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‘WE NEED TO ADDRESS THESE INEQUALITIES’

Gender wage gap at Iowa State

BY CAITLIN YAMADA AND K. RAMBO
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The 15 highest-paid employees at Iowa State in 2017 were men, seven of which were involved with Iowa State Athletics as coaches or directors.

Twelve of the 15 highest-paid professors were men, according to the state salary book.

Out of the 25 highest-paid lecturers, nine were women, the top 10 are men.

Lorraine Acker, director of the Margaret Sluss Women’s Center, said this is simply unacceptable and something needs to be done.

“Unless leadership says we need to address these inequalities it’s going to continue to just be a conversation, so how do we inspire students to take up this issue as critical?” Acker said.

There was a statistical difference in pay between male and female employees.

Lecturers

The highest paid female lecturer at Iowa State in 2017 was Julie Rursch, in the electrical and computer engineering department, who made $87,401.16. The highest paid male lecturer was Jeremy Sheaffer, in the computer science department, who was paid $124,361.69. That is a difference of $36,960.53, which translates to 29.72 percent.

Rursch has worked as a lecturer at Iowa State since 2012. Sheaffer has been a lecturer at Iowa State since 2015.

There were two male lecturers who made more than any female lecturer with senior lecturer status.

Distinguished Professors

The highest paid male distinguished professor was Patrick S. Schnable, in the agronomy department, who made $371,369. The highest paid female distinguished professor, Catherine L. Kling, of the College of Agriculture and Life Sciences, who was the highest paid female employee at Iowa State in 2017, made $343,031.97.

There are 46 distinguished professors at Iowa State. Six of them are women, the rest are men, meaning nearly 87 percent of distinguished professors are men.

The average income of a female distinguished professor is $229,952.12 and $209,382.53 for men.

If you remove the two highest-paid female distinguished professors, who place in the top seven of wages for distinguished professors, the average falls to $192,232.58. The wage disparity in this case would be $17,192.95, or an 8 percent difference.

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John Paschen is a Democrat running for Congress because he has a "Paschen" for Iowa.

His main priority is affordable health care, but beyond that, he said he is prioritizing action in Washington.

"[My main goal is] affordable health care yes, but also just getting Washington to do their job," Paschen said.

Paschen grew up in the Chicago area, but his family moved to Camanche, Iowa when he was in high school. His family owned a small acreage and he said that was when he learned his first lesson in land stewardship.

"I was interacting with farmers all around my parents house, we had livestock, I joined 4-H, and that's where I really felt I got my first lesson in land stewardship," said Paschen.

From there he earned his bachelor's degree at Iowa State, attended medical school at the University of Iowa and began his career as a pediatrician.

Paschen does not refer to himself as a politician, and said he has never been a "politics junkie." He believes, however, that he knows what is and isn't going to work, especially when it comes to affordable health care.

"I'm not interested in politics. I've always supported politics, and I've been a lifelong Democrat, but I'm just interested in getting something done," Paschen said. "I'm interested in helping, helping my patients. I'm interested in trying to help establish some kind of working order in Washington D.C."

Paschen said his wife, Cynthia, is the one who is really interested in politics. She ran for public office in 2014, before being ultimately defeated by incumbent Herman C. Quirmbach in the Democratic primary.

Paschen said he ran because of his frustration with the work—"or lack thereof"—in Washington D.C.

"I got into doing this because I was frustrated watching everything that's happening in Washington, of course I was upset with the 2016 election like many of us were," Paschen said. "But the thing that pushed me over the edge was when Steve King was on CNN and said we should cut the food stamp program."

Paschen said he believes it could financially benefit Iowa.

Paschen also spoke critically about Republican officials using CHIP as leverage for the wall.

"[Steve King] was talking about taking food out of poor babies mouths for a wall," Paschen said. "When I heard that, I just could't sit back."

