Updates and reminders created forward movement at this month’s Faculty Senate meeting.

President of Faculty Senate Peter Martin addressed the concerns of the new implementation of term faculty policies.

Martin also brought up the issue of tenured faculty that was proposed in the state legislature.

“Tenure is less about job security and more about academic freedom,” Martin said.

Martin then addressed what the tenor bill is and how it could impact the recent universities and their tenured faculty. Martin said to focus on educating others on what tenure really is and why it is important to continuously grow knowledge and research.

Dean of Students Vernon Hurte said that Iowa State will be one of 33 institutions participating in the Association of American Universities (AAU) campus climate survey. Undergraduates will be able to take the survey March 5 through March 30.

The main points of the AAU campus climate survey will include sections on sexual violence, sexual misuse, sexual misconduct, gender-based discrimination and more. Hurte said that more information offers more insight and the feedback they receive from this survey will help Iowa State move forward.

Additionally, the Workday/WorkCyte program is also growing. David Cantor, professor of supply chains and information systems, presented the monthly update of the program and it is still on track to start July 1. There will be three faculty forums beginning in March for faculty to learn more about Workday/WorkCyte. Cantor also told the Senate to make sure their colleges and departments know that the target date for the Okta multi-factor authentication release is March 1. They expect 100 percent of Iowa State employees to be on the system by that time.

Sarah Musser, vice president for research, discussed open access and scholarship for faculty members at Iowa State. Her focus stayed on the research strategic plan for Iowa State, national focus on foreign research paradigms, reducing administrative burden and support for open scholarship. Musser gave updates on all of these subjects and what possible next steps could be introduced.

The Senate also adopted changes to the consistency of the student learning section in the Faculty Handbook.
**POLICE BLOTTER**

2.19.19

An officer investigated a property damage collision on South 16th Street and Christensen Drive (reported at 5:34 p.m.).

An officer investigated a property damage collision at N University Boulevard and Haber Road (reported at 5:34 p.m.).

An officer investigated a property damage collision on 13th Street and Stange Road (reported at 5:34 a.m.).

An officer investigated a property damage collision on South 16th Street and Christensen Drive (reported at 4:24 p.m.).

An individual reported the theft of merchandise at The Sports Authority (reported at 3:08 p.m.).

An officer checked on the welfare of an individual at the Water Tower (reported at 2:23 p.m.).

An officer investigated the welfare of an individual. The person was transported to a medical facility for treatment at Friley Hall (reported at 5:34 a.m.).

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Women engineers seek representation in major

**BY MACY.OTT**
@iowastatedaily.com

Women at Iowa State account for almost half of the student population and, on average, produce higher grade point averages according to the Iowa State Department of Institutional Research.

Despite success in the classroom, some female engineering students feel there is still work to be done for female representation.

There are 39,621 undergraduate students at Iowa State, according to the Iowa State Department of Institutional Research. Of these nearly 30,000 students, 17,075 are men and 12,546 are women.

Female enrollment is almost equal to or greater than male enrollment in most majors; the one exception to this is the engineering college.

In the College of Engineering, there are 6,592 enrolled males and 1,296 enrolled females. For many female engineering students, it’s not abnormal to be the only girl in the room.

"I’ve been in classes where there were one or two girls," said Madison Kriege, a senior in computer engineering. "It can be frustrating, because sometimes I feel more pressure, but I’m also so fortunate to have such great resources on campus that help give me a community."

One of the resources that female engineering students have on campus is Women in Science and Engineering (WISE).

"Traditionally, women gravitate towards careers that they feel they can help people in," said WISE Program Manager Lora Leigh Chrystal. "Unfortunately, engineering isn’t being shown to girls at a young age as a career that has humanitarian fulfillment."

Unawareness about humanitarian fulfillment as a part of engineering isn’t the only reason women might deter from engineering majors.

Imposters syndrome is something that can affect Iowa State students, Chrystal said. Imposter syndrome is "commonly understood as a false and sometimes crippling belief that one’s successes are the product of luck or fraud rather than skill," according to the Merriam-Webster dictionary.

“My first year, I would say I had a bit of imposters syndrome. I used to think I wasn’t good enough," Kriege said. "However, it only made me want to work harder because I knew what I was capable of.”

