a statement released Friday afternoon. "As a result, other than occasional bumps and bruises, we have never had an incident impact the safety, health or well-being of children during our programs, and we will continue to do everything in our power to maintain the trust placed in us by the families and professionals with whom we partner to keep that record intact."

But can they really survive this?

"It will put a black eye on everything, even though it doesn't reflect what we do for the children we serve, in the communities we serve," said Mark Everest, a member of The Second Mile's south-central board of directors for more than 15 years.

The organization now has to reach out to the community to remind people of all the good work it has done for decades, Everest said.

"What The Second Mile was designed to do is help underprivileged kids, and that has never strayed, even through all this stuff with Jerry," Everest said. "The organization is solid, and what it stands for is solid. I hope the public judges us on that."

The State College-based charity has seven branches across Pennsylvania. Its advertising says it reaches more than 280,000 kids each year.

T majority of those are through its sports trading card program called Nittany Lions Tips, which features motivational messages from Penn State athletes.

But the organization also has a leadership institute, provides counseling services, foster family support and early intervention programs.

Direct services to more than 6,000 kids and their families, according to their fliers, plus 2,500 counselors, each reaching about 115 with the TIPS prevention program.

"We work very hard in The Second Mile and it should have no influence in it," said Dottie Huck, a member of the organization's state board of directors.

Speaking personally, Huck said Sandusky has "done some wonderful things in his lifetime and we should try to help him. ... We all make little mistakes in our lives."

In his autobiography, "Touched: The Jerry Sandusky Story," the football legend talked about what he called his personal law, "Jer's Law."

"I allowed myself to be mischievous, but I didn't let it get to the point that someone would be intentionally hurt," he wrote. "I swore I would tell the truth if I was ever caught doing something wrong."

Staff writers Jan Murphy and Jeff Frantz contributed to this report.

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Lion Eyes

PSU president releases statement on Sandusky case

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POSTED: SATURDAY, NOVEMBER 5, 2011, 1:26 PM

In the wake of the charges against Penn State AD Tim Curley and another administrator for perjury in the investigation of Jerry Sandusky on child sex abuse charges, Penn State president Graham Spanier released the following statement on Penn State Live:

The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly. Protecting children requires the utmost vigilance.

With regard to the other presentments, I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in howthey have handled the allegations about a former University employee.

Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity and compassion. I am confident the record will showthat these charges are groundless and that they conducted themselves professionally and appropriately.

- Graham Spanier



About This Blog

Joe Juliano has been a staff writer for *The Inquirer* for 20 years, covering college sports, golf and the Penn Relays.

This season is Joe's fourth season on the paper's Penn State beat. He previously covered the Nittany Lions for United Press International from 1976 to 1984.



Joe Juliano

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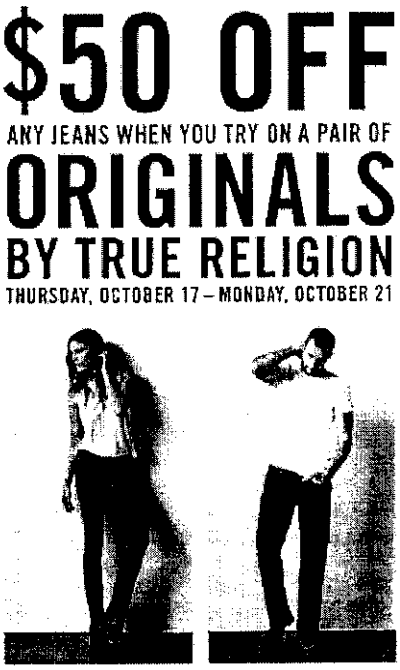

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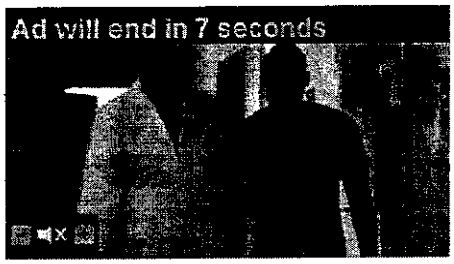

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0 like this / 0 don't • Posted 2:53 PM, 11/05/2011

sure spanier would say this.since he is in almost as deeply as Curley. Joe looks like he may slide unless it is known that he forced Sandusky out in 1999 because of allegations and did nothing.

— jrwute42

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0 like this / 0 don't • Posted 3:37 PM, 11/05/2011

So, what Spanier is saying, is that Curley followed proper procedure on how to handle a PSU employee. Which means he agrees with Curley that the University had no moral obligation to do anything since they worked within the legal boundaries and within PSU privacy boundaries. It also makes sense why Paterno was very late for Sandusky's retirement party. If Spanier, Curely and this other Turd have any self respect, they would resign. If not, they absolutely deserve to be fired.....TURDS!!

— Voytas

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0 like this / 0 don't • Posted 3:00 PM, 11/05/2011

Now let's see if the Inquirer goes after Penn State with the same vigilance it's gone after Milton Hershey School.

— Bob Woods

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0 like this / 0 don't • Posted 2:20 PM, 11/05/2011

This sets up a Joe versus Curley since Curley says he was never told.

— Booper

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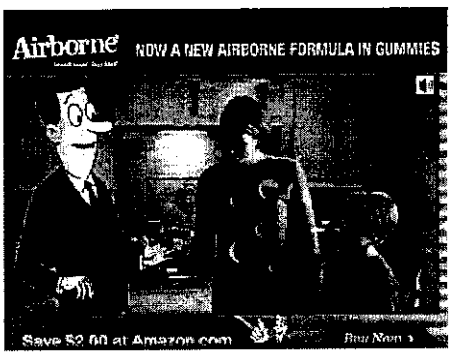

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0 like this / 0 don't • Posted 2:55 PM, 11/05/2011

Incorrect. You need to read the grand jury report. Grad Assistant personally observed alleged crime. Grad Assistant told Paterno. Paterno told Curley. Curley then interview ed Grand Assistant.

— Cville

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0 like this / 0 don't • Posted 2:39 PM, 11/05/2011

how do these animals get coaching jobs?...this cow ard probably has hundreds of victims...from youth sports on up, coaches should be required to sit for lie detector tests and be vetted by abnormal psychologists...this is sickening!!!

— 1stamendment

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0 like this / 0 don't • Posted 2:57 PM, 11/05/2011

-they years span back to '96 or w hatever. sure they do. this "dude" has probably been doing this forever. probably even w ith a couple of players in private. JUST LIKE THAT WOMEN'S BB COACH AT LSU. and maybe even w ith children in is family/community.

-this story is too quite and needs to be blow n up.

-disgusted penn state alum

— the-um-miester

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0 like this / 0 don't • Posted 3:29 PM, 11/05/2011

It's a w hitew ash. There's absolutely no w ay Joe didn't know w hen Sandusky "retired". The first allegation in the indctment goes back to 1994, five years before the end of his career. Joe w as a participant in the coverup.

— banned

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0 like this / 0 don't • Posted 4:10 PM, 11/05/2011

What a bunch of perverts. Gives new meaning to Penn State Proud. 32 years and Joe didn't know he hired a pansie???

— Wilhelm Von Humboldt

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0 like this / 0 don't • Posted 4:45 PM, 11/05/2011

Spanier, Curley, and Schultz should all be fired. No one w ho received information about Sandusky's behavior and failed to pass it on to law enforcement should be employed at a college -- period.

— phillyminion

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0 like this / 0 don't • Posted 5:07 PM, 11/05/2011

OMG!!! I stared blankly at the computer screen for quite some time after reading about this monster. Where to begin? Round up all parties, w ho knew ANYTHING about this freaks lifestyle w hile still allow ing him access to boys/young men, and introduce them to those in isolation at our ugliest prisons, as a result of similar crimes. WTF?

— mitchmitchell

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0 like this / 0 don't • Posted 7:01 PM, 11/05/2011

Of course Spanier is saying the charges are groundless, w hat else is he going to say? He know s that if he acknow ledges the sexual assault of a 10-year old in any w ay -- he's next -- since he's the one that review ed and approved Sandusky's banishment.

Did Spanier testify before the grand jury as w ell? If not, the AG's office is certainly preparing a subpoena to get him under oath. No doubt Curley and Schultz w ill testify against Spanier in a plea deal w ith prosecutors. As the senior administrator, Spanier's only defense now is to attack the victim -- a dirty business.

Whatever the outcome of the case against Curley and Schultz, PSU's president has put the university in an position of having to continue to cover-up the sexual assault of a child in order to save his ow n skin.

PSU's board of trustees should ask for Spanier's resignation immediately. Otherw ise, they risk further damage to institution's reputation by having a sitting president indicted for failure to report a sex crime.

— Booper

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0 like this / 0 don't • Posted 7:05 PM, 11/05/2011

Oh boy this is just devastating . As a huge PSU fan Im stunned. All parties that knew of this and did nothing should go to jail. Speechless.

— delcodanno

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0 like this / 0 don't • Posted 8:15 PM, 11/05/2011

booper:

Why are you leaving you out Joe? Who do you think actually hired Sandusky?

— banned

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0 like this / 0 don't • Posted 8:22 PM, 11/05/2011

I read the Grand Jury Report (http://www.attorneygeneral.gov/uploadedFiles/Press/Sandusky-Grand-Jury-Presentment.pdf). OMG! This has been going on in PSU facilities for over 10 years!

— lonestar2000

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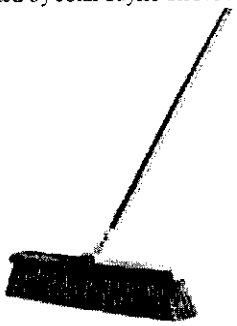
Penn State prez offers unconditional support to AD

Posted by John Taylor on November 5, 2011, 2:06 PM EDT



If you were curious as to where Penn State's top administrator stood on his athletic director's impending arrest, wonder no longer.

In a statement, PSU president **Graham Spanier** expressed unconditional support for AD **Tim Curley** as well as another top school official, who have both been charged with perjury and failure to report suspected sexual abuse of a minor. Former Nittany Lions assistant **Jerry Sandusky** was indicted by a grand jury Friday on 40 counts involving alleged sexual activity with children; Curley and PSU vice president for finance and business **Gary Schultz** testified in front of the grand jury last January and, per the charges, perjured themselves as well as failed to report suspected sexual abuse to the authorities.

Despite the damning accusations contained in the grand jury's indictment — which can be read in its entirety **HERE** if you feel like making yourself sick to your stomach — Spanier is unequivocal in his support of Curley and Schultz.

> *The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly. Protecting children requires the utmost vigilance.*
>
> *With regard to the other presentments, I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.*
>
> *Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity and compassion. I am confident the record will show that these charges are groundless and that they conducted themselves professionally and appropriately.*

Spanier's name appears in the grand jury's indictment of Sandusky, with it being determined that the president signed off on the course of action taken by Curley and Schultz in 2002 when they became aware of an alleged sexual encounter involving Sandusky and a minor male — in a shower of the school's football building. The course of action taken by the two administrators did not involve alerting authorities to the alleged sexual encounter that was witnessed by a football grad assistant. Instead, Curley and Schultz told Sandusky that he was not to bring any more children from Second Mile — Sandusky's charity — into the football building.

In other words, Curley, as well as Spanier to an extent, decided the best course of action was to sweep this incident under the rug instead of report it to authorities for a proper investigation. Or, as Pennsylvania's attorney general put it…

"The failure of top university officials to act on reports of Sandusky's alleged sexual misconduct, even after it was reported to them in graphic detail by an eyewitness, allowed a predator to walk free for years – continuing to target new victims."

