

From the Desk of a Council Member

Happy New Year! I am Debbie Caudle, Staff Council representative from the Idaho Falls campus. I want to welcome you all back from hopefully a well-rested holiday break. I am looking forward to a wonderful 2017!

I have worked for UI Idaho Falls for close to 10 years as the undergraduate academic advisor and faculty services coordinator. I have truly enjoyed my role as



advisor at UI and feel fortunate to work with some fabulous people at our center as well as with the other centers and main campus.

I volunteered to be on Staff Council to represent UI Idaho Falls three years ago. The information and rewards of taking part of the leadership team have been amazing! The monthly meetings are truly interesting as they give me a better perspective of how the university functions as a whole and what our role as staff can be. Moreover, I am able to share the knowledge, questions, and/or concerns that I gain each month from our meetings with our Idaho Falls staff and be their voice sharing concerns or questions back at the council table.

It is my pleasure to take part and be involved with Staff Council and I encourage those of you who are looking to volunteer as a Staff Council member to please contact us as we are always looking for fresh faces and new ideas. For more information about Staff Council, please visit our [website](#).

Best,
Debbie Caudle
Idaho Falls

Congratulations University of Idaho Staff of the Month

December: René Schlickemeyer, Budget Specialist – NASA Idaho Space Grant Consortium

Professional Development and Learning News

Thanks for Completing Your 2016 Work-Related Training!

A big thanks to each of you. As of Dec. 21, 2016, over 5,000 University of Idaho employees completed the latest round of university work-related online training modules. More than 96 percent of benefit-eligible employees and 75 percent of our TH/Temporary Employees have completed the All Employee Training Modules. More than 92 percent of supervisors have completed the supervisor training modules. Thank you for doing your part to make the University of Idaho a great place to work and learn.



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.

Staff Compensation Taskforce Update

I'm writing to provide a quick update on the progress of market rate based compensation. I've been making quiet progress and assigning initial market rates to each of some 1,600 staff positions. Of course, these initial market rates are only based on my own interpretation of various factors. The next step is to start visiting with supervisors for their input. In fact, I've already begun the effort with supervisors; particularly within Facilities and Student Affairs. Other supervisors are being scheduled as you read this update.

Sincerely,

Wes Matthews
Human Resources Executive Director

News

Coeur d'Alene

New Employee – Matt Emerson

Matt Emerson joins us as a new business development analyst. Matt is a former senior director at FTI Consulting, an international professional advisory services firm. He was a co-leader of the Financial and Data Enterprise Analytics west coast practice, and has expertise in analyzing and collecting accounting, operational and transactional information. Matt has extensive experience in dispute resolution, including a specialization in complex, data-intensive analyses in response to government/internal investigations and litigation/class actions.



Hour of Code

Friday, Dec. 9, marked the third year Coeur d'Alene youths have had the opportunity to participate in the Hour of Code event, which was co-hosted by the University of Idaho, [Gizmo-CDA](#) and the [Innovation Collective](#). Barb Mueller, of Gizmo-CDA, said the Hour of Code is the largest educational event in the world, and the local event allows the community to get together in groups and do something together that will change their lives. We were so impressed with all the local kids who chose to spend a Friday night learning the basics of computer programming!



Idaho Falls

Pre-holiday Celebration

Faculty and staff enjoyed a pre-holiday celebration lunch at University Place. A Christmas musical medley was provided by our own Don Patterson along with Ches Barnes, director of ISU SUB and Amy Anderson, ISU administrative assistant in Programs. A sock gift exchange was enjoyed by all and an impressive amount of folks wore their “ugly” or unusual sweaters. Happy New Year!

Photographs provided by Mike Hilker and Ryan Haworth



From the Desk of a Council Member

My name is Amber Feldman, Staff Council representative from Moscow campus and lifelong Moscow, Idaho resident. I have been a dedicated Vandal my entire life, choosing to pursue both my educational and career goals at the University of Idaho. I have worked at the university for nearly five years in the Human Resources Office and now in the newly developed [Office of Civil Rights and Investigations](#).



When I applied for a seat on Staff Council (once referred to as Staff Affairs), many said the likelihood of the committee voting in my favor was “slim to none.” I was told my affiliation to Human Resources would be a hindrance. To my surprise, members of Staff Affairs cast a vote and I was granted a seat, today serving as an active member for nearly three years. During my time serving as a committee member, I have watched Staff Affairs transition into Staff Council and restructure in such a way that we, as staff, finally have a voice that is heard by those that can affect meaningful change.

To each employee wishing to pursue a new opportunity, a means of involvement or simply a venue to meet wonderful people, consider joining Staff Council.

Cheers,

Amber Feldman

Congratulations: University of Idaho Staff of the Month

December Staff Member of the Month:



Ray Anderson
ITS Director
College of Engineering

January Staff Member of the Month:

Renee Schlickemeyer
Departmental Grant Administrator
Idaho Space Consortium



**LEANED ON WHILE LEANING IN:
VALUING WOMEN'S INVISIBLE LABOR**

March 30, 2017 University Inn, Moscow, ID

In Collaboration with



Athena

Professional Development & Learning

Women's Center

Dear Colleagues,

The 2017 Women's Leadership Conference is fast approaching, and I wanted to encourage all of you to consider submitting a proposal! The theme this year is Leaned On While Leaning In: Valuing Women's Invisible Labor. The conference 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 planning committee is seeking 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, and effective communication strategies. We welcome presentations on any topics, but would like to encourage presenters to consider how their topic may intersect with issues related to women's leadership roles, maintaining a healthy work-life balance, and effective communication strategies.

For more information and to register, please visit the [Women's Leadership conference website](#).

To submit a proposal, please go [online](#).

News

Boise

Idaho Business Review's Women of the Year Awardee

Congratulations to our University of Idaho Boise Director of Strategic Initiatives, Danielle Horras, for being one of the 2017 IBR Women of the Year! Danielle and the other nominees were chosen for their professional achievements, leadership, mentorship to other women, community service work and community leadership.



New UI Boise staff:



April Hulet

Range Extension Specialist/Assistant Research Faculty
IWC 221

April has worked for the University of Idaho College of Natural Resources Forest, Rangeland, and Fire Sciences department as an assistant professor since 2015. April will now begin a new role as a Range Extension Specialist in Boise. She is excited for the new position working with the public, land management agencies, and non-governmental organization to promote sustainable and productive rangelands throughout Idaho. Her primary research interests focus on restoration ecology, fire ecology, and remote sensing and GIS applications on rangeland ecosystems. In her spare time, April enjoys any activity that is outside, playing the piano and reading.

Sara Fluer

Program Technician
Center on Disabilities and Human Development
IWC 440

Sara is a Wyoming native who recently relocated to Boise. She began her role as a Program Technician for the Center on Disabilities and Human Development in November, providing support to the Idaho Assistive Technology Project and the Idaho Project for Children



and Youth with Deaf-Blindness. Sara graduated from the University of Wyoming with degrees in Animal and Veterinary Science and Family and Consumer Science. She brings over four years of nonprofit experience in youth development and substance abuse/suicide prevention work, and is passionate about providing community-centered programming and education to others. In her spare time, Sara enjoys horseback riding, hiking, skiing, drawing, printmaking and baking.

Coeur d'Alene

Apple Executive Visits Coeur d'Alene | February 8

Community members in Coeur d'Alene will have an opportunity to hear from Christopher Vieira, a development executive at Apple, during an intimate "fireside chat" at the White House Wedding & Event Center. Organized by Innovation Collective and sponsored by University of Idaho Coeur d'Alene, this event is open to all ages. Centennial Distributing will provide Beer. View event details on the [Facebook event page](#).

From the Desk of a Council Member

Greetings,

My name is Patricia Baker, from Environmental Health and Safety on the Moscow campus. I feel very fortunate to have a position in a supportive work group that encourages involvement in Staff Council and engagement in campus concerns. This is my third year in this beautiful state working for University of Idaho and second year serving as a member of Staff Council.



As I read President Staben's memo of February 21, 2017, I recognize that participation in committees and council is one of the privileges of working at University of Idaho. Taking part in committees is similar to professional development training opportunities and supports the Strategic Plan. To quote President Staben, "time spent in training helps foster an inclusive, diverse community and improves employee cohesion and morale."

There will be many opportunities to get involved through appointment to committees or seeking an appointment to Staff Council. If you are interested, please ask your supervisor for the opportunity. It is important to balance our time and energy to make sure our work is done first, but with good communication, you can assist your supervisor in supporting the strategic plan.

I encourage you to get involved, be a voice, represent your work group, share the information that you acquire with your co-workers. Embracing the words of Holly Wickman, "Let's make things happen."

Congratulations: University of Idaho Staff of the Month

February Staff Member of the Month

Greg Clifford, Classroom Technology Services Manager | ITS

Staff Forum

Market Rate-Based Compensation and the Fair Labor Standards Act

Staff Council invites all UI staff members to join Staff Council from noon to 1 p.m. Wednesday, March 29, 2017, in the Whitewater Room in the Commons as Executive Director of Human Resources Wes Matthews shares short updates on Market Rate-Based Compensation and the Fair Labor Standards Act. Afterward, there will be ample time for discussion, questions and answers.

Join from PC, Mac, Linux, iOS or Android: <https://uidaho.zoom.us/j/874512912>

Or iPhone one-tap (U.S. Toll): +14086380968,874512912# or
+16465588656,874512912#

Or Telephone:

Dial: +1 408 638 0968 (U.S. Toll) or +1 646 558 8656 (U.S. Toll)

Meeting ID: 874 512 912

News

Boise

Awards:

Mary Barros-Bailey, Department of Leadership and Counseling, Rehabilitation Counseling and Human Services Program, received a Lifetime Achievement Award by the International Association for Rehabilitation Professionals. The award recognizes the individual professional member who has demonstrated a history of distinguished service and life-long commitment to the rehabilitation profession. Those who nominated Mary describe an individual who has demonstrated over her entire career a high level of activity and professionalism within the profession of vocational rehabilitation consulting.

Danielle Horras, UI Boise Director of Strategic Planning, is one of the 2017 Women of the Year selected by the Idaho Business Review. The IBR Women of the Year are selected among Idaho's women who are shaping Idaho's economic and community well-being through their outstanding leadership, mentoring efforts and community involvement.

New UI Boise staff:

Megan Sutton | Master Gardener Program Assistant | UI Extension Ada County

Megan has been in the Master Gardener program since 2012 and is excited to continue to contribute to the program as part of the staff at the Ada County Extension office. She graduated from the College of Idaho with a bachelor's degree in fine art with a concentration in graphic design and specialized in web and print design before joining the Master Gardener program. Her favorite thing to grow (and draw) is herbs and she has an entire garden devoted to growing them. She loves to cook, read and knit. Megan looks forward to utilizing her creativity and visual communication skills to share her love of gardening and nature with the community.

