

# THE HAVEN

SPRING 2026

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the Foundation to Bet Big on Himself

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COMMONWEALTH UNIVERSITY

# THE HAVEN

MAGAZINE



COMMONWEALTH UNIVERSITY



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# CELEBRATING *New Beginnings*

You carry more than the degree you are about to receive. You carry a responsibility to lead with integrity, to serve with compassion, and to lift others as you move forward.



Accomplishment, new beginnings, and new opportunities were celebrated at fall commencement.

With December ceremonies held for the first time on each campus—Bloomsburg, Lock Haven, and Mansfield—commencement was also a celebration of new beginnings for CU.

Interim president Jeffery Osgood spoke at selected ceremonies on each campus.

“Today is a day of celebration. It is a day of reflection. But more than anything, it is a day of profound possibility,” said Osgood.

Osgood became CU’s interim president on August 1, 2025, coming from West Chester University where he was executive vice president and provost, serving as the institution’s chief operating officer and chief academic officer. Osgood is currently the candidate under consideration in the search process for CU’s permanent president.

“Each of you reached this moment through perseverance, passion, and resilience. You navigated challenges, embraced opportunity, and demonstrated the grit and determination,” Osgood told the graduates. “You are here today not just because you made it through, but because you grew through what you faced.”

“Commencement, like the holidays, invites us to pause. To step out of the noise and remember what truly matters,” said Osgood. “The most important things in life are not found on a screen or a résumé line. They are found around tables, in living

rooms, on long drives home, in laughter with people who know us well, and sometimes in the quiet moment when a pet settles into our lap and reminds us what it feels like to matter.”

“I’m reminded of something Dick Van Dyke once said. He counted himself among the luckiest people in the world because he spent his life doing work he would have chosen even without reward. He said he felt lucky simply to bring a little light into the world.”

“At its best, education does exactly that. It lifts the human spirit. It awakens possibility. It calls the best in us forward and asks us to put it in service to something greater than ourselves.”

“Now you stand at the threshold of what comes next. The world you are entering is complex, fast-changing, and filled with real challenges, but also extraordinary opportunity.”

“Wherever your path leads, remember this: your knowledge is a tool, your passion is a guide, and your character is the foundation of your impact. Do not be afraid to take risks. Do not be afraid to challenge the status quo. Progress has always belonged to those willing to act with courage and purpose.”

“You carry more than the degree you are about to receive. You carry a responsibility to lead with integrity, to serve with compassion, and to lift others as you move forward.”

“Graduates, the world is waiting for your ideas, your voice, and your light.”

## Nathan Brinker

### CU Student Trustee

Nathan Brinker has been appointed to the Commonwealth University Council of Trustees. A junior health and physical education and pre-athletic training double major from Lock Haven, Brinker will represent the Lock Haven campus as a student trustee.

Brinker is a student employee in the Parsons Union Building at CU-Lock Haven and is involved with several campus organizations including serving as president of the Full Gospel Fellowship Club, a member of the Student Auxiliary Services (SAS) Board, and Student Government Board. In his position as student trustee, Brinker says he is interested in giving students a greater sense of connection across all Commonwealth University campuses.

“I believe I can be a voice of reason and understanding for both my campus and my peers,” Brinker writes in his trustee application. “I often hear students share thoughts, both positive and negative about their experiences, but many don’t know how to express those ideas or where to direct them. I want to help change that.”

“Through SAS, I have been involved in evaluating and making financial decisions that affect many demographics on campus,” Brinker says. “It has helped me see how committed I can be to my peers, while also contributing to the future of the campus community.”

## CU Website Wins Pair of International Golds

The CU Strategic Communications and Marketing team has earned international acclaim, taking home a pair of gold awards for the commonwealthu.edu website at the 2025 Hermes Creative Awards one of the world’s oldest and most prestigious creative competitions.

Administered by the Association of Marketing and Communication Professionals (AMCP), the Hermes Creative Awards honor outstanding work in traditional and emerging media. Each year, competition judges evaluate the international creative industry’s best work.

The CU website won gold in the Educational Institution Website category and received a second gold for Project Achievement in Website Consolidation, recognizing the successful unification of multiple university properties into a single, user-focused digital experience.

Launched in June 2024, the Commonwealth U website unified three legacy university websites and a microsite into

a single, cohesive platform. The website reflects the unique history, identity, and traditions of CU’s four campuses, while delivering a streamlined user experience. Features such as campus-specific filters for academic programs, news, events, and profiles allow users to tailor their web experience to their respective needs.



# TO LEARN, TAKE ACTION

**Karl Kapp Publishes 'Action-First Learning: Instructional Design Techniques to Engage and Inspire'**



Early in his career, long before he was a university professor, Karl Kapp worked as a trainer in industry. And to prepare for his new job, he attended training.