Penn State, you should be embarrassed. And not because one of your former assistant football coaches is allegedly a pedophile; rather, you should be ashamed that some of the top administrators of your institution of higher learning allegedly acted in such an unconscionable and reprehensible manner. A housecleaning from top to bottom is in order, and should be demanded by any and every graduate of what is a university with a carefully-crafted and previously pristine image.

If the allegations involving PSU officials that are detailed in the grand jury's indictment are proven true, both Curley and Spanier should step down *immediately*, as should anyone else in between them on the institutional food chain who played a role in what amounts to a coverup of the most heinous of alleged crimes.

There's nothing more precious than a child — not even your university's sterling reputation.

As for how all of this will affect **Joe Paterno**? The coaching legend was lauded in the grand jury's indictment, praised for learning of the 2002 incident and immediately reporting it to Curley. We can't help but wonder, however, if these deplorable incidents coming to the public light could be the impetus for JoePa to shuffle off into retirement.

If that turns out to be the case — and the chatter is already leaning in that direction — it will be a damn shame. The man deserves to go out on his own terms and not under a cloud of controversy.

Thanks to the decisions made by his bosses as well as the alleged conduct of one his most trusted assistants, however, that may not be possible.

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48 Responses to "Penn State prez offers unconditional support to AD"

1. *dhlions says:* Nov 5, 2011 2:29 PM

   I'm a PSU alum and think you're a moron for writing this: A housecleaning from top to bottom is in order, and should be demanded by any and every graduate of what is a university with a carefully-crafted and previously pristine image.

   Typical off-the-cuff journalistic absolutist demands made before the story develops fully.

   Besides, isn't Sandusky Catholic? Should have seen it coming.

   23 217 Rate This

2. *irishking says:* Nov 5, 2011 2:38 PM

   What a horrible and distasteful mess. Call in the environmental restoration folks immediately to clean house.

   82 8 Rate This

3. *finfan87 says:* Nov 5, 2011 2:50 PM

   So let me see if I understand…1 person has been accused of sickening crimes (though not yet found guilty), and 2 others have been accused of lying about the crimes (also not yet proven guilty) and you're already calling for a complete housecleaning of everyone important at PSU? I guess it fits our country's stance on justice: Guilty until proven innocent…no wait, that doesn't sound right…

   I won't defend the actions of Sandusky and/or administrators if everything is proven to be true, but I have no idea why anyone else that's not involved would have to be removed, unless the media jumps on it just for the sake of ratings and readers.

   The state of Pennsylvania has been doing everything in its power to ruin Penn State and bring down people like Curley and Spanier ever since it got utterly embarrassed over the Paterno salary thing a few years ago.

   22 166 Rate This

4. *dhlions says:* Nov 5, 2011 2:53 PM

   Don't get me wrong, I hope Sandusky burns in Hell sooner than later. But clean the whole house? Fine. Then the same should be said for the ENTIRE Catholic church. Do you agree @irishking?

   33 101 Rate This

5. *irishking says:* Nov 5, 2011 3:00 PM

[PRINT] **ESPN.com:** Big Ten [Print without images]

Saturday, November 5, 2011

PSU president Spanier backs AD Curley

By Adam Rittenberg

Penn State president Graham Spanier made it clear he's fully supporting athletic director Tim Curley and another school official charged with perjury in the Jerry Sandusky case.

Spanier issued the following statement Saturday:

> The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly. Protecting children requires the utmost vigilance.
>
> With regard to the other presentments, I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.
>
> Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity and compassion. I am confident the record will show that these charges are groundless and that they conducted themselves professionally and appropriately.

Strong support indeed.

Spanier was named in the news release issued Saturday by the Pennsylvania attorney general, who said he approved the ban on Sandusky's use of Penn State's football building but didn't follow up on sexual assault allegations. Spanier is not facing any charges.

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Penn State president Spanier releases statement

Posted on: November 5, 2011 2:26 pm

Posted by Adam Jacobi

In the wake of charges of perjury and failure to report abuse for **Penn State** athletic director **Tim Curley** and VP/treasurer **Gary Schultz** in the wake of the **Jerry Sandusky** case, PSU president **Graham Spanier** issued a statement in full-throated support of the two administrators. Here's the statement in full:

> *The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly. Protecting children requires the utmost vigilance.*
>
> *With regard to the other presentments, I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.*
>
> *Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity and compassion. I am confident the record will show that these charges are groundless and that they conducted themselves professionally and appropriately.*

Curley and Schultz are expected to turn themselves in on Monday.

Category: NCAAF
Tags: Adam Jacobi, Big Ten, Gary Schultz, Graham Spanier, Graham Spanier Statement, Jerry Sandusky, Penn State, Penn State Statement, Tim Curley

COMMENTS

Posted on: November 6, 2011 8:12 pm

Penn State president Spanier releases statement

With all due respect to whoever you are... there is nothing worse than a pedophile! And people who have nothing better to do than jump on the bandwagon entitled "I don't really know what happened but let's capitalize on a sound bite or a report that has not been proven true OR false".

Posted on: November 5, 2011 11:40 pm
This comment has been removed.

Post Deleted by Administrator

Posted on: November 5, 2011 7:56 pm

Penn State president Spanier releases statement

Presient Spanier, and all in a position of authority; do something HONORABLE and resign. All of you blindly standing behind your university should read this:

http://www.attorneygeneral.gov/uplo

adedFiles/Press/Sandusky-Grand-Jury

-Presentment.pdf

Posted on: November 5, 2011 4:21 pm

Penn State president Spanier releases statement

Penn State president Spanier releases statement

President Spanier's hands are complicit in this as well. http://www.post-gazette.com/pg/1130

9/1187836-100.stm If you believe the press reports, Spanier was made aware of the action taken against Sandusky in 2002 and approved it. Sir, you are as complicit as Curley & Schultz.

Penn State alums, students, faculty and fans should be calling for your resignation as well!

Posted on: November 5, 2011 4:06 pm

Penn State president Spanier releases statement

Seriously, JoePa should be thankful that he hasn't been further implicated in this cover-up. Post Gazette reprts that grad assistant whop witnessed the assault of the at-risk child by Sandusky reported it to JoePa who in turn reported it to AD Curley (probably because JoePa was being truthful in indicating that he reported the activity to Curley).

So, if we are to believe the Commonwealth's Attorney General, how does Penn State deal with the allegation? They deny Sandusky access to its facilities. If proven to be true, the alegation of perjury is the least of Curley's problems. What a dastardly thing ti do, further subject a child to a pedophile and not file a polic report for fear that it will sully the reputation of Happy Valley (my conjecture).

Perjury charges are not taken lightly when brought by the Commonwealth. Where ther's smoke, there's ususally fire.

This is a sad day for not just the entire Penn State community but for all of us. Preying on at-risk children. I don't know if it gets much worse than that.

Posted on: November 5, 2011 2:55 pm

Penn State president Spanier releases statement

I am outraged by this statement. The grand jury reports numerous allegations of severe sexual abuse of unrelated children over a long period of time The nature of the allegations, the different sources, and the time span all make this very, very credible. And this "statement" is what the President of Penn State thinks is important to communicate? He isapparently more worried about the well being of adults who did nothing to protect the children. To make matters worse, there is not one word of compassion and regret for the victims. Not one word about what he intends to do to make sure it never happens again. This "statement" is not "leadership" it is cowardly self-interest. My tax dollars support this institution and this President. The Board of Directors of this University, the Governor, and the Legislature should be demanding his resignation.

The views expressed in this blog are solely those of the author and do not reflect the views of CBS Sports or CBSSports.com

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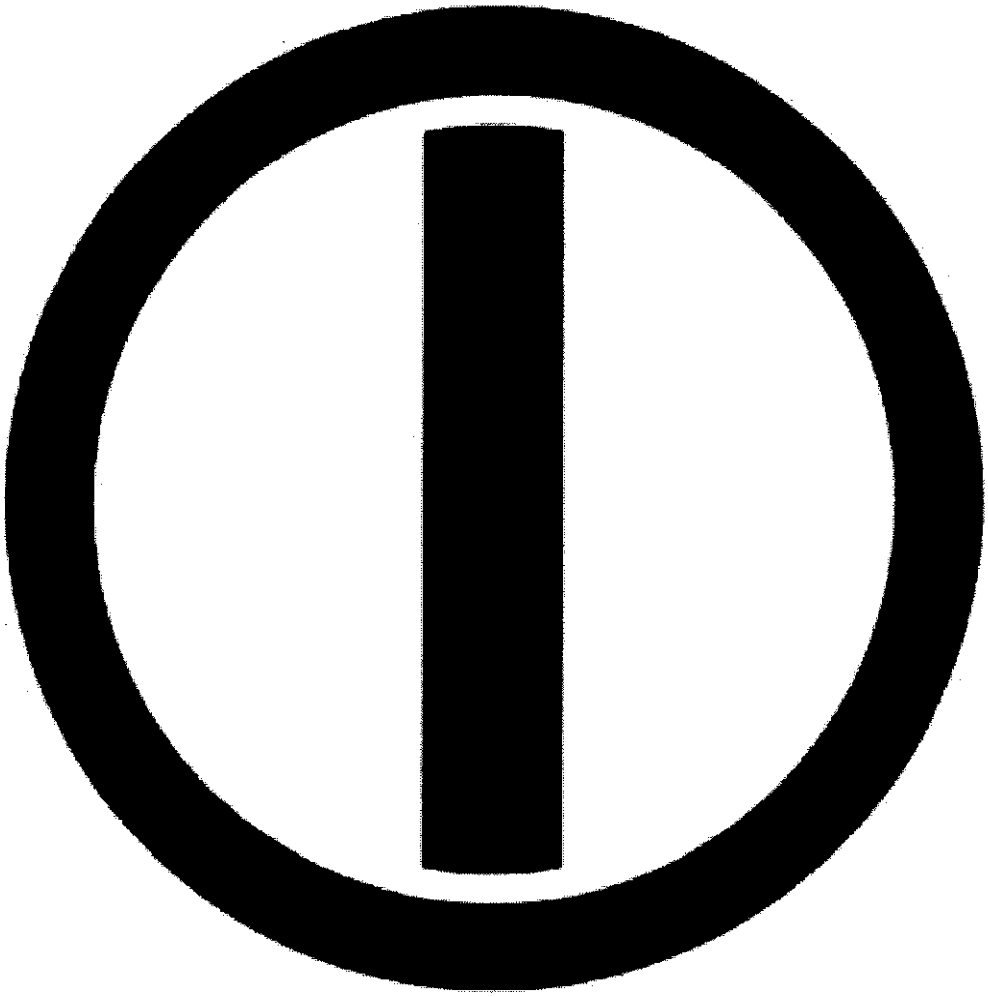
Jerry Sandusky: Allegations and Obligations

By Maxwell Edison [0] on Nov 6, 2011, 6:00a



[There will be liberal use of the word "allegedly" in this post. If it's not included in a particular sentence, pretend that it is. All individuals are presumed innocent until proven guilty, and all information is taken directly from the Grand Jury Findings Of Fact.]

A working summary of the Jerry Sandusky scandal, as of 1:30 a.m. Sunday morning. Much has been debated as to what the administration at Penn State knew, and when they knew it. Not to mention, there has been considerable debate as to what the legal and moral obligations of the principals may have been, and what those individuals did to fulfill them.

First, the incidents themselves. Of the eight victims, four of them were allegedly assaulted while Sandusky was still on the Penn State coaching staff:

Victim #4: According to the Grand Jury Findings Of Fact, he was first singled out by Sandusky in 1996 or 1997. Alleged indecent contact occurred in East Halls showers near Holuba Hall, at Toftrees (where the team stays prior to home games), bowl games, and charity golf events. The Grand Jury alleges that Sandusky supplied the child with gifts including clothes, a snowboard, Nike shoes, golf clubs, hockey equipment, passes for sporting events, football jerseys, registration for soccer camp, cigarettes, money for marijuana and a promise that the child would be guaranteed a spot as a walk-on football player at Penn State.