Paschen also spoke critically about Republican officials using the Children's Health Insurance Program, or CHIP, as leverage for the wall.

"They've given temporary funding to [CHIP], but nothing permanent. CHIP has always been bipartisan. Up to this point, everyone has always passed CHIP," Paschen said. "Now all of a sudden this year, it's being held up. They're saying we'll pass CHIP if you do the wall. At what point is our children's health negotiable?"

He is also against the Republican tax reform plan, stating it is poorly written and the only "accomplishment" of the Republican Party while having a majority of the house, senate and inhabiting the White House.

"The tax reform was hastily written, it took away a lot of people's individual abilities to deduct, cut the corporate tax rates," Paschen said. "I feel it was purely a tax cut for the 1 percent."

Many of Paschen's political views stem from his experience in the medical field, including his views on marijuana legalization and abortion.

Paschen is against the legalization of recreational marijuana, as the brain is not fully developed until 25 years of age, and marijuana can slow brain development.

"I'm not in favor of recreational marijuana use. I know too much what it can do to the human body. More and more studies have come out about how it affects the developing brain and the brain fully develops at 25 years of age," Paschen said. "So even if you legalize marijuana at 21, the brain is still developing."

Paschen said, however, the punishment for possession is too high, saying too many African American young men are in prison for having an ounce too much of marijuana.

He also would like to see the classification of marijuana brought down from a Schedule I in the DEA Drug Scheduling system—meaning it has the highest level of potential to create psychological and physiological dependence of all schedule classifications.

Paschen said if marijuana is brought down to a Schedule II drug, then it can be researched more—"as it is very difficult to research the effects of Schedule I drugs—and also can be prescribed by a doctor.

He also like to make hemp farming legal in Iowa. Paschen said he believes it could financially benefit Iowa.

"What else is a travesty is that farmers can't grow hemp. It's a plant that's in the same species but has no ability to make you high," Paschen said. "We used to grow it in Iowa all the time. You'd see it in the ditches sometimes in called ditch weed—but it's a cash crop and this is the climate to grow it in."

When it comes to abortion, Paschen's view is based on his life experiences.

In 1995 he was volunteering in Mississippi and during that time he met a doctor nun, Sister Dr. Mary Francis. He asked her how she felt about birth control and he said she passes it out like water because Clarkvile, Mississippi—the city they were in at the time—had the highest teen pregnancy rate in the country and syphilis rate.

"Their practicality in a crisis kind of forges my view on abortion," Paschen said. "Abortion is a failure of society on several different levels. But until our society evolves to the point where it is not needed, it has to be available and it has to be safe."

Paschen said he supports organizations that do everything in their power to make abortion unnecessary—such as Planned Parenthood.

He stated in states where these programs were made unavailable, abortion rates went up.

You have to have the availability of birth control and that's one of the things the Affordable Care Act did," Paschen said.

John Paschen will be running against Paul Dahl, Leann Jacobsen and JD Scholten for the Democratic primary election.

The primary election will take place this June.
Acker reflects on time at Iowa State

By Jill OBrien @iowastatedaily.com

Lorraine Acker has been the director of the Margaret Sloss Women’s Center since May 1, 2015. Throughout her time at Iowa State, she has enjoyed working with students and has left a lasting impact on the Women’s Center.

Acker received her doctorate in higher education from Iowa State in 2017. Prior to this, she earned a Bachelor of Science in African and African American studies from The College at Brockport, State University of New York. She also earned a Master of Science in college student personnel at Western Illinois University.

When Acker started as the director of the Women’s Center, there were a few things she wanted to change. First, she wanted to bring more traffic into the Sloss House. “During my first year, a lot of people would say ‘oh I haven’t been here in a really long time’ or ‘I didn’t know this was here,’” Acker said.

Acker wanted to change this and one way was to bring in more faculty and student groups. “We now have standing groups that come in, such as the Multicultural Liaison Officers. We’ve also had some learning communities come in,” Acker said. Along with this, they started putting on and hosting events like Feminist Fridays.

