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Do you know where university photographer Bob Elbert spotted this door guardian?

Budget memo sets preliminary reduction targets, salary increase parameters

In her latest budget planning memo to campus leaders, executive vice president and provost Elizabeth Hoffman sets salary increase parameters, writes about strong enrollment in the fall and lays out possible funding scenarios from the state for next year's budget.

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Images of Veishea 2011

Despite March-like weather, crowds of people enjoyed the indoor and outdoor activities during last week's Veishea celebration.

Distinguished, University Professors named

Five Iowa State faculty members have been awarded the title of Distinguished or University Professor.



Veishea 2011

Faculty conduct changes get senate approval

Changes approved at the April 19 Faculty Senate meeting add unacceptable performance of duty to the list of misconduct items in the Faculty Handbook.

Share your ideas on presidential qualities with regents

Share your views on the desired qualities in Iowa State's next president during a regentshosted open forum April 27.

ISU seeks extension for phased plus retirement program

ISU administrators are requesting an application extension from the state Board of Regents for

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John Mellencamp

Mellencamp brings tour to campus John Mellencamp makes a tour stop at Stephens Auditorium April 28.

Estes to host benefit concert An April 29 benefit concert will feature the phased plus retirement program. The board will consider the proposal at its April 27-28 meeting in Ames.

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Catastrophic leave program lets employees help each other

Learn how lowa State's catastrophic leave program benefits employees who need extended time off for medical reasons, and how you can help.

April 2

Earth Day 2011 celebration is in full swing

Earth Day is Friday, April 22. Find out how you can get involved in earth-friendly activities on campus.

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Simon Estes and his South African children's choir.

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Inside Iowa State for faculty and staff

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Where's Bob?

University photographer Bob Elbert spied this "thinker" guarding the southeast (driveway) entrance to Lagomarcino Hall.

INSIDE Iowa State for faculty and staff

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Planning memo for FY12 budget sets salary parameters, early reduction targets

by Anne Krapfl

With about 10 weeks left in the fiscal year, work on the university's next budget still fits into two broad categories: what's known and what's in flux. In her fourth FY12 budget development memo (PDF) to campus leaders (April 14), executive vice president and provost Elizabeth Hoffman provided insight on both.

"This is a particularly difficult budget planning process. While we're pleased that our expected enrollment next fall could set another record, and resulting tuition income will increase, we also face a third consecutive year of substantially reduced state appropriations," Hoffman said.

Now that the Iowa Legislature has finished its deliberations on redistricting the state, it is expected to focus on finalizing a state budget. When that task is done, the most significant "what-ifs" disappear from Iowa State's budget development process.

Known: New revenue

Some good news is that university officials are expecting a fall enrollment that tops this year's record 28,682 students and, with tuition rates approved last month, Iowa State will add a projected \$25.7 million in new tuition revenue to its operating budget. Nearly 24 percent of it -- about \$6.1 million -- will be set aside for student financial aid and the rest distributed to colleges according to enrollments and student credit hours taught.

Because of Iowa State's increasing success landing competitive research grants and contracts, the accompanying revenue from facilities and administrative cost recovery (IDC) also will be up; an estimated \$2.5 million more in FY12 than this year.

In flux: Anticipated cuts in state funding

The not-so-good news is that ISU budget leaders assigned reduction targets to units last week, assuming a 6 percent reduction in state appropriations for the year that begins July 1. This is the reduction -- nearly \$16.7 million -- to Iowa State in Gov. Terry Branstad's proposed budget. (The Iowa House proposed deeper cuts, the Senate essentially flat funding in FY12.) The reduction includes a \$3.2 million one-time appropriation in the current university budget.

In the current budget year, Iowa State is receiving about \$228 million in state funding to support the university's operating budget.

Because new revenues could soften the impact of the reduction in state appropriations, Hoffman advised units that share the 'general university' and Ag and Home Economics Experiment Station

appropriations from the state to plan for a 3.1 percent across-the-board cut. Their reduction targets total about \$15.2 million. A handful of units or functions were exempted from the cuts, including central student financial aid funds, admissions office, deferred maintenance, CyRide and classroom utilities.

Units that receive a direct appropriation from the state -- including Cooperative Extension, Leopold Center, livestock disease research, the Veterinary Diagnostic Lab -- also face reductions to their state appropriations. Current planning for these units follows the 6 percent reduction in the governor's budget.

Actual state appropriations won't be known until the governor approves a state budget.