He recalls arriving at a training center in an industrial park. “I heard a lawn mower humming in the background as I took my seat near one of the windows. I saw an overhead projector at the front of the room next to a huge stack of slides the instructor would use to teach the class. Immediately, I struggled to stay engaged. The instructor monotonously recited information directly from the slides and his dog-eared teacher’s guide. He spoke with no emotion, as if unaware of the two dozen learners in the room. Slide after slide after slide.”

The lawn mower was a highlight of the day, and Kapp thought to himself, “There has to be a better way.” Kapp, professor of instructional technology and director of the Institute for Interactive Technologies at Commonwealth University, in April 2025 published *Action-First Learning: Instructional Design Techniques to Engage and Inspire*.

The author or coauthor of more than half a dozen books on the convergence of learning, technology, and business, Kapp’s latest book is making waves. On Amazon, it’s ranked 70th in books on “leadership training.”

In *Action-First Learning*, Kapp covers nine types of learning experiences in one volume—from card and board games, escape rooms, and branching scenarios to augmented reality and AI-powered coaching. Kapp also includes a chapter by instructional designer Amy Pape (a Commonwealth University alumna) about how to improve action-first learning by making it more accessible. Each chapter includes a case study, a design checklist, as well as tips on how to leverage AI to help create action-first learning.

“Academic research and personal experience all tell us that when learners do something right away during the learning process, they are more fully engaged,” says Kapp. “The immediate action sets the tone for the rest of the instruction. Action for action’s sake is not the goal of action-first learning.



The goal is purposeful and meaningful action—always tied to specific learning outcomes.”

Many of Kapp’s previous books are about using games and gamification in instructional design—a concept that has since taken off with his gamification and interactive learning courses on LinkedIn Learning, gamification built into learning platforms as a matter of course, and even gamification graduate certificates.

## CU Awarded 5-Year TRIO Grant to Support Students

The U.S. Department of Education has awarded CU a federal TRIO Student Support Services (SSS) grant to improve college retention and graduation rates among low-income, first-generation students, and students with disabilities. The five-year (2025–30) grant total for CU is \$4,855,160.

CU's TRIO Student Support Services programs are led by campus-based directors including Kelly Foran (CU-Bloomsburg), Natalie Serafini Lombardi (CU-Lock Haven), and Kim Lamar Shelton (CU-Mansfield).

This grant will allow CU to further its commitment to ensuring all students regardless of educational barriers can succeed academically and develop personally at Bloomsburg, Lock Haven, and Mansfield.

Additionally, the directors stressed that the TRIO SSS program levels the playing field and strengthens the student-experience by equipping our students with the resources, guidance, and support to graduate.

Bloomsburg was awarded \$332,393 per year for a total of \$1,661,965, while Lock Haven was awarded \$353,530 per year for a total of \$1,762,650, and Mansfield was awarded \$286,109 per year for a total of \$1,430,545.

## CU Programs Earn Top Rankings

Several of CU's master's degree programs have achieved top rankings by outside organizations.

CU was ranked **No. 1 on the 2026 Best Master's in Counseling Programs** in Pennsylvania list by Counseling Psychology for its master's in school counseling and master's in clinical mental health counseling programs. Courses for both programs are delivered 100% online through a combination of synchronous and asynchronous classes with full-time and part-time options.

CU's **Master of Education in Curriculum and Instruction** was ranked **No. 1** in Pennsylvania for 2026, according to [mastersineducation.org](https://mastersineducation.org). The 100% online Master of Education in Curriculum and Instruction program offers concentrations in alternative education and social, emotional, and behavioral wellness and includes the option to earn certificates in English as a second language, e-learning specialist, instructional game design, or an interest-based track.

## Lock Haven Honors College Holds Alumni Reunion



The Lock Haven Alumni Association hosted a special reunion to bid farewell to the original Honors House on campus and welcome the new Honors Center in Ulmer Hall.

Lock Haven honors alumni from across the decades gathered to reconnect, share stories, and celebrate the program's growth

and lasting impact. Alumni reminisced about their time in the original Honors House and enjoyed a guided campus tour, where they reflected on how the campus has evolved since their student years.

During the event, Ashley Conrad, director of alumni engagement, encouraged alumni to support the honors program through donations and upcoming fundraisers, helping ensure continued opportunities for current and future students.

Remarks were also shared by Holle Canatella, Eileen G. Jones Honors College director, who reflected on the program's history and its bright future in the new space. Dr. Christopher Podeschi, honors program interim dean, was also in attendance.

The new Honors Center in Ulmer Hall will continue the tradition of supporting academic achievement, leadership and lifelong connections among CU-Lock Haven honors students.

# HAVEN HOMEcoming 2025



CU–Lock Haven celebrated Homecoming 2025 from October 14–18, welcoming alumni, students, faculty, staff, and community members back to campus for a week filled with Bald Eagle pride, tradition, and fun.

