



Feb. 11

**Where's Bob?**

Where did university photographer Bob Elbert find this glass and wood combination? Hint: He used a tricky angle to capture the unique architecture.

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**Work continues on building FY11 budget**

A quick look at the timing for building the university's next budget -- and some of the variables in the process.

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**Senate debate of eliminated programs and positions continues**

Policies and procedures for the elimination of academic programs and faculty positions were debated at the Feb. 9 Faculty Senate meeting. Handbook changes and a new memorandum of understanding dealing with the issues could be voted on in March.

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**Thomson to retire as Vet Med dean next year, remain on faculty**

Dr. John Thomson, dean of the College of Veterinary Medicine, announced Feb. 9 that he is retiring as dean effective Jan. 1, 2011. He intends to serve on the ISU faculty.



John Thomson

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**Additional training sessions planned for P&S supervisors**

Human resource services has scheduled nine additional training sessions for supervisors on the professional and scientific performance management program. Classes begin this month and run through June.

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**Report: Faculty salaries still lagging**

Despite strong average increases in 2008 and 2009, ISU's faculty salaries still rank low among peer universities.

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**Experience reality, virtually**

ISU's Virtual Reality Applications Center has scheduled free, public tours of its 3-D technology. Online registration is required.



Feb. 11

**Compensation, performance management top council business**

Professional and Scientific Council members learned

**Announcements**

- Feb. 16 presentation looks at Iowa's position in National Assessment of Educational Progress
- Rec Services offers personal training services for faculty, staff
- Students seek volunteers for nutrition counseling
- Couple and Family Therapy Clinic welcomes new clients
- April dates announced for career conference for high school girls
- Free informational lunch on MBA program is Feb. 17
- Free tax assistance available Feb. 16-April 14
- Reminder: Student employee-of-the-year nominations due Feb. 12
- IPERS rep on campus Feb. 15 for individual consultations
- Library offers workshop on EndNote Web online bibliography tool
- Students offering free health screenings to employees Feb. 17

**Receptions & open houses**

## Reception

- "Reflections," portraits by ISU students, Feb. 17

**Arts & events**

Orchid Fest

**An early taste of spring**

Displays, lectures and live music performances are planned for the Orchid Fest Feb. 13 at Reiman Gardens.

**Honors & awards**

- Sanjeevi Sivasankar

**Around campus**

Beginning Farmer Center receives deferred gift

An alumni couple from Wright County

at their Feb. 4 meeting that compensation policies and a new compensation structure are on the horizon.

Virtual Reality Experience

has committed \$125,000 to ISU's Beginning Farmer Center.

Feb. 4

### **Regents approve 2010-11 tuition increase, rescind spring surcharge**

Meeting Feb. 4 in Ames, the state Board of Regents approved a 6 percent tuition increase for in-state students at Iowa State next year. The regents later voted to rescind a \$100-per-student surcharge already billed this spring.

### **Whole Foods leader to talk about sustainability**

A leader of Whole Foods Market, a top retailer of natural and organic foods, will give a Feb. 17 campus lecture on the chain's sustainable engineering and energy management practices.

### **NFL's green director to speak**

Jack Groh, director of the National Football League's environmental program, will talk on campus Feb. 18 about minimizing the environmental impact of NFL events.

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### **Inside tools**

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Feb. 11, 2010



### **Where's Bob?**

University photographer Bob Elbert shot this wood ceiling up on the third floor at Stephens Auditorium. Yes, it's a ceiling, not a floor.

Feb. 11, 2010

## Budget planning moves toward April date with the regents

by Anne Krapfl

Work continues on building the university's budget for the fiscal year that begins July 1. Pending outcomes of the 2010 legislative season, university leaders expect to present a preliminary budget to the state Board of Regents at the board's April 28-29 meeting.

