



March 11

**Foal season at the horse barns**

The Iowa State horse barns have turned into a maternity ward, as the first of the 23 foals expected this spring begin to arrive.

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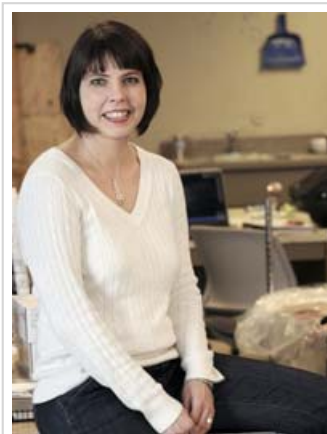
**Senators debate revised policy for faculty eliminations**

Revamped policy changes outlining the specifics for handling faculty and academic program eliminations were debated at the March 9 Faculty Senate meeting.

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**Building bridges between practice and education**

Assistant professor of architecture and ISU Extension architecture and community design specialist Nadia Anderson and her Bridge Studio students are designing sustainable projects, including low-income housing solutions.



Nadia Anderson

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**Teams wrap up cross-unit reviews**

As part of the budget development process, the five teams working since December to review broad, cross-unit areas of programs and services have completed their assignments. Their reports are posted on the provost's FY11 budget development web site.

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**New system speeds search for funding opportunities**

Finding funding opportunities is easier under a new one-stop online system. The funding opportunities web site pulls together numerous funding sources and features versatile search options.

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**New EAP provider offers help, information online**

From money management concerns to eldercare services, Iowa State's new employee assistance program provider, Employee and Family Resources, gives employees and their immediate family members online access to a wide range of information.

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**Announcements**

- No *Inside Update* during spring break; next edition is March 25
- March 29 workshop focuses on advancement to full professor
- Middle/high school science fair still seeks judges on March 26-27
- Reminder: Daylight-saving time begins Sunday, March 14
- Register now for TIAA-CREF seminars after spring break
- Check out current wellness activities for employees
- Vote for P&S Council members through Friday
- Registration requested for March 26 EH&S lab safety summit

**Receptions & open houses**

## Reception

- YWCA Ames-ISU Women of Achievement awards and scholarships, March 25

**Arts & events**

Avenue Q

**Seesame Street, all grown up**

The Tony Award-winning Broadway musical *Avenue Q* stops for a show at Stephens Auditorium March 23. A cast of people and puppets tackle adult-themed topics with humor.

**Around campus****Outlook is positive for commodity trade and prices**

The Food and Agricultural Policy Research Institute projects that an economic turnaround and bioenergy mandates will grow demand for food, feed and fuel, stimulating trade and price recovery.

ISU horticulture grads get high marks from employers

### Where's Bob?

Where's Bob?

There are lots of plaques on this campus honoring lots of accomplished people. Do you know where university photographer Bob Elbert saw this one?

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### Hoffman responds to council's budget concerns

Executive vice president and provost Elizabeth Hoffman fielded many budget-related questions at the March 4 P&S Council meeting. The status of the new P&S compensation structure also was discussed.

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### Understanding our freshmen

Results of the annual, national freshman survey coordinated at the University of California, Los Angeles, are out. Iowa State freshmen tend to be more conservative, socially and politically, than their peers.

In a survey of employers that hired Iowa State horticulture graduates, 95 percent of companies reported they feel ISU students are prepared for the field.

### Inside tools

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March 11, 2010



### **Foal season at the horse barns**

Since the first week in February, eight foals have been born to mares at Iowa State's horse barns in the northeast corner of campus. Manager Codi Burras said she expects a total of 23 foals this spring; the last is due in mid-May. Twenty of the mares are Iowa State horses; the other three are horses bred and boarded at the Iowa State facility. The foals of Iowa State-owned mares are for sale. *Photo by Bob Elbert.*

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## Senate debates revised policy for faculty eliminations

by Erin Rosacker

Prolonged debate and continued feedback prompted the governance council to withdraw the documents it introduced at last month's Faculty Senate meeting that address the elimination of academic programs and faculty positions. A new set of [proposed changes \(pdf\)](#) to section 3.4 of the Faculty Handbook were introduced at the March 9 senate meeting.

