

## Title IX, harassment training to launch for faculty, staff, students

By Danielle.Ferguson  
@iowastatedaily.com

The Office of Equal Opportunity is leading an operation to educate Iowa State on unlawful harassment, discrimination and sexual misconduct.

For the first time, a universitywide Web-based training program will attempt to inform faculty, staff and students on the university policies, contacts and resources for concerns regarding discrimination and sexual misconduct, which fall under Title IX.

"If [people] know anything about [Title IX], they may know that it may impact athletics and equal treatment of men and women in athletics," said Keith Bystrom, associate counsel with the office of university counsel. "It's broader than that because it deals with equal treatment for any program at a university."

Title IX covers discrimination on the basis of sex, including sexual misconduct. Sexual misconduct is an umbrella term that includes sexual assault and sexual harassment. The training aims to educate people about what Title IX means, what qualifies as sexual misconduct and what rights students have underneath the policy.

The course also covers unlawful harassment, dealing with disabilities, veterans' status, race, ethnicity and gender.

There will be two separate launches of the train-

ings. The first, for faculty and staff, is planned to be given via email link Dec. 3. Their training differs a bit from the one for students in that more information will be regarding how to recognize and report sexual misconduct as well as how to direct students if they report any violations.

The student portion is set to be released at the beginning of spring 2014 and will educate students about their own personal safety, rights under Title IX policies and where to go if they have experienced sexual misconduct.

To work on creating training like this, Robinette Kelley, director of the Office of Equal Opportunity, said the program has been in the works since March 2013. Kelley said that when she came to be director of the Office of Equal Opportunity in February, she noticed that only about a third of faculty and staff had been trained within the last three years, which was one reason behind the idea of universitywide training.

The training is interactive, with real life scenarios, case studies and advice. It is expected to take approximately 40 minutes. A stop-start feature is included.

"It's taken some time. It's taken some revisions," Kelley said. "We need to go beyond just training. We need to do prevention and training and educate the campus about [sexual misconduct] cases. If we

**TITLE IX p11 >>**

## Preschoolers PLAY to LEARN

### ISU faculty research integrating exercise into daily activities at children's schools

By Natalie.Whitis  
@iowastatedaily.com

Three ISU faculty members are working to help preschool teachers keep children actively learning.

Spyridoula Vazou, assistant professor of kinesiology, is the principle investigator in the research project. She is joined by Elizabeth Stegemoller, assistant professor of kinesiology, and Jacqueline Krogh, senior lecturer of human development and family studies.

Their goal is to find ways to integrate physical movement into the activities that preschoolers might do during the school day.

"Our goal is not just how active the kids are," Vazou said. "That's an outcome, of course, we want the kids to be active. But our primary focus is on learning. How can we help the kids be better students, better learners and prepare them for the academics of school?"



Ellen Williams/Iowa State Daily  
Along with other preschoolers, Daniel enjoyed playing with the parachute as the kids exercised in the 202 gym at Forker Hall for 30 minutes on Thursday.

Being physically active is an important part, but I believe we hit two birds with one stone."

The group believes that with more expectations being placed on preschools, physical activity is being placed on the back burner.

"We see with the higher requirements for achievement, school personnel are cutting down

on physical education to meet those requirements," Vazou said. "But basically they are pushing students backwards because they require them to sit more. And by sitting more they don't benefit as much from their learning."

Krogh believes that teachers

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Blake Lanser/Iowa State Daily  
Crop researcher, John Schillinger, Ph.D., talks about the subject of genetically modified organisms and food. He also addressed the future of Iowa agriculture during the Food Dialogue: Iowa on Tuesday at the Scheman Building.

## Food panel discusses safety of GMOs

### Parrott, Murphy spar about use, labeling of modified organisms

By Brian.Voss  
@iowastatedaily.com

Concerns over genetically modified organisms in food was the topic of conversation at the Food Dialogue Forum held in the Scheman Building of the Iowa State Center.

Wayne Parrott, professor in the department of crop and soil sciences at the University of Georgia, said

the growing of genetically modified foods are the most studied foods in history.

"We have over 600 referred publications on the topic, and on top of that because of our global market they have been reviewed by the [Food and Drug Administration] in the U.S. ... but also by the FDA equivalents in all major export markets," Parrott said.

Dave Murphy, founder and executive director of Food Democracy Now!, disagreed with Parrott's view and said that it is not factually accurate to say genetically modified food is well tested.

"Right now, there's over 230 scientists that are just signing a letter, getting started, to talk about the fact there is no real consensus on the science behind genetically engineered food on whether it's safe," Murphy said.

Murphy also commented on the history of labeling genetically modified foods in the United States.

"A political decision by political appointees in the first Bush Administration overrode the Food and Drug Administration's own scientists," Murphy said. "Their own

**GMOs p11 >>**

## Jingle Jog aims for freshman scholarship to be fully endowed

By Max.Dible  
@iowastatedaily.com

Before heading home for the holidays, ISU students have a chance to jingle all the way to the finish line at the 7th annual Andy Albright Memorial Jingle Jog. Jingle Jog is a part of this year's Winterfest.

The Jingle Jog is an event put on by the Freshman Council. The proceeds fund an annual scholarship of \$1,000 to a current freshman heading into his or her sophomore year.

Kellie Richardson, sophomore in event management and special events co-chairwoman for the Freshman Council, explained the origin of the Jingle Jog.

"The Jog is held in honor of Andy Albright, who was in Freshman Council and passed away in a car accident," Richardson said. "The Freshman Council began doing this 5k to raise money for a scholarship in memory of him. It's a memorial for Andy and everything he did for Freshman Council."

Last year's turnout was roughly 730 runners. The hope for this year is to register 800 to 900 participants. It is a goal that, if met, would gen-

### Jingle Jog Info

Registration for the 7th annual Jingle Jog is available until Nov. 22. To register visit the Freshman Council Website at [www.fc.stuorg.iastate.edu/wordpress/](http://www.fc.stuorg.iastate.edu/wordpress/) and click on the Jingle Jog tab at the top of the page. The run will be on Dec. 6.

erate enough money to reach an important milestone for the scholarship, Richardson said.

"This year we are close to endowing the scholarship," Richardson said. "If we do so, we can guarantee it will continue to help freshmen for years to come."

Matthew Degroot, sophomore in environmental science and biology and special events co-chairman for the Freshman Council, commented on the future of the event.

"The plan for the future if the scholarship does get endowed is to try and increase the levels of endowment and try to get the scholarship to a higher amount," Degroot said.

The \$20 registration fee for each participant covers a spot in the run and a free glow-in-the-dark T-shirt, but the Jingle

**JINGLE JOG p11 >>**

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## Calendar

Find out what's going on, and share your event with the rest of campus on our website, at iowastatedaily.com.

### Wednesday

#### Discussion: Behind the Scenes

**When**  
10 to 11 a.m.

**What**  
Behind the scenes look at Reiman Gardens with different interactive activities with the topic being "Holiday Conservatory Display."

