



Nov. 5

### Remembering ISU's fallen soldiers

Seven names will be added to the Memorial Union's Gold Star Hall, honoring former ISU students who died in World War II and the Korean and Vietnam wars. A Veterans Day public ceremony is planned Nov. 11.

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### More temporary layoff/furlough details soon

The portion of temporary layoff/furlough plan that applies to faculty, P&S staff and supervisory and confidential staff is nearing completion, and officials hope to release more details and a Q&A next week.

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### Retirement incentive looks familiar

The new retirement incentive option, dubbed RIO2, is similar to last year's program, although the eligibility age has been lowered.

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### Temporary retirement benefits reductions

The university's contribution to employees' TIAA-CREF or VALIC retirement accounts will be reduced by 20 percent for eight months.

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### A preseason favorite

First-year head coach Kevin Jackson introduced his Cyclone wrestling team at Tuesday's media day. ISU opens its season playing host to South Dakota State Nov. 12 at Hilton Coliseum.

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### Making a difference, one sandwich at a time

ISU Dining provides quality leftovers to Food at First, a free-meal program that serves 600 to 800 meals each month.

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### Live Green: The wind factor

No matter what the forecast is for Iowa State's Nov. 7 home football game, the wind will be getting a lot of attention. A wind energy awareness campaign will include renewable energy certificates that offset the demands of a typical home football game.

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Kevin Jackson

## Announcements

- Learn more about 2010 employee benefits plans
- ISU Dining will prepare your Thanksgiving home dinner
- Dance Marathon to hold Nov. 11 fund-raiser at Planet Sub
- Apply for diversity or women's enrichment grants by Feb. 1
- P&S CYtation Award nominations due Dec. 1
- Winner announced in campus art photography contest
- Nov. 11 presentation is update on campus green practices
- Campus reception for solar decathletes is Nov. 13
- Computer forensics is featured topic of Nov. 9 Osborn lecture
- Save the date: Nov. 17 forum looks at work-life flexibility
- Nominations sought for gender equity award

## Receptions & open houses

### Reception

- An Evening at the Petersen, Nov. 8

### Open house

- MU art lending, Nov. 5-6
- Protein, Proteomics and DNA Facility, Nov. 5
- Veterans Day at Christian Petersen Art Museum, Nov. 11

## Arts & events



Hal Holbrook as Mark Twain

### An enduring favorite

Hal Holbrook stars in his one-man production of *Mark Twain Tonight!* at Stephens Nov. 12.

## Honors & awards

- Richard Larock
- Reiman Gardens

### A motley crew

ISU football marching band members were spotted marching in costumes, rather than uniforms, at their Oct. 30 practice session.

Oct. 29

### Regents review 2010-11 tuition proposals

The state Board of Regents will vote on a tuition proposal at its December meeting. As proposed, Iowa State resident undergraduates would pay an additional \$346 in tuition next year. Mandatory fees would not change.

Oct. 29

### Regents sign off on budget reversion plan

Employees, students and university units likely will share the burden of a mid-year reduction of \$24.5 million in state funding, under a plan approved by the state Board of Regents today.

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### • Hans van Leeuwen

#### Around campus

##### Cure for Parkinson's?

Iowa State researchers have found an essential key to possibly curing Parkinson's disease and are looking for others.

##### Pig genome draft is done

On Nov. 2, an international team of scientists, including ISU's Max Rothschild, announced that the first draft of the genome of a domesticated pig is complete.

##### Innovator of the year

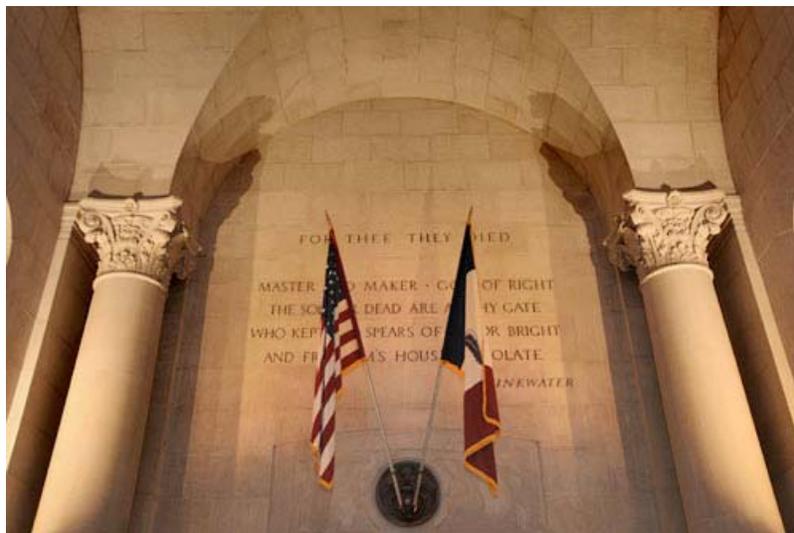
ISU's Hans van Leeuwen, whose research teams earned back-to-back R&D 100 awards for biofuels developments, has also been named R&D Magazine's 2009 Innovator of the Year.

