



Feb. 24

Using snakes to study stress, ironically

Cold-blooded critters in a Bessey Hall lab are helping researchers study the genes involved in stress response.

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Rec fees will be phased in for faculty, staff

Heeding faculty and staff feedback about increased recreation fees in 2011-12, vice president for student affairs Tom Hill said that nonstudent user fees will be phased in over the next two years. University funds will cover the difference.

Feb. 24

It's your turn: Participate in the third university life survey

In an e-mail sent this week, faculty, staff and students are invited to participate in a biennial online University Life Survey. The university's progress on strategic plan goals and ISU's working and learning environments are among the topics covered in the five-minute survey.

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New tools to assist with new salary policy

Several new tools are available for those who will implement the new salary adjustment policy.

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Teams envision a greener Iowa State

Teams conjured up visions of a campus where people opt for buses instead of cars, eat more in-season local foods and network extensively about sustainable activities. It all was part of the visioning process at the recent symposium on sustainability.

Feb. 24

Publishing tips are part of creative writing symposium

A panel discussion with agents and editors will kick off this year's Symposium on Wildness, Wilderness and the Creative Imagination. "A Rough Guide to the Heart and Mind" is the theme



Sustainability symposium

Announcements

- Stash the Trash and Veishea Service Day is March 26; register to volunteer online
- Door prizes sought for National Student Employment Week
- Faculty and staff needed as Veishea volunteers
- Register by March 11 for Fulbright program workshops
- Eating Disorders Awareness week continues through Feb. 28

Search forums

VP for extension and outreach

- Michael Gray, Feb. 24
- Cathann Kress, March 1

Arts & events*Fiddler on the Roof***Fiddler salutes tradition**

A national touring company will perform the Tony Award-winning musical *Fiddler on the Roof* at 8 p.m. March 3 in Stephens Auditorium.

Around campus

- First draft on NCAA certification ready to read
- Discovery will help understand drug resistance of bacteria
- ISU economist assesses Obama health care plan
- Waste vegetable oil from ISU Dining to fuel CyRide bus

for lectures and readings during the annual event, Feb. 26-27 in the Memorial Union. It is free and open to the public.

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Inside tools

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Feb. 24, 2011



Ssssss ...

For the sake of science, it's a good thing not everyone gets the heebie-jeebies from snakes. Tonia Schwartz, a doctoral candidate in genetics, has no qualms about handling this Western terrestrial garter snake. Schwartz uses this snake and others to study genes that are involved in stress response. Specifically, she is trying to understand how genes involved with stress also affect reproduction and longevity. In addition to snakes, she also studies lizards, turtles and birds.

Schwartz conducts her research in the Bessey Hall lab of Anne Bronikowski, associate professor of ecology, evolution and organismal biology. *Photo by Bob Elbert.*

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Rec user fees will be phased for faculty, staff

by Erin Rosacker

In January, a letter to recreation services' nonstudent users outlined a new fee structure for 2011-12. The higher rates reflected the addition of west-side recreation facilities (a remodeled State Gym and its 92,278 square-foot addition) and rec services' transition to a self-supported enterprise unit.

Citing feedback from faculty and staff, vice president for student affairs Thomas Hill said in a follow-up letter last week that nonstudent user fees will be phased in over the next two years.

The full annual rate (\$403) will be discounted for nonstudent users to \$227 for 2011-12, and \$325 for 2012-13. Rates for summer and semester passes also will be discounted, but those prices still are being set. Passes for the academic year will not be available during the phase-in.

Hill said university funds will be used to offset the difference. However, he said funding will not come from tuition dollars and student fees. The university will cover a gap of \$176,000 and \$78,000 over the next two years, respectively, if recreation services maintains its current number of nonstudent users (roughly 1,000).

Eligible nonstudent users include student spouses, faculty, staff, retirees, alumni, affiliates (such as ISU Foundation and alumni association employees) and their spouses. Ames residents who do not fall into those groups are not eligible.

Mandatory student recreation fees, which are funding the \$52.8 million recreation facilities renovations and addition, have been phased in over two years and will be fully implemented this summer. Full-time students will pay \$403 annually. After the two-year phase-in, nonstudent users will pay the same rate as students.

Feb. 24, 2011



It's your turn: Participate in the third university life survey

by Anne Krapfl

It's time again to chime in on what you think of your university experience at Iowa State University. The third biennial University Life Survey, administered by the office of the executive vice president and provost, will be online through March 11. **Previous surveys** were conducted in the spring of 2007 and 2009.

All university employees and students will receive an e-mail this week from executive vice president and provost Elizabeth Hoffman inviting them to participate. To provide your input, select the link provided in the e-mail to be redirected to the survey. The survey contains the same 20 questions used in 2007 and 2009.