Bridget Morrisroe-Aman | Family Consumer Sciences Educator | UI Extension Ada County

Bridget has worked in UI Extension programs for the past 15 years, five years as a UI CYFAR grant program coordinator and 11 years with the Extension Nutrition Program and Eat Smart Idaho as a district program coordinator. She has a bachelor's of social work and master's of social work degree from Boise State University. Bridget has broad connections with many health related agencies and organizations throughout the Treasure Valley that will enhance

her Food and Nutrition Extension programs. She is passionate about creating healthy communities and promoting healthy lifestyles.

Travis Nielson | Idaho Water Resources Research Institute

Travis has joined IWRRRI as a GIS Specialist. Travis is working with Idaho Department of Water Resources to establish a GIS dataset of irrigated agricultural land use as a critical first step in developing a hydrologic model for the Treasure Valley. Travis is an avid rock climber and is currently polishing the thesis for his masters in geophysics from BSU.

Meggan Laxalt Mackey | Rangeland Center, Communications

A native of the State of Nevada and of Basque heritage, Meggan has lived in Boise for almost 30 years. Meggan brings communications and education experience to this new position, and has served the Bureau of Land Management, U.S. Fish and Wildlife Service, and the Basque Museum & Cultural Center in various capacities. She earned a degree in history and a master's of applied historical research in Basque studies from BSU. Meggan enjoys bringing creativity and the humanities to science and natural resources, and values education, multidisciplinary approaches and collaborative partnerships.

Courtney Zeff | Assistant Director of Admissions Boise

Courtney joins us from The College of Idaho where she earned her bachelor's degree in psychology and minors in criminal justice, creative writing and human biology. She spent two years working in the admissions office at The College of Idaho recruiting students, and pursued a position at the University of Idaho to expand on opportunities to excite high school students about higher education within the state of Idaho. Her favorite thing about the University of Idaho is "that is essentially the best of all worlds. The size of the university provides its students with incredible opportunities for academic, personal and professional advancement, while still retaining the feel of a small school and close-knit community." In her free time, Courtney enjoys traveling, hiking, playing guitar and spending time with her family and friends.

Coeur d'Alene

New Coeur d'Alene Staff:

Nicole Preece | Department Manager, Computer Science

Nicole is very excited to be a part of the new and growing CS program at UICDA. She has a background in project management and holds a Bachelor's degree in organizational science from the University of Idaho CDA. Nicole

grew up in Coeur d'Alene where she resides with her two daughters. She enjoys traveling, cooking, outdoor adventures and spending time with her family.

Nonprofit Leadership Series Underway

These classes are designed to prepare nonprofit professionals and board members to lead their organizations to the highest possible level of organizational excellence. Topics include Marketing, Ethics and the Law, Fund Development, Board Development and more. Classes meet on Thursdays in Coeur d'Alene. To learn more [visit their website](#).

SOAR Grant Awarded

Coeur d'Alene's Kathy Canfield-Davis, associate professor and Leadership and Counseling department chair in UI's College of Education and College of Education Assistant Professor Davin J. Carr-Chellman in Moscow will partner with Boise State University on a \$750,000 grant awarded by the Idaho State Board of Education. University of Idaho researchers will team with six school districts throughout the state to improve student achievement and classroom instruction. The Support, Opportunity, Achievement, Revitalization (SOAR) project will investigate and implement district-level improvements at one district in each of the state's six regions and represents an opportunity to work with school districts holistically for long-term success.

Idaho Falls

Groundhog Day Celebration

Idaho Falls Staff and Faculty celebrated Groundhog's Day on Feb. 2. This annual event brings everyone together for an hour to visit about the weather and enjoy a few minutes with each other. A short ceremony was performed where last year's recipient, Keewook Kim, handed down the honorable Ground Hog Medallion to Ryan Haworth. Everyone brought goodies, veggies and fruit trays, which helped brighten the day.





From the Desk of a Council Member

August 2009 was a big month for the Neilson family. We left the comfort of friends and familiar surroundings for a small town in north-central Idaho. You see, a month earlier I received an offer to become the web coordinator for the College of Agricultural and Life Sciences at the University of Idaho.

Seven years later, I can't imagine being anywhere else.

The University of Idaho changes lives. It changed mine. Though the focus of our efforts is often externally focused (students, alumni, donors, citizenry), we have a wonderful opportunity to elevate each other.

That is why I participate in Staff Council.

Good things are happening. My invitation is to be a participant in the *good things*. We all have something to offer.

Let's change some lives.

Chad
Director of Web Communications and Operations
University Communications and Marketing



Congratulations: University of Idaho Staff of the Month

Nichole Vietz, Fiscal Management Assistant in Office of the President
Lysa Salsbury sent a kudo stating: "Nichole has been an invaluable source of support and guidance for the Women's Center during a challenging period of short-staffing and staff-in-training. I cannot thank her enough for her abundant patience, extreme generosity with her time, and willingness to go far above and beyond to help us with some difficult and time-consuming processes. We appreciate you so very much, Nichole! Thank you for everything you've done for the Women's Center."

Congratulations Nichole! Nichole received a certificate of recognition as well as a Flashlight, Earbuds and Magnet Clip donated from the PDL staff.



University of Idaho

Professional Development and Learning

2017 Cultural Literacy and Competence Symposium: Cultivating Our Collective Future.

The University of Idaho Cultural Literacy and Competence Symposium will be held on Monday, April 24, 2017 in the Bruce Pitman Center International Ballroom. “Cultivating Our Collective Future” will be the main theme and focus of this year’s symposium. Vernon Wall, renowned lecturer and consultant, is giving the keynote address. The symposium is sponsored by UI Office of Equity and Diversity and the President’s Council on Diversity and Inclusion. This event is free and open to UI faculty, staff and students, and the Moscow community, but space is limited. [Register now](#) to guarantee your spot.

Supervisory Excellence Program: Summer 2017 Edition

Registration opens April 17. 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 condensed summer session begins on May 17 and concludes on June 28. Visit <http://www.uidaho.edu/human-resources/pdl/sep> for registration and workshop information.

Special summer 2017 session topics include:

- Building Accountability: Wednesday, May 24, 10–11:30 a.m.
- Building Team Relationships: Wednesday, May 31, 9–11 a.m.
- Building a Respectful Workplace: Wednesday, June 21, 9–11 a.m.
- Bullying: Confronting Hostility in the Workplace: Tuesday, June 13, 10–11:30 a.m.
- Communication Essentials: Wednesday, May 17, 9–11 a.m.
- [Conflict Management for Supervisors, Wednesday, June 28, 9–11 a.m.](#)
- [Training, Coaching and Mentoring for Success](#): Wednesday, June 7, 9–11 a.m.

News

Boise

New UI Boise staff:

Jana Jones | Executive Director Economic Development, ORED

Jana Jones is the new executive director of Economic Development for the University of Idaho Office of Research and Economic Development. Reporting directly to the UI Vice President for Research and Economic and based at UI Boise, Jones will lead and coordinate the university's statewide economic development activities through proactive engagement with regional businesses, communities and economic development organizations.



Jones has extensive experience in economic development, project management, marketing and sales, and business, and is a UI alumna with a degree in marketing and public relations. She has been the director of economic development services for the Boise Valley Economic Partnership since 2006, and previously served as the economic development manager for the Idaho Department of Commerce and president/CEO of Quality Produce.

Jones was named among North America's Top 50 Economic Developers by Consultant Connect in 2015, was an executive board member and founding member of the Southwest Idaho Manufacturing Association, and is a past

president and board member of the Idaho Economic Development Association.

Coeur d'Alene

New Coeur d'Alene Staff:

Jill Donnelly | Recruitment and Advising Coordinator, College of Letters, Arts and Social Sciences

Jill Donnelly is the new Advising and Recruitment Specialist for the College of Letters, Arts and Social Sciences at the Harbor Center in Coeur d'Alene, Idaho. Jill graduated from the University of Idaho with a degree in child, family and consumer studies and is thrilled to be working for her alma mater. She is passionate about education and has spent most of her career as an educator and family advocate. A native of



Oregon, Jill loves running, yoga and spending time on the beautiful North Idaho lakes with her family. Jill is married to a fellow Vandal and looks forward to her children attending the university in the near future.

Flooding

With lakes and rivers in the Coeur d'Alene area at flood levels, our new dock's decking is under water.



CORRECTION: The Staff Council newsletter sent Tuesday used the incorrect picture of UI Staff of the Month Ling Zhao. We apologize for this error, and the image is corrected in the item below.

From the Desk of a Council Member

As your new Staff Council chair, I want to first extend my gratitude. I am deeply humbled by this opportunity to serve as a leader to our 1,500+ board-appointed staff members across the great state of Idaho. I am genuinely thankful for this chance and look forward to what this year will bring.

Coming from Portland, Oregon, I had no idea what this small town named Moscow could offer. Moving here in 2004 — calling this town my home and gaining new family and friends — was one of my best decisions of my life. I love this community and the small-town atmosphere in which I raise my son.



There are so many fun people working for our university, I look forward to meeting as many of you as I can. We have a terrific group representing staff on our council. Together, as an integral part of the University of Idaho community, we will continue to focus on the issues, problems, welfare and working conditions of staff.

This is going to be a great year and I'm thrilled to be involved. Please join us

for our meetings on the second Wednesday of each month from 9-11 a.m. in the Paul Joyce Faculty Staff Lounge — I'd be happy to have a conversation with you!

Thank you and Go Vandals!!

Summer Howard – Incoming Staff Council Chair

Congratulations: University of Idaho Staff of the Month

Ling Zhao, Program Technician – Independent Study of Idaho



Rosanne August says: Ling has done a wonderful job updating our Blackboard learn courses. In addition, she has taken on additional duties in the workplace such as review/creation of the upcoming catalog.

Congratulations Ling! Ling received a certificate of recognition as well as a pen from the President's Office and magnet donated from HR and the PDL staff.



University of Idaho

Professional Development and Learning

Join us for the Summer 2017 Supervisory Excellence Program

Registration Now Open! As a current supervisor, you have already completed the bulk of the Supervisor Core Skill Workshops as part of the 2016-17 University Work-Related Training Initiative.

The summer session begins on May 17 and concludes on June 28. Visit <http://www.uidaho.edu/human-resources/pdl/sep> for registration and workshop information.

The University of Idaho Supervisory Excellence Program is a flexible, performance skills based program of learning designed to provide UI supervisors and supervisor aspirants with an opportunity to develop supervisory competencies. The program enhances skill development in critical thinking, delegating, coaching, setting expectations, communication, organizational awareness, team leadership and human resources management.

