



January 2016

Secretary report

As 2015 is winding down and we get ready to embark on 2016, it is with great pleasure to be contributing to this month's staff newsletter. I have been a part of Staff Council since 2014 and have worked in the secretary position for the last year and a half. I did not realize how involved Staff Council was in making the University of Idaho a better place to work for our staff until I started working with this great group.

Reflecting back through the last year, I am amazed at how much we have been able to accomplish on behalf of staff. We, as Staff Council members, take the needs of staff of the University of Idaho very serious. It has been very rewarding to be part of Staff Council, addressing university wide staff questions/concerns and also a great privilege to be part of all of the great work Staff Council is involved in. The University of Idaho would not run as smoothly as it does without your hard work and contributions. Thank you.

In particular, Staff Council has taken a huge interest in supporting the ongoing efforts to provide better training to all staff to provide a safer, more cohesive and inclusive work environment for everyone. The mandatory work-related employee training modules have received Staff Council's full support. We strongly encourage all staff to complete their mandatory training as soon as possible. Please see below for more information on the work-related trainings.

Please do not hesitate to contact us if there is anything we can help or support you in.

Happy New Year!
Laila Cornwall, Secretary, Staff Council

Congratulations Derek Zimmerman: University of Idaho Staff of the Month

Matt is the journeyman carpenter for Facilities. He has been recognized for his outstanding work, going above and beyond in helping others and making the University of Idaho a great place to work and learn.



About the program...

The Kudo staff recognition program is another way to say thank you to our colleagues statewide who go above and beyond their duties to make the University of Idaho a great place to work.

Each Kudo recipient receives a card and online tribute, and the Staff Council randomly draws from the pool of Kudo recipients to determine the University of Idaho Staff of the Month. The staff of the month is announced on-air through Inland Northwest Broadcasting radio stations in addition to a certificate and sponsored gift.

To honor and appreciate the hard work of a staff member, please [Submit a Kudo](#).

2016 University of Idaho Work-Related Employee Training

In order to provide employees with additional skills, knowledge and opportunities for career growth and development, the University of Idaho has developed a new online workforce training program.

This required training was developed collaboratively with Staff Council, General Counsel, Human Resources, Internal Audit, HRAI and PDL — and in consultation with Faculty Senate and Provost's Council. The development of the program was guided by comments, requests and feedback from UI employees and supervisors. Course content responds to specific needs expressed by shared governance groups, and is a critical component of the university's compliance program.

The new training program consists of two “tracks” of required training modules. The first track is designed for all employees (including student employees) and can be completed in approximately one hour. The second track is designed for supervisors and managers and can be completed in approximately three hours.

Track 1 - Employee Training

- Our Inclusive Workplace (unless completed in 2015)
- UI Stewardship of Resources and Ethical Conduct (unless completed in 2015)
- UI Mission and Goals

Track 2 - Supervisor and Manager Training

- Performance Management
- Performance Evaluation
- Navigating the Employment Legal Landscape
- Strategies for Selection and Hiring Success

Supervisors and managers, including department and program heads (e.g. principal investigators), are required to complete both tracks. Track 2 is designed to help supervisors and managers develop critical skills and knowledge, facilitate a positive working environment and protect themselves and the institution from legal and regulatory challenges. These courses will also be available to non-supervisory employees who have an interest in professional growth and career advancement.

To access currently available training modules, please visit:

<http://www.uidaho.edu/human-resources/pdl/compliance-training>

The new training modules should be completed by April 5, 2016. Employees who completed the Our Inclusive Workplace and UI Stewardship modules in 2015 do not need to repeat them. Employees and supervisors will be required to participate in refresher training every three years.

Successful completion of these training modules will be considered in 2016 performance evaluations and 2017 pay determinations. In accordance with the approved training plan, three new modules will also be developed in 2016. Additional information will be shared as these modules are developed.

If you have questions about this new training program, please contact Elissa Keim, director of Professional Development and Learning at (208) 885-2322 or ekeim@uidaho.edu.

Learning Opportunities

The Professional Development and Learning team is dedicated to



advancing the University of Idaho's mission and employee potential by providing and encouraging applicable learning. Go to the [Learning Opportunity Calendar](#) to review workshops that are available to meet your professional learning needs.

Learn more about the signature professional development and learning programs by visiting their website uidaho.edu/pdl_portal or emailing pd@uidaho.edu.

McCall Field Campus

It has been another great fall semester at the University of Idaho College of Natural Resource's McCall Outdoor Science School. We are celebrating another amazing class of graduate students, 25 in all. They have come from across the country to join the Vandal family and join our efforts to connect K-12 students to cutting-edge research through scientific inquiry. This year, approximately 800 Idaho sixth grade students participated in our program using an inquiry based approach to better understand the world around them.

Our unique program, a combination of graduate and K-12 education, was recognized as one of the TOP 5 environmental STEM education programs in North American. This award was sponsored by Underwriters' Laboratories and the North American Association for Environmental Education. For more information, click [here](#).



Coeur d'Alene

Hour of Code at Gizmo

Joe Vandal was making friends and coding like a boss during Hour of Code on December 8. The Hour of Code is a global movement reaching tens of millions of students in 180+ countries. Anyone, anywhere can organize an Hour of Code event. One-hour tutorials are available in over 40 languages. No experience needed. Ages 4 to 104. Learn more at <https://hourofcode.com/us>.



Unwrap a Free Degree

University of Idaho Coeur d'Alene is one of the sponsors for the Post Falls Chamber of Commerce Super Scholarship Raffle. Tickets are \$50 and only 1,000 will be sold. The winner will receive a \$25,000 scholarship to be used at any of the participating schools (UI, LCSC, or NIC). For more information, visit their website

<http://www.postfallschamber.com/scholarship-raffle>.

\$50 per ticket
Only 1,000 will be sold!
Make a dream come true...
WIN
A COLLEGE SCHOLARSHIP

For a complete list of ticket outlets go to
postfallschamber.com



February 2016

Off-Campus Representative Report



Welcome back to spring semester! I hope everyone had a relaxing and enjoyable holiday break. I know I am excited to get a new semester underway in Coeur d'Alene. I missed the activity of students around the office as they go to and from classes.

It has been an honor to serve on Staff Council over the last few years and as the off-campus representative on the Executive Committee for the last year. Staff members serve a vital function in the success of the University of Idaho, and Staff Council is committed to representing the interests of all board appointed employees throughout the state.

Whether you are on campus or off campus, Staff Council is a great way to get involved. Interested applicants are welcome to attend monthly meetings, held on the second Wednesday of each month from 9-11 a.m. in the Idaho Commons, Crest Room. If you are off campus and would like to sit in on a meeting, please contact staffcouncil@uidaho.edu to make arrangements to connect via Skype for Business.

If you are interested in becoming a member of Staff Council, serving a three year term from June-May, please seek approval from your supervisor and then fill out an [application form](#).

Kudos Program

One of the programs run by Staff Council is the staff KUDO program. This program

is designed to publicly recognize the outstanding work of University of Idaho staff employees who have gone above and beyond in helping others and making the University of Idaho a great place to work. If you would like to recognize staff for their outstanding work, [Submit a Kudo](#).

If you have any questions or comments, please email the Staff Council executives at staffcouncil@uidaho.edu. We would enjoy hearing from you.

Sincerely,

Angie Sowers, Off-Campus Representative, Staff Council

Congratulations Daryle Faircloth: University of Idaho Staff of the Month

Daryle is a project architect for Facilities on the Moscow campus. He has been recognized for his outstanding work, going above and beyond in helping others and making the University of Idaho a great place to work and learn.



Apologies to Derek Zimmerman, January's UI Staff of the Month, for the typo in last month's newsletter.

Update: 2016 Work Related Online Training Modules



A big thank you to everyone who has already completed the 2016 University of Idaho Work Related Online Training Modules. To date, one-third of our employees have completed their Employee Training Modules, and over half of our supervisors have completed their Supervisor and Manager Training Modules. The first official course completion report for all modules will be delivered to the vice presidents, deans and affirmative action coordinators on Thursday, Feb. 4.

Below you will find answers to some of the most frequently asked questions Professional Development and Learning (PDL) receives regarding the online training modules.

How Do I Find My Employee Learning Record?

- You can view your employee learning record and print off certificates of completion by visiting <https://uidaho.gosignmeup.com>. A short video tutorial (6 min) is provided, and it will give you a tour of the site as well as outline how you can access your training records.

How Do I Know If I Am A Supervisor?

- If you have any questions regarding your status as a supervisor and whether or not you need to complete the supervisor and manager training modules, please contact Kirsty Pinchuk in Human Resources at kpinchuk@uidaho.edu or (208) 885-3880.

My Module is Frozen, How Can I Fix It?

- A couple of things to try: first, try selecting the “refresh” button in your browser. If that does not work, the next step is to clear your browser cache. The modules MUST be viewed in either Internet Explorer or Google Chrome. We recommend that you clear your browser cache prior to beginning a module to ensure the module displays correctly. How to clear your cache:
 - [Internet Explorer 8](#)
 - [Internet Explorer 9, 10 & 11](#)
 - [Google Chrome](#)

How Do I Access the Training Modules?

- Training modules may be accessed by visiting <http://www.uidaho.edu/human-resources/pdl/compliance-training>. Your current UI Network ID and password is required to view each module. At the conclusion of the module, a notification will be sent to you and Professional Development and Learning. PDL will add a record of your successful completion to your official employee learning record. Within about 5 business days, you will receive an electronic certificate of completion. We recommend keeping it in case there are any discrepancies in your training record.