New strategic plan, same survey

As in previous years, the survey content addresses some of the goals in Iowa State's 2010-15 strategic plan, approved in September 2010 by the state Board of Regents, as well as the board's own strategic plan (2010-16).

For example, a key priority in Iowa State's current strategic plan is attracting outstanding students, faculty and staff who are able to address the challenges of the 21st century.

Questions address the quality of students, faculty and staff here and the tools/resources provided to them to complete their tasks; availability of enjoyable opportunities for all; attractiveness of the campus; commitment to diversity of people and ideas; and commitment to the environment, among others. It will take less than five minutes to complete.

Results will affect how the university recruits students and employees as well as central efforts to provide a positive working and learning environment for them.

"The issues the survey gets at are valid, regardless of the specific language in our university strategic plan," said Dawn Bratsch-Prince, associate provost for academic personnel. "We are curious to see what people think, and how their opinions compare to 2009 and 2007, particularly in light of the budget climate shift since the first survey."

Feb. 24, 2011



New tools to assist with new salary policy

by Anne Krapfl

To assist supervisors -- the front-line implementers of ISU's new [salary adjustment policy](#) for faculty and professional and scientific staff -- the executive vice president and provost's office and human resource services have developed several tools. Earlier this week, those tools were distributed in a memo from HRS director Carla Espinoza and associate provost Dawn Bratsch-Prince to vice presidents, deans and directors. These leaders in turn were asked to share the additional information with department chairs and supervisors.

The tools include:

- [Procedures \(PDF\)](#) for implementing the policy. These include conducting annual performance evaluations as well as proposing and approving individual salary adjustments in the annual budget process
- A ["frequently asked questions" document \(PDF\)](#)
- An overview document for supervisors of [faculty \(PDF\)](#) and/or [staff \(PDF\)](#) that provides greater detail about the salary adjustment options: performance-based, market, equity and retention
- An [updated form \(PDF\) to confirm a performance evaluation](#) of a P&S employee occurred
- A [new form for requesting salary adjustments](#) for faculty or P&S staff at times other than the start of each fiscal year (July 1)

Why a new salary adjustment policy?

The salary adjustment policy for all faculty and P&S staff, which took effect Jan. 14, requires that performance-based salary increases be tied to written performance evaluations, and that market- or equity-based adjustments reflect university-approved market data. The policy is not intended to deter salary adjustments -- only to clarify the process and improve communication about them. It also separates annual salary adjustments from a state appropriation to fund them.

"The policy really gives units much more flexibility to make salary decisions for their own employees," Bratsch-Prince said. "At the same time, it more firmly links salary adjustments to performance evaluations. While we expect all employees to receive a formal performance evaluation each year, it is particularly important to document performance when considering a salary increase."

Under the new policy and as part of the annual budget development process, the executive vice president and provost's office will provide parameters for performance-based salary increases that include:

- A minimum adjustment (identified as a percentage) that recognizes satisfactory performance
- A maximum adjustment (again a percentage) above which an individual salary increase must be

approved by the appropriate vice president or executive vice president and provost

There no longer will be an average or a "target" salary increase set as part of the annual budget process.

Bratsch-Prince said the executive vice president and provost's office will provide salary increase parameters this spring as part of the FY12 budget development process, despite the possibility of further cuts to the university's state appropriations. Salary increases for FY12 likely will be funded internally; early drafts of ISU's FY12 budget do not include state funding for salary adjustments.

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Feb. 24, 2011



Teams envision a greener Iowa State at sustainability symposium

by Anne Krapfl

A learning community, of sorts, on sustainability for faculty. Half as many campus parking spaces 10 years from now. Awareness of local foods and modified expectations about seasonal foods. Such were the nuggets to emerge from a visioning session during Iowa State's third annual symposium on sustainability Feb. 21-22.

Visioning sessions -- separate ones for and led by faculty, staff and students -- were a new component of the symposium this year. The teams were asked to envision what sustainability looks like at Iowa State in the future and suggest practical ways to get there.

Student session

The student discussion included using social media to make students more aware of green programs on campus as well as suggest changes they can make personally for a more sustainable lifestyle. A large number of College of Design students in the discussion talked about setting up a redistribution network for leftover art materials in the design center, rather than throwing leftovers in the trash. And the student team also talked about promoting an awareness and appreciation for local foods and seasonal meal plans.

"For example, we can get Iowa strawberries in June, but in December, they're coming from California," said senior Chandra Peterson, who facilitated the discussion with Government of the Student Body sustainability director Matt Santee. "So we wouldn't expect to eat strawberries in December."

Peterson said a special task force within the GSB umbrella will pursue the ideas developed during the visioning session.