In flux: Federal appropriations

Another unknown is the impact of the federal budget planning process, particularly on Cooperative Extension and the Agriculture and Home Economics Experiment Station. These two units receive annual directed appropriations that support core activities to Iowa State's land-grant mission.

Known: Salary increase parameters

The 2011 Legislature will not pass a separate bill that appropriates funds for salary increases for state employees. Salary increases for university employees will be funded within budget units, either with new revenues or reallocated funds.

As required by the university's new salary adjustment policy for faculty and professional and scientific staff, Hoffman provided parameters for performance-based salary increases in FY12. A minimum 0.5 percent increase must be awarded to employees whose work is deemed satisfactory or better. Units may award higher salary increases, but any performance-based increase above 5.0 percent requires approval at the vice presidential level.

"We recognize that many individuals and units around campus are again being asked to do more with less," Hoffman said. "We feel it's absolutely essential to allocate funds for very modest faculty and staff salary increases, while also meeting the contract commitment for merit employees and directing resources toward other mandatory cost increases."

The size of the mandatory salary increases for faculty promoted to associate professor and professor this spring are being set this week. Promotion increases do not replace or eliminate performance-based increases.

Because the parameters allow a range of increases and because salary increase decisions will be made locally, it's difficult to estimate a total for salary increases university-wide.

Under the terms of the state's new two-year contract with AFSCME (American Federation of State, County and Municipal Employees), merit employees covered by the contract will receive a 2 percent increase on July 1 and a 1 percent increase on Jan. 1, 2012. Merit employees who are not at the maximum of their pay grades also will receive the applicable step increases on their anniversary dates with Iowa State.

Known: Other cost increases

Budget leaders approved \$4.9 million in cost increases (including salaries) for the six administrative service centers in the budget model -- broad campus service providers that are funded by those they

serve. The six are: facilities services, business services, the library, IT services, student services and administrative support programs. The approved cost increases represent about 60 percent of the six service centers' requests for additional funding. How that additional \$4.9 million will be allocated among colleges and administrative units will be finalized this week.

Incremental funding for some salary increases also will be provided to central administrative units -- the president, provost and VP offices -- that don't receive tuition or IDC funds.

Known: Strategic investments

Budget leaders also approved first-year funding for four university-wide efforts identified as high priorities but weakened by several years of underfunding or for which permanent funding is needed. First-year support will total \$3.1 million; the three-year goal is \$14.4 million. These costs also will be allocated among colleges and administrative units. The four are:

Priority	Goal	Current	FY12 funding
Institutional Excellence Fund	\$10 million	\$4.6 million	\$1.2 million
Deferred maintenance	\$6 million	\$1.6 million	\$900,000
University marketing	\$2 million		\$500,000
Enterprise administrative systems*	\$2 million		\$500,000

^{*}A long-term effort to shift many of ISU's computer software systems (financial, human resources, payroll, course registration, etc.) to an open source system. Iowa State is part of a higher education-focused collaboration to accomplish this.

Timeline

Campus budget units have an April 29 deadline to submit preliminary plans that reflect the scenario in Hoffman's April 14 memo. Hoffman acknowledged that units may not be able to meet their reduction targets in a single year. She asked them to "indicate the level of permanent reductions that will be made in FY12, FY13 and FY14."

If their proposed budgets include position eliminations, layoffs or reorganizations, units must submit personnel plans by May 15. Human resource services staff must review the personnel plans before they can be implemented.

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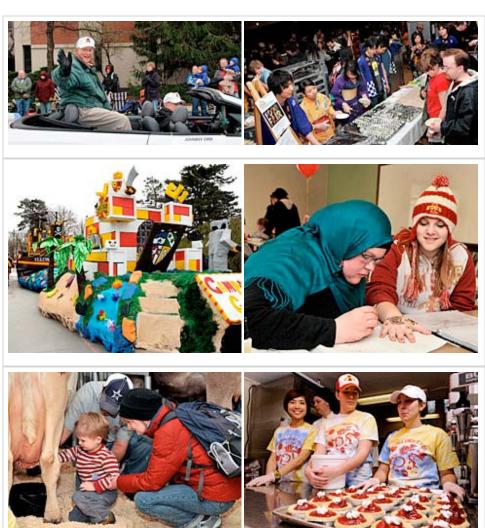
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Images of Veishea 2011