**Where**  
Reiman Gardens

#### Promoting Academic Integrity

**When**  
3:30 to 7 p.m.

**What**  
Presentation by Donald L. McCabe of Rutgers University on research concerning academic integrity.

**Where**  
1148 Gerdin Business Building

#### Artful Yoga

**When**  
5:20 p.m.

**What**  
No yoga experience necessary for the class, but participants are asked to bring their own mats. The class is free to all participants.

**Where**  
Christian Petersen Art Museum, 1017 Morrill Hall

#### Summer Academy Berlin 2013 Exhibition Reception

**When**  
5:30 to 7 p.m.

**What**  
Eleven ISU architecture students and 17 international participants present their work. The event is organized by the College of Design in collaboration with Beuth University Berlin.

**Where**  
Lyle E. Lightfoot Forum, College of Design

#### Fine Dining Dinner: Cuisine of California

**When**  
6:30 p.m.

**What**  
Students in HRI 487/587 host and prepare a dinner. Doors open at 6:15 p.m. Tickets \$35 per person.

**Where**  
Tearoom, 23 MacKay Hall

#### ISU Jazz Ensembles I & II

**When**  
7:30 to 9 p.m.

**What**  
Jazz Ensemble I will be directed by James Bovinette. Jazz Ensemble II is directed by Michael Giles. The event costs \$5/\$3.

**Where**  
Martha-Ellen Tye Recital Hall, Music Building

#### Living as Transgender

**When**  
8 p.m.

**What**  
Author Ellen Krug transitioned from a male to a female in 2009 and wrote "Getting to Ellen: A Memoir about Love, Honesty and Gender Change."

**Where**  
Sun Room, Memorial Union

#### Grandma Mojo's Moonshine Revival

**When**  
10 to 11 p.m.

**What**  
Admission to the student-run improv group is \$1. The group performs various Wednesdays of the semester.

**Where**  
The Maintenance Shop

#### SUB General Meeting

**When**  
5 to 6 p.m.

**What**  
General meeting of the Student Union Board, free and open to students.

**Where**  
Gallery Room, Memorial Union

#### Open forum: Associate dean of students candidate

**When**  
2 to 3 p.m.

**What**  
Keith Robinder is one of four finalists interviewing for associate dean of students position. He is currently the assistant dean of students and director of student outreach services.

**Where**  
136 Union Drive Community Center

# E-mentoring program looks to develop new relationships

## Meeting brings both international, domestic engineering students together

By Lauren Vigar  
@iowastatedaily.com

The new e-mentor program brings graduate and undergraduate students in engineering together to promote intercultural networking. This program was started through the Ames Education Initiative.

"This year, the program has around 275 people, and last year it had around 200 people," said Alyse Ridpath, a program coordinator.

The program allows for two types of events. There are events that are organized for the entire group, and there are smaller, more frequent activities for the clusters.

"The cluster has two graduate students and three to five undergraduate students," Ridpath said.

These clusters allow for the students to get to know each other. They are a mixture of international students and domestic students.

"It's not an academic program by any means," Ridpath said, "It's a voluntary cultural sharing program."

One of the goals the e-mentor program wants to accomplish is increasing interaction, both between graduate and undergraduate students and between international students and domestic students.

"We really want to create a sense of community for the international students," Ridpath said.

Each cluster has two international students. Incoming freshman are typically domestic students and represent the undergraduate students in the cluster.

The clusters are organized by time availability, and cultural backgrounds, as international students are never paired from the same country said Ridpath.



Tiffany Herring/Iowa State Daily  
Alyse Ridpath and Ben McCarty are coordinators for the Engineering Mentors program. The program pairs two graduate engineering students with two to four international undergraduates.

**“It's been nice to meet with people on a weekly or biweekly basis and get to know a group of people and how classes work.”**

Michael Mohr, freshman at Iowa State

Recruitment for these voluntary groups happens in the summer, and there are around 60 graduate students currently involved with the program.

Students who participate in these groups find it very beneficial.

"It's been nice to meet with people on a weekly or biweekly basis and get to know a group of people," said Michael Mohr, freshman in aerospace engineering and a student in one of the clusters.

He said that getting an international perspective is a neat experience. In Mohr's cluster, the two graduate students are international, while the undergraduate students are domestic.

Mohr said that this is something he would like to continue doing, even when he becomes a graduate student.

"It would be kind of fun to go back and see things the other way around," Mohr said.

Cluster meetings happen every two to four weeks and are coordinated by the graduate students. The clusters get together to do a variety of things, such as meals or bowling.

Ruchir Goswami, graduate student in Mohr's cluster, is on his second round of e-mentoring. He started last year when the program began.

"The best part about this thing is that it gives me a sense of how the schooling is done," Goswami said.

Goswami stated that it helps him understand the differences and similarities in the schooling in the United States versus the schooling in India, where he is from.

This program has helped with the connection of students and it helps on both a social level and an academic level Goswami said.

"It's actually a lot of fun because the way we live our lives is very different," Goswami said.

# ISU architecture, design programs rank among best in nation for 2014

By Mackensie Moore  
@iowastatedaily.com

DesignIntelligence, a bimonthly report for design leaders, annually releases a list of the top architecture and design schools and the most admired educators in the nation. On the 2014 list, Iowa State appears four times.

Each year, DesignIntelligence polls more than 2,000 design firms, students and department heads on which schools they believe prepare students best for a future design career.

Iowa State's landscape architecture program has been named No. 11 on the list of the top 15 undergraduate programs in the country.

The program has been ranked in the top 15 for eight of the past nine years.

Carl Rogers, associate professor of landscape architecture, thinks this is a great honor for the school in comparison to the size of other programs.

"We give students an incredibly unique experience here in the Midwest,"

Rogers said.

The diverse faculty of the program builds a good foundation for students' interests, according to Rogers.

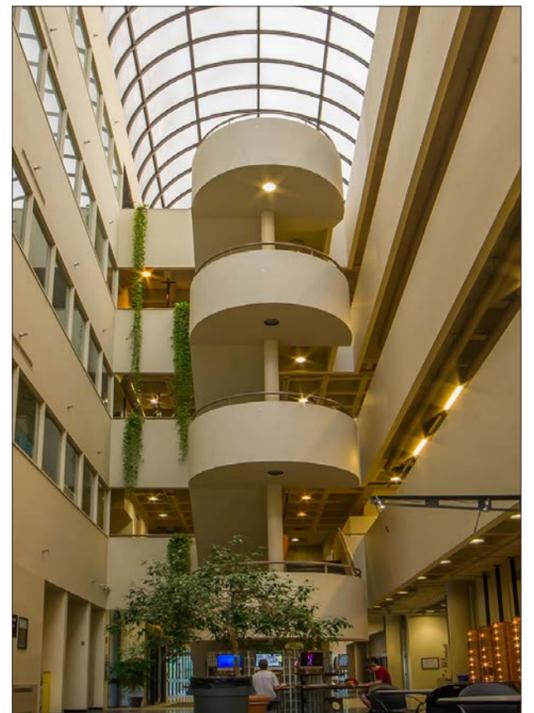
"We all are committed to the mission of landscape architecture as a profession, the mission of the college and of the university," Rogers said. "We're all doing really good things here, and it's nice to have that notoriety."

Another program being honored by DesignIntelligence is the College of Design's undergraduate architecture program.