Acker also wanted to bring in student workers to interact with the students who entered the building since all of the offices are on the second floor. “Now as people come into the house there’s a staff presence there and students can immediately get their needs meet,” Acker said. “It shows that we’re here and if you need help we can provide it for you.”

She said the uniqueness of the Sloss house and the location are her favorite aspects of it. “I thoroughly enjoy the hominess of the house, and my outlook at the campus,” Acker said. “I don’t have to go very far to see what’s going on.”

On a broader Iowa State scale, Acker enjoyed working with the faculty and taking part in the activities here on campus.

“I developed some lifelong friends, and the time that I had to work with made my experience meaningful,” Acker said. “It’s hard to explain, I’ve met some really awesome people.”

Late night at the Memorial Union, the Workspace and Cyclone Cinema are some of the activities at Iowa State that Acker has participated in.

“If I’m thinking about taking my son to campus, the Workspace is one of those things that come up,” Acker said. Acker hopes the work she’s done for the Women’s Center and with students has made an impact.

“My position has allowed me to inter-

Ames residents still have access to contraceptives

By Caitlin Yamada @iowastatedaily.com

With federal funding for family planning being revoked in the last legislative session, Iowa has been described as a “contraceptive desert,” according to the Des Moines Register in a Jan. 10 editorial.

According to the editorial, federal funding for family planning was revoked in the last Iowa legislative cycle, four Planned Parenthood locations-three in eastern Iowa, one in western Iowa-closed their doors, limiting access to contraceptives and healthcare for the 15,000 patients they collectively served.

The editorial also stated “lawmakers directed the Iowa Department of Human Services to create a new program with state dollars that bars participation by any health provider that also happens to offer abortions.”

Family clinics in neighboring towns like Grinnell and Marshalltown have closed due to payment problems with private insurers, according to the editorial.

While neither provider provided abortions, it did provide contraception and healthcare to over 2,000 patients.

Despite contraceptive and women’s health services becoming limited in certain parts of the state, students in Ames still have options when it comes to obtaining contraceptives and continuing to use them.

“We haven’t noticed any changes in funding for contraception,” said Brittni Reifschneider, ARNP, a women’s healthcare provider at the Thielten Student Health Center.

“Due to the Affordable Care Act, all insurance is supposed to pay for contraceptives.”

Despite the Affordable Care Act’s mandate about birth control, the Trump administration has narrowed that mandate, allowing religious employers, like churches, to be exempt from covering contraceptives, according to healthcare.gov.

Employees who use contraceptives and work for an “exempt” employer may have to pay for contraceptives out of pocket.

Reifschneider noted the health center provides all methods of contraception, from the typical birth control pill or patch to more permanent methods like an intrauterine device, or IUD, or the Nexplanon insert that goes into a patient’s arm.

“Even if a patient doesn’t have insurance, the health center has a sliding fee scale or offers lower payments,” Reifschneider said when asked about options for students who do not have insurance or who cannot afford contraceptives.

While Ames’ Planned Parenthood clinic remains open, and the health center continues to provide options for students to obtain contraceptives, a funding cut has not directly affected the Ames community.

“It’s not something we like to see,” Reifschneider said about a potential funding cut. In the context of Iowa State and its students, Ames residents will be able to continue to have access to contraceptives in their community. If that were to change, Reifschneider said “hopefully there would be other sources or an alternative kind of plan for patients to get those services.”

Pathfinders
Young Adult Ministry

Sunday School: A time of Bible study, fellowship, & refreshments Sunday @ 10am
Sunday Supper: Enjoy free home cooked meals after the 6pm service (Fall & Spring)
Events: Fun activities that create friendships and many great memories

Contact: Shane Rader - Young Adult Pastor shane.rader@att.net or (800)781-5836
Students look over the selection of posters offered at the Memorial Union Poster Sale on Jan. 24. The sale runs until Jan. 26 and boasts every size, shape and style of poster.

