



Jan. 13

Welcome to spring semester

It was standing-room only in Tom Greenbowe and Jesudoss Kingston's Chem178 class Monday afternoon, the first day of class.

Jan. 13

User fees will change when new rec complex opens

This summer, students will assume the full cost of recreation fees that are funding the new State Gym complex. Employee users will be charged the same amount.

Jan. 13

New salary adjustment policy takes effect this week

A new university policy that addresses pay increases for faculty and professional and scientific staff goes into effect Jan. 14 and will be part of developing next year's university budget. Executive vice president and provost Elizabeth Hoffman introduces the new policy in her most recent budget memo.

Jan. 13

Where's Bob?

Do you know where university photographer Bob Elbert came upon this partial treble clef?

Jan. 13

MLK holiday events continue next week

The university and Ames communities will honor civil rights advocate Martin Luther King Jr. with several celebrations and lectures.

Jan. 13

New mileage rate takes effect Feb. 1

The maximum reimbursement rate has decreased to 19 cents per mile for the use of personal vehicles in certain circumstances.

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Nine faculty named AAAS fellows

Nine researchers from Iowa State -- two of them also are affiliated with the U.S. Department of Energy's Ames Laboratory -- have been named fellows of the American Association for the Advancement of Science.



Where's Bob?

Announcements

- University closed Jan. 17 to observe national MLK holiday
- Diversity, women's enrichment grant proposals due Feb. 1
- W-2s are available in AccessPlus
- Student researchers invited to present their work at two events
- Jan. 14-15 madrigal dinner tickets still available
- Learn about volunteer opportunities Jan. 19
- Iowa Arts Council staff plans campus visit Jan. 28
- Sustainability symposium planners seek poster proposals, award nominations

Receptions & open houses

Receptions

- "Line to Tone: A Drawing Salon" exhibit, Jan. 13
- "Relationships: Drawn, Analog to Digital" exhibit, Jan. 20

Retirement

- Gary Osweiler, Jan. 13

Arts & events

Sloss House

Sloss open house is Jan. 19

The Margaret Sloss Women's Center is holding a grand reopening celebration Jan. 19 to show off renovations to the 128-year-old Sloss House.

Honors & awards

- *Biofuels Digest*
- Doug Jacobson

Around campus

- Conceptualizing the Midwest prairie
- Athletics department dedicates new Hilton gathering space
- Media spokesperson training is available

Inside tools

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Jan. 13, 2011

[Tweet](#) 0

Welcome to spring semester

Chemistry professor Tom Greenbowe (left) and lecturer Jesudoss Kingston launch the 1:10 p.m. section of Chem 178 to a standing-room class in the 431-seat Hoover auditorium Monday afternoon.

Photo by Bob Elbert.

Jan. 13, 2011



User fees will change when new rec facility opens

by Erin Rosacker

The newly remodeled State Gym and its 92,278 square-foot addition are on schedule to open next fall. Student recreation fees increased gradually over the last two years to fund the \$52.8 million project and will be fully implemented when the summer term begins May 16. Full-time students enrolled year-round will pay \$403 annually, and nonstudent users will be charged the same rates to use recreation facilities and programs.

"Since students are bearing the cost of the facilities upgrades, it is important that all other users share the cost as well," said Michael Giles, director of recreation services.

Eligible nonstudent users include student spouses, faculty, staff, retirees, alumni, affiliates (such as ISU Foundation and alumni association employees) and their spouses. Ames residents who do not fall into those groups are not eligible, and family rates are not available.

Rates

Yearly and term user rates include:

- Annual (Aug. 16, 2011-Aug. 15, 2012), \$403
- Academic year (Aug. 16, 2011-May 15, 2012), \$322
- Summer (May 16-Aug. 15, 2011), \$81
- Fall (Aug. 16-Dec. 31, 2011), \$161
- Spring (Jan. 1-May 15, 2012), \$161

Like the Lied Recreation Center, the newly renovated State Gym complex and Beyer Hall no longer will be available for general use. The facilities will have a staffed entrance and user passes will be required. User fees will provide access to all recreation services facilities -- Lied, Beyer and the State Gym complex. Most services and programs, such as fitness classes, also are included. Locker rentals, personal training and outdoor recreation programs are additional charges.