The 14th Annual Golf Cart Parade and Lawn Party transformed campus into a festive “Haven Halloween” celebration. Attendees lined North Fairview Street and Ivy Lane to watch more than 50 creatively decorated golf carts make their way down the parade route, tossing candy to children and spectators along the way. The Lawn Party offered free food, games, inflatable fun, and live music.

Several athletic events were held throughout the week as well as alumni events, including the annual Alumni Golf Classic at Belles Springs Golf Course, a doormat craft-making event, “Friday Afternoon Recreation Time” mix & mingle with more than 85 alumni in attendance, and the Class of 1975 50th reunion.

The Bald Eagle football team battled West Chester University, coming away with a 28-21 come-from-behind victory to defeat the Golden Rams for the first time in 34 years.





**SAVE THE DATE!  
HOMEcoming 2026  
IS OCTOBER 3**



# AN ATHLETIC HOMECOMING

Albert Jones '99 Makes a Lasting Impact on Lock Haven Athletics

By **Owen Lukens**

Albert Jones '99 at Hubert Jack Stadium



Albert Jones' Lock Haven journey reads like a homecoming story written for college sports fans.

A former Bald Eagle football standout, Jones' appointment as director of athletics in May 2025 marks the culmination of a career distinguished by leadership and a genuine commitment to the Lock Haven community.

When Jones first stepped on campus at Lock Haven in 1994, he had one goal in mind: to become the first person in his family to graduate from college. "My mom and dad (Gwen Talbot and Winston Jones) stressed to me the importance of graduating from college, and I wanted to honor that."

Jones more than achieved his dream. A four-year football starter (1994–99), Jones graduated as the program's all-time leader in tackles for loss. He earned his undergraduate degree in business management in 1999 and a master's in organizational management from the University of Phoenix in 2003.

"I made the most of my time at Lock Haven," recalls Jones. "I was involved in committees at all levels, and I wasn't afraid to meet people. That's what got my foot in the door. I encourage students to get involved beyond academics. College is a microcosm of life, offering valuable practice for adapting to new environments, building relationships, and developing comfort with discomfort—skills that are directly transferable to post-college life."

His background includes serving as human resources manager at West Pharmaceutical Services, and previously holding pivotal posts at Lock Haven, directing human and cultural diversity, and then serving as assistant to the president for social equity and associate director of human resources. In all these roles,

Jones' service was rooted in the values of leadership and collaboration.

Before leading athletics, Jones served as CU's chief diversity, equity, and inclusion officer from 2021 to 2024, a role that highlighted his drive to nurture a culture of respect and continual learning.

Even before returning to The Haven as an employee, Jones remained close to the heart of Bald Eagle athletics, contributing as a Hall of Fame committee member and longtime volunteer. His love for The Haven transcends job titles, as highlighted by campus administrators and peers who continue to praise his loyalty, vision, and energetic leadership.

Jones was appointed interim director of athletics in August 2024 and made permanent director in May 2025. For Jones, leading more than 500 student-athletes brings his career full circle after he began his journey at Lock Haven as a student-athlete.

Jones quickly made an impact—his efforts leading to increased sponsorships and the expansion of partnerships, pushing new revenue streams for Lock Haven Athletics.

“College is a microcosm of life, offering valuable practice for adapting to new environments, building relationships, and developing comfort with discomfort.”

## FAMILY TIES

Jones' daughter Kiahna Jones and son Collin Jones '24M both followed in their father's footsteps by joining the Lock Haven family.

"Lock Haven creates an environment that helps students grow academically, athletically, and personally," says Jones. "I trust Lock Haven with building my children for their future, which is the same trust I want to earn from parents who are considering sending their children to Lock Haven."

Kiahna, in her third year on the women's basketball team, is pursuing a degree in early childhood education. In her first two seasons, the Bald Eagles won the Pennsylvania State Athletic Conference Eastern Division Championship and set a program record with 22 wins in a season in 2023.

Collin started his collegiate basketball career at Lebanon Valley College, where he earned a bachelor's degree in digital communications in 2023 and scored 1,490 points. He joined the Bald Eagles for his graduate senior season and was named to the All-Conference Team. In 27 regular-season games, Collin powered an electric Bald Eagles' second unit with 12.6 points and 3.4 rebounds per game, helping guide The Haven to the 2023-24 PSAC Eastern Division Championship. Collin graduated from Lock Haven in 2024 with a master's degree in sport management.



*Albert Jones '99 speaks with parents of prospective CU students.*

Beyond numbers and deals, Jones has elevated the experience for athletes and fans by expanding concessions, improving tailgating, introducing dynamic game-day promotions, and invigorating the social media presence. Whether collaborating on new initiatives or encouraging turnout, Jones' leadership inspires a sense of belonging and excitement on game days.

Jones has put a major emphasis on building a sense of belonging for alumni, where all former players feel welcomed and valued regardless of their role.

"I had a unique opportunity to be a part of both my children's (Kiahna and Collin, see sidebar) journeys through college, and I am very grateful for that," Jones adds.

