



Oct. 14

**No time like ... today**

The flu shot clinic for ISU employees opened Monday and continues weekdays through Oct. 29, while supplies last. Associate provost David Holger (pictured) was among a large group who visited the clinic on the first day.

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**Five questions for Sally Barclay**

Sally Barclay, director of ISU's Nutrition Clinic for Employee Wellness, is the first to be featured in *Inside Iowa State's* periodic series, "Five Questions."



Sally Barclay

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**Council pushes through salary recommendations**

Professional and Scientific Council members unanimously approved a set of salary policy recommendations at their Oct. 7 meeting.

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**ISU officials join Vilsack, international visitors on farm tour**

Several ISU officials joined U.S. Secretary of Agriculture Tom Vilsack and agriculture ministers from Afghanistan and Pakistan on an Oct. 13 tour of Keith and Sue McKinney's farm, southwest of Colo.



Vilsack visit

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**Engineering technology degree on hold in senate**

A proposed bachelors in engineering technology degree is on hold in the Faculty Senate while talks continue with departments with similar programs.

**Announcements**

- CESMEE invites all to coffee collaboration
- Bowl for breast cancer Oct. 19
- Add your youth programs and camps to the ISPY website
- Work-study split changes for 2010-11 academic year
- Funds available for biotech events
- Sustainability workshop is Oct. 20
- Fall study circle for faculty: Strengthening graduate education
- Hort Club fall festival is Oct. 23
- Closets Collide swap begins Oct. 18
- Father-son duo will present at Oct. 22 entrepreneur lunch forum
- English conversation course runs Oct. 19-Dec. 9
- Events scheduled for National Coming Out Week Oct. 8-15
- Fall commencement will merge graduate, undergraduate ceremonies into one

**Receptions & open houses**

Retirement

- Dave Arkovich, Oct. 15

**Arts & events**

CyServe volunteers

**CyServe day is Oct. 16**

As part of the third annual CyServe event, about 270 volunteers will share part of their Saturday with an Ames service organization.

**Honors & awards**

- Elizabeth Hoffman

- [Marcia Rosenbusch](#)

### **Around campus**

- [Grant will improve access to quality seed varieties in Africa](#)
- [ISU is a site for Moms Night Out for STEM](#)

### **Inside tools**

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Photo by Leah Hansen.

## Five questions for Sally Barclay

by Paula Van Brocklin

*Editors' Note: This is the first of a periodic series in Inside Iowa State that will feature ISU faculty and staff, in their own words. Is there somebody you'd like to see featured? Do you have a question for someone? Let us know at [inside@iastate.edu](mailto:inside@iastate.edu).*

### Why did you choose to be a dietitian?

Because it was such a practical thing that would apply to everybody, and something that would be useful for myself and in raising a family. And then when I was in grad school my father went on dialysis. I saw how frustrated my mother was with his diet because the doctors were saying he's losing weight, he needs to eat more calories. But he couldn't have protein, he couldn't have sodium or potassium. And she's wondering, what do I feed him? I saw the relationship she had with the dietitian, and how empowering and important that relationship became to [my father's] health. I saw how [my mom] was struggling, and this person really came to her aid. I was very inspired by that. So I had personal reasons [for becoming a dietitian], but it also seemed like a science field working with people, which is really what I had been looking for all along.

### The Basics

- **Name:** Sally Barclay
- **Position:** Director of the Nutrition Clinic for Employee Wellness; registered and licensed dietitian
- **Years at ISU:** Eight
- **Education:** bachelor's degree in distributive studies (concentration in zoology, psychology and child development), ISU; master's degree in

## **If you could eat only one food for an entire week, what would it be?**

I don't know that there's one food that would cover all your bases, but in terms of something I wouldn't get tired of and that would have some nutritional benefit, it would be peanut butter. I know that the protein and healthy fat would stay with me so I'd be satisfied, and I really enjoy it. I enjoy the flavor and the texture. It's also got a little saltiness going on. But it's got to be crunchy.

## **What's the big deal about employee wellness?**

We've got research now showing that employee wellness programs do help the bottom line. They help to lower health care costs, but it goes even beyond that. It lowers absenteeism, and improves something called "presenteeism." That's when employees show up at work but aren't fully engaged because they have a lot of stress in their lives -- like a family problem -- so the productivity goes down. I think if we can address stress issues and get employees into a well situation -- as far as their environment, their eating and exercise -- that helps, too. I also think [an employee wellness program] tells employees "We care about you. We want you to have a good quality of life." And because our employees are here for a good chunk of time, eight hours a day or so, it's a good time to get them into healthy habits. They're a captive audience, so we should make the most of that.

## **What one thing could employees do to be healthier?**

Eat breakfast. Your body goes all night without food and it needs proper fuel to function well the next morning. Eating a breakfast with lean protein will give you a good start to the day. Many skip or eat a meager breakfast and then play "catch up" with their eating all day. Studies show that breakfast eaters have better success at achieving and maintaining a healthy body weight.

## **What can employees do to perk up in the afternoon, instead of walking to the vending machine?**

Definitely take a little walk on campus. A walk would get the blood circulating and bring back your energy. If you have either skipped lunch or had a very small lunch, you really are in need of some fuel at that point. But we all go for the candy or the chips to bring our blood sugar back up, and that's followed with a crash. Choose to have a healthful snack that includes some protein and some carbohydrates -- which would be the little pick-me-up. The protein would smooth things out and help them stay satisfied until they get home to prepare dinner. Try an apple with some nuts, or crackers and low-fat cheese; a combination is good. Bringing protein in there with some healthy carbs is really going to make a difference. But do the walk first. Maybe even just drink some water. I think a lot of times we get dehydrated and we think we're hungry.