"With two major facilities on each side of campus, our users will have expanded opportunities to meet their recreational needs," Giles said.

He said all facilities will have the same operating hours. During the fall and spring semesters, that works out to 117 hours per week. Summer and holiday hours will vary.

West side features

Questions?

Contact recreation services at 4-4980, or recservices@iastate.edu.

The weight and cardio equipment installed at the State Gym complex will more than double the recreation services inventory, with some of it located on the new skywalk spanning Union Drive. The west-side complex also will feature:

- A recreational pool
- Two indoor jogging tracks
- Five basketball courts
- A climbing wall
- A dedicated fitness suite (for specialty programs, such as Pilates, yoga and personal training)
- Two multipurpose studios
- A "Froots" smoothie bar

Fitness classes and other programming will be available on both sides of campus. Recreation services administrative staff offices and the Outdoor Recreation Program will operate from State Gym.

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Jan. 13, 2011



New salary adjustment policy ties increases to written evaluations for faculty, P&S

by Anne Krapfl

A new university policy that addresses pay increases for faculty and professional and scientific staff goes into effect Jan. 14 and will be part of developing next year's university budget. In the **salary adjustment policy**, performance-based salary increases must be tied to written performance evaluations, and market- or equity-based adjustments must reflect university-approved market data. It's not intended to deter salary adjustments -- only to clarify the process and improve communication about them.

Under the new policy and as part of the annual budget development process, parameters for performance-based salary increases will include:

- A minimum adjustment (identified as a percentage) that recognizes satisfactory performance
- A maximum adjustment (again a percentage) above which an individual salary increase must be approved by the appropriate vice president or executive vice president and provost

All salary adjustments intended to correct market or equity disparities also must be approved by the appropriate vice president or executive vice president and provost.

A new policy can't guarantee raises

Associate vice president for human resource services Carla Espinoza noted that the timing for such a policy may seem odd: on the heels of several fiscal years without a state salary appropriation covering university employees and another lean year anticipated for the year that begins July 1.

"What we're saying with this policy is that independent of the state funding situation, we need to be more consistent about how we evaluate -- and reward -- our employees. The old practice of waiting for firm appropriation numbers before we begin the discussion is obsolete."

Espinoza said the policy is intended to help:

- Attract and retain high-achieving employees by rewarding them
- Reinforce the link between performance evaluations and salary adjustments
- Give administrators greater flexibility in managing their budgets
- Provide employees more information about job expectations, and an explanation for salary adjustments when they occur

A semester of work

The salary adjustment policy is the product of discussions that took place throughout fall semester,

with input from the University Budget Advisory Committee, the Faculty Senate's Resource Policies and Allocation Council, the Professional and Scientific Council's University Planning and Budget Committee, the President's Budget Cabinet and the senior leadership team.

Current P&S and faculty policies addressing salary increases -- *Salary increases - P&S* and *Faculty Handbook section 4.1.1*, respectively -- will be updated to be consistent with the new salary adjustment policy.

What's next?

As outlined in executive vice president and provost Elizabeth Hoffman's Jan. 11 *budget memo No. 2* regarding the FY12 budget, two employee teams are developing supporting documents for the new policy. One team is working on information and tools for supervisors, to help them understand their responsibilities under the policy. There will be separate sets of materials for faculty and P&S employees, and those documents will be ready the last week of January. The other team is developing budget and reporting procedures and processes necessary for the annual budget development process; its work should be completed in March.

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Jan. 13, 2011



Where's Bob?

University photographer Bob Elbert spotted this stair handrail on the ground floor of the Union Drive Community Center.

