Opening of the new school year has come and gone; we opened with a large number of students in expanded housing. While this is not a new scenario for us, we expected a larger number than we had in the past. Unofficially, we opened the halls with about 230 students in expanded housing; however, a larger than expected number of “no shows” helped us lower those numbers to the point that we now have no more men and less than 20 women in expanded housing.

My hope was that Petersen Hall would resolve the overflow problem. Unfortunately, it probably won’t. Petersen Hall will give us 500 more beds, and we have been told that we will keep Quadrangle for another year. So, we have 500 more beds for next year. However, the university has a goal of increasing enrollment by about 500 students next year. That means that we may have just as many students in expanded housing as we had this year.

You may be asking, “What are you doing differently next year to limit the amount of students in temporary accommodations?” Good question! We are looking at leasing some extra apartments near campus. We are also considering placement of triple rooms within the East side of campus. We have the ability to limit the number of returning students if we need to. We are considering moving RAs to smaller rooms so that we can add more residents to the housing capacity. If you have any ideas on how to accommodate additional students in the halls, let us know!

We have begun discussing in earnest details about the new Madison Street residence hall. We plan to construct this building using a “design-build” model. This is different from our traditional process of design and construction. Design-Build is a model in which an architect and construction company team up to develop and deliver a product within a specific budget. Because the designs don’t need to be completed before construction starts, it is possible to shave months off the project time over the traditional design-bid-build process. Because we want the Madison Street residence hall to open in the fall of 2017, this process is the only one that will facilitate this aggressive timeline.

The request for qualifications for the architect/construction teams is currently being developed as I write this column. As of October 20, we have about 25 days to make all the decisions regarding what I want in the new residence hall. With the RFOs we will select some finalists who will develop their proposals and present them in January. The “winning” team will be approved by the Board of Regents and the old city water plant will be demolished to make way for the new building.

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STAFF UPDATES
WELCOME TO OUR NEW EMPLOYEES

Administration
Amanda (Cavazos) Bittorf
(Marketing Specialist)
Michelle Kongable (Associate Director, Human Resources)

Custodial
Ronald Atkinson (Custodian I, Mayflower)
Matthew Borger (Custodian I, Hillcrest)
Cory Brackin (Custodian I, Rienow/Quad)
Tina Wayne (Custodian I, Currier)

Residence Education
Monica Crissman (Area Coordinator, West Neighborhood)
Suzanne Hunn (Assistant Hall Coordinator, Clinton Street Area Apartments)
Jennifer Reinus (Assistant Residence Education Coordinator)
Raven Robinson (Assistant Hall Coordinator, Burge)
Patrick Rossmann (Assistant Residence Education Coordinator)
Ryan Specht (Assistant Residence Education Coordinator)

University Dining
Matthew Ellingson (Kitchen Helper I, Hillcrest Market Place)
David Fox (Cook I, Burge Market Place)
Brittany Reynolds (Catering Coordinator, Kinnick)
Jonathan Shoemaker (Cook I, Hillcrest Market Place)
Lydia Wabem (Kitchen Helper I, Hillcrest Market Place)

AND WELCOME TO SAME FACES IN DIFFERENT PLACES
David Haugsted—Kitchen Helper I to Storekeeper II in the Hillcrest Market Place
Jess Love—Hall Coordinator at Hawks Ridge to Hall Coordinator at Currier
Alan Lyvers—Custodian I in the Burge Market Place to Custodian I for Custodial

DEPARTMENTAL SPOTLIGHT
It’s time once again to ask our new employees to share “something you’d like us to know about you”. Here are the responses we received.

Ron Atkinson
Custodian I
Mayflower
Ron is originally from West Liberty, and now lives in Oxford. He joined both the university and the UH&D team on July 28, 2014. Ron enjoys golf and watching sports live or on TV. For vacations, he likes to go to live sporting events.

Matt Borger
Custodian I
Hillcrest
Matt is from Mason City, Iowa. He came to the university in 1999 and began working for UH&D on August 11. Matt moved back to Iowa City to finish college, and likes working around the university setting. Matt is an animal lover, especially dogs.

Cory Brackin
Custodian I
Rienow/Quad
Cory is from Ainsworth. He began working at the university in December of 2004 and transferred to UH&D on August 4, 2014. He has a varied history with the UI, starting as a temp at Catalog/Web Hawk Shop, then as a temp at IMU during book rush. He then started full-time at UIHC as a Custodian I, and also worked as a nursing assistant in the main operating rooms. Cory says he left the UI for two years and hasn’t ever been so humble to be back. He says he’s here to stay now!!