What is the Best Way to View the Training?

- You will need speakers or headphones. If you need assistance finding a computer to complete your training, please contact your departmental Affirmative Action Coordinator (AAC). Please see the [list of AAC's](#) on the HR website. Persons with disabilities who require alternative means for communication or

reasonable accommodations may contact Elissa Keim, Director, Professional Development and Learning at ekeim@uidaho.edu or (208) 885-2322.

Who Do I Contact If I Have Questions About My Employee Learning Record Or Need Technical Assistance?

- If you have questions about your employee learning record, or need technical assistance with the online training modules, please contact Professional Development and Learning at gsmu@uidaho.edu or (208) 885-2323.

Looking For More Frequently Asked Questions?

- Answers to Frequently Asked Questions (FAQ) are available at <http://www.uidaho.edu/human-resources/pdl/compliance-training/faqs>.



You are invited to nominate UI women for the 2016 Athena Women of the Year Award. **Nominations Due: Friday, Feb. 26, 2016**

Athena is now accepting nominations for the Women of the Year award. Up to three awards are presented, one each for staff, faculty and administrator at the ceremony. **Save the Date for Awards Reception: 5:30-7 p.m. April 4, 2016**

The award is given annually to women who have demonstrated clear and sustained dedication to women's professional enhancement at the University of Idaho. Women of the Year are women who truly represent the mission of Athena and fearlessly engage both professionally and personally in making changes that support and forward the mission of Athena. These are women who have truly gone above and beyond the call of duty to provide mentorship to other women, advocate for an inclusive and supportive climate, volunteering and engaging across the University in ways that carry out in word and deed the mission of Athena. Nominees may also be engaged in other efforts, beyond our campus.

Who's eligible: Any woman currently working in a board appointed position of at least half-time at UI for a minimum of three (3) years.

How to nominate: Write a nominating letter that includes the following: name of nominee, their position at UI and contact information including office phone number, campus mail and email addresses; nominator's relationship (if any) to the nominee; and brief summaries of the following three areas: outstanding professional

accomplishments, outstanding service to UI and the local community and outstanding service to Athena. Provide from one to three letters of support. As nominator, please include your own name, campus e-mail and telephone number and indicate if the selection committee can contact you for any additional information or clarification regarding the nominee.

Deadline for submission: Friday, Feb. 26, 2016. Send nominations to: Erin Chapman (chapman@uidaho.edu) - Electronic submission with attachments preferred. (Subject or attention to: WOTY)

Coeur d'Alene

Welcome to KARY WELLS – Administrative Coordinator

Kary Wells is a local to the Coeur d'Alene and Post Falls area. She worked in the service industry for 10 years before graduating from North Idaho College in 2012. Kary went on to University of Idaho and became involved with the Innovation Collective, a grassroots tech-forward organization. She worked with Nick Smoot, Innovation Collective's founder, to plan 2014's First Annual Think Big Festival, a tech and robotics conference in Coeur d'Alene. Kary graduated in 2015 from the University of Idaho with a bachelor's degree in organizational science and is now working at UI Coeur d'Alene as the administrative coordinator. Recently married, she lives in Hayden with her husband Tyler and their two dogs, Jack and Wiley.



Cybersecurity for Small Business

The need for cybersecurity has become increasingly evident across the country as high profile hacks have lead to the loss of personal and financial data. Organizations large and small are at risk from cyber crime, but many organizations lack cybersecurity plans.

It is hard to know where to start. The University of Idaho is partnering with the Idaho Bureau of Homeland Security and the Center for Regional Disaster Resilience to host a seminar on cybersecurity planning, and the initial steps small to medium businesses can take to prepare. There is no cost to attend this event. Food and drinks will be provided. Space is limited for each session; participants are asked to pre-register: www.regonline.com/IDCyberSec

Idaho Falls

Bell Ringing

Staff and faculty members volunteered as Salvation Army Bell ringers at Sam's Club in Idaho Falls just before the holiday break.



Welcome to JULIE MOON – Administrative Assistant

I'm so excited to be working at University of Idaho, Idaho Falls. My husband and I met while attending Utah State University and after graduation we moved to Idaho Falls. We have three children: Aimee has her master's degree from ISU in speech pathology, Michelle has her degree in sonography from Boise State and my son Colton is currently a

sophomore at Utah State. We have been a family of Aggies, but I'm slowly convincing my son he needs to be a Vandal.

We love the outdoors. I particularly enjoy hiking, camping and just this summer I started golfing. If I'm not outside, you can usually find me on the couch with a good book. (Or I might be outside with a book) family is everything to me and I'm proud to say I'm part of the University of Idaho family.



Welcome to SHYVONNE FRONNING – Student Services Front Desk Assistant

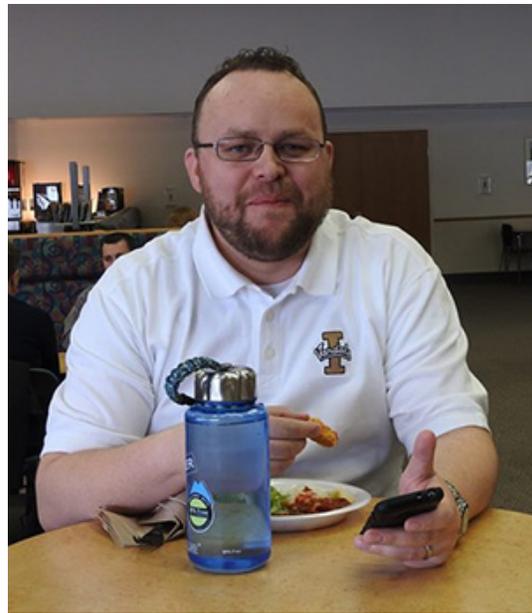
I am excited to be working for University of Idaho, Idaho Falls at the student services desk. My family and I recently moved to the area because it's so close to the mountains and special attractions like Yellowstone and Jackson. We enjoy hiking in the woods and taking trips into the mountains. So far, Bear Tooth Pass has been my favorite.

I am over halfway through my journey to completing my Bachelor of Science in psychology. This spring I will be starting my first internship with a local crisis center. In my free time I enjoy reading and jewelry making.



Welcome Week

UI faculty and staff helped serve a yummy pasta lunch to students, staff and faculty.





March 2016

Media Coordinator — Get Involved!



As the newest executive member of Staff Council I have the pleasure of kicking off the March staff newsletter. My short time on Staff Council as the Media Coordinator has provided a whirlwind of opportunities, networking and learning. As a general member, I inherited the KUDO staff recognition program and the University of Idaho staff of the month program.

Thus far, I have presented to the group and the vice president of infrastructure on shared governance and our role as Staff Council members, participated in the Ombuds search forums, observed a Faculty Senate meeting and contributed to the newest compensation amendment regarding pay increases with lateral moves.

Given the rewarding experience this has already proven to be, I encourage anyone who is able to get involved in Staff Council. Applications are being accepted for Staff Council membership and vacancies on the UI-wide committees until 11:59 p.m. Friday, April 8. UI staff members should first seek approval from their supervisor and then complete the following forms:

- [General Staff Council membership](#)
- [University-wide Committee application](#)

Currently, Staff Council and the President's Office are working together to coordinate the upcoming 2016 Outstanding Staff Awards Luncheon. Awards will be presented to UI staff that have shown exemplary dedication and have gone above and beyond their normal job duties. Additionally, staff retiring from the university and employees receiving longevity awards (service for 5, 10, 15, 20, 25, 30 etc.) will also be

recognized. I encourage each of you to visit the following link and nominate a deserving UI staff member today <https://www.uidaho.edu/faculty-staff/staff-council/staff-awards/categories-and-nomination-forms>. The deadline for all nominations is March 11. Don't forget to [RSVP](#) for the luncheon as well, it is going to be a great event.

Have an amazing March and spring break and as always, Go Vandals!

Sincerely,
Summer Howard, Media Coordinator

Congratulations Mary Ellen Brewick, University of Idaho Staff of the Month

Mary Ellen is the director of marketing and recruitment for the International Programs Office. Mary Ellen always has a positive, can-do attitude that boosts the morale of the office. She is an extremely supportive supervisor. She also is highly engaged in different activities around campus. She's a great, all around team player.



Kudos Program

One of the programs run by Staff Council is the staff KUDO program. This program is designed to publicly recognize the outstanding work of University of Idaho staff employees who have gone above and beyond in helping others and making the University of Idaho a great place to work. If you would like to recognize staff for their outstanding work, [Submit a Kudo](#).

Update: 2016 Work Related Online Training Modules



Thank you for your continued support as employees complete the 2016 University of Idaho Work Related Online Training Modules. To date, half of our employees have completed their Employee Training Modules, and over one half of our supervisors have completed their Supervisor and Manager Training Modules. University administrators and affirmative action coordinators are receiving bi-weekly module completion updates. Employees who still need to complete the modules are encouraged to do so

as soon as possible. The modules must be completed by April 5.

Below you will find answers to some of the most frequently asked questions Professional Development and Learning (PDL) receives regarding the online training modules.

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How Do I Find My Employee Learning Record?

- You can view your employee learning record and print off certificates of completion by visiting <https://uidaho.gosignmeup.com>. A short video tutorial (6 min.) is provided, and it will give you a tour of the site as well as outline how you can access your training records. To view data relevant to the 2016 University of Idaho Work-Related Training Modules in the employee learning management system, enter a date range Oct. 1, 2014 - March 1, 2016.