After the football program moved into the new Lasch Building, the alleged non-hotel indecent contact mainly occurred in the sauna, in a more secluded area of the building.

Victim #5: Met Sandusky through The Second Mile in 1995 or 1996, when the boy was in second or third grade. He testified that he attended at least 15 Penn State football games with Sandusky, and was sexually assaulted in the Penn State locker room showers.

Victim #6: Also met Sandusky through The Second Mile in 1994 or 1995, when the boy was seven or eight years old. He testified that he was assaulted in the Holuba Hall showers in 1998. According to the Grand Jury Findings Of Fact, the victim's mother immediately reported the incident to University Police, who closed the case after a lengthy investigation (which involved another boy and similar circumstances, although he was not listed as a "victim" in the Grand Jury presentation).

The Grand Jury also noted that detectives from University Police and the State College Police Department eavesdropped on two conversations between Sandusky and Victim #6's mother, in which Sandusky admitted to showering with Victim #6 and other boys. When asked if he touched Victim #6's private parts, Sandusky allegedly said, "I don't know...maybe" and stated to Victim #6's mother, "I understand, I was wrong. I wish I could get forgiveness. I know I won't get it from you. I wish I were dead."

Despite these admissions detailed by the Grand Jury, Sandusky was not charged with any crime.

Victim #7: Also in the mid-to-late 1990's, the boy was allegedly given field passes to Penn State games and brought to the team's dining hall. He also testified that he stayed overnight at Sandusky's house prior to home games. The victim described more than one occasion in which Sandusky put his hands down the waistband of the victim's pants.

Despite not having contact with Sandusky for two years, the

victim testified that he was contacted by Sandusky, Sandusky's wife, and another associate of Sandusky weeks before the victim's Grand Jury testimony.

Events Allegedly Occurring At Penn State, Post-Retirement

Victim #3: Testified that he met Sandusky through The Second Mile in 2000, when he was between seventh and eighth grade. He was allegedly given access to PSU football games and other PSU facilities. He tesified that he was touched inappropriately by Sandusky in PSU shower facilities and at Sandusky's home.

Victim #8: Allegedly found by a Penn State janitor in a sex act with Sandusky in the shower at Lasch, while the team was out of town for a road game. The janitor, who now suffers from dementia, told another janitor at the time of the incident and eventually reported it to his supervisor, Jim Witherite. Witherite described the janitor/witness as "very emotionally upset" and "very distraught". The victim's identity is unknown.

Victim #1: Testified that he met Sandusky when he was 11-12 years old, through a Second Mile camp held on the PSU campus. He testified that he met regularly with Sandusky, staying overnight at his house, attending PSU practices and going to Philadelphia Eagles games. According to the Grand Jury Findings of Fact, Sandusky was caught rolling around on the ground with Victim #1 by a high school wrestling coach. When the mother of Victim #1 notified the high school principal of the activities, Sandusky was barred from the high school, where he was a volunteer football coach.

Also according to he Grand Jury Findings of Fact 118 phone calls were placed from Sandusky's home and cell phones to the home of Victim #1 from January 2008 to July 2009.

Victim #2: Not to downplay the other alleged incidents, but this is the one prominently involving the Penn State administration and Joe Paterno. On March 1, 2002, Sandusky was alleged caught by a PSU football Graduate Assistant (**identified by the Harrisburg Patriot-News as current PSU wide receivers coach Mike McQueary** [2]) with a 10-year old boy in the showers at Lasch. The next day, the Graduate Assistant called Joe Paterno and went to Paterno's home to describe what he saw at Lasch. On March 3, Paterno called Director of Athletics Tim Curley to his home and relayed what he had been told. According to the Grand Jury Findings of Fact, approximately one and one-half weeks later, the GA is summoned to a meeting with Curley and Gary Schultz, who assure the GA that they would investigate further. Joe Paterno was not at this meeting.

In April, Tim Curley allegedly tells the GA that Sandusky's keys to the locker room were taken away and the incident was reported to The Second Mile foundation. Curley never reports the incident to University Police, or any other police agency. The GA is never questioned by University police and no other entity investigated the matter until the GA testified before the Grand Jury in December 2010.

In front of the Grand Jury in December 2010, Curley testified that the GA notified him of "inappropriate conduct", and described the alleged conduct as "horsing around". When asked

if the GA reported sex between Sandusky and the child in 2002, Curley testified "absolutely not." Curley also testified that he informed the executive director of The Second Mile and PSU President Graham Spanier of the incident.

Spanier testified that he approved of the remedial measures taken by Curley, presumably his informing Sandusky that he was no longer permitted to bring youths to Penn State's athletic facilities.

Spanier testified that Curley and Schultz reported the 2002 Victim #2 incident that made a member of Curley's staff "uncomfortable". Spanier described the incident as "Jerry Sandusky in the football building locker area in the shower with a younger child and they were horsing around." He also testified that as of January 2011, he did not know the identity of the GA who originally reported the incident.

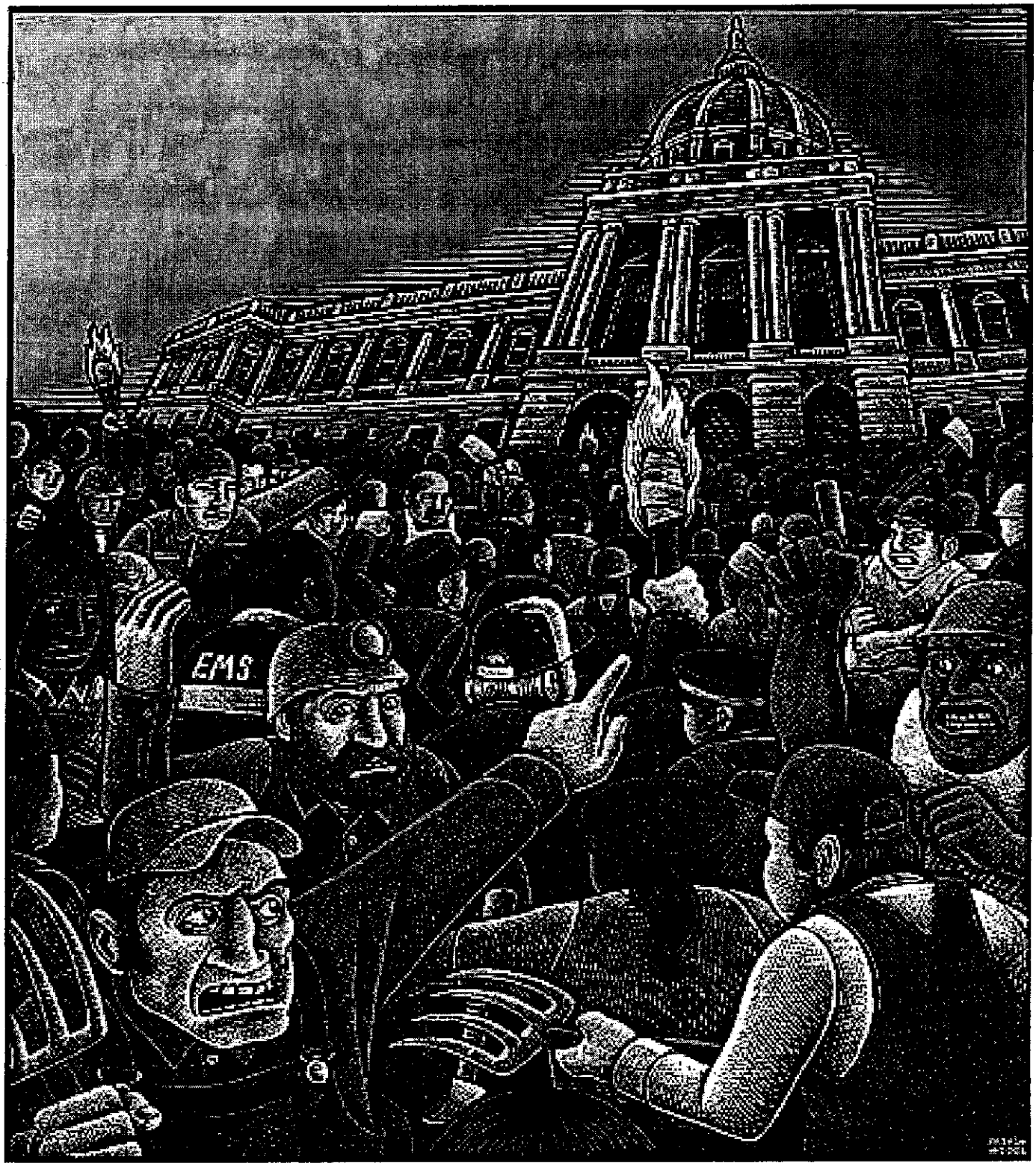
Spanier denied that the incident reported to him was described as being of a sexual nature, and noted that Curley and Schultz did not indicate any plan to report the incident to law enforcement, the Commonwealth's Department of Public Welfare, or any county child protective services agency.

Gary Schultz testified that the allegations by the GA were "not that serious" and that he and Curley "had no indication that a crime had occurred." He also testified that he believed that he and Curley asked "the child protection agency" to look into the matter. Despite overseeing University Police as part of his job, Schultz did not seek or receive the lengthy police report of the similar 1998 incident, did not report the 2002 incident to

University Police, and nobody at Penn State sought the identity of the child in the 2002 incident.

The GA and Curley both testified that Sandusky was not actually banned from any Penn State buildings, and Curley admitted the ban on bringing children to the campus was unenforceable.

So...yeah. Not good. No, but the proper course of action here would be one of reason and restrai...



Or we could roll like this.

First, let's start with **Graham Spanier's statement** [3] :

> *The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly.*

> *Protecting children requires the utmost vigilance.*
>
> *With regard to the other presentments, I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.*
>
> *Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity and compassion. I am confident the record will show that these charges are groundless and that they conducted themselves professionally and appropriately.*

"Unconditional support"? "Complete confidence"? "Highest levels of honesty, integrity, and compassion?"

Seriously? It was appropriate that these things were investigate thoroughly *a decade ago*. Regardless, this is a completely abominable response to any crisis, most especially *this* one.

These are obviously vetted and carefully chosen words, which have the added effect of making Graham Spanier look like an idiot -- and that is casting Spanier in the most favorable light. I don't think he's an idiot, for the record, but the remaining alternatives are much more sinister.

Circling the wagons seems to be an odd strategy. We'll see if it's a temporary or long-term position. I wouldn't be surprised if this

turns into four men trying to throw each other under a speeding bus.

"Legal Obligations" vs. "Moral Obligations". The **Pennsylvania Child Protective Services Law has very clear language** [4] regarding the mandatory reporting of incidents like this:

> *(c) Staff members of institutions, etc.--Whenever a person is required to report under subsection (b) in the capacity as a member of the staff of a medical or other public or private institution, school, facility or agency,* ***that person shall immediately notify the person in charge of the institution, school, facility or agency or the designated agent of the person in charge****. Upon notification, the person in charge or the designated agent, if any, shall assume the responsibility and have the legal obligation to report or cause a report to be made in accordance with section 6313.*

So, by notifying Tim Curley (as Director of Athletics) and Gary Schultz (as in charge of University Police), Joe Paterno fulfilled his legal obligation to pass Mike McQueary's discoveries onto the people in charge. Same goes for Mike McQueary, really -- the obligation is essentially to pass the information up the ladder to the person or people ultimately responsible for reporting the incident, **pursuant to the reporting criteria found here** [5] .