What's New This Summer?

Special summer 2017 live training session topics include:

- Building Accountability: Wednesday, May 24, 10-11:30 a.m.
- Building a Respectful Workplace: Wednesday, June 21, 9-11- a.m.
- Building Team Relationships: Wednesday, May 31, 9-11 a.m.
- Bullying: Confronting Hostility in the Workplace: Tuesday, June 13, 10-11:30 a.m.
- Communication Essentials: Wednesday, May 17, 9-11 a.m.
- Conflict Management for Supervisors, Wednesday, June 28, 9-11 a.m.
- Training, Coaching and Mentoring for Success: Wednesday, June 7, 9-11 a.m.

PDL is On the Move!

Professional Development and Learning is re-locating to the Bruce Pitman Center in early May. Our new home will be Pitman Center Room 41 (PDL Administrative Office) and Pitman Center Room 45 (PDL Training Room). We apologize in advance for any service disruption/reschedule of workshops that may occur as we transition. Please contact pdl@uidaho.edu if you have questions or concerns.

News

Boise

Kudos

Congratulations to Paula Peterman, administrative coordinator at the UI Boise College of Engineering, who won a 2017 Outstanding Staff Award.

New UI Boise staff

Harold Heck I Director of Academic Success

Harold Heck is the new director of Academic Success in Boise. Harold joins the University of Idaho College of Law in Boise from Charlotte School of Law where he served as an Academic Success Lecturer. He has taught courses designed to improve students' academic performance in the classroom and on the bar exam. He counseled students on academic issues, including academic achievement, probation, and bar passage. Prior to working in Academic Success, Harold was in private practice focusing on personal injury,

bankruptcy, Social Security and Veteran benefits. Harold earned his J.D. from Mercer University, his MBA from Boise State University, and his bachelor's from Washington State University.



Nav Ghimire | Associate Director of Extension

Nav started his new job in Boise in April of this year. He is responsible for statewide coordination of the University of Idaho Extension programs, system-wide program planning and



accountability including preparation of the plan of work and annual report, coordination of professional development and evaluation.

Jenny Burdin | Administrative Assistant

Jenny is super excited to join the UI Boise team. A lover of animals, food, travel and reading, she is a 2009 University of Idaho graduate with a BFA from the College of Art and Architecture and a bachelor's from the College of Letters, Arts and Social Sciences. Growing up in Vancouver, Washington and Meridian, Idaho, Jenny has a love for both rainy days and the sun soaked Boise summer. Jenny is a history, comic book, literature, feline, science fiction, tea, nature,



illustration, anime, cooking and writing geek. She has an enthusiasm for learning, and is currently making her way through all 100 episodes of Bill Nye

the Science Guy (for SCIENCE!!! ...and for fun).

Events

AVID Visit

On April 4, UI Boise welcomed a group of 85 AVID students for a STEM day at the Idaho Water Center. Thanks to all who helped make the day such an interesting and fun experience, including the College of Science, MOSS, College of Art and Architecture, and the Discovery Center of Idaho.



Business Essentials Summit

On April 28, UI Boise held the second Business Essentials Summit, a one-day event where small business owners or those thinking about starting their own business could meet, network and receive tips and information from successful start-up owners, funding sources and governmental regulatory agencies. College of Law Associate Dean Lee Dillion was one of the presenters at the event on “Law 101: What you need to know to start your business.” The summit was organized in partnership with Zions Bank and Hawley Troxell.



Coeur d'Alene

Staff Appreciation

Coeur d'Alene staff gathered over salad and sandwiches to recognize one another for their hard work and dedication to the university. Two staff members, Abe Wallin and Dan Dyer, were awarded for their five-year longevity. Good times were had by all.



NIC STEM Expo

UI representatives were on hand at North Idaho College for their annual STEM Expo. Computer Science faculty held demos with robots and "goofy glasses," and CDA's own Marie Pengilly was there with the Augmented Reality sandbox.



Easter Baskets

Due to construction on the Wastewater Treatment Plant, we were unable to hold our annual Easter Egg Hunt here in Coeur d'Alene. Instead, we made three baskets and held a drawing to give them away. Students, staff and faculty were all encouraged to enter. Congratulations to our winners!

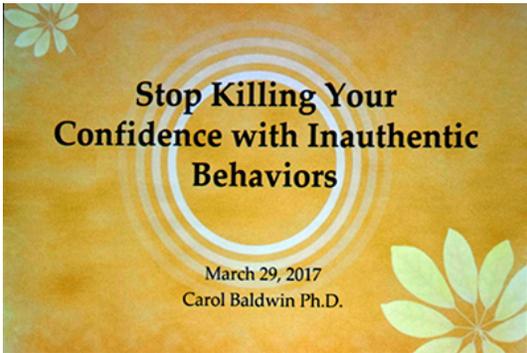


Idaho Falls

Staff Appreciation

Idaho Falls staff and faculty recently gathered for a Staff Appreciation Potluck luncheon. Many varieties of delicious foods, appetizers and desserts were brought in by all and were enjoyed. Idaho Falls staff were recognized for their dedication and hard work, and staff who have been with the university over 20

years were recognized for their good works. They include Melinda Lent, Mike Hilker, Melissa Bertram, Carol Baldwin, Alice Allen and Dave Anderson. Joe Liester was nominated for Staff of the Year in the Technical and Paraprofessional category. Jay Soelberg was nominated and elected Staff Council representative for a three year term. He will join Melinda Lent, representative for Idaho Falls — Ag Extension. Carol Baldwin was the guest speaker where she talked about confidence and how to learn to be confident and apply it to your work and everyday life.





From the Desk of a Council Member

Dear Colleagues:

It has been an honor to serve as your chair of Staff Council for the past two years. Although I will miss representing you, I am confident that I leave Staff Council in excellent hands and on a trajectory for positive change at the University of Idaho. If there is one lesson learned that I want to impress upon all of you, it is this: Leadership is not a position of authority. Leadership is a conscious choice to make positive change. You can lead from any position at UI; you just have to decide to. Join your colleagues on Staff Council and help chart the course of our university's future.



I would like to thank all my colleagues on Staff Council for putting their trust in me. Special thanks goes to Lisa Miller for serving alongside me the last two years as vice chair, and to the entire Staff Council Executive Committee for their sage and candid counsel. Go Vandals!

Best,

Greg Fizzell

Outgoing Staff Council Chair

Congratulations: University of Idaho Staff of the Month

Adrian Norris, Enterprise Developer - ITS

Adrian worked with Independent Study in Idaho on a large improvement to an Independent Study database. Adrian has put in countless hours and a lot of effort to create a database that has been very useful. When problems arose, he has always been able to fix them in a timely fashion and has done an excellent job with communication throughout the process.

[Read article](#)

Congratulations: 2017 Recipients of Athena's Women of the Year Award



Evalina Arevalos-Martinez
Director, College Assistance Migrant
Program



Christine Moffitt
Professor and assistant unit leader,
Idaho Cooperative, Fish and Wildlife
Research Unit

News

Boise

Commencement Ceremony

UI Boise and Twin Falls hosted the 2017 commencement ceremony on Wednesday, May 3, at the Boise Centre in downtown Boise. Students graduating from the UI Boise and Twin Falls centers this spring were eligible for 75 degrees. At UI Boise, 67 students applied for three bachelor's degrees, 31 applied for master's degrees, and one applied for a doctoral degree. Twenty-five law degrees and seven specialist degrees were also awarded this spring. Some students earned multiple degrees. In Twin Falls, where the university offers classes at the College of Southern Idaho, eight candidates applied for three bachelor's degrees and five master's degrees this spring. The Twin Falls candidates participated in the UI Boise ceremony. The commencement speaker was Meg Carlson, president and CEO of Prosperity Organic Foods.



Coeur d'Alene

Commencement Ceremony

UI Coeur d'Alene hosted their 2016-17 commencement ceremony on Monday, May 8 at Schuler Auditorium on the North Idaho College campus. Candidates from UI Coeur d'Alene applied for 48 bachelor's degrees, 28 master's degrees and two specialist degrees. The commencement speaker was Dr. James Robson, owner of Avondale Dental and a 1969 graduate of UI.

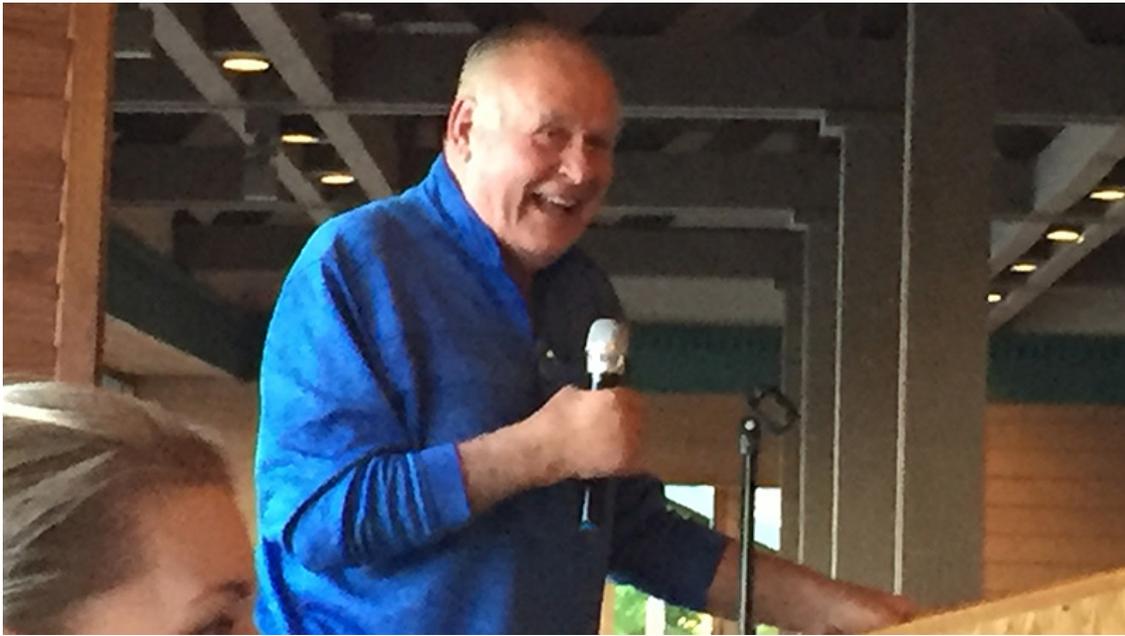




Coeur d'Alene staff member Wanda Quinn was this year's recipient of the Warren Bakes Award.

Vandal Scramble

Jerry Kramer was the honoree at this year's Vandal Scramble event held on Saturday, May 20. This annual event raises money for the Vandal Scholarship Fund.