Chrystal also said a lack of representation is a reason that some women might be turned away from engineering.

In her position at WISE, Chrystal said she is working to change that. The program has implemented programs where members of WISE go to K-12 classrooms to speak with young girls and highlight the engineering program at Iowa State.

Ashley Trevino, a senior in mechanical engineering, said she chose engineering because of the exposure she had to STEM fields her entire life. "It takes such young people and does horrible things to them," Wessel-Kroeshell said.

"I continue to serve because I believe in the people from the very beginning and that it is their job to share God’s gift fairly to all," Ennis said.

"We need to be more connected with that concept," Hurley said. "We believe we need to see the land as the gift of mankind, Ennis said.

“It is their job to share God’s gift fairly to all. It is their job to share God’s gift fairly to all — everyone," Ennis said.

The relationship between food and faith as well as how faith can be the driver to help others and remind them of their duty to the environment was discussed by Jim Ennis, executive director of the Catholic Rural Life non-profit organization in a lecture Tuesday.

Ennis said there are a number of problems with the environment right now, including the soil, water and air pollution. Ennis also said these factors are hindering the process of food production in rural communities and prevent the consumer from accessing clean and healthy food.

Soil is the foundation of food production and is essential to the vibrancy of the farm. Without it, the plants cannot grow to their healthy potential.

Ennis said some Christian farmers do not really see the environment as a problem and that they should treat the land as God’s gift.

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“Not everyone in the faith communities agrees about this. I call it the Big Blind Spot,” Ennis said.

Ennis said the cause of this disconnect between agriculture and faith is that many farmers are treating this land without the thought of passing it on to newer generations, so there is a mistrustment toward the essentials of food production.

“What’s happening is that we have a broken relationship with God that’s affecting not only our relationship with humans, each other, but also with other creatures and with the land,” Ennis said.

Ennis quoted the book of Genesis, saying people need to “cultivate and to care for the earth.”

Ennis connects this idea of conservation and said how farmers must make sure the land is sustainable for future generations.

This is the relationship between food and faith, how the land is God’s gift entrusted to the people from the very beginning and that it is their job to share God’s gift fairly to all mankind, Ennis said.

Christina Campbell, associate professor in the College of Human Sciences, said she believes we need to see the land as the gift that it is and use it to help feed the population.

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Student Government will debate and vote on seven funding bills, seat a senator and review a resolution at their meeting Wednesday.

Senator Wyatt Scheu will introduce a bill to fund student STD testing.

"Many students don’t have health insurance to cover the costs when getting tested through Thrive, and do not want the tests to be visible to their legal guardians," according to the document.

The bill requests $13,500 to fund confidential STD testing for up to 100 students per month for three months.

Speaker Cody Woodruff will introduce a resolution called “Higher Education Legislative Priorities of University Students.” The resolution commends Gov. Kim Reynolds for fulfilling the Regents’ request, including $5 million in additional funding for Iowa State, and urges the legislature to continue supporting all Iowans in their pursuit of education.

The Advertising Club is requesting $300 to pay for transportation to and from Austin, Texas. The Advertising Club focuses on networking with communications professionals and learning about careers in advertising and marketing.

The Central Iowa Student Chapter of the Association for Women in Communications is asking for $500 to assist in decreasing their costs for students attending professional events and networking as well as advertising for their club.

The Descarga Latin Dance Club is requesting $720 to help pay for students’ conference registration, advertising and a salsa DJ, equipment and decorations for the club’s dances.

The Kuwaiti Student Association, a club that aspires to help Kuwaiti students settle in a new environment and meet other Kuwaitis as well as students of all nations, is requesting $972 to assist in paying for advertising, transportation, food and drinks for a Kuwait National Day event Feb. 23.

Director of Health & Wellness Laura Pesquera Colom is requesting $3,571 to fund a Mental Health Awareness Week from March 11 to 14. The funding would cover food, events, lecturer costs and advertising.

The PAS Student Chapter, a national student-led organization that allows students to build and sharpen their skills so that they are ready for the workplace, is asking for $5,370 to offset the costs of registrations for a conference in Iowa and another in Colorado.