"I take great pride in the individuality of Collin and Kiahna and the paths they are on. I have had a front seat to see them thrive."

Jones' goals include establishing endowed scholarships for all sports, ensuring consistent and long-term funding for athletic programs, and providing sustainable resources and upgraded facilities.

"My vision is for us to become a dynamic and progressive athletic department that constantly pushes for improvement and change by creating an environment where the athletic department is recognized as a powerhouse within its conference and on a national level for both Division II and I sports."

*Albert Jones '99 speaks with prospective Commonwealth University students.*



# CAPTURING LIFE'S WILD ADVENTURES: THE STORY OF ETERNALLY WILD PHOTOS

By Sarah Smeltz

Meet Madison Bair—who most people know simply as “Maddie.” A Lock Haven native with an adventurous spirit, Bair is a junior business marketing major, a proud member of the Lock Haven track and field team, a creative with a camera, and someone who’s only just getting started.

Bair’s college journey began at the University of Rhode Island, where she spent her first semester falling in love with both the coast and photography. To Bair, photography was never just about snapping a picture—it was about perspective. “I love being an outsider looking in,” she says. “I see people and their days from a completely different angle.”

Though Rhode Island offered plenty of inspiration, she felt something was missing. Wanting to be closer to home, Bair returned to the place she loved most—Lock Haven—and enrolled at CU–Lock Haven. “The Lock Haven area is so beautiful, and the community is so welcoming,” she says. “It makes me feel like I’m part of something bigger.”



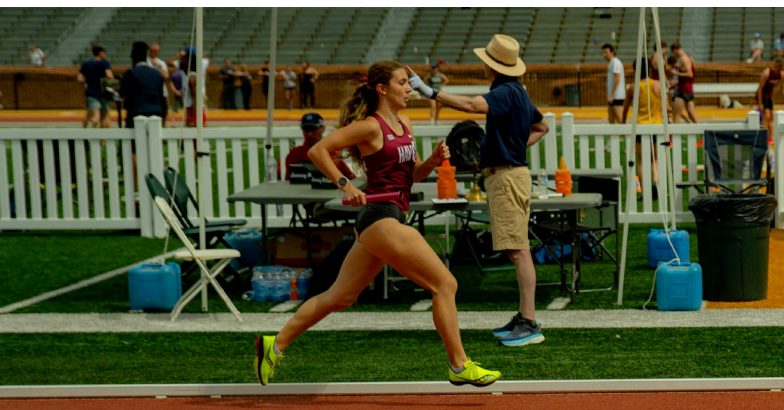
Back home and ready for a new chapter, Bair turned her passion into a purpose. Inspired by photographers she’d met through her travels, she launched Eternally Wild Photos in 2023, a business built on her love for capturing authentic, adventurous moments.

Eternally Wild Photos was created for people just like her: those who can’t sit still, who feel most alive outside, and who crave connection with nature. Maddie describes herself as an adventurous elopement photographer—a storyteller who documents intimate sessions in breathtaking, off-the-beaten-path locations. “Adventurous photographers don’t just take pictures,” she explains. “We help create and document an experience.”

For Bair, learning lessons that she could apply directly to her work has been a game-changer. The marketing skills she’s gained in the classroom have helped her grow her audience, increase engagement, and strengthen her brand. “It’s great when we learn a lesson in class, and I can immediately apply it to my business,” says Bair. “Then I get to share feedback on how it’s helped me grow.”

Between coursework, track practice, and client shoots, Bair knows the challenge of keeping all the plates spinning. “Each part of my life goes into the other. School helps me with my business, track builds my discipline, and photography is my purpose.”

Bair credits one key skill for making it all work: time management. “My time is valuable, and I respect it. It’s all about managing everything in a way that lets me be a student, an athlete, a business owner, and a 21-year-old.”



*For Maddie, running isn’t just a sport—it’s where she feels most alive. Being part of the Lock Haven Track and Field team keeps her grounded, moving, and inspired.*

Her advice to other students or young creatives chasing their passions: “If you’re passionate enough about it, the haters and the comments won’t matter. In this crowded field, you’ll find people who support you and stand in your corner. The thing about your passions is that they’re a part of you—no one else.”

Since launching her business, Bair’s camera has taken her to some truly incredible places—from the dramatic cliffs of Amalfi, Italy; the red rocks of Sedona, Arizona; the misty forests of Acadia National Park, to the windswept shores of Block Island and the golden sunsets of Max Patch, Tennessee. Each destination has offered her not only new landscapes to photograph, but new people, new stories, and new perspectives to capture. “Every time I travel, I come home changed,” says Bair. “You meet people who remind you why you fell in love with photography in the first place—the way a photo can freeze a feeling, not just a moment. I’m so lucky that this is my job.”