#### Inside tools

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Memorial Union Gold Star Hall. Photo by Bob Elbert.

## Remembering ISU's fallen soldiers

by Erin Rosacker

Seven names will be added to the Gold Star Hall's list of former Iowa State students who died on active combat duty in a Nov. 11 Veterans Day ceremony (2:30 p.m., Great Hall, Memorial Union). The names include soldiers who died in World War II and the Korean and Vietnam wars.

The ceremony, which is free and open to the public, will include personal stories and photos of the soldiers. Some of the veterans' family and friends will be in attendance. Kathy Svec, Memorial Union marketing director, and assistant registrar Judy Minnick have worked to identify former students (not necessarily graduates) who were omitted from the memorial. Names have been added in each of the last four years.

The latest ISU soldiers to be honored include:

- **Kenneth Norman Okeson** (Wakefield, Neb.), World War II
- **Robert Emory Dummermuth** (Elgin), Korea
- **Charles Emery Collins** (Melbourne), Korea
- **Carl Jacob Claus** (Plymouth), Korea
- **Sidney Jasper Botts** (Elliott), Korea
- **William Ward Sharp** (Plover), Korea
- **Michael Keith Lewis** (Lake City), Vietnam

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*The temporary layoff/furlough plan is one university-wide strategy approved Oct. 29 by the state Board of Regents to help meet a \$24.5 million state funding reversion. Other strategies include a partial closing of the university during the Dec. 24-Jan. 3 window and a **temporary reduction in the university's contribution to employees' TIAA-CREF retirement accounts**. The board approved a **second retirement incentive option program**, for which most of the savings will be seen in FY11. Lastly, the board will take final action on a proposed spring semester tuition surcharge when it meets Dec. 10 in Ames.*

## **Temporary layoff/furlough details anticipated next week**

by Diana Pounds

ISU officials continue to work out the details of a temporary layoff/furlough plan.

The portion of the plan that applies to Iowa State's faculty, P&S staff and supervisory and confidential staff is nearing completion, and officials hope to release more details and a Q&A next week. Officials are in discussions with AFSCME to determine how a temporary layoff would work for those covered by the AFSCME contract.

The plan for employees requires faculty and staff to take a specified number of days or shifts off without pay this fiscal year. The number of temporary layoff/furlough days required ranges from 4 to 8 days for most full-time faculty and staff and is based on salary level. Twenty-six senior leaders at ISU will take 10 days and President Gregory Geoffroy will take 12 days.

Days and shifts will be adjusted for those who work less than 12 months, or less than the standard work week.

Employees will work with supervisors to schedule temporary layoff/furlough days. Faculty furloughs must occur on days that don't conflict with scheduled class times, labs, recitation/discussion sections and exams.

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*A second retirement incentive option program is one budget-saving strategy approved Oct. 29 by the state Board of Regents. Most of the savings for the RIO2 program will be seen in FY11. Other strategies approved by the regents to help meet a \$24.5 million state funding reversion include a **temporary layoff/furlough plan**, partial closing of the university during the Dec. 24-Jan. 3 window and a **temporary reduction in the university's contribution** to employees' TIAA-CREF retirement accounts. Lastly, the board will take final action on a proposed spring semester tuition surcharge when it meets Dec. 10 in Ames.*

## **RIO2 similar to previous retirement incentive option**

by Diana Pounds

Iowa State's new retirement incentive option program, dubbed RIO2, looks a lot like last year's program with one exception. The eligibility age has been lowered to 57 at the time of retirement. The previous retirement incentive program required that employees be at least 60 years old at retirement. Both last year's program and RIO2 require employees to have 10 years of service.

A separate early retirement incentive option for Extension employees on federal retirement programs requires employees to be at least 50 years old at retirement and have 20 years of service.