Insulated gloves and stocking caps were the uniform of the day, but in spite of the March-like weather, Veishea goers celebrated many things Iowa State on Saturday, April 16 -- from the return of beloved men's basketball coach Johnny Orr, to thousands of cherry pies, to a young lad's first lesson on milking a cow. *Photos by Bob Elbert*

INSIDE Iowa State for faculty and staff

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Distinguished, University Professors named

by Diana Pounds

Five Iowa State faculty members have been awarded the title of Distinguished or University Professor. They will be honored at an April 28 promotion and tenure reception and the Sept. 26 university convocation and awards ceremony. Distinguished Professor awards are given to those who have significantly improved the quality of their disciplines, and University Professor awards are bestowed for exceptional contributions to the university. Following are the honorees -- three new Distinguished Professors and two University Professors:

Joel Coats

Distinguished Professor

Described as the godfather of toxicology at Iowa State, Coats was the primary organizer of the interdepartmental graduate toxicology program, which has risen to national stature in environmental chemistry. Coats is well known for developing insecticides and insect repellents from natural products and for studying the effects of agrochemicals, such as insecticides and veterinary pharmaceuticals, on the environment. His influence on the field of toxicology continues through his many former students who have made important contributions in academia, industry and government.

Coats is a professor in the department of entomology.

Jay-lin Jane Distinguished Professor

Jane is a world authority in starch research and its food and industrial applications. She developed a digestion-resistant starch that may aid in the fight against colon cancer and diabetes. She led a team to improve the efficiency of ethanol production from raw starch, and the result was a technology that increased ethanol yield 5 to 10 percent. She also has pioneered methods to make molded biorenewable plastics from the proteins in soybeans, corn and chicken feathers. She has 10 U.S. patents. Among her many awards are two of the highest international awards given in starch chemistry.

Jane is a professor in the department of food science and human nutrition.

Kenneth Moore Distinguished Professor

Moore is an international leader in crop quality and utilization. His research contributed to the development of crops with enhanced nutrient availability and improved management strategies for

forage and bioenergy crops. Currently, he's developing best management practices for growing biomass crops (sweet sorghum and kenaf) in Iowa. Moore is the architect of the unique distance education program that allows working professionals to gain a Master of Science in agronomy. He also served as president of two premier international scientific societies.

Moore is a professor in the department of agronomy.

Philip Dixon

University Professor

Today's complex research problems require more sophisticated statistical designs and analysis and greater interplay between science and statistics. Dixon envisioned and orchestrated such a transformation at Iowa State. His work in promoting creative and collaborative interactions between scientists and statisticians has improved the research performed by students, faculty, centers, departments and colleges. Researchers credit him with helping open creative new directions for their programs.

Dixon is a professor in the department of statistics.

Charles Glatz

University Professor

Nationally, Glatz is recognized for his bioseparation research, which involves projects ranging from extracting biopharmaceuticals from plants to finding greener methods to clean up oil spills. On campus, he also is recognized for his diligent efforts, through ISU ADVANCE and many other groups, to encourage women in academic and science careers. He also has played key roles in improving teaching on campus through extensive work with the Center for Excellence in Learning and Teaching, the University Honors program and his own award-winning teaching style.

Glatz is a professor in the department of chemical and biological engineering.

Criteria for the professorships

Through their research or creative activities, Distinguished Professors have significantly impacted or improved the quality of their disciplines. They also have demonstrated outstanding performance in at least one of the following: teaching and advising; extension/professional practice; or institutional service. Recipients receive a \$6,000 addition to their base salaries.

Acting as change agents, University Professors have made significant contributions that improved the university. In addition, University Professors have demonstrated outstanding performance in at least one of the following: research and/or creative activities; teaching and advising; or extension/professional practice. Recipients receive a \$5,500 addition to their base salaries.

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Faculty misconduct policy gets senate approval

by Erin Rosacker

Proposed changes to the faculty conduct policy, which have been debated and amended since their introduction in December, earned nearly unanimous approval at the April 19 Faculty Senate meeting.

The changes add unacceptable performance of duty to the list of misconduct items in section 7.2.2 of the *Faculty Handbook*. Senate president Micheal Owen said the policy's description of due process gives faculty added protection. Senators passed the item without further discussion.

Senators also approved a new bachelor of design program and a name change for kinesiology's sport and culture minor, to sport and recreation. But it was the vote on revised steps for academic program approval (section 10.8.1) that generated the most discussion.