Who Do I Contact If I Have Questions About My Employee Learning Record or Need Technical Assistance?

- If you have questions about your employee learning record, or need technical assistance with the online training modules, please contact PDL at gsmu@uidaho.edu or 208-885-2323.

How Do I Access the Training Modules?

- Training modules may be accessed by visiting <http://www.uidaho.edu/human-resources/pdl/compliance-training>. Your current UI Network ID and password is required to view each module. At the conclusion of the module, a notification will be sent to you and PDL. PDL will add a record of your successful completion to your official employee learning record. Within about five business days, you will receive an electronic certificate of completion. We recommend keeping it in case there are any discrepancies in your training record.

Coeur d'Alene

Welcome Justin Horne, Director of Recruiting and Advising

Justin Horne is a 2015 graduate of UI's Virtual Technology and Design program, where he focused on traditional

design and marketing. After graduating, he accepted an internship with Drake Cooper Advertising in Boise, where he stayed for nine months as a design and brand strategy specialist. Originally from Post Falls, Justin is very excited to be back in the Coeur d'Alene area. Outside of work, he's an active road cyclist, runner and cook.



President Staben visits Chamber Upbeat Breakfast

University of Idaho President Staben, North Idaho College President Dunlap and Lewis-Clark State College President Fernandez spoke to local community members at this monthly event. Upbeat Breakfast occurs the second Tuesday of every month at The Coeur d'Alene Resort. On average, about 150 members attend making it one of the most popular networking events in our community.



Staff Strategic Planning/Super Bowl Snack Party

Our monthly staff meeting focused on reviewing the Strategic Plan. We also took advantage of this being the first Tuesday after the Superbowl. We asked staff and faculty to bring in their favorite Super Bowl snack to share with the group.



Science on Tap

Science on Tap is held monthly and is open to anyone interested in exploring the latest science and technology by engaging with featured scientists and researchers. It was a packed house on Feb. 16 when Sophie Milam presented on her Hi-Seas Mars research. Sophie spent 241 days living with five other “Martian astronauts” to help NASA understand how to select a crew to live and work on Mars.



Idaho Falls

Welcome to Nick Petrasso — Ag Extension Administrative Assistant

I first discovered the state of Idaho on a trip Yellowstone in 2007. My family and I enjoyed it so much we decided to come back the following year. We flew into Boise and made our way to a cabin we rented in Driggs. On that trek across Idaho we discovered an ever changing landscape. It went from desert to canyons, lava flows and then the

mountains in eastern Idaho. What we found the most striking was the kindness of the people in Idaho. We had been living in Florida for nearly 20 years and had grown weary of the oppressive heat and rampant growth. We had enjoyed our time in Florida but it never felt like home. I had been passively looking for a place to spend the later part of our lives. It became obvious that we had found what would be our future home. It took a few years but we made the final decision to move to Idaho and set things in motion. It took a few years of work and planning but we arrived in Idaho for good in February of 2015.



My wife is a student at EITC in the RN program and I have been hired by University of Idaho College of Agricultural and Life Sciences. Idaho has lived up to our expectations and in many ways surpassed what we could have hoped for.

Welcome Week

UI faculty and staff helped serve a yummy pasta lunch to students, staff and faculty.



Meet the Vandals

We had a number of students and parents at Meet the Vandals. Several Idaho Falls faculty, staff and alumni attended the event



Ground Hog Day Celebration

Mike Hilker and Don Patterson coordinated the annual Ground Hog Day celebration. The room was filled with faculty and staff as this is a favored event. Several faculty and staff brought sweets and light snacks to share. Everyone participated by wearing top hats and looked forward to the ceremonial passing of the “medallion.” This year’s recipient of the Ground Hog Medallion was Keewook Kim.

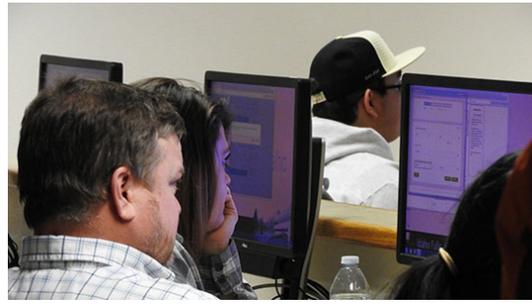




AVANZA

We had another record breaking attendance at the Idaho Falls AVANZA event. The students were excited to meet the AVANZA team and are eager to attend the university in the fall.





Career Fair

University Place hosted its second annual student Career Fair Feb. 17. Matt Vaartstra and Jamie Garlinghouse from Employer Relations attended to meet with employers while Leanne Ralstin and Nicole Campbell from the Career Center assisted students with resumes and career counseling. Refreshments and pizza were sponsored by Ches Barnes, ISU Student Union director.



February Photos by Alice Allen



Photographs courtesy of Alice Allen, Mike Hilker and Ryan Haworth.

SAVE THE DATE

2016 University of Idaho Cultural Literacy & Competence Symposium

Wednesday, April 20, 2016, 8 a.m. – 5 p.m., Bruce M. Pitman Center – Vandal Ballroom in Moscow. Featuring Keynote Speaker: Dr. Garnett Stokes, Provost and Executive Vice Chancellor for Academic Affairs, University of Missouri. Registration and details to be announced soon.



April 2016

Chair's Report



Dear Colleagues:

Getting involved with Staff Council is a great way to engage with and influence positive change at the University of Idaho. Currently, we are seeking new members for three-year terms beginning this summer. To nominate a colleague or to self-nominate, please visit the Staff Council website and fill out the online [application form](#).

Yet another way to engage with the university is to join a university-wide committee. From budget and finance to security and compliance, staff members are needed to help shape the future of our great institution. If you are interested in joining or nominating a colleague to join one of these important committees, please fill out the online [application form](#).

A great example of how Staff Council is working for you to make the University of Idaho a great place to work is the recent memo sent out by Vice President for Finance, Brian Foisy outlining changes regarding pay increase practices with lateral moves. This is an issue that by far outpaced any other in terms of feedback received from staff members over the last two years. Staff Council worked closely with President Chuck Staben, Provost Wiencek and Foisy to make critical changes in how the university handles staff members moving positions within the same pay grade. The changes outlined in the memo will give staff members more opportunities to grow and develop as professionals at the University of Idaho. We are very proud of this work, and although it does not solve all of our classification

and compensation issues, it represents an important first step towards better compensating and developing our staff from within.

I am inspired everyday by the amazing staff leaders that serve on Staff Council. They are not in it for authority, notoriety or self-promotion. Instead, they have simply accepted personal responsibility for bringing about positive change at the University of Idaho. This is a choice that we all need to make.

GO VANDALS!

Greg Fizzell, Chair, Staff Council

Congratulations Ken Schmidt, University of Idaho Staff of the Month

Ken is an IT Analyst with ITS. Ken was helping set up some microphones for an event in JEB 104. There was unexpectedly a class in the room before our event was to occur. Ken and his assistant managed to get the microphones going in the brief amount of time between classes. This was essential for our success. Thanks, Ken. — Michael Maughan, Clinical Assistant Professor, Mechanical Engineering



Kudos Program

One of the programs run by Staff Council is the staff KUDO program. This program is designed to publicly recognize the outstanding work of University of Idaho staff employees who have gone above and beyond in helping others and making the University of Idaho a great place to work. If you would like to recognize staff for their outstanding work, [Submit a Kudo](#).

Reminder: 2016 Work Related Training Deadline Approaching



Thank you to the University of Idaho employees who have already completed all or part of their 2016 Work-Related Training Requirement. As a reminder, modules must complete by **April 5**. Successful completion of these training modules will be considered in 2016 performance evaluations and 2017 pay determinations. Training modules may be accessed by either clicking on the titles below, or by visiting <http://www.uidaho.edu/human-resources/pdl/compliance-training>. A

current UI Network ID and password is required to view each module.

UI Hosts Cultural Literacy and Competence Symposium April 20 in Moscow

The University of Idaho Cultural Literacy and Competence Symposium will be held on Wednesday, April 20. The symposium will focus on building inclusive communities. This year's speaker is Garnett Stokes, provost and executive vice chancellor for Academic Affairs at the University of Missouri. The symposium is sponsored by the UI Division of Diversity and Human Rights, President's Diversity Council, Office of Human Rights, Access and Inclusion and UI Professional Development and Learning. This event is free and open to students, faculty and staff, but space is limited, please [register here](#).

PDL is on Twitter

For the latest information on UI professional development opportunities and tips, follow UI Professional Development and Learning on twitter. Follow us on Twitter @UIdahoPDL.

Summer 2016 University of Idaho Supervisory Excellence Program

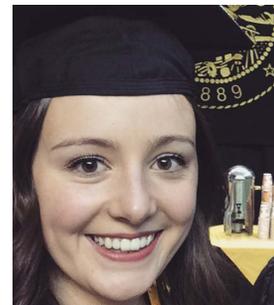
Registration opens April 25, and live training workshops begin May 17. More details coming soon.

Coeur d'Alene

New Staff Members

Coeur d'Alene welcomes Cassie Clark and Tim Morgan to the center.

Cassie Clark is the new intern for the Community Water Resource Center (CWRC) and recently graduated from the University of Idaho in Moscow with degrees in mathematics and physics. She moved back to Coeur d'Alene with her husband and is a substitute for the Coeur d'Alene school district and a math tutor in addition to her work with us here in the Coeur d'Alene center.



