



April 29

Welcome home, Fred

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Proposed FY11 budget gets first look from regents

President Gregory Geoffroy told Regents Iowa State intends to return the university's contribution to employees' TIAA-CREF accounts to 10 percent of salary on July 1.

April 29

Regents approve faculty promotions, further study of efficiency proposals

Promotion and tenure recommendations for 61 ISU faculty members were among the items approved by the state Board of Regents April 29. Cooperative efficiencies, parking rates and student fees also were on the agenda.

April 29

Porous concrete experiment is going well

Three years in, the university's experiment with an earth-friendly pervious concrete parking lot has been positive by most accounts. However, the higher cost and strict requirements for the underlying soil for pervious concrete to be effective have deterred planners from installing a second one.

April 29

Budget units outline their plans for FY11

State funding for Iowa State is down about 8 percent from a year ago and 20 percent from two years ago.

April 29

HRS responds to health care legislation

Employee questions have prompted ISU's human resource services department to discuss how and when health care reform legislation will impact Iowa State.



Porous concrete

Announcements

- CEAH seeks part-time director from among faculty
- ISU Dining will serve brunch May 9; make your reservations now

Receptions & open houses

Receptions

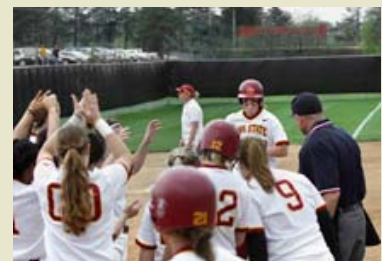
- Meisha Colbert, May 6
- Jack Payne, May 7
- For May graduates, May 7

Retirements

- Hamilton Cravens, April 29
- Jeffrey Prater and Sue Proescholdt, April 29
- Lonnie Gaumer, April 30
- Robert Gregorac, Howard Levine and James Murdock, April 30
- Don Payne, May 3
- Donna Kienzler, May 4
- Sara Kadolph, May 5
- Carolyn Payne, May 6
- Mary Yearns, May 6
- Kathie Gibbs, May 6
- Bill Grundmann, May 6
- Mary de Baca, May 7

Open house

- Sloss House, April 29

Arts & events

Cyclone softball

Final home stand

The Cyclone softball team faces Texas May 1 and 2 in its final home games of the season.

April 29

ISU websites hit the small screen

Several Iowa State websites have been designed for easy viewing on cell phones and other handheld devices.

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Budget cuts impact NTE faculty salaries

A Faculty Senate report found that the average salary of non-tenure eligible faculty positions declined in many colleges this year.

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Tradition takes root

In commemoration of Earth Day, Arbor Day and Veishea cherry pie makers, three cherry trees were planted outside MacKay Hall last week.



Future cherry pies

April 29

Input sought on strategic plan measures

The latest focus in the strategic plan process is developing measures to assess success in meeting goals.

April 29

ISURF director search is under way

A 14-member committee, chaired by Engineering dean Jonathan Wickert, has begun its work to find the next executive director of the ISU Research Foundation and director of the Office of Intellectual Property and Technology Transfer. Ken Kirkland, who leads the office, is retiring July 1. Nominations may be sent to Wickert.

Honors & awards

- Stacey Noe
- Wendy Wintersteen

Around campus

- Hoiberg is back home as ISU men's basketball coach
- Undergrad presents research at international conference

Inside tools

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April 29, 2010



Welcome home, Fred

Ames native and former Cyclone Fred Hoiberg was **introduced as the 19th ISU men's basketball head coach** in the program's 103-year history. Fans and media members filled the Jacobson Athletics Building for the April 28 announcement. Hoiberg replaces Greg McDermott, who left for Creighton University after compiling a 59-68 record in four years at ISU.

"I am very humbled to receive this opportunity and appreciate the confidence that Dr. Geoffroy and Jamie Pollard have shown in me," Hoiberg said. "It's a Hollywood script for me to take the reins of a program that I cheered for as a kid, played for as a collegian and followed closely for more than a decade as an alum."