In 10 of the past 11 years, Iowa State's architecture program has been ranked in the top 20 schools.

For 2014, the program was ranked No. 18 on the list. Jason Alread, associate professor of architecture, wasn't surprised by the program's honor.

"The reason our program does so well has more than anything to do with our students," Alread said. "They are the ones who have to go out and perform which gives us the



File: Jen Hao Wong/Iowa State Daily  
Four of Iowa State's architecture and design programs have been ranked the top 20 in the nation by DesignIntelligence, a bimonthly report for leaders in the design industry.

reputation we have."

DesignIntelligence has also honored Alread as one of the 30 most admired educators in the nation. As an ISU educator since 2002, Alread has been noticed for his ability to connect with students.

Alread said that when he teaches, he tries to remember what it was like to be a student and how sometimes even when you tried your best, it was still easy to fall short.

"It's great to put enthusiasm in your job and then to see that come back," Alread said.

Iowa State's Lee Cagley, chairman and professor of interior design, was also honored as one of the 30 most admired educators in the nation.

As an ISU graduate, Cagley has worked in the interior design industry for many years and started teaching at Iowa State in 2009.

"I'm keen on making sure students realize they're designing for people, people that deserve to have a space that gives them hope," Cagley said.

Cagley was recognized for his ability to inspire students and for his overall passion for teaching.

"It's really great to have so many different people reaffirm the fact that Iowa State is a great school," Cagley said. "It's just a privilege and an honor to teach here and it's amazing that somebody would honor me for doing that."

## Living as Transgender

Ellen (Ellie) Krug, the author of *Getting to Ellen: A Memoir about Love, Honesty and Gender Change*, transitioned from male to female in 2009. She speaks frequently about living as a transgender person, including how her perspectives on gender have changed. Her talks have included lessons learned about the need to live authentically and true to one's self. She currently works as the executive director of a Twin Cities-based nonprofit, where she also writes for *Lavender Magazine* and *ACCESSline*.



Ellen Krug



Wednesday, November 20, 2013  
8 pm - Sun Room, Memorial Union

Sponsored by: Lesbian, Gay, Bisexual, Transgender Student Services, Lesbian, Gay, Bisexual, Transgender Faculty & Staff Association, Gamma Rho Lambda "Colony" Manager, Sigma Xi Women's Center, Parents and Friends of Lesbians and Gays, and Committee on Lectures (funded by GSB)

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PERIODICALS POSTAGE



# Blitz Week to raise cancer awareness on campus

By David Gerhold  
@iowastatedaily.com

Almost every student is in some way connected to cancer, whether it is directly or through a family member or a friend. That's what the organization Colleges Against Cancer says, and that's why they are trying to raise awareness for the issue at Iowa State with this year's Blitz Week.

"Every year, we organize a big community event called 'Relay for Life,' where we try to get as many students and groups to raise money for our cause," said Kelsey McCarty, senior in food science and president of Colleges Against Cancer.

The goal is for every participant to raise \$100 until "Relay for Life," which will be on the March 7, 2014. To sign up, people have to pay a \$10 admission fee online.

"We know that the admission fee can be a hold-back for a lot of students to participate in the first

week, which is why we're doing Blitz Week," McCarty said. "From Sunday up until this Saturday, you can participate without having to pay the fee and you'll even be entered in [a contest] to win a \$50 gift certificate for Target."

Blitz Week is supposed to provide an incentive to as many ISU students as possible to participate in "Relay for Life."

"Every participant who manages to raise \$100 will get a T-shirt and free food at the event itself," said Amanda Loomis, sophomore in pre-liberal studies and executive of nongreek recruitment for Colleges Against Cancer.

Both Loomis and McCarty said the topic hit home for them, because they have been both seen to the cancer's effect within their own families.

"My mother was diagnosed with breast cancer last April," Loomis said. "Fortunately, she made it through, but that was the turning point where I started to get actively involved

in 'Relay for Life.'"

McCarty's mother didn't have the same result. She died when her daughter was 9 years old.

"I always knew I wanted to do something, because it can basically hit anyone," McCarty said.

The admission process is simple: People just need to go to relayforlife.org and search "Iowa State University" in order to sign up. After that, they will receive an email with basic information and tips on how to raise money.

"I know that a lot of students feel like raising \$100 is a large amount of money, but it really isn't," McCarty said. "Think about it. You get 10 people to donate \$10 and there you go."

There are a lot of effective ways to raise money for "Relay for Life."

"You could offer activities like bake sales or go from door to door," McCarty said. "Send emails to everybody you know; let them know what you're doing and that it's for a good cause."



Iowa State Daily  
Participants in Iowa State's Relay For Life on March 23 line the track inside Lied Recreation Athletic Center to support cancer survivors taking the inaugural lap.

Loomis said she discovered social media as an effective tool to raise money. "Everyone is connected on sites like Facebook, so as soon as you post there that you're looking for donors, there is a good chance that people will step up and help you out."

McCarty also encourages people to fundraise as a team.

"Talk to the clubs you're in, the organizations, your friends or the people on your dorm floor," McCarty said. "It's more fun, and you might come up with even more creative ideas." Loomis said it is important to educate people about cancer as much as possible.

"When my mom was diagnosed with cancer, ev-

erybody kept asking me, what stage it was," Loomis said. "I didn't even know what that meant at that point." Loomis said she will be participating in "Relay for Life" for as long as it exists. "Hopefully, that won't be for long, so that we will be at a point, where we don't need Colleges Against Cancer any more," Loomis said.

## Ames Fire Department works to prevent false alarms in dorms

Sensitive units sometimes lead automatic calls

By Seth Young  
@iowastatedaily.com

Students living in dorms on the ISU campus are no strangers to the disruptions of fire alarms.

Last year alone, units from the Ames Fire Department responded to a total of 218 false fire alarms within buildings owned by the university.

"When we respond to an automatic alarm it puts us out, we're responding emergent," said Richard Higgins, deputy fire chief for the Ames Fire Department. "We do so very safely, but at the same time, it could take us away from another call."

The alarm systems can be set off by any number of issues besides an actual fire emergency. Some of these include steam rising from showers or boiling water, smoke from cooking on a stovetop, food burning in a microwave, weather conditions such as lightning strikes or water leaks or simple system malfunction.

In the past few years, the Ames Fire Department has altered its response procedure to automatic alarms due to their high frequency.

While the department once customarily dispatched three units to any automatic alarm, the number has since been reduced to only one.

"We can then upgrade that call based off secondary information," Higgins said. "If it is a fire, we usually get multiple alarms



Jake Miller/Iowa State Daily

This is a fire alarm in a Birch-Welch-Roberts hallway. It is important to keep fire alarms away from entrances and bathrooms so that they aren't falsely triggered by smoke or steam.

and multiple phone calls, something to indicate that it's just not a regular automatic alarm."

Of the 218 calls to campus that the department responded to last year, seventeen of them were ones of malicious or mischievous intent.

"For example someone grabs a fire extinguisher and discharges it down a hallway and of course that sets off the fire alarm system," Higgins said.

There are a few things Higgins says people can do to avoid unnecessary alarms being triggered.

