

IOWA STATE UNIVERSITY

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Dec. 8

River trash gets second life . . . as art

Biology and design learning community freshmen collaborated on this fall's Skunk River trash collection effort -- and on a subsequent project to turn some of that trash into treasures (in the form of art). The work, unveiled in a Dec. 1 Hach Hall reception, is on display in Bessey Hall.

Dec. 8

Schmittmann named to LAS dean post

Beate Schmittmann, physics professor and department chair at Virginia Tech University, will become the next dean of the College of Liberal Arts and Sciences in April.



Beate Schmittmann

Dec 8

Trainor tapped as HRS director

David Trainor, associate vice chancellor for human resources and labor relations for the Connecticut State University system, has been named associate vice president for human resource services.

Dec 8

Year-end news from human resource services

Before year's end, human resource services staff suggests you do some benefits housekeeping: submit 2011 flexible spending account claims and decide if you want long-term care insurance before it goes away.

Dec 12

School of Education clears final hurdle

Meeting by telephone Dec. 8, the state Board of Regents approved the School of Education for Iowa State, faculty professional development assignments for FY13 and student tuition and

Announcements

- Flu vaccine still available for employees
- Position changes in controller's department take effect Jan. 1
- Rec Services to offer free trial period at State Gym
- Hockey hosts faculty/staff night
- Next Osborn Club lecture is Dec. 12
- Benefits statements online Dec. 2

Receptions & open houses

Receptions

- Gregory and Kathy Geoffroy, Dec. 8
- Autumn Cartagena, Dec. 14
- Gail Ferlazzo, Dec. 14

Arts & events

The Nutcracker Ballet

Nutcracker returns to Stephens

Several professionals perform with central Iowa youth and adults in this holiday dance classic.

Honors & awards

- Jim Alleman
- Lee Burras
- Benjamin Percy

Around campus

- Football squad to compete in

fees for 2012-13.

Dec. 8

Student Counseling trains mental health first-aid providers

Student Counseling Service's new mental health first-aid training program teaches faculty and staff how to identify and help distressed students until appropriate treatment and support can be provided.



Dec 8

Research misconduct policy clears P&S Council

Professional and Scientific Council members endorsed a draft research misconduct policy and a resolution acknowledging president Gregory Geoffroy's service at their Dec. 1 council meeting

Dec 8

Senators push through policy changes

Faculty Handbook changes, including one that links tenure to new professor appointments, were among the items endorsed at the Dec. 6 Faculty Senate meeting. A new minor in U.S. Latino/a studies also was approved.

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Pinstripe Bowl

- Student art sale continues through Dec. 9
- Lab offers multiple ways to experience virtual reality

Inside tools

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Proof of the trash-treasure link

This semester, the Skunk River Navy -- a service project in the freshman biology learning community -- added a new dimension to its annual trash patrol: student artwork and a commissioned sculpture, all created from the collected trash. And freshmen from two College of Design learning communities were invited to collaborate.

A Dec. 1 reception and exhibition in Hach Hall featured the unveiling of the sculpture by Michael Stanley, art and design lecturer (pictured above). He created *Cellular Debris* from the plastic separators used to stack pipes in transport, which, he said, "are really bad for the environment." The 17 pieces of student artwork by biology and design majors (below) integrated wire mesh, plastic inner tubes, broken glass, aluminum cans, fishing gear and even flip flops into sculptures, jewelry and mosaics, proving that trash really can become treasures.

Bessey Hall will be the permanent home for Stanley's sculpture and temporary home (through January) for the students' work, said Denise Hix, who piloted the collaboration as coordinator of the

biology learning community. Photos by Bob Elbert.



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Schmittmann to become LAS dean on April 2

by Anne Krapfl

Beate (bay-AHT-uh) Schmittmann will become the next dean of the College of Liberal Arts and Sciences on April 2, 2012. Schmittmann has been a member of the physics faculty at Virginia Tech University, Blacksburg, since 1991 and department chair since 2006.