Photo by Steve Pope.

April 29, 2010

Proposed FY11 budget gets first look from regents

by Anne Krapfl

President Gregory Geoffroy has proposed that Iowa State will use \$3 million to \$4 million from the university's general appropriation to provide a limited number of salary increases. He made his remarks as part of a preliminary budget discussion at the April 29 state Board of Regents meeting.

The university's salary policy allows for what Geoffroy said was a "limited number" of salary increases that address:

- Retention of key employees
- Equity issues in the marketplace
- Particularly meritorious performance by faculty and staff

In previous budget discussions, university units were expected to fund these increases.

Geoffroy also told the board Iowa State intends to return the university's contribution to employees' TIAA-CREF accounts to 10 percent of salary on July 1. The contribution was lowered to 8 percent this winter to help meet a budget reversion to the state. And Geoffroy said the goal in FY11 is to not require furloughs for faculty and P&S staff.

More regents coverage

- [April 29 meeting](#)
- [Geoffroy's budget presentation \(PDF\)](#)

Geoffroy outlined a proposed university budget that contains nearly \$20.4 million less state support than the university received on July 1, 2009, and \$58.7 million less than on July 1, 2008. Iowa State will rely on projected new tuition revenues (\$21 million), a one-time state appropriation (\$3.2 million) and increases in research indirect cost recovery and miscellaneous income (\$400,000) to bring revenue levels back to approximately the July 2009 level. However, that revenue must fund a long list of increasing costs, including student financial aid (\$6.4 million), employee insurance (\$2.3 million) and library acquisitions (\$770,000), among others.

In building the FY11 budget, university leaders made permanent a \$24.9 million mid-year reduction to the FY10 budget. Geoffroy shared with the board some of the **changes being implemented** at the college and department levels.

Board members didn't raise any questions about the proposed FY11 budget, and commended Geoffroy for the detail in his proposal.

More retirement options

Board members approved Iowa State's proposal for a **third retirement incentive option**. Dubbed "RIO3," it is available to employees who are 55 years old with 10 years of service on their retirement date. It is similar to the previous two retirement incentive options (RIO and RIO2) with one other

change. Employees who currently are enrolled in TIAA-CREF would have the choice of five years of health care coverage (as with the previous plans) or five years of employer-paid retirement contributions. Employees with IPERS would not be able to opt for the employer-paid retirement contributions.

Prior to voting in favor of the proposal, board president David Miles questioned the efficacy of a growing series of retirement incentive options. Vice president for business and finance Warren Madden said he thinks RIO3 will be the last program.

"We don't anticipate any additional options will be necessary," he said. "We think this will be another attractive option to staff and perhaps some faculty will participate as well."

The board also approved Iowa State's proposal for a phased retirement program.

The program offers qualified employees a reduced appointment for a maximum of two years. At the end of that time, the employee will have the option of medical coverage or employer-paid retirement contributions for the balance of five years -- like the RIO3 plan -- once phased retirement has begun.

The application deadline for this phased retirement program is April 30, 2011, and the phased retirement period must begin by Jan. 1, 2012. The employee's department must approve the request.

April 29, 2010

Regents approve faculty promotions, further study of efficiency proposals

by Anne Krapfl

The state Board of Regents approved promotions for 61 Iowa State faculty members for the 2010-11 academic year at its meeting April 29 in Iowa City. The list includes 33 promotions with tenure, 26 promotions (faculty already were tenured), and two tenure awards without promotion. The faculty salary increases for promotion to associate professor and professor remain this year at \$3,400 and \$4,000, respectively. The [full list of promotion and tenure awards for 2010-11](#) is online at the provost's website.

The regents annual report on faculty tenure noted that at least 70 percent of tenure-eligible faculty members are tenured in 42 of 63 ISU departments and in five of the seven colleges -- Agriculture and Life Sciences, Design, Engineering, Human Sciences and Liberal Arts and Sciences -- as well as the library.