Jerry Kramer



New Staff Member – Kelly Reynolds

Kelly Reynolds joins the university as the new assistant director of admissions for the Coeur d'Alene campus. Reynolds earned her master's in education and has extensive experience in school counseling and recruiting in the Southern California area. She is originally from Coeur d'Alene and is excited to promote the university's mission of expanding higher education opportunities for potential students from every walk of life.



Idaho Falls

Disc Golf Tournament

The third annual Disc Golf Scramble was held April 29 at Freeman Park. The proceeds help support the UI/EITC Manufacturing and Robotics Lab in Idaho Falls.



Water Festival

UI staff helped local fifth and sixth grade students at the Water Festival in Tautphaus Park. This is a fun event where students learn about the importance of water.



Vandal Baby Boom at UI-IF!

Congratulations to Meladi and Mike Lanier as they welcome their sweet baby boy, Grant Rozier Lanier! He was born May 3 and is their first child.



Meladi Lanier



Alex and Stacy Vakenski will be holding their sweet baby girl soon. She will be welcomed by her older sister, Natalie.

Haiyan Zhao will be expecting her second baby girl the end of June.

Introducing Our Current Officers

Chair

Summer Howard is the customer service lead in Parking and Transportation Services and gets to read all your citation appeals. This year, as Staff Council chair, she looks forward to working with the entire campus. She knows we can accomplish great things this year with the excellent team on Staff Council.



Vice Chair

Patricia Baker works in the Environmental Health and Safety office. Her job is promoting a safe working, learning and living environment throughout UI. She also gets the opportunity to visit all the R & E facilities and branch campuses. It is always fun for her to put faces to names. She looks forward to serving all of you as the Staff Council vice chair, and plans to use this year to encourage more of you to get involved in committees



and activities that affect our careers and enjoyment of working at UI.

Secretary

Diane McGarry is a longtime Moscow resident. She works as the administrative specialist for the School of Journalism and Mass Media, handling all of the departmental financials, and acting as the primary contact for the school.



Treasurer

Kris Freitag is an accountant with the Office of Sponsored Programs in the Office of Research and Economic Development. She has spent her UI career mostly telling people, “No you can’t spend your grant money like that.” She became involved with Staff Council to be able to tell people why yes, we can do that. As the treasurer of Staff Council, she does occasionally have to let people know that the money isn’t there, but serving the UI community always makes her smile.



Off-Campus Representative

Angie Sowers just started her second term as the Coeur d’Alene representative on Staff Council. She is an Idaho native and UI alumna (twice over). Having worked at the Coeur d’Alene center for over eight

years, she sees the importance of being involved in organizations such as Staff Council. Staff Council serves as an advocate for staff and helps us connect as a statewide community.



Technology

Darren Kearney is the iPREPP manager for Information Technology Services. This is a new position where his responsibilities include managing internal practices, resources and processes for the Customer Experience and Engagement team. As the technology representative on Staff Council, he makes sure the meetings are accessible from off campus, provides consultation to various committees, and updates the council on technology changes that can affect the staff. This will be his fourth year on Staff Council and he looks forward to making a difference for the UI community.



Media Coordinator

Bob Hoffmann is the web coordinator in the College of Letters, Arts and Social Sciences and a member of the University Communications and Marketing web team. His expertise in writing, websites and social media make him

a natural fit for this position. He will be taking an increased role in Staff Council newsletter production and distribution.



Congratulations: University of Idaho Staff of the Month

August — Eric Matson, Financial Technician, Student Benefits, Health and Wellness

July — Wendy Kerr, Senior Cost Accountant, Office of Research and Economic Development

June — Mark Brooker, Electrical Supervisor, Facilities



University of Idaho

Professional Development and Learning

Fall 2017 Supervisory Excellence Program Registration Opens September 18

The fall session begins on Oct. 11 and concludes on Nov. 29. Visit <http://www.uidaho.edu/human-resources/pdl/sep> for registration and workshop information.

What's New This Fall?

Special fall 2017 live training sessions include:

- Communication Essentials: Wednesday, Oct. 11, 9-11 a.m.
- Introduction to Emotional Intelligence: Wednesday, Oct. 18, 9-11 a.m.
- Training, Coaching and Mentoring for Success: Wednesday, Oct. 25, 9-11 a.m.
- Bullying: Confronting Hostility in the Workplace: Wednesday, Nov. 1, 10-11:30 a.m.
- Building a Respectful Workplace: Wednesday, Nov. 7, 9-11 a.m.
- Conflict Management for Supervisors, Wednesday, Nov. 29, 9-11 a.m.

Search Committee Training Now Available

Human Resources-Workforce Diversity is pleased to announce the debut of University of Idaho Search Committee Training. This new training, specifically

designed for hiring authorities, search committee chairs and members, provides a deeper understanding of UI's recruitment and hiring process. Topics include roles of the search committee chair and committee members, positive recruitment strategies, selection criteria, anti-bias awareness, interviewing, reference checking and more. The training takes approximately 90 minutes. Please contact HR-Workforce Diversity (hrai@uidaho.edu) for more information or to schedule a departmental offering.

Open enrollment sessions are scheduled on the dates/times listed below. Seats are limited and pre-registration is required. To register for one of the general sessions, please [visit the UI Learning Opportunity Calendar](#).

- Tuesday, Sept. 19, 10-11:30 a.m.
- Tuesday, Oct. 3, 1-2:30 p.m.
- Wednesday, Oct. 18, 10-11:30 a.m.
- Wednesday, Nov. 8, 1-2:30 p.m.
- Wednesday, Dec. 6, 10-11:30 a.m.

UI Recruitment and Hiring: New Centralized Job Advertising and Updated Job Advertising Requirements

On Friday, Sept. 1, the University of Idaho implemented auto-enabled centralized advertising for faculty and staff job vacancies. Centralized auto-enabled advertising increases our opportunity to advertising widely and attract a broad and diverse applicant pool for staff and faculty positions. We have entered into an agreement for unlimited auto-enabled postings through Jobelephant with the following advertising venues: ChronicleVitae.com, HigherEdJobs.com, and AcademicKeys.com. Jobelephant will advertise posted positions within these venues at no extra charge to your department. Along with auto-enabled advertising, we have updated the minimum advertising requirements to better enable departments to actively recruit qualified applicants.

For more information, please contact HR-Workforce Diversity at hrai@uidaho.edu or visit the [EEO/AA website](#).

News

Boise

New Staff

Crystal Callahan | Research analyst, McClure Center | GAR

Crystal Callahan has joined the McClure Center for Public Policy Research as research and program manager. She was raised in Boise and her summers were spent working on her grandparents' dairy farms in the Owyhee desert on the Oregon-Idaho border. Crystal earned her Master of Science in anthropology from Idaho State University in 2011. Her research focused on the intersections of natural resource management, public policy construction and culture. She enjoys gardening, fishing and backyard beekeeping.



Katherine Himes | Director McClure Center | GAR

Katherine Himes is joining the James A. and Louise McClure Center for Public Policy as director. She will start her new position in mid-September. Katherine looks forward to serving the state of Idaho, and supporting the public policy process with scientifically-based research.



Previously, Katherine was an American Association for the Advancement of Science (AAAS) science and technology policy fellow and regional science and technology advisor at the U.S. Agency for International Development to support U.S. foreign policy broadly. Prior to her time overseas and in the District of Columbia, she held a senior position in the Provost's Office at the University of Minnesota. Katherine also teaches in the

Master of Public Administration Program at The Evergreen State College, where she recently served as special advisor to the president. She has been published in Science & Diplomacy, Science and Project Syndicate.

Katherine received her doctorate in neuroscience from the University of Minnesota, M.B.A. in entrepreneurship from the University of Wisconsin-Madison and Bachelor's degree in neuroscience from the University of Minnesota. In her spare time, she rock climbs, bicycles, runs, skis, hikes, gardens, volunteers and reads. She looks forward to exploring the Gem State.

UI Extension Ada County

This summer, University of Idaho Extension helped launch a pilot Farm to Summer Program led by the Idaho Department of Agriculture's Idaho Preferred Program, in collaboration with Food Producers of Idaho, with many sponsors and supporters. Extension officers helped several Treasure Valley summer feeding programs procure local produce for a special "all Idaho lunch" and paired the meal with an educational presentation and activity delivered by UI undergraduate students Carly Weaver (UI Extension intern) and Clayton King (food producers intern). Students also received a gift bag with coupons, promotional materials and fresh produce to take home. The program reached students in Boise, Nampa, Caldwell, Marsing, Homedale and Payette.



Coeur d'Alene

DIG'NIT Summer Camps and Interns

2017 saw another successful summer of DIG'NIT programming. This year we had five week-long camps that included Cosmetic Chemistry, Summer Coding for Girls, Java Coding, AFA Cybercamp, and new this year, Coding Swift with the iPad. 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.



Cosmetic Chemistry Camp

Fair Sponsorship

University of Idaho was once again the presenting sponsor for the North Idaho State Fair Aug. 23-27. Fairgoers were able to stop and talk to UI representatives at our booth near the main entrance. Big thanks goes out to all our local staff and faculty who helped out, as well as students and alumni from Coeur d'Alene and Moscow who came out to promote UI to fairgoers.



Summer in Coeur d'Alene also included:

- Family Day at the Park with the North Idaho Family Group — a first ever collaborative event including vendor booths, kid's carnival, heritage and cultural displays, petting zoo and food court.
- Gizmotion with our partner Gizmo-cda — outrageous vehicles and awesome creations come to Coeur d'Alene with people-powered vehicles, art and family fun.
- Art Spirit Gallery's 20th Anniversary — celebrating our new collaboration in addition to the anniversary of the gallery with an exhibition displaying over one hundred new works by dozens of the gallery's artists.
- Grow Your Mind: CDA 2030 Celebration — Joe Vandal joined us for this exciting community event celebrating knowledge and the growth of the vision for our future.
- Think Big Festival — we took our augmented reality sandbox and robots on the road for this annual event that focuses on the speed at which technology is moving and our role in its progression.



Idaho Falls

University of Idaho, Idaho Falls Welcomes New Staff Member - Misty Frost

Misty Frost joined the university in June as the administrative assistant for industrial technology and faculty at the UI Idaho Falls Campus. She earned her associate's degree in business administration with an event planning emphasis from Stevens-Henager College in the spring of 2017 and has worked as an admissions assistant for two years. Misty has two children (Brynlee 7, Charlee 4) and her fiancé has two children (Peyton 6, Asher 4). She is looking forward to continuing with her education, hopefully in the spring. *Photo courtesy of Jay Soelberg.*



Summer 2017...