**POLICE BLOTTER**

1.22.18

An individual reported the theft of books.

Officers assisted another agency with a criminal investigation at (reported at 1:02 p.m.).

An individual reported the theft of a bicycle at 24 Frederiksen Court (reported at 4:44 p.m.).

An individual reported damage to a gate arm at Memorial Union Parking Ramp (reported at 7:35 p.m.).

An individual reported damage to a gate arm at Memorial Union Parking Ramp (reported at 8:14 p.m.).

An officer initiated a drug related investigation at Birch Hall (reported at 8:14 p.m.).

An individual reported damage to a gate arm at Memorial Union Parking Ramp (initially reported at 2:14 p.m. pm on 01-12-18).

An officer investigated a property damage collision at Me Armory Building (reported at 8:29 a.m.).

An individual reported the theft of computer equipment at Memorial Union Parking Ramp (initially reported at 12:32 a.m. pm on 01-12-18).

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1.23.18

Isaak K John, age 26, of 4605 Hutchison St - Ames, IA, was arrested and charged with operating while intoxicated and driving under suspension at Sheldon Ave and Sheldon Ave Ext (reported at 12:20 a.m.).

An officer investigated a property damage collision at Haber Rd and Hawthorn Court Dr (reported at 12:32 a.m.)

An officer investigated a property damage collision at Memorial Union Parking Ramp (initially reported at 2:14 p.m. pm on 01-12-18).

An individual reported the theft of computer equipment at Armory Building (reported at 8:29 a.m.).

**SUDOKU**

BY THE MEPHAM GROUP

Complete the grid so each row, column and 3-by-3 box (in bold borders) contains every digit, 1 to 9. For strategies on how to solve Sudoku, visit www.sudoku.org.uk

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**CORRECTIONS**

The Iowa State Daily welcomes comments and suggestions or complaints about errors that warrant correction. To submit a correction, please contact our editor at 515-234-6688 or via email at editor@iowastatedaily.com.

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**IOWA STATE DAILY**

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Companies use Quizlet to help millennials hires

BY DAVIS.PATTON
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In an effort to help their new millennial employees succeed, numerous corporations including Google and Amazon have announced they are going to be listing their standard operating procedures on Quizlet.

These companies first noticed something was wrong when, just after their first day on the job, their newly-hired millennials already forgot everything.

Mia Jorgensen, who has trained new hires at Microsoft for nearly 13 years said, “It was like they weren’t even listening. I’m starting to think that they weren't actually taking notes on their computer.”

One in 3 college students use Quizlet, an online study tool that helps students keep track of key terms and class material. The amount of content created by individual students is then available to be accessed by the entirety of the internet for free.

Studies of recent college graduates have shown they have little to no experience with genuinely retaining information. Instead, they are more successful when the information they need is easily reachable on Quizlet by copying and pasting the instructions word-for-word into a Google search.

Because there is no cost and Quizlet is easily accessible, criticsm originally rose about Quizlet potentially being a platform students use to cheat. Many thought it likely students would simply post text and quiz answers word-for-word on the site for future students.

At least one professor had a situation where a student uploaded over 250 test questions to Quizlet for other students to access. Regarding these problems, Quizlet has a statement on academic integrity, which includes a self-regulating honor code which says, “It's simple: don't cheat.”

Wyatt Jenson, father of a Brown University student said, “It is great to see platforms like Quizlet that truly value the worth of our children’s education. I know our kids will resist the temptation to cheat even though they’ll save time, get a 100 percent and likely never get caught in a million years. That’s the power a nice honor code has.”

At the time of this report, rumors have circulated that Am- azon, Google and Microsoft have agreed to abide by a similar honor code, pinkie-promising not to look at other companies’ trade secrets and operating procedures now that they are posted freely online.