Amanda (Cavazos) Bittorf
Marketing Specialist
Administration
Amanda is originally from Sterling, Illinois. She joined both the UI and the UH&D team on July 28, 2014. She was married on October 11, 2014. Her husband, Peter, and she live in Cedar Rapids with their dog, “Happy” Camper. The day after their wedding, Peter ran the Chicago Marathon for the second year in a row. Leading up to the marathon, they spent their weekends training. Amanda would ride her bike keeping pace while Peter ran, and it proved successful! He had a finishing time of 3:32, beating his time last year of 3:55. Amanda tells us she is a very proud wife/coach!!

Want to know something about your new co-worker(s)? This is the place!

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DEPARTMENTAL SPOTLIGHT (CONT’D)

Monica Crissman
Area Coordinator
West Neighborhood
Moni is originally from Boyne City, Michigan . . . but has lived in Texas, Florida, Bulgaria, and China as well. She began working for both the university and UH&D on July 21, 2014. Moni is fluent in Spanish and has basic skills in Bulgarian and Chinese. She and her wife spent the last year living in Shanghai, China, where she was responsible for developing the residential life and student conduct offices for the inaugural year of NYU Shanghai. Moni also lived in Plovdiv, Bulgaria, her junior year of high school and she has traveled all over the world. She absolutely loves exploring and is always excited to connect with fellow globetrotters!

Matt Ellingson
Kitchen Helper I
Hillcrest Market Place
Matt comes from Fairmont, Minnesota. He joined the UI and the UH&D team on August 25. Matt likes to spend his time fixing guitars and amplifiers, and also outdoors hunting, fishing, and playing golf.

Suzanne Hunn
Assistant Hall Coordinator
Clinton Street Area Apartments
Suzanne is from St. Louis, Missouri. She started working for the university and UH&D in July. Suzanne graduated from Truman State University last May with her bachelor’s degree, and is excited to be part of Residence Education at the University of Iowa and to begin her Master’s in Higher Education and Student Affairs. She tells us she is a slight coffee addict, and loves going to the beach whenever she has the chance.

Michelle Kongable
Associate Director, Human Resources Administration
Michelle is from Southeast Iowa. She joined the UH&D team in July, after transferring from UI Healthcare at Iowa River Landing where she had worked since the opening of the new facility in the fall of 2012. Michelle’s work in HR includes 18 years in the wallboard manufacturing and mining industry and 3 years in medical device manufacturing before coming to the UI. Having lived in Southeast Iowa all her life, Michelle has an appreciation for small town living, especially while raising her children, saying “it truly does take a village.” Michelle’s time outside of work is typically centered around her children’s school activities and athletic events. Michelle says she has enjoyed her first couple of months with UH&D; she has met a lot of people and looks forward to getting to know everyone.

Brittany Reynolds
Catering Coordinator
Kinnick
Brittany is from Oxford. She came to both the UI and UH&D on July 7. In her free time, she enjoys spending time outside with her family, friends, and her dog, Citori. Brittany loves to play slow pitch softball, hunting and fishing, and just enjoying the great outdoors. She grew up on her family’s farm, where they raised cattle to show at the Johnson County Fair.

Jennifer Reinus
Assistant Residence Education Coordinator
Jennifer is originally from Thousand Oaks, California. She came to Iowa on July 1 and began working for UH&D on July 7. Jennifer graduated from the University of California Santa Barbara in June and moved to Iowa two weeks later. She says she is excited to experience all of the seasons in Iowa!

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Anniversaries

We had seven milestone anniversaries with the university from July through September:

Barb Cannon (Residence Education, Currier) ........... 30 years
JoAnn Gault (Custodial).................................. 10 years
Fred Kurt (Hillcrest Market Place) ..................... 10 years
Sandy Lee (Residence Education, Hillcrest) ........... 25 years
Robin Lynch (Residence Education, Hillcrest) ....... 25 years
Ginny Meade (Contracts & Assignments) ............. 25 years
Peggy Schoonover (Residence Education, Admin) .. 35 years

If you have articles, personal notes, FISH! Stories, or suggestions for The Quarterly, please tell your supervisor or Carrie Kiser-Wacker in the University Housing & Dining Administrative Offices, 4141 Burge Hall, 319/335-3000. carrie-kiser-wacker@uiowa.edu
**DEPARTMENTAL SPOTLIGHT (CONT’D)**

**Raven Robinson**  
*Assistant Hall Coordinator  
Burge*  
Raven is from Peoria, Illinois. She joined both the UI and UH&D team on July 7. Raven tells us she loves good burgers, watching Netflix, and relaxing with good ice cream in her spare time. She is interested in learning as much as she can while she is at Iowa and exploring the field of Student Affairs and its greatness.