We had the privilege, here on the Idaho Falls campus, to watch the Blue Angels practice and perform during the week of July 17-23 for the Extreme Blue Thunder air show at the Idaho Falls Regional Airport.

Picture of Blue Angels courtesy of Ryan Haworth.



The Idaho Falls campus was closed for the first day of classes because of the total solar eclipse on Aug. 21. Tens of thousands of people from out of the area turned out for this once in a lifetime event.

Picture of eclipse courtesy of JT Hill.



Welcome Back Week was a great success with free lunches served by members of the Idaho Falls faculty and staff.

Picture of lunch service by Ryan Haworth.

Our Vandal family is saddened by the passing of Don Patterson

Many are familiar with Don from his work in Student Services and with ITS. His cheerfulness and call sign "At Your Service" will be greatly missed.

Picture of Don Patterson courtesy of Alice Allen.



Staff Council Website

October 2017 Staff Council Newsletter

Vandal Friday at the Gangplank

The Idaho Falls campus participated in “Vandalizing” the Gangplank restaurant in Idaho Falls on Sept 29, 2017. This was part of a month-long Vandal Friday campaign with the Gangplank where people that wear their Vandal gear on Friday’s get a 10 percent discount on their lunch. Members of the Idaho Falls staff festooned the restaurant in Vandal gear for the occasion.



Even the restaurant staff were dressed in Vandal gear for the event. Photo courtesy of Jay Soelberg.



Billboard at the Gangplank. Photo courtesy of Jay Soelberg

Meet Charles Tibbals, Staff Representative to Faculty Senate

Charles Tibbals is the Associate Director of Student Services in the College of Letters, Arts and Social Sciences. He is an alumni of the University of Idaho and has worked at the UI for over 16 years, primarily within the Office of the Registrar and now within the College of Letters, Arts and Social Sciences. As one of the two staff representatives on Faculty Senate, he is responsible for representing the staff's interests to Faculty Senate. He looks forward to helping assure that the university staff's voice is heard in the University of Idaho governance process.



Charles Tibbals

Congratulations

University of Idaho Staff of the Month

Debbie Ailor, Housing & Residence Life Team Cleaning Specialist, is the September Staff Member of the Month. Alexia Lovelady gave Debbie Ailor the following KUDO in June 14.

Not only is Deb an amazing cleaning specialist, but she goes above and beyond for her teammates and most importantly, the students. She is also in charge of linen distribution for our summer conferences. She has a positive attitude, and is ALWAYS willing to lend a hand.



Debbie Ailor

Professional Development and Learning
Special Topics

Webinar: Cultivating a Practice of Mindful Leadership, Thursday, Oct. 5, 10-11 a.m. Bruce Pitman Center Room 045

A hallmark of effective leadership is the ability to exercise judgment (well-informed, wise decisions) consistently. Influence on judgment is called "bias." When assumptions and stereotypes influence what we believe to be objective actions, we may have been unduly influenced by unconscious biases. This webinar will unpack how bias works, introduce practices for reducing the influence of bias on our decisions, and heighten awareness of how biases may motivate our leadership practices.

Presenter: Dr. Robbin Chapman is the Associate Provost and Academic Director of Diversity and Inclusion, and Lecturer in the Education Department at Wellesley College.

Webinar: When and Where I Enter: Powerful, Game Changing Leadership Lessons, Thursday, Oct. 12 Bruce Pitman Center Room 045, 10-11 a.m.

From an equity and diversity framework, this session will explore the traits, characteristics, techniques and powerful leadership lessons learned in the advancement process, as well as offer interesting, humorous and thoughtful insights and anecdotes on how to best navigate the political landscapes, unwritten rules, social mores and customs on your path to leadership.

Presenter: Dr. Katrice A. Albert is Vice President for Equity and Diversity of the University of Minnesota.

Webinar: Practical Strategies for Powerful Candidate Selection, Thursday, Oct. 26, Bruce Pitman Center Room 045, 10-11 a.m.

Screening and interviewing candidates is tricky business. Assessing hard skills is difficult enough, but add to that the nuance of what it takes to succeed in that role, your institution, with your new manager, and it's a whole new ballgame. In this webinar, we'll discuss practical strategies for powerful candidate selection. The presenters will talk about how to assess not just hard skills and experience, but fit. Other topics include behavioral interviewing techniques and being on the alert for hidden bias throughout your hiring process.

Presenters: Sharon Ewles, Staffing Manager at Mott Community College and Jann Gillingham, Higher Ed Industry Specialist.

Special Event: Workplace Bullying Panel Discussion, Wednesday, Nov. 8, 11 a.m. to 12:30 p.m. in the Commons Clearwater/Whitewater Rooms.

Panel facilitated by Elissa Keim, Director, Employee Development & Workforce Diversity. Panelists include:

- Wes Matthews, Executive Director, Human Resources,
- Brandi Terwilliger, Director, Human Resources,
- Erin Agidius, Director, Office of Civil Rights Investigations and
- Lindsay Ewan, Deputy Director, Office of Civil Rights Investigations.

Registration now open for the Fall 2017 Supervisory Excellence Program!

The fall session begins Oct. 11 and concludes Nov. 29. See our [SEP registration and workshop information](#).

Special fall 2017 live training session topics include:

- Communication Essentials: Wednesday, Oct. 11, 9-11 a.m.
- Introduction to Emotional Intelligence: Wednesday, Oct. 18, 9-11 a.m.
- Training, Coaching and Mentoring for Success: Wednesday, Oct. 25, 9-11 a.m.
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- Wednesday, Oct. 18, 10-11:30 a.m.
- Wednesday, Nov. 8, 1-2:30 p.m.
- Wednesday, Dec. 6, 10-11:30 a.m.



Professional Development and Learning

Health and Rec Fair

Wednesday, Oct. 11, 1-5 p.m.

All University of Idaho students, faculty and staff are invited to join us for an afternoon of events, prizes, food, screenings, flu shots and resources at the Annual Health & Recreation Fair in the Student Recreation Center. The event is co-hosted by Campus Recreation and Vandal Health Education and features over 50 campus and local vendors. Prizes include a Fitbit, massage gift certificates, local gift cards, Vandal gear and more.

UI employees and community members can get their annual flu shot provided by Walgreens. Walgreens will bill insurance directly; please check with your insurance provider about coverage. Please bring proof of insurance and photo ID.



Join us at the Health and Rec Fair!

2018 Annual Enrollment

This year, it will run from Oct. 16 to midnight (Pacific) Nov. 7. Annual enrollment print guides will no longer be printed; they will be exclusively available in electronic format.

Annual Security and Fire Safety Report

The University of Idaho's Annual Security and Fire Safety Report is now available for viewing and download. This report is part of UI's commitment to the safety and security of our campus community and complies with the U.S. Department of Education's Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. [You may access the report online.](#)

Presentation on Market-Based Compensation, Salary Adjustments

UI Vice President for Finance Brian Foisy and Human Resources Executive Director Wes Matthews will present an update on market-based compensation and the upcoming mid-year salary adjustment applicable for staff members at 2:30 p.m. Friday, Oct. 6 in the International Ballroom of the Pitman Center, as well as statewide via Zoom. All staff and supervisors are encouraged to attend. The presentation will be recorded and available online following the meeting. [Read more.](#)

October Staff Council Meeting

The next Staff Council meeting will be on Wednesday, Oct. 11 from 9-11 a.m. in the Paul Joyce Faculty & Staff Lounge. All UI staff are invited to attend in person or via [Zoom](#). [Download the Agenda](#).

Branch Campus News

Boise

UI Boise - FIRST LEGO League Hydro Dynamics Season Kickoff

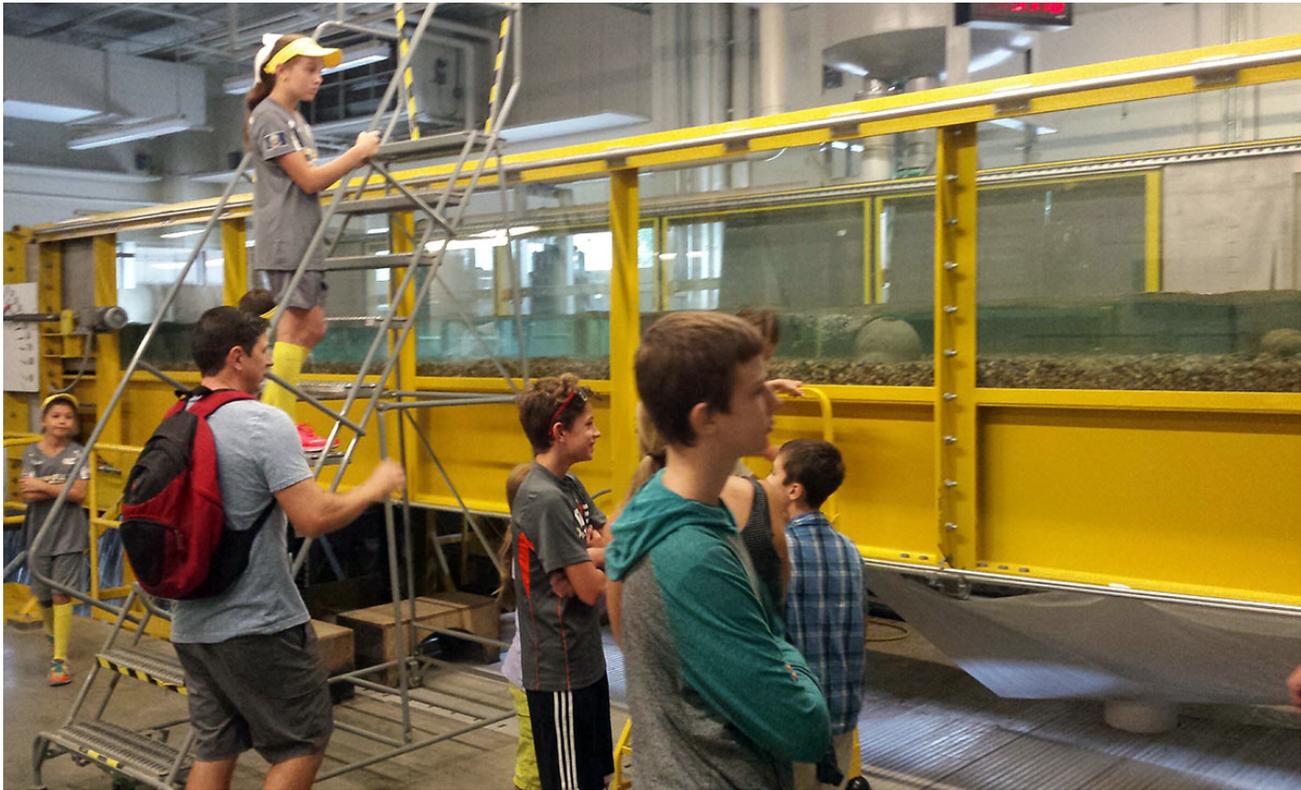
On Sept. 9, UI Boise hosted the FIRST LEGO League Hydro Dynamics Season Kickoff at the UI Boise Idaho Water Center. The open house introduced the new season challenge and game, and provided information for team research projects. Several local water experts spoke to the teams and tour groups of the UI Stream Lab.