Jorgensen said, “We are truly excited for the future with these new graduates. They bring so much fresh, updated knowledge to the company, including many very fast keyboard shortcuts for copying and pasting effectively. Their highly expensive college education has truly put them a step above the rest!”

How to handle international travel screenings

After 9/11, security screenings have increased at all U.S. entry points along with the birth of the Transportation Security Administration (TSA), which aims to fortify security, standardize procedures and smooth air travel.

However, the program did not add extra screenings on domestic traveling, but subjected international travelers to some additional inspections by the Customs and Border Protection (CBP) officials when entering to the United States at any port of entry.

These exacerbated security checkups, when accompanied with long, exhausting interviews, started resulting in frequent delays for international travelers, espe- cially students to the U.S.

Recently, Iowa State student Omar Elsherbiny, senior in electrical engi- neering, missed his flight to Des Moines when entering to the CBP counter ahead of time. It will force students to the U.S. to jet lag.

First, don’t panic whenever you are called for secondary screening or extra questioning. It happens frequently at the CBP booths.

Second, stay calm and coordinate with the officials. Try to answer their questions clearly and say sorry if you don’t know the answer to their questions.

Third, keep all your important documents with you and try to make it to the CBP counter ahead of time. It will decrease your chance of missing the next flight in case there is additional interrogation.

Finally, there is no doubt the aggrava- ted screenings and extensive interviews at the port of entries are painstaking and traumatic, but remember, CBP is doing this to strengthen the country’s safety and make your further travels safer.

Students should not panic if asked for any additional screening or interrogation. Your coordination with the CBP officials can keep you on time and make your trip easier.
Iowa State freshman Sinjin Briggs wrestles Zeke Moisey of West Virginia on Jan. 21. Briggs is the fourth wrestler to hold the 125-pound role since the beginning of the season.

BY TREVOR HOLBROOK
@Iowastatedaily.com

On Oct. 7, redshirt senior walk-on Kyle Kempt etched his name in Iowa State history, orchestrating a 38-31 win over the then-ranked No. 3 Oklahoma Sooners.

Kempt tossed three touchdowns and 343 passing yards during one of Iowa State football’s biggest upsets in school history.

Not only was Kempt’s dominant performance a surprise, but the fact that the backup played significant snaps at Iowa State also surprised many.

Cyclone fans spent the fall watching Kempt transform into a key piece in Iowa State’s offense, but inside Iowa State Athletics, the long-shot stories didn’t end after Iowa State football capped off the season with its Liberty Bowl win.

As winter began, the seats in Jack Trice Stadium replaced the Cyclone fans with snow, while Hilton Coliseum shuffled from hardwood to wrestling mats.

While the football team swapped bodies around at the quarterback spot, it was the 125-pound spot that cycled through a handful of athletes for the wrestling team.

“At Virginia Tech [I]’m sure we went through some bumps, and we had a few bodies in there that were kind of just bodies,” said Iowa State wrestling coach Kevin Dresser.

Jonathan Marmolejo and Daniel Vega

At the start of the wrestling season, redshirt freshman Daniel Vega and redshirt junior Jonathan Marmolejo anchored the 125-pound spot.

When November rolled around, news broke that Vega was leaving Iowa State’s program.

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Jakob Allison

Allison’s first taste of wrestling in Hilton Coliseum came on Nov. 4 at the Harold Nichols Cyclone Open.

The Waukee, Iowa native wrestled unattached for the Cyclones, finishing in third place of the freshman/sophomore division.

“Allison definitely has work to do,” said associate head coach Mike Zadick after the Harold Nichols Cyclone Open. “[He] probably didn’t have the results he wanted this weekend, but he did a good job going out there and kind of throwing it out there.”

Eight days after the Harold Nichols Cyclone Open, Allison received an opportunity in a dual. Allison lost to Drexel’s Tanner Shoap in a 5-0 decision, but the walk-on held his own.