Student Government is looking to have an election service online, and the Center for Survey Methods & Methodology will develop the online service. The administrative fees, labor and supplies will cost $4,400.

Student Government will also seat Sen. Zach Maas to the Civic Engagement Committee.

For more information or to contact your senator, visit iowastatedaily.com. The senate meetings are open to the public at 7 p.m. Wednesdays in the Campanile Room of the Memorial Union.
Input necessary to improve Iowa State

Excluding the Iowa State Daily Media Group and the campus climate committee members, the number of attendees at the forum focused on undergraduate solutions Tuesday maxed out at two.

One was an undergraduate student who left midway through and the other was a community member on an internship in the Ames area wanting to know more about Iowa State.

On all sides, this is unacceptable.

The campus climate survey, which was sent to students, faculty and staff in October 2017, lacked turnout — 17 percent compared the encouraged 30 percent.

The results, which were released in May 2018, also didn’t have the opportunity of having the full student base present.

Yet, the results painted a portrait of Iowa State that spoke to not feeling welcome, included or safe in an environment built to further one’s education.

When respondents were asked if they had personally experienced harassment, 19 percent of respondents said yes. Of those respondents, 32 percent said they had five or more instances of harassment within the last year.

And while four committees have since been formed to address these concerns — with recommendations heading to the Office of the President in March — campus involvement regarding the climate survey and its results are not as high as they should be.

There should have been more done to encourage students to participate in the forum. On the flip, students of all backgrounds — not just those who were impacted negatively on campus — should care about bettering the Iowa State experience for all parties.

So, for those of you who missed the forum, here are the recommendations as laid out by the committee to improve the undergraduate experience.

INCREASE TRAINING AND AWARENESS

- Robust, consistent, customizable professional development/training opportunities for staff
- Cy for Civility campaign
- New student orientation
- Faculty training for more inclusive classrooms

SENSE OF BELONGING

- Enhance resources and tools available for navigating campus
- Accessible restrooms and entrances
- Gender-neutral restrooms
- Meditation/mindfulness rooms, and others
- Review and enhance the quantity and quality of images on campus

For those wanting to provide feedback on the committee recommendations, students can reach out to student-taffairs@iastate.edu.

Opinions expressed in columns and letters are those of the author(s) and do not necessarily reflect the opinions of the Daily or organizations with which the author(s) are associated.

Feedback policy: The Daily encourages discussion but does not guarantee its publication. We reserve the right to edit or reject any letter or online feedback. Send your letters to letters@iowastatedaily.com. Letters must include the name(s), phone number(s), majors and/or group affiliation(s) and year in school of the author(s). Phone numbers and addresses will not be published. Online feedback may be used if first name and last name, major and year in school are included in the post. Feedback posted online is eligible for print in the Iowa State Daily.

The CARELESS USE OF BUZZWORDS

Columnist Connor Bahr argues that individuals should stop using buzzwords to label a person who doesn’t agree with them.

Characterization of people leads to demonization

BY CONNOR BAHR
@Iowastatedaily.com

Nazi, racist, bigot, misogynist. These and other buzzwords have become the most common weapons amongst social justice warriors’ arsenal, for good reason. What these words represent is hateful ideologies and practices that need to be purged from the world. However, they also serve another purpose; catch-all words for someone that doesn’t agree with you, used to paint them in a negative way.

To understand what I mean, let us look at some examples.

The most thrown around word is “nazi.” This makes sense, due to the Holocaust and the people who caused it being forward in the minds of people around the world. Only a very, very small amount of people would say that the Nazis were justified in their actions, and so, the Nazis have become the caricature of evil. Calling someone a “nazi” is equating them to one of the greatest evils of all time, and can make for excellent fear-mongering, even if they have no similar ideologies to the Nazis. In my opinion, there are no “nazis” left, because the National Socialist German Workers’ Party doesn’t exist anymore. However, there are still Nazi Parties in various countries around the world. The people that belong to these fringe groups could be considered Nazis, but calling anyone else a nazi is clearly propaganda.

Another commonly used word is bigot, a word simply meaning, “A person who is obstinately or intolerantly devoted to his or her own opinions and prejudices.” This is a commonly used buzzword because it has an extremely negative connotation and needs almost no specific action to grant it legitimacy. One can throw this word at anyone that disagrees with them and it’s technically correct.