The current process requires academic program proposals to contain documentation of consent from related programs. The proposed changes would require documentation of:

- Consultation with related programs
- Support or objections from related programs, with rationale
- Faculty votes from related programs

"The Faculty Senate would arbitrate if there was a significant sentiment in a related program against a new proposed program -- a major, minor or certificate," said Suzanne Hendrich, chair of the academic affairs council.

Tony Townsend, associate professor in supply chain and information systems, argued that big departments would be able to push through similar programs that would lure students away from smaller departments. As an example, he pointed to a proposed engineering technology degree introduced last year that met criticism from existing programs in both management information systems and computer science. The program still is working toward a resolution among the concerned departments.

"Allowing a program with just enough muscle to push itself through while denying the veto of programs that find it objectionable is unconscionable," Townsend said.

John Mayfield, a professor in genetics, development and cell biology who cited his lengthy senate service, said programs with serious objections never have made it through the process -- which includes reviews by departments, colleges and senate committees before even making it to the senate floor.

"I can't conceive of this body approving a program that has a legitimate, serious objection from another program," Mayfield said. "No college has a majority here."

Ultimately, the policy changes were narrowly approved, 39-23.

Final docket

Three items remain on the docket for May 3, the senate's final meeting of the academic year, including a sustainability minor introduced at the last meeting. Hendrich said faculty votes on the proposed minor still are being collected. The cross-disciplinary program will be administered by a committee with representatives from the Agriculture and Life Sciences, Design, Engineering, and Liberal Arts and Sciences colleges.

Design's integrated studio arts program proposed a new post-baccalaureate certificate in studio arts. The undergraduate program would be aimed at students who already possess a bachelor's degree and wish to compile a body of work for either graduate school admission or professional practice. The 25-credit program would require completion within two years.

Finally, senators are considering changes to the senate bylaws that outline the new university outcomes assessment committee. The committee was approved at the April 5 senate meeting.

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Share your ideas on presidential qualities with the regents April 27

Members of the Iowa State community and public are invited to share their ideas on what qualities they'd like to see in Iowa State's next president during an April 27 open forum. The Iowa State Board of Regents, on campus for its regularly scheduled monthly meeting, will host the forum from 5 to 6:30 p.m. in room 275 of the Scheman Building.

Regents president David Miles said the board seeks input on the leadership priorities and desired qualities of the next ISU president. It's important to hear from students, faculty, staff and others with an interest in Iowa State during the early stages of the search, Miles added.

Forum signup encouraged

Those who intend to speak at the forum are encouraged to sign up in advance by sending an email with name and affiliation (faculty, staff, student, other) to forumsignup@iastate.edu. Speakers are asked to limit comments to 3 to 5 minutes.

Another option for providing comments on desired qualities of the next president is an online feedback form. Read comments others have made or provide your own at www.presidentsearch.iastate.edu/qualities.

The regents are expected to begin organizing the search process during their meeting Thursday, April 28. The regents already issued a request for proposal for consulting services on the search, and Miles said some firms will be invited to make presentations to the board. The board expects to approve the formal search process at its June 8 meeting.

In late March, President Gregory Geoffroy announced his plans to step down no later than July 31, 2012. He will continue as president until a successor is named.



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ISU seeks extension for phased plus retirement program

by Paula Van Brocklin

Uncertainty about Iowa State's FY12 budget has prompted university administrators to request from the state Board of Regents an extension of ISU's phased plus retirement program, implemented last April. The program's original application deadline is April 30, but Iowa State is seeking to extend the application period through June 30. The board will consider the request at its April 27-28 meeting in Ames.

In light of continued proposals for funding reductions at both the state and federal levels, university officials say a deadline extension would give colleges and departments as well as their faculty and staff more time to make informed decisions once the FY12 budget becomes clear.

Program refresher

Phased plus retirement is a five-year program that provides qualified employees with a maximum two-year reduced appointment. At the end of that appointment, employees receive either medical coverage or retirement contributions for the balance of five years once phased retirement has begun.

Additional information about the phased plus retirement program, including eligibility criteria (PDF), questions and answers (PDF), and an application (PDF), are available online.

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Catastrophic leave program lets employees help each other

by Paula Van Brocklin

Iowa State's catastrophic leave program is one benefit most employees never want to use. But if you experience a debilitating illness or suffer an accident that prevents you from working, it's a nice option. Here's a closer look at the program and how it could benefit you or a co-worker.

More info

Catastrophic illness or injury policy

What is catastrophic leave?