"Members of our campus community were excited to meet and listen to Dr. Schmittmann, and I share that enthusiasm," said executive vice president and provost Elizabeth Hoffman. "She brings an outstanding background as a distinguished computational physicist, chair of a major department of physics and a leader in Virginia Tech's ADVANCE program. Thus, she combines research and educational excellence, administrative excellence and a commitment to diversity in STEM fields that is unparalleled. She will be a great asset to the Iowa State family."

During the years of Schmittmann's departmental leadership, annual research awards for physics faculty members grew from \$1.99 million (2006) to \$4.77 million (2011). The number of undergraduate majors grew from 112 to just over 200 and graduate student numbers rose from 55 to 75 during the same time period. She developed a physics faculty mentoring program and initiated the development of online versions of the department's introductory physics courses, including lab components, to be offered during summer session. From 2003 to 2008, she served on the leadership team and from 2006 to 2010, as a co-principal investigator of Virginia Tech's ADVANCE grant from the National Science Foundation to increase both the participation and professional advancement of women in science and engineering fields in higher education.

"I am truly honored to serve as the next dean of the College of Liberal Arts and Sciences," Schmittmann said. "The college is home to an amazing range of outstanding people and programs, and I look forward to working with the whole Iowa State community to guide LAS to new levels of excellence."

Previously, Schmittmann served as a research associate (1984-86) and assistant professor (1986-91)



Beate Schmittmann. Photo by Bob Elbert.

at the Institute for Theoretical Physics III, Heinrich Heine University, Düsseldorf, Germany. She is a fellow of the American Physical Society. Her research interests are in statistical physics and biological physics.

Schmittmann earned a diploma in physics from RWTH Aachen University, Germany; and Ph.D. in physics from the University of Edinburgh, Scotland.

Former LAS dean Michael Whiteford retired from the university on June 30. David Oliver, professor of genetics, development and cell biology and associate dean for research in the college, is serving as interim dean.

Engineering dean Jonathan Wickert and David Holger, associate provost for academic programs and dean of the Graduate College, led a 20-member search committee. Their efforts yielded 33 applications for the LAS dean post. Following off-campus interviews in early October, five finalists visited campus between Oct. 24 and Nov. 8.

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Trainor tapped as next HRS leader

by Erin Rosacker

David Trainor has been named Iowa State's associate vice president for human resource services, beginning Jan. 17, 2012. He replaces Carla Espinoza, who will coordinate ISU's development of the **Kuali People Management project** during her phased retirement.

As associate vice president for HRS, Trainor will work closely with university units in providing leadership in overseeing human resource:

- Organizational development and review
- Performance management
- Employee and labor relations
- Compensation
- Recruitment
- Benefits, including worker's compensation, child care and student health insurance

The position reports to vice president for business and finance Warren Madden.

"I am pleased that David has accepted this position at Iowa State," Madden said. "His background and experience will be an asset to the university as we continue to improve and respond to the increasing human resources needs of faculty, staff, students and organizational units in these challenging and complex times."

Trainor spent the last five years in the Connecticut State University system, which includes Central, Eastern, Southern and Western Connecticut State universities. He was hired as associate vice chancellor for human resources and labor relations in 2006 and added duties as executive assistant to the chancellor in 2008. He also served six years (2000-06) as associate vice president for human resources at Eastern Connecticut State University, Willimantic, and six years (1994-2000) for the Wachusett (Mass.) Regional School District.

Trainor earned his bachelor's degree (1990) from College of the Holy Cross, Worcester, Mass., and his law degree (1996) from the New England School of Law, Boston.

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Year-end news from human resource services

by Paula Van Brocklin

As the end of another year approaches, it's time to make some benefits decisions. Here are a few items the human resource services (HRS) staff suggests you consider before Dec. 31.

Flexible spending accounts

All 2011 flexible spending account (FSA) claims must be filed by April 30, 2012 (eligible expenses must be incurred by Dec. 31). Miss the deadline and you'll lose any unclaimed money that was deducted from your paycheck to cover qualified expenses in 2011, per Internal Revenue Service rules and ISU policies. You don't have to wait until the end of the year to file reimbursement claims.