Tim Morgan has recently joined us as a part-time assistant



in IT. For 10 years he's been a primarily self-taught IT guy. He plans to go back to school for a bachelor's degree and has been involved with local nonprofits for the last six years, including providing IT support and research assistance for genealogy groups, Kootenai Humane Society, Habitat for Humanity and Daedalus Inc. He's lived in Coeur d'Alene for 23 years, and enjoys reading, online gaming and learning about all the things.

March 14 – Pi Day

The Idaho Regional Mathematics Center celebrated the ratio of the circumference of a given circle to its diameter by bringing us pie for Pi Day.



Staff Appreciation Taco Bar Lunch

Coeur d'Alene staff gathered for a fun lunch together with a taco bar and prizes.





Annual Easter Egg Hunt

Students, alumni and staff came out with their families for this annual Coeur d'Alene event. Fun was had by all.





McCall

Have you ever seen Joe Vandal hanging out with a lake monster? If you attended this year's McCall Winter Carnival, you would have. The College of Natural Resources, McCall Outdoor Science School (MOSS) has been in operation since 2001. Since then, MOSS has worked to become involved in the local community, whether through volunteer efforts by staff, faculty and students or by hosting community events. This year, several CNR-MOSS graduate students became

"Sharlie," the Payette Lake Monster. Joining Joe Vandal, they spent several hours dancing, moving and jumping their way down a parade route to the delight of thousands of spectators. The event was a huge success and a good reminder to celebrate with our local communities.

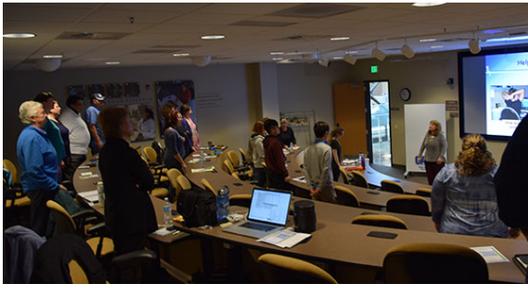


Idaho Falls

Staff Training and Recognition Lunch

A Staff Safety Training and Appreciation luncheon was held last month. Debbie Caudle and Melinda Lent (Staff Council) worked together combining the training and lunch this year. The staff met at CAES for an Ergonomic Safety Training provided by Cheryl Wilhelmsen, Ph.D., and Lee Ostrom, Ph.D., of University of Idaho, Idaho Falls and an afternoon Team Leadership Building Class provided by Brent Beam, Ph.D., of BYU-Idaho.

A short program was hosted during lunch where Executive Officer Marc Skinner openly expressed his thanks to all of the staff for their hard work and thanked the faculty for taking part with the training and lunch presentations. Cheryl Wilhelmsen, Ph.D., Thomas Wood, Ph.D., and Wayne Jones, Ph.D., recognized the staff in their departments and praised the team as a whole. Afterwards, each staff member was individually recognized by the Idaho Falls Staff Council where they each received a pad-folio and a pen.



Jazz Concert

UI Idaho Falls and the Lionel Hampton School of Music presented a free concert “Cool Night, Hot Music” at Hillcrest High School Auditorium on Feb. 11. The Jazz Band, Wind Ensemble and Brass Quintet stopped in Idaho Falls on their way to Pocatello for the Idaho Music Educators Association conference. The auditorium was filled and the concert was enjoyed by all.



Idaho Falls photos contributed by Alice Allen and Ryan Haworth.



May 2016

From New Ombuds



Hello to the Vandal Staff. I want to introduce myself to you and tell you a bit about myself and what I do.

I am thrilled to be back in Idaho after having spent most of my career in Arizona with short stints in California and Texas. I grew up in Idaho and it has been my desire to return, so I am very excited to have joined the Vandal family.

My career in what we call Alternative (or Appropriate) Dispute Resolution began in 1989 when I became a mediator. Since then I have worked in academia and a variety of other areas. I decided to expand my knowledge with a Master's in Dispute Resolution (M.D.R.) from Pepperdine University about eight years ago. I have been serving as an ombuds, mediator, facilitator and trainer ever since. Helping people communicate better and solve problems is my passion. The work I do is as much a calling as it is a career.

“Ombuds” or “ombudsman/ombudsperson” may be one of the most highly misunderstood professions, though the role has been around since the 1700s, originating in Sweden. I am what is called an organizational ombuds, which means my primary function is to provide a safe haven for staff, faculty, students and administrators to come and find ways to resolve workplace issues or conflicts. We provide this safety by being:

- Confidential
- Informal

- Impartial
- Independent

Visiting with an ombuds is a voluntary benefit of the university, although someone might suggest it to you in an offer to help you resolve your concerns.

Confidential means that I only keep a log of statistical information, but I never keep names, departments or other identifying issues. While working a case, I keep all notes in a locked file cabinet inside a locked room. I shred those notes when we are done. I do not share your information with anyone without your permission.

Informal means I am not an Office of Notice for Title IX discrimination or harassment issues, thus you can talk to me in complete confidence about such issues before you decide what you want to do. Supervisors, managers, on up the chain are required by law to report these issues if they learn about them.

Impartial means that I do not take sides of any individual, group or department. I am an advocate for fair process only. I do not make decisions for you, give you legal or psychological advice. Rather, I help you process options and learn what choice you have available to resolve your issues.

Independent means that I do not report to any department, but report in very general terms to the president. My reporting to the president is not to disclose confidential information, but is for sharing any trends I might see.

My goal is to provide a safe place where anyone on the campus can share their concerns and work through their conflicts. You can reach me several different ways: 208-885-7668, 208-885-8947 (fax) or barbarabeatty@uidaho.edu, Ombuds@uidaho.edu, www.uidaho.edu/faculty-staff/ombuds

Note: I cannot guarantee the confidentiality of email, so you need to decide whether it is appropriate to share any sensitive or confidential information this way. I recommend you use email only to make contact and set appointment times.

Congratulations Kathy Haworth, University of Idaho Staff of the Month

Kathy is a team cleaning specialist with Facilities. “The custodial staff not only keep Renfrew Hall clean but go beyond the usual in that they let me in my office when I'm locked out, they clean up broken glass and floods in labs and report needed repairs. I don't know if those are their customary duties, but I'm glad they're here even when we don't know we need them. They are the behind-the-scene warriors. Thanks guys!” — Deb Cissell, Administrative Assistant 2, Chemistry

Kudos Program

One of the programs run by Staff Council is the staff KUDO program. This program is designed to publicly recognize the outstanding work of University of Idaho staff employees who have gone above and beyond in helping others and making the University of Idaho a great place to work. If you would like to recognize staff for their outstanding work, [Submit a Kudo](#).

Update: 2016 Work Related Training Modules



A BIG thanks to each of you! As of April 22, 2016, over 5,000 University of Idaho employees have completed the latest round of University Work-Related Online Training Modules. More than 95% of benefit eligible employees and 64% of our TH/temporary employees have completed the All Employee Training Modules. More than 90% of supervisors have completed the Supervisor Training Modules. Thank you for your part in making the University of Idaho a great place to work and learn.

Join us for the Summer 2016 Supervisory Excellence Program

Registration is now open. As a current supervisor, you have already completed the bulk of the Supervisor Core Skill Workshops as part of the 2016 University Work-Related Training Initiative. A PDF of the Summer 2016 Workshop Schedule is attached.

The condensed summer session begins on May 17 and concludes on June 9. Visit <http://www.uidaho.edu/human-resources/pdl/sep> for registration and workshop information.

Special summer 2016 session topics include:

- Emotional Intelligence (Tuesday, May 17)
- Conflict Management (Tuesday, May 17)
- Supervisor Roundtable Discussion: Employment Issues (May 24)
- Supervisor Roundtable Discussion: Performance Management Issues (June 1)
- Supervisor Roundtable Discussion: Recruitment and Hiring Issues (June 9)

PDL is on Twitter

For the latest information on UI professional development opportunities and tips, follow UI Professional Development and Learning on twitter. Follow us on Twitter

@UIdahoPDL.

Summer 2016 University of Idaho Supervisory Excellence Program

Registration opens April 25, and live training workshops begin May 17. More details coming soon.

Boise

AVID STEM Day

UI Boise hosted a group of AVID students from the Vallivue school district for a STEM day on April 7. The eighth graders enjoyed hand-on experiences with 4-H robotics and natural resources programs, nutrition and they toured the Flume and the STEMBus.



Capital City Public Market

UI sponsors a booth every Saturday at the Capital City Public Market from now until Dec. 17. UI Boise staff are organizing participants from all UI locations. If you are interested in participating, contact Sandy Larsen at sandy@uidaho.edu. Here are some of the market visitors with Daisy and Jessica, our UI admissions ambassadors at UI Boise, and with the

University of Idaho College of Law
Boise staff.



Kang Youwei Artifact

UI alumnus Boyd Yee and his family donated a piece of Boise history, the Kang Youwei artifact, through the [University of Idaho Confucius Institute](#). The 100-year-old artifact is on permanent display at the UI Boise Idaho Water Center building, so make sure to stop by when you visit Boise and learn more about history in the Treasure Valley.

New Staff

We welcome new staff: Daisy Aguilera, Erin Argyle, Robin Baumgartner, Jessica Eby, Brittany Hope, Kim Kovac, Mark Solomon and Eileen Stachowski.

Coeur d'Alene

Gizmo-cda Partnership | Let's Science It

We were happy to provide lab space for the [gizmo-cda](#) camp “Let’s Science It” in March and April with the help of UI Extension faculty Jim Ekins. Our partnership with this organization has been very rewarding. We love seeing so many excited young faces around the lab.