Details about the new programs, including FAQs and application forms, are available at [www.hrs.iastate.edu/hrs/node/7/homepage.shtml](http://www.hrs.iastate.edu/hrs/node/7/homepage.shtml).

The retirement incentive option is intended to help the university reduce expenses this year and in FY11.

The incentive for those who retire under the program is five years of post-retirement, university-paid health and dental benefits. Employees may apply for the retirement incentive program between Dec. 1, 2009, and March 31, 2010, and must be fully retired by July 30, 2010.

University officials estimate that 1,200 employees would be eligible for RIO2 and 60 Extension staff would be eligible for the federal retirement program.

Not everyone who qualifies may be approved for the retirement incentive option. Colleges and departments will look for potential savings when making decisions on requests, said Mike Otis, associate director of human resource services. For example, it may not make financial sense for a department to grant a retirement request if the retiring employee's position would have to be refilled.

### **Incentive details**

ISU will cover both employee and employer costs of the employee's current insurance for five years. If the retiree becomes eligible for Medicare (turns 65) during that time, the university will continue to pay the incentive at post-65 retiree rates for the remainder of the period.

For retirees enrolled in the ISU HMO or PPO plan, the university will pay benefits for the employee-only or the employee and spouse/domestic partner plans. For those covered by State of Iowa health plans, the university will pay benefits for the employee-only or family plans.

For example, the university currently would pay \$1,133 monthly for health coverage for a retiree (under age 65) on the ISU PPO plan for employee and spouse/domestic partner. The current university

payment for a retiree (under age 65) on the ISU Plan Blue Advantage HMO for family would amount to \$848 per month. Rates and plan benefits are subject to change in future years, as they are for active employees.

### **Approval process**

To enroll in the program, employees will need the approval of their immediate supervisor(s) and the appropriate department chair/director. Each request also must be approved by a dean/vice president. Extension employee applications will be reviewed by the vice president for extension and outreach.

Otis advises those considering the early retirement program to talk to their supervisors before submitting paperwork.

"The retirement option won't be a fit for every person," he said.

He also suggests that eligible employees pondering retirement consider visiting with financial counselors or planners to ensure that they are financially prepared to retire.

Otis also urges eligible employees to carefully review their options during the current benefit open change periods to make sure their health plan choices will meet their future needs if they choose to retire.

### **Eligibility requirements**

- Employees NOT on federal retirement programs: 10 years of service and at least 57 years old at retirement
- Employees on federal retirement programs: 20 years of service and at least 50 years old at retirement

### **Useful sources**

- RIO2 Plan details: [www.hrs.iastate.edu/hrs/node/400](http://www.hrs.iastate.edu/hrs/node/400)
- Program participation: Department chairs, directors
- Health, dental benefits: Benefits office, 4-4800
- TIAA-CREF retirement planning: Ames office, (800) 732-8353
- IPERS info: Iowa Public Employees Retirement System, (800) 622-3849

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*A temporary reduction in the university's contribution to employees' TIAA-CREF and VALIC retirement accounts is one university-wide strategy approved Oct. 29 by the state Board of Regents to help meet a \$24.5 million state funding reversion. Other strategies include a [temporary layoff/furlough plan](#) and partial closing of the university during the Dec. 24-Jan. 3 window. The board approved a [second retirement incentive option](#) program, for which most of the savings will be seen in FY11. Lastly, the board will take final action on a proposed spring semester tuition surcharge when it meets Dec. 10 in Ames.*

## **Eight-month reduction implemented for some retirement accounts**

by Anne Krapfl

Iowa State will put 20 percent fewer dollars into participants' TIAA-CREF or VALIC retirement accounts for the November 2009 through June 2010 payrolls as one strategy to address a mid-year state funding cut. The change will generate approximately \$2.6 million in savings for the university.

At this time, the plan is to restore the university contributions to pre-Nov. 1 levels on July 1, 2010.

This change does not affect employees participating in the IPERS program. The Iowa Legislature, not the university, sets contribution rates for IPERS.

### **How much is that?**

The actual size of the reduction depends on how long an employee has worked at the university -- more or less than five years -- and follows this schedule:

#### **University contribution to TIAA-CREF or VALIC accounts**

<u>Annual salary</u>	<u>Normal</u>	<u>Effective Nov. 1</u>
1-5 years of service		
On the first \$4,800	6 2/3%	5 1/3%
Above \$4,800	10%	8%
More than 5 years of service	10%	8%

For example, for a six-year employee with an annual salary of \$65,000, the university will contribute about \$433 each month for eight months to the employee's basic retirement account instead of \$542 per month, for a total reduction of \$872 over the eight months.