Catastrophic leave is a voluntary program that allows university employees to donate accrued vacation or converted sick leave to employees who are suffering from a non-work-related catastrophic illness or injury. Employees on catastrophic leave receive their full salaries. The time limit for receiving catastrophic leave is 90 days per incident; there is no limit to the number of incidents.

Why is this policy necessary?

Sometimes employees exhaust all their sick leave and vacation as they deal with a medical condition. Catastrophic leave helps bridge a possible gap between accrued time off and/or the 90-day waiting period employees must meet before they may be eligible to receive long-term disability insurance benefits.

What is considered catastrophic?

A catastrophic illness or injury is defined as a medical condition that will result in a loss of 30 or more workdays, according to a physician. There are no limits on the types of covered illnesses or injuries. If a doctor deems it medically necessary for an employee to be away from work, it qualifies.

Who can donate catastrophic leave?

Eligible donors include all faculty, professional and scientific, and merit staff who:

- Accrue vacation
- Are benefits eligible

In addition to their co-workers, ISU employees can give or receive catastrophic donations from other qualified state of Iowa employees, including those who work at the regents universities, the Iowa Department of Transportation or the Department of Human Services, for example.

B-base faculty cannot participate in the program because they do not earn vacation. Graduate students and post docs also are ineligible.

How do I donate my time?

Employees should complete a catastrophic illness donation form (PDF) and give it to their department chairs.

How much time can I donate?

Donations must be given in increments of one hour or more. There is no limit to the amount of donations an individual can give. Contract merit employees who donate vacation or converted sick leave to other contract merit employees do so on an hour-for-hour basis. Supervisory and confidential employees, P&S employees and faculty may make dollar-for-dollar donations to each other and to merit employees. Once an employee returns to work, they will stop receiving catastrophic donations.

How can I receive catastrophic leave?

Employees who answer "yes" to all of the following questions are eligible to receive catastrophic leave. Recipients are allowed to receive donations for only 90 days.

- Do I accrue vacation?
- Am I eligible for employee benefits?
- Have I exhausted all sick leave and vacation?
- Am I eligible for long-term disability coverage?
- Do I meet the definition of catastrophic illness or injury?

The next step is to complete a leave request form (PDF), which also needs to be filled out by a physician.

Are the donors and recipients anonymous to each other?

The name of the donor and the amount of leave donated is given to the recipient's department. The recipient may receive this information upon request. If donors wish to remain anonymous, they may request to do so in writing.

Can I qualify for catastrophic leave to care for an ill relative?

No. Catastrophic leave applies only to an employee's personal condition. This policy does not cover an employee's time away from work to care for a family member with a prolonged injury or illness. That type of care falls under the Family and Medical Leave Act policy.

What should I do if I have more questions?

Additional information about ISU's catastrophic illness and injury policy is online. Or, contact Jerilyn Rasmusson, 4-7682, in human resource services.

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Earth Day 2011 celebration is in full swing

by Paula Van Brocklin

The Iowa State community has joined millions of others around the globe this week to commemorate Earth Day on Friday, April 22. This year marks the event's 41st annual celebration.

While several Earth Day activities already have taken place on campus this week, there still is a lot going on. Here's what you can look forward to on Thursday and Friday.

- E-waste collection for federal and state employees, April 21 (7 a.m.-noon, Department of Transportation, 800 Lincoln Way). Recycle your personal electronics for free, including batteries, cell phones, copiers, DVD players, laptops, etc. There is a charge to recycle computer monitors and TVs. Contact Shelly Codner, (319) 404-1942, with questions.
- Free ink cartridge refills, April 21-22 (7:45 a.m.-6 p.m., Thursday; 7:45 a.m.-5 p.m., Friday; University Book Store). Bring an empty ink cartridge to the bookstore and get a free refill. Information on compatible cartridges.
- **Browsing Library magazine sale**, April 21-22 (8 a.m.-8 p.m., Browsing Library, Memorial Union). Contribute used magazines instead of throwing them in the trash. Purchase magazines for 25 cents each.
- **Grounds for Gardens**, April 21-22 (9 a.m.-5 p.m.). Help your garden grow with used coffee grounds from Conversations Dining Center, Caribou Coffee, Hawthorn Market and Café, or the MU Market and Café. Free.
- Green Umbrella book swap, April 21 (2-6 p.m., MU Pine Room). Bring books you no longer read and swap them for new-to-you books. Free.
- *Green Fire: Aldo Leopold and a Land Ethic For Our Time*, April 21 (8 p.m., MU Gold Room). Environmentalist Aldo Leopold is the topic of this documentary film. Free.
- Free brewed coffee refill, April 22 (9 a.m.-5 p.m., all ISU Dining locations except Wallace-Wilson C-Store). Stop by with a reuseable mug or tumbler and get a free coffee refill.
- Free drink, April 22 (9 a.m.-9 p.m., all ISU Dining locations). Purchase any tumbler and receive a free drink.
- **Reiman Gardens Gift Shop**, April 22 (9 a.m.-4:30 p.m., Reiman Gardens). Get 20 percent off all sustainable items in the store.
- Earth Day tree planting, April 22 (10-10:30 a.m., Reiman Gardens). Join Warren Madden, vice president for business and finance, as he plants a tree at the gardens. Cost is the price of admission to Reiman Gardens.
- Earth Day Sustainability Fair, April 22 (11 a.m.-2 p.m., Parks Library free speech zone). Get a