Wellmark currently is the university's FSA administrator and will continue to process 2011 claims through April 30, 2012. Beginning Jan. 1, 2012, **ASIFlex** will administer Iowa State's FSA claims. Employees who wish to have their claims direct deposited or automatically filed with ASIFlex will need to complete new authorization forms. ASIFlex will send welcome packets to new members, which will include the forms. A link to the forms also will be available on the HRS benefits website in January.

You may access 2011 reimbursement claim forms **online** through Wellmark. First-time users need to click on "New User" and create a username and password. Questions regarding claims should be directed to Wellmark at (800) 624-2755.

Act now to get long-term care insurance

ISU's provider of long-term care insurance, John Hancock, no longer will offer new long-term care insurance contracts after Dec. 31. If you already have long-term care coverage through ISU, nothing will change; your coverage will remain active. If you don't have coverage and you'd like to apply, you'll need to do so by Dec. 31. Applications submitted after that will be denied.

Employees may purchase long-term care coverage on their own. For more information, visit the **Senior Health Insurance Information** website, which offers a list of Iowa companies licensed to sell long-term care insurance.

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School of Education awaits final approval from regents

by Anne Krapfl

Iowa State's proposed School of Education is expected to receive a final green light Thursday from the state Board of Regents. The board will hold a telephonic meeting, originating from the ISU Alumni Center, beginning at 1 p.m. Live audio streaming of all public portions of the meeting is available from the [regents website](#).

The proposed school will have its home in the College of Human Sciences and combine two departments -- curriculum and instruction, and educational leadership and policy studies. It would be administered by a director and assistant director. Its three divisions --educator preparation studies, educator foundation core and educator leadership studies -- each will have a coordinator.

Proponents say the proposed school will allow Iowa State to:

- Better address education challenges in Iowa and nationally through collaboration across teacher and administrator preparation and areas of content expertise, and with programs and organizations outside the university
- Create a greater sense of unity and shared mission across education programs at ISU
- Save on administrative costs (an estimated \$200,000, which would be used to hire additional faculty and staff to enhance the quality of the programs)

Following a year of planning, faculty and staff in the two affected departments and the teacher education office approved the proposed school in a 53-9 advisory vote in May. Executive vice president and provost Elizabeth Hoffman recommended the proposal in June to the Faculty Senate, which approved the proposed school in October.

Approval for new centers and institutes

The regents will be asked, in a first and final reading, to approve changes to the board policy manual (Chapter 6) on approving new centers and institutes. The proposed changes would prohibit universities from naming centers or institutes for:

- An elected official, until that person no longer is in office
- An employee of the regents system, until at least two years after employment or an appointment ends or two years after the individual's death

The proposed changes also remove language about funding thresholds (university or external) requiring board involvement. All new centers and institutes would require board approval.

Iowa State's proposal last spring to name a new public policy institute for alumnus and U.S. Sen.

Tom Harkin was opposed by several board members, but passed on a 6-2 vote.

2012-13 faculty professional development assignments

The three regent universities will present for the board's final approval their lists of faculty preliminarily approved for a professional development assignment (PDA) in FY13. At Iowa State, the list includes 29 faculty (1.7 percent of faculty eligible for a PDA), 19 of whom requested semester-long appointments.

Iowa legislation approved last spring and in effect through June 30, 2012, limits PDAs at each university to 3 percent of that school's faculty. Iowa State has the least restrictive eligibility rules of the three regent universities. Any faculty member employed at least halftime may apply for a professional development assignment. The other two universities require some combination of full-time status, tenure or length of service.

2012-13 tuition and fees

The board will be asked to approve tuition, mandatory fees that all students pay, and nonmandatory fees, which cover services students pay for only if/when they use them (for example, transcript fee, ID card replacement fee, thesis fee). As proposed in October, tuition 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.