Summer Camps

There is a full line up of summer camps this year in Coeur d’Alene, and registration for them is now open. They include: Coding Camp for Girls, Java Coding Camp, Cosmetic Chemistry and AFA Cybersecurity Camp. Information is available on our [Dign’IT website](#).

GIS One-Year Certificate Program

This summer we will be offering the Geographic Information Systems Certificate in a one-year time frame through the Coeur d’Alene center. In the past, it has taken up to two years to complete the certificate here, so we are excited to offer this opportunity for our students and local community members. For more information, contact Angie Sowers at asowers@uidaho.edu.

Twin Falls

2+2 and Beyond

Megan Satterwhite graduated from the 2+2 CSI/UI agriculture bachelor degree program in 2000, but she didn’t stop there. Megan recently completed a master’s degree in natural sciences in Twin Falls, ID. Her thesis was on the use of forage kochia for rangeland restoration.

Pictured here left to right: Ken Sanders, UI Extension range specialist-retired, Megan Satterwhite, UI agricultural researcher, Amber Moore, UI Extension soil specialist, Steve Bunting, UI professor of Fire and Rangeland Ecology- retired.



Idaho Falls

Advising/Open House

Idaho Falls undergraduates attended the second annual academic advising/open house event. Several UI-IF faculty members were available to meet their students as well as new or soon-to-be admitted students. Steve Meier made the trip from the Coeur d'Alene center where he met with students pursuing the CADC and psychology major. A very successful event.

Pictured: Tony Rossi and Debbie Caudle, Mike Sweet and Raghu and New CADC Student and Steve Meier





June 2016

Congratulations Ryan Watson! University of Idaho Staff of the Month

— Ryan is the Assistant Campus Events Manager for Student Support Services

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A Rookie Tour of Workplace E-Learning Technology



Wednesdays, June 15, 22, and 29.
10:00 – 11:30, Admin 217 (available statewide via Skype for Business, please email pdl@uidaho.edu for more information)

Are you looking for ways to help faculty, staff and students get important information in an online “just in time” or online training format? Join the Professional Development and Learning Staff for an introduction and preview of resources available to help you deliver your information.

- June 15 - Connecting & Sharing Tools (Skype for Business, GoToMeeting, etc.)
- June 22 - Tutorials and “How-To” Tools (Screenr, Jing, Snagit, Microsoft Mix, etc.)

June 29 - Introduction to Presentation and Training Tools (Articulate Studio, Storyline, Prezi, Visme, Camtasia, etc.)

Essentials of E-Learning Authoring Tools – Three Part Workshop

Thursdays, July 7, 14 and 21. 10:30 – 12:00, Admin 217 (available at Moscow location only)

Join Professional Development and Learning for a hosted webinar workshop series from the Association for Talent Development, covers the types of software tools you need, and then explores web-based tools for creating e-learning including the most popular e-learning specific development tools on the market today. Come to one, two, or all three sessions! To reserve your seat, please visit

<https://uidaho.gosignmeup.com/Public/Course/Browse>.

Session One: E-learning Development (July 7)

- Brief history of e-learning development
- What does an e-learning team look like?
- What types of software do you need?
- Three options
 - One-off programs
 - Web suites
 - E-learning specific tools
- Level of effort required for implementation

Session Two: Web Specific Development Software (July 14)

- What types of software do you need?
- Graphic and photo design
- Audio recording
- Video editing
- Screen capture
- Animation
- HTML/XHTML Writing

Session Three: E-learning Specific Development Software (July 21)

- Articulate/Storyline
- Presenter

- Rapid Intake
- Captivate
- Trivantis
- Interaction creation software
- E-Learning templates and graphics
- Learning management systems

Ombuds Training

Join the new University of Idaho Ombuds, Barb Beatty, for two new professional development opportunities! To reserve your seat, please visit <https://uidaho.gosignmeup.com/Public/Course/Browse>.

Communication Techniques for the Academic Workplace

Wednesday, July 6, 9:00 – 11:00 a.m. in Admin 217

Learn about the difference in debate vs dialogue; the number one quality people want from their supervisor; the difference between listening and hearing; three different ways we communicate; obstacles to effective communication; differences between thinking and speaking; what effective listening is; types of questions to ask; and more. The seminar will be punctuated by video clips and some exercises.

Conflict Resolution through Communication

Tuesday, July 12, 1:00 – 3:00 p.m. in Admin 217

This seminar is designed to help you understand the World of Conflict and its eight dimensions. How conflict can start and escalate and how, with more insight into self and others, you can be proactive in minimizing conflict. Learn about the conflict wheel, five conflict styles, and the duality of concerns to better understand yourself and others and how all of us can react to conflict. Take a survey and find out what your dominant conflict styles are and how almost all styles are useful in different situations. How do you respond when conflict is just beginning and when it becomes full blown?

News

Mental Health First Aid trainings

Mental Health First Aid trainings will be offered on the Moscow campus for staff and faculty over the summer. Mental Health First Aid is an 8-hour certification program to help faculty, staff and students understand and respond to signs of mental illnesses and substance use disorders. Just as CPR helps you assist an individual having a heart attack — even with no clinical training — Mental Health First Aid helps you assist someone experiencing a mental health related crisis. Staff and faculty are encouraged to register and participate in the training over the summer to learn an

action plan to help a student, friend, or family member who may be experiencing a mental health or substance use problem.

The training is hosted by the Counseling & Testing Center, Campus Suicide Prevention, and Vandal Health Education. Several course options are being held over the summer – visit www.uidaho.edu/mentalhealthfirstaid for course dates and to register for an upcoming training.

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Pictured: Tony Rossi and Debbie Caudle, Mike Sweet and Raghu and New CADC Student and Steve Meier





Denim Day | April 27

Shyvonne Fronning, staff UI-IF student services, coordinated Denim Day and Domestic Violence Awareness for part of her psychology internship. She organized several guest speakers from the Idaho Falls Domestic Crisis Center and the Counseling Testing Center from ISU-IF to come and share information. Several volunteers donated jeans and helped cut out the pockets. A free lunch for students, staff and faculty was held during the presentations and afterwards everyone was encouraged to paint a pocket and hang it on the display wall.



Photos by Alice Allen.

Idaho Falls now has a Facebook page. [Go online and like us.](#)

McCall

Representatives from Native American tribes are at the College of Natural Resources McCall Field Campus this week to talk about how they can adapt to climate change. Donald Sampson says Native Americans are and will continue to be more impacted by climate change than the rest of the country. That's because climate changes are affecting their traditional food sources. [Read full article here.](#)



Welcome from Staff Council

Dear Colleagues:

Wow! I'm not sure about you, but I'm wondering where September went! Speaking of September, I hope that many of you were able to attend one of the 14 open forums regarding market-based compensation at the University of Idaho. A big shout-out goes to Lisa Miller, Vice-chair for Staff Council and Chair of the Compensation Task Force (CTF), Brian Foisey, VP of Finance, Wes Matthews, Executive Director of HR, and all the dedicated members of the CTF for taking a huge amount of time to communicate this important process to the university community. It is great to see our upper administration prioritizing the topic of staff compensation. There is still a tremendous amount of work to be done by the CTF, but it is clear that the motivation is there to see this through. I also hope you were able to attend or watch President Staben's State of the University Address. I am a relative newbie to the UI staff community, having been here only 6 years, but the energy and enthusiasm for the direction of the university is higher now than at any other time since I've had the honor to work here. It is clear that we are building a solid team and a solid plan for the future of our great university. I look forward to all that we will achieve in the next twelve months and beyond and look forward to participating in the process. Join me and the members of Staff Council in taking an active role in our shared future.

GO Vandals!

Sincerely,

Greg Fizzell

Chair, UI Staff Council



Recordings of Market-Based Compensation Forums Now Available

The first round of campus presentations on market-based compensation have concluded. If you were unable to attend, a general session and a supervisor session were recorded and are available on the [Human Resources website](#), along with a list of FAQs. The university will present a plan to the State Board of Education at its December meeting, so please provide feedback to the Compensation Task Force by Oct. 31 by emailing comptaskforce@uidaho.edu.

Congratulations University of Idaho Staff of the Month!

May: Mike Holtaus

“On April 28 a parent stopped in the office to ask if there was a way for her to have a tour of the Administration Building. She loves the Admin Building and wanted to have a tour of the building. I sent out emails and got in touch with Brian Johnson who was happy to assist if possible. It all worked out that Mike was available and was part of the tour guides to provide access to parts of the building the parent wanted to visit. The tour was put together quickly and on Friday, April 29 at 2 p.m. Mike arrived ready to take the parent around the Admin Building. It is always great to make something happen. It is even better that on short notice something can be put together to make another person very appreciated. This is what makes the UI a great place to work, people from different departments working together to make something occur, even with busy schedules going on. Mike is a true team player to help out in this. Brian Johnson should also be commended for assistance and providing Mike's name to help with this request by a parent. Team work all around!” *David Pittsley, Management Assistant, Office of the President*

September: Bill Loftus

“A plate glass door was broken at Ag Science on Tuesday, July 19, just after the end of the shift for the crew who cleans the building. I would like to extend a big thank you to everyone who assisted with the aftermath of this incident. Bill Loftus (CALC Communications), who, after reporting the incident to Facilities, stayed on-scene to help steer foot traffic away from the area, and even volunteered to assist me with the initial cleanup.” *Peter Haworth, Custodial Foreman*

Professional Development and Learning News

Fall 2016 Work-Related Training Modules

Last spring, the University of Idaho deployed a new online workforce training program. This required training was developed collaboratively with Staff Council, General Counsel, Human Resources, Internal Audit, HRAI and PDL — and in consultation with Faculty Senate and Provost’s Council. The development of the program was guided by comments, requests and feedback from UI employees and supervisors. Course content responds to specific needs expressed by shared governance groups, and is a critical component of the university’s compliance program.



