



April 1

New season, new threat

With spring comes the threat of severe weather. Learn about the safest places to take shelter on campus, common myths and advice from the pros as Iowa prepares for Severe Weather Awareness Week and a statewide tornado drill.

April 1

Supplemental state funds yet this spring

High-priority deferred maintenance projects and bridge funding next year are the plan for one-time supplemental state funds the university expects to receive yet this spring.

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New P&S compensation structure rolls out in April

Professional and scientific employees will learn their new pay grades in April. The changes are the result of a new compensation structure that goes into effect July 1, pending approval from the state Board of Regents.

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Where's Bob?

Do you know where university photographer Bob Elbert spotted this new mural?

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Search begins for next veterinary medicine dean

A newly appointed committee soon will begin the search for the next dean of the College of Veterinary Medicine.



Where's Bob?

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AAUP chapter weighs in on policy changes

The ISU chapter of the American Association of University Professors took issue with proposed changes to the policies dealing with the elimination of faculty and academic programs. The executive committee plans to send its recommended amendments to the Faculty Senate, which could vote on the changes April 6.

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Helping hands

More than 900 volunteers pitched in for Stash the

**Announcements**

- Student organization and adviser award nominations due April 2
- Open forum on 2010-15 strategic plan is April 8
- Chemistry department's Gilman Lecture is April 8
- Register for April 9 conference on supply chain management
- CESMEE seminar on impact of teaching evolution and creationism
- People at least 65 years old sought for nutrition research study
- April is Sexual Assault Awareness Month
- Learn how to reduce your taxes, save more, on April 6
- CEAH symposium addresses Iowa's recent immigrants
- Veenker golf course is open
- Annual lawn mower service days are April 9-10
- Married couples needed for research study
- April 7 seminar on authors' rights
- Vet center offers 10 percent off vet services for employees, students

Receptions & open houses

Retirement

- Neil Nakadate, April 1

Arts & events

The Fashion Show

A Fashion Wonderland

Trash and Veishea Service Day activities on campus and in the community March 27.

Veishea Service Day

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More to consider in budget decisions

The ISU ADVANCE program developed a set of recommendations for administrators to consider as they deal with budget reductions.

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One-of-a-kind student designs will be showcased in the annual fashion show, April 3 in Stephens.

Honors & awards

- Shannon Peel

Around campus

- ISU researchers present study on how global climate change affects violence

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April 1, 2010



Photo by Sean Waugh, NOAA National Severe Storms Laboratory collection.

New season, new threat

by Erin Rosacker

After enduring one of the snowiest winters on record, you may be listening half-heartedly to weather forecasts. But don't let your guard down, because with those April showers comes the possibility of severe weather.

To remind Iowans about the possibility of turbulent weather, the Iowa Homeland Security and Emergency Management Division is working with the National Weather Service to present severe weather awareness week April 5-9. Expect a warning system test and statewide tornado drill on Wednesday, April 7 (10-11 a.m.), and **additional events** throughout the week.

Myth busters

Rethink what you know about being storm ready. Here are some facts that may not be what you grew up believing:

- Warning sirens are not designed to be heard indoors
- Tornadoes *can* cross over water
- Opening windows does not equalize the pressure of an approaching tornado
- Do not take shelter from tornadoes under bridges or overpasses
- The southwest corner of a basement does not necessarily provide

Find out more

- Interested in becoming a storm spotter? The National Weather Service will conduct spotter training on campus April 6 (1:30 p.m., Gallery, MU). Call 4-2193 or e-mail ksgodfr@iastate.edu to register. **Online training** also is available.
- The College of Business will host **Severe Weather Awareness Day** April 6 (10:30 a.m.-12:30 p.m., Gerdin first floor). The event, which is free and open to the public, features exhibits and

- the safest area to take shelter from a tornado
- Lightning danger is present even if there is no rain
- Rubber tires (or shoe soles) do not protect you from being struck by lightning

Advice from the pros

Just how safe is campus if severe weather hits? According to research by Chris Karstens, a graduate student working with geological and atmospheric sciences professor Bill Gallus, ISU is the safest place in Ames. A [PowerPoint presentation](#) and [PDF summary](#) of Karstens' research are available online.