The university's FY11 budget will be at least \$53 million lighter in state funding over what it was just 18 months ago -- on July 1, 2008. That includes a reduction to the FY10 budget on July 1 and a \$24.5 million mid-year reversion. Gov. Chet Culver has proposed returning \$10.8 million to Iowa State yet this year, and the 2010 Iowa Legislature must approve a supplemental appropriation bill for that to occur.

Additionally, \$31.6 million in federal stimulus funds awarded to Iowa State must be spent by June 30.

### Campus efforts

Five [cross-unit planning teams](#) are working toward a March 1 deadline to wrap up their assignments. They were appointed in December by executive vice president and provost Elizabeth Hoffman to review specific functions or programs that cross administrative or academic units. Theirs is an information-gathering assignment; they are not being asked to make recommendations for changes.

Colleges and vice president-level units are conducting their own series of meetings with an eye on shrinking their budgets again in FY11. As a starting point and as directed by Hoffman in December, they are developing budgets that are 5 to 10 percent smaller than their original expense budgets for the current fiscal year. Upcoming dates in their planning process include:

- Feb. 25: Units receive preliminary budget reduction targets
- April 1: Units' preliminary budget reduction plans are due in the provost office

As part of the planning process this spring, unit leaders (deans, vice presidents) are required to submit monthly summaries of their discussions and work to the executive vice president and provost's office. Provost office staff in turn is compiling a [summary of those unit reports](#) for online posting.

Additionally, the president's budget cabinet is meeting weekly, and Hoffman is preparing [budget memos](#) as new planning information becomes available.

### External variables

The state's next Revenue Estimating Conference will be held in March; the date is not finalized yet. The Legislature uses the revenue estimate in the FY11 budget-building process.

The Legislature is in the fifth week of a proposed 12-week session. ISU state relations officer Andy Baumert told the state Board of Regents last week that a key variable in the state FY11 budget the Legislature develops is a government reorganization bill, aimed at reducing duplication and waste, improving the efficiency of state government and cutting costs. Culver's proposed FY11 budget relies on \$341 million in savings or new fees. Baumert noted that the savings estimate is in constant flux as the legislators work. A government reorganization bill made it through the Iowa Senate last week and is scheduled for discussion on the House floor this week.

There will be at least one kind of additional revenue next year. Last week, the regents set tuition levels for next fall: a 6 percent increase for in-state students and 4.1 percent increase for out-of-state students. With mandatory fees holding steady at this year's rate (\$895), the combined tuition-fee increase will be 5.2 percent and 3.9 percent, respectively.

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Feb. 11, 2010

## Senate debate of eliminated programs and positions continues

by Erin Rosacker

Policies and procedures for the elimination of academic programs and faculty were central in a spirited debate at the Feb. 9 Faculty Senate meeting. Two documents concerning the issues -- changes to the *Faculty Handbook* and a new memorandum of understanding -- could be voted on in March.

### First, the policy

Proposed changes to *Faculty Handbook* language would expand the current one-sentence policy dealing with termination of tenured faculty positions. The changes -- similar to what are in place at the University of Iowa -- add policies for position cuts due to academic program eliminations and "financial exigency." Although the handbook changes were eligible for a vote at this month's meeting, senators postponed a decision to March.

### Next, the procedures

The procedures for eliminating an academic program and its faculty are outlined in a collaborative memorandum of understanding developed by faculty and administrators. The draft, made available to senators on Feb. 8, contains a June 30, 2012, expiration date. A PDF version of the [memorandum](#) is available online.

"We're trying to find some sort of middle ground that we can all live with," said Steve Porter, chair of the subcommittee working on the memorandum. "This represents the closest level of agreement the faculty representatives and the administration could come to."