The question remains, however: is that enough? The

investigation obviously went nowhere. Curley and Schultz both admitted in their testimony that they didn't report the incident to the Department of Public Welfare or Centre County Children and Youth Services. There was no attempt to identify Victim #2.

At what point should Paterno have followed up with Curley and asked, "hey, remember that...thing I told you about? The one involving a little boy, my trusted defensive coordinator of 32 years, and our locker room? Anything happen with that? Should I make that phone call myself?" The Grand Jury Findings Of Fact state, "[T]he graduate assistant was never questioned by University Police and no other entity conducted an investigation until he testified in Grand Jury in December, 2010." Curley and Schultz admitted that they didn't act. Why didn't anyone else?

It's probably not a huge jump to conclude that if an incident about an alleged aggravated indecent assault in the Penn State locker room is reported to law enforcement, they're rather likely to open up a file on it. That didn't happen here. And please, for the love of God, stop saying that anyone other than Tim Curley or Gary Schultz was barred from reporting the incident. That is stupid and wrong:

> ***§ 6312. Persons permitted to report suspected child abuse.***
> *In addition to those persons and officials required to report suspected child abuse, any person may make such a report if that person has reasonable cause to suspect that a child is an abused child.*

Stop it. If you're a Penn State fan that pontificates about moral

character and Success With Honor, you need to start asking some very difficult questions.

Also, stop with the "if Joe Paterno or anyone else reported it, he could've been sued for defamation" wailing. No. No. Wrong. Stop.

I'm willing to cut McQueary slack on this, incidentally. He was a Graduate Assistant hoping to break into a coaching career and allegedly witnessed something unspeakably awful being done by a Penn State legend, then had the choice to (a) do nothing, (b) call the police immediately, or (c) call the King of Happy Valley, Joe Paterno. Not an enviable position, for sure. At least he didn't choose (a).

Finally, if someone can rationally explain to me why the hell Jerry Sandusky was permitted to have continued access to Penn State facilities and events (nevermind have permanent office space at Lasch after his "retirement"), I'd love to hear it.

This has been a dark few days for all of us. The program is going to be utterly ravaged for this, mostly for the obviously awful conduct alleged, but also because Penn State has spent millions of marking dollars telling the rest of collegiate athletics that Penn State Does Things The Right Way And You Don't. As I wrote Saturday morning, this is so much worse than the garden variety NCAA scandals that have dotted the media landscape for the past two seasons. If the allegations are true, we're in **Baylor Basketball Scandal** [6] territory.

With all due respect to the Patriot-News, who dared to pursue this story when all others wouldn't, things are about to get very

raw in Happy Valley now that the national media is primed to descend upon this story. Every college football writer was tweeting or writing about it on Saturday. ESPN had game breaks devoted solely to the charges against Sandusky, Curley, and Schultz. It was the lead story on the NBC Nightly News, for heaven's sake.

This is not going away, and I'll be shocked and infuriated if anyone survives this with their jobs -- very much including Joe Paterno.

It is awful in every conceivable way, and most certainly going to get worse. Buckle up, indeed.

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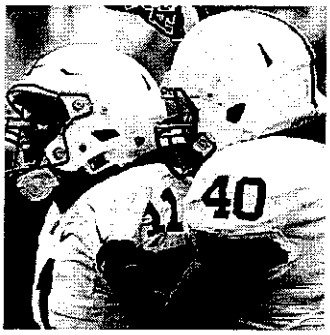

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[5] http://law.onecle.com/pennsylvania/domestic-relations/00.063.013.000.html
[6] http://en.wikipedia.org/wiki/Baylor_University_basketball_scandal

Integritude!

[85] November 6, 2011 | Scott Lemieux

To add to what Paul wrote below, what happened at Penn State:

> But the report also alleges much earlier instances of abuse and details failed efforts to stop it by some who became aware of what was happening.
>
> Another child, known only as a boy about 11 to 13, was seen by a janitor pinned against a wall while Sandusky performed oral sex on him in fall 2000, the grand
>
> And in 2002, Kelly said, a graduate assistant saw Sandusky sexually assault a naked boy, estimated to be about 10 years old, in a team locker room shower. Th student and his father reported what he saw to Paterno, who immediately told Curley, prosecutors said.
>
> Curley and Schultz met with the graduate assistant about a week and a half later, Kelly said.
>
> "Despite a powerful eyewitness statement about the sexual assault of a child, this incident was not reported to any law enforcement or child protective agency, a by Pennsylvania law," Kelly said.
>
> There's no indication that anyone at school attempted to find the boy or follow up with the witness, she said.

To help illustrate how people could have such immoral priorities, I give you this statement by President Graham Spanier [via]:

> With regard to the other presentments, I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.
>
> Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity and compassion. I am confident the record will show that these charges are grour that they conducted themselves professionally and appropriately.

The scenario in which powerful people with "honesty, integrity and compassion" could have failed to alert the authorities about credible allegations — and allegations, let's they themselves found credible enough to impose informal sanctions — that children were being sexually assaulted by one of their employees is not specified. And let's Paterno may have had a legal responsibility to report these allegations to the proper state authorities and unquestionably had a moral obligation to report them. And, of himself apparently approved the policy that Sandusky was prevented from bringing children into the athletic building without making further inquiries, so one hand washe that's integrity!

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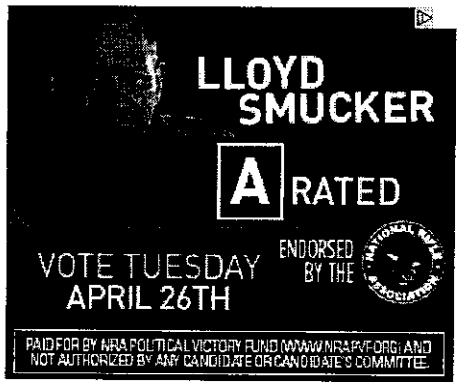

Comments (85)

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1. Modulo Myself says:
   November 6, 2011 at 11:50 am

   By professional and appropriate, he means that if Sandusky would have been witnessed throwing a body into a hole outside Beaver Stadium, the response would h change the lock on the tool shed and require a written request for any future shovel usage.

   Incidentally, the grad assistant appears to be Mike McQueary, who played QB and now coaches for PSU.

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2. c u n d gulag says:
   November 6, 2011 at 12:21 pm

SBNATION PITTSBURGH

Jerry Sandusky Investigation: Mike McQueary Was Graduate Assistant Witness, According To Report

By Charlie Wilmoth [0] @WilmothC [1] on Nov 6, 2011, 3:19p

A new report **identifies** [3] the 28-year-old graduate assistant who tried to blow the whistle on Jerry Sandusky as current Penn State assistant coach and former PSU quarterback Mike McQueary.

> *Their testimony of what happened in 2002 — when now-assistant coach Mike McQueary said he witnessed Sandusky in a sex act with a boy in a shower — contradicts that of Paterno and McQueary.*
>
> *In the presentment, jurors wrote that McQueary — identified in the presentment only as a 28-year-old graduate assistant — was credible but Schultz and Curley were not.*
>
> *Several sources have identified that witness as McQueary.*

McQueary allegedly saw Sandusky raping a boy of about 10 years old in a shower in a locker room at Penn State. He reported the incident to Joe Paterno, and then Athletic Director Tim Curley. He is, apparently, now a witness for the prosecution, and the grand jury found his testimony to be very compelling.

McQueary's Penn State bio [4] identifies him as a "graduate assistant coach" from 2000 to 2002.

IN THIS STORYSTREAM

Penn State Scandal: Freeh Report Released [5]

- JUL 12 - *Freeh Report Available Online At 9 A.M. ET* [6]
- NOV 6 - *Jerry Sandusky Investigation: Mike McQueary Was Graduate Assistant Witness, According To Report* [7]
- NOV 6 - *Jerry Sandusky Investigation: Did Joe Paterno Turn A Blind Eye?* [8]
- 241 UPDATES [9]

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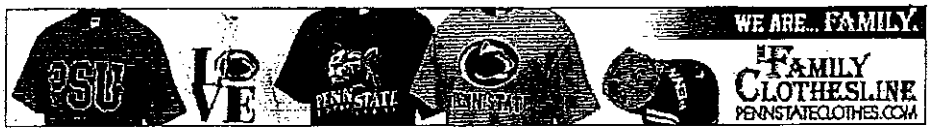


Onward State

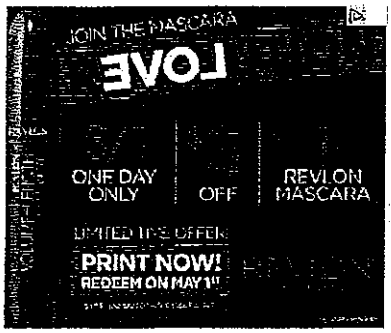


Penn State's Selfishness Overshadows Real Tragedy

BY GREG PICKEL ON NOVEMBER 7, 2011 AT 6:05 AM NEWS

64 Tweet

Forgotten, overshadowed, hidden, looked past, ignored. Scared.



As the immediate frenzy of media presence starts to slowly subside in the child sexual assault case of heralded Penn State defensive coordinator Jerry Sandusky, there is one question that is drawing substantial attention in State College, Pennsylvania, and the national stage in general.

What about the forgotten children, the victims being overshadowed by the gruesome acts in which they were allegedly subjected to?

But chillingly, maybe it's fitting that these victims– children defrauded of the sacred childhood dream of trust, innocence, and protection– are overlooked in the public spotlight. Disregarded years after they were violated in the privacy of a locker room, shower, or basement, hidden in the dimly lit home and office of a coach that is the public face of a football program often thought of as divine by its loyal followers, and a president and members of his administration who live by and promotes the code "Success with Honor"– a man who has for so long been at a school that many have never been worried about whilst controversy, allegations, and accusations have plagued universities

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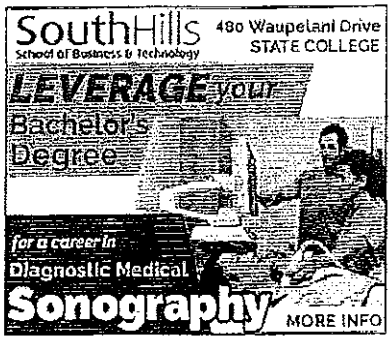

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The protection of children who are unable to protect themselves was ignored in favor of the selfish act of protecting an image, a program, that has for years stood for integrity and morals at the highest level.

According to a 23 page document released by the Thirty-Third statewide Investigating Grand Jury as a "Finding of Fact," a graduate assistant, now identified as Penn State wide receivers coach Mike McQueary, discovered Sandusky and a boy labeled Victim 2 (believed to be ten years old), in the locker room shower. As the report reads, the boy was "being subjected to anal intercourse by a naked Sandusky." McQueary, with the panic and horror most adults fresh out of college would feel, recounted the event to his father, and with his advice, set up a meeting with Joe Paterno the following day to inform the coach of what he saw. The next day, Paterno reported the incident to Curley, his immediate supervisor.

After that weekend, it took a week and a half for Curley to take any further action. He set up a meeting with himself, McQueary, and Gary Schultz, the Senior Vice President of Finance and Business and the overseer of the University Police.

The conclusion of this meeting led to another two weeks of inaction, and when Curley finally gave McQueary a definitive response, it was simply that Sandusky's locker room keys had been rescinded, and that the event had been reported to the Second Mile, Sandusky's charity organization.

It can only be speculated at this point what happened over that two week period of inaction, but it can be fairly assumed that there was time spent on protecting an image, a coach and a program known for its impeccably clean record, and not an ounce of effort dedicated to the protection of the very victims Sandusky would allegedly continue to violate over the next nine years.