Iowa State also will seek board approval:

- For a department name change, from apparel, educational studies and hospitality management, to apparel, events and hospitality management. Event management is now included in the department, while the educational studies program was moved to the human development and family studies department.
- To demolish the Andrews-Richards House (south of the Hixson-Lied Student Success Center on the east side of campus). Constructed in 1956 and unoccupied for several years, it has several serious deficiencies that would be costly to correct. The site would be landscaped once the building is down. The estimated demolition cost is \$250,000, to be covered by university funds.
- To begin planning for a \$3.1 million remodel of the MacKay Hall auditorium, some adjoining classroom and department spaces and the building's south entrance. The cost will be covered by general university funds.

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Jeff Ellens and Erin Pederson lead Iowa State's mental health first-aid training. *Photo by Bob Elbert.*

Student Counseling Service trains cadre of mental health first-aid responders

by Teddi Barron, News Service

When Howard Tyler joined the Iowa State faculty 20 years ago, he felt prepared for most aspects of his job. But the first time a student in the throes of an emotional crisis walked into his office, he knew he had a lot to learn.

With no formal training on how to respond to mental health issues, Tyler resorted to trial and error, steering the student to find help as best he could. Sometimes it worked, sometimes it didn't. Early in his faculty career, a student committed suicide.

That's why Tyler -- now an associate professor of animal science and biomedical engineering -- was among the first to sign up for Student Counseling Service's (SCS) new Mental Health First-Aid training. The 12-hour program teaches faculty and staff a set of action steps for helping a distressed student until appropriate treatment and support are received.

"Many students just need someone to notice they are having challenges and ask about their life in a nonjudgmental way," said Tyler, who completed the training in July. "The training gives you the tools to initiate these conversations, recognize the issues and effectively refer students to the appropriate resources. I'm confident that I can handle new situations without resorting to the trial-and-error approach that was my staple in the past."

Need on the rise nationally

Although SCS primarily provides mental health and career counseling services for students, the unit also offers consultation support for faculty and staff, said director Terry Mason.

"Faculty and staff are out there on the frontlines," Mason said. "And they often have questions for us about something they see in a student, wanting to know if they have a reason to be concerned."

There probably is reason for concern. According to Mason, college and university counseling services throughout the country are seeing students with increasingly severe mental health issues, for example more serious cases of anxiety, depression and eating disorders, as well as students with extensive abuse and trauma histories.

"We're part of a national trend. Over the past four years, we've seen a 25 percent increase in attended appointments," Mason said.

"An increase in numbers is actually a good sign. It means students are dealing with these issues and trying to get help," he added.

Building mental health literacy among faculty and staff

For some time, Mason and his staff of 12 counselors have recognized the "incredible need" to support faculty and staff in a preventive way, enabling them to recognize when mental health is at the root of an issue a student is experiencing, understand how to approach that person and how to make a referral.

"We don't want faculty and staff out there counseling," Mason said. "But we do want them to feel comfortable in knowing what resources are available and in referring students there to get help."

SCS staff identified an international program from Australia, designed by a nurse and a professor, that teaches and certifies people to train others in mental health first aid. Three Iowa State staff members -- Jeffrey Ellens and Erin Pederson, both SCS-licensed psychologists, and Sally Deters, residence life coordinator -- completed the 32-hour course for certification as mental health first-aid trainers.

"It's a parallel with medical first aid -- being the first responder, not the professional," Mason explained. "You're not going to do a tracheotomy when someone stops breathing, but you want to

"Faculty and staff are out there on the frontlines. And they often have questions for us about something they see in a student, wanting to know if they have a reason to be concerned."

Terry Mason, SCS
director

keep that person going until medics can handle it."

Ellens, Pederson and Deters have trained 83 first responders in the past six months. The program first was offered to groups most likely to deal directly with student behavioral issues, such as residence hall directors, student health center doctors and nurses, dean of students staff, advisers and faculty. SCS intends to offer more sessions as resources become available, Mason said.

Feeling empowered to respond

During training, Pederson and Ellens establish a "safety zone" in which participants discuss openly and confidentially, make mistakes and take risks.

