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Wired for sound

ISU women's basketball head coach Bill Fennelly is using a wireless sound system during practices while he undergoes radiation treatments on his vocal chords. When the Cyclones open their season Nov. 1 with an exhibition game against Coe College, his coaching style, usually verbose, will be a game-time decision.

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ISU Plan open change period is Nov. 1-18

Faculty, professional and scientific, and supervisory merit employees enrolled in the ISU Plan may make changes to their health benefits Nov. 1-18 during the annual open change period.

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Finalists named for associate VP for human resource services

Four finalists for the associate vice president for human resource services position will interview on campus over the next couple of weeks. Public forums are scheduled.

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Organ, bone marrow donation policy helps employees give back

ISU employees may receive paid time off to be organ or bone marrow donors. Learn about the details of this policy and how it could help you give the gift of life.

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Internal search for CELT director is under way

A search committee hopes to name a new director of the Center for Excellence in Learning and Teaching and co-director of ISU's learning communities program by mid-December. Tenured, full professors currently at Iowa State are eligible for the post. Nominations are requested by Nov. 4; applications are due Nov. 11.

Announcements

- [Learn about life insurance](#)
- [Nominations for Business dean search committee due Oct. 28](#)
- [STEM forum, coffee events scheduled for early November](#)
- [EH&S safety summit is Oct. 28](#)
- [Bookstore closed Oct. 30](#)
- [Flu shot clinic ends Friday](#)
- [Comments sought on research misconduct draft policy](#)

Open Forums

LAS dean finalists

- [Carolyn Cutrona, Oct. 27](#)
- [Chaden Djalali, Nov. 1](#)
- [Beate Schmittmann, Nov. 3](#)
- [Douglas Epperson, Nov. 7](#)

Assoc. VP for HRS finalists

- [David Trainor, Nov. 2](#)
- [Rod Kelly, Nov. 3](#)
- [Warren Hills, Nov. 4](#)
- [Pamela Bowman, Nov. 9](#)

Resource management budget model review

- [Nov. 2](#)
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Arts & events



Spirits in the Gardens

Spooky fun on campus

Campus groups have planned several

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Margaret Sloss Women's Center celebrates 30th anniversary

This year, the Margaret Sloss Women's Center celebrates 30 years of service and seeks to reexamine how it can best support all women on campus.



Chris Fowler, Margaret Sloss Women's Center

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Regents meet Thursday in Cedar Falls

Proposed tuition rates for 2012-13, strategic plan and economic development progress reports, and several proposed building names are among the ISU items on the state Board of Regents Oct. 27 meeting agenda. A live audio stream of the meeting is available from the board's website.

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Campus groups have planned several family-friendly Halloween events.

Around campus

- Cyclones post best Big 12 grad rate
- Will exercise boost a flu shot's effectiveness?
- Living credit-smart lecture is Nov. 1
- Land values are topic of Nov. 3 Science Café
- Manufacturing improvements explored in ISU wind energy lab
- Teaching farm named for its former manager

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Iowa State women's basketball head coach Bill Fennelly sports a wireless microphone during Monday's practice at Hilton Coliseum, where a portable speaker system allows him to coach without raising his voice. The Sukup practice facility's sound system also works with a wireless microphone. *Photo by Bob Elbert.*

Wired for sound

by Erin Rosacker

You'd be hard pressed to find anyone more prepared and committed to a game plan than Iowa State women's basketball head coach Bill Fennelly. Offensive and defensive schemes will be in place when the team takes the floor Nov. 1 against Coe College for its first exhibition game of the season, but Fennelly's usual coaching style will have to take a "wait-and-see" approach.

Last month, Fennelly's doctors found a cancerous lesion on his vocal chords. He began five weeks of radiation treatments on Oct. 17, which doctors say should lead to a full recovery. Although Fennelly has been cleared to continue his coaching duties, he's using a wireless microphone and speaker system during practices to keep from raising his voice. He used the system after his first round with

Virtual voice

Although the cancer treatments may quiet women's basketball coach Bill Fennelly on the sideline, you can follow him -- speaking loud and clear -- on Twitter (@ISUCoachFen).

the disease, which required surgery in June 2005.