### **Making up the difference**

The required contributions employees make to their own basic retirement accounts will stay the same during the next eight months. Associate director of human resource services Mike Otis said employees can't increase those amounts to make up the loss in the university contribution -- at least not to their basic retirement accounts.

However, they may start, or increase their current contribution to an existing Supplemental Retirement Account (SRA or GSRA). [More information](#) on those tax-deferred options is online.

For those who already contribute to an SRA, the deadline each month to change your payroll

contribution is the 15th day for that end-of-month payroll.

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Nov. 5, 2009



### **A preseason favorite**

First-year ISU head wrestling coach Kevin Jackson introduced his team at Tuesday's media day. The ISU alum and former Olympic gold medalist has a roster that includes five returning NCAA All-Americans, which earned the team a preseason No. 2 ranking by *InterMat* magazine. The Cyclones open their wrestling season with a Nov. 12 home dual match against South Dakota State (7 p.m., Hilton Coliseum). Season tickets are \$50 (\$45 for faculty/staff); individual match tickets are \$10 for adults and \$5 for youth. *Photo by Bob Elbert.*

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## **Making a difference, one sandwich at a time**

by Paula Van Brocklin

ISU Dining provides meals to hungry students and staff daily. Now, the department also is helping feed those off campus who need a good meal.

Last summer, ISU Dining began donating perishable food items from Hawthorn Market and Café to **Food at First**, a free-meal program run by First United Methodist Church, 516 Kellogg. With the help of local churches and organizations, the program provides a meal six days a week to anyone who needs it. No paperwork is required, and no questions are asked. Each month, the program serves between 600 and 800 meals.

### **Not an exact science**

ISU Dining attempts to prepare the appropriate amount of food each day, but there's still some guesswork involved.

"So much of what we do depends on the weather. If it rains or snows, it changes people's eating habits," said Nancy Levandowski, director of ISU Dining. "It's our very scientific method of a wild guess."

When there are leftovers, Hawthorn employees box up perishable items -- like wraps, muffins, fruit cups, deli meat and bread -- for the Food at First volunteers to pick up. A typical day's leftovers only may be six wraps, three croissants and a dozen fruit cups.

"The food is still good, but because of our quality control, we don't keep it more than a day," said Tatiana Twedt, manager of Hawthorn Market and Café.

Twedt added that student workers are not allowed to take the extras either, so giving the food away to someone who needs it is better than **composting** it.

### **Expansion plans**

Levandowski said ISU Dining has donated food to various charitable organizations for years, and she hopes the Food at First partnership grows to include donations from other ISU dining facilities.

"The problem is finding volunteers to pick up the food," Levandowski said.

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## Live Green: Wind factor

by Erin Rosacker

No matter what the forecast is for Iowa State's Nov. 7 home football game against Oklahoma State, the wind will be getting a lot of attention. Cyclone Sports Properties, the media rights holder for ISU athletics, is partnering with area businesses and agencies to raise awareness of wind energy.

Cyclone Sports Properties will obtain renewable energy certificates (REC) on behalf of Iowa State as part of the awareness campaign. Purchasing RECs essentially underwrites renewable electricity sources that offset the demand created by staging a home football game. According to the U.S. Environmental Protection Agency's guidelines, each REC equals one megawatt-hour of electricity produced by renewable-based generators, such as wind turbines.

David Miller, director of facilities planning and management operations, said a late-season home football game uses roughly 24 megawatt-hours (mwh) to power things such as lights, heaters, concessions and water pumps in and around Jack Trice Stadium and the Jacobson Athletic Building. In comparison, the average daily mwh use of other campus buildings include:

- Memorial Union, 13 mwh
- Howe Hall, 8.8 mwh
- Parks Library, 8.5 mwh
- Gerdin Building, 3.4 mwh
- Beardshear Hall, 1.3 mwh
- The Knoll, 0.2 mwh

Wind energy awareness messages will be integrated into radio interviews, videoboard clips and an on-field presentation.

In the latest American Wind Energy Association **annual rankings**, Iowa moved up to second nationally in wind power generating capacity with 2,791 megawatts -- more than 7 percent of the state's electricity. Texas and California rank first (7,118 mw) and third (2,517 mw), respectively.