Inter-institutional efficiencies

The board approved a proposal to further study 12 projects that could achieve greater efficiency and/or cost savings for the participating regent schools. The projects include three each in the broad areas of information technology, purchasing, human resources and facilities. They emerged from collaborative reviews conducted since the board's March 24 meeting, at which Miles directed the review in light of the state government reorganization plan approved last month -- and from which the regents umbrella is exempted.

Teams will take from three to 12 months to assess the cost, savings and other potential outcomes of each of the 12 projects. Some are more straightforward, such as a regent-wide software licensing pool to lower purchase costs, or investigating another 10 common products or services for joint purchasing contracts (many already exist). Others would take more time and could require changes to Iowa Code, such as replacing the schools' sick-vacation leave system with a Paid Time Off program, or converting from printed sets of construction bid documents to an electronic system.

Parking permits

The board approved parking permit rates for FY11. Permit renewal began April 26. The increases range from 2.4 to 4.3 percent, and the new rates are:

- General staff, including Ames Laboratory and Residence permits, \$128 (was \$125)
- Reserved, \$457 (was \$446)
- 24-hour reserved, \$821 (was \$801)
- Departmental, \$128 (was \$125)
- Vendor, \$166 (was \$162)

More regents coverage

- [Iowa State's proposed budget](#) (April 29)
- [Geoffroy's budget presentation \(PDF\)](#)
- *Inside Iowa State's* regular coverage of state Board of Regents meetings is available in an [online story archive](#).

- Staff motorcycle, \$43 (was \$42)
- MU ramp, annual, \$462 (was \$450)
- MU ramp, semester, \$195 (was \$187)
- MU ramp, summer, \$156 (was \$150)

Mandatory student fees

As approved in February as part of the 2010-11 tuition decision, Iowa State students will pay \$894.70 in mandatory fees next academic year, unchanged from the current year. The board approved the recommendation of an ISU student fee committee to allocate the dollars as follows (building fees are set according to bond repayment requirements):

Fee	Amount
Technology	\$230
Health	\$196
Student activity	
Student government	\$67.50
Legislative relations	\$0.20
Student services	
CyRide	\$125.20
Athletics dept.	\$45
Recreation	\$133.30
Building fees	
Health facility	\$16
Memorial Union	\$49.10
Hilton Coliseum	\$18
Ice arena	\$8.40
Multicultural center	\$6
Total	\$894.70

In other business, the board:

- Approved Iowa State's request to implement the new P&S compensation structure on July 1. The 12 pay-grade plan with expanded salary ranges replaces the current 10 pay-grade plan, which has been used since the 1980s. The top two pay grades don't have a salary maximum. It will cost about \$66,000 to move approximately 50 employees' pay to their salary minimums in the new structure. Central funds will cover this.
- Approved Iowa State's request to terminate the M.S. program in Business due to lack of interest. The lone student in the program will graduate in May.
- Approved a new B.S. program in event management in the College of Human Sciences and three new master's programs in the College of Engineering. The master's programs are coursework-only versions of the college's M.S. program in that specialty, absent the thesis requirement. They are:

- Master of Engineering in civil engineering
 - Master of Engineering in materials science and engineering
 - Master of Engineering in information assurance
- Approved room and board rates for the year that begins May 9. Residence hall room and Frederiksen Court apartment rates will go up 3.5 percent. Apartments in Schilletter and University Village will go up 2.7 percent. The 12 ISU Dining meal packages offered next year will increase 1.67 percent to 2 percent. The room-board combination the residence department uses now for year-to-year comparisons is a double room in the Richardson Court complex and 17 meals/week plus \$350 Dining Dollars. The cost of this package will go up \$193 (2.7 percent).
 - Approved the sale of \$24 million in bonds to partially fund the recreation services renovation and expansion plan at State Gym. The first of two planned bond sales was in April 2009 (\$27 million). The bonds have a 25-year repayment period.
 - Approved Iowa State's request to present an honorary Doctor of Science degree to former Ford Motor Co. and John Deere engineer Harold Brock at commencement this spring. Brock is being honored for his leadership in designing tractors that helped spur the transformation of agriculture and food production, and for contributions to education since his 1972 retirement from industry.
 - Approved Iowa State's request to begin project planning and select InVision Architecture, Waterloo, for replacement of the heating, ventilation and air conditioning system (HVAC) in the laboratory animal resources facility. InVision is the architect for the adjacent Vet Med small animal hospital renovation and expansion. A federal ARRA grant of nearly \$4.4 million will cover the HVAC project cost.

April 29, 2010



Experimental Lot 122 in north campus is half regular concrete (bottom) and half pervious concrete (top). Photo by Bob Elbert.

Iowa State's pervious concrete experiment is working

by Anne Krapfl

After three years of use, weather extremes and data collection, the university's experiment with earth-friendly pervious (porous) concrete has been positive by most accounts. However, the higher cost and strict requirements for the underlying soil for pervious concrete to be effective have deterred planners from installing a second one.

In pervious concrete, what looks like a highly textured concrete is only the top layer of a system that also includes (bottom to top) a fabric barrier, two inches of sand and a layer of aggregate (12 inches in half the ISU test lot, 18 inches in the other half).

Rainfall trickles through the "pervious" surface layer and is stored temporarily in the aggregate layer before soaking into the soil. The soil layer helps further remove pollutants before the water reaches the water table. The ultimate goal with pervious surfaces is to reduce the volume of rainfall reaching local storm sewers and pollutants reaching local streams.

The experiment

The experimental lot (122) is in the far north part of campus, between the railroad tracks and the environmental health and safety department's building. The 34-stall lot was constructed in October 2006; half is standard concrete, half is pervious concrete. Standard concrete is made from cement paste, limestone aggregate of an inch or less and medium-coarse sand. Pervious concrete differs in that the limestone pieces are smaller and more uniform in size and most of the sand is removed, creating an 18 to 25 percent void space. The higher end of this range works in the southern states, but the repeat

freeze-thaw pattern in Iowa's winters requires more sand in the pervious mix for greater strength and durability in freeze-thaw cycles.

Extension civil engineer Stephen Jones and his team from Iowa State's Concrete Pavement Technology Center began studying pervious concrete for northern climates about six years ago and developed the "recipe" for the version used in lot 122. Through this fall, his team is tracking the performance of the lot. The test lot is featured in their pervious concrete recommendations in the [Iowa Stormwater Management Manual](#). Here's some of what they learned so far:

Strength through the Iowa winters

Jones said the pervious concrete is holding up well.

"There are some scrapes and stains, but the structure of it is doing just fine," he said. There have been no incidents of cracking or buckling.

"It can take a lot of water."

--Stephen Jones

Regular (Portland) concrete can withstand 3,500-4,000 pounds of compression per square inch (psi); the pervious sample in lot 122 has a compressive strength of 3,200-3,500 psi. By contrast, Southern varieties of pervious concrete, containing virtually no sand, can withstand about 2,000 pounds per square inch. The mix designed for lot 122 includes 6-7 percent (by total weight) sand to make the concrete stronger, but also diminishing its permeability.

Jones' team placed six temperature sensors in the various layers of the pervious system. He said they believe that the air voids act as an insulator against winter surface temperatures. They were surprised that the measured temperatures in the pervious concrete typically are 5-6 degrees warmer than regular concrete. He said they also haven't seen freezing and thawing in the soil below the pervious concrete lot.

Rain and snow runoff

"It can take a lot of water," Jones said.