"Work with the design of the building, don't place them near restrooms where you could have steam. Keep them away from the main entry doors where you could have peo-

ple outside smoking or exhaust coming into a building," Higgins said.

The system itself is just as important as its surroundings.

"Be proactive on the maintenance of detectors, test the systems on a regular basis and new detectors where you can adjust the sensitivity, so if someone has a little burnt toast it won't set off the alarms," Higgins said.

False alarms can cause serious problems for people in actual emergencies if trained personnel are occupied with an automatic call instead of their situation.

Residents of the dorms and student housing are urged to mind the fire response systems in their buildings.

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## Editorial

# Iowans should assist neighbors in Illinois area

The Midwest region was barraged with odd weather on Nov. 17 when thunderstorms, tornados and twisters touched down in multiple states.

The state which took the most damage was Illinois, which according to the Chicago Tribune, suffered at least 14 individual tornados in the span of one day. Whole counties were declared as "state disaster areas."

Whole towns were leveled, down to the baseboard of each house. Cars were flipped and carried by winds, only to be dropped from damaging heights. So far, a total of six people have been declared dead, leaving six families bereft of a loved one.

Though November is not exactly "free and clear" from tornado dangers, experts agree that it was unusual to see storms of this magnitude so late in the year. Few families would be prepared for this sort of catastrophe with Thanksgiving just around the bend. Right when most of the Midwest was preparing for the season of love, family and appreciation, much of that was taken from some.

When a disaster such as this occurs in a far-off region, it can be difficult to properly empathize with the victims and survivors. Still, many groups rush to provide aid for individuals whom they will never meet or even see to produce beneficial results of which they will never see evidence. For example, students on the ISU campus took the initiative to raise and collect money for typhoon victims in the Philippines. Acts such as this are truly great, as the actors will never see where their money goes or the look on a family's face when they receive aid.

Think of the heightened and expedited impact of such aid if we choose to do the same for our Illinois neighbors. It was only a few days ago that countless families had their lives and property torn apart. If the winds had blown a certain way, or weather had stirred itself in a different fashion, it could have been Iowa that was ravaged by tornados. Many are still recuperating — homeless, without supplies and struggling to even make contact with families.

In the case of the Philippines, sending monetary aid was the most direct way to help the crippled people. However, because of Illinois geographical and cultural proximity, even more can be done.

For example, think of all the excess clothing or basic living supplies you may have just lying around.

Unused or outgrown clothing from your own or others' closets can be hugely beneficial to families who just lost entire wardrobes. When all you have is the shirt on your back, your neighbor's gently worn sweatshirts, jeans or gloves are a gift great beyond words.

Of course, clothing can almost as easily be sent abroad as it can be sent to neighboring states. What the proximity of this disaster truly allows is hands-on, personal help.

A short 4 1/2 hour drive could take you and a few friends to Washington, Ill. — a town that received some of the worst of the damage.

Studying for finals may be your priority, or maybe you wanted to go out and hit the bars next weekend, but your free day spent helping others is a day less of labor for those who have lost so much.

In terms of debris, there is still much to be done. At this point, volunteers could easily find a neighborhood block to clean up. After the cleanup is reconstruction. You don't have to be a master carpenter to lend a hand in the raising of a roof.

However much we would all like to rush to the aid of our fellow Midwesterners, we are all hampered by day-to-day life. Regardless, most have room in that life to help those desperately in need — especially when it is so close to home. Whether it is money, excess supplies or precious time and effort, consider reaching out to those devastated by Sunday's weather disasters.

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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.



President Barack Obama spoke at his campaign grassroots event at the Paul R. Knapp Animal Learning Center at the Iowa State Fairgrounds in Des Moines on Thursday, May 24. Obama has come under fire because of problems with insurance access and Obamacare.

# Obama's healthcare promises break, website problems continue unfixed

By Phil Brown  
 @iowastatedaily.com

The Obama administration has recently been under heavy fire from seemingly all sides for the debacle that the Affordable Care Act rollout has become. One of the more piercing commentaries on how the president and his office have mishandled the health insurance reform is his famous promise that "If you like your insurance plan, you can keep it."

This is contrasted sharply with the multitudes of Americans who are now being notified that they cannot, in fact, keep their insurance plans.

This turn of events should not have come as a surprise to anyone.

That is not to say that a president's promises are not to be trusted in general. Instead, the nature of this specific promise is what makes it inherently subject to increased scrutiny.

The problem from which the president's pledge intrinsically stemmed was that the government is not the only actor with the power to cancel insurance plans.

The insurance providers themselves are absolutely relevant in these discussions, and Obama should never have made a promise that could so easily be broken by those who have so little sympathy for him and his promises.

When the president said

that people could keep their plans and their doctors, what he meant was that current plans will be "grandfathered" into the new health insurance system. However, if an insurance company makes certain changes to a policy, it will no longer be considered the same plan and will be subject to the new regulations of the Affordable Care Act.

In order to be treated as an identical coverage, an insurance plan was originally not allowed to undergo "substantial" changes. Some of those "substantial" changes included a \$5 — plus the cost of medical inflation since March 2010 — alteration to copay, a 5 percent decrease in an employer's contribution since March 2010 and a variety of other really not-so-substantial changes.

The reasoning for such low thresholds in treating a plan as grandfathered are fairly clear. The health insurance reforms were intended to prevent current practices from continuing. Even if an insurer raised insurance costs to their policyholders, many would likely not even consider seeking new coverage.

Maybe this is because so many Americans absolutely loved their health insurance — even when its costs go up — or maybe this is because many have been told that they will, without exception, be paying more for new plans that offer "cadillac" suites of coverage.

Some of those so-called cadillac features include

maternity care insurance, coverage of lab tests, and preventative care treatments like vaccines.

To be fair, many health insurance plans do not currently cover some of these requirements and their consumers may be just fine with this. One of the more ridiculous-sounding "Obamacare mandates" is that all insurance plans — even those bought by biological males — have to provide maternity coverage.

This is touted as a criticism of the new regulations despite the fact that offering maternity insurance to men amounts to a whopping zero total cost for insurance companies.

What is more of an issue to insurance companies and those who wish to buy less than stellar health insurance policies are the required caveats like preventative care, substance abuse care, and pediatric care.

Unfortunately, these kinds of increased coverages are the direct necessity of the insurance mandate our Congress and president chose as the basis for their reform. The individual mandate was likely not many legislators' — nor Obama's — first choice, but that is the option that could be passed through both houses of Congress, and that is what we as a nation now have.

If we are going to have an individual mandate on health insurance, which is intended to draw younger and healthier people into the insurance pool, we simply have to have fairly high

minimums on the coverages they can purchase.

It would be completely useless to make everyone buy insurance if, for example, someone could go out and get a \$5-a-year plan that only provided coverage in the event that one was punched in the face by Mike Tyson or for any other comically implausible shenanigans.

Ultimately, the minimum requirements could be subverted if an insurance company continued to offer the same plan. The problem with this, from the perspective of the Obama administration, is that the insurance companies are not going to do him any favors.

After extensive reforms that promise to undercut their most sure-fire ways to increase profits, it should not be a shock to anyone that insurance companies would deliberately change their plans enough so that they can no longer be accepted. When this happens, the insurance company has every right to send their policyholders a wonderful notification telling them that their coverage will be canceled, and conveniently add that it is all thanks to President Obama.