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### **Watch out for my tail, please**

Members of the Cyclone Football Varsity Marching Band got an early start to their Halloween celebration during the group's Oct. 30 afternoon practice west of the Communications Building. And we thought marching in a 40-degree drizzle was hard enough . . .

*Photos by Bob Elbert.*



Oct. 29

**Regents review 2010-11 tuition proposals**

by Anne Krapfl

Undergraduate students from the state of Iowa would pay an additional \$346 -- or a total of \$6,102 -- in tuition next year under a proposal discussed Oct. 29 by the state Board of Regents. The board is expected to vote on the proposal at its Dec. 10 meeting in Ames.

As proposed, mandatory student fees at Iowa State -- which cover things like health insurance, student activities and computer support -- would remain at \$895, the same as this year. Tuition and mandatory fees combined would cost \$6,997 next year for undergraduate resident students.

President Gregory Geoffroy said Iowa State tuition is the second lowest among its group of peer universities and lower than most of the public research universities in states neighboring Iowa.

"By any comparison, we are low. Given the overall economic situation, we think a 6 percent increase is reasonable," he said to board members. Proposed tuition increases for all Iowa State students exceed 2.7 percent, which is the median of projected inflation rates in the Higher Education Price Index (HEPI). Board policy is to use the HEPI median as one guideline when it sets tuition rates.

**Proposed for 2010-11:**

	Tuition	Increase (%)	Tuition & fees	Increase (%)
<b>In-state</b>				
Undergraduates	\$6,102	6.0	\$6,997	5.2
Graduates	\$7,120	6.0	\$7,967	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

**Business surcharge**

Fall 2010 would be the second of a proposed three years of supplemental tuition (an additional \$500 per year) for all undergraduate juniors and seniors in the College of Business. The board approved this schedule last December. The additional revenue would reduce the student-to-faculty ratio in the college and enhance leadership programs for students.

There are no other proposals for supplemental tuition at Iowa State next year.

In other business, the regents:

- Gave Iowa State permission to begin planning a proposed 5,000-square-foot, \$3 million student services mall in existing space on the ground floor, south wing, of Curtiss Hall. The proposed mall would consolidate in one location the College of Agriculture and Life Sciences' student service units, including: welcome center, student services, study abroad, career services, diversity

programs and the Agricultural Entrepreneurship Initiative. The project will be funded by private gifts.

- Gave final approval to a \$1.5 million building adjacent to the Vet Med college's new large animal hospital to be used to assess the health and gait of horses. This facility had been part of the phase 1 expansion plans at the college, but funding was not available at the time. It will include an unheated arena as well as boarding stalls, treatment rooms and several staff offices. The project will be funded by private gifts, federal stimulus funds and university funds. Construction should begin in February and conclude in September.
- Approved a name change for the music department, to department of music and theatre, in order to reflect a 1992 organizational change that moved the theater program and faculty from speech communication to music.
- Approved Iowa State's proposed name for the new basketball practice facility in west Ames: the Sukup Basketball Complex, in honor of the Sukup family of Sheffield, which gave a lead gift of \$2 million for the \$8 million facility.

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Oct. 29

## Regents approve budget reversion plan

by Anne Krapfl

Employees, students and university units likely will share the burden of a mid-year reduction of \$24.5 million in state funding, under a plan approved by the state Board of Regents today. Regents Michael Gartner, Ruth Harkin, Greta Johnson and Craig Lang expressed opposition to the tuition surcharge component in the proposal. However, the tuition surcharge proposal actually is a separate agenda item and the board won't officially vote on that piece until its December meeting.

As outlined by president Gregory Geoffroy, four university-wide initiatives will generate the first \$12 million in revenue or savings at Iowa State. These are:

- A temporary layoff/furlough plan for all employees, graduated by salary level, which will generate approximately \$7 million in savings. For full-time 12-month employees, the breakout looks like this:

Annual salary	Layoff/furlough days
\$60,000 or less	4 days
\$60,001-\$120,000	6 days
Above \$120,000	8 days
26 administrators	10 days
President Geoffroy	12 days

For employees working less than full time or less than year-round, the number of days will be adjusted proportionately.