"The support I've gotten from everyone has been overwhelming," Fennelly said. "The timing isn't perfect, but I'm committed to doing what I need to do for the best possible outcome."

When fans fill Hilton Coliseum (an average of 9,370 at home games last year), Fennelly will have to find alternatives to how he always has communicated with his team, coaching staff and -- of course -- the officials. As the treatments proceed, his ability to speak without pain may be impacted. An additional five weeks of recovery is anticipated following the last radiation session (Nov. 23), potentially putting him back at full volume just as the Big 12 Conference portion of the schedule gets under way.

"I'm not sure how I'll communicate during the games," Fennelly said. "I know I'll be relying heavily on my great coaching staff. We'll find a way to make it work."

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ISU Plan open change period is Nov. 1-18

by Paula Van Brocklin

Faculty, professional and scientific staff, and supervisory merit employees may alter their ISU Plan benefits Nov. 1-18, during the annual open change period.

What's new for 2012?

The cost of health insurance for both PPO and HMO coverage will increase slightly beginning Feb. 1, 2012. But the rates for some employees may not change, depending on their plan and tier of coverage. New rates will be available in the open change materials, available on AccessPlus beginning Nov. 1.

The biggest change for 2012 pertains to flexible spending accounts. Beginning Jan. 1, 2012, **ASIFlex** will administer Iowa State's flexible spending plans. Wellmark currently is the university's administrator and will continue to process 2011 claims through April 30, 2012 (the 2011 claim-filing deadline). ISU chose ASIFlex over Wellmark, in part, because it will administer claims daily.

Employees should experience a smooth transition from Wellmark to ASIFlex, according to human resource services (HRS) staff. The processes for enrolling, changing or ending flexible spending accounts will continue through AccessPlus. However, be sure to change your flexible spending contribution for 2012 during the open change period or else your 2011 election will carry over to 2012.

Beginning in January, employees who want their claims direct deposited or automatically filed will need to complete new authorization forms for ASIFlex, which will be available on the **HRS benefits website**. The website also will have directions on how to file claims and two new links -- one for filing 2011 claims (using Wellmark) and one for 2012 claims (using ASIFlex).

Reminders

Employees may continue to insure children up to age 26 on their medical, dental and Avesis vision

Dates to remember

- **Nov. 1:** Open change period begins at 8 a.m.; participation statements available on AccessPlus
- **Nov. 9:** Webcast, 10:15-11:15 a.m.
- **Nov. 18:** Open change period ends at 5 p.m.
- **Dec. 2:** Confirmation statements available on AccessPlus
- **Dec. 9:** Final day to report errors on confirmation statements
- **Jan. 11, 2012:** Final statement of 2012 elections available on AccessPlus

plans for 2012. To qualify, children must be under age 26 on Jan. 1, 2012. Children may be covered even if they are married or have a job with health care benefits. If children already have benefits, the ISU coverage will supplement their primary health plans.

If children turn 26 in 2012, coverage must end Dec. 31, 2012. However, if children are unmarried and enroll as full-time students during the year, they can remain on their parents' ISU health or dental plans until they either get married or stop being full-time students. Remember, there may be tax implications for employees who insure students over age 26.

How to make changes to your benefits

ISU Plan participants can log on to [AccessPlus](#) beginning at 8 a.m. Nov. 1 to change their benefits elections. Some changes may require paper forms, which are available from HRS (4-4800). If you plan to make no changes, you do not need to update your benefits; your current choices will carry over to 2012.

Non-supervisory merit employees may **make changes to their benefits** through 5 p.m. Nov. 17.

More information

HRS is hosting an interactive webcast for ISU Plan members Nov. 9 from 10:15 to 11:15 a.m. To participate, log on to <http://connect.extension.iastate.edu/benefits>. At the login page, enter your name under the "Enter as a Guest" heading, then click "Enter Room."

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Finalists named for associate vice president for human resource services

Four finalists for the associate vice president for human resource services position will interview on campus over the next couple of weeks. Finalists are:

- Pamela Bowman, director of human resources at Western Illinois University, Macomb
- Warren Hills, associate vice president of human resources at Ferris State University, Big Rapids, Mich.
- Rod Kelly, director of the office of compensation management at University of Virginia, Charlottesville
- David Trainor, executive assistant to the chancellor and associate vice chancellor for human resources and labor relations at Connecticut State University System, Hartford

[Candidate resumes](#) are available online.