"The document was revised by the governance council with the advice it got from the Faculty Senate at its February meeting," said senate president Arnold van der Valk. "Basically, that advice was to take those parts from the original memorandum of understanding that seem relevant and important, and incorporate them into section 3.4 so they would be there permanently."

The new version expands the current policy, and includes specific language for eliminating different faculty designations, such as term and continuous appointments. Notification requirements for nonrenewed lecturer, senior lecturer, clinician and senior clinician appointments also were added.

Tenured faculty are given just one sentence in the current policy. The new language outlines three causes for termination of tenured faculty, including:

- Adequate cause
- Elimination of academic programs
- Financial exigency

[Adequate cause](#) already is covered by handbook policy, but program eliminations and financial exigency details are new. Procedures and definitions were added to clarify the terms.

### Program eliminations

In the proposed changes, academic programs are defined as undergraduate or graduate majors that offer degrees. Elimination of academic programs must be "based primarily on academic or educational reasons" and must be approved by the senate, president and state Board of Regents. A peer committee would review the program's faculty to identify their level of "association" by measuring their responsibilities -- for example, faculty who perform the majority of their duties within the eliminated program, or faculty who have duties in more than one program.

If a program elimination is approved, tenured faculty facing termination would be offered:

- University's good-faith effort to find an appropriate position in another program
- University support for retraining if relocated to another program
- A one-year terminal appointment, or an agreed-upon severance package
- Right of first refusal for equivalent positions created in the next three years

### Financial exigency

Financial exigency -- different from the current policy's undefined "extraordinary financial crisis" -- must be "demonstrable and bona fide and declared by the Iowa Board of Regents." Financial exigency

also is the term used by the American Association of University Professors, the regents, the University of Iowa and many other universities.

"Financial exigency is understood to be a much higher bar than extraordinary financial crisis," van der Valk said.

## **Appeals**

Faculty can appeal a position elimination notice using established handbook procedures, but not by calling into question the reasons behind the program's elimination. The proposed policy changes give faculty two grounds for appeal:

- Faculty's association with the eliminated program
- University's lack of good-faith effort to place faculty in another program

"This [document] does a very good job of making sure that faculty themselves at different levels within the university and the Faculty Senate have a major say in what happens, in terms of the future of academic programs and the faculty associated with them," van der Valk said.

Amendments to the proposed policy changes could be introduced from the floor during continued discussion at the senate's April 6 meeting, when a vote is expected. Only three meeting dates remain on the calendar before the senate closes out this academic year.

## **In other business**

- Senators will consider a new engineering sales minor proposed by the College of Engineering.
- The Faculty Senate's spring conference, "Refocusing the Academy in Light of the Current Budget Constraints," is scheduled for April 30 (10:30 a.m.-1 p.m., MU Great Hall). Tom Sullivan, senior vice president and provost at the University of Minnesota, Minneapolis, will headline the event. Executive vice president and provost Elizabeth Hoffman and distinguished professor John Schuh, educational leadership and policy studies, also are slated to speak.



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Architecture assistant professor Nadia Anderson left private practice for education in 2005 to explore ways that sustainable design can trump social inequities. *Photo by Bob Elbert.*

## Building bridges between practice and education

by Teddi Barron, News Service

At Iowa State, Nadia Anderson is putting to good use the skills she honed as project manager for huge structures like a 100,000-square-foot, undulating glass-and-steel atrium in downtown Warsaw, Poland. That's because she needs the same poise, perception and sheer perseverance to demonstrate that low-income housing in Iowa can be both affordable and sustainable.

Anderson is an assistant professor of architecture and ISU Extension architecture and community design specialist. After practicing architecture in Chicago and Europe for 11 years, she took advantage of a break in her work in 2005 to pursue another passion: teaching.

"I wanted to explore broader issues of how social inequity can be overcome through sustainable design. There wasn't much opportunity for that in private practice," said Anderson, who has a bachelor's degree from Yale University and a master of architecture from the University of Pennsylvania.



Atrium of the Zlote Tarasy office and entertainment complex in Warsaw, Poland. Nadia Anderson supervised the engineering design and construction for this portion of the complex. *Submitted photo by Waagner-Biro Group.*

### A class that connects

Once settled on campus, Anderson made quick work of it. She and colleague Jason Alread won an American Institute of Architects Practice Academy pilot programs grant in 2006. They proposed a new class -- the Bridge Studio. Their idea was to create an innovative studio that "builds bridges" between sustainability and affordability; design and community; and practice and education.