"Any structure that has a thick limestone/concrete outer casing, a limited number of windows and a basement would be considered very good," Karstens said. "The worst might be the newer buildings, with lots of glass windows (Howe, Hoover, etc.) -- it wouldn't take much for a tornado to open that structure up. Still, compared to other structures in Ames, these newer buildings are built very well."

Gallus and Karstens said the best defense is to stay informed. Pay attention to the forecast, especially if severe weather is predicted. If you're outside, find shelter in a building.

"Go to lowest level, away from windows, as far interior as you can get," Gallus said. "Do not be outside, especially with our lovely tree-lined campus."

Be in the know

According to the National Climatic Data Center, there were 26 tornados reported in Iowa last year. In 2005, a weak tornado touched down on campus without warning during the lunch hour. So what's the best way to stay on top of the weather? Each campus building has a [weather coordinator](#), [notification plan](#) and [evacuation map](#). If you want to do more, you also can:

- Sign up for e-mail or cell phone weather alerts, including one offered by the [National Weather Service](#)
- Purchase a weather radio
- Check the [National Weather Service web site](#)

displays by several organizations.

- View a [tornado safety tutorial](#) created for the Story County Emergency Management Agency as part of a service learning project in one of assistant professor Ana-Paula Correia's classes.

April 1, 2010

Plans taking shape for anticipated supplemental state funds this spring

by Anne Krapfl

Iowa State would gain \$10.8 million in one-time state funds yet this spring, under a supplemental appropriation that still awaits Gov. Chet Culver's final approval and signature.

When the governor signs the bill, here is how university leaders propose to use the supplemental funds:

1. Cover the refund of the student spring surcharge. \$2.4 million would be used to backfill the dollars that will be returned to students yet this semester, as directed by the state Board of Regents at its Feb. 4 meeting. In December, the board approved a \$100 student surcharge to help address a 10 percent across-the-board reversion in state funding ordered by Culver. When the supplemental funds first became a possibility, the regents agreed to refund the surcharge.

2. Address high-priority deferred maintenance projects. Approximately \$4 million would be directed to this purpose. Associate vice president for budget and planning Ellen Rasmussen said projects would be selected from an ongoing priority list maintained in facilities planning and management.

3. Use \$4.4 million as bridge funds in FY11 to help units carry out changes to their budgets that require more than one year to accomplish. Rasmussen used two examples of how these funds could be used:

- Unit A has a three-year plan to achieve \$200,000 in permanent annual savings, but can achieve 50 percent of that next year and 40 percent the second year. Bridge funds could help them get to year two.
- Unit B plans to generate additional revenue with a new academic program, but has some start-up costs to incur before the revenue starts coming in. Bridge funds could help the unit get started.

Rasmussen said these bridge funds should not be used to replace one-time ARRA (American Recovery and Reinvestment Act) dollars used as bridge funds in the current fiscal year.

"We have been very clear that ARRA funds were to be used for one-time expenses this year. People knew to plan with that in mind," she said. She said the process of deciding which units receive bridge funds from the supplemental appropriation would begin within the month.

Update on the FY11 budget

Rasmussen will present an update on budget planning for the fiscal year that begins July 1 during a noon open forum April 1 in the Memorial Union Gallery. It is hosted by the P&S Council but all are welcome.

The Iowa Legislature adjourned March 30. State appropriations to Iowa State for FY11 will total

\$224.9 million, or \$20.4 million less than state funding for the university back on July 1, 2009 (prior to the \$24.5 million mid-year reversion). However, \$24.5 million is the reduction the university will meet as the FY11 budget is finalized. The difference between the two (\$4.1 million) will be used for additional bridge funding.