Staff session

The staff discussion, facilitated by facilities planning and management project manager Kerry Dixon-Fox, focused on ways to share good strategies across campus, low-cost or no-cost opportunities for energy savings and resource

Replay

Most sessions of the 2011 sustainability symposium were videotaped and will be available on the [symposium website](#) soon.



During the symposium luncheon, Live Green Awards were presented to Rebecca Shivvers (top), a program coordinator in the materials science and engineering division of the U.S. Department of Energy's Ames Laboratory, and Nadia Anderson (above), assistant professor of architecture. Shivvers was recognized for a number of earth-friendly initiatives at Ames Lab, including a setback mode for fume hoods not in use, poster and cardboard recycling, replacing or retiring 70 CRT computer monitors, and shutting down unused computer clusters during city peak electric alerts. Anderson was recognized for a studio course she developed that focuses on affordable, energy-efficient,

conservation, and what Iowa State might look like in 2021.

single-family housing. *Photos by Bob Elbert.*

The talk included incentives for bus ridership to decrease the demand for parking lots and return some lots to green space, retrofitting buildings with energy-efficient windows and lights, and appointing a sustainability "guru" in every department or unit to provide local leadership and encourage behavior changes. Dixon-Fox said staff also talked about the importance of thanking employees "for doing the right thing."

Faculty session

The faculty discussion focused on ways to connect people, projects and best practices around campus, and to share ideas and practices related to teaching and research in areas of sustainability. Professor of geological and atmospheric sciences Cinzia Cervato reported on the discussion. Ideas included:

- Integrating interdisciplinary sustainability concepts in the curriculum better
- Encouraging research that leads to transformed lifestyles (Who/what funds such research?)
- Capturing student awareness and interest in sustainability to bring about change
- Establishing a faculty network for sharing, either informal (a learning community) or more structured (a sustainability research center)

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Feb. 24, 2011



Publishing tips part of creative writing symposium

by Erin Rosacker

"A Rough Guide to the Heart and Mind" is the theme for the seventh annual Symposium on Wildness, Wilderness and the Creative Imagination. The event, organized by the Master of Fine Arts program in creative writing and environment, will be held Feb. 26-27 in the Memorial Union. It is free and open to the public.



Lectures, readings and panel discussions are among the **activities planned for the symposium**. Authors Pam Houston, Michael Perry and Peggy Shumaker are keynote speakers, and a panel of agents and editors will take audience questions in the panel discussion that kicks off the two-day symposium. A schedule of events is below.

2011 Symposium on Wildness, Wilderness and the Creative Imagination Saturday, Feb. 26

- 2-3:30 p.m., "A Rough Guide to Publishing: A Panel of Agents and Editors," Jennifer Sahn, editor of *Orion* magazine; Katherine Fausset, literary agent; Patrick Thomas, editor at *Milkweed Editions*; and Debra Marquart, author and ISU English professor, Campanile Room
- 3:30-4 p.m., Reception, Campanile Room
- 4-5 p.m., "Authors on the Craft of Writing: A Rough Guide to the Mind and Heart," authors Pam Houston, Michael Perry and Peggy Shumaker, Campanile Room
- 7-9 p.m., "Forty-three Countries, Five Continents: Writing on Place and the Travels Between," Pam Houston, fiction writer and essayist, Sun Room

Sunday, Feb. 27

- 2-3:15 p.m., Reading: *Flyway Magazine's* "Home Voices," MFA program writers Melissa Lamberton, Nate Pillman and Rebekah Beall, Sun Room
- 4-5 p.m., Reading: *Gnawed Bones*, Peggy Shumaker, poet and author, Sun Room
- 7-9 p.m., "Coop: A Year of Poultry, Pigs and Parenting," Michael Perry, humorist and author, Sun Room

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Submitted photo.

Fiddler on the Roof ... it's tradition

The Tony Award-winning musical *Fiddler on the Roof* takes the stage at Stephens Auditorium Thursday, March 3, for an 8 p.m. performance.

Teveye, a milkman from the Russian village of Anatevka, is the centerpiece of this enduring tale of love and laughter, devotion and defiance, traditions and change. As he struggles to preserve his family's traditions for future generations, Teveye's daughters have other ideas. What unfolds is a comical and poignant story of how letting go of the past actually can make the future bright.

Some of Broadway's most beloved songs help tell this traditional tale, including *Sunrise Sunset*; *Matchmaker, Matchmaker*; and *If I Were a Rich Man*.

Veteran actor John Preece stars as Teveye in this national tour of *Fiddler on the Roof*. Preece has performed in *Fiddler* more than 3,100 times, 1,500 of those as Teveye.

Tickets, \$49 and \$45 (\$25 youth, \$20 students), are available at the Iowa State Center ticket office and through [Ticketmaster](#).