At the next dual, Marmolejo cracked the lineup, but the 125-pounder lost in a 10-1 decision. In Iowa State’s final dual before an extended winter break, Allison received an opportunity in a dual. Allison exploded. The sophomore picked up a pin in 3:48. Allison’s three extra points off the pin ended up as the Cyclones’ only bonus points in the dual.

Iowa State entered its break, but Marmolejo didn’t return to the team. Iowa State’s 125-pound depth shrunk to only Allison.

The lack of depth provided a less than ideal situation, but with Allison emerging as a solid wrestler, the Cyclones leaned on the walk-on.

All of a sudden, Allison went from a club wrestler his freshman year, to a walk-on practice body, to a starter on a Big 12 team the next year.

Allison’s stint in the dual lineup was short-lived. On Jan. 5, Iowa State faced another setback at 125. Wrestling Northern Colorado’s Sean Cannon, Allison suffered a broken hand in the match.

Two days later, Oregon State rolled into town, but the Cyclones entered the dual with no 125-pounders.

The depletion of 125-pound wrestlers hurts a team more than other weights because there isn’t a wrestler in a lower weight class than 125 who can be bumped up; as a result, Iowa State sacrificed a forfeit at 125, along with six team points.

Sinjin Briggs

On the Saturday sandwiched between the North Carolina and Oregon State duals, Sinjin Briggs — a walk-on freshman 125-pounder — competed at the Pat Falsu Flanagan Open.

“I think we get a kid [who] wasn’t a blue-chip guy,” Dresser said about Briggs. “He’s come in and he’s working hard and he’s excited to be an Iowa State Cyclone.”

The Gilbert, Iowa, native joined the Cyclone wrestling team three to four weeks prior to Allison’s injury. Iowa State’s second walk-on took the reigns at 125.

What prompted Briggs to join the team? The freshman went through his first semester of college with wrestling withdrawals.

“A month before break or so, wrestling season rolled around, [and] it’s something I’ve always had,” Briggs said. “Not having it in my life was weird, so I thought about transferring a little bit.”

After Briggs heard that Vega planned on transferring, the freshman sent an email to Dresser. Then, Briggs talked to Zadick and accepted a chance to walk on at Iowa State.

 Briggs practiced with Allison, until Allison shattered his hand. After Allison’s injury, Briggs faced another change and wrestled with freshman Tanner Lundgren.

As Briggs eased his way onto the team, a pair of young leaders in Iowa State’s wrestling room, Karen Storr and Jarrett Degen, assisted Briggs with the transition.

“Stor, [Tanner] Lundgren and I hang out a lot together,” Degen said. “Right when [Brigg] started to join the team, we invited him to eat dinner with us, and he’s one of our good buddies now.”

The walk-on received his first opportunity to compete for the Cyclones at the Virginia Duals. Iowa State wrestled against four schools in two days; Briggs and the other school’s 125-pounder kicked off all five duals.

Briggs lost via technical fall in the first three matches. On the second day, the 125-pounder picked up a win in overtime and lost in a 15-3 major decision to close out his weekend.

Generally, a 1-4 weekend isn’t looked at as a positive, but for Briggs it’s something to build on. Instead of forfeiting the 125-pound spot and starting in a 6-0 hole, Briggs saved a point or two on each dual.

On Sunday, Briggs managed to avoid a pin in his Big 12 debut against All-American Zeke Moisey, losing 18-2.

It’s impossible to know what the future holds for Briggs in an Iowa State singlet. Who knows, maybe the long-shot grappler will catch an opponent sleeping and pull off a Kyle Kempt-esque upset.

Iowa State Daily Thursday, January 25, 2018

The 125-pound weight class: Iowa State’s nightmare
According to a 2015 survey conducted by the American College Health Association, 30 percent of students reported stress and 21 percent reported sleep difficulties negatively impacted their academic performance.