This fall, three additional short training modules, required for all employees (including student employees) are being released. Module topics include: Diversity and Inclusion, Public Safety and Security and IT Security. Total completion time for all three modules is under one hour.

Detailed online access instructions will be emailed to employees by October 1, 2016. Until then, to access currently available training modules, please visit: <http://www.uidaho.edu/human-resources/pdl/work-related-training/all-employee-training>. The new training modules should be completed by December 21, 2016.

Employees and supervisors who completed previous work-related training modules in fall 2014-spring 2016 do not need to repeat them. Employees and supervisors will be required to participate in refresher training every three years.

If you have questions about this training program, please contact Elissa Keim, Director of Employee Development and Workforce Diversity at (208) 885-2322 or ekeim@uidaho.edu.

Join us for the Fall 2016 Supervisory Excellence Program!

Registration Opens Oct. 1! As a current supervisor, you have already completed the bulk of the Supervisor Core Skill Workshops as part of the 2016 University Work-Related Training Initiative.

The fall session begins on Oct. 25 and concludes on Nov. 17. Visit <http://www.uidaho.edu/human-resources/pdl/sep> for registration and workshop information.

Special fall 2016 session topics include:

- Building Team Relationships (Nov. 1)
- Training, Coaching and Mentoring for Success (Nov. 3)
- Conflict Management for Supervisors (Nov. 10)
- Building a Respectful Workplace (Nov. 15)

PDL is on Twitter!

For the latest information on UI professional development opportunities and tips, follow UI Professional Development and Learning on Twitter. Follow them on Twitter @UIDahoPDL.

Employee Discounts from Human Resources

As a University of Idaho employee, you have access to a variety of discounts on anything from concert tickets to wireless service. The [employee discounts list](#) contains valuable information on what vendors and businesses offer discounts, including applicable promotional codes. See the [Employee Discounts overview page](#) as well.

Public Safety and Security

Safety and security is everyone's responsibility. The Office of Public Safety and Security strives to keep the University of Idaho community, and our statewide partners, informed about policies, procedures and upcoming issues that impact their lives, as well as offer tips and guidelines for addressing safety issues across campus. Check out the latest edition of the OPSS Newsletter for updates, tips and training information.

<http://www.uidaho.edu/infrastructure/pss/news>

News

Boise

UI Boise Awareness campaign:

This early fall, UI Boise conducted an online ad campaign to create awareness of the university's presence in Boise and all the programs and outreach we play a part in the Treasure Valley and Southwest Idaho. See stories on the Idaho Statesman website about:

- [UI Boise academic programs](#)
- [UI Boise's role in the regions' economic development](#)
- [Outreach and Extension programs in SW Idaho](#)

UI Boise Wins Smart Transportation Award

UI Boise won platinum-level Award for May in Motion 2016 for its commitment to alternative transportation. Thanks to all participants who made it possible!



Welcome New UI Boise Employees

Teresa Amos | IT Manager

Teresa comes to us after 19 years at West Valley-Mission Community College District in the San Jose area of California. She has come up through the IT industry through the years with expertise in Networks, Server Technologies, Computer Support, and HelpDesk. Supporting higher education is Teresa's passion. She loves helping those pursue their passion and helping others be

successful.

Teresa, her husband, Andrew and their two boys look forward to learning more about the Boise area. They love dirt biking and bird watching, and playing by the river.

Sarah Jane Keshian | Program Operations Specialist, WWAMI

Sarah Jane Keshian joined the Idaho WWAMI Medical Education Program as the Program Operations Specialist in late July. Sarah's primary responsibilities are to assist and coordinate the Idaho WWAMI Medical Education Program's daily operations. Sarah was elated to begin her new endeavor working in the education system, after 14 years of working as medical biller.



Sarah is a born and bred Idahoan, and spends the majority of her free time with her amazing niece and nephews, traveling, or attending concerts and/or shows.

Eric LaBombarda | IT Analyst

Moriah Lenhart-Wees | Program and Advising Specialist CLASS

Moriah joined CLASS as an Advising and Program Specialist working with the Confucius Institute and recruiting for UI's online degree programs. She looks forward to growing the Chinese language and culture programs as well as UI's online degree presence in Southern Idaho. A Boise native, she received her bachelor degree in Mandarin from Georgetown University in Washington, D.C. Outside of work, Moriah enjoys hiking and camping, eating just about every kind of food there is, working with the refugee community in Boise, and playing volleyball (both indoor and sand volleyball).

Joseph Sparhawk | IT Technician



Coeur d'Alene

UI-Coeur d'Alene Welcomes Two New Faculty Members and an Americorps Volunteer

Michelle McKnight-Lizotte finished her Ph.D. at Michigan State University and relocated to Idaho over the summer. Michelle is now a part of the Rehabilitation Counseling and Human Services Program which is located in the Department of Leadership and Counseling in the College of Education. Specifically related to research, her specific interest area is looking at the career development and employment outcomes of adults with autism spectrum disorders.



Bob Quant has joined UI as an adjunct faculty member in the Career and Technical Education department. He lives here in Coeur d'Alene with his wife, and their two boys are students at the University of Idaho in Moscow. He previously taught at Lake City High School, KTEC and private schools. His background is in education, computer systems, electronics and electrical control.



Michelle Cushing serves as an Americorps Vista with the Idaho Afterschool Network (IAN) and as a volunteer University of Idaho employee. These two entities are currently working together to conduct a 3-year statewide survey canvassing out-of-school opportunities for Idaho's k-12 youth.



DIGN'IT Summer Camps and Interns

2016 saw another successful summer of Dign'IT programming. The four week-long camps included Cosmetic Chemistry, Summer Coding for Girls, GenCyber Java Coding, and AFA Cybercamp. The four day-long STEAM labs (Science, Technology, Engineering, Art and Mathematics) focused on specific topics and ranged from elementary to high school age children. In addition, we had eleven high school interns placed around town at businesses and organizations focused on technology.







4th of July Parade

UI Coeur d'Alene was happy to welcome the Confucius Institute for this year's 4th of July parade in downtown Coeur d'Alene. The dragons and drums were a big hit with the crowd.



VR Sandbox

Coeur d'Alene staff members Marie Pengilly, Tim Morgan and Rob Baxter worked together to build an amazing augmented reality sandbox to help demonstrate water patterns. The sandbox is an interactive exhibit to teach earth science concepts, such as geography, geology, and hydrology. Users create 3D landscapes by shaping real sand, which is then augmented in real time by an elevation color map, topographic contour lines, and simulated water. Shapes in the sand are continuously scanned by a 3D Xbox Kinect sensor, processed with open source software, and projected onto the sand as a colorful topographic map. The AR Sandbox was developed by researchers at UC Davis. The UI CDA AR Sandbox made its debut at the Think Big Festival. It is mobile, so it can be set up in classrooms or at other community events.



Fair Sponsorship

University of Idaho was the presenting sponsor for the North Idaho State Fair Aug. 24-28. Fairgoers were able to stop and talk to UI representatives at our booth near the main entrance. A big thanks goes out to all our local staff and faculty who helped out as well as the folks who drove up from Moscow including, Lisa Hill and her students, John Mangiantini, Betty Boren, and John Crockett, who brought up the BioBug.



Fat Beam Donation

The University of Idaho Research Park in Post falls received a technological boost this year thanks to local broadband fiber provider Fatbeam. UI celebrated the donation at the opening of the new Cybersecurity Training and Operations Lab on Aug. 25.



Game Day Tees

A big thanks to the Alumni Office for hooking our staff up with Game Day T-shirts.



Idaho Falls

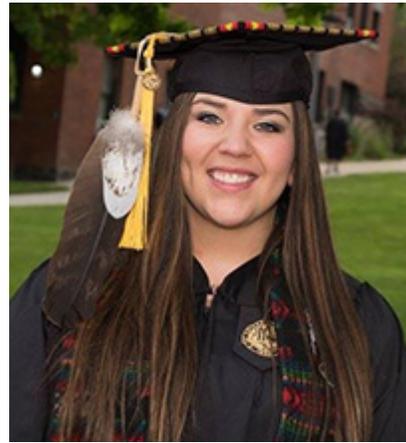
UI-Idaho Falls Welcomes New Staff Members

Hello! I am **Krysta Madrigal**. I am currently a junior at University of Idaho, studying Psychology. I have a wonderful husband and two beautiful kids that keep me busy outside of school and work. I have been given the amazing opportunity to work at the Student Services desk for the Idaho Falls campus for University of Idaho. I love the outdoors combined with listening to instrumental music. I spend my spare quiet moments reading. I love classical literature over most contemporary literature. I have a love/hate relationship with technology, as I can rarely get it to work correctly. I look forward to all the new and interesting people I get to meet and help while being surrounded by University of Idaho faculty, staff, and students.