Open forums

The university community will have an opportunity to meet each candidate during an open forum. The forum schedule is:

- Nov. 2: Trainor, 1:30-2:15 p.m., MU Gallery
- Nov. 3: Kelly, 1:30-2:15 p.m., MU Oak Room
- Nov. 4: Hills, 1:30-2:15 p.m., MU Oak Room
- Nov. 9: Bowman, 1:30-2:15 p.m., 204 Carver

Espinoza to new project

The successful candidate will succeed Carla Espinoza, who will step down from her current post to begin phased retirement on Jan. 1, 2012. Her focus for the next two years will be leading and coordinating Iowa State's participation in the development of the [Kuali People Management project](#), an open-source human resources and payroll software system being built by and for higher education partners.

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Organ, bone marrow donation policy helps employees give back

by Paula Van Brocklin

Being an organ or bone marrow donor is a personal choice, one that most would happily choose to save the life of a family member, friend or even a total stranger. But in addition to the physical strain of the surgery and recovery, such a courageous gift also can impact a donor's work schedule. To help ease that part of the process, Iowa State has adopted an [organ and bone marrow donation leave policy](#).

ISU officially added the policy to the online [policy library](#) earlier this fall, though it has been in Iowa's law books since 2003.

"Once the law was passed [in 2003], we have been complying," said Kristi Darr, associate director of human resource services. "We put it in the policy library to make sure that our employees are aware of it."

What the policy says

The organ and bone marrow donation policy states that all ISU employees -- faculty, professional and scientific, and merit -- may take a paid leave of absence of up to 30 work days for vascular organ donation, and up to five days of paid leave for bone marrow donation. In addition, the policy says employees will not lose seniority, pay, vacation, sick leave, health and insurance benefits or earned overtime for taking a leave of absence. Once the leave is over, employees have the option of using sick time for additional paid leave or applying for [Family and Medical Leave Act \(FMLA\)](#) status.

Definitions and details

To qualify for leave, the donor must give a vascular organ that requires continuous circulation of blood to remain viable for donation (such as a kidney or liver). Bone marrow is defined as the soft tissue that fills human bone cavities.

This policy applies only to employees who choose to donate organs or bone marrow; those who are receiving an organ transplant or bone marrow must apply for FMLA or use sick leave.

Notification

Employees should contact their supervisors and provide appropriate medical documentation at least 30 days before the leave begins, if possible. Upon returning to work, employees must present a medical release that states they are able to perform their work duties.

Darr said the policy is a goodwill effort to make employees aware of an opportunity to help others.

"This policy could make a difference in whether or not someone decides to be an organ donor," she said.

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Internal search for CELT director is under way

An internal search for the director of the Center for Excellence in Learning and Teaching (CELT) and co-director of ISU's learning communities program has begun, with the goal of naming the successful candidate by Dec. 16.

The search committee, chaired by assistant dean of the Graduate College and physics professor Craig Ogilvie, also includes:

- Holly Bender, professor of veterinary pathology
- Carol Faber, associate professor of graphic design
- Jen Leptien, CELT program coordinator
- Jason Pontius, coordinator of continuous academic program improvement
- Allan Schmidt, CELT assistant director for learning technologies

A position announcement will be available shortly on the [ISU jobs website](#), and applications are due Nov. 11. Only tenured full professors currently at Iowa State will be considered for the position. The search committee seeks nominations of, as well as applications from, full professors with a passion for enhancing teaching, student learning and student success.

Ogilvie asked that nominations be submitted by Nov. 4 to [Penni Bryant](#), 4-7184, so that nominees could be encouraged to complete the application process in time to receive full consideration by the committee. Questions about the position may be directed to [Ogilvie](#).