The instructors use role playing, brainstorming and repeated practice of a five-step response plan called ALGEE:

- Assess for risk of harm, including suicide
- Listen nonjudgmentally
- Give reassurance and information
- Encourage appropriate professional help
- Encourage self-help and other support strategies

They help participants destigmatize mental health issues and provide background on conditions ranging from depression and anxiety to self-injury and psychosis.

"We throw a lot at them," Ellens said. "But there's already a lot of knowledge within these groups. So we draw from and reflect on their experience. The critical part is building confidence so they feel empowered."

Pederson said she feels enriched by her interactions with the participants.

"Hearing examples of their interactions with students has made me feel proud," Pederson said.
"They're doing it so they can be more effective for Iowa State students."

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Research misconduct policy clears P&S Council

by Erin Rosacker

Professional and Scientific Council members approved two resolutions at their Dec. 1 meeting, including a unanimous endorsement of a draft research misconduct policy.

Shirley Huck, chair of the policies and procedures committee, said several groups provided input during the policy's development phase, but no feedback was submitted during the public comment period that ended Nov. 18.

The [draft policy](#) outlines procedures for defining, determining, investigating and addressing research misconduct. Such a policy is required for agencies seeking federal funding. The Policy Library Advisory Committee meets next week and likely will determine an implementation date for the policy.

Thank you

Council members also approved a joint resolution with the Faculty Senate to honor president Gregory Geoffroy, who will step down from his position in January. The resolution acknowledged Geoffroy's "premier leadership" and his service to the Iowa State community.

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Senators push through policy changes

by Erin Rosacker

Faculty Senate members blazed through the agenda at their Dec. 6 meeting, tackling -- and approving -- several items of business.

A proposed change to [section 3.1](#) of the *Faculty Handbook* was introduced as a special order to ensure an immediate vote, and give president Gregory Geoffroy an opportunity to sign off on it before stepping down from his post.

"This is aligning policy with current practice that president Geoffroy has felt strongly about and wanted to approve," said Steve Freeman, Faculty Senate president.

The new language specifies that new hires given the rank of professor must be continuous appointments with tenure.

"We are clarifying how we have been doing appointments of professors so that our policy follows current practice," Freeman said.

College, departmental governance

Most of the meeting's discussion surrounded proposed changes to [section 2.6](#) of the *Faculty Handbook*.

Ultimately, the senate approved the changes, which deal with college and department governance documents and the requirements for compliance with policies in the *Faculty Handbook*. A proposed amendment to section 2.6.2, regarding membership on college budget advisory committees, garnered the most discussion, but failed on a 27-34-6 vote.

Other business

Senators also approved a new minor in U.S. Latino/a studies. The stand-alone program will reside within the College of Liberal Arts and Sciences' Center for American Intercultural Studies.

Senators will vote on two additional decisions about academic programs at the Jan. 17 senate meeting, including:

- A name change for the educational computing minor, to learning technologies minor (offered by

the department of curriculum and instruction)

- Discontinuation of the interdepartmental graduate program (M.S. and Ph.D.) in zoology. No students have enrolled in the program in the past eight years.

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Visions of a sugar plum fairy ...

Among holiday traditions, watching a performance of *The Nutcracker Ballet* tops the list for many. If you fall into that category, you're in luck. The Iowa State Center will present its 31st production of the ballet Dec. 10-11 at Stephens Auditorium in three performances (Dec. 10, 1:30 p.m. and 7:30 p.m.; Dec. 11, 1:30 p.m.).

This year's show features two professional principal dancers, Joy Voelker, an Ames native who now resides in New York City, and Adrian Danchig-Waring, also from New York City. Voelker will perform the role of the Sugar Plum Fairy and Danchig-Waring will dance the part of her Cavalier. In addition, more than 200 local performers from area dance studios will help bring this holiday classic to life.

Tickets, \$18 and \$20 (discounts available for youth, ISU students and seniors), are available at the Stephens ticket office or through [Ticketmaster](#). *Contributed photo.*