That blame may be more than a little manufactured, but it certainly shouldn't be surprising. All in all, President Obama should never have made a promise that he couldn't keep, at least not without the help of the same companies on whom his signature legislation increased regulations.

## Conversations on Campus Diversity

# GSB members discuss diversity challenges

### Editor's note:

This column is the ninth in a series called Conversations on Campus Diversity. It will appear each Wednesday in the Opinion section.

### Sabina Grenaderova and Peter Benzoni are GSB Senators for the Off-Campus Constituency Council

Peter Benzoni is from Sioux City, Iowa, and is a junior in computer engineering, political science, and international studies. Sabina Grenaderova was born in Tashkent, Uzbekistan and grew up in Kazan, Russia before moving to the United States at 17. She is a senior, double majoring in communication studies and international studies.

Benzoni: Look, the dominant perspective on all levels of U.S. government, university included, is that of the American, white, Christian male.

It's not a conscious

decision. We don't wake up and say "Today, I am going to represent the ideals of white, Christian men." And yet, we do. We make decisions representing a human mosaic of experience, based solely on a tiny piece thereof — our own narrow, and frankly, monochromatic set of experiences.

To ask us to be any different is to ask the impossible — I cannot truly experience any identity but my own. I can never, will never, know what it's like to be the people I'm trying to represent. To be a student on campus who has been called a terrorist to his face, despite being a relatively light-skinned Indian. Nor can I know what it is like to be the ISU student who literally grew up in a war zone in Sudan.

And yet, I make huge decisions directly affecting them. Do I really have the audacity to I think I can represent any of these students if I can't even begin to understand their experiences?

Grenaderova: Speaking

from the perspective of an international student who has traveled through many countries, to answer [Benzoni]'s question, I would say it is almost impossible to be able put yourself in the shoes of internationals being, let's say, an American, white, Christian male.

Many of you might not agree, though hopefully many of you would. But I believe there is a common set of experiences every international student goes through upon arrival in America. We must endure cultural shock, survive assimilation and overcome the language barriers, just to name a few of the many other difficulties some of you might face when traveling abroad.

Different experiences that each of us go through shape our vision, therefore I would argue that being international students, our views and opinions could significantly differ from each other. Being on the Senate of Government of Student Body

has made me think of my experience and the difference that all international students could bring in Iowa State University and Ames communities. Each of us comes here with our own goals, but we also come here with goal of cultural exchange.

Benzoni: Absolutely. There's a certain shared journey that international students, despite their cultural differences must all go through. Likewise for domestic minority students who are presented with their own unique — and yet, shared — challenges, such as being expected to be the spokesperson for a whole race in classes where he or she is the only member of that race.

It's a true challenge for both [Grenaderova] and I to represent this plurality of experiences. Therefore, we challenge each and every one of you to both openly share your culture and story and to absorb others. Get involved with GSB today and change the face of your government.

# Many factors affect climate change; humans can help fix it

By Katie Titus  
@iowastatedaily.com

“We are causing global warming.” When we hear about climate change, the immediate assumption is that it is being caused by people. We hear it from politicians, clubs here at Iowa State, even at home when our parents tell us that “our generation is killing the planet,” but are we really doing that much harm? Would there still be global warming if we were not here to cause it? Would there still be climate change? Blaming what could be the apocalypse on people is quite the weight to bear, especially if it isn't fully our fault.

Humans only produce roughly 3 percent of carbon emissions in the environment. That means the rest of the carbon emissions released into the air are produced by natural sources. It is true, however, that most of these natural sources also absorb more carbon dioxide than people, but it goes to show we cannot be held completely responsible

for causing global warming. It is a natural occurrence. Climate change has been happening for years. The earth goes through natural series of heating and cooling and we must learn to adapt to these changes. Had we been around in the ice age, we would have had to adapt to our surroundings. Saying that we can all live underwater if the sea levels rise probably is not our best bet, but if the changing of the planet wasn't quite that harsh people would have a better chance at adapting. If the climate changed in a way so that Iowa was in a region where it was warm year-round, the amount of crops that we could produce would nearly double in number.

“Everyone is trying to create lower emissions but America only

accounts for one-tenth of the world,” said Kevin Knirr, a sophomore in engineering. Even if we are using eco-friendly products that can only account for so much when developing countries who have less options are using the most harmful products. “If we were to have a climate shift, we would need green-houses the size of states to be able to successfully feed everyone. There will not be enough clean water and not enough food,” said Knirr. When asked if there is anything we can do to fix it, Knirr said, “Mother nature is a ticking time bomb. It is like “Day After Tomorrow;” people won't want to fix it until it's too late.”

There are many positive and negative elements to climate change; it is impossible to ignore. What is important now is that we do what we can to live sustainably. Recycling and using reduced energy sources are beneficial when trying to take care of our planet. It can be as simple as turning the light off when we are not in a room or returning those few pop cans. Recycling is a simple step that can lead us to create lower carbon emissions. The clean energy movement, in order to make a difference, would need to be worldwide. Will making all of these changes really make a difference? Natural carbon emissions make up 97 percent of global carbon emissions. So will recycling even be that important on a large scale? We will

have climate change no

matter what we do. We have had climate change since before people were even on this planet. If we did not have climate change, we would still be in an ice age. The earth goes through a series of changes and they are most likely going to happen whether we choose to recycle or not. Recycling can make a difference when it comes to cleaning the environment and that is important where we live. It may not make a change on a large scale, but it can help make a change in a community.

If we all do our part in recycling then we can live in a cleaner community and a cleaner state. It may on some level change the severity of climate change, but if global warming is happening at least we are doing our small part to slow it down. The climate is continuing to increase, and if we start now it could be years before we ever see a change. We haven't seen the worst of it and chances are that things will get worse before they get better. The question is not are we going to reverse climate change, but are we ready for it?



Courtesy of Wikimedia  
Global warming can be partially prevented by efforts of people, such as recycling and lessening carbon emissions but natural occurrences also have an impact on the world climate.

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Suhaib Tawil/Iowa State Daily

Amanda Paulson is the two-time Iowa States most valuable swimmer and has won the 50-yard freestyle event 21 times thus far in her career, with more likely to come since she is only a junior.

## ISU swimmer dominates 50-yard freestyle

Paulson holds the Iowa State all-time record in the event

By Chris Wolff  
@iowastatedaily.com

Amanda Paulson raced the 50-yard freestyle four times this season, and four times Paulson won it.

The two-time Iowa State most valuable swimmer has won the event 21 times in her career, with more likely to come. She is only a junior.

In fact, as a freshman, Paulson won the 50-yard freestyle race in all eight dual meet competitions. She holds the Iowa State all-time record in the event, with a time of 22.78 seconds, and seven of the top-20 times in the event overall.

However, her dominance in the 50-yard freestyle began long before she arrived in Ames.

"I was built with a lot of fast-twitch muscle (fibers) and when I started out swimming I was just able to go fast," Paulson said. "People got excited about how fast I went in short bursts, and I liked seeing how excited people were to watch it. It motivated me to continue to get faster."