The memorandum contains sections on:

- Faculty membership in academic programs
- Criteria for eliminating of academic programs
- Procedures for eliminating of academic programs
- Good-faith efforts to transfer faculty with continuous appointments
- Faculty appeals
- Report on status of faculty from eliminated academic programs

The document states that program elimination will be based primarily on academic and educational reasons. Four additional criteria also will be considered, including:

- Cost effectiveness
- Quality and productivity
- Centrality, especially to the university's commitments and strategic goals
- Need, both current and future

University counsel Paul Tanaka said ISU's current policy offers limited financial options other than a declaration of "extraordinary financial crisis," which only requires a one-year notice for faculty terminations. He said adding procedures for program elimination is one way to "put order into the process of reducing budgets."

If passed, the memorandum would be the prevailing document until its 2012 deadline. After that, the handbook language would take over.

"It's never good to make long-term policy in a crisis, because you're always looking at the issue today and you're not looking broadly," Tanaka said. "The [memorandum] was an effort to let us address what we have today and as we come to expiration, then both sides have to get back together."

### **Other business**

A *Faculty Handbook* revision of the senate's open meetings policy passed (38-20), simplifying the language and eliminating requirements. Senators also approved several proposed academic items, including:

- A minor in critical studies in design
- A master's degree in information assurance
- A master's degree in civil engineering
- A master's degree in materials science and engineering
- A bachelor's degree in event management
- Eliminating the master's of science degree in business

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Feb. 11, 2010

## Veterinary medicine dean making career change in 2011

Dr. John Thomson announced he will retire from his post as dean of the College of Veterinary Medicine, effective Jan. 1, 2011. He intends to remain on the ISU faculty, focusing on outcomes-based medicine and best production animal practices.

Thomson has served as dean at Iowa State since August 2004.

"It has been an honor, privilege and challenge to serve as the dean of the professional college at Iowa State and the first state-supported veterinary college in the U.S. We developed a plan in 2004 that built off of the college's rich historical foundation to regain full accreditation, improve facilities, hire and retain the highest quality faculty and to graduate outstanding veterinarians," Thomson said. "Our plan has accomplished about what it can under my leadership, and I feel it is time for new ideas and energy to continue the effort."

Under Thomson's leadership, the College of Veterinary Medicine regained full accreditation by the Council on Education of the American Veterinary Medical Association, launched a new cooperative program with the University of Nebraska for veterinary education, and completed the \$48 million Dr. W. Eugene and Linda Lloyd Veterinary Medical Center. Also, he facilitated acquiring the funding and planning for a \$45.1 million expansion and renovation of the small animal hospital, which is expected to be completed in 2012.



Thomson

"Dean Thomson has provided outstanding leadership of the college at a crucial time in the college's history. In addition to regaining accreditation and rebuilding the hospital, he has hired an impressive new cadre of faculty and administrators who have significantly raised the research and clinical profiles of the college, worked tirelessly to stabilize the college and hospital finances in a challenging financial environment, and worked with friends of the college to raise a record in private gifts," executive vice president and provost Elizabeth Hoffman said. "I have enjoyed working with Dean Thomson and look forward to continuing to work with him during this transition period."

Hoffman said a national search for Thomson's replacement will begin in March.

Iowa State President Gregory Geoffroy said Thomson's leadership has made a significant contribution to veterinary education and service.

"As dean, John Thomson has consistently demonstrated his commitment to each of the missions of the College of Veterinary Medicine: educating talented, dedicated veterinarians; conducting vital research; and sharing the expertise of the college throughout Iowa and beyond," Geoffroy said.

Thomson earned his D.V.M. degree from Iowa State in 1967 and was in private practice in Iowa for 20 years. He also served in administrative positions at South Dakota State University and Mississippi State University, where he was dean of the veterinary medicine college.



Feb. 11, 2010

## More opportunities to learn new performance management program

by Paula Van Brocklin

Human resource services has scheduled additional training sessions for managers to learn the new [professional and scientific performance management program](#).

Sessions are planned for the following dates and times. All classes are in 3150 Beardshear:

- Feb. 23, 10 a.m.-noon
- Mar. 12, 10 a.m.-noon
- Mar. 30, 10 a.m.-noon
- Apr. 16, 10 a.m.-noon
- Apr. 26, 10 a.m.-noon
- May 5, 1-3 p.m.
- May 18, 10 a.m.-noon
- June 10, 10 a.m.-noon
- June 23, 1-3 p.m.