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Chris Fowler, interim director of the Margaret Sloss Women's Center, stands in the recently renovated Sloss House, where the center has resided since 1981. *Photo by Bob Elbert.*

Margaret Sloss Women's Center celebrates 30th anniversary

by Paula Van Brocklin

Grassroots efforts at Iowa State during the 1960s and 1970s to create a support network for women came to fruition in 1981 with the establishment of the Margaret Sloss Women's Center. This year, the women's center celebrates 30 years of service and seeks to reexamine how it can best support all women on campus, including students, faculty and staff.

Programs, then and now

For the past 30 years, the women's center has evolved from helping develop female faculty and staff to assisting students through programs, counseling, access to resources and providing a quiet place to study, all in the historic Sloss House (south of Curtiss Hall). Today's programming runs the gamut, from casual arts and crafts sessions to collaborative programs with women's studies groups and the Lesbian Gay Bisexual Transgender Student Services (LGBTSS) office.

The center holds annual campus-wide events that raise awareness about domestic violence (October), stalking (January) and sexual

'Her' story lesson

The Margaret Sloss Women's Center is named for Margaret Wragg Sloss (1901-79), the first woman to gain admission to and graduate (1923) from the ISU College of Veterinary Medicine. The Sloss House is named for Margaret's father, Thomas, who lived in the house with his family from 1924 to 1937 while he worked

assault (April). Each February, the center plans *The Vagina Monologues* to raise money for ACCESS (Assault Care Center Extending Shelter and Support) in Ames.

Diverse needs

Interim director Chris Fowler said every day is different, depending on who calls or walks through the front door. She and her staff -- interim assistant director Som Mongtin and graduate students Dustin Neff and Christine Peterson -- often become counselors, assisting students who need access to resources or just someone to talk to. It's an important role, Fowler said, one that needs to continue.

"There always will be a need for a women's center," Fowler said.

"There always will be issues of gender and inequality."

Fowler cites statistics that show the percentage of female undergraduate students, faculty and department chairs at Iowa State are lower than the national average. But on a positive note, she said women hold 41 percent of director or higher-level positions at ISU.

Future plans

Fowler and Mongtin will serve as interim director and assistant director, respectively, through June 2013. Fowler succeeded Penny Rice, who had been director for the past 11 years.

The leadership transition gives the women's center an opportunity to evaluate its mission, goals and space needs for the future. This fall, the staff is conducting an internal review to determine how well the center is meeting women's needs on campus. Next semester, an expert in women's center programs will conduct an external review of the center, offering feedback and direction for its future. Following the external review, the center's leadership direction will be defined.

No matter what the outcomes are from the internal and external reviews, Fowler knows collaboration across campus is key to the future success of the Margaret Sloss Women's Center.

"The women's center can't do it alone," Fowler said. "We need to continue to educate the campus community and help it see why a university with gender equity is more positive for everyone."

as the university's groundskeeper. The women's center moved into the first floor of the Sloss House in 1981 and has occupied the entire building since 1986. The 128-year-old Sloss House recently received a **facelift**, including new carpet, paint, roof, gutters and furnishings.

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2012-13 tuition rates get a first look at Thursday regents meeting

by Anne Krapfl

When it meets Thursday in Cedar Falls, the state Board of Regents will give a first look at proposed tuition rates for next year that would increase \$240 (3.75 percent) for resident undergraduates and \$480 (2.63 percent) for out-of-state undergraduates. Proposed graduate tuition would increase \$280 (3.7 percent) and \$504 (2.6 percent) for resident and nonresident students, respectively. Iowa State proposes to hold mandatory student fees at this year's rates for all students.

The regents aren't scheduled to approve 2012-13 tuition rates until their Dec. 8 meeting at Iowa State. One of the guides they use in assessing tuition increases is the Higher Education Price Index. The HEPI forecast for FY13 is a range of 2.6 to 4.2 percent, with a median of 3.4 percent.

Differential tuition

Iowa State is proposing differential tuition next year for four student groups: juniors and seniors in agricultural systems technology and industrial technology (both in the ag and biosystems engineering department), and undergraduate and graduate architecture students. The AST and ITec upper division students would pay an additional \$584, the second of a proposed three-year incremental increase to lower student-to-faculty ratios and provide excellent instruction and cutting-edge lab experiences. All architecture students would pay a proposed \$400 in additional tuition next year, intended to help hire more faculty to address the program's 30 percent enrollment increase since 2007.