Once a year his team conducts permeability tests, using large buckets of water, to see if the void spaces in pervious concrete are staying clear. The lot is designed to handle 300 inches of water in an hour. In tests, Jones said the middle of the lot took as much as 900-1,000 inches of water per hour. In the 40 months that Jones has been monitoring the lot, he said Ames received one major storm -- four inches in 24 hours. Most rains delivered 1.25 inches of water, or less, in 24 hours.

Trapping surface pollutants

Jones said his team still is working on this piece of the research. They expect to have data later in the fall.

Lot maintenance

A key drawback to pervious concrete in northern climates is that sand can't be applied on icy patches because it would plug the voids in the concrete. As with all concrete, salt can be applied after the first year; it dissolves in the melting ice.

Les Lawson, manager of campus services, said that with the exception of sand, his staff has been able to maintain lot 122 much like other parking lots. He said ice is rare on the pervious concrete because the water drains before ice forms or as it melts. His team uses the same street sweeper in lot 122 it uses elsewhere (a combination of brushes and a vacuum). All lots get cleaned two to three times each year; lot 122 typically gets an extra cleaning, Lawson said.

Success is not guaranteed

"To be fair, there are pervious concrete projects in Iowa that haven't worked," Jones said.

The failures typically are due to poor installation (teams not well trained in this method), soils below that contain too much silt or clay and thus are impermeable and not suited to this system, or a bad concrete mix (such as too much water in the concrete, too much sand or fine gravels in the aggregate layer).

For example, Jones said using a pervious system for the lots at the Iowa State Center wouldn't work. The land is in a flood plain and the soil contains a lot of silt.

"We could get the water through the pervious pavement, but then where would it go?" he said.

Jones said 80 percent of pervious concrete failures are due to ineffective erosion control adjacent to the pavement that, during storms, allows sediment to wash onto its surface and plug the voids.

Always a consideration

Mark Miller, manager of the parking division in the department of public safety, said there aren't any plans yet for a second pervious concrete use on campus. But, nearly every time a lot needs to be repaved "we take a look at whether this is a good place to do a pervious pavement, either concrete or asphalt." His considerations include the cost and whether there are grants available to try something new, and the financial return on the lot.

Jones said pervious concrete still costs 15 percent more per square yard than standard concrete. Part of that is labor, because not all concrete crews are trained in the technique yet. And part of it is because pervious concrete requires greater size consistency in the materials that go into it.

April 29, 2010

Budget units outline their plans; Geoffroy presents university budget to regents

by Anne Krapfl

The state Board of Regents will get a first look at Iowa State's FY11 budget plans April 29 when it meets in Iowa City. President Gregory Geoffroy will outline a proposed university budget that contains nearly \$20.4 million less state support than the university received on July 1, 2009, and \$58.7 million less than on July 1, 2008.

Iowa State will rely on projected new tuition revenues (\$21 million), a one-time state appropriation (\$3.2 million) and increases in research indirect cost recovery and miscellaneous income (\$400,000) to bring revenue levels back to approximately the July 2009 level. However, that revenue must fund a long list of increasing costs, including student financial aid (\$6.4 million), employee insurance (\$2.3 million), required compensation increases (\$1.5 million) and library acquisitions (\$770,000), among others.

Geoffroy's presentation will be posted on the president's web site Thursday morning. Coverage of the regents' budget discussion will be posted in *Inside Iowa State* later Thursday.

In building the FY11 budget, university leaders made permanent a \$24.9 mid-year reduction to the FY10 budget. Iowa State's colleges, library, IT Services and vice presidential units were given reduction targets in late February and submitted their budget drafts by early April. Those plans included operations plans and personnel plans -- supplemental plans outlining specific changes to faculty, staff and graduate assistant positions. The personnel plans currently are being reviewed in human resource services to make sure that the proposed changes are consistent with policies and procedures for the respective employee groups.

Summarized below are highlights of what the units proposed to meet their reduction targets for the new year that begins July 1. Executive vice president and provost Elizabeth Hoffman has accepted the plans, pending regent approval of the university's proposed budget at the board's June 9 meeting.