Iowa State also will receive a one-time allocation of \$3.2 million on July 1, also to be used to help units transition to lower base budgets in FY11.

Executive vice president and provost Elizabeth Hoffman also distributed on Monday her **sixth budget memo** on the FY11 budget. Even with the improvement in state funding over this year's revised support and additional tuition revenues, Iowa State faces a net deficit between revenues and expenses next year of approximately \$9.5 million. Rasmussen pointed out that, under the new budget model, revenues and expenses are distributed differentially among units. So, the actual net effect from unit to unit will vary.

The latest draft of the university's FY11 budget includes:

- Projected revenue increases from tuition (\$21.5 million) and indirect cost recovery from externally funded research (\$1.1 million)
- Projected cost increases (\$2.3 million) to open and use two science buildings (Hach Hall and the Biorenewables Research Laboratory)
- Projected increases in student financial aid (\$6.4 million) and personnel expenses (\$3.4 million). The personnel increases include costs to cover faculty promotions, merit salary increases under the contract with their labor union, employee benefits increases and the cost to raise some P&S salaries to meet pay grade minimums in the new compensation structure. Faculty and P&S salaries would remain flat. The plan still is to restore the university's contribution to employees' TIAA-CREF plans to the full 10 percent on July 1. This was reduced to 8 percent in November as part of the strategy to meet the mid-year reversion.

Units will submit their final budget plans sometime in mid-May, and the university's overall budget will be balanced during May and June.

April 1, 2010

New P&S compensation structure rolls out in April

by Paula Van Brocklin

After months of discussion and several delays, Iowa State's new **professional and scientific compensation structure** will be implemented July 1, pending approval from the state Board of Regents at its April meeting.

The new structure will have 12 pay grades (grades 30 to 41), two more than the current structure (grades 11 to 20). Each grade also will have broader salary ranges, allowing for greater pay flexibility within each grade.

Communication with P&S employees

Each P&S classification has been assigned a new pay grade in the new compensation structure. The new compensation structure and the classification listing (corresponding with the new pay grades) will be available on the **human resource services web site** April 1. P&S employees will be able to see their new pay grades, which are consistent with classification and market pricing studies, through AccessPlus beginning April 8. At that time, employees will be able to view their:

- Current pay grade and salary
- New pay grade
- Minimum and maximum salaries of the new pay grade

"Employees and supervisors should note that this is an entirely new structure with additional pay grades, and as such, there is no correlation between an employee's current pay grade and the pay grade number in the new structure," said Mike Otis, associate director, human resource services.

If an employee or supervisor thinks a position's new classification does not accurately reflect the position's current duties, a **reclassification review (PDF)** may be requested through human resource services.

At this time, employees are unable to view pay grades of positions other than their own through AccessPlus. This information eventually will be available in the classification and compensation section of the HRS web site.

Approximately 50 employees will notice an increase in their current salary to meet the minimum requirements of their new pay grades. The total cost to bring up the salaries to their new minimums is approximately \$66,000, provided through central funding.

Additional information about the new P&S compensation structure, including key terms, information on why the structure was changed and more details about the process, will be available on the **HRS web site**.

Still work to be done

Once the new compensation structure is approved and implemented, more policy work remains. The compensation study policies committee, consisting of university administrators, has written a draft policy, "**Compensation and Salary Structure Policy - P&S,**" which was available for public review in the policy library through March 31. This policy, if approved, would provide the framework for the new compensation structure and its future maintenance.

Throughout FY11, the policy committee will continue work on a new pay administration policy to address starting salaries and salary increases related to reclassification or promotion. In addition, the committee plans to develop a policy that focuses on career progression in the new compensation structure, and employees whose salaries are paid by external grants.