Then, there is the issue of Victim 8, who was spotted with Sandusky in an assistant coaches shower in the fall of 2000, a year after he had retired as defensive coordinator at Penn State. A janitor, now identified as James Calhoun, saw Sandusky performing oral sex acts on the boy, and later witnessed them leaving the Lasch Football facility hand in hand. Later that evening after the event had occured, according to testimony from one time Office of Physical Plant employee Ronald Petrosky, Calhoun approached him "upset and crying" and Petrosky feared Calhoun was going to suffer a heart attack, as did several co-workers. The incident was never reported, though, because Calhoun and his fellow employees, being relatively new, decided that reporting the incident could lead to being fired.

In what kind of environment does reporting a crime, a deviant and malicious one at that, lead to getting fired? The only answer is an environment that is motivated solely by protection, a protection that uses shadowy, backdoor tactics that suppresses anything that may harm the program or the university.

The official statement released by university president Graham Spanier Saturday afternoon may be even more telling as to why and how such indecency was allowed to take place. In his statement, Spanier, who had no problem with a minimal investigation into the alledged events reported by McQueary, claimed that "it is appropriate that they [the allegations]be investigated thoroughly. Protecting children requires the utmost vigilance."

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Why it took eight years for Spanier to reverse his thought process on how to protect children may never be known, but what came later in his statement speaks larger volumes to the seemingly covered up events:

> "I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years."

Twelve years, roughly the amount of time Curley and Schultz had been associated with Spanier at the time of the 2002 incident, is a long time to know someone– long enough to trust someone's instincts and problem solving with unconditional support, long enough to take their word, and long enough to not question their logic out of respect for the relationship.

But no amount of loyalty is reason enough to rubber stamp a decision that allowed, as the Pennsylvania attorney general described Sandusky, a "sexual predator," to roam freely, allegedly harrassing and violating more young boys from his Second Mile Foundation. Unfortunately, that is exactly what Spanier did when he nonchalantly approved Curley's course of action.

It all adds up to a disastrous situation for a university which had always been above reproach. But this series of incidents hedges on the very morals countless alumni have recited flawlessly: "Success with Honor."

In the final paragraph of Paterno's statement Sunday evening, released by the Harrisburg Patriot-News, he asked for fairness, for continued trust, and for all Penn Staters to "continue to trust in what that name represents, continue to pursue their lives every day with high ideals and not let these events shake their beliefs nor who they are."

The problem with that is the statement completely contradicts Paterno's and the administrations actions in 2002. The fair thing to do would be to potentially sever a relationship with a trusted assistant to protect the innocent. The trustworthy thing to do would be to restore the trust of childhood in to the lives of the children who were already alledgely violated by Sandusky in 2002 and prior. To pursue life every day with high ideals would be to damn the actions of not reporting, of not investigating, of not looking at the evidence right in front of them.

Sorry, Joe, but the ideals of integrity, morality, and human decency are shattered for many Penn Staters forever, fourteen years later than they should have been.

Photo By: Andy Colwell/The Patriot-News, via Associated Press

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How Not to Handle a Scandal

BY TYLER HOY ON NOVEMBER 8, 2011 AT 8:30 AM

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Penn State is regarded as one of the nation's finest academic institutions, but when a crisis emerged, no one stepped up. No one did, well, anything. The reactive approach the University chose to take couldn't have made us look worse. Our once sterling reputation has lost a little bit of its shine.



The head of the organization should have been in the spotlight. Our President, Graham Spanier, should be in the public eye trying to give some kind of reassurance. It's not a situation that allows for passiveness. This is potentially *the worst scandal any college has ever faced.*

Since the news broke, Spanier has been like a ghost aside from this questionable three paragraph statement backing Curley and Schultz:

> *"The allegations about a former coach are troubling, and it is appropriate that they be investigated thoroughly. Protecting children requires the utmost vigilance.*

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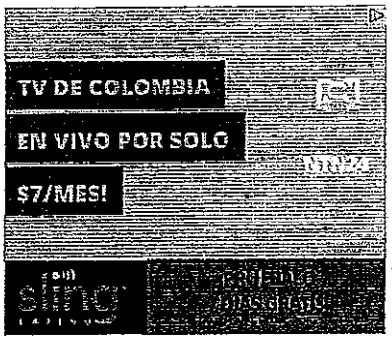

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With regard to the other presentments, I wish to say that Tim Curley and Gary Schultz have my unconditional support. I have known and worked daily with Tim and Gary for more than 16 years. I have complete confidence in how they have handled the allegations about a former University employee.

Tim Curley and Gary Schultz operate at the highest levels of honesty, integrity and compassion. I am confident the record will show that these charges are groundless and that they conducted themselves professionally and appropriately."

Distancing yourself from the problem is the worst thing Spanier could have done, while supporting his employees unconditionally may be the second. In three paragraphs Spanier did absolutely no damage control while also tying his fate to Curley and Schultz.

Spanier has not made any kind of speech, apologized to the students, or taken any accountability what-so-ever. The only thing he has done is provide "unconditional support" to his employees who allegedly covered up a child sex scandal. C'mon man.

As for Joe Paterno, we will see what today's press conference has in store. Media attending the event are advised that that primary focus of the teleconference is to answer questions related to Penn State's Senior Day game with Nebraska this Saturday. You don't need me to tell you that that isn't going to work out; we'll see how JoePa responds.

It is known that in 2002, then-graduate assistant Mike McQueary, witnessed Sandusky assault a young boy in the shower. McQueary passed this information onto Paterno who in turn informed Curley and Schultz. But what exactly did McQueary say to Paterno? Did he say they were horsing around or did he tell the whole truth? That's the multi-million dollar question.

Spanier and Paterno both released statements as well as the lawyers of Curley and Schultz. While none of the statements seemed at all whole-hearted, they did say something. McQueary, the obvious missing link in the investigation, has been silent.

A fish rots from the head and five of the most prominent figures within Penn State are right in the middle of a sickening scandal. The amount of possible outcomes for this situation are endless and your guess is as good as mine, but one thing is for sure... It's far from over.

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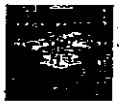
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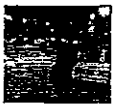
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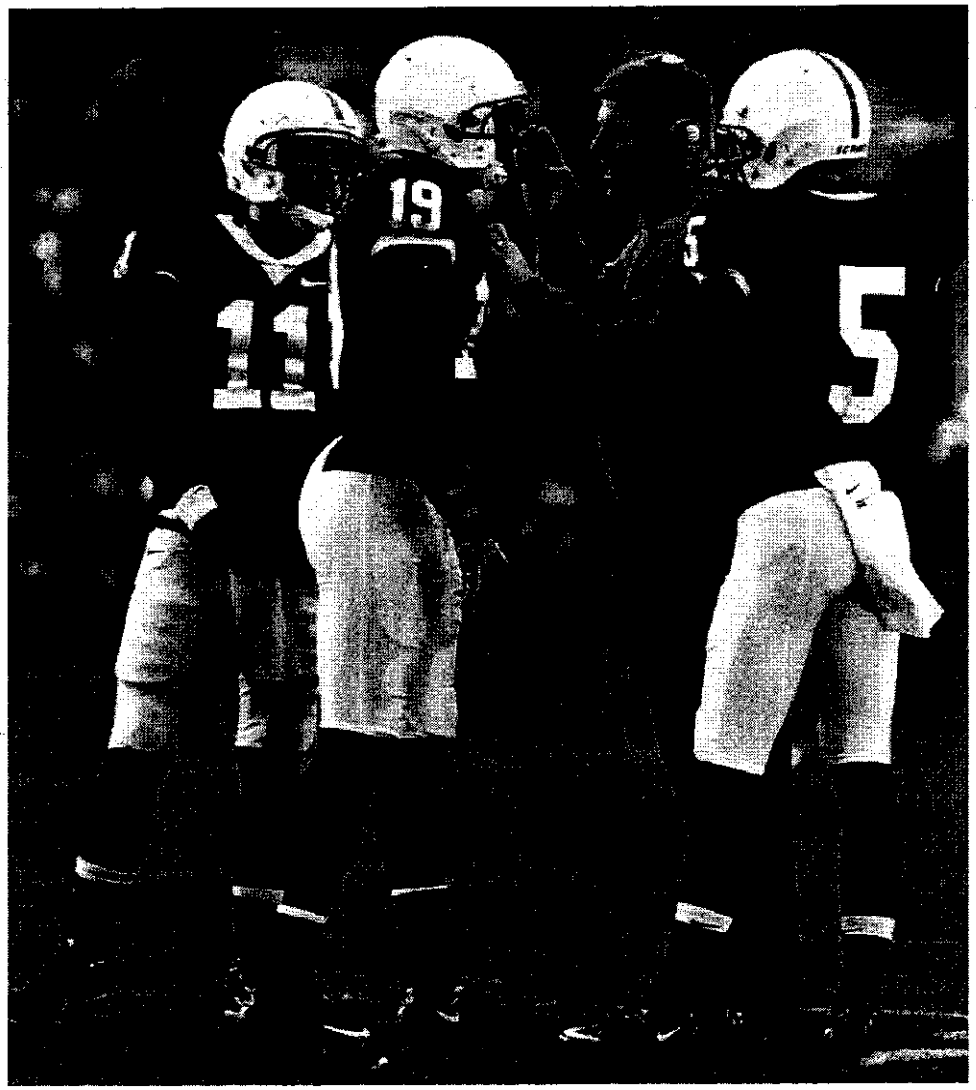
Schultz's attorney names McQueary as graduate assistant in Sandusky case

Joe McIntyre and Anna Orso Nov 8, 2011



Chloe Elmer

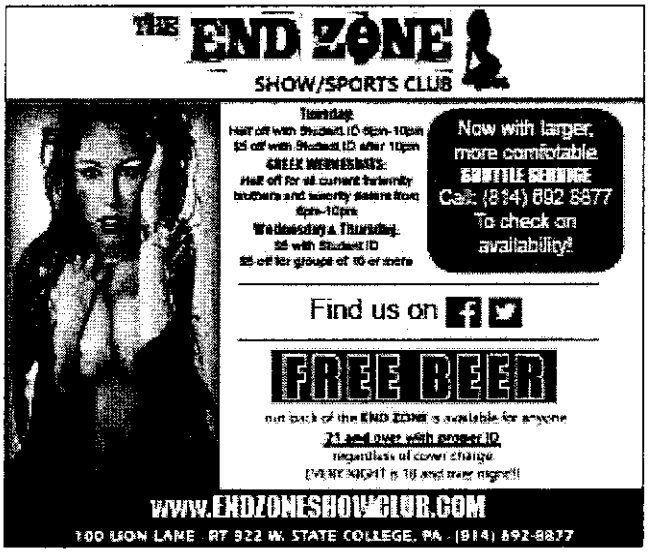
Assistant Coach for wide receivers Mike McQueary speaks with Matt McGloin (11), Justin Brown (19), and Graham Zug (5) during during last season's 28-22 loss against Michigan State.

HARRISBURG — In an interview following his client's arraignment on charges of perjury and failure to report suspected abuse, Gary Schultz's attorney Tom Farrell named "McQueary" as the graduate assistant who — according to a grand jury's findings —

witnessed former defensive coordinator Jerry Sandusky performing sexual acts on a young boy in an on-campus shower in 2002.

Farrell, an attorney from Pittsburgh, was describing the chain of command that his client would have had to have gone through in order to properly report suspected child abuse and started by naming Mike McQueary, current assistant football coach, as the witness.