Academic colleges

Agriculture and Life Sciences: \$3,019,896

- Reduce state funding for graduate assistant positions
- Eliminate seven vacant faculty positions
- Continue planning to merge the horticulture and ag education and studies departments
- Consider a joint administrative structure for the entomology and natural resource ecology and management departments
- Charge \$100 special course fee to students for courses that use special facilities (such as farms, greenhouses)
- Increase user fee 25 percent to researchers (faculty, scientists) with projects at ISU research farms

Business: \$982,642

- Revise the MBA curriculum (eliminates one FTE faculty position)
- Eliminate the Saturday MBA program (year two of implementation), eliminates 1.5 FTE faculty positions
- Merge two B.S. programs (logistics and supply chain management, and operations and supply chain management) into one: supply chain management (eliminates 2.5 FTE faculty positions)
- Reduce graduate assistant positions

Design: \$837,554

- Reorganize department-level support and student support services into college-wide offices (likely would eliminate three staff positions)
- Temporarily reorganize department administrative offices, eliminating chair positions, until a new structure is envisioned that will serve the college's future plans
- Reduce budget for supplemental instruction, which reduces faculty/instructor positions from 94 FTEs to 77 FTEs
- Reduce supplies/services budgets
- Increase enrollments in some professional degree programs

Engineering: \$2,307,425

- Cut approximately \$1 million by reorganizing units and reducing staff positions in central service units (communications, computing support, alumni relations, development, academic and student affairs, graduate and research programs). Not all decisions have been made, but several that have: close the Engineering Policy and Leadership Institute and decrease central support of undergraduate research
- Use differential tuition to increase funding to all eight of its academic departments by approximately \$1.8 million
- Reduce hiring of faculty
- Reduce graduate assistant and lecturer positions

Human Sciences, reduction target: \$1,561,285

- Departmental faculty have voted to continue planning to merge two departments (educational leadership and policy studies, and curriculum and instruction) into a single unit. Planning will continue through the 2010-11 academic year.
- Remove state funding for the Research Institute for Studies in Education; the center will become primarily self-funded
- Eliminate positions, both vacant and filled

Liberal Arts and Sciences: \$4,737,922

- Use retirements, resignations, open positions and expired contracts to reduce personnel
- Reduce merit, P&S and non-tenure faculty positions through layoffs
- Create "business centers" that serve multiple departments
- Add course fees for some lab courses
- Reduce graduate assistant positions in nine departments
- Substantially cut (21 percent) funding for sociology department (this eliminates two open faculty positions and some graduate assistant positions) as part of a multi-year plan to refocus and

downsize the department

- Reduce energy consumption

Veterinary Medicine: \$1,602,998

- Reduce funds for faculty start-ups
- Eliminate positions in central administration offices
- Eliminate seven faculty positions (vacant or planned retirements)
- Eliminate vacant staff positions, move funding for some to grant or fee income

Library: \$974,394

- Reduce personnel through retirements
- Reduce energy use (lighting and heat)
- Cancel some journal subscriptions (titles identified in fall 2009 review) and reduce book purchases

IT Services: \$384,825

- Reduce personnel by 3.5 people through early retirements
- Reduce student labor hours, which reduces evening and weekend hours of operation in the Solution Center

President's unit: \$610,162

- Reduce state funding of athletics department
- Reduce student employment hours
- Reduce professional development, travel, supplies budgets
- Reduce marketing of the university

Vice presidential units

Business and finance: \$2,355,586

- Transfer some employee compensation lines and supply budgets to reserve funds or fee income
- Charge fees for services that were centrally supported in the past
- Reduce staff positions by 24 FTE, which eliminates some services and creates wait time for others

Extension and outreach: \$1,961,183

- Reduce staff positions through retirements
- Transfer some salaries to sponsored funding or user fees
- Raise user fees in 4-H
- Reduce operating expenses