But Bair’s vision goes beyond her own adventures. While photography remains her first love, she’s now expanding into Super 8 film and content creation, blending nostalgic storytelling with modern artistry. Her next goal? Hosting photography retreats—immersive, hands-on experiences designed for aspiring photographers and creatives who crave connection as much as inspiration. “These retreats will give people a chance to photograph in new places, meet others who share their passions, and grow together,” says Bair. “It’s not just about taking better photos—it’s about building confidence, finding your creative voice, and realizing there’s room for everyone in this space.”

Her bucket list, of course, is far from complete. Bair dreams of documenting love stories at Mount Rainier in Washington, dancing across the Great Sand Dunes of Colorado, and capturing reflections in the glacier-blue waters of Banff, Canada. She’s set her sights even farther, imagining shoots amid the raw beauty of Iceland and the rolling green hills of New Zealand.

“There’s so much of the world to see—and I want my camera to take me there.”

“Every time I travel, I come home changed. You meet people who remind you why you fell in love with photography in the first place—the way a photo can freeze a feeling, not just a moment.”



*Above: On top of Zugspitze, Germany’s highest peak, Bair snaps a photo of herself—capturing a moment of calm in the middle of constant motion.*

*Left: With the vibrant Italian coastline rising behind them and the sea whispering below, Bair documented a love story that felt both intimate and cinematic.*



By John Vitale

# OUTWORK. OUTTHINK. OUTLAST.

## The Lock Haven Way.

By **John Vitale**

**Lock Haven lessons gave Nick Subich '17 the grit, determination, and confidence to bet on himself. Now, the owner of a \$1.7 billion business, success is no longer about what he achieves; it's about the lives he can positively impact along the way.**

**W**hen Nick Subich '17 booked a last-minute flight to San Diego for a one-drink sit-down with a potential business partner, he had no guarantees—just a gut feeling and a willingness to bet on himself.

Two days later, that 15-minute encounter in a hotel lobby bar became the catalyst for a \$6.4 million loan that launched him into the next stage of building a finance company he has since grown from a three-person team in a small office to a 40-person operation managing \$1.7 billion in assets across nine locations in three states.

That kind of leap of faith has defined Subich's journey—from a financially strapped Lock Haven business administration major who needed donor-funded emergency tuition assistance to complete his degree, to a future-focused young professional who took a massive pay cut to chase opportunity in Pittsburgh's financial sector, to the founder and CEO of YTS Wealth Management, one of the fastest-growing independent firms in the region.

But if you ask Subich, his success has never been defined by dollar signs or the amount of assets acquired and managed by YTS. For Subich, success is about people—especially young people—and how he and his team can positively impact others.

That purpose came into sharp focus last spring when Subich participated in a Career Intensive Boot Camp hosted by Commonwealth University’s Office of Alumni and Professional Engagement. He anticipated spending the day sharing career advice with Bald Eagles, Huskies, and Mounties alike. What he didn’t expect was that one conversation would turn into an opportunity for his entire company to spend a summer changing lives.

After serving as the keynote speaker at the event, a Lock Haven alumna who was also volunteering that day approached him with an invitation for YTS to partner with a summer program near Pittsburgh that helps elementary through high school students prepare for college and the workforce.

Subich didn’t hesitate. Within weeks, he mobilized his entire YTS Wealth Management team to join the effort. That summer, they mentored more than 50 students—offering résumé workshops, mock interviews, professional headshots, and more.

“Seeing those kids and talking to their families gave me goosebumps,” says Subich. “There’s very little in my business that moves me emotionally like that did. It reminded me why I must keep giving back.”

That experience, he said, also reinforced something he first learned as a student at The Haven: success only matters when it’s used to help others.

“I came back to Lock Haven for one day—and one day created an opportunity for my whole company to spend an entire summer helping kids,” says Subich. “Imagine the collective impact we could have if more alumni came back to campus. The possibilities are endless.”

Subich’s commitment to giving back doesn’t stop with volunteerism. In 2024, he established the Subich Securities Industry Exam Professional Experience Grant (PEG) through the Lock Haven University Foundation (LHUF), a fund that helps business students take their finance licensing exams and earn professional certifications before graduating. In early 2025, he was elected to the finance committee of the LHUF board of directors.

Subich’s philosophies of “sweat equity,” giving back, and “never stop doing things that are hard” are all inspired by his Lock Haven roots as a football student-athlete and ROTC cadet. He is also quick to note that Lock Haven connections continue to influence YTS’s culture and growth, including fellow alumni Austin Barber ’23, who serves as a content creator on Subich’s media team,



and S. Creig Batcheler ’70, a financial advisor with the firm.

“Everything I’ve achieved started at Lock Haven,” says Subich. “Lock Haven didn’t just give me an education—it gave me the confidence to bet on myself; that’s the best investment I’ve ever made.”

“Nothing worth having comes easy,” he adds. “If you want to succeed, you have to outwork, outthink, and outlast. I learned that during my time at The Haven.”