Proposed new P&S salary structure with 12 pay grades using expanded upper pay range limits

Grade	Minimum	1st Third	Midpoint	Maximum	Spread
41	\$93,500	\$118,418	\$131,000	N/A	
40	\$81,800	\$103,600	\$114,500	N/A	
39	\$71,800	\$94,537	\$105,905	\$140,010	95%
38	\$64,154	\$82,331	\$91,420	\$118,686	85%
37	\$56,196	\$72,119	\$80,080	\$103,964	85%
36	\$51,088	\$65,563	\$72,800	\$94,512	85%
35	\$44,800	\$57,493	\$63,840	\$82,880	85%
34	\$39,474	\$50,658	\$56,250	\$73,026	85%
33	\$37,113	\$46,391	\$51,030	\$64,947	75%
32	\$33,676	\$42,095	\$46,305	\$58,934	75%
31	\$30,622	\$37,767	\$41,340	\$52,058	70%
30	\$28,257	\$34,379	\$37,440	\$46,623	65%

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Where's Bob?

"Inferences Drawn," by Iowa artists William Barnes and Thomas Rosborough, is in the north foyer of renovated Snedecor Hall. The mural was commissioned last year during the renovation as part of Iowa's Art in State Buildings program. The right side of the mural depicts chaos before it is processed and ordered by the human mind (on the left side of the mural). *Photo by Bob Elbert.*

April 1, 2010

Search begins for next veterinary medicine dean

by Diana Pounds

The search is under way for the next dean of the College of Veterinary Medicine. Executive vice president and provost Elizabeth Hoffman recently identified an 18-member search committee, which will begin work next week.

The committee will seek a successor to Dr. John Thomson, who will retire from the dean position on Jan. 1, 2011. Thomson will remain on the ISU faculty.

Dean of the College of Business Labh Hira and associate provost Susan Carlson will co-chair the search committee.

The committee's first meeting will be held Wednesday, April 7. Final candidates likely will visit campus in the fall of 2010, and the new dean is expected to be in place by Jan. 1, 2011.

Nominations and applications for the veterinary medicine dean post may be submitted to vmdean@iastate.edu.

The committee

Members of the committee are:

- Labh Hira, dean, College of Business
- Susan Carlson, associate provost for faculty advancement and diversity
- Rodney Bagley, professor and chair, veterinary clinical sciences
- Rodney "Butch" Baker, clinician, veterinary diagnostic and production animal medicine
- James DeLano, Oakland, Calif., ISU alumnus, veterinary medicine
- Amanda Fales-Williams, assistant professor, veterinary pathology
- Tamara Hancock, veterinary medicine student
- David Hardin, associate dean, and professor and head of the School of Veterinary Medicine and Biomedical Sciences, University of Nebraska, Lincoln
- D. L. "Hank" Harris, professor, animal science department
- Anumantha Kanthasamy, Distinguished Professor in veterinary medicine; professor, biomedical sciences
- Renee Knosby, business manager, veterinary medicine administration
- Annette O'Connor, associate professor, veterinary diagnostic and production animal medicine
- Amanda Ramer-Tait, research scientist, veterinary microbiology and preventive medicine
- James Roth, Distinguished Professor in veterinary medicine; professor, veterinary microbiology and preventive medicine
- Kimberly Van Driel, veterinary medicine student
- Bianca Zaffarano, clinician, veterinary clinical sciences
- Kurt Zuelke, director, National Animal Disease Center
- Ruth Birch, executive vice president and provost office (staff support to the committee)

April 1, 2010

AAUP chapter weighs in on policy changes

by Erin Rosacker

On Tuesday, April 6, the Faculty Senate could vote on proposed changes to policies governing the elimination of faculty and academic programs. The executive committee of the ISU chapter of the American Association of University Professors weighed in on the changes in a two-page statement.