Racist, misogynist, sexist and homophobia are grouped together because they are commonly said together. From my experience, it is clear that little evidence is needed against you to be considered one of these. To be completely fair, these are terrible ideologies that should be called out when it is clear they are actually in practice but words like “nazi” and “bigot,” are mostly used for slander and propaganda.

A good example of this labeling is the recent events at the Lincoln Memorial involving Nick Sandmann, a student at Covington Catholic School, and Nathan Phillips, an elder of the Omaha Tribe. A clip was released upon the internet of Sandmann yelling while Phillips played a drum in front of him. While the clip only shows a small portion of the event, the story behind the incident is much more complicated. However, the internet and media were quick to call Sandmann and his classmates racist, despite Sandmann not saying a word, and hardly moving a muscle throughout the entire clip.

The problem with these words is that they are commonly thrown around with almost no evidence. They are used to create propaganda against somebody with different opinions. We as a society need to be more careful of who we label as racist, homophobes, and nazis because these labels can have real-life consequences for those accused, even with no evidence to back it up.
Iowa State Daily Wednesday, February 13, 2019

CYCLONES IN THE NBA

Morris, Burton spark respective teams in wins

BY AARON.MARNER
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Several Iowa State players have found their way into NBA rotations this season.

The most prominent example is former Cyclone guard Monte Morris (2013-17), who is averaging 10.8 points and 3.9 assists per game for the Denver Nuggets, who are currently in second place in the Western Conference with a 36-18 record.

Morris dropped 17 points (7-of-11 shooting) and seven assists Monday as the Nuggets beat Miami, 103-97.

"I saw a guy who should be playing this weekend in Charlotte," Malone said after Denver’s win Monday. "He should [be] playing in the Rising Stars Game. You can’t tell me there are that many players better than Morris." Morris also retook the NBA’s lead in assist-to-turnover ratio, like he did all four years in college. Morris’ 6.31 assist-to-turnover ratio overtook Minnesota’s Tyus Jones.

Several Iowa State players have found their respective teams in wins.

Whether it’s zone, more minutes for Abdel Nader (TCU). TCU scored 92 points in a fast-paced game shooting 56.8 percent from the field, but that didn’t help Iowa State defense, the better offensive teams in the Big 12 — Kansas and 3.9 assists per game for the Denver Nuggets, who are currently in second place in the Western Conference.

Until the Thunder make big nights, too. How can the Cyclones improve from last season, but the Cyclones say they still have plenty of room to grow.

The Cyclones are now 32nd in the nation in adjusted defensive efficiency after going 143rd in 2017-18. At times, Iowa State’s defense has been ranked in the top 25.

But that didn’t help Iowa State Saturday against Texas Christian (TCU). TCU scored 92 points in a fast-paced game shooting 56.8 percent on two-point shot attempts.

A lot of this, said coach Steve Prohm, said was due to Iowa State’s inabil-

ity to stop dribble penetration and its trouble with ball-screens.

"We just have to pay more attention to detail," said redshirt senior guard Nick Weiler-Babb. "We just have to lock in. When we wanna be, I think we’re a really good defensive team.

"I think that’s one thing we need to kind of accept. Defense is gonna take us to the next level."

Iowa State starts four guards and rarely plays two bigs together. While that leaves the Cyclones susceptible to offensive rebounds, the defense against dribble penetration hasn’t been a frequent problem this season.

"Ball-screen defense is one thing," Prohm said. "At the end of the day, on Saturday it was the secondary ball-screen defense that was [the problem]." Players said rotations were slow. Close-outs weren’t quick enough. They didn’t cut off passing lanes consistently. It led to 1.22 points per possession for the Horned Frogs, who are 5-6 in the Big 12 and have the 34th-ranked offense in the nation.

ITIFCU can score 92 points on the Iowa State defense, the better offensive teams in the Big 12 — Kansas and Baylor, for example — could have big nights, too. How can the Cyclones fix that?

"Just putting more focus into it," said freshman guard Talei Honey-Tucker. "It’s taking pride in it. We’re both more of an offensive team but just being able to focus and buy in on defense will help."