And it does just that. The Bridge Studio brings together upper-level students, architects, contractors,

government agencies, community organizations and residents of low-income neighborhoods to develop prototypes for affordable, energy-efficient, single-family housing.

That's a lot of connections to make, networking to do, balls to juggle and alphabet soup to remember.

"Getting everyone to sit around the same table can be kind of tricky," Anderson laughed.

"I'm basically a project manager, like I was in practice. But this has a lot of meaning for me and that's the big difference," she said. "This is something that I hope has a big impact."

After only three semesters, the class attracted national recognition. In 2009, the Bridge Studio received the National Council of Architectural Registration Boards' \$25,000 grand prize for creative integration of practice and education in the academy. And it earned the U.S. Green Building Council's Excellence in Green Building Education Recognition Award.

### **Blending studio and community**

The studio's first project -- a house on Forest Avenue in Des Moines -- was designed by students and built by the Community Housing Development Corp. The 1,200-square-foot, energy-efficient house with an open floor plan is for sale, listed at \$119,000.

Following the floods of 2008, the director of the Iowa Housing Finance Authority, which directs federal funds to affordable housing development, asked the Bridge Studio to create a prototype of a sustainable, affordable house for flood victims.

"So that's what we did," Anderson said. "We looked at modular prefab construction, because the 'boxes' essentially could be built fast over the winter and installed relatively quickly on the site."



Forest Avenue house in Des Moines designed by Iowa State students in the Bridge Studio. *Submitted photo.*

The students presented their designs to the Cedar Rapids housing task force; discussions to develop the prototypes are ongoing.

### **Needs to fit the neighborhood**

Initially, Anderson's students presented designs for a house, not housing. They created boxy houses with flat roofs that "looked really cool, like something you'd see in a magazine." But clients wanted something that "looks like a house" and fits into the neighborhood. Frustrated, the students felt "their professional aesthetic expertise was ignored." Anderson needed to convince them that their design is part of a bigger system.

"It's not just about the unique thing that they're making. It's about the replicable model," she said. "The thing that's unique is how to make the system work better."

### **A home for Corning**

This semester, Anderson and her students are working on a project in Corning (pop. 1,700) that was brought to them via ISU Extension.

"The people of Corning are very motivated to learn how they can reinvent Corning to be a more viable place," she said. "And a small group is especially interested in seeing how sustainable thinking, building and living can contribute to that."

While Anderson marshals the larger, long-term project with the community, her students are designing a house that eventually can be built on multiple sites and will meet the needs of Corning residents: A

1,000-square-foot, single-story, two bedroom, energy-efficient house that costs \$120,000 or less to build.

Students presented initial designs to residents on Feb. 27, and are [sharing their experiences](#) on a blog.

As part of the project, Anderson will conduct research to estimate the house's energy use. During construction, monitoring equipment will be installed to track actual energy use.

"We want to see if our design decisions are doing what we think they're going to do," she said. "And we want to show that by building an energy-efficient house, we reduce utility costs, thereby cutting the overall monthly cost of ownership -- even if the mortgage payment is higher," she said.

"Right now the attitude is that green is too expensive for affordable housing," Anderson said. "Can we create a model that demonstrates that, in fact, this approach is actually a cost saver?"

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## **Teams wrap up their cross-unit reviews as part of budget planning**

by Anne Krapfl

Five teams asked to review cross-unit programs and services as part of the FY11 (and beyond) budget planning process have completed their work. Their reports are online at the provost's [FY11 budget development](#) web site.

With the university absorbing repeated cuts in state appropriations over the last several years, five topics were selected for study in mid-December for the large volume of administrative work that happens under each of the broad umbrellas. Executive vice president and provost Elizabeth Hoffman announced them after soliciting ideas from senior leaders and the university budget advisory committee. The five are:

- Activities and administrative support for undergraduate student recruiting in the central admissions office and colleges
- International activities in central administrative units, colleges and ISU Extension
- Programming efforts and administrative support for diversity, multicultural and women's issues in central administrative units and colleges
- Programming efforts and administrative support for student success and student academic support in central administrative units and colleges
- All graduate programs at the university

### **No recommendations requested**

Each team's assignment was to gather information about what programs are provided, identify where there is overlap among programs and services and where there appear to be opportunities for new or additional collaboration. But they were not asked to make recommendations for changes.