**Patrick Rossmann**  
*Assistant Residence Education Coordinator*  
Patrick is from Iowa City. He has a history with the University, working here for Catering when he was still in high school in 1999. He then came back from 2005-2007 as a master’s graduate assistant in Residence Education, and is now back. He is returning to the University of Iowa to start his PhD program in Higher Education and Student Affairs after working at Seattle University for the past seven years. Patrick says this time around it’s a little different, as he’s now married and has a one and a half year old daughter. When not spending time with his family, he enjoys biking, hiking, and cooking.

**Ryan Specht**  
*Assistant Residence Education Coordinator*  
Ryan is originally from Marshfield, Wisconsin. He came to both the UI and UH&D in July. He is a graduate student in the Higher Education and Student Affairs program here at Iowa. Ryan earned his undergraduate degree from the University of Wisconsin-Stevens Point this past spring and is excited to now be learning and working here at Iowa.

**Lydia Wabem**  
*Kitchen Helper  
Hillcrest Market Place*  
Lydia is originally from Mali. She came to the university in February of 2012 and transferred to UH&D in August. She and her husband, Ruthere, have three children—Isidore (18), Barbara (15), and Abraham (13); and she adds that she wants more babies! Lydia enjoys cooking for her family, going to friends’ places during her free time, and hanging with her teenage daughters.

**Tina Wayne**  
*Custodian  
Stanley*  
Tina is from Washington. She joined both the UI and UH&D on July 28. Tina recently became a grandmother for the fourth time. Her new granddaughter is Paislee, born on September 14, who joins an older sister, Lilli; both girls live with their mother, Ashley. Tina likes to snuggle and play with her grandchildren, and also likes watching college and NFL football.

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**FISH! Stories**

*The following letter was received in the Administrative Offices of UH&D on August 26, 2014 from a new male student.*

Dear University of Iowa Housing & Dining,

I am a new student at the university, so I am continuing to adjust to my new environment. My parents have raised me to be independent and self-sufficient. They taught me how to sew, do laundry, and other needed skills to function as an adult.

That said, my first load of laundry at the university did not get off to a great start. I dropped an entire bottle of detergent, causing the lid to burst and soap to fly all over the room. I was embarrassed. I told the custodial staff and they were quick to help and show me their kindness. Nonetheless, I fled the scene as soon as I could.

When I returned to the laundry room 25 minutes later, I noticed a bottle of detergent on top of the machine I had used. I wondered if someone else had done laundry and simply left their detergent behind. I then walked up to the machine to discover that the detergent had a note attached. It turns out they had given me a replacement bottle, which honestly made my day.

Thank you so much for your kindness and for all the things you do to make life pleasant in the dorms.

Oh! AND GO HAWKS!! 😊

*So our note to those custodians is, thank you for BEING THERE and MAKING THIS STUDENT’S DAY. By CHOOSING THE ATTITUDE you did, you were able to alleviate what was an embarrassing situation for a new student!*
Flu Vaccinations

University Employee Health Clinic (UEHC) and UI Wellness will again offer free seasonal flu vaccinations to UI regular full-time and part-time (50 percent or greater) faculty and staff. A university photo identification card must be presented at the time of service in order to qualify for this free service. Any non-UI Health Care employee working less than 50 percent time has the option of receiving the vaccine for a fee of $16.00 for the injection (payable by check only to UEHC).

Shots Are Available September 17-October 31 from 7:30 a.m. to 4:30 p.m. at UEHC
In addition, these dates are available at other locations:
October 17-21.......................6:30 a.m.-6:00 p.m.  Fountain Lobby, 1st floor, General Hospital
October 22.........................1:00 p.m.-3:00 p.m.  2135 MERF
October 27.........................1:00 p.m. to 4:00 p.m.  2390 University Capitol Center (UCC), Executive Board Room
November 5.......................7:30 a.m.-4:00 p.m.  UI Health Fair, Field House Main Deck
November 6.......................3:30 p.m.-5:00 p.m.  302 University Services Building
November 11......................9:00 a.m.-12:00 p.m.  South Galleria, First Floor, PBB

As always, clear an absence necessary to get your flu shot with your supervisor in advance. For more information, visit www.uihealthcare.org/flu/

Working at Iowa - Survey 2014: October 14 - October 28, 2014

It's Quick - It's Confidential - It Matters

The Working at Iowa Survey is a confidential 20 question survey to assess the engagement of staff and faculty with their work at the university. Faculty and staff participation is important because Working at Iowa survey results are used to help the university, and our faculty and staff be more productive and effective in achieving our strategic goals and initiatives related to:

- student success
- discoveries in research
- service excellence

Results are used to build on what we are doing well, and to guide improvements in how employees experience the university.