The new performance management program for professional and scientific employees, which took effect July 1, 2009, sets up guidelines and procedures supervisors need to use. While participation in the training is voluntary, HRS strongly encourages faculty and staff who supervise P&S employees to attend.

Each training session includes:

- A review of the new policy
- A summary of document templates managers might use
- Examples of constructive and non-constructive supervisor/employee conversations
- A Q&A session

To register for the training, log onto [AccessPlus](#). Select the "Employee" tab, then click "HRS Training" and then "Courses." Scroll down to "P&S Performance Management Training."

Feb. 11, 2010

## Despite strong average increases in 2008, 2009, faculty salaries low among peers

The comparison information in the charts below was part of an annual human resources report reviewed by the state Board of Regents at its Feb. 4 meeting in Ames. The entire report, including more data, is online in the regents' [Feb. 4 meeting agenda](#), item 6i.

### Average faculty salary increases at peer institutions

	FY06	FY07	FY08	FY09	FY10(estimated)
<b>Iowa State</b>	<b>3.60</b>	<b>3.80</b>	<b>6.00</b>	<b>5.46</b>	<b>0.00</b>
Ohio State	3.30	3.50	4.00	3.50	2.50
Texas A&M	8.20	3.00	4.50	3.00	2.00
Michigan State	3.00	3.60	3.50	3.00	2.00
U of California, Davis	3.80	3.78	5.70	1.78	1.78
Purdue	3.30	3.20	4.10	4.00	0.00
U of Minnesota, TC	3.00	3.00	6.30	3.25	0.00
U of Wisconsin, Madison	2.00	4.30	2.00	3.02	0.00
NC State	2.00	6.00	5.00	3.00	0.00
U of Illinois	4.6	3.70	4.00	2.50	0.00
U of Arizona	6.50	2.00	5.40	0.00	0.00

### Averages: Faculty salaries and total compensation\*, 2008-09 Peer institutions (all ranks)

	Average salary	Average total compensation
U of California, Davis	\$104,900 (1)	\$140,000 (1)
U of Minnesota, TC	\$101,000 (3)	\$136,000 (2)
Michigan State	\$95,300 (6)	\$127,000 (3)
U of Illinois	\$101,600 (2)	\$126,000 (4)
U of Wisconsin	\$95,800 (5)	\$126,000 (4)
Ohio State	\$100,700 (4)	\$125,000 (6)
NC State	\$94,800 (8)	\$125,000 (6)

Purdue	\$92,800 (9)	\$122,000 (8)
<b>Iowa State</b>	<b>\$91,800 (11)</b>	<b>\$118,000 (9)</b>
U of Arizona	\$92,500 (10)	\$117,000 (10)
Texas A&M	\$94,900 (7)	\$113,000 (11)

\* Includes retirement contributions, medical and dental insurance, disability income protection, unemployment insurance, group life insurance, workers compensation premiums, tuition for faculty dependents, social security and "other benefits" (for example, moving expenses)

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Feb. 11, 2010



### **Experience reality virtually ... and for free**

If you think playing the Wii is cool, check this out. ISU's Virtual Reality Applications Center (VRAC) showcases its 3-D technology almost monthly to the public. The center's next "Virtual Reality Experience" is Feb. 19 (1-2 p.m., Alliant Energy/Lee Liu Auditorium, Howe Hall). The tour is free and open to the public, but [online registration](#) is required. Additional tours in 2010 are slated for April 16, May 21, July 16, Sept. 17 and Nov. 12. *Photo courtesy of Kevin Teske, VRAC.*

Feb. 11, 2010

## Compensation, performance management top council business

by Erin Rosacker

Professional and Scientific Council members learned at their Feb. 4 meeting that compensation policies and a new compensation structure are on the horizon.