In Paulson's opinion, the 50-yard freestyle is the most fun event to watch, because it's so fast. She said a slow start or a



Suhaib Tawil/Iowa State Daily

Amanda Paulson is being held up by her teammates Katie Vollhaber, right, and Hayley Krzeczowski, left, during practice on Tuesday at the Beyer Pool. Paulson is happy to have swimmers on her team to compete against and thinks it is a big reason why the Cyclones have been as successful as they have been early in the season.

bad turn can ruin the race for a swimmer because there is no time to recover from a mistake, which makes it that much more exciting.

Paulson has won plenty of other events over the course of her career, but the 50-yard freestyle has always been 'her baby' said

ISU head coach Duane Sorenson. "She loves that race and she takes a lot of pride in it," Sorenson said of Paulson in the 50-yard freestyle. "She is a fierce competitor and she is so determined in that race."

With Paulson being so dominant in the event, some might

think she would go into the race with the mindset that winning is already a done deal, because time and again she wins.

Though, Paulson says her approach to the race is actually much different.

"I try to go in confident, but the times are all so close and I

know anybody can win the race," Paulson said. "But I never expect to win. I like to go out and earn it."

Paulson may never expect to win, but that might not be true of some of her competitors. Paulson said she has built up a resume and reputation that often 'intimidates' other competitors in the event.

While she may intimidate competitors, she takes on a much different role towards her younger teammates.

After seeing Paulson's successes, underclassmen are eager to learn from her and the other ISU sprinters are often faced with a tall task: trying to keep up with Paulson.

"She definitely pushes me in practice and in meets I try to stay up with her," said freshman Savanna Townsend, who has the fastest 50-yard freestyle on the team by someone other than Paulson.

Paulson is happy to have swimmers on her team to compete against, and thinks it's a big reason why the Cyclones have been as successful as they have been early in the season.

Paulson is hoping all the hard work pays off as she works to attain her season goal.

"I just want to go into every race without looking at (competitors') times and just take it," Paulson said. "But it would be really fun to take first at the (Big 12) conference meet."

## ISU fights to keep momentum, prepares to take on BYU

No. 21 Cyclones maintain energy after Wolverines

By Alex Halsted  
@iowastatedaily.com

Every single day in practice, the quick outlet pass moves to the edge of the court at the Sukup Basketball Complex in West Ames, and Iowa State runs the floor.

Every single day.

When the No. 21 Cyclones (3-0) travel to Provo, Utah on Wednesday for their first road test against BYU (4-0), they might get their best chance to put that practice into motion. The Cougars have averaged 96.3 points per game through four games.

"I think it's going to be very exciting, seeing the way they push the ball," said sophomore guard Naz Long. "Coach Hoiberg always emphasizes just getting the ball and going. We have an offensive scheme, we have an offensive system that we follow under coach Hoiberg, but he says his primary look is get the ball and go."

First, Iowa State will be tasked with finding a way to slow down BYU, a team that likes to run just as much as the Cyclones.

"The big thing is really getting prepared and really working on getting

back in transition," said ISU coach Fred Hoiberg. "I think they had 28 in transition against Stanford and scored 113 on the road. (They're) a team averaging 97 points, so if we don't get back in transition, it's not going to be a very fun game."

In that way, the first road game for the newly ranked Cyclones, whose No. 21 ranking is the highest since the 2000-01 season, will be a learning experience. The team's other learning experience lingers in the air.

Playing 4,553 feet above sea level will require a quick transition for players into the higher-altitude and thinner air.

Hoiberg said the team planned to run in Provo on Tuesday to become acclimated with the altitude as possible. Hoiberg played in Boulder, Colo. — 5,430 feet above sea level — during his time at Iowa State and in Denver while in the NBA.

ISU senior forward Melvin Ejim brings the team's other high-altitude experience, playing in Boulder when Colorado was still in the Big 12 his freshman season.

"It's definitely no joke, you've got to get used to that and be prepared for that mentally," Ejim said. "You definitely get winded quick, but you've got to get your second wind back and be able to play right away."

Ejim will play in his second game this season after returning Sunday from a hyperextended left knee.

Hoiberg expects BYU to have guard Tyler Haws back, too.

Haws, who averaged 21.7 points per game last season, had missed the Cougars' last two games with an abdominal strain.

"If he starts going, they're a different team," Ejim said. "Hopefully we can find somebody that steps up and takes that defensive side."

In two games this season Haws has averaged 29.5 points and 10.5 rebounds per game. How do the Cyclones slow him down?

"Can I get Chris Babb back? He did as good a job as anybody in the country I think last year," Hoiberg said. "He's a heck of a player. He scores from all over: shooting the 3, post-up, mid-range. You just have to have that great awareness, try to make him make tough shots."

Babb slowed Haws to his second-lowest scoring game last season when he held him to nine points on 4-of-13 shooting in an 83-62 win at Hilton Coliseum.

Figuring out the answers to those questions is what has Iowa State far from relaxed after its victory against No. 7 Michigan on Sunday.

"We watched them play on TV, and they're a very talented team," Long said of BYU. "There are no days off, and just as we think we can relax, we can't, because we're about to go on the road and take on a very talented BYU team."



Jonathan Krueger/Iowa State Daily  
Senior forward Melvin Ejim drives up for a layup against Michigan on Sunday at Hilton Coliseum. Ejim ended up playing 28 minutes and leading the Cyclones in points with 22.

# Ranked Cyclones looking to dominate Jayhawks

By Maddy.Arnold  
@iowastatedaily.com

The first time Iowa State played Kansas this season the Jayhawks were ranked No. 22. Kansas is back at the No. 22 spot for Wednesday match, but this time Iowa State is ranked, as well.

The No. 24 ISU volleyball team (17-6, 10-2 Big 12) will play Kansas (20-6, 10-3 Big 12) on Wednesday for the first time since beating the Jayhawks in five sets on the road. The win against Kansas a month ago started Iowa State's seven match-winning streak.

"[Kansas is] actually a very good road team," said ISU head coach Christy Johnson-Lynch. "They might play better on the road than they do at home, so we have to expect as good or better match this time around. They'll have been able to make some good adjustments for us."

The first matchup between the two teams



Brian Achenbach/Iowa State Daily  
**Kristen Hahn, senior libero, digs the ball during Iowa State's 3-0 sweep of Oklahoma on Nov. 9 at Hilton Coliseum. Hahn had 21 digs and leads the Big 12 in digs per set with 5.84. Iowa State is ranked No. 2 in the Big 12 and plays Kansas, who is ranked No. 3 in the Big 12, Wednesday.**

was Iowa State's only win against a ranked opponent all season.

It was a tight match for the Cyclones, never winning a set by more than

four points.

The fifth set was the closest. Iowa State was down 12-11 before going on a 4-1 run to win the set 15-13. During the match,

senior libero Kristen Hahn had 35 digs while senior middle blocker Tenisha Matlock led the offense with 18 kills against the Jayhawks.

Despite winning the first match, Matlock said Iowa State will prepare all over again for a Kansas team that might be different the second time around.

"I know on our side of the court we'll be playing our defense where on the other side of the court they'll start prepping us for our opponent's defense there," Matlock said. "We just get going on their tendencies early."