Thanks to the UI Extension 4-H, UI College of Engineering Center for Ecohydraulics Research, UI College of Natural Resources Forest, Rangeland and Fire Sciences for their participation at the event. Close to 200 individuals stopped by throughout the day and learned more about FIRST LEGO and the UI Boise Center.

If you want to learn more, FIRST LEGO League is managed in Idaho by UI Extension 4-H Robotics. More information on FIRST LEGO League can be found at www.firstinspires.org. To volunteer at our next event, contact Robin Baumgartner at rbaumgartner@uidaho.edu.



Ada County FIRST LEGO League Hydro Dynamics students visit the Center for Ecohydraulics Research at UI Boise.



FIRST LEGO League students view the large-scale sediment flume the Center for Ecohydraulics Research.

Liliana Vega Wins “Sembrador del Futuro” Award

Kudos to Liliana Vega, 4-H Extension Educator/Associate Professor, University of Idaho Extension Southern District (Ada/Canyon County), who received the Idaho Hispanic Chamber of Commerce’s “Sembrador del Futuro” award for 2017 (Planting seeds for a better Future) in recognition for the work she does with the youth in the Treasure Valley, the difference she’s making in the community by helping shape tomorrow’s leaders, and for her activism within the Latino community.

They also recognized her program at Farmway Village (Caldwell Housing Authority) and the students at that site.



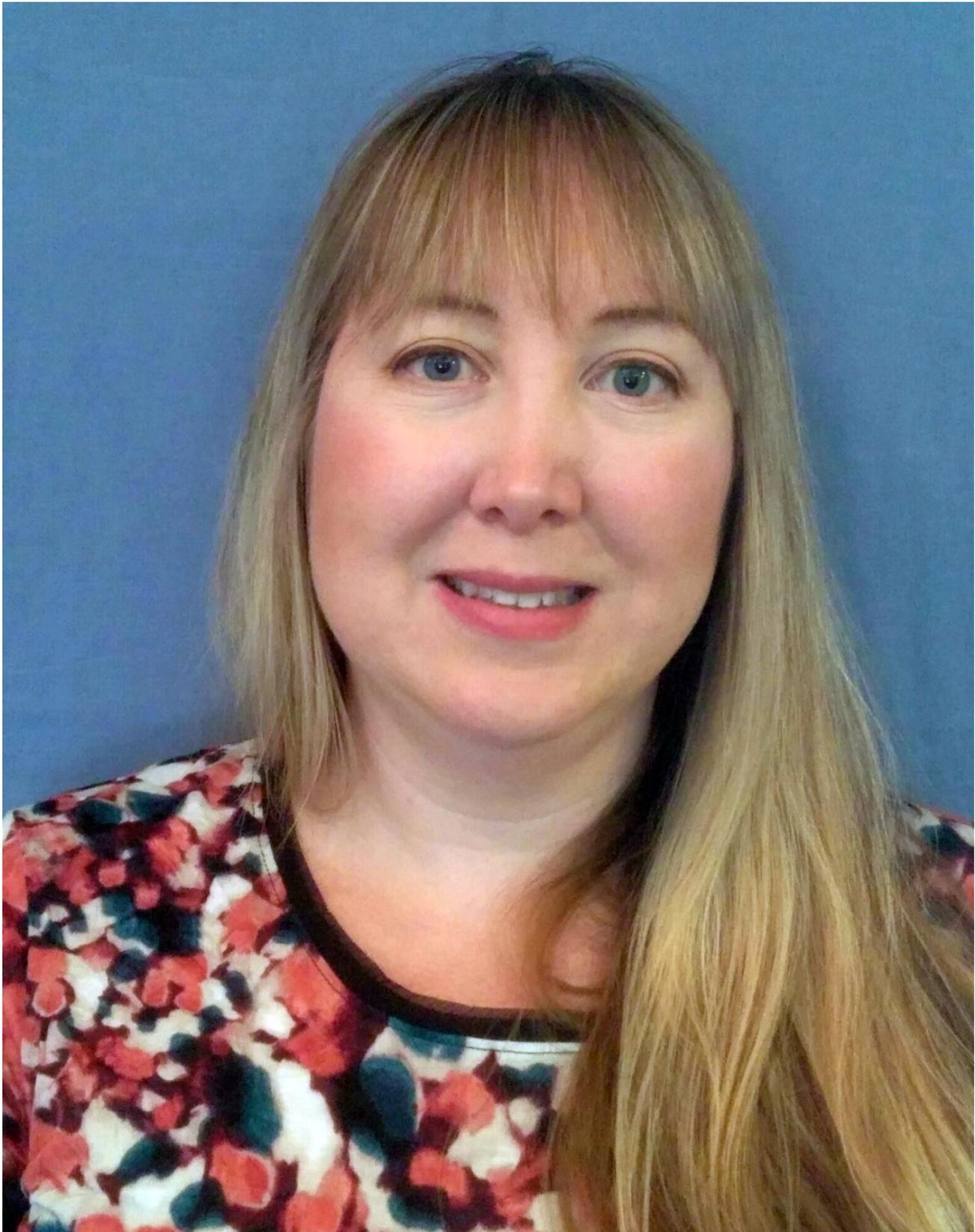
Liliana Vega

Coeur d'Alene

New Staff

Becky Byers, Assistant Director of Admissions

Becky is a returning UI employee who previously worked for the university for 15 years. As the Assistant Director of Admissions, Becky recruits potential students for UI and makes connections with the Coeur d'Alene community. She enjoys the team atmosphere at UI, and helping students to achieve their educational and career goals. Becky loves Mexican food, reading historical fiction and taking long walks or bike rides when she's not busy being a dance mom.



Becky Byers

Tessa Fleming, Custodial Services Specialist

Tessa recently joined the UI Coeur d'Alene team as a custodial services specialist. She is originally from Bellingham, Wash., and moved to Idaho in 2010. In her free time she likes to spend time outdoors: camping, hunting and fishing with her husband and four-year-old son and nine-year-old daughter.



Tessa Fleming

Katherine Hoyer, Marketing & Communications Manager

Katherine Hoyer joined the UI Coeur d'Alene team this June as the Center's Marketing & Communications Manager. She previously worked at the Coeur d'Alene Chamber of Commerce as the Convention & Visitor Bureau Director. Katherine

attended Washington State University for both her undergraduate and graduate degrees. She has a Bachelor's degree in public relations and a Master's degree in strategic communication. Katherine lives in Coeur d'Alene with her husband, Austin and daughter, Kennedy.



Katherine Hoyer

Allie Simon, Special Projects Analyst

Allie comes from the suburbs of Chicago, but fled the flatlands to find the mountains out West. As a former University of Montana Griz Soccer player, she quickly learned the bond and rivalry within the Big Sky Conference. She is excited about joining the Vandal family here in Coeur d'Alene and getting integrated into this energetic community surrounding our university. Whether it is interaction with current or prospective students or working alongside local businesses on events, she is looking forward to becoming active and involved as the Strategic Planning Analyst. Fun facts: Her favorite book is 'All the Light We Cannot See,' by Anthony Doerr. Her favorite food is my mom's day old fried spaghetti. On the weekends you can find her exploring, rain, snow or shine (preferably shine).



Allie Simon

New Faculty**Julie Beeston, Computer Science**

Julie Beeston joins us as a clinical faculty member. Prior to joining the UI team, Julie was a sessional professor at Vancouver Island University, the University of Victoria and Alliance University College. Her industry experience spans telephony, video broadcasting and geographical information industries but her passion is contributing to medical advances via computer systems. Julie's reason for teaching is to pass on her industry experience to empower students to move fluidly into new professional environments.



Julie Beeston

John Shovic, Computer Science

John Shovic joins UI as a clinical faculty member. John is a UI alumnus who spent the last eight years in the medical software industry and has a focused expertise in embedded systems, real time operating systems, manufacturing robots and applications of advanced AI techniques to robotics and embedded systems. John has previously served as a professor of computer science at Eastern Washington University and Washington State University. He is currently working on a number of projects involving applying AI hardware and software techniques to sensor data. He is teaching Advanced Robotics this fall.



John Shovic

Predrag Tasic, Computer Science

Predrag Tasic joins the team as an assistant professor. Prior to joining UI, Predrag spent much of his career as a researcher and educator. He comes most recently from Washington State University where he focused on a number of topics, including dynamics of large scale networks, graph pattern mining, and Boolean network models of cyber-physical systems. At University of Houston, Predrag researched machine learning, smart energy and computational game theory. Predrag is actively involved with the Institute of Electrical and Electronics Engineers (IEEE) Palouse Section and is currently the President of the section's Computer Society.



Predrag Tomic

Events

Computer Science Ribbon Cutting Celebration | Tuesday, Oct. 24, 5-7 p.m.

The Computer Science Department in Coeur d'Alene has moved to the Innovation Den. Come check out the new space and learn about this exciting Coeur d'Alene program. Tuesday, Oct. 24, 5-7pm.

Meet the Vandals | Tuesday, Nov. 7, 6-8 p.m.

Join future Vandals, faculty, staff and alumni for a fun-filled opportunity to learn about student life at Idaho. All students admitted for the upcoming academic year, students interested in applying and their families are welcome to attend.

UI Coeur d'Alene Welcomes the Confucius Institute

The University of Idaho Coeur d'Alene is happy to have the Confucius Institute back again for their second year. The UI Confucius Institute is providing Mandarin language and culture classes to the Coeur d'Alene area for fall and spring semesters. UI Coeur d'Alene warmly welcomes the Institute's two faculty members, Ms. Chan Lin and Ms. Haojie Shi.

All around the world, Confucius Institutes serve as a bridge between academics, politicians, students, artists, businesses and people just like you wishing to engage with their counterparts in China. Because Confucius Institutes are not solely restricted to the realm of academia, they are a valuable resource to those in Idaho business, education, arts, health, sports and government sectors who wish to understand and create mutually beneficial relationships in China.



Confucius Institute Display

Nonprofit Leadership Classes Begin

Professional nonprofit leadership classes are community-based, year-round educational offerings that have been strategically designed to support the specific leadership training needs of staff and board members of nonprofit organizations throughout Coeur d'Alene, Post Falls and all of northern Idaho and eastern Washington. We are happy to have this series back again this fall, with classes running through Nov. 9. For a list of classes, or to register, visit the [Nonprofit Leadership Program website](#).