A P&S compensation policy draft -- what compensation and benefits committee co-chair Trevor Riedemann described as a top-level compensation philosophy -- is headed to the vice presidents for approval. The draft combines four current policies ([salary increases](#), [salary structure](#), [starting rate of pay](#) and [change in status](#)) into one. Next, the draft will move to the policy library for feedback from the council and campus community.

A pay administration policy, which Riedemann said offers "more nitty, gritty details" about issues such as pay for new hires, is in the works. Also meant for the policy library, this draft likely will contain procedures for implementation of the compensation policy.

### March roll out

A new P&S compensation structure is set to debut this year. It was one of the recommendations from a [2008 report by the Towers Perrin consulting firm](#).

Council member Dave Biedenbach said the implementation committee reassigned every P&S classification to the new structure. He said human resource services staff are working to identify positions that fall below their pay minimums, and executive vice president and provost Elizabeth Hoffman has committed general funds to fill those gaps.

Implementation of the new P&S compensation structure is anticipated to begin July 1. The new structure will have 12 pay grades, beginning at pay grade 30.

Mike Otis, associate director of human resource services, will talk about the new structure at the council's March 3 open forum (noon-1 p.m., Gallery, MU). Otis said that an AccessPlus informational tool for P&S employees also will be available in March.

"You would be able to log in individually," Otis said. "Based on your position, it will tell you what your new pay grade is and what your new pay range will be."

### Other business

- A unanimous decision endorsed the current performance management training program, and recommended its continued availability to employees who supervise and manage P&S staff
- Council members approved (33-4) a recommendation to keep copies of annual P&S performance appraisals on file in the HRS office
- Ken Kerns, associate director of environmental health and safety, ran unopposed to earn the council's 2010-11 president-elect chair

Feb. 4, 2010

## Regents approve tuition increase, rescind spring surcharge

by Anne Krapfl

Meeting Feb. 4 in Ames, the state Board of Regents approved a 6 percent tuition increase for in-state students at Iowa State for next year, but moments later unanimously voted to rescind a \$100-per-student surcharge already billed this spring. Tuition for out-of-state students will be 4.1 percent higher next year.

Returning the spring surcharge to students is contingent on the Iowa Legislature approving Gov. Chet Culver's proposal for supplementary appropriations to the three regent universities yet this fiscal year. Iowa State's supplemental appropriation is a proposed \$10.8 million. The student surcharge would have generated an additional \$2.4 million.

Vice president for business and finance Warren Madden told the board that returning the surcharge would create "minimal administrative issues." He said the surcharge (prorated for part-time students), would be credited to student accounts once the Legislature approves the proposed supplemental appropriation to Iowa State. Ideally, all that occurs before many students leave campus in early May, several thousand of who will graduate, he said.

Noting that the surcharge wasn't terribly popular among the regents when they approved it in December (in fact, three voted against it), regent Robert Downer said that the possibility of additional state funding would change -- at least a little -- the financial situation at the universities. In that scenario, the surcharge should be returned to students, he said.

### Tuition and mandatory fees

The board's vote on tuition and fees was not unanimous, with regents Michael Gartner and Ruth Harkin voting against them. Mandatory student fees at Iowa State -- which cover things like health insurance, student activities and computer support -- will remain at \$895, the same as this year. So, the combined tuition and fee increases next year look like this:

#### Approved tuition for 2010-11

	Tuition	Increase (%)	Tuition and fees	Increase (%)
<b>In-state</b>				
Undergraduates	\$6,102	6.0	\$6,997	5.2
Graduates	\$7,120	6.0	\$7,969	5.3
<b>Out-of-state</b>				
Undergraduates	\$17,668	4.1	\$18,563	3.9
Graduates	\$18,548	4.1	\$19,397	3.9

College of Business junior and senior undergraduates will pay an additional \$500 next fall, the second of a proposed three years of supplemental tuition intended to improve faculty-student ratios and

expand student leadership opportunities. The board first approved this schedule in December 2008.