Subich often shares those messages with students, reminding them that the real reward isn’t about your title or your paycheck—it’s about the journey, and the people you get to impact along the way.

“Success isn’t just about what you achieve. It’s about what you do with it once you have it,” Subich says. “My

story is just getting started—it’s not about my first 30 years of life; it’s about what I do from here on out. It’s about the people I can help, the students I can inspire, and the opportunities I can create for others.”

For Subich, that means continuing to give back to the alma mater he says helped him become a man. More importantly, it means supporting fellow Bald Eagles walking the same campus halls he once called home, and imparting wisdom into the next generation of entrepreneurs that with enough grit, hustle, and Haven pride, anything is possible.

“ Seeing those kids and talking to their families gave me goosebumps. There’s very little in my business that moves me emotionally like that did.

It reminded me why I must keep giving back. ”



## GLEN ALLISON '94 RETURNS TO THE HAVEN to Inspire and Celebrate

By **Jaime North**

Even after decades away, it still feels like home.

Glen Allison '94, advisor for People's Internet Experiment—a new company reimagining online advertising—returned to campus for two days in November for CU–Lock Haven's first in-person ZIPD Business Conference experience with a reflection on how a degree in health and physical education became the unlikely foundation for a career in the global tech industry.

"It's been more than 30 years since I've been in Lock Haven," Allison says. "And I credit the Health and Physical Education Department for a large part of my success in technology."

Allison also spent time with the track and field team, gathering for a team photo at the Glen Allison Family Track & Field Complex, named in his honor. With a career that includes roles at AOL, Microsoft, Palm, and Cameo, and serving as COO of Honey during its \$4 billion acquisition by PayPal, Allison's visit underscored his deep affection for The Haven and his commitment to supporting the alma mater that shaped his journey.

That connection between sports training and tech leadership became the heart of his talk—an ode to determination, perseverance, and adaptability.

### Lessons from Microsoft's Toughest Interviews

Allison recounted his early career challenges, especially his grueling path to joining Microsoft.

"It was the hardest interview process of my life," Allison says. "Eight conversations where I thought, 'Why would they hire someone with a P.E. degree?'"

But it was precisely his background in physical education—the grit, endurance, and teamwork—that helped him stand out. "What Lock Haven taught me about dealing with adversity," he says, "carried me a lot further than some of the computer science degrees from Stanford or MIT."





He went on to become a senior leader at Microsoft, later entrusted with one of the company's toughest internal interview roles—the person responsible for assessing candidates' adaptability beyond technical skills. It was a position that tested whether potential hires could thrive amid change, a skill he now insists is critical for career success in every industry.

### The Power of Adaptability

Allison's central message was simple and timeless: success stems from the ability to adapt.

"The only thing that doesn't change is change itself," Allison says, urging students to embrace career uncertainty rather than fear it. "For better or for worse, Lock Haven doesn't have the same resources as the elite universities. But that teaches you how to be creative with what you have. That creativity, that determination—it's your advantage."

Allison spoke of colleagues who rose through the ranks beside him, including one who now leads Google operations.

"What he wrote on my LinkedIn page was, 'Glen gets it done,'" Allison says. "And that's the greatest compliment anyone can give. Because in business, that's what matters."

### Building Resilience for an Uncertain Future

As artificial intelligence and automation reshape industries, Allison sees adaptability—not technical prowess—as the defining trait of tomorrow's leaders.

"You're going to deal with things you've never encountered before," Allison says. "And that's okay. The job you apply for might not be the one you end up doing. Be ready to stretch, take risks, and learn as you go."

His advice was as straightforward as it was motivational.

"Embrace change, take ownership, and finish what you start," Allison says. "I never wanted to be the smartest person in the room. I wanted to be the one who crossed the finish line, no matter what."



## MARSHA KAISER '76

### Empowers Students with Gift Inspired by Volunteerism

Lock Haven was more than where Marsha (Peterson) Kaiser '76 earned a degree—it was where she found confidence, lifelong friendships, and the belief that anything was possible. As the first in her family to attend college, Lock Haven gave her the support and sense of belonging she needed to thrive—especially through her Zeta Tau Alpha (ZTA) sisterhood.

After a successful and diverse career, Kaiser felt called to give back to the place that gave her so much. Reconnecting during ZTA's 50th anniversary celebration in 2019, she began volunteering through alumni panels and mentoring students, finding inspiration in their determination to overcome the same challenges she once faced.

"Interacting with students reminds me of my own journey," she says. "I wanted to make sure financial hardship doesn't stand in the way of their success."

Motivated by that belief, Kaiser and her husband, Bob, made a major planned gift to the Lock Haven University Foundation to support future first-generation students and ZTA sisters.

"Becoming a member of the LHUF's Legacy Society is deeply meaningful," Kaiser shares. "You don't have to be wealthy to make an impact. Every gift helps ensure Lock Haven remains a place where students can dream big and achieve their goals."