Access to the Survey:
The survey will be open October 14 - October 28, 2014. Access to the survey will be through an email invitation with a subject line of "Working at Iowa - Survey 2014". That email will contain a unique link for the faculty or staff member to enter the survey and submit their responses. The unique link in this email is the only way for individuals to access the survey; only one response will be accepted for each email recipient. Subsequent reminders will be sent during the survey period to those who have not responded. Computers and time during work to complete the survey will be provided for those employees who do not have day-to-day access to a P.C.

My Health and Wellness

My Health and Wellness is your home for liveWELL in Employee Self Service. My Health and Wellness is loaded with wellness resources and gives you the opportunity to earn liveWELL points for the healthy behaviors you are already engaging in.

My Health and Wellness has links to:

- Personal Health Assessment
- Personal Wellness Modules
- Health Coach Service
- liveWELL Points and Wellness Store
- and additional resources like free MyYogaOnline videos, a series of 6 videos ranging from 3-15 minutes to practice at your desk or at home.

My Health and Wellness is available to all University faculty and staff with the exception of student-only employees. The Personal Health Assessment, Personal Wellness Modules, and Health Coach Service are only available to faculty and staff in 50% or greater, regular positions.
Herky Cares
The University Housing & Dining Green Team is looking forward to working with Herky CARES on several sustainability initiatives this school year. Among the initiatives are:

* Energy Bowl in November (a competition to reduce energy usage in the residence halls)
* An audit of waste in one of the residence halls next spring
* “Green Room” certification to recognize students who are living more sustainably in the residence halls
* New recycling signage. We are also looking for more ways to increase student participation in recycling.

New Green Team Members
We welcome several new members to the Green Team this year. Members of the Green Team now include Greg Dirks and Greg Thompson, co-chairs, Jeff Aaberg, Amanda (Cavazos) Bittorf, Carson Dinger, Jay Parsons, Doug Litwiller, Erin McFerrin and Molly Whaley. We always encourage participation from all UH&D staff. If you have a sustainability idea, initiative or tip, please tell a Green Team member.

Our Rates Are Growing
The UI recycling rate for FY2014 (July 2013 through June 2014) was 38.2%. This is a twelve percent increase in waste diversion since we began single stream recycling in 2011. Although we still have considerable ground to cover to hit the UI goal of 60% diversion by 2020, we are moving in the right direction. University Housing & Dining led the campus with a 39% diversion rate! Great job everyone!

2014 marks the 100th anniversary of Currier Residence Hall (1914-2014). To kick off the celebration, several students recently dressed in costumes from the decades and marched in the annual Homecoming Parade. Jeff Aaberg (Director, Facilities & Operations) drove his 1969 Mustang among the students.

Also watching the parade in the VIP area were family members of the late Amos and Celia Currier, whom the residence hall is named after. Currier great grandchildren in attendance at the parade were Kathy Shives and her husband Greg, Celia McHenry and her husband George, and Richard Hamilton and his wife Brenda. One great, great nephew, “Rip” Russell and his wife Janis, were also in attendance.

The Currier Centennial Celebration will take place from November 9-November 13, 2014, with events every day in the Currier Multi-Purpose Room. A variety of events have been planned to honor this special birthday. Public and students are invited to participate in any or all of the events. All are free of charge.

Sunday, November 9, 4:00 p.m.
Ice Cream Social

Monday, November 10, 7:00 p.m.
Fireside Chat

Tuesday, November 11, 8:00 p.m.
Bingo Night

Wednesday, November 12, 8:00 p.m.
Sock Hop

Thursday, November 13, 8:00 p.m.
Currier Centennial Celebration

Visit www.housing.uiowa.edu/currier for more information.
CHANGE TEAM

University Housing & Dining is committed to providing a socially just community that encompasses diverse identities, ideas, experiences, and interests that infuse equity and inclusion into daily practice at all levels of the organization. This is the purpose of the Change Team.