That task still will be left to the groups and individuals normally responsible for developing budgets. The teams' reports will be shared widely with senior leaders, budget advisory groups and employee representative groups.

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## **New system will speed search for funding opportunities**

by Diana Pounds

Finding funding opportunities just got easier at Iowa State. Researchers no longer need to read through 30-plus pages of the *Weekly Bulletin* and visit several web sites to find potential opportunities. A new one-stop spot for all these sources debuted this week at <http://funding.vpresearch.iastate.edu/fundingopps/>.

The new web site includes funding opportunities drawn from:

- the international Community of Sciences database
- federal and state agencies
- foundations and private agencies
- ISU-sponsored opportunities

### **How it works**

ISU faculty, staff and students -- anyone with an ISU netID -- can sign onto the new system. Once on, they'll have access to thousands of grant opportunities, ranging from a thousand dollars to millions, said Larry Quisenberry, program coordinator in the office of the executive vice president and provost. Quisenberry will manage the new system, updating it daily.

He pointed out that a useful feature of the site is the versatile search options. Researchers can search, for example, by keywords, sponsoring agencies and ISU groups (such as "Arts and Humanities" or "Engineering and Sciences").

Quisenberry said the new research opportunities system is only currently available at two universities -- Virginia Tech, where the system was developed, and Iowa State.

### **Adding ISU-funded opportunities**

Funding opportunities sponsored by ISU units will be a part of the new system. To add an item, send information to Quisenberry, [larryq@iastate.edu](mailto:larryq@iastate.edu).

### ***Weekly Bulletin* discontinued**

With the launch of the new system, the *Weekly Bulletin* was discontinued last week. *Bulletin* archives are available on the new site.

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## Give it a look: New EAP provider offers a variety of online tools

by Paula Van Brocklin

If you need help with a problem -- large or small -- Iowa State's employee assistance program (EAP) is a good place to start.

Since Feb. 1, ISU has contracted EAP services with a new provider, Des Moines-based Employee and Family Resources (EFR). The centerpiece of EFR's workplace programming is a web site full of resources you and your immediate family members may find useful.

To access Iowa State's custom EAP web site, go to [EFR's sign-in page](#), and type in ISU's code (223771). ISU's site offers information on the following services:

- **Telephone consultations:** Counselors are just a phone call away -- (800) 327-4692 -- all day, every day. This is often the first step for getting help. You may call a counselor for a number of reasons, including depression, guidance for drug or alcohol use or job stress. Counselors provide emotional support and help to determine your next step.
- **In-person counseling:** From depression and anxiety to money management, EFR has a network of local counselors who can assist you and your family members with a variety of issues. If additional or specialized counseling is necessary, EFR counselors also can assist with that process. There is no charge for the first three counseling sessions.
- **Achieve Solutions:** Achieve Solutions is a web site with information on several topics, including depression, anxiety, stress, addictions, relationships, wellness, work/life balance, and financial and legal issues. It includes articles, interactive quizzes, depression inventories, financial calculators, resource listings and more.
- **Life coaching:** Life coaching, an alternative to in-person counseling, is intended for those ready to take action in their lives. Issues can range from wellness, to time management, to job performance. It's not meant to treat serious issues, like depression or substance abuse. Life coaching includes regular telephone communication with a counselor and a private web portal. Through the web portal, you can e-mail your life coach, read recommended articles and track progress toward your goals.
- **Legal consultation:** Attorneys are available to assist with a range of legal issues, including family/domestic matters, estate planning, or civil or criminal situations. An initial 30-minute consultation is free. A 25 percent discount is provided on future legal services.
- **Financial consultation:** Financial experts can assist you and your family members with a number of situations, such as credit counseling, tax planning or debt/budget assistance. The initial 30-minute consultation is free.
- **Eldercare services:** If you are responsible for the care of an elderly family member, EFR can put you in touch with local resources, including Meals on Wheels, long-term care facilities or in-home

The Professional and Scientific Council is planning an open forum in late April about Iowa State's new EAP provider. Mike Otis, associate director of human resource services, will present the information. Look for more details in an upcoming *Inside Iowa State*.

nursing care.