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## **Council pushes through salary recommendations**

by Erin Rosacker

Professional and Scientific Council members unanimously approved a set of salary policy recommendations introduced at their Oct. 7 meeting.

Citing an Oct. 22 deadline to submit FY12 salary recommendations to university administrators, compensation and benefits committee chair Virgil Schmitt urged council members to suspend the rules and approve the motion at Thursday's meeting.

"Basically, what we're looking at is a two-step process," Schmitt said. "Nobody knows what the [budget] numbers are going to be. The attempt is to develop a framework that the numbers can be plugged into later, once those numbers are known."

The three salary policy recommendations include:

- Making supervisors more accountable for conducting performance appraisals
- Awarding a predetermined minimum salary increment to employees with at least satisfactory performance appraisals
- Awarding increases above the minimum based on exceptional performance, market and equity factors

"This is a very workable policy, given all of the uncertainties we're dealing with," said executive vice president and provost Elizabeth Hoffman. "We're working hard to get information on who has and has not had a performance evaluation. We're working on a better system to try to track it."

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### **ISU officials join Vilsack, international visitors on farm visit**

President Gregory Geoffroy joined U.S. Secretary of Agriculture Tom Vilsack (center) and two international agriculture ministers on an Oct. 13 tour of Keith (right) and Sue McKinney's farm, southwest of Colo. Vilsack brought Pakistani Agriculture Minister Nazar Muhammad Gondal and Afghan Agriculture Minister Mohammad Asif Rahimi to the Iowa farm to discuss production agriculture and U.S. farmers' connections with land-grant universities.

Other ISU officials participating in the visit were Wendy Wintersteen, dean of Agriculture and Life Sciences; Gerald Miller, interim vice president for Extension and Outreach; Maynard Hogberg, chair of the animal science department; and Kendall Lamkey, Pioneer Distinguished Chair in Maize Breeding and director of the Raymond F. Baker Center for Plant Breeding. *Photo by Bob Elbert.*

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### **Just a little pinch**

Associate provost Dave Holger rolls up his sleeve Oct. 11 as Karen Burk, occupational medicine (retired), administers his flu shot. Flu shots are available at no cost to employees (while supplies last) weekdays from 10 a.m. to 4 p.m. through Oct. 29 in 205 Technical Administrative Service Facility (TASF). No appointment is necessary, but be sure to bring your ISU ID card or your university ID number. And you may want to walk; parking spaces are limited in front of TASF. *Photo by Leah Hansen.*

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## Engineering technology degree on hold in senate

by Erin Rosacker

Faculty Senate president Micheal Owen told senators at their Oct. 12 meeting that a proposed bachelor of engineering technology degree in information and computer engineering technology requires more discussion before it returns to the group. The degree drew criticism based on its similarity to existing programs when it was introduced to senators in May, and was pulled from last month's agenda.

Owen said that faculty in the management information systems department are drafting a document to outline their concerns with the program, and talks with computer science faculty and a newly established university computer coordination committee also are planned. The computer coordination committee includes faculty representatives in computer-related departments and members from the deans' offices in Business, Engineering and Liberal Arts and Sciences.

"Hopefully, we can come to some kind of resolution about that major in the not-too-distant future," Owen said. "We will have discussion. It will come to the senate floor to be voted upon."

### Administrative reviews

Senators will vote next month on modifications to the *Faculty Handbook* (section 5.7) dealing with the review of central administrators. The changes would add two vice president offices (Extension and outreach, and research and economic development) to the review cycle.

The Office of the Vice President for Student Affairs is being reviewed this year. Senators approved the membership list of the committee charged with the review. Doug Jacobson, University Professor in electrical and computer engineering, is chair.

### More on FERPA

Vice president for student affairs Tom Hill fielded several questions about the Family Educational Rights and Privacy Act (FERPA) following his presentation at last month's meeting. In response, senate leaders invited associate vice president for student affairs and university registrar Kathy Jones, and associate counsel Keith Bystrom to [talk further \(PDF\)](#) about the privacy law.

More information about FERPA is available on these ISU web sites:

- [What faculty and staff need to know about FERPA \(PDF\)](#)
- [FERPA notification of rights](#)
- [Student records, confidential information policy](#)



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ISU students stained the playground structure at Roosevelt Elementary School during the first CyServe in 2008. *Submitted photo.*

## Oct. 16: It's CyServe

More than 270 volunteers -- most of them Iowa State students -- will spend part of their Saturday helping out one of six local organizations during the Student Activities Center's third annual CyServe day. Volunteers will assist on two Habitat for Humanity projects, repair lingering flood damage and clean at Ames' shelter for domestic abuse victims, and help with weeding and landscaping at the state forest nursery. Others will help with registration at Lutheran Services of Iowa's Blue Sky Days fun run, set up and take down the FACES of Ames diversity festival, or sew dresses from pillowcases for African orphans, an ongoing effort at the Memorial Union Workspace.

After recruiting 60 and 110 volunteers for the first two CyServe days, the goal was to recruit 120 students this year. The intent of CyServe, said graduate student Amanda Martin, who serves as an adviser to the undergraduate team, is to focus on the "community" aspect of community service -- "to get students off campus and into Ames, where they can interact with others and see what needs are

out there."

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