"[Schultz and Tim Curley] reported these allegations to their boss, as well as the executive director of The Second Mile," Farrell said. "They did exactly as McQueary did — report to his boss, Joe Paterno."



During a press conference earlier that day, Pennsylvania Attorney General Linda Kelly did not specify why the name was withheld from the grand jury testimony. She only said that not revealing the names of witnesses is not "uncommon."

John McQueary, of State College, said he could not specify whether his son, Mike, is the graduate assistant who remained unnamed in the grand jury presentment.

McQueary served as a graduate assistant from 2000-02, moved to administrative assistant in 2003 and has since been the Lions' wide receivers coach and recruiting coordinator.

Along with offensive coordinator Galen Hall and quarterbacks coach Jay Paterno, McQueary assists in some of the play calling, head coach Joe Paterno has said.

McQueary can also be considered the coach who runs the team from the sidelines when Paterno is in the press box, offensive lineman Chima Okoli said.

"I'd have to probably give that to Mike," Okoli said at a press conference on Oct. 25. "Everybody calls me from back home like, 'Who is the guy with the red hair? He's always yelling.' About the second quarter, Mike's face matches his hair. They're both equally red. He definitely puts out a lot of energy and keeps us up."

As a quarterback for the Lions from 1994-97, McQueary's best year came as the starter during the 1997 season. He threw for 2,211 yards and 17 touchdowns on 146-for-255 passing and was one of five finalists for the Johnny Unitas Golden Arm Award. As an offensive co-captain, McQueary led the Lions to a 9-3 record and an appearance in the 1998 Citrus Bowl against Florida.

All of McQueary's years as a quarterback came when Sandusky was on staff as the Lions' defensive coordinator.

The State College native owns the Penn State record for passing yardage in a game by a senior (366 yards) and total yardage in a game by a senior (370 yards). He also owns the record for career passing efficiency rating (145.57).

After his time as a player with the Lions, McQueary signed a free agent contract with the Oakland Raiders of the NFL and was a member of NFL Europe's Scottish Claymores, before returning to Penn State in 2000.

After Paterno's Ousting, Mike McQueary Becomes Enemy No. 1 in the Penn State Sex Scandal



Reuters

Dino Grandoni 12,412 Views Nov 10, 2011

Though Joe Paterno is the natural target of ire in the Penn State sex scandal, much of the harshest criticism is being reserved for the man who reported one of the alleged rapes in the first place. According to a grand jury report, on March 1, 2002, then-graduate assistant Mike McQueary (pictured above to the left of Paterno) entered what he thought was an empty locker room only to witness a boy "estimated to be ten years old, with his hands up against the wall, being subject to anal intercourse by a naked [Jerry] Sandusky," a former assistent coach for the school. Since that and other alleged abuses by Sandusky have come to light a week ago Paterno, patriarch of the Nittany Lions for 45 season, and university president Graham Spanier have been canned. Even before Paterno's firing, McQueary came under fire by those disgusted by the scandal, but now that Paterno is out and McQueary remains on the Penn State coaching roster, he's becoming the most hated man (after Sandusky, of course) in the scandal. Here are some of the reasons why.

He didn't stop the rape The grand jury's report says after seeing the rape, McQueary "left immediately, distraught," leaving some to wonder: Why didn't he try to stop the rape while it was occurring? "It would

appear to be the rare case of a pedophile caught in the act, and you'd think a graduate student would know enough to stop the rape and call the police," Maureen Dowd argues in her most recent column. "But McQueary, who was 28 years old at the time, was a serf in the powerfully paternal Paternoland." Commenters at the *Daily Collegian*, Penn State's student newspaper, concur with Dowd: "Not only should Paterno be fired but McQuery should be too," writes one. "He witnessed a crime in progress and instead of stopping it and kicking the living you know what out of the pedophile." Most of us likely had similar visions of our own heroics in that situation, but psychologist Bibb Latané says not so fast. "I think most of us are very reluctant to get involved physically," he tells the *Philadelphia Daily News*. Most Good Samaritans act only if they feel comfortable getting involved--if, for example, they're bigger than the perpetrator or are trained to defend themselves, he says.

He went to his dad instead of the police Fine, maybe McQueary didn't think he could physically take on Sandusky (though, for the record, he quarterbacked the Nittany Lions in the 1990s). But at the very least, he called the police, right? Wrong: "The graduate went to his office and called his father, reporting to him what he had seen," the grand jury's report says. His father advised him to take the matter up with Paterno first, and he never called 911. Buzz Bissinger lays out McQueary for his failure to report to authorities: "McQueary, who witnessed the incident, *witnessed it*, doesn't call the police, although he is 28. He runs to his daddy," he writes in The Daily Beast. That "daddy" line is something a lot of commenters have latched onto. "Leaders don't run to daddy to ask for advice," writes Peter Lieber for Yahoo Sports. "Yeah, let's mull it over in front of the family fire place over cocoa while a ten year old endures a life-changing, earth-shattering assault." Even if McQueary at first expected his allegation to reach police, years laters he knew it didn't, testifying to the grand jury that he knew Sandusky was never even banned from Penn State buildings.

He gets to coach on Saturday When Penn State's board of trustees decided to boot Paterno and Spanier, it let McQueary remain. That means, according to ESPN, he will coach when Penn State plays Nebraska this Saturday, and fans are uncomfortable with someone with first-hand knowledge of the abuse being allowed to take the field. "Trustees, I beg your attention: if he is still on the sideline Saturday, I — and I bet I'm not alone — am done with Penn State forever," one letter writer tells the *Daily Collegian*. Ron Cook, writing in the Pittsburg Post-Gazette, wondering how he can even be expected to do his day-to-day duties anymore. "Reportedly, McQueary was on the road recruiting over the weekend when Sandusky was arrested and Curley and Schultz were charged. Can you imagine the reaction he received when he sat with mom and dad in the living room and told them their son would be safe and looked after at Penn State? Oh, to be a fly on that wall."

He's not Joe Pa Ultimately, Penn Staters are having a hard time shaking their loyalty to Paterno, as evidenced by all that rioting in Happy Valley after his firing. According to *The New York Times*, last night the rioters "turned their ire on a news van, a symbolic gesture that expressed a view held by many that the news media exaggerated Mr. Paterno's role in the scandal." Some wish that the media instead made McQueary the scapegoat: as one Pennsylvania-based fan writes for Bleacher Report, ol' Joe Pa did everything the law required of him and doesn't deserve a lion's share of the condemnation. "So with Paterno not to blame as much as people have shoveled on him, people should be focusing on McQueary and the fact that he did not report a crime."

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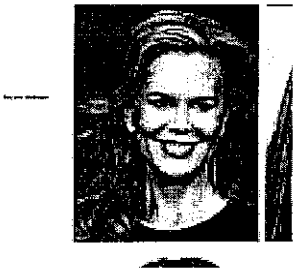

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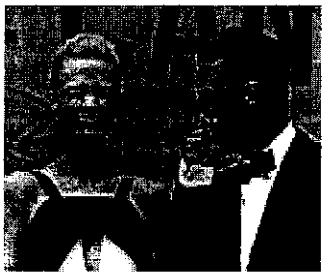

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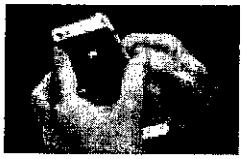

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The New York Times

COLLEGE FOOTBALL

Penn State Puts McQueary on Leave

By MARK VIERA NOV. 11, 2011

STATE COLLEGE, Pa. — The Penn State assistant coach Mike McQueary, who has emerged as a central figure in the sexual abuse scandal that has roiled the university, was placed on administrative leave, the acting president, Rodney A. Erickson, announced Friday.

It had already been determined that McQueary, the football team's wide receivers coach and recruiting coordinator, was not going to coach against Nebraska on Saturday because, the university said Thursday, there had been "multiple threats" against him.

McQueary testified to a grand jury that, while he was a graduate assistant at Penn State in 2002, he witnessed the former assistant coach Jerry Sandusky raping a boy in the shower of the football building. McQueary then told Coach Joe Paterno, but did not go to the police. Paterno has said that McQueary did not go into specific detail about what he saw Sandusky doing with the boy.

Sandusky, a former defensive coordinator, has been arrested on charges that he sexually assaulted eight boys over a 15-year period.

"It became clear that Coach McQueary could not function in this role under these circumstances," Erickson said at a news conference on campus. Erickson added that McQueary was not fired because of "complexities to

that issue," perhaps of a legal nature.

In a brief interview this week, McQueary's father, John, said of the scandal and the situation surrounding it, "Football isn't important; this is much bigger than football."

The board of trustees also announced Friday that one of its members, Kenneth C. Frazier, the president and chief executive of the pharmaceutical company Merck and Co., would lead a committee to investigate the circumstances surrounding the case and to produce a report on it.

Nate Schweber contributed reporting from State College, Pa.

A version of this article appears in print on November 12, 2011, on page D2 of the New York edition with the headline: McQueary Put on Leave At Penn State.

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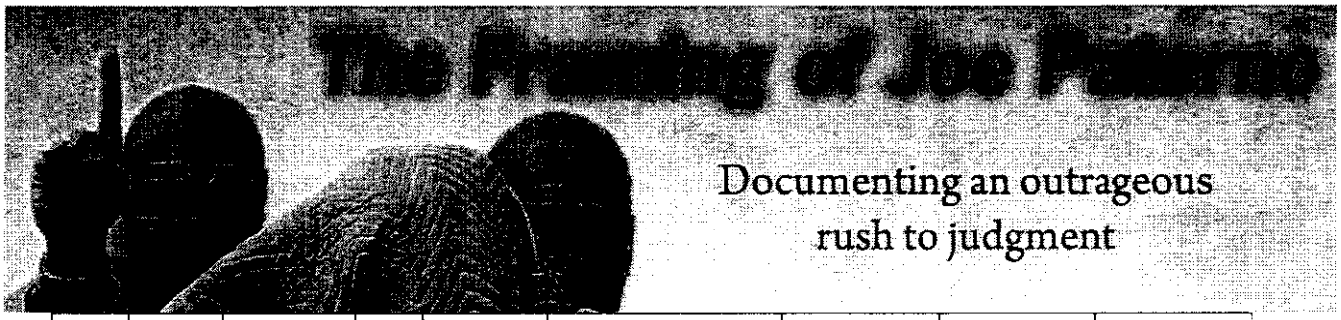

The Definitive Case That Mike McQueary's Story Is Not to be Believed

Submitted by John Ziegler on Thu, 09/06/2012 - 10:10

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Of the many absolutely incredible aspects of the Jerry Sandusky scandal, clearly the most underrated is that the direct connection to Penn State hangs on the remarkably tenuous story of one man (Mike McQueary) and about four words badgered out of an 84 year old coach in poor health who may have just been trying to make sure he didn't harm the prosecution's case.

To my knowledge, never has so much damage been created, and punishment been levied, with so little evidence or even due process (keep in mind, unbelievably, McQueary has never been vigorously cross examined or interviewed publicly about what he saw, and neither Sandusky nor the alleged victim has ever spoken on the record about the incident).

I have always been baffled as to why there has not been more scrutiny of Mike McQueary's now infamous allegation that he saw Jerry Sandusky doing something sexual in a Penn State shower with a ten year old boy. If for no other reason than the fact that, if he isn't telling the truth, then virtually the entire case against Penn State and Paterno instantly falls apart, I have never understood why, with so much at stake, more hasn't been done to make sure a case of this importance isn't built on a frighteningly fragile foundation (especially since McQueary had an incentive to give the prosecution what they wanted so that he wouldn't be charged with "not reporting," and because he now has an incentive to lie to maintain his "whistleblower" lawsuit against Penn State).