## DAN CRUTTENDEN '73 Honors Wife's, Linda '71, Championship Legacy

For Dan '73 and Linda (Repp) Cruttenden '71, Lock Haven has always been where their story began—and where their shared values of perseverance, equality, and education continue to make a difference.

In 2020, Dan established the Linda Repp Cruttenden Scholarship through the Lock Haven University Foundation to honor his wife's trailblazing career as a coach and

advocate for women in athletics. The scholarship provides annual support to a women's basketball student-athlete who demonstrates leadership on and off the court. Recently, the couple pledged a major estate gift to endow the fund in perpetuity. "Linda worked so hard and accomplished so much, often without the support or recognition she deserved," Dan says. "I wanted to ensure her legacy lived on in a way that inspires future generations of women."

A pioneer in girls' and boys' sports, Linda led Dieruff High School's girls' basketball team to back-to-back state titles in the 1970s and became a passionate voice for gender equity in athletics.

"Lock Haven is where I met my husband, where I grew up as a person, and where I gained the confidence to succeed," Linda says. "It makes me proud to support young women and give them opportunities to chase their dreams."



## LILY SHERER '25 Inspires Emerita Paula 'Sandy' Bell to Invest in Women's Wrestling

For most of her life, Professor Emerita Paula "Sandy" Bell had little connection to wrestling—until one moment changed everything.

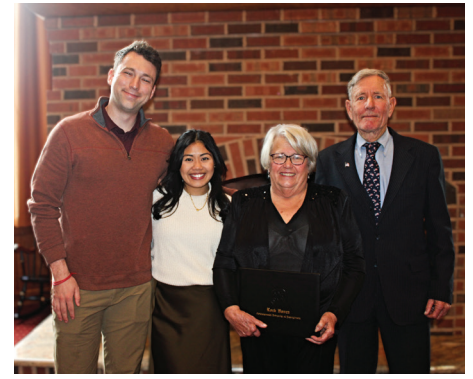
While attending the gala launching The Rise Campaign last fall, Bell listened as 2025 Lock Haven graduate and All-American women's wrestler Lily Sherer shared her story of overcoming barriers as a woman in a male-dominated sport.

"She spoke with such honesty and courage," says Bell. "Her words brought back memories of being the only woman in the room, constantly having to prove myself. I saw so much of my own journey in hers."

That moment of connection inspired Bell to establish the W. Max Bossert Jr. and Paula F. Bell Women's Wrestling Scholarship, one of the first at Lock Haven dedicated solely to supporting women wrestlers.

A trailblazer herself, Bell built a groundbreaking career in computer science, becoming the first female professor in Lock Haven's department and mentoring countless students during her 19-year tenure. Now a generous university supporter, Bell continues to champion opportunity through scholarships for women in technology and student-athletes.

"There are two ways to invest," she says. "One is financial, and the other is through engagement. You don't have to be wealthy to make a difference."



## PYLE FAMILY Honored with In Memoriam Degree for Late Son, Daniel

CU–Lock Haven awarded an In Memoriam degree to Daniel William Pyle, a Lock Haven student remembered for his leadership, compassion, and service as a U.S. Army officer.

Daniel, a history major and ROTC cadet, died in a car accident in 2002 at age 21. To honor his memory, his parents, Bill and Diane Pyle, established the Daniel William Pyle Lock Haven University ROTC Scholarship, which has since helped nearly 20 students become commissioned officers in the Army.

At a ceremony in the Durrwachter Alumni Conference Center, attendees reflected on Daniel's enduring impact. "Daniel's story reminds us that The Haven Family is bound by shared values of courage, compassion, and service," says Ashley Koser, LHUF executive director. "Bill and Diane have turned unimaginable loss into an enduring gift."

John Vitale, LHUF director of marketing and communications, adds, "Through every scholarship they've awarded, the Pyles have kept Daniel's dream alive. The Lock Haven community is stronger because of their enduring love for their son."

Known for his love of the outdoors and commitment to service, Daniel's legacy continues to inspire Lock Haven students and future Army officers—ensuring his spirit of leadership lives on at The Haven.

# Happening AT THE HAVEN



## LOCK HAVEN CELEBRATES LAVENDER GRADUATION

The DACC was filled with pride, love, and celebration as we honored nine graduating students at Lavender Graduation—a ceremony recognizing the accomplishments and resilience of our LGBTQ+ graduates. Hosted by the LGBTQ+ and Ally Student Organization, the event featured inspiring words from keynote speaker Ashleigh Strange, Executive Director of Governor Shapiro's Commission on LGBTQ Affairs. To see the full post and to follow us on social media, scan the QR code to learn more.



## A LOCK HAVEN TRADITION ROLLS ON!

Haven Nation showed up and showed out for the 2025 Golf Cart Parade! Students, faculty, staff, and community members came together for one unforgettable evening of creativity, spirit, and fun. To see the full post and to follow us on social media, scan the QR code to learn more.