- **RealLife Solutions newsletter:** This monthly online newsletter, available in both English and Spanish, covers a variety of personal and workplace issues. Recent articles include how to control credit card use and how to adjust your work style for greater career success.

### **Additional resources**

- **Online EAP orientation:** A brief overview of the EFR's EAP program. (Be patient; it may take a few minutes to download.)
- **"My Guide:"** "My Guide" allows you free access to the My Plan After 50 (MPAF) web portal. MPAF offers holistic life and nonfinancial pre-retirement planning services to individuals of any age. You can take a life-planning assessment using a self-guided workbook to create a personal mission statement and life plan. Additional benefits include e-learning communities, webinars and an interactive blog. Click [here](#) to sign up for "My Guide."
- **Management tools:** Supervisors need a special sign-in code to access this section. To get the code, log on to [AccessPlus](#), go to the uBusiness tab and click on "Link to HR" in the left column. If you do not have access to this link, contact the Human Resource Services Service Center at 4-4800.

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### Where's Bob?

University photographer Bob Elbert shot this image, honoring benefactor F. Wendell Miller, on the ground floor of Beardshear Hall. Miller, of Rockwell City, left his entire estate, valued at more than \$27 million, jointly to Iowa State and the University of Iowa. He died in 1995.

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## Hoffman responds to council's budget concerns

by Erin Rosacker

Executive vice president and provost Elizabeth Hoffman's update on budget planning received a lot of attention at the March 4 Professional and Scientific Council meeting.

Council members learned:

- If it's approved, the **\$10.8 million FY10 supplemental state appropriation** to ISU's general fund will be used for bridging (salaries, for example), much like ISU used its stimulus funds from the American Recovery and Reinvestment Act
- ISU probably will see only \$4 million of that amount restored to its FY11 budget; the balance likely is going to Iowa's community colleges
- The planning teams appointed to review cross-unit programs and functions have submitted their **reports** to Hoffman's office
- The FY12 proposed budget includes a 4.4 percent salary increase for employees

### New compensation structure

Associate vice president for human resource services Carla Espinoza said the slotting of positions in the new P&S compensation structure still is being ironed out.

"The structure is OK, but the positions are being discussed to avoid any hiccups," she said.

She said employees should see information on the new structure by April 1. HRS is developing an information tool in AccessPlus that P&S employees will use to learn more about their own slotting in the new structure.

### RIO2 update

Espinoza said ISU will ask the state Board of Regents to extend the application deadline for its retirement incentive option (RIO2) to June 1. She reported that 49 applications -- 23 merit, 16 P&S and 10 faculty -- have been approved and 10 have been denied.

In response to a question about the low number of applicants, Espinoza said that some employees who met the criteria for early retirement had voiced "health care uncertainty" and a feeling that the markets were "starting to turn." Brenda Behling, assistant to the executive vice president and provost, said they've found that many eligible employees need their salaries, not just medical coverage.

### Open forum insights

During a noon forum preceding the council meeting, associate director of human resource services Mike Otis provided an update on implementation of a new P&S compensation structure. The proposed structure, featuring 12 pay grades instead of the current 10, is set to be implemented on July 1.

The cost to implement the new structure -- that is, to raise the salaries of those employees whose new slotting creates a discrepancy between their current salary and the minimum salary in their new pay grade -- is about \$78,000, for which there are central funds.



"We're not good savers," Behling said. "Not many have nest eggs in addition to their TIAA-CREF accounts."

### **Other business**

The policies and procedures committee introduced a resolution in support of a P&S compensation and salary structure draft policy. The **draft** combines three current P&S policies -- salary increases, salary structure and starting rate of pay -- into one. Campus feedback on the draft policy will be accepted **online** or **by e-mail** through April 2. Council members will vote on the resolution next month.

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**ISU freshmen tend to be more conservative than their peers**

by Anne Krapfl

During orientation last June, 3,128 incoming Iowa State freshmen voluntarily participated in the annual Cooperative Institutional Research Program survey, coordinated since 1971 by the Higher Education Research Institute at the University of California, Los Angeles. The survey collects data about high school experiences and preparation for college, personal values and goals, family demographics, political and social views, and expectations for their higher education. Nationally, nearly 220,000 students at 297 colleges and universities participated.