To this date, thanks to a press which is all too willing to blindly buy into McQueary's story, a Sandusky defense team which was clearly overwhelmed, and a Paterno family which has tried hard to take the high road, Penn State's former wide receiver's coach has gotten largely a free pass.

It is my intention for that free pass to finally end now. Based on the facts as we currently know them, while Mike McQueary may now honestly think that he "witnessed" a sex act, I now strongly believe that he did not see anything more definitive than Jerry Sandusky in a shower with boy. Period. End of sentence. End of story.

Now, before I explain why I think this, I do wish to make it clear that I believe that Sandusky is indeed a child molester. I also agree that a man of Sanduky's age showering with a young boy is clearly inappropriate and, even considering Sandusky's widely-known normally "odd" behavior and closeness to children, should have set off alarm bells.

However, those would have been the smaller variety of chimes and not the type of a five-alarm fire sirens which the attorney general's office scandalously and inaccurately placed in the grand jury presentment with the words "anal intercourse."

They also just happen to have been the type of bells perfectly consistent with how Joe Paterno and Penn State handled the matter.

In short, I believe the evidence is clear that Penn State didn't act like it had a five-alarm fire on its hands because it wasn't told it had a five-alarm fire on its hands. And the reason Penn State wasn't told it had a five-alarm fire on its hands was that Mike McQueary simply didn't see a five-alarm fire (though it is important to point out that it is possible that McQueary thought he saw such a "fire" but bizarrely never actually told anyone that he did. Based on his own trial testimony, incredibly, McQueary never states that he told any particular person that he thought he saw some sort of specific sex act.)

There are two aspects to why I think McQueary probably didn't see a sex act of any kind. The first deals with McQueary, and the second with the actions of Sandusky and the alleged victim.

I will analyze McQueary first.

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I have always found it extremely odd that everyone in the media and the justice system seems to presume that the almost ten-year old recollection of Mike McQueary is rock solid but that everyone else in higher positions and with better reputations at Penn State are nothing more than pedophile protecting pathological liars. Make no mistake, this is pretty much what you have to believe for the Freeh Report conclusions to have any chance of being an accurate representation of reality.

Under any circumstances this would be very strange, but when you consider that McQueary got *both* the month and the *year* of the episode dead wrong (as well as his incorrect insistence that the event happened on the Friday before Spring Break), this blind adherence to his obviously faulty memory becomes absolutely stupefying.

Making this phenomenon even more absurd is that, by his own admission, McQueary didn't actually *see* much of anything and his public story (as well as the private version) has had many different incarnations. Most people are completely unaware that McQueary's testimony is based almost entirely on "two or three" slapping sounds he *heard* while in the locker room.

He admitted under oath that he looked into the shower area (for one or two seconds) *expecting* to see sex between a man and a woman and was shocked to see Sandusky and a boy. He has always been very clear that, contrary to the grand jury presentment, he did *not* see an actual sex act (which, by the way, contrary to public perception, Sandusky was found *not* guilty of that charge).

What he actually *did* see is incredibly uncertain at best. At one point he claims that he saw Sandusky and the boy from his locker through the mirror outside the shower. But there is a video which shows that the geometry of this account is simply not plausible (it should also be pointed out that, based on his description of the boy, the sex act the prosecution implied would have been logistically/physically impossible for Sandusky and, based on the testimony of other victims, was simply not his MO). At different times he has also described what he saw in those couple of seconds in vastly dissimilar ways.

McQueary has always maintained (publicly) that he *saw* no sex, no erection on Sandusky, no distress on the face of the boy, no attempt by the boy to ask for help, and made no effort on his part to provide it. Perhaps most incredibly, he acknowledges leaving Sandusky alone with a boy with whom he claims he just saw him doing something sexual. In his trial testimony McQueary laughably explains, "I assumed that nothing else would go on."

He first spoke about what he saw to his father and his father's boss Dr. Dranov. Eleven years later Dr. Dranov clearly testified at Sandusky's trial, despite his close relationship with the McQueary family, that he asked Mike three times whether he saw anything sexual and three times he clearly said no. Even more compelling, had Mike McQueary told Dr. Dranov that he had seen anything in the sexual realm, the doctor, as a mandated reporter, would have been required to go to Child Welfare. He did not do that.

So we have Dr. Dranov, Tim Curley and Gary Schultz all saying under oath that McQueary told them that he saw nothing directly sexual in the shower that night. The only person who sort of backs up McQueary's testimony is Joe Paterno, who says that he was told of "fondling" and something of a "sexual nature" (more on that later). It makes you wonder why those who wanted Sandusky convicted don't consider Paterno a hero. Without him, McQueary's testimony totally falls apart and, at that time, much of the case against Sandusky does as well.

Remarkably, there are many more persuasive reasons why Mike McQueary's testimony (and even more importantly, the prosecution/media's interpretation of it) should be severely questioned, if not disregarded in its entirety.

Mike McQueary not only changed his story publicly, he did so privately as well. In the aftermath of the grand jury indictments, apparently upset that he was being labeled a coward for not helping the boy and stopping the alleged assault, he wrote an email to friends (some of whom he had told back around the time of the incident that what he saw was no big deal) saying that he had *indeed* broken up the encounter. Unless he really thinks that simply slamming a locker door qualifies for such a description, this account contradicts his own testimony.

Later, McQueary goes even further and, according to an extremely reliable source, in a meeting of his wide receivers, tells them a wild tale that he not only broke up the assault but he also *chased* after the naked kid into the March 2002 (actually February 2001) night and never caught up with him!!

It is clear that Mike McQueary has changed his version of this story numerous times to suit his purposes at each particular moment. He even admits to doing this when he claims that he toned down his description while talking to Paterno out of respect for the old legend (which seems particularly odd given that Paterno, who supposedly got a watered down version of the story, was the only person who really backs up McQueary's testimony at all).

McQueary also inadvertently provided a rather shocking tidbit while speaking to a former player after Paterno's memorial. After telling this player (who has told me the story on camera) that he never saw any sex or an erection, McQueary stunned this player by indicating that he was *surprised* that Paterno decided to take what he told him to Curley and Schultz and used that fact as verification that he must have told him something serious (which, among other things, leaves Paterno in the bizarre situation of being widely criticized for not doing enough with the information he had, while simultaneously having the only witness seem to think he went *further* than expected).

McQueary's general reputation is also not nearly as good as advertised. I have spoken to another former Penn State player, with a spotless academic and behavioral record, who has told me on camera that he was severely punished by Paterno because of a blatantly false allegation by Mike McQueary (it should also be pointed out that he "lied" under oath

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about Paterno's testimony regarding what McQueary told him, incorrectly claiming the coach called it "severely sexual"). I am also told by multiple sources that it will eventually become clear that Mike McQueary has had reasons to fear law enforcement (and perhaps be vulnerable to his testimony being molded) because of situations which have arisen with women who were not his wife.

It should also be pointed out that if McQueary really saw something that horrific, why did he himself do nothing more than go to Paterno? Why have at least two highly credible people with intimate knowledge of the events told me they are almost certain that McQueary participated in two different Sandusky sponsored public outings AFTER the shower episode? This behavior only makes sense in a massive cover up, but if there was a cover up, McQueary would have never testified like he did, and neither would have Paterno.

But my belief that McQueary didn't *really* see anything horrendous in the shower that night is not just based on his incredibly shaky credibility (and to be very clear, there are scenarios where McQueary is not actually "lying" about what he saw, but rather has simply exaggerated his interpretation of what he witnessed over time). It also has to do with the remarkable actions of the other two people in the shower that night.

In short, the evidence is overwhelming that Jerry Sandusky has never feared the McQueary story and that the account of "Victim 2" does not match with what McQueary claims he witnessed.

I spoke to a Penn State employee, on camera, who closely advised Jerry Sandusky during the entire grand jury process. At the time, this person (like almost everyone who knew him) thought that Sandusky was innocent. He says that Sandusky was very straight forward with the evidence that he feared would come up. He was very concerned about three separate episodes, *none* of which was the McQueary allegation (despite the fact that he was well aware that Penn State and the Second Mile had full knowledge of it).

Then, in September of 2011, during the time when the grand jury was still empanelled, Sandusky left a voicemail message on the phone of the person now known as "Victim 2." In my view this is easily the most underrated piece of evidence in the entire case and yet another outrageous example of how the media has done a horrible job reporting on this whole story.

In the message it is very clear that Sandusky is returning Victim 2's call (as other parts of the message indicate, I have also learned that it is highly likely that Sandusky still had a very "good" relationship with Victim 2 at this point). It is also very obvious that Victim 2, in the initial call, has told him that someone has asked him to "come forward." Sandusky tells him to "go forward" and that "there is nothing really to hide." Despite this bombshell evidence, the media only focused on the fact that Sandusky ends the call by saying, "luv ya."

The reason this voicemail is potentially so incredibly important is not only that it shows Sandusky with no fear of the shower story coming out (more on that later), but also because it virtually proves that the prosecution, contrary to public perception, knew who Victim 2 was all along and simply chose not to call him to testify. After all, in September 2011, no one else knew there even *was* a Victim 2 and no one other than the prosecution would have been asking him to "come forward."

If this highly reasonable assumption is correct, it raises the obvious question of why the prosecution didn't call Victim 2 to testify at the grand jury or the criminal trial. Given that Victim 2 has now "come forward" with the aid of civil attorneys looking for a pay day from Penn State, there is seemingly only one plausible answer to that question: Victim 2's story of what happened in the shower does not (or at least *did* not) match up with their star witness Mike McQueary's testimony or the prosecution's incendiary interpretation of it.

This is backed up by three remarkable things which happened after the indictments and which the media almost completely ignored.

First, Sandusky's attorney went on national television and said that he has spoken to Victim 2 and that he tells a very different story of what happened in the shower. A close look at the linked to transcript of that interview also makes it clear that his attorney came to the same conclusion I have about why Victim 2 didn't testify to the grand jury.

Second, Governor Corbett says at his press conference after the indictments that he told the Penn State BOT to "remember the ten-year-old boy" before voting to fire Joe Paterno. Then, mysteriously, a couple of months later Corbett inexplicably (perhaps because he got new information about the boy's story) denies he ever specifically referenced the boy in the shower, even though it was obviously on tape, and Paterno's firing could not be rationally connected to any other "children" at the time.

Third, the prosecution changes the date of the episode from March 2002 (from McQueary's mistaken testimony) to February 2001. It turns out that the date change came from a rather unusual source considering the circumstances. The first person to alert the authorities to the real date of the shower incident was none other than Jerry Sandusky. Once again, it is clear that Sandusky has no fear of the shower story.

Of course, the story of Victim 2 then gets dropped, never to be heard from again until after the criminal trial is over and the Freeh Report/ NCAA sanctions make it obvious that Penn State is not going to fight any of this and will instead just open up its checkbook. At the time I was one of those observers who just presumed it was because we weren't sure who Victim 2 really was, but it is now apparent that the real reason we never heard from Victim 2 is that no one had an incentive for him to come forward (other than, ironically, Jerry Sandusky).

The defense dropped his story because it seems clear that, as Victim 2's lawyers have stated, that he was abused by Sandusky "both before and after the shower incident" (but not during?) and therefore was of no value to the defense. The prosecution didn't call him because, as evidenced by what Sandusky's attorney said, his version of the shower scene doesn't match McQueary's. His civil attorneys didn't want him to come forward until he was free of ever having to testify under oath about what happened and they were confident that Penn State would never require anything as messy as an actual trial or even a deposition.

So, at this point, what we have here is a mountain of circumstantial evidence (the only type you are ever likely to get in a case where you are trying to show something *didn't* happen) which indicates that that nothing sexual happened in the Penn State shower that fateful night. Here is a quick review:

Dr. Dranov, Tim Curley and Gary Schultz all say that McQueary didn't tell them about seeing anything sexual.