Cybersecurity Training and Operations Center Open Labs

With the assistance of UI staff around the state, CTOC broadcast a Certified Information System Security Professional seminar from Moscow to the Harbor Center, and in October and November they will be broadcasting from UI Boise to UI Idaho Falls to allow more than 20 Idaho National Lab staff to participate in cybersecurity continuing education. The new OpenLab option for cybersecurity continuing education began on Sept. 12 and will continue Tuesday and Thursday evenings from 7-9 p.m. through the end of October at the CTOC Lab at UI Research Park. Twelve local participants attended, including some from the Spokane, Washington area and five connected via Zoom from the Boise area and remote eastern Idaho to participate in an Ethical Hacking and Systems Defense online lab course.

Idaho Falls

November 2017 Staff Council Newsletter

Industrial Technology Labs Tour

On October 27, Alex Vakanski, Ph.D, P.E., faculty member here in Idaho Falls, took visitors on a tour of the University of Idaho's Industrial Technology labs at the newly christened College of Eastern Idaho.

Photo courtesy of Debbie Caudle



College of Eastern Idaho

Brian Mahoney is the Associate Director for Campus Recreation. He has worked for the university since 2002 and received his undergrad and master's degrees from the U of I in 1997 and 2003. Brian has served on many U of I committees over the years, including Chair of Staff Council and as a staff representative on Faculty Senate. He is well known by students, faculty, staff and administration and has proven to be an advocate and voice for staff on many occasions. Brian will keep a close eye on the well-being of staff and ensure their needs and desires continue to be a top priority for all.



Brian Mahoney

Congratulations

University of Idaho Staff of the Month

Myung Chun, Employment Services Specialist, Human Resources

Myung is an expert on EPAFs. She is always friendly and willing to help prepare EPAFs correctly. She answers her phone or returns phone calls promptly. Myung is generous, has a great sense of humor and makes a positive contribution to the U of I culture.

Thank you, Myung!



Myung Chun.

Announcements

Seeking Members for Student Conduct Board

Staff Council is looking for three additional members to fill the remaining positions needed on the newly formed Student Conduct Board (SCB). This board has been created by merging the Student Disciplinary Review Board (SDRB) and Student Appeals Committee (SAC). If all four of our existing participants in the merged committees agree to serve on the SCB, we will need three additional staff to fill the need.

Please see a detailed [description of the Student Conduct Board](#). Participants will be required to complete some online training. If you have additional questions or concerns regarding the commitment level or training involved, please contact existing participant Cari Espenschade at 885-6231 or cari@uidaho.edu. Once you have researched this opportunity and received the support of your supervisor, please send a paragraph expressing your interest to Erika Crossland, Election Chair, crosslande@uidaho.edu.

Much More Than Party Planning: Join a Staff Council or University Committee!

The breadth of Staff Council reaches farther than the Staff Awards Ceremony. This great university council consists of 35 staff representing all staff at the University of Idaho across the state. You have 11 Non-Faculty Exempt, 16 Classified, three Maintenance/Skilled Craft, and five off-campus representatives including Parma, Aberdeen, Boise, Idaho Falls and Coeur d'Alene.

Many of these members serve on additional Staff Council or university-wide committees. With 15 university-wide and six Staff Council-specific committees, we have the opportunity to really make changes important to our staff. There are often openings in the committees and we would all benefit more participation from staff members not yet involved in Staff Council. If interested in participating in any of the below committees in the future, please contact Staff Council Chair Summer Howard summerh@uidaho.edu or Vice Chair Patricia Baker patriciab@uidaho.edu.

Staff Council Committees

- Executive Committee
- Elections
- Staff Awards and Recognition
- Policy
- Communications
- Strategic Plan – even Staff Council has a plan!

University-Wide Committees

- Administrative Hearing Board
- Americans with Disabilities
- Borah
- Campus Planning
- Arts
- Ubuntu
- Safety
- Budget

- Classified Position Appeal Board (disbanding Dec 31st with our current classification system)
- Grievance for Student Employees
- Parking
- University Security and Compliance
- Student Disciplinary Review Board
- Student Appeal Committee
- Joint Faculty/Staff Policy Committee

Staff Awards/McBride Prize Nominations

The Staff Awards Committee announces that nominations for the Staff Awards and McBride Prize are open in November. The nominations are open to all University of Idaho staff at all of our locations across the state, and everyone is encouraged to participate in nominating staff that have shown exemplary dedication and have gone above and beyond their normal job duties at the University of Idaho. Let's celebrate each other and show appreciation to those who help make our university great.

[Categories and Nomination Forms](#)

Veterans Appreciation Dinner

Presented by the University of Idaho and Moscow Chamber of Commerce.

Saturday, Nov. 11, 2017 in the Bruce M. Pitman Center – International Ballroom.

Keynote Speaker: Colonel Glen R. Downing Commander, Air Force ROTC Detachment 905.

Doors open at 5:30 p.m. Program and dinner begin at 6 p.m. Veterans (plus one guest) are free. Each additional guest and non-veterans — \$10.

[RSVP here](#) by Wednesday, Nov. 8, 2017. For more information, please call 208-885-6365.



Support veterans by attending the Veterans Appreciation Dinner.

Healthy Holiday Fitness Challenge

Join Campus Recreations' Healthy Holiday Fitness Challenge, Nov. 19 – Jan. 7. The goal is to help keep you stay consistent with your workouts during a very busy and calorie filled time of year. The challenge is free and open to all University of Idaho faculty and staff.

Registration begins Nov. 6. For more information, visit uidaho.edu/holiday-challenge.



Thank you to our sponsors



Healthy Holiday Challenge

Moratorium on Web Changes: November 7-10

U of I is transitioning to a new version of our website management system, Sitecore. The web team has been testing and migrating content for some time now, and we are ready to make the switch. In order to do this, there will be a moratorium on website changes from Tuesday, November 7 to Friday, November 10. That is, no changes will be made to any U of I website during that time. All web author access will be removed around 5 p.m. on Monday, November 6. Please plan accordingly if your department has any pending or upcoming web content changes. All web authors will receive an "all clear" message on Friday, November 10 when Sitecore 8 is live and available for content changes. If you have any questions, please ask your Web Author, Web Technician, Web Coordinator, or Marketing Communications Manager.

Experts On Tap

Networked Geographies of the Syrian Civil War

Dr. Steven Radil, Department of Geography

Nov. 9, 5:30 p.m., Hosted at the Innovation Den, 418 E. Lakeside Ave, Coeur d'Alene.

New forms of political violence have emerged that have challenged the long-standing notion of war as the sole purview of the state. A plethora of non-state Violent Extremist Organizations (VEOs) have developed and thrived in different contexts around the world. This talk will explore both the social and spatial structure of VEOs involved in Syria using the tools of network science and geographic information science to better understand the conflict dynamics and the challenges involved in restoring peace.



Steven Radil

Disagreement: Perspectives from Philosophy to the Real-World

Bert Baumgaertner, Department of Politics and Philosophy

Nov. 15, 5:30 p.m., Hosted at the Innovation Den, 418 E. Lakeside Ave, Coeur d'Alene.

Philosophers study how experts can rationally disagree using idealized cases, such as two economists or two weather forecasters with the exact same evidence and reasoning abilities. But in most real world cases, we aren't sure whether the evidence is the same or if both parties have equal expertise. This talk will examine how well philosophical insights carry over from the idealized cases to real-world cases.



Bert Baumgaertner

Branch Campus News

Coeur d'Alene

U of I CDA warms up with a soup, stew and chili cook-off

UI Coeur d'Alene held their annual Soup/Chili/Stew Cook-off Sept. 27. Staff and faculty created their favorite fall recipe to show off and colleagues voted for a winner. Elizabeth Wargo, a new faculty member with the Coeur d'Alene College of Education team, took the win with an amazing Butternut Squash Curry. Welcome and congratulations on your win, Elizabeth!

Photo courtesy of Angie Sowers.



Elizabeth Wargo with her cook-off prize.

U of I Coeur d'Alene Computer Science Department shows off new location at Ribbon Cutting Celebration

About 200 industry partners, students, U of I leadership and community members came out in support of the new Coeur d'Alene Computer Science Department at their Ribbon Cutting Celebration on Tuesday, Oct. 24 in the new

space located in CDA's Innovation Den. Attendees met the newest computer science faculty, interacted with CDA CS students at project stations and met Baxter, the 300 lb. robot, who made coffee all night thanks to student programming..

Photos courtesy of Jeremy Tamsen.



Baxter, the 300 lb. coffee-making robot, and Larry Stauffer.





Virtual reality demonstration.