The survey includes about 40 questions asked of all participants; each year Iowa State adds about 20 questions specific to ISU students. Following are a few results from last summer's survey, including comparisons with freshmen at a group of peer schools and ISU freshmen from 10 years ago.

Comprehensive results of the 2009 survey will be posted very soon on the [Institutional Research](#) web site.

**2009 freshman survey results**

| Question   | 2009<br>ISU<br>% | 2009<br>peers*<br>% | 1999<br>ISU<br>% |
|--|------------------|---------------------|------------------|
| <b>Highest academic degree planned<br/>(at any school)</b> |                  |                     |                  |
| Bachelor's   | 39.0             | 27.3                | 37.4             |
| Master's   | 36.6             | 45.0                | 37.0             |
| Ph.D. or Ed.D.   | 12.5             | 14.7                | 13.6             |
| Professional doctorate                                     | 7.7              | 7.6                 | 8.4              |
| Doctorate in law   | 2.1              | 3.3                 | 1.6              |
| Other  | 2.1              | 2.1                 | 2.0              |
| <b>Self-characterization of political views</b>            |                  |                     |                  |
| Far left   | 1.2              | 2.8                 | 1.4              |
| Liberal  | 22.9             | 30.3                | 21.6             |
| Middle of the road   | 45.3             | 45.2                | 54.7             |
| Conservative   | 28.0             | 19.9                | 21.2             |
| Far right  | 2.6              | 1.8                 | 1.1              |
| <b>Student agrees strongly or somewhat</b>                 |                  |                     |                  |
| Abortion should be legal                                   | 52.9             | 63.2                | 52.8             |
| Marijuana should be legal                                  | 35.3             | 51.9                | 26.6             |

|   |      |      |      |
|---|------|------|------|
| Colleges should prohibit racist/sexist speech on campus             | 71.0 | 68.8 | 59.4 |
| There is too much concern in the courts for the rights of criminals | 57.4 | 54.2 | 75.1 |
| Same-sex couples should have the right to marry legally             | 56.0 | 70.8 | 51.0 |
| Racial discrimination no longer is a major problem in America       | 27.0 | 24.4 | 24.3 |
| Goals student views as "essential" or "very important"              |      |      |      |
| Becoming a community leader   | 33.3 | 30.8 | 30.1 |
| Obtaining recognition from colleagues for contributions to my field | 56.0 | 55.6 | 49.2 |
| Raising a family  | 77.3 | 76.0 | 73.0 |
| Being very well off financially                                     | 79.9 | 79.4 | 72.7 |
| Becoming involved in programs to clean up the environment           | 23.9 | 24.3 | 14.9 |
| Achieving success in my own business                                | 37.0 | 37.5 | 32.3 |
| Keeping up to date with political affairs                           | 29.9 | 34.4 | 23.3 |
| Helping others who are in difficulty                                | 60.7 | 63.6 | 49.4 |
| Student's concern about ability to finance his or her education:    |      |      |      |
| None  | 31.9 | 32.7 | 29.9 |
| Some (but probably will have enough)                                | 61.6 | 58.9 | 61.1 |
| Major (not sure I'll be able to finish)                             | 6.6  | 8.5  | 9.0  |
| Likelihood of staying in Iowa after college:                        |      |      |      |
| Very good chance  | 23.2 | NA   | 21.4 |
| Some chance   | 44.0 | NA   | 45.5 |
| Very little chance  | 25.6 | NA   | 26.8 |
| No chance   | 7.2  | NA   | 6.4  |

\*2009 peer group: 10 public universities with medium admissions selectivity: Colorado State, North Dakota State, Ohio University, Texas Tech, University of Hawaii at Manoa, University of Louisville, University of Massachusetts at Amherst, University of New Hampshire, University of Utah and Iowa State

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### **Sesame Street, all grown up**

A cast of people and puppets bring a grown-up comedy to the Stephens Auditorium stage March 23 at 7:30 p.m. The Tony Award-winning Broadway musical *Avenue Q* follows the ups and downs in the life of Princeton, who just arrived in New York City with big dreams and a college degree. With humor aimed at a mature audience, the characters struggle with the burdens of life in a hilarious manner. Tickets, available through [Ticketmaster](#) or at the Stephens box office, are \$43-\$47 for adults, \$25 for youth and \$20 for ISU students. *Contributed photo.*