### **Possible supplement yet this spring**

Culver's proposed FY11 budget, released Jan. 27, includes some one-time supplemental appropriations for the current fiscal year. A condition of allocating and spending federal stimulus funds is that state support of units receiving those one-time funds not fall below FY2006 levels. Culver's proposed supplemental appropriations, including \$10.8 million to Iowa State's general university line item, are necessary to satisfy that condition. The 2010 Legislature still must approve the supplemental appropriations, which would become part of the base budget for FY11.

There are no supplemental funds proposed for other Iowa State units that receive a direct state appropriation, such as the Agriculture and Home Economics Experiment Station, Veterinary Diagnostic Lab, Leopold Center or Cooperative Extension.

### **A closer look at student debt**

The board accepted a report from a task force working since June to find root causes of high average student debt levels in Iowa and strategies for enrolling more low-income students at the regent universities. ISU executive assistant to the president Tahira Hira chaired the task force and members included business and finance VPs, financial aid and foundation directors and student government presidents from all three universities.

Hira reported on six factors that impact student debt. Three of them -- tuition levels, student demographics and cost of living -- are favorable or neutral in Iowa, she said. The group's recommendations focused on the other three, which are not so favorable in Iowa: volume of student scholarship funds in university endowments, university financial aid packages, and state policies covering student aid. For example, the study found that state need-based aid in Iowa for students attending public universities is the lowest in the country. To counter these, the task force developed seven proposals:

- Create and adequately fund a need-based state grant program dedicated to students attending Iowa public universities
- Fund the Iowa Work-Study Program at no less than the FY2000 level (about \$1.6 million, current funding is \$0)
- Develop strategies for collaborative lobbying efforts to increase federal student aid funding opportunities for Iowa public universities
- Maintain Iowa public university undergraduate tuition set-aside rates at no less than current levels (minimum requirement is 15 percent; at Iowa State this year, the actual level is about 22 percent)
- Continue the fundraising priority for need-based and merit-based scholarships
- Add financial education staff, as needed, to the universities' financial aid departments
- Require all undergraduate students, including transfer students, to complete a financial education component during their first year

The board referred the task force's recommendations to board staff to develop a comprehensive plan that addresses the issues. Board members also presented several questions to Hira for her group to answer. They included:

- If parent debt for their students' educations were to be factored in, how does Iowa rank nationally? (Current data only considers debt in the students' names.)
- Do we know if Iowa students spend/borrow more due to lifestyle choices they make?
- What's the financial hit to universities (considering tuition, residence hall and meal fees, etc) when they succeed at graduating more students in four years, instead of five or six?

### **Name changes in Business college**

The board also approved these changes in the College of Business:

- Rename the department of logistics, operations and management systems to: department of supply

chain and information systems.

- Merge two bachelor of science programs (logistics and supply chain management, and operations and supply chain management) into one: supply chain management.

### **New student scholarship**

Board president David Miles opened the meeting by announcing a new need-based student scholarship at the three regent universities. Beginning in fall 2011, approximately \$36,000 will be available each year at each school. The scholarship fund was created by the Axel and Mary Peterson Charitable Trust at the Community Foundation in Bettendorf. Axel Peterson died in 1997, Mary in 2009. About half of the scholarship funds will assist nursing and engineering students, the other half will assist students in any academic discipline.

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Feb. 11, 2010



### **An early taste of spring**

Displays, lectures and live music performances are planned for the Reiman Gardens Orchid Fest Feb. 13 (10 a.m.-4 p.m.) and 14 (11 a.m.-4 p.m.). Several varieties of the exotic flower will be available for purchase from regional vendors. Gardens admission is \$7 for adults, \$6 for seniors and \$3 for youth. Members, ISU students and children 3 and younger are admitted free. *Contributed photo.*