In an e-mail to the chapter's mailing list, ISU AAUP president Mack Shelley said the executive committee will submit its recommended amendments to the Faculty Senate. [An attached statement \(PDF\)](#) identified six problems with the senate's proposed policy changes:

- Faculty are not involved in the determination of financial exigency
- Administrators, not faculty, make the initial program elimination recommendations
- Tenured and tenure-track faculty terminations are treated differently
- The grounds for appealing faculty terminations are too limited
- A "good faith effort" to place eliminated faculty elsewhere isn't strong enough; the university should make "every effort" to place these faculty
- The termination notice is based on length of contract instead of length of service

"The proposed revision of Section 3.4 currently before the Faculty Senate has undergone several drafts, and each draft has resulted in a document that is better than the previous one," the statement said. "There are, nonetheless, still several issues that need to be addressed if Section 3.4 is to follow best practices as recommended by the AAUP for protecting tenure and shared governance."

April 1, 2010



Helping hands

More than 900 volunteers participated in the Stash the Trash and Veishea Service Day projects March 27. The collaborative event dispatched people across campus and the community, performing good citizen tasks ranging from litter patrol, to painting, to planting gardens. Pictured are volunteers creating the Beloit Learning Garden at Lutheran Services in Iowa's north Ames campus. *Photo by Heidi Ramaeker.*

April 1, 2010

More to consider in budget decisions

by Erin Rosacker

Based on the research of its collaborators, the ISU ADVANCE program developed a set of recommendations for administrators to consider as they deal with budget reductions.

ISU ADVANCE, an initiative that focuses on the recruitment and retention of women faculty in the science, technology, engineering and math (STEM) fields, is funded by a National Science Foundation grant through 2011. Using national and ISU research developed through the ADVANCE program, a list of three recommendations for ISU administrators focuses on:

- Transparency and expression of opinion during the decision-making process
- Equity of redistributed resources, such as staffing, funding and supplies
- Preventing isolation and ensuring that junior faculty are mentored

Anticipated mergers and reorganizations in academic units are the driving force behind the [recommendations \(PDF\)](#). In its opening paragraph, the document states that the current "transitions" facing the university could provide "opportunities to eliminate historical inequities."

"We have spent the past four years studying academic culture to define conditions that create the most positive working environments for all faculty members," said Susan Carlson, ISU ADVANCE principal investigator and steering committee member. "Although there are many negative aspects of the current budget crisis, we believe that the best possible results of the upcoming university transitions will be achieved by taking into consideration issues such as transparency, expression of opinion, equity, isolation and mentoring."

April 1, 2010



The "Best in Show" garment at the 2009 student fashion show was a dress called "Lichtenshrine," designed by sophomore Kristin Lee Geiger. *Photo by Kayla Kern.*

Student fashion show is this weekend

by Laura Dillavou, Human Sciences communications

One-of-a-kind student designs will be showcased in the 2010 Textiles and Clothing Fashion Show, "[A Fashion Wonderland.](#)" Completely student-produced, the show begins at 2 p.m. April 3 in Stephens Auditorium.

The 28th annual show will feature designs from eight entry categories, including street wear, special

occasion, menswear, wearable art and collections (at least three pieces). More than 100 garments will be modeled; a separate exhibition for mounted entries precedes the runway show and begins at 1 p.m. Student organizers estimate that about 90 percent of the entries submitted are used in one of these components of the show.

Since 1982, Iowa State students have been displaying their technical design, sewing and creative skills through The Fashion Show. It is one of the largest student-produced fashion shows in the country, with nearly sold-out crowds.

"This year's show will give an unexpected look into the design process. It will be whimsical from start to finish, allowing the audience to leave feeling like they can design a collection, too," said Kim Anderson, a senior who is assistant producer for the show.

Student entries were judged March 12 and winners will be announced at the show's conclusion. Each year, The Fashion Show recruits a team of industry professionals to assist with judging. This year's judges, all Iowa State alumni, were:

- Jerilyn Booth, senior technical designer for Kohl's, Milwaukee
- Roxanne Eklund, educator at Pratt Institute, New York City
- Tricia Naden, product manager for Target Corp., Minneapolis
- Tina Wagner, color and print manager at Elie Tahari design, New York City

Tickets can be purchased at the Iowa State Center ticket office or through [Ticketmaster](#). Tickets are \$22 (\$16 for students/youth), with a discount for groups of six adults or more.