Since its Inception in January 2012, here are the things your UH&D team has accomplished:

- Completed a survey to all staff and have reviewed the results. It seems one of the biggest issues is equity within and across areas. This survey will be guiding our work and we will re-survey staff this year.
- Edited our statement for accommodations that is required on all advertising to include diversity of thought. We also reviewed all department wide policies looking at language and equity. We have made several adjustments and republished those. We have asked managers to look at all area policies and training and we believe we have made progress in those areas as well. We have updated the UH&D website and reviewed all language in the process.
- Made copies of the University Housing & Dining statement on community and diversity that is now posted on all residence hall floors and hopefully every meeting space/lounge that is used by non-residents for Fall 2014.
- Encouraged management staff to participate in an NCBI workshop. We had over 90% participate. Many staff additionally participated in Safe Zone I training. Additionally all student resident assistants, community assistants and Associated Residence Hall executive board have participated in NCBI or at least one social justice training annually.
- Added equity and inclusion statements on all P&S position descriptions, as well as evaluations. Additionally all management evaluations had to include one goal on learning in an area of diversity.
- Contributed monthly statements to the weekly Housing Hotline that includes information on cultural dates of significance.
- Set up a phone line that staff can call to report issues of exclusion, discrimination, and/or bias. The number is: 319-335-2020.
- All P&S, Merit, and Graduate student staff participated in training in January, 2014. This was a 2 hour training designed to help people take stock of our own differences, what stereotypes we may have and how we can get to know others, realizing our backgrounds may be similar.
- Created an assortment of questions for all search committees to use when interviewing perspective staff.
- Created a list of conferences and on-campus learning experiences for staff to participate in to increase their own learning.

Our future goals include:
- Create a list of skills to achieve to become culturally competent. This will be broken down by positions and/or levels of staff. We will also have ways to gain skills added to the document. The document will be shared with all supervisors.
- Create information for the UH&D website that will include a list of resources (current staff) who can be helpful with various areas. For example a list of Safe Zone educated staff able to help transgender students or staff, etc.
- Review with directors and managers the guidelines for making inclusive decisions.
- Train all supervisors how to have conversations with staff about developing social justice competence. Create a guide to having conversations with staff and suggested topics to speak about.
- Create some 15 minute training sessions supervisors could use to develop staff.
- Create and deliver a Bias Training for all search committee members.
- Create a list of suggested training and development resources for new and current staff to participate in, which would become a part of on-boarding and yearly goals.
- Move all manuals to an on-line location so staff can convert to other languages.
- Begin the Who Are We Campaign.

If you have any questions or suggestions for the Change Team please contact any of the members:

Anthony Bettendorf, Tony Campbell, Amanda [Cavazos] Bittorf, Moni Crissman, Kelli Haught, Erin McFerrin, Carrie Kiser-Wacker, Greg Thompson, Von Stange,
FROM THE SENIOR DIRECTOR  
(CONT'D)

What will be in the new building? No decisions have been made about how many beds will be in the building or what besides student rooms will be included. We believe that a new dining operation is likely to be included. We expect to house over 800 residents in the building, but the room type is yet to be determined. Other public or office spaces have not been determined yet. At our January Town Meeting we hope to have more information about what we intend to include in the new Madison Street residence hall.

With the additions of Michelle Kongable (Associate Director, Human Resources), Amanda (Cavazos) Bittorf (Marketing Specialist), and Virginia Olin (Assistant Director, Contracts & Assignments), I am thrilled to report that most of our administrative positions that were open have now been filled. As of this writing we still have a Marketing Coordinator and Human Resources Coordinator positions open, but we hope to fill them by the end of the calendar year. It is a time of new faces, fresh perspectives, and new ideas. It should be an exciting time in the administrative offices! Stop by and welcome the new staff if you haven’t yet.

I wish I could meet with you all personally and thank you for the great work you continue to do. You will probably just be happy by me telling you that I share my pride of the staff in UH&D with whoever will listen. Your great work has a lasting effect on me and the students who live in the halls. As we get into the last two months of the calendar year, I hope you will get the time to appreciate the change of seasons. Thanks again!

Until next time...  
Von Stange, Ed.D.  
Assistant Vice President for Student Life  
and Senior Director, University Housing & Dining

SAVE THE DATE!!

The UH&D Holiday Gala Will Be Held  
On Monday, January 12, 2015.  
Burge Market Place  
2:00 p.m. to 4:00 p.m.  
Food  
Games  
Prizes  
(see future Housing Hotlines for more information)

PERSONAL NOTES

Congratulations to Sanyalak (Ya) Phutcha, Custodian I in Rienow/Quad. Ya successfully passed her citizenship test on September 16. Her swearing-in ceremony will be on November 7 in Davenport. Way to go, Ya!!