Universities across the country are struggling to find solutions to these problems which arise due to the correlation between academic success and student wellness.

“Students report that of the top impediments to their academic success, all of them are health and wellness related,” said Student Wellness Manager Brian Vanderheyden.

In February 2017, Iowa State’s Student Wellness Center launched a new student wellness program to educate students and provide a means of outreach to university organizations through peer wellness educators.

“It’s pretty low in percentage of students seeking out and getting help,” Vanderheyden said about why the program focuses on preventative measures when helping students. The purpose behind the program is to get students the help they need.

Peer wellness educators are the bridge between students and their resources,” said Alondra Matos, senior in meteorology and peer wellness educator.

The role of peer wellness educators is to help students get connected with any of the health resources that are available on campus and to help students reach their next step of personal wellness.

Graduate assistant Meghann Kuhlman is also part of the team that runs the training program all peer wellness educators are required to complete prior to beginning their job with the Student Wellness Center. The two credit course covers topics like diversity, privilege, mental and physical health.

Peer wellness educators also come from all colleges on campus. The background area of study is irrelevant in the application process, but having certain personality traits is imperative.

“We definitely want somebody who likes making relationships with students, so we want students who like talking to people,” Kuhlman said.

However, Kuhlman explained they are not just looking for extroverted leaders who always want to be in charge; strong communication and empathy are critical components for becoming a peer wellness educator.

Currently, one of their main sources of outreach is the Be Well Hut. The hut circulates around various buildings on campus three times a week, and allows peer wellness educators to interact with students and promote health services.

In addition, small groups of peer wellness educators visit greek chapters and classrooms to further educate students on well-being.

Kuhlman describes this holistic health program as “keeping all dimensions of health in balance to be your best self.”

While the program’s focus is mental and physical wellness, the peer wellness educators are also taught to direct students to the Thielen Student Health Center if they are made aware of a serious issue. Both staff and peer wellness educators find there is an advantage to having students speak to other students.

“Peers listen to their peers more than they listen to their professors or doctors.” said Jade Gibson, peer wellness educator and senior in dietetics.

However, as Vanderheyden explained, helping one individual does not create solutions for all students at Iowa State. It also does not stop students from relapsing into the same health issue if the same impediments, like lack of sleep, insufficient exercise or stress, are still present in the student’s life.

“Think of an oil spill in a lake,” Vanderheyden said. “A duck is stuck in that lake. Take the duck out and clean it. If you throw the duck back in, can it be successful?”
act with some students that I never thought I would,” Acker said. “Getting to know dif-
ferent kinds of students that did know about the School House, they now have a reason to
come in.”

When asked if she wished she could change anything about her time here, she reflected on
when she gained the position as the director of the Margaret Shos Women’s Center.

“I didn’t set out to be the director of the Women’s Center, I really wanted to focus on
getting my doctorate, but I really was under the radar for a few years,” Acker said. “I’m not
sure if it would have made a difference if I was in the roll earlier.”

It is currently undetermined who will be
filling the position.

Acker hopes the interim director will con-
tinue to support the growth of the Women’s
Center.

“I really believe that the direction of the
Women’s Center is heading is positive to get
us on par with what other women’s centers are
doing nationally, so hopefully they can add to that and support the current growth,”
Acker said.

She also stated the interim director needs to
continue connecting with staff on campus,
especially with all of the work being done in
gender equality and social justice work by the
Iowa State staff.

“It will be exciting to see what happens in
the next year and a half,” Acker said.

Acker will move on to be the associate vice
president of Student Affairs at Bennett Col-
lege in North Carolina. Bennett College is a
private, historically black, all-women’s college.

“My goal was to be closer to my family,” she
said. “I was not actively looking but I knew that
I would,” Acker said. “Getting to know dif
ferent kinds of students that did know about
me, but it was time to move further in her
career.