- A 20 percent temporary reduction (from 10 to eight percent of an employee's salary) in the university's contribution to employees' TIAA/CREF retirement accounts for the remaining eight months of this fiscal year. This will generate approximately \$2.6 million in savings.
- A second retirement incentive plan (RIO). Eligibility is open to employees at least 57 years old with at least 10 years of service. Employees must apply for the option by March 31, 2010, and retire from the university by July 30, 2010. Geoffroy said most of the impact on budgets of this option would be felt next fiscal year.
- If it's approved in December, a \$100 tuition surcharge to students for spring semester will generate approximately \$2.4 million based on a projected 24,000 student FTE. The surcharge will be pro-rated for part-time students based on semester credit hours, \$18-\$99 for undergraduates, \$24-\$96 for graduate students. The additional tuition will be distributed to the academic colleges based on their enrollments.

Geoffroy said savings realized from the retirement contribution reduction and temporary layoffs or

furloughs would be credited to the departments where the employees work. The remaining \$12.5 million in cuts will be distributed among the vice presidents and president's units, where leaders there will make decisions to meet the reversion. Geoffroy said there has been time only for "quick analysis," but estimated that identifying that amount may look something like this:

- \$4.1 million in fall tuition above what was budgeted
- \$4.1 million in operating expense savings, including travel, equipment purchases and a partial shutdown of the university from Dec. 24 to Jan. 3
- \$3.3 million in personnel savings, including delaying hires, eliminating vacant positions and transferring compensation costs to other funds such as contracts and grants
- \$1 million in program reductions, including support for centers and institutes and campus services (such as facilities planning and management and environmental health and safety)

If the board doesn't approve the spring tuition surcharge, Geoffroy said that \$2.4 million would be added to the reduction targets distributed among Iowa State units.

### **Endorsements**

Faculty Senate president Arnold van der Valk told the board that Iowa State faculty support the "progressive furlough plan," "reluctantly support" the tuition surcharge because they see no other short-term alternatives, and oppose the reduction to TIAA-CREF contributions. He said the short-term gain from the benefit reduction is "more than offset by the long-term harm."

van der Valk said Iowa State's poor standing among peer schools in faculty salaries is offset slightly by a strong benefits package. Tampering with it harms Iowa State's recruitment of excellent faculty and also forces current faculty to work longer before they can retire. This in turn delays the hiring of new faculty who bring new ideas to the university.

Professional and Scientific Council president Camille Schroeder presented highlights of the council's survey last week. In it, she said P&S employees expressed a preference for: temporary furloughs over permanent layoffs, temporary over permanent benefits reductions, length of furlough based on salary size, and furloughs/temporary layoffs for all employees, not just P&S staff. P&S staff also supported the lower age (57 years) for the RIO.

Danny Homan, president of the Iowa chapter of the American Federation of State, County and Municipal Employees (AFSCME), which represents most Iowa State merit employees, said his top priority is to save jobs. He said AFSCME employees already "are doing more with less." He pushed the board for more frequent communication with union leaders and encouraged them to "use our ideas for real cost savings." "

Give us a real seat at the table, not a token seat," he said.

Jonathan Turk, Government of the Student Body president, said he can't support the impact of the tuition surcharge on students, but recognizes that it may preserve quality of education for students as well as jobs at Iowa State. He also spoke against the proposed tuition increase for 2010-11. He said it's considerably beyond the projected Higher Education Price Index median of 2.7 percent, a figure the board tries to use as a guideline in setting tuition.

### **Geoffroy declines bonus**

In another discussion, Geoffroy also told the board he would not accept the performance-based part of his compensation this year, which can be up to 12 percent of his annual compensation of \$423,316. He asked the board generally to consider other compensation structures, saying he doesn't like the concept

of performance bonuses for public officials.

"It creates enormous public relations issues. In these economic times, it's especially not wise," he said.

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### **An enduring favorite**

More than 50 years after developing his one-man show, Hal Holbrook will again embody one of America's best-known humorists in the award-winning *Mark Twain Tonight!* at Stephens Auditorium Nov. 12 (7:30 p.m.). A half century of refinement and ongoing research enables Holbrook to continually incorporate Twain's observations and commentary into topical discussions that are relevant today. Tickets are \$39-\$43 for adults, \$25 for youth and \$20 for students, and can be purchased through [Ticketmaster](#) or at the Stephens ticket office.

As part of the Iowa State Center's pre-show programming, ISU Theatre chair Jane Cox will share her one-person theater experiences in a Nov. 8 presentation (2 p.m.) at the Ames Public Library. Participants will be eligible to win free tickets to *Mark Twain Tonight!* Cox also will headline the Celebrity Cafe) presentation Nov. 12 at 7 p.m. (ground-floor lobby, Stephens). *Contributed photo.*