Hello, my name is **Effie Hernandez**. I am the new admission's counselor for the University of Idaho. I will be covering the SE Idaho region servicing from Soda Springs to Salmon, Idaho. My office is located at the University of Idaho-

Idaho Falls in the Samuel Horne Bennion Student Union Building. I recently graduated from the University of Idaho with a BS in Organizational Sciences and a minor in American Indian Studies. I am the first in my family to graduate from a four-year institution. I am also an enrolled tribal member of the Shoshone-Bannock Tribes of Fort Hall, Idaho. I am really looking forward to meeting the students, faculty, and staff. Each school has their own uniqueness about them and I personally cannot wait to experience each one. I am also really excited to be working with the University of Idaho and with the Idaho Falls students, faculty, and staff. GO VANDALS!



Summer 2016...

Debbie Caudle participated in the 2015-16 Idaho Falls Chamber of Commerce Leadership class, received a certificate of completion for the class and was recognized as being one of the team leaders for the 2016-17 Leadership Class.



Several faculty and staff attended a summer picnic lunch at Freeman Park next to the UI-IF campus. The turnout was tremendous as everyone brought a dish to pass and was able to enjoy one another's company. Special thanks to **Don Patterson, Mike Hilker, Julie Moon** and **Jen Flynn** for coordinating the lunch.



The East Idaho annual Vandal Scholarship Golf Scramble was held at Pinecrest Golf Course again this summer. It was another great success!



Senior Send Off at Civitan Park in Idaho Falls. **Kathy Bernard-LaPointe**, Executive Director of Alumni Relations along with **Meladi Lanier**, **Kelley Verner**, **Kyle Richards**, and **Debbie Caudle** welcomed and visited with incoming Vandal Freshmen and parents.



Beautiful new sidewalks and steps leading towards the TAB building were completed this summer.



Before



After

Photos courtesy of Mike Hilker and Alice Allen.

From the Vice Chair

With the days getting shorter, Idaho is turning into a brilliant display of fall colors. I hope everyone is enjoying the change of season.

Staff Council meets the second Wednesday of each month from 9-11 a.m. at the Brink Hall Faculty-Staff Lounge. These meetings are open to anyone interested in attending. Barb Beatty, Ombuds, will be our guest speaker on Nov. 9. She will present her annual report with an open Q&A.

As chair of the staff compensation taskforce, the fall has been a whirlwind of activity. A big shout out to all that attended the 14 presentations by Wes Matthews, executive director of Human Resources, and Brian Foisy, vice president of finance. The forums would not have been possible without the assistance of Jennie Hall and I want to thank her for all her support and coordination to ensure these were available to employees around the state. The ITS staff was invaluable and I am very thankful to all who participated. Jeff Robbins and many others were at nearly every forum and spent countless hours to ensure the forums and weekly summer meetings were available to offsite employees and SCTF members.

Staff Council is busy planning the Staff Awards ceremony and a date will be announced shortly!

Enjoy the fall and Go Vandals!

Sincerely,
Lisa Miller
Staff Council Vice Chair

Congratulations University of Idaho Staff of the Month

October: Michael Salmon, Transfer Specialist, Registrar's Office

"Michael consistently goes above and beyond to make sure that he can help students. His customer service is such that I will receive calls specifically to tell me how much a student appreciates the time and effort that he puts in to make sure that he does everything he can to make sure that information for a student is accurate and complete. For a relatively new employee he is a pleasure to work with and shows genuine care and concern for our students."

Rebecca Frost, Assistant Registrar – Registrar's Office

Professional Development and Learning News

Reminder: Fall 2016 University of Idaho Work-Related Training Requirement

Thank you to the University of Idaho employees who have already completed all or part of their 2016 Work-Related Training Requirement.

As a reminder, the Fall 2016 Work-Related Employee Training Modules, announced on September 21, 2016, **should be completed by December 21, 2016.** The new training modules

are required for all employees (including student employees). Total completion time for all three new modules is less than one hour.

Module topics include:

- [Diversity and Inclusion at the University of Idaho](#)
- [Safety and Security Awareness at the University of Idaho](#)
- [IT Security at the University of Idaho](#)

Training modules may be accessed by either clicking on the titles above, or by visiting <http://www.uidaho.edu/human-resources/pdl/training-opportunities/work-related-training>.

A current UI Network ID and password is required to view each module. At the conclusion of the module, a notification will be sent to you and Professional Development and Learning (PDL). PDL will add a record of your successful completion to your official employee learning record. Within about 5 business



days, you will receive an electronic certificate of completion. We recommend keeping it in case there are any discrepancies in your training record.

Frequently Asked Questions (FAQs) are available at <http://www.uidaho.edu/human-resources/pdl/training-opportunities/work-related-training/faqs>.

The modules MUST be viewed in either Internet Explorer or Google Chrome. We recommend that you clear your browser cache prior to beginning a module to ensure the module displays correctly.

How to clear your cache:

- [Internet Explorer 8](#)
- [Internet Explorer 9, 10 & 11](#)
- [Google Chrome](#)

You will need speakers or headphones. If you need assistance finding a computer to complete your training, please contact your departmental Affirmative Action Coordinator (AAC). Please see the [list of AAC's](#) on the HR Website.

Persons with disabilities who require alternative means for communication or reasonable accommodations may contact Elissa Keim, Director of Employee Development and Workforce Diversity at ekeim@uidaho.edu or 208-885-2322.

If you have questions about your employee learning record, or need technical assistance with the online training modules, please contact Professional Development and Learning at gsmu@uidaho.edu or 208-885-2323.

News

Coeur d'Alene

UI-Coeur d'Alene Welcomes New Computer Science Faculty Member



Joseph Qualls has joined the Coeur d'Alene campus as a computer science faculty member. With others, he will oversee government outreach efforts for the computer science program in Coeur d'Alene, as well as working with corporate partners to build a co-op education program — all while securing research contracts for the university.

Joseph is a leading artificial intelligence expert. Sparked by an interest in video games, he went to school to become a computer engineer, eventually earning his doctorate in electrical and computer engineering from the University of Memphis. After grad school, Qualls founded a research and development engineering company called RenderMatrix in 2001. The company uses artificial intelligence to solve problems for both the U.S. military and the private sector. During the Wars in Afghanistan and Iraq, Qualls helped create artificial intelligence systems that saved lives.

Welcome Joseph!

Staff Soup Contest

We embraced the oncoming chilly temperatures and held a soup-off among the Coeur d'Alene staff and faculty. Over 10 different soups and stews were brought in, tasted and judged. All were amazing, but Bobby Myers took the win with his Cream of Chicken & Wild Rice.



LaSES Lab Ribbon Cutting

The Idaho Water Resources Research Institute celebrated the grand opening of its new Lake Social Ecological Systems Laboratory, or LaSES, with a ribbon cutting for their new dock located at the University of Idaho Coeur d'Alene Harbor Center. Faculty and student researchers at the LaSES lab will study North Idaho lakes' interacting natural systems and how they affect — and are affected by — the human communities around them. The lab will work closely with local and regional groups, including the Coeur d'Alene Tribe and the Idaho Department of Environmental Quality.



From the Desk of a Council Member

As a long-time Latah County resident, I began working at the university 28 years ago because it was one of three primary employers in our area. Armed with a high school education and no career plans, I accepted my first job offered as receptionist/clerk for Idaho Geological Survey for \$4.01 per hour. Although I changed jobs, and certainly improved on that 1989 wage, I can't really claim I stayed all those years out of loyalty to the university.



Three years ago, I self-nominated for a seat on Staff Council because I wasn't certain UI staff were being heard. Prior to serving, I'd heard and believed, Staff Council (Staff Affairs) meant little more than the folks who put on the Staff Awards ceremony and Health Fair. I was mistaken.

Under exceptional staff leadership, I have watched Staff Council find a seat at almost every table of import within this administration. Through staff participation, we have a voice on Faculty Senate, UI policy committees, administrative and academic hearing boards, University Budget & Finance and now the Compensation Task Force, and the provost's program prioritization working groups, just to name a few.

In addition to the hard work of past and present council chairs and vice-chairs, much of this has been possible thanks to the arrival of President Staben and the exceptional team he has built. It is apparent to me each day from the top

down, we have dedicated and committed leadership at the helm of this university, rolling up their sleeves, rebuilding trust, offering transparency and encouraging us to be a part of it.

Since my exposure to Staff Council, I've served on numerous committees, from policy review to strategic planning, from hearing boards to grievance boards. I've voiced opinion, debated against and sided with my coworkers. Most importantly, I've had opportunity and exposure to our university leadership. I've met people, REAL PEOPLE, who care deeply for this institution and those who work and study here.