“There’s only so much further you can go, and
there wasn’t really an opportunity to move
up for me at Iowa State and I knew I wanted
to do more and I could do more,” Acker said.

“Iowa State is a great place to be, and I will
continue to recommend this place, especial-
ly for students to get an advanced degree,”
Acker said. “I came here to get my doctorate
and was so blessed to be able to connect with
so many amazing people. I’ve thoroughly
enjoyed my time here and it’s really going to be
bittersweet.”

As her time here is coming to a close, Acker
is looking forward to what the future holds.

“I’m excited about how I’m leaving the
Women’s Center, it’s good to leave it on a high
note,” Acker said.

A farewell event is being held from 4 to
5 p.m. Thursday in the Gallery Room of the
Memorial Union.

Deans/Administration

In November, Wendy Wintersteen became
the first female president at Iowa State in its
160-year history. Before Wintersteen was
promoted, she was the fourth highest-paid
dean and the second highest-paid female dean.

There were 32 deans, associate deans, inter-
im deans and assistant deans. Twenty of them
were men, although five of eight college deans
were women in 2017.

In 2017, more women were deans than men,
but the two highest paid deans were men —
one was an associate dean.

Employment Gap

These disparities are not only in wages,
but also in hiring of lecturers, professors and
administrators. There are 27 female lecturers
and senior lecturers, to 50 males holding the
same positions.

According to the Iowa State Fact Book,
there were 1,966 faculty members at Iowa
State in 2017, and 1,193, or 59.7 percent, were
men. With 39.3 percent of Iowa State faculty
being women in 2017, this is a slight decrease
from the 39.4 percent in 2016 and 39.7 percent
in 2015. The 39.3 percent in 2017 is identical
to the percentage in 2014.

“Fifteen years ago, 32.3 percent of total fac-
ulty were female, to give you some perspective,”
said Annette Hacker, director of News Service
at Iowa State, who responded to inquiries from
the Daily in an email on Wednesday afternoon.

Of the 979 tenured faculty members at
Iowa State, 281 or 28.7 percent were women.
Of the 1,362 total tenure eligible Iowa State
faculty members in 2017, 447, or 32.8 percent
were women.

National Statistics

A wage gap between men and women in the
workforce is also observed at a federal level.

According to the Bureau of Labor Statistics,
women made an average of $770.25 per week
in 2017. This figure is $28 less than men made
per week — in 2008.

In 2017, men made an average of 941.75
per week.

Since 2007, men’s wages have increased by
18.77 percent, lagging slightly behind the wage
growth of women at 21.3 percent.

University Response

Hacker also directed the Daily to the 2016-
2017 Diversity and Inclusion Report from
the Office of the Senior Vice President and
Provost for further information.

Hacker provided comment about efforts at
Iowa State to increase diversity, particularly
by involving women in leadership positions.

“Iowa State University has an ongoing
commitment to diversity in experience and
perspective. We work to attract robust appli-
cant pools through the search process, which
allows us to hire outstanding faculty and staff.

“It is certainly worth noting that Iowa
State has a female president who also recently
appointed two women to interim senior
leadership roles—Pam Elliot Cain as interim
senior vice president for university services
and interim chief financial officer; and Kristen
Constatin as interim vice president and chief
information officer. Iowa State’s interim Vice
President for Human Resources Kristi Dar, is
also female; as is Vice President for Research
Sarah Nusser. We also have female deans in
engineering, human sciences, liberal arts and
sciences, and the library,” the email read.

Hacker also provided comment about ques-
tions regarding the disparity in the total of men
and women employees at Iowa State in 2017.

“I see that 57.2 percent of current [profes-
sional and scientific] employees are female,
and 56.1 percent of merit employees are female,”
the email read.

The number of women merit employees
decreased from 832 in 2013 to 748 in 2017, a 1.5
percent drop in the percentage relative to the
total number. The number of women working
as professional and scientific employees has
increased by 287 in that time, accounting for
2.1 percent.