Starting with the win against Kansas, Iowa State went on a seven-match winning streak including four sweeps in the last four matches. The streak has put the Cyclones back into the top-25 after dropping out at the beginning of October.

In addition to the winning streak, Iowa State still has goals left it wants to accomplish in the regular season and in the post season.

Iowa State has stressed winning-out its four re-

maining matches before the NCAA tournament.

"We're just looking to go out and just kill every team that we can," Hahn said. "Give them our best game and play as hard as we can and be very aggressive that's the mindset we take."

Kansas is currently third in the Big 12, just behind second-place Iowa State.

Both teams have 10 Big 12 wins apiece and are behind first-place Texas with 12 conference wins.

In addition to fighting for Big 12 rankings, Iowa State is also playing for a chance to host the first rounds of the NCAA tournament in December.

"Where we're at in the season every match is key," Johnson-Lynch said. "We're not going to play [the standings] up or play it down. We probably won't really talk about it. I think the players know enough to know that it's important no matter what."

# ISU defense prepping for 'different offense' against Kansas

By Dylan.Montz  
@iowastatedaily.com

After giving up 405 yards on the ground in a loss to Oklahoma, Iowa State will be challenged again in its home finale this season.

When Kansas comes to Ames for a 7 p.m. kickoff on Saturday, it will be bringing a potent rushing attack. KU running back James Sims led the way for the Jayhawks on the ground in a 31-19 win against West Virginia with 211 yards on 22 carries for three touchdowns.

"Sims is a good player. We've always felt that," said ISU head coach Paul Rhoads. "Seeing him have such an explosive week before is not encouraging, not exciting to us. I'll throw in the quarterback who I saw first on television earlier in the year when they started giving him some snaps. I said, 'Oh boy, that guy just needs some time and he's really going to add to their offense.' And he's getting to that point right now."

Starting KU quarterback Jake Heaps was benched against West Virginia in favor of freshman Montell Cozart. The Jayhawks switch quarterbacks, who each have different strengths.

Free safety Jacques Washington said the defense will have to be ready to see

both.

"They do two quarterbacks and switch out a quarterback and put one in who is more of a runner," Washington said. "So we've got to stop the run, we say that every week, but we really have to this week."

Cozart was 5-of-12 for 61 yards passing against the Mountaineers, but also rushed 13 times for 60 yards.

It was statistically his best game, throwing and running the ball as the Jayhawks won their first Big 12 game in 28 tries, and the first for second-year coach Charlie Weis.

What helped Kansas have success against West Virginia and what has kept them competitive in most games this season, in ISU defensive coordinator Wally Burnham's mind, is the Jayhawks' ability to have "a new offense every week."

"You go back to the first game, and they do some things consistently, but you go back last week and they ran a different offense than they have all year," Burnham said. "You go back the game before that against Oklahoma State, a different offense. So you prepare for what they run most and then you've got to adjust."

A nagging problem for the ISU defense this season has been the inability to play defense in the gaps consistently, allowing opponents to run through the de-



Jonathan Krueger/Iowa State Daily  
**Then-junior defensive back Jacques Washington rushes down the field after intercepting a Jayhawk two-point conversion on Nov. 17, 2012 at Memorial Stadium in Lawrence, Kan.**

fense and put up gaudy numbers.

It's something that linebacker Jeremiah George doesn't want to see happen this week, so he knows that a 60-minute effort his what Iowa State will have to give.

"[Sims is] going to get his touches and

we're going to have to do our best to slow him down and play gap-control defense," George said. "They're a football team where people look at them and they look at their record and they don't really watch them play. I have the opportunity to watch them and I see a lot of great things."

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## Do-it-yourself projects for wedding decorations



Jonathan Krueger/Iowa State Daily

A simple, elegant centerpiece can take only 10 minutes to make. To personalize the piece, add engagement or baby photos of the bride and groom or have their initials etched on the bowl with Mod Podge. Greenery also adds a lighter touch to artwork.

By Lindsey Wanninger  
@iowastatedaily.com

Do-it-yourself projects are a fun way to demonstrate your creativity and potentially save money. Many couples are choosing to make the decorations for their wedding.

"A lot of people will do their own centerpieces and stuff like that to save money," said Alaina Kelly from Flowerama. "It's cheaper because you don't have to pay for the labor, but you're still paying for the cost of the flowers."

"We're getting a lot of people that will bring ideas from Pinterest to us and they're wanting us to help them create the look," said Carin Knutson at Everts Flower Home and Gifts.

Pinterest has a great variety of DIY decorations. There are specific categories for weddings to make it easier to browse different ideas from centerpieces to other decor of which you may have never thought.

For example, there are more fall and winter ideas on Pinterest right now. Many decorations

can incorporate silk fall leaves, faux snow or pinecones into the centerpieces decorations.

Wedding planner Cynthia Betts encourages DIY projects as long as they are not too much work for the bride. She says it is OK to add a touch of personalization to your wedding. Adding personal style will help make your wedding not look so cookie-cutter.

### Winter Wedding Centerpiece Supplies:

- Glass bowl
- Confetti or Epsom salt
- Christmas bulbs
- Beaded garland

### Instructions:

- Fill bottom of glass bowl with confetti or salt.
- Layer beaded garland around the inside of the bowl like a wreath.
- Arrange bulbs in the bowl.

## Find hair and makeup artists to fit your preference

By Samantha Pearsall  
@iowastatedaily.com

Word of mouth is a powerful thing. There are hundreds of hairstylists and makeup artists out there to choose from and finding one to fit your personal preferences can undoubtedly be overwhelming. Use recommendations from friends, family or salons. Just as bride Allie Stehlin experienced, sometimes your desired stylist isn't available, therefore you have to go with the next best thing. She asked for recommendations from the salon she trusted and was pleased with the new stylist. If you trust your stylist, it will make it easier for

you to speak up about what you want. This is the day that is all about you, so you're allowed to be a bit picky.

There are up-dos, half-ups, wind-swept, natural looks, evening looks and so on. It's difficult enough to choose how you want to look on a Tuesday morning, but it's a whole other thing to decide your look for a wedding.

Consider comfort. Will your heavy makeup be smearing down your face at a reception for an outdoor summertime wedding, or will a windy fall afternoon be the culprit of awkward hair-in-the-face photos? The big day should be stress-free and full of easy fun.

"It's all about what makes you feel comfortable," said Allie Herrick and Michelle Golden, both experienced hair and makeup artists at The Salon in Ames. They spoke heavily of considering what makes you feel like you. From classy to spunky, your wedding day is the perfect time to show everyone who you really are.

Just as one might imagine, the popular looks for makeup and hair change depending on the time of year. The colors used for makeup often relate to the colors of the clothes for that particular season. Winter harbors deeper, heavier colors while the summer months keep it light and natural. While Herrick does not sug-

gest changing hair color for the wedding day, hair trims and cutting the bangs are popular with brides and can enhance any look desired.

Your wedding day is not the time to procrastinate. Golden advises multiple trial runs for hair and makeup. If your budget allows it, Golden said to "keep going until you're happy." Doing the trial runs will help determine the time blocks needed for each beauty task and eliminate any hair anxiety you may have to begin with. Make sure to give the stylist an advance notice if you would like your makeup done as well. Never assume or you might end up doing it yourself.