One possible solution could be playing freshman forward George Conditt IV. Prohm said Tuesday that while he feels comfortable playing Conditt IV, he’s also content with the current rotation.

Conditt IV has 20 blocks on the season in 146 minutes. Another possible solution is to play zone.

Prohm has said multiple times throughout the season that the team is practicing a zone defense from time to time, but he prefers man-to-man.

"We do it a little bit in practice," said sophomore guard Lindell Wigginton. "We don’t do it too much. If we do have to play a zone, we’ve got some things. We know how to play in a zone."

Up next for Iowa State’s defense is a balanced attack from Kansas State. The Wildcats only scored 58 points against Iowa State in January, but it was enough for a Kansas State win.

The Cyclones will have to defend well in the half-court against the Wildcats. Kansas State’s offense is ranked just 143rd nationally, but due to their slow pace (334th in adjusted tempo) the Wildcats have been able to keep scores down, playing to the strength of their defense.

Whether it’s zone, more minutes for Conditt IV or just better focus, Iowa State will need a cleaner defensive performance moving forward if it wants to compete at the top of the Big 12.
Black women face additional struggles with hair in and out of workplace

BY PEYTON SPAUNBAUER
dlowastatedaily.com

Once a month, Danielle Moss gets in her car and makes the 37.5 mile drive down I-35 to Des Moines, seeking something hair-related. Sometimes it’s for small things such as a new bottle of her favorite hair oil, or for a bigger pursuit like getting her hair professionally done. Driving the hour and a half round trip for hair care may seem like a hassle to some, but to Moss, it’s a necessity.

As a woman of color, she feels she has very few options that suit her needs here in Ames. A quick flip through beauty or fashion magazines will reaffirm the suggestion that overall the beauty industry largely ignores their consumers of color.

Walmart, Target and Sally’s Beauty are popular retail stores in Ames that offer wide selections of black hair care products. However, taking a closer look down these aisles shows there are brightly colored bottles of shampoo and a limited section of black hair care, which, labeled “ethnic hair,” almost segregates the hair products.

Moss, a Waterloo, Iowa native, said that coming to Ames was a “culture shock” after graduating from a high school where, she said, over half the students were of color. This meant leaving even the simplest of niceties — such as her favorite and reliable hair stylist behind when she came to school.

When the first moved to Ames for college, Moss tested out a few local hair salons, all of which failed to meet even her lowest expectations. “White people just don’t know what to do with black hair,” she said, frustrated. “I don’t know why that isn’t something people learn to handle when getting certified to do hair.”

Black hair differs in many ways from other hair types. Texture, thickness, moisture retention and curliness are all factors that influence the uniqueness and diversity of black hair.

Moss said depending on hair type, some styling options — including natural and protective styles and faux options like weaves and wigs — are more preferable than others.

Despite the many styles hair is worn in, black hair has always been political. Jazzmine Brooks, program coordinator in student wellness and director of Green Dot, is a woman of color who chooses to wear her hair naturally in locks. Brooks said she knows that she can be turned down and is legally discriminated against when applying for jobs, simply because of the way she wears her hair.

For the past five to six years, Brooks has sported her natural hairstyle, which is also known as dreadlocks or dreads, depending on whom you ask within the community. Due to the historical racism and misunderstood misconception surrounding the hair-style, Brooks said she prefers to call the style "locks.”

Spencer said her upkeep requires adding oils, fragrances and moisture routinely to her hair to maintain its health. While Brooks’ natural look has tremendously cut down on time and money spent on hair care, she has faced many of the negative stereotypes regarding people with locked hair.

“People seem to think it’s smelly or dirty,” Brooks said of the inaccurate perceptions which harm the culture and identity of her community.

Although she wears her hair naturally, Brooks is against the misconception that people of color don’t appreciate their culture when choosing hairstyles that cater to Western beauty standards, such as wigs and weaves. Instead, Brooks said she believes hair is dependent on one’s personal style.

Similarly,OLUMABOLABA Fagbule, senior in pre-architecture and an international student from Nigeria, says her hairstyle is a way of expressing herself, noting that her preferences for wearing her hair haven’t changed since coming to the United States for school.

“My culture is a big part of my hair that also impacts what I choose to do with it,” Fagbule said.