Research and economic development: \$918,613

- Discontinue central funding for eight research centers (which will move under a college or institute)
- Develop new funding model for four institutes (Bioeconomy Institute, Nutrition and Wellness Research Center, Partnerships in Prevention Science Institute and Institute for Transportation) based on realized indirect costs

- Consolidate key services of the Institute for Social and Behavioral Research and Center for Survey Statistics and Methodology to create an integrated survey research lab

Student affairs: \$969,386

- Gain efficiencies in enrollment services research and analysis
- Continue a multi-year plan to move recreation services from state to auxiliary funding
- Eliminate three vacant positions (registrar and student financial aid offices)
- Eliminate two planned positions at the Memorial Union
- Reduce supplies, professional development, training and travel budgets

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April 29, 2010

ISU takes a wait-and-see approach on health care reform

by Paula Van Brocklin

Recently passed federal health care legislation has the media and most of America buzzing. It seems Iowa State employees are talking, too. Questions from employees have prompted human resource services to issue a [statement \(PDF\)](#) about what impact the legislation will have on ISU's benefits.

"Some of the legislation impacts ISU, some of it doesn't," said Mike Otis, associate director of HRS. "The regulations associated with the legislation have not come out yet, so we don't know exactly how some pieces of the legislation are going to work."

What is certain, according to Otis, is that dependent children will be allowed on their parents' health plans until age 26, beginning Jan. 1, 2011, for merit employees and Feb. 1, 2011, for ISU Plan participants. Children up to age 24 currently are allowed on their parents' plans, per recent state legislation.

Otis said several other provisions in the new health care reform legislation, such as guaranteed coverage, or the definition of what are considered essential services, still are uncertain. But one thing is certain; it will take time for the new legislation to be completely enacted. HRS is expecting more specific details within the next three months.

"We're evaluating the legislation, we're in contact with our health care vendors, and we're trying to understand what the impact will be," Otis said. "It's going to take some time."

Have questions?

- [E-mail](#) the benefits office
- Visit the benefits [home page](#)

April 29, 2010

ISU web pages hit the small screen

by Diana Pounds

Several Iowa State websites have been designed for easy viewing on cell phones and other handheld devices. Among sites optimized for small screens are the faculty, staff and student directory; an ISU news site; and especially for students, an up-to-date list of available washing machines and dryers in residence hall laundry rooms.

These and several other sites are available at m.iastate.edu. Jim Twetten, director in information technology services, expects more sites to appear in the coming months. IT staff will continue to develop sites and will advise and assist other university units in creating their own mobile-friendly sites.

"Not every web page is a good candidate for a mobile site," Twetten said. "The best mobile pages offer quick information that people typically need when they're out and about. "

Got an idea?

Send ideas for new mobile-friendly sites to Twetten. For technical assistance in developing a new site, contact IT [web development services](#).

Sites on m.iastate.edu

- ISU directory
- Events calendar
- ISU news
- Engineering College news
- *Innovate* magazine (Engineering)
- Engineering's YouTube
- Available washers, dryers in residence halls
- Suggestions for m.iastate.edu

April 29, 2010

Budget cuts impact NTE faculty salaries

by Erin Rosacker

Facing reduced state appropriations and a mid-year budget reversion, it is no surprise that ISU's non-tenure eligible (NTE) faculty saw no annual salary increase in 2009-10. In fact, in its annual report on NTE faculty salaries, the Faculty Senate's compensation committee found that some average salary numbers decreased.

There are 230 full-time NTE faculty positions at Iowa State, which includes senior lecturers, lecturers, senior clinicians, clinicians and adjunct appointments. Data on adjunct salaries was not included in the [report \(PDF\)](#).