Mike McQueary's public and private version of the story has changed dramatically.

Mike McQueary is not a credible person/witness.

Jerry Sandusky continually has no fear of the shower story coming out.

Sandusky's attorney said that Victim 2 told a very different story and has never retracted that.

The Governor of Pennsylvania blatantly changed his story about citing the shower scene to the BOT, curiously cutting any direct ties to that specific allegation.

The prosecution knew of Victim 2's existence all along and never called him as a witness.

It is hard to understand how Sandusky got away with being a pedophile as long as he did if he was so incredibly reckless as to have "sex" with a boy in a shower where dozens of other people had access (and no, contrary to what the prosecution claimed to the grand jury, the McQueary episode did NOT occur on the Friday night before Spring Break).

All of this really only leaves two open questions. Why did Mike McQueary get caught in this web of lies, and why did Joe Paterno seemingly back up his testimony? Both questions have very plausible (and possibly non sinister) explanations, however they are rather complex and require a full analysis which I would like to save for another day. For now, I will just provide the bottom line.

When all the facts finally come out, I now believe that it will be clear that Mike McQueary had different incentives at different stages of this story and at every single one of them his story evolved to match his self interest. I also believe that it is quite possible that two of his more famous statements regarding Joe Paterno (Paterno telling him not to come over if he was looking for a job, which seems like an odd thing to remember ten years later when you can't even recall the year or the month in which it happened, and the notion that he toned his story down for Paterno out of respect) may have not only not been true, but may have been blatant lies. These stories may have been designed to protect himself from people figuring out what really happened here once he got caught in a situation far different from what he ever expected..

While I can't get into the details at this time, I do not come to this theory idly or without actual evidence.

As for Paterno, it seems rather obvious that the media has completely forgotten a narrative that they themselves created in 2010 leading to his grand jury testimony in January of 2011. He was clearly not well, even for an 84 year-old man. How any four words he uttered while being badgered by a prosecutor desperate for some back up for a star witness who is contradicted by every other piece of evidence could possibly create as much damage to the exemplary life/career he led (as "fondling" and "a sexual nature" have here) is frankly, beyond astounding.

With that said, there is a rather logical explanation for these words which does not involve proof that Paterno "knew" Sandusky did something "sexual" with a boy in a shower and did "nothing" back in 2001. I believe that the evidence (including an interview I did with a Penn State professor who spoke with Paterno about this subject just before he died) will eventually suggest that those words were not Paterno's recollections of a short ten-year old conversation with McQueary, but rather words which McQueary fed to him just prior to his testimony.

The most rational explanation here is really rather simple; almost tragically so. Joe Paterno just could not remember exactly what McQueary told him ten years before, so to help "prep" himself for his testimony (the Freeh Report shows Paterno did not go to the Penn State attorney Cynthia Baldwin to do so) he went to his then trusted wide receivers coach to refresh his recollection. McQueary then, worried only about not being hung out to dry and probably not even thinking about the implications and potential blowback on Penn State, tells Paterno words in late 2010 that he didn't use in early 2001. Paterno, not knowing any better, not worried about protecting himself because he knew he hadn't done anything wrong, and not wanting to screw up the prosecution's case, gives them essentially what they want/need to finally get Sandusky.

What comes after that is simply some of the most unbelievable and unjust history that we have ever witnessed.

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McQueary's credibility expected to shape trial involving PSU administrators



Penn State assistant football coach Mike McQueary watches as the team warms up on Oct. 29, 2011, before a game in Beaver Stadium in State College.
PHOTO BY AP

BY ADAM SMELTZ | Sunday, Nov. 3, 2013, 10:30 p.m.

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Mike McQueary typically didn't walk away.

Not when a star quarterback under his guidance endured ridicule for losing football seasons at Penn State University. Not when his high school sociology teacher teased him about his red hair.

"I would warm my hands above his head," said Joseph Boris, 64, who retired this year from State College Area High School. "He could take a joke. He was an upstanding guy."

Why McQueary, 39, delayed reporting that he witnessed pedophile Jerry Sandusky, 69, violate a young boy will reignite questions about McQueary's credibility when three former Penn State administrators go to trial for an alleged cover-up, legal analysts say. Monday marks the second anniversary of Sandusky's indictment and about 16 months since his conviction in Centre County. The administrators' trial, expected next year, isn't scheduled.

"If the jury believes McQueary's story, then the focus of the trial becomes, 'What did these three people do next?' " said John Burkoff, a University of Pittsburgh law professor. "If jurors don't believe his story, there's more to the trial."

McQueary declined to comment. His attorneys did not respond to messages regarding the Dauphin County case against former Penn State president Graham Spanier, vice president Gary Schultz and athletic director Tim Curley. The men dispute committing perjury, conspiracy and child endangerment charges.

State prosecutors allege they concealed concerns about Sandusky and effectively enabled his abuse long after McQueary says he sounded alarms in February 2001.

Fallout from the scandal keeps rattling Penn State, which last week confirmed nearly $60 million in settlement payments to 26 men who claim abuse.

Attorneys for some victims say Spanier, Schultz and Curley failed to protect boys who believed in the school and in Sandusky, a retired football defensive coordinator. State prosecutors wouldn't have the pending case if not for McQueary, legal observer Wes Oliver said.

"It all turns on what McQueary told" Curley, Schultz and Spanier, said Oliver, Duquesne University's criminal justice program director. "What the jury factually thinks occurred turns on Mike McQueary."

STRAIGHTFORWARD, OR EMBELLISHED?

Teachers and coaches trusted McQueary as he grew up and played high school football in the shadow of Penn State.

Boris, who taught McQueary during the early 1990s, called him a jock who kept away from trouble: "I'd recommend him if he asked for a recommendation."

McQueary enrolled at Penn State and became a quarterback on the late Joe Paterno's team. He set a school record for passing — 366 yards in a 1997 game against Pitt — before graduating to a brief National Football League stint.

Key dates

Nov. 4, 2011: A grand jury indicts Jerry Sandusky, a retired defensive coordinator at Penn State, on charges he abused eight boys, often on school grounds. School athletic director Tim Curley and vice president Gary Schultz are arraigned several days later on related charges of perjury and failure to report suspected abuse.

Nov. 9, 2011: School trustees remove president Graham Spanier and football coach Joe Paterno from their posts.

Nov. 11, 2011: Penn State puts assistant football coach Mike McQueary, a key witness in the criminal cases, on administrative leave.

Dec. 7, 2011: Sandusky is arrested again and charged with abusing two more boys.

Dec. 16, 2011: Curley and Schultz are ordered to trial after a preliminary hearing.

Jan. 22, 2012: Paterno dies at 85 after developing lung cancer.

June 11, 2012: Sandusky's trial begins in Bellefonte.

June 22, 2012: A Centre County jury finds Sandusky guilty on 45 of 48 criminal charges.

July 12, 2012: Former FBI Director Louis Freeh releases his Penn State-commissioned report on the Sandusky scandal, identifying governance failures at the school.

July 23, 2012: The NCAA announces unprecedented sanctions for Penn State, including a $60 million fine, a reduction in football scholarships and a four-year bowl ban.

Oct. 2, 2012: McQueary files a whistleblower lawsuit against the school, alleging he was made a scapegoat and dismissed after cooperating with investigators. He seeks reinstatement.

Oct. 9, 2012: Sandusky is sentenced to 30 to 60 years in state prison.

Nov. 1, 2012: Spanier is charged with obstruction of justice, perjury, endangering the welfare of children and other offenses. Additional charges are filed against Curley and Schultz.

April 16: A judge denies Penn State's request to dismiss McQueary's lawsuit. The case proceeds.

July 30: The latest charges against Curley, Schultz and Spanier are held for trial after a preliminary hearing in Harrisburg. Defense lawyers say they expect a trial in 2014.

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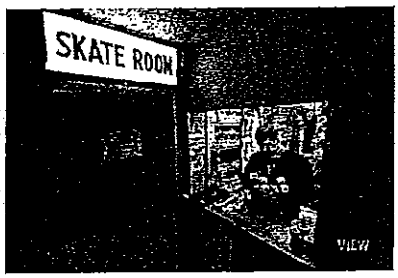

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If you were a recent Pitt men's basketball recruit, would the change in coach make you reconsider the offer?

- Yes
- No
- I don't follow college basketball

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Penn State drew him back in 2000, and he became the team's graduate assistant and recruiting coordinator. He was an assistant coach when the school did not renew his contract in 2012 — a dismissal McQueary disputes in a whistleblower lawsuit.

"As a coach, he always told you where you stood. He was always straightforward," said former quarterback Zack Mills, 31, of Frederick, Md.

Not everyone sees steady virtue in McQueary, known around State College as "Big Red." Defense lawyers accuse him of embellishing his testimony. Spanier's attorney Elizabeth Ainslie suggested during a July hearing that McQueary was "making it up as he goes along."

"I don't believe a word he says," Ainslie told the Trib afterward. She found it questionable that McQueary apparently waited for police to contact him when he heard rumors of a Sandusky investigation years after the shower incident, she said.

Sept. 24: NCAA officials restore some football scholarships and raise the possibility they might further reduce the sanctions. They say Penn State has made progress in improving its sports culture.

Oct. 2: The state Superior Court rejects an appeal effort by Sandusky, whose appeals attorney promises to take the case to the state Supreme Court.

Oct. 28: Penn State announces $59.7 million in settlements for 26 men who claim abuse by Sandusky.

Source: Tribune-Review research

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"Maybe they could create an impression that he has an interest in testifying this way to shift blame from himself," said former prosecutor Christopher Mallios, an attorney adviser at the AEquitas anti-violence group in Washington. "What exactly he told his superiors, I think, remains something that hasn't been consistent."

FAILING TO MEET 'A MORAL OBLIGATION'

A grand jury report released upon Sandusky's arrest revealed that McQueary reported a young boy's sexual assault in a football shower facility a decade earlier.

Though the presentment suggests McQueary saw an anal rape, McQueary later testified he did not directly observe that. He said he heard rhythmic slapping and saw a naked Sandusky closely positioned with a boy, concluding it was a sexual act.

Such apparent shifts in reports will help defense attorneys question his credibility and ask why he didn't immediately call police or intervene, legal analysts said.

"I don't think anyone will say this guy is a lying scoundrel," Oliver said. "The question is, 'How sure were you about what you saw?' If you weren't sure enough to act on it at the time, and you then had to go to university administrators, explain what you saw, explain that you did nothing and didn't even think to pick up a phone and call police, I think there will be real questions."

Gov. Tom Corbett, the former state attorney general, said McQueary failed to meet "a moral obligation." McQueary told Paterno about the incident the following day and spoke with Curley and Schultz within about 10 days, court testimony shows. Jurors found Sandusky guilty of the shower assault but acquitted him of a more serious charge in that incident.

POSSIBLE REASONS FOR DISCREPANCIES

Oliver and other analysts point to additional variations in McQueary's statements and tone. In court, he misremembered the year and month of the shower incident. Curley, Schultz and Spanier indicated through attorneys that McQueary never portrayed the matter as anything so severe.

"He has acknowledged that he should have done more. When he testified, he was apologetic. I think that helps his credibility," said Michael McCann, a professor at the University of New Hampshire School of Law.

Prosecutors might say human nature and the effects of time explain differences in McQueary's stories and his delayed action, Mallios said. He pointed out that Schultz oversaw the university police force.

"Most people don't know how to react when they see child sexual abuse," Mallios said. "We like to think we would immediately call police. Rationally, we know that's the right thing to do, but in most cases I've seen, that does not happen."

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