bike tune-up, pick up an energy-efficient CFL light bulb, learn about ISU's new car-sharing program and more. Free.

- **5K Run Beyond Coal**, April 22 (11 a.m., meet outside Lied Center). Sponsored by ActivUs and the ISU Running Club. Register online or at the event. Cost is \$13.
- **Keep Iowa State Beautiful**, April 22 (4-6 p.m., meet at the Anderson Sculpture Garden, south of Morrill). Join University Museums staff and pick up trash around campus sculptures. Free.

For more details on Earth Day activities, visit the university calendar or the Live Green website.

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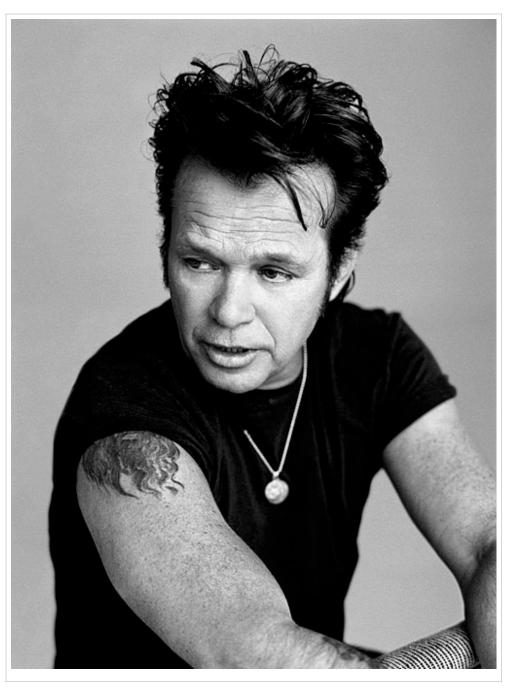
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A little ditty ...

If this phrase immediately makes you think of fictional couple Jack and Diane, you're either a 1980s music whiz or a John Mellencamp fan. If the latter is true, listen up. Mellencamp is stopping in Ames April 28 for a 7 p.m. performance at Stephens Auditorium. A documentary film, *It's About You*, which chronicles the creation of Mellencamp's latest album, *No Better Than This*, opens the show.

An Indiana native known for a rock-and-roll style with a distinct folk and gospel bent, Mellencamp has had 22 Top 40 hits since starting his music career in 1976 as Johnny Cougar. Concertgoers likely

will hear some of those chart-toppers, like "Jack & Diane," "Hurt So Good" and "Pink Houses," along with the newest releases from his latest album.

Tickets range from \$47.50 to \$125 and are available at the Stephens ticket office or through Ticketmaster.

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The Ames Piano Quartet and music professors Donald Simonson and Mary Creswell traveled to South Africa in 2006, where they performed with Simon Estes and his children's choir at St. George's Cathedral in Cape Town. *Contributed photo*.

Simon Estes brings benefit concert to Stephens

Simon Estes, ISU's F. Wendell Miller Distinguished Artist in Residence, is headlining an April 29 gala benefit concert in Stephens Auditorium. Proceeds will benefit the ISU music scholarship fund and the Simon Estes Music High School choir in Cape Town, South Africa. Funds also will go toward the purchase of mosquito nets to help prevent malaria in Africa.

Estes, an internationally recognized bass baritone opera voice and Iowa native, will share the stage with his South African children's choir, the ISU Wind Ensemble, Ames Piano Quartet and Ames Children's Choir. The concert begins at 7 p.m. Tickets, \$10 for adults and \$5 for students, are available at the Stephens box office or through Ticketmaster (online or by phone, 800-745-3000).