Clinicians saw either an increase or no change to their average salary in the four colleges that employ the position. Reductions in salary averages for other NTE appointments include:

- Lecturers in five colleges (excluding Agriculture and Life Sciences, Engineering)
- Senior lecturers in Business, Design and Human Sciences
- All senior clinicians (exclusive to Human Sciences and Vet Med)

The report indicated that the highest paid NTE faculty positions are in Vet Med and Engineering (\$67,326-\$75,138). Lecturers (\$31,000) and senior lecturers (\$34,000) in the College of Liberal Arts and Sciences' humanities are at the bottom of the list. Their average salaries also were significantly lower than comparable positions at the universities of Iowa and Northern Iowa, and the average salaries of secretaries within the ISU humanities departments.

April 29, 2010



Tradition takes root

College of Human Sciences dean Pamela White scoops dirt on the roots of a newly planted cherry tree outside MacKay Hall as landscape architecture students and Luis Rico-Gutierrez, dean of the College of Design, look on. The students planted three cherry trees April 22 to honor the Veishea cherry pie makers (students in hotel restaurant and institution management). The plantings also commemorated Earth Day (April 22) and Arbor Day (April 30). *Photo by Bob Elbert.*

April 29, 2010

Search begins for executive director of the ISU Research Foundation

The search is under way for the next executive director of the ISU Research Foundation (ISURF) and director of the Office of Intellectual Property and Technology Transfer (OIPTT).

Vice president for research and economic development Sharron Quisenberry has appointed a 14-member search committee, chaired by Engineering dean Jonathan Wickert, which began its work last week. Nominations for the next director may be sent to **Wickert** any time.

Serving with Wickert on the search committee are:

- Iver Anderson, adjunct professor of materials science and engineering and senior metallurgist in the U.S. Department of Energy's Ames Laboratory
- Eddie Boylston, technology licensing manager in ISURF/OIPTT
- Robert Brown, director of the Bioeconomy Institute and Distinguished Professor in mechanical engineering
- Steve Carter, director of the ISU Research Park
- Walt Fehr, Distinguished Professor in agronomy
- Anumantha Kanthasamy, Distinguished Professor in biomedical sciences
- Sonja Klocker, assistant to the vice president for research and economic development
- Lisa Lorenzen, director of the office of industry relations
- Warren Madden, vice president for business and finance, and ISURF board treasurer
- Surya Mallapragada, professor and chair of chemical and biological engineering
- Nikki Pohl, professor of chemistry
- Steve Sukup, vice president and CFO of Sukup Manufacturing Co. and ISURF board president
- Wendy Wintersteen, dean of Agriculture and Life Sciences

Nominations for the next ISURF/OIPTT director may be sent to search committee chair **Jonathan Wickert** any time.

ISURF executive director and OIPTT director Ken Kirkland is retiring on July 1. An interim director will be named soon to lead ISURF/OIPTT until the position is filled on a permanent basis.

April 29, 2010

Input sought on measures to assess strategic plan success

by Diana Pounds

As Iowa State's **next strategic plan** nears completion, committee members have turned their attention to developing measures to assess success over the next five years.

The latest drafts in the planning process are two sets of measures -- 10 primary and about 30 secondary measures -- that are tied to strategic planning goals.

The **primary measures (PDF)** have been endorsed by president Gregory Geoffroy and consist of such things as enrollment numbers, faculty accomplishments and external research funding. Executive vice president and provost Elizabeth Hoffman invites faculty, staff and students to comment on the wording, sources of information and completeness of the primary measures.

Secondary measures (PDF) include such things as program rankings, student ratings of experiences, diversity of the campus community and the number of start-up companies. Hoffman said these measures are still very much in draft form, and comments are welcome.

Comments can be sent to goodideas@iastate.edu or submitted via an [online feedback form](#).

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That felt good

Freshman infielder Erica Miller is met at home plate after hitting a solo homerun in the Cyclones' 9-5 win over Nebraska earlier this month. The ISU team's last home stand of the season is this weekend, when they'll host Texas in two games. Saturday's contest begins at 2 p.m., Sunday's at noon, at the Southwest Athletic Complex. Admission is free. *Photo by Steve Pope.*