## FROM THE CLASSROOM TO THE COMMENCEMENT STAGE

This Bald Eagle's journey takes flight—revisiting her Pre-K, elementary, and high school roots before donning her cap and gown at The Haven. Every chapter led her right here. To see the full post and to follow us on social media, scan the QR code to learn more.



## A NIGHT OF CHAMPIONS AT THE TALONS

From red carpet moments to unforgettable wins, The Talons brought the glam and the glory! Our Bald Eagles traded jerseys for formalwear to celebrate athletic excellence, hard work, and heart. To see the full post and to follow us on social media, scan the QR code to learn more.



## SCIENCE IN ACTION AT HARVEY'S RUN

Lock Haven students have spent the semester turning Harvey's Run into their outdoor classroom—sampling water, catching critters, and gathering data for a local dam removal project led by Dr. Steven Seiler. Real research, real impact, right here in our community. To see the full post and to follow us on social media, scan the QR code to learn more.

### A NOTE TO PARENTS

If this issue of *The Haven Magazine* is addressed to a daughter or son who has established a separate residence, please notify us of that new address by sending an email to: [magazine@commonwealthu.edu](mailto:magazine@commonwealthu.edu)

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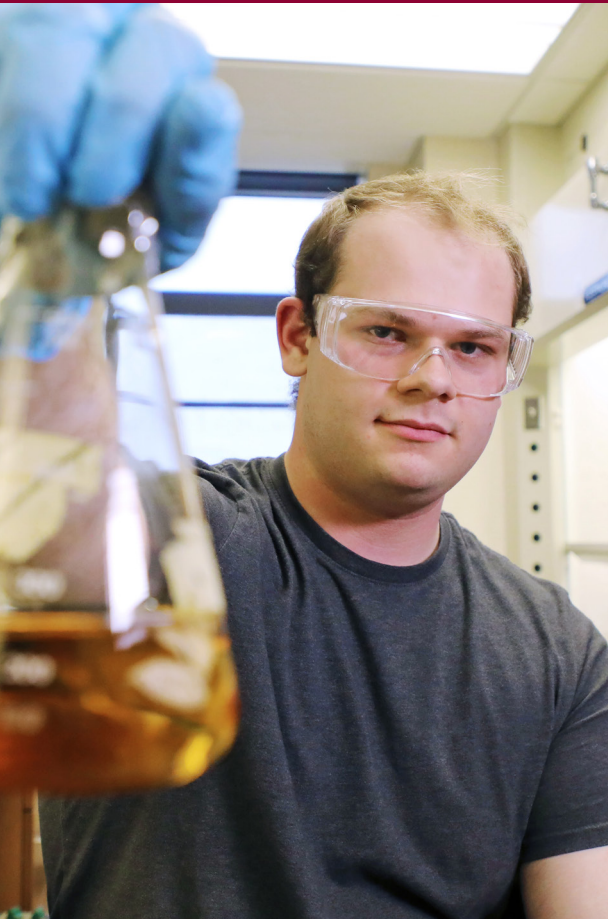
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## GROWING SUCCESS: A PATH TO CUTTING-EDGE RESEARCH

By **Jaime North**



### **Nick Manning loves to optimize things.**

A junior CU–Lock Haven chemistry major, Manning’s investigative drive was sparked while operating his own microgreens business in high school, where he sold plant sprouts to family, friends, and teachers.

“One of the big things I did was optimize the sprouts’ growth rate to grow faster, which yielded more profit and slashed costs,” says Manning. “I became very focused on optimizing specific processes to improve the effectiveness of a product.”

That interest led Manning to explore nanofabrication and materials science—a discipline that explores the relationship between a material’s structure, processing, and performance in various applications.

Manning had a busy year delving into materials science. Last summer, Manning accepted a Research Experience for Undergraduates (REU) position at the University of Minnesota, where he worked with faculty and graduate students on advanced materials research. He was one of 25 students nationally chosen for the program.

And he kicked off 2025 at the University of Arizona’s iconic Biosphere 2 with the second annual MateriALZ Winter School. He spent four days attending tutorials, soft skill workshops, and panel discussions covering topics on materials science, chemistry, and engineering—as well as exploring Biosphere 2 firsthand.

“I really find plants fascinating, and the biosphere has so many different kinds of plants from every continent,” says Manning. “It’s just very interesting to see. I’ve never seen a cacao plant before. It had all these plants from Alaska down to sub-Saharan Africa growing there, all thriving in the same setting.”

Manning says he’s not done traveling for research opportunities just yet.

“Next summer, I’ll apply to national labs,” says Manning, adding that NASA is one of his targets. “I’m going to continue to work and see if I can earn a spot in some of the country’s most competitive programs.”

“I want to be the best, to be at the forefront. Putting in time outside of class applying what I’ve learned, often new concepts, there’s something about it I just love.”