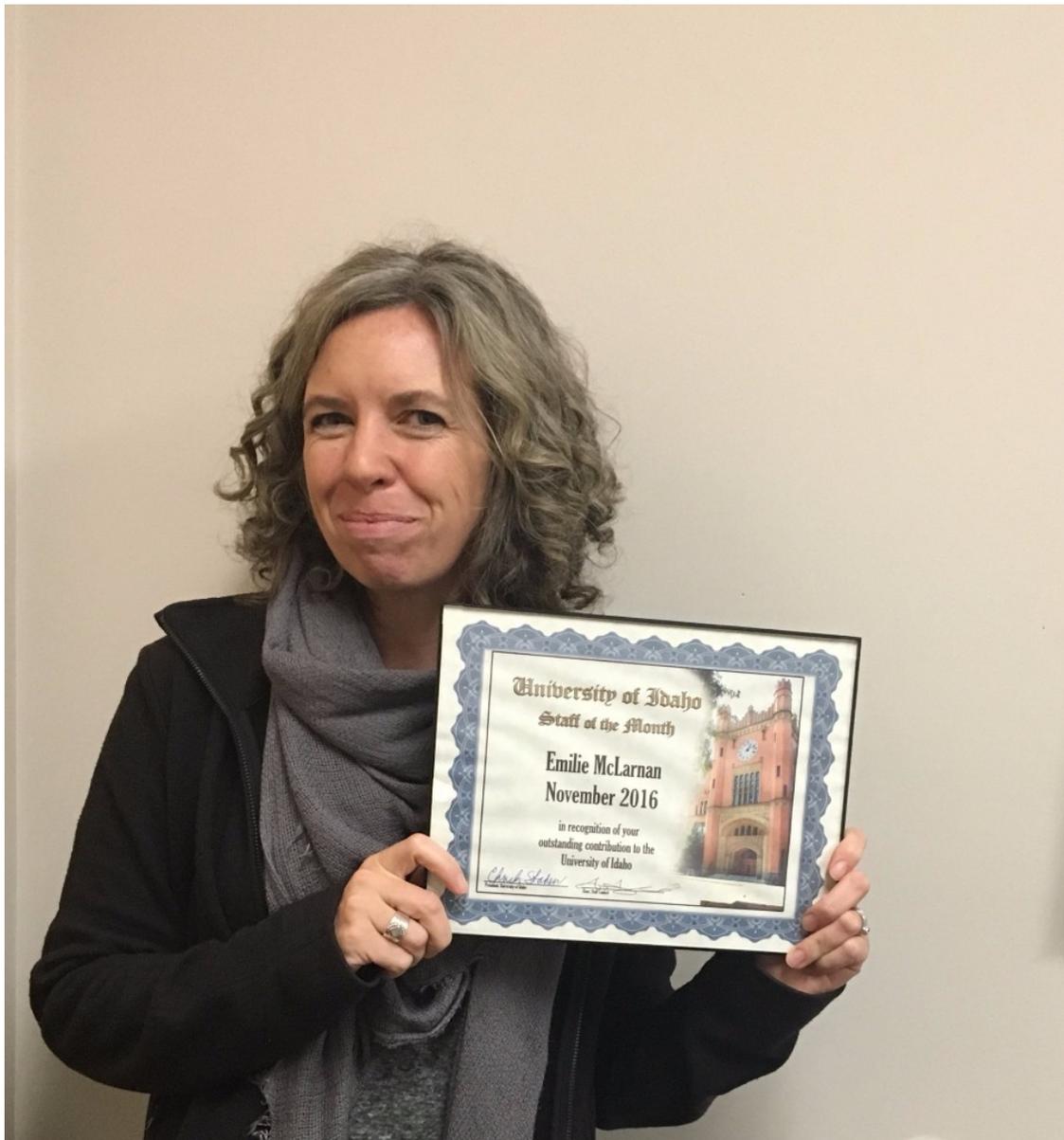
Today I am a little ashamed at how much my views and feelings have changed about the UI, all because I finally asked for the opportunity to participate. I am ashamed because I waited 25 years to stand up.

If I had any last words I could share as a Staff Council Member, it would be words of encouragement to all staff members to GET INVOLVED. We have opportunity to participate in positive changes at our university, and we have opportunity to be changed positively because of it. I no longer work at the UI to support my Home Depot addiction. I work here because I am so proud to be a member of this Vandal family.

Sincerely,
Cindy Ball
Department Manager, Chemistry

Congratulations University of Idaho Staff of the Month

**November: Emilie McLarnan, Violence Prevention Program Coordinator —
Dean of Students Office**



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Save the Date for the 2017 Women's Leadership Conference

The University of Idaho's Women's Center, Professional Development and Learning, and Athena Professional Women's Organization — in partnership with Washington State University's Women's Resource Center, the WSU-ADVANCE grant, WSU President's Commission on the Status of Women, and Lewis-Clark State College — will collaborate to host the sixth biennial Women's Leadership Conference Thursday, March 30, 2017, at the Best Western University Inn in Moscow.

The theme of this year's conference is "**Leaned On While Leaning In: Valuing Women's Invisible Labor.**" The theme will examine how women professionals often experience and deliver disproportionate levels of invisible labor in the workplace — including tasks and responsibilities not detailed in their job descriptions, emotional care work with constituents and colleagues, and other unquantifiable tasks that are vital to their organizations' success — and yet are rarely recognized or rewarded. The conference will explore ways in which we can shift our thinking and systems of value to place greater emphasis on the importance of this invisible work, and address alternatives to "leaning in" that value all of the contributions of women professionals.

The Women's Leadership Conference planning committee invites [proposal submissions for presentations and workshops that address topics](#) such as work-life balance, "leaning out" as a radical reframing of organizational norms, issues of self-care, women's leadership, the glass ceiling/glass cliff effect, effective communication strategies and other related topics.

The conference offers all women in higher education — staff, faculty, administrators and students — an opportunity to celebrate our differences and create an empowered community that is more inclusive and supportive of women irrespective of social identity, status or institutional role.

Conference attendance is free and will include morning refreshments and lunch. Registration is required and will be available in early January 2017.

For more information on the 2017 Women's Leadership Conference, visit the

[conference website](#); email wlc@uidaho.edu; or call 208-885-2777.

News

Boise

New Employees at UI Boise

Diana DeJesus | Associate Director of Admissions | College of Law – ILJLC

Diana DeJesus joins the University of Idaho College of Law in Boise from Central Maine Healthcare Corporation, where she served as a contract administrator. As the associate director of admissions, Diana will be responsible for assisting with the recruiting of J.D. and LL.M students. Diana earned her J.D. from the University of Maine School of Law, and her master's and bachelor's degrees from Florida Atlantic University.



During her tenure at Maine Law, Diana served as the inaugural admissions fellow where she assisted with the implementation and execution of recruitment and yielding activities targeting underrepresented students from varying backgrounds. Diana also received the Maine Law Faculty Award for Community Service, the Pro Bono Service Award, and the Distinguished Service Award which the student body voted to rename the award the Diana C. DeJesus Distinguished Service Award in her honor. In her spare time, Diana enjoys exploring, volunteering, traveling and being an active member of the Boise community.

Tonia Haake-Harmon | Administrative & Faculty Assistant | College of Law – ILJLC

Tonia grew up in the Bitterroot Valley in Montana and then moved to the Bay Area where she earned an associates in business administration at Chabot College in Hayward, California. Then, she graduated from the University of Maryland's Asian Division with a bachelor's degree in business management and marketing while immersing herself in Japanese language and cultural studies.

During her 23 years in Boise, she served as the acting marketing director of the Boise Towne Square Mall in Boise, Idaho, as the marketing director of the Grand Teton Mall in Idaho Falls, Idaho, and the marketing director of the Idaho Press Tribune newspaper in Nampa, Idaho. She ran her own business with her husband for 13 years in Boise. Then she continued her educational ambitions, completing one year of law school. Tonia has as a passion in the areas of trust & estate planning, conservatorship, guardianship and elder law issues. Tonia is extremely proud to be an assistant for the University of Idaho's College of Law program.



Tonia enjoys mountain biking, horses, skiing, camping, cooking Asian food, and spending time with her children. Her two daughters are in high school; McKayla, a senior, and Sophia, a freshman, who are both active in choir, and her son Coulton studies diet and nutrition.

Kimberly Tate | Extension Associate | IWC

Kimberly transferred here from the Master Gardener Program at the UI Extension, Ada County to the Pest Management Program as an Extension associate. Her present project is incorporating Integrated Pest Management practices for the Idaho Master Gardener Handbook.



She brings a flair for raising beneficial insects and native pollinators within our local ecosystem. For excitement she raises these exotic pets indoors: Madagascar hissing cockroaches, Red-

wiggler earthworms, Darkling beetles, and she ferments colonies of bacteria and yeast (for the byproduct Kombucha).

Food Science Presentation | Jeff Kronenberg

Jeff Kronenberg gave a presentation on food science, including studying this discipline at the University of Idaho/WSU School of Food Science. The presentation was made at the US AID sponsored "American Corner," located in the Bishkek public library in Kyrgyzstan, on Nov. 11. Participants were youth interested in USA and in foreign study.



Spirit Award Winner | Meg Stephenson

Meg Stephenson, Project Director [Idaho TRiO EOC](#) is the 2016 [University of Idaho Boise's](#) Carol Marlowe Silver & Gold Spirit Award recipient for always showing her Vandal spirit while advancing the presence of the UI in South West Idaho. Congratulations Meg!



Coeur d'Alene Festival of Trees

Staff and alumni in Coeur d'Alene are worked hard on this year's submission to the [Festival of Trees](#) fundraiser for Kootenai Health. We're calling it "Silver and Gold and Everything Bold." The Festival of Trees ran Nov. 25-28 at the Coeur

d'Alene Resort.

Hour of Code I Friday, Dec. 9

UI Coeur d'Alene is partnering with [Gizmo-CDA](#) and [Innovation Collective](#) to host an [Hour Of Code](#) event at 410 Sherman for kids of all ages in downtown Coeur d'Alene on Friday, December 9. The [#HourOfCode](#) is a global movement reaching tens of millions of students in 180+ countries. This kid-friendly, no-experience-necessary event will begin at 4 p.m., followed by a [#Hackathon](#) for more experienced programmers (ages 14+) from 6-8 pm.

Eagle Watching

The eagles are returning to Coeur d'Alene for their annual visit, and we have a front row seat here at the Harbor Center.