Jan. 13, 2011



King's inspiration, achievements will be remembered during campus, city celebrations

by Anne Krapfl

The university's annual observance of Martin Luther King Jr. Day opened Wednesday with a "Let Freedom Ring" noon concert by Iowa State carillonneur Tin-Shi Tam, associate professor of music.

If he still were alive, civil rights leader King would celebrate his 82nd birthday this week. He was assassinated in April 1968 at the age of 39; this country's first King holiday was observed in 1986.

The university community will gather for a celebration of his life Jan. 20 (4 p.m., Memorial Union Great Hall). Associate provost Dawn Bratsch-Prince will present the Dr. Martin Luther King Jr. [Advancing One Community awards \(PDF\)](#). The event also will include musical performances by *Shy of a Dozen*, an all-male a cappella student ensemble; and the violin duo of seniors Claire Wandro and Jordan Trachtenberg. Speakers include Government of the Student Body president Luke Rolings and Black Student Alliance president Monae Lane. ISU Dining staff will serve birthday cake. All are welcome to attend.

In Ames

University offices will be closed and classes will not be held Monday, Jan. 17, to observe the national Martin Luther King Jr. holiday. Several university offices are co-sponsors of public events held in Ames that day.

From 6:30 to 7:30 p.m. at the Ames Middle School auditorium, a celebration will feature skits, songs and a speech or two by members of the community. Come early for dessert; free birthday cake will be served from 6 to 6:30 p.m. in the school cafeteria. The middle school is in southwest Ames at 3915 Mortensen Rd.

At 2 p.m. at the Ames Public Library, there will be a showing and discussion of the film, *A Village Called Versailles*. Versailles is a neighborhood on the eastern edge of New Orleans, home to the densest ethnic Vietnamese population outside of Vietnam. In the aftermath of Hurricane Katrina, Versailles residents rebuilt their homes, only to then have them threatened by a landfill for Katrina toxic debris planned near their neighborhood. They fought back.

Later this semester

As part of Iowa State's broader celebration of King's ideals, these public lectures are scheduled in the coming weeks:

Living leadership

Monday, Jan. 31 (8 p.m., MU Great Hall): Gloria Gibson, the University of



Northern Iowa's executive vice president and provost since July 2009, will talk about leadership. Beginning in February, Gibson also will serve as interim president while president Ben Allen is on medical leave. She came to UNI from Arkansas State University, Jonesboro, where she was dean of the College of Humanities and Social Sciences.



Gibson

Sitting in at Woolworth's

Tuesday, Feb. 15 (8 p.m., MU Sun Room): Joseph McNeil, one of the "Greensboro Four," will share that group's story. On Feb. 1, 1960, four black freshmen at North Carolina A&T State University, frustrated with segregation in the South, sat down at the "whites only" lunch counter in the Greensboro Woolworth's and asked to be served. They were refused. They promised to return every day until they were served -- and they did. The movement spread to lunch counters in 54 cities until on July 25, 1960, the Woolworth company agreed to integrate its lunch counters.

Talking politics and leadership

Thursday, March 31 (7:30 p.m., MU Sun Room): Public television's Gwen Ifill is moderator and managing editor of *Washington Week* and senior correspondent for *The PBS Newshour*. She covered six presidential campaigns and moderated the vice presidential debates in 2004 and 2008. Before joining PBS, she was a political correspondent for NBC News and covered the White House and politics for The New York Times. She is the Catt Center's spring 2011 Mary Louise Smith Chair in Women and Politics, and will talk about leadership and politics.

Jan. 13, 2011



New mileage rate to take effect Feb. 1

The state Board of Regents and university mileage reimbursement rates are based upon the federal General Services Administration (GSA) rates that are set annually. Last fall, the maximum reimbursement rate increased to 51 cents per mile for the following circumstances:

- The round trip is less than 100 miles
- The traveler is permanently based off campus
- The traveler is unable to reserve a vehicle from Transportation Services
- The traveler is not an ISU employee or student

A new change, implemented by the GSA on Jan. 1, states that the maximum reimbursement rate has decreased from 28.5 cents per mile to 19 cents per mile for the use of personal vehicles under the following circumstances:

- The above conditions are not met
- The round trip is greater than 100 miles
- A traveler chooses to use his or her own vehicle rather than obtain one from Transportation Services

The university will implement the decrease Feb. 1.