If the differential tuitions are approved, these students would join upper division ISU students in the colleges of Engineering and Business who have paid differential tuition since 2006 and 2009, respectively. For example, resident upper division Engineering students would pay \$2,166 more and resident upper division Business students would pay \$1,642 more than other resident undergraduates.

The board meeting begins at 8:30 a.m. [Live audio streaming](#) of all public portions of the meeting is available on the regents website.

In other business, Iowa State will seek board approval to:

- Name the research/teaching wing and atrium of phase 2 of the biorenewables complex. Sukup Hall and Atrium will honor of the Sukup family of Sheffield. The Sukups (Eugene and Mary and sons and daughters-in-law Charles and Mary Beth and Steve and Vicki) committed a lead gift of \$5 million for phase 2. When they are completed, Sukup Hall and the adjoining Elings Hall, an

office and classroom wing named for Engineering alumnus Virgil Elings of Santa Barbara, Calif., will be home to the agricultural and biosystems engineering department.

- Name the expanded and remodeled small animal hospital as the Hixson-Lied Small Animal Hospital in honor of Christina Hixson, trustee of the Lied Foundation Trust; and in memory of Ernst and Ida Lied.
- Vice president for business and finance Warren Madden will provide board members another update on recovery work and reimbursements from the Aug. 11, 2010, flooding of the east side of campus. Vice president for research and economic development Sharron Quisenberry and her peers from the universities of Iowa and Northern Iowa will present their economic development and tech transfer annual report to the board for the year that ended June 30.

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All dressed up, with places to go

This year's Halloween costumes can get plenty of use, with several family-friendly events planned by campus organizations. The events are open to the public and free of charge, unless otherwise indicated.

Boo with ZEW

Thursday, Oct. 27 (6-9 p.m., Vet Med lobby)

The Zoo, Exotics and Wildlife (ZEW) Club will be having an exotic animal petting zoo, costume contest and games. Food and beverages will be provided and a grab bag will be awarded to each child. Tickets are \$5 (ages 3-15) and \$7 (16 and older). Children younger than 3 years old are free of charge, and family discounts are available.

Greek Trick or Treat

Thursday, Oct. 27 (6-7:30 p.m., ISU Greek community)

Several Iowa State fraternities and sororities will hand out candy to trick-or-treaters. Look for pumpkin posters at participating Greek houses along Grey Avenue, Sunset Drive, Pearson Avenue and Greeley Street. Parking is available at 224 and 311 Ash Ave.

VRAC Haunted House

Saturday, Oct. 29, and Sunday, Oct. 30 (1-4 p.m., 1117 Black Engineering)

Take a walk through the Black Engineering Building with real and digital effects created by the Virtual Reality Applications Center (VRAC). The sights and frights are appropriate children age five and older.

Spirits in the Gardens

Saturday, Oct. 29, and Sunday, Oct. 30 (4-7 p.m., Reiman Gardens)

Keeping with this year's "Insects" theme, ISU dancers in bug costumes designed by apparel students will perform during Reiman Gardens' annual event. Children are invited to trick-or-treat, enjoy crafts and games, and listen to a storyteller. An ISU Wildlife Care Clinic exhibit will feature live owls and



Performances at Reiman Gardens' Spirit in the Gardens feature student dancers in student-designed costumes. Kera Coggins' lady bug costume (top) was created by Jennifer Sonner, Amanda Jorgensen and Jessica DeBrackleire. Laura Carr's dragonfly design is by Kaitlyn Clevenstein, Megan St. Germain, Marian Baggenstoss and Elizabeth Freiberger. *Photos by Bob Elbert.*

birds. Children (17 and younger), students and members receive free admission. Admission is \$8 for adults (\$7 seniors).

Spooktacular Concert

Sunday, Oct. 30 (3 p.m., Stephens Auditorium)

The Iowa State Opera Studio and Symphony Orchestra will present a "Halloween Spooktacular" concert, featuring stage and screen favorites. Orchestra members will be in costume, and guests are invited to dress up, too. Tickets are \$10 for adults, \$5 for students and seniors. Children (12 and younger) wearing costumes get in free of charge.

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