Fagbule said she embraced herself for her decision to go from long braids with bright colors weared in to a dark, navy wig, and then... she knows that she can be turned down and is legally discriminated against when applying for jobs, simply because of the way she wears her hair.

Student magazine breaks past boundaries

BY PEYTON SPAUNBAUER
dlowastatedaily.com

Once a men’s fashion magazine, SIR now features art, culture and a message, taking readers on an immersive and thought-provoking experience in each of its editions. SIR aims to capture and represent perspectives that aren’t commonly found in the broader main-stream media.

The magazine has evolved from what Brandon Spencer, junior in apparel merchandising, called “more of a white frat guy magazine” to become one of the most diverse and inclusive publications on campus. Slowly, its pages have been filled with the words and images of people who may not be heard or seen as predominantly in other sectors of campus media.

Within the publication, people of all colors and different sexual orientations, women in hijabs, men in makeup and articles tackling issues from toxic masculinity to modern racism are just some of the elements SIR has included in past editions.

Spencer, who has been editor-in-chief of the magazine since spring 2018, credits former editor-in-chief and Iowa State alumn, Trie Moore, for SIR’s shift in messaging. “Trie [Moore] really opened the door to show more diversity,” Spencer said.

Spencer said because of Moore’s groundwork, he feels he has the ability to push more boundaries. Issue 12 marked Spencer’s first SIR release as editor-in-chief and featured the tagline: “The future is upon us.”

The issue was divided into three sections — “We Lived, We Struggled and We Arrived” — the magazine tells the story of victories in diversity, the fight for equality and the work that lies ahead.

Within the issue, one of the featured images still resides in mind of makers: Two women of color wearing hijabs with an American flag waving in the wind behind them.

“The photo captures attention with the contrast of the women’s black skin against their brightly colored scarfs and gold makeup shining in the light. “We deserve a future where black hijabi girls can see themselves in the American flag,” Spencer said, providing insight for the photograph he took.

Maintaining a story into the next issue, SIR presented readers with more of a thought provoking piece. “A mind is a terrible thing to waste,” the edition’s theme, is printed on the cover under a photograph of a woman of color, upside down. Down to sassy gritty details like the grainy finish of the...
“People are always confused; some that I’ve met before always ask if they know me ‘cause of my new hair,” Fagbule said. “It’s gotten to the point that I don’t care about the comments. They used to be so annoying.”

At times when Brooks has switched up her look, she’s also faced questions regarding her appearance.

“As a woman, my hair changes often. The comments like, ‘How did your hair grow so fast?’ are so frustrating,” Brooks said. “I feel like I have to be nice and respond, and if I don’t, I get a lot of anger [in response].”

Brooks said, “I have the right not to want to talk about it and you don’t have the right to touch me.”

While these actions are referred to as microaggressions, or unintended forms of racism, many see their curiosity coming from a place of curiosity.

“As a white man, no one asks ‘Can I touch your hair?’ so why would you ask me?” Moss said.

For many people, hair is a part of their identity, a creative expression of who they are.

“For the black community, that identity is especially important. Hair can be used as a means to proudly proclaim one’s culture or to make a bold statement.”

“Diversity is who you have, but inclusion is what you’re doing,” Kwaw-Mensah said. “Diversity is who you have, but inclusion is what you’re doing.”

The magazine’s issue 14 is currently in the works and is set to continue its message of thoughtfully-crafted pages, providing contribution to SIR.

“Diversity is who you have, but inclusion is what you’re doing,” Kwaw-Mensah said. “Diversity is who you have, but inclusion is what you’re doing.”

SIR is staff are the masterminds of the entire issue. SIR is able to best emulate the diversity within groups and receive feedback on the models selected to paper the magazine is printed on, to the models selected to represent their message, the SIR staff are the masterminds of the entire issue.

“A lot of the time the narrative is spun to tell one story — my story doesn’t have one ending,” Lynette Kwaw-Mensah, director of casting, said about her concept.

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Kwaw-Mensah said she welcomes the students of SIR Magazine to make a bold statement. “Diversity is who you have, but inclusion is what you’re doing,” Kwaw-Mensah said. “Diversity is who you have, but inclusion is what you’re doing.”

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