If you have questions about this change, please contact Bill Cahill, 4-5124, or Kathy Hobbs, 4-6653.

Jan. 13, 2011



AAAS honors Iowa State, Ames Lab researchers for distinguished science

by Mike Krapfl, News Service

Nine researchers from Iowa State -- two of them are also affiliated with the U.S. Department of Energy's Ames Laboratory -- have been named fellows of the [American Association for the Advancement of Science \(AAAS\)](#).

The new AAAS fellows and their award citations are:

Srinivas Aluru, Ross Martin Mehl and Marylyne Munas Mehl Professor of Computer Engineering

"For distinguished contributions to high performance computational biology, particularly for enabling large-scale genome analysis and systems biology through creation and application of novel parallel methods."

Bryony Bonning, professor of entomology

"For distinguished contributions to research and teaching in the fields of insect virology, baculoviruses, insect pathology and insect molecular biology."

Steven Fales, professor of agronomy

"For distinguished contributions to agricultural science through administrative leadership, and service to professional/scientific societies and industry."

Karl Gschneidner Jr., Anson Marston Distinguished Professor in materials science and Engineering and senior metallurgist for the Ames Laboratory

"For distinguished contributions to fundamental studies of the rare-earth elements, and their applications."

Tom Holme, professor of chemistry

"For distinguished contributions to chemistry education through developing assessments as a researcher and as the director of the American Chemical Society Examinations Institute."

Patrick Schnable, Baker Professor of Agronomy, professor of genetics, development and cell biology and director of the Center for Plant Genomics and the Center for Carbon Capturing Crops

"For distinguished contributions to our understanding of the structure, function and dynamics of the maize genome and the development of genomic tools and resources."

Patricia Thiel, Distinguished Professor in chemistry and a faculty scientist for the Ames Laboratory

"For increasing the level of understanding of surface properties of metallic quasicrystals, and for work on pathways by which metallic nanoclusters and thin films form and rearrange on metal surfaces."

John Verkade, University Professor of chemistry

"For distinguished contributions to the organic catalysis field through synthesis of new organophosphorus catalysts for important organic reactions, and for distinguished service to the American Chemical Society."

Jonathan Wendel, professor and chair of ecology, evolution and organismal biology

"For distinguished contributions to our understanding of the phylogeny and genome evolution of higher plants, particularly the evolutionary fate of genes duplicated by polyploidy."

The nine researchers are among 503 association members who will be named fellows at the association's annual meeting in Washington, D.C., on Feb. 19. The award recognizes "scientifically or socially distinguished efforts to advance science or its applications."

AAAS is the world's largest general scientific society and the publisher of the journal *Science*.

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Jan. 13, 2011

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The historic Sloss House is located south of Curtiss Hall. It is home to the Margaret Sloss women's center. *Photo by Bob Elbert.*

Open house will showcase refurbished Sloss House

by Erin Rosacker

After five months of renovation work and two temporary relocations of staff members since last May, the Margaret Sloss women's center is holding a grand reopening celebration. The event will be held in the historic Sloss House on Wednesday, Jan. 19, from 10 a.m. to 2 p.m.

"The Sloss House needed this work for some time," said Penny Rice, women's center director. "The renovation is the result of an extensive collaboration among our maintenance and improvement committee, the Government of the Student Body and the Graduate and Professional Student Senate. The fresh new look will brighten everyone's day as they cross the threshold of the Sloss House."

Improvements made to the 128-year-old Sloss House included a new roof, gutters, interior and exterior paint and refinished hardwood floors. New carpet and furniture were installed on the main floor and the computer lab was updated and expanded.

Refreshments will be available during the celebration, and building tours will be offered. A short program will begin at 12:30 p.m.