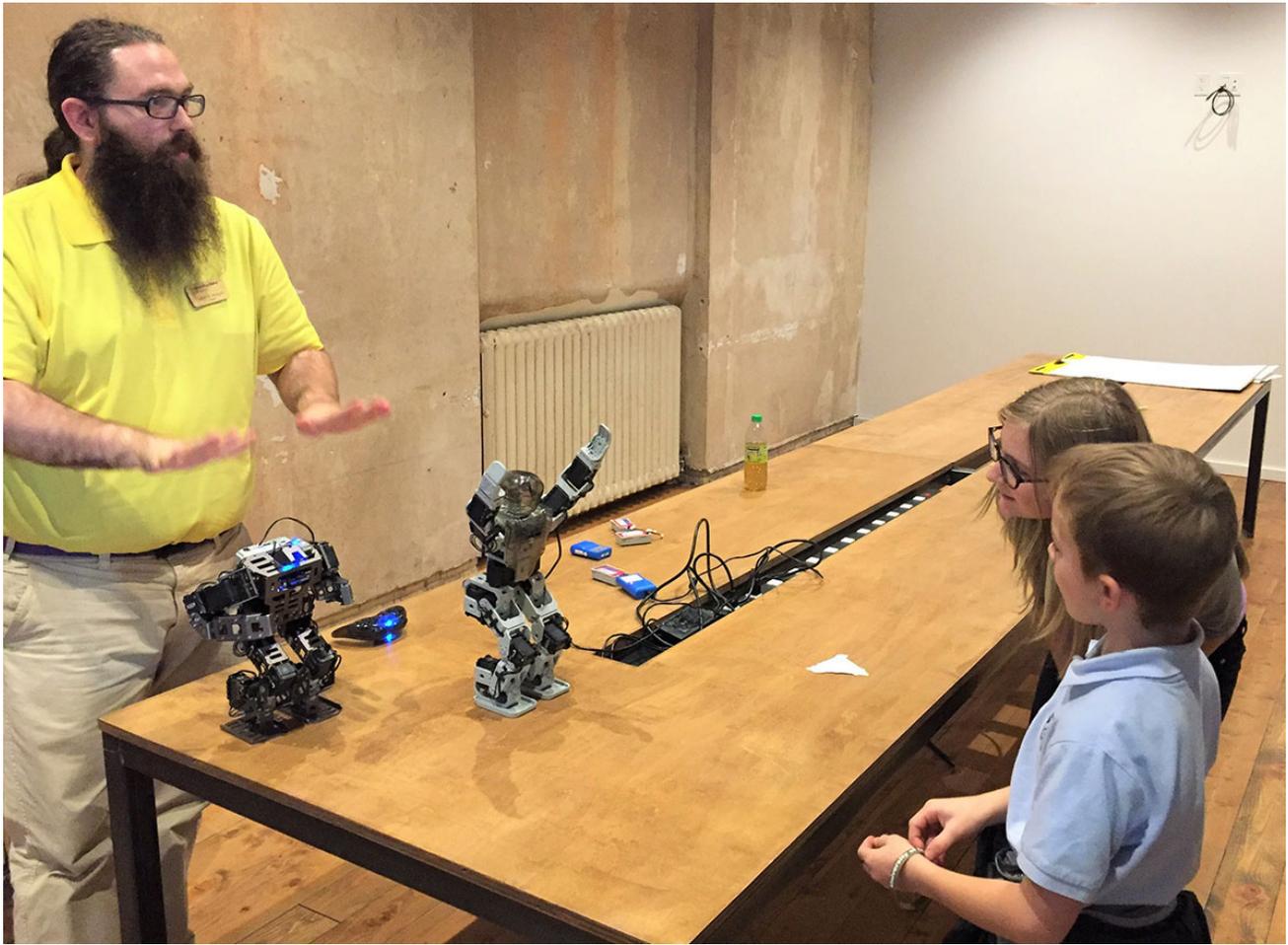
UI Coeur d'Alene hosts a Lights On Afterschool STEM night at Innovation Den

Sixty kids and parents came to the Innovation Den's co-working space on Thursday, Oct. 26 to participate in Lights On Afterschool: Coding Swift for Beginners. The event was focused on introducing Swift Playgrounds, an Apple app that teaches users how to code in the Swift languages. Kids and parents used iPads (loaned to U of I CDA by Apple) to work through puzzles; younger students tried out Hour of Code learning programs; and everyone took breaks to meet the bi-pedal robots that Tim Morgan brought up from the CDA Computer Science Department. Lights On Afterschool is a national event aimed at highlighting the importance of after-school programming for children. U of I CDA was happy to be a part of this great program. U of I Coeur d'Alene hosts events like these through the Dig'nIT initiative, a program of summer camps, after school sessions and high-tech internships. [Learn more about the program.](#)

Photos courtesy of Kary Wells.



Kids and parents used iPads to work through puzzles.



Tim Morgan and children with bipedal robots.



Lights On Afterschool group.

Idaho Falls

Meet the Vandals Night

Meet the Vandals night was held on October 3 with many interested students and parents coming to campus to learn more about what the University of Idaho has to offer.

Photo of Meet the Vandals courtesy of Alice Allen



Meet the Vandals

South East Idaho College Fair

Idaho Falls campus participated in the South East Idaho College Fair on October 11. Local High School students and their families visited to see what kind of opportunities are available in post-secondary education.

Photos of SEI School Fair courtesy of Debbie Caudle



Staffing the University of Idaho table at the College Fair

Ag Festival

The Ag Festival took place on October 21. During the festival, local performers entertained the crowd with brilliant cultural dance routines.

Photos of Ag Festival courtesy of Debbie Caudle



Performing at Ag Fest

December 2017 Staff Council Newsletter

Nominations Open for Staff Awards

The Staff Awards Committee invites you to nominate staff who have shown exemplary dedication and have gone above and beyond their normal job duties at the University of Idaho. The nominations are currently open, and they will remain open until Feb 9, 2018. There are seven categories as follows:

- Senior Leadership
- Non-Faculty Exempt
- Technical/Paraprofessional
- Service/Maintenance
- Skilled Trades
- Administrative Assistance
- Team Award

If you are unsure of the category for the nominee, please submit a nomination regardless; the committee will review and ensure they are placed in the correct category. There is also the opportunity to nominate an exemplary student for the Staff Educational Award. The nominations are open to all University of Idaho employees who have a dependent(s) attending the U of I, so please consider nominating someone who you feel is deserving of these awards.

Visit the Staff Council [Award Categories and Nominations](#) page for more information about the categories, how to nominate and to access the nomination forms.

McBride Prize

The Staff Awards Committee also wants to highlight the McBride Prize. Last year, there were no valid nominations for this prestigious award. The McBride Prize is given to a staff member in the Non-Faculty Exempt category who emulates the example set forth by retired staff member, Larry McBride, during his nearly 20 years of distinguished service to the university. The prize recognizes service far beyond that expected from the job description. Selection criteria include the following descriptors: exemplary imagination, creative, can-do attitude, loyal, dedicated, supportive, enthusiastic, highest performance standards for him/herself and others, dependable and friendly. Please consider nominating someone who you feel is deserving of this award.

Visit the Staff Council [Award Categories and Nominations](#) page for more information about the categories, how to nominate and to access the nomination form.

Congratulations

University of Idaho November Staff of the Month

Patricia Caddy, Office Support 2

Patty helps everyone in the office with English composition and grammar. She works hard and intelligently to streamline office procedures, verify proctors, answer emails and process student exams. Thank you Patty for all you

do.

University of Idaho December Staff of the Month

Christopher Doman, Admissions Counselor in Outreach

Chris reached out to the Center for Volunteerism and Social Action, volunteering to give up part of his Saturday to assist in any way he could for the Serving Your New Community (SYNC). He drove a group of new students to and from service at Goodwill and saved the department staff from a more stressful day. Sacrificing his time on a very busy weekend was so helpful. Thank you Chris!



Christopher Doman

SRC Food Drive

Bring three cans of food the Student Recreation Center and get in FREE*.

Canned Food Drive runs Dec. 16 - Jan. 9. **Free Admission includes the SRC, Wellness Classes and Climbing Center (Basics Clinic and equipment not included).*

Acceptable soup and canned goods:

Canned soup, meals (chili, meat raviolis, stews), peanut butter and canned meats (tuna, chicken). No Ramen or Instant noodles.

Soup donations go to the University of Idaho Food Pantry and local food banks.

Visit the [Campus Rec Wellness Page](#) for break hours and class schedule.



Donate and Exercise!

Branch Campus News

Boise

New Staff at U of I Boise:**Janet Weybright | Administrative and Faculty Assistant | College of Law Boise**

Janet Weybright was born and raised in Colorado, and has lived in Los Angeles and Seattle as well, but is familiar with Idaho — her father and his family were natives and she traveled to Idaho frequently.

After earning a B.A. in Music Education from Seattle Pacific University, Janet taught K-12 general music, band, English grammar and literature, and drama in Colorado. She then turned to administrative work, a field in which she has been employed ever since. Janet comes to the U of I Boise College of Law after working several years at the City of Boise.

Janet had visited all 50 of the United States by age 24; lived in a castle in Austria; has swum in the Danube; has been thousands of feet beneath the earth's surface in a zinc mine in Wallace; intends to visit all seven continents before she dies; once did the Seattle-to-Portland bike ride; loves dining at Chandlers in Boise; is part of her church's leadership; and currently shares a home with her 94-year-old mom, Doris, and their two kittens, Maximus and Minimis (Max and Minnie).



Janet Weybright

Vandals Rake Up Boise 2017

Thank you to all U of I Boise faculty, staff and friends who joined us Nov. 11 for Vandals Rake Up Boise 2017. Volunteers worked on three different houses and had a blast during the raking time as well as socializing after.



The Rake Up Boise crew.

Idaho Falls



Keeping up with a long tradition on the Idaho Falls campus, on Halloween the staff at student services dressed up to meet with students and prospective students. Photo courtesy of Carol Baldwin.



The Idaho Falls campus sponsored a turkey lunch on Veterans Day for all staff, faculty, and students.



Veterans Day photos courtesy of Ryan Haworth.



A taste of home international food fair and graduate student fair was held at the Center for Advanced Energy Studies on November 10. Graduate students brought dishes from their countries of origin and all shared in the exotic cuisine. Photo courtesy of Alice Allen.



On November 17, the Idaho Falls campus held its annual Avanza event. We had many prospective students and their parents on campus to get help with FAFSA, registering, and other issues related to heading off to college. Photo courtesy of Alice Allen.

Alternative Giving Market of the Palouse

Santa's helpers are alive in Moscow where U of I staff members are event organizers and volunteers for the 9th annual Alternative Giving Market of the Palouse. Dianne Daley Laursen is co-founder and Dan Noble is a core member of the organizing committee. Additional U of I staff volunteers include: Lysa Salsbury, Alissa Goolsby, Ellen McKenzie, Julie Miller, Andrea Thomas, Mandy Broke, Karen Vaina, Wes Vaina, Maria Horta Lopez, Dusty Fleener, and Olivia Calza. The Giving Market (AGMP) provides philanthropists one-stop, stress-free shopping for everyone

on your list. We offer 160 gifts starting at \$5 that support 32 local non-profits, including several organizations affiliated with U of I. To date, we have raised over \$158,000, with 85% of our gifts receipts from donations under \$10. The AGMP embodies the notion that every gift, no matter how small, can have an impact. Please join us at the Giving Market on Dec. 7 from 4-8 p.m. at the 1912 Center or at the Palouse Mall on Dec 9. You can shop online through Dec. 15 at agmpalouse.org.

Training Events

Question, Persuade and Refer

QPR training is available for faculty, staff and students on the Moscow campus Thursday, Dec. 14, 2:30-3:30 p.m. in the Idaho Commons Horizon room. QPR stands for Question, Persuade and Refer. It is an evidenced-based, one-hour training program to help faculty, staff and students respond to someone in a mental health crisis and thinking about suicide. Participants will learn how to recognize the warning signs of suicide, offer hope and refer to appropriate resources. Pre-registration is encouraged.

Save the Date: Active Shooter Response Training

The Office of Public Safety and Security along with the Moscow Police Department are presenting Active Shooter Training for all staff in the Division of Infrastructure.

To accommodate this size of a group we scheduled two sessions, both on **Jan. 3rd, 2018** in the Vandal Ballroom.

The first session will be at 08:30 a.m. and the second session will be at 01:30 p.m. The length of the session is 1 – 1.5 hours each. You need only attend one session.

For other training and development opportunities, see the Professional Development and Training [Learning Opportunities Calendar](#).