## ISU alumni Deay, Overgaard tie knot

Courtney (nee Deay) Overgaard, daughter of Dr. Charles and Kimberly Deay, and Nels Overgaard, son of Kaj and Deb Overgaard were united in marriage on Oct. 12.

The ceremony took place at Living Faith Lutheran Church in Clive, Iowa. A reception was held at World Food Prize building in Des Moines. Black Label Wedding did the photography for the occasion. The couple will honeymoon somewhere warm this winter.

The bridesmaids were Annette Beswick, Jacquie Evans, Megan Deay, Paige Deay, Ashley Ivers, Allison White, Karina Overgaard and Marianna Overgaard. The groomsmen were Christian Overgaard, Jason Ripke, Dwight Deay, Ryan Ferris, Doug White, Noah Rasmussen, Michael McKenna and Bryce Edwards.

The bride is a 2011 graduate of Iowa State University. She is currently the office manager at Iowa State University Extension and Outreach for Buena Vista County. The groom is a 2006 graduate of



Courtesy of Black Label Weddings

Iowa State University. He is currently a construction engineer with Cramer and Associates out of Grimes, Iowa.

## How to deal with overbearing moms

By Samantha Berrafato  
@iowastatedaily.com

One of the happiest moments in a young woman's life is when the man of her dreams pops the big question. However, one person can make planning the happiest day of your life miserable. This can be hard, considering that person is your mother.

There are a few ways of dealing with an overbearing mom, but first you need to know the different kinds of momzillas.

One of these momzillas is the controlling mom. She is trying to plan the wedding that she never had — the wedding of her dreams instead of her daughter's.

Then there is the emotional mom. She has an emotional investment in the wedding and is caring, but becomes obsessed with planning.

Last but not least, there is the angry mom. Most of her anger might come from a divorce and she feels like she is competing with the father of the bride for the best parent. She can end up overcompensating to outdo her ex-husband.

There are ways to deal with overbearing mothers without hurting your mom's feelings.

• Pay for your wedding yourself. Chances are, if Mom is paying, you are going to have to listen to what she has to say and what she wants to do.

• Give her a project. This can be something that she enjoys to keep her busy while still be-

ing a part of the planning. She can help take care of the flowers or choose a photographer.

• Avoid talking about the wedding more than necessary. If Mom isn't being supportive of what you want for your big day, try avoiding the topic altogether. Don't leave her out, though. She does still want to be a part of your day even if she doesn't agree with the details.

• Learn how to say "back off" and "I love you" in the same scripted sentence. For example, you could say something like, "It means a lot to me that you are so interested in my wedding planning. That said, I hope you will be able to respect that my partner and I are putting a lot of thought into having a wedding that reflects our unique relationship and values. I hope you can place your trust in what we feel works best for us."

• Give her a picture of your vision. Sometimes Mom just can't see what you see when you pick a certain venue or flowers, so show her. If you want your wedding in a park, take her there or show her pictures of it and point where you think things will go. Giving her a clearer picture may show her what you want and how you have thought it through.

• Hang in there. Momzillas may be difficult now, but sometimes it takes her a while to warm up to the ideas you have. Once they come together and she sees how well they work, she will come around.

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# Timeline essential to alleviate wedding debt, stress troubles

By Rowna Heck  
@iowastatedaily.com

When you finally have that engagement ring on your finger, it's easy to go splurge on everything and gather large amounts of debt. It's also very easy to stress about deadlines, guest lists, flowers, vendors and everything in between.

### 16 to 9 months

Between 16 to nine months before your big day, it may be wise to start a wedding binder. Put anything and everything pertaining to the flowers, decorations, clothing, designs and food you may want for your wedding in the binder.

Around the same time, you should create a budget with your significant other, or anyone else who might be contributing finances, to determine how much you have to spend based on all contributions. You should do this even before you set a date. Decide on an amount that you can set aside every month. Another smart thing to do is to head to the bank and open a savings account specifically for your wedding fund. Look for one with a high interest rate to really get your money's worth.

When you do set a date, consider throwing your big bash on the "off-season." It's often considerably cheaper to have a wedding in the winter than in the summer or early fall. Ask the vendors you are considering if they will give you a discount. They might be willing to work out a payment plan with you as well. They want to guarantee your business.

Pick your wedding party and start a guest list around this time as well. Having the budget beforehand helps you know how many people you can feed. You might want to hire a wedding planner. This is an extra expense, but they will know and have access to deals and discounts you will not. Also don't forget to book your officiant and talk to photographers, bands, florists and caterers. Ask your friends and family about wedding services.

### 8 months

About eight months before the wedding is the time to hire the photographer and/or videographer. Book the entertainment, meet caterers, register for gifts and reserve a block of hotel rooms for out-of-town guests. This is also the time to purchase the dress. Talk to the vendor about what they recommend as a schedule for fittings and alterations for the entire wedding party.

### 6 to 7 months

Pick out and buy your invitations six to seven months before the wedding. This is a good time to start planning your honeymoon. Meet with your officiant to

get a clear picture of how you want your ceremony to go and make sure you have all the correct official documents. Book a florist and arrange for any professional transportation you may want. Start putting together a day-of timeline. Pick out and order the cake, get your shoes, schedule hair and makeup appointments and choose your music.

### 3 months

Finalize your flower order about three months before the big day. Order any gifts or favors you may have planned. Make a list of the people who will be giving toasts at the reception and finalize what is going to be read during the ceremony and who is going to read it. Have the menu cards and programs printed at this time. Purchasing the rings now gives you time to get them resized or engraved.

### 2 months

Touch base with all your vendors about two months before the big day. Meet with your photographer to go over what you would like. Review a playlist with the band or DJ. Send out the invitations six to eight weeks before the wedding, and ask that RSVPs be turned in no later than three weeks before the wedding. This is a good time to submit a wedding announcement to your local newspaper if you want.

### 1 month

Get your marriage license one month before. This can take a few days and it may be smart to get a few copies. Mail the rehearsal dinner reservations, get your last dress fitting in and confirm everything with all your vendors. This is the time to make as many final payments as possible. Email and print directions for the drivers of any transportation you hired. A few more tasks you may choose to do at this time would be to assign the seating, purchase the bridesmaids gifts, write your vows and get your hair cut and/or colored.

### The week of

The week of the wedding, check again with all vendors and make sure their arrival times are correct. Delegate small wedding day tasks — you don't have to do it all. Send a timeline to the bridal party, pick up your dress and book a spa treatment. After all this planning, you deserve to pamper yourself just a bit.

### 72 hours prior

Check one last time with the photographer, set aside checks with the vendors' tips and send the final guest list to all of the vendors hosting your wedding and wedding-related events at least seventy-two hours before the wedding. Don't forget to break in your shoes and pack for your honeymoon.

# Consider premarital counsel, address overlooked details

## Retreat allows couples to gain fresh insights

By Lindsey Wanninger  
@iowastatedaily.com

When planning a wedding, remember to consider premarital counseling as a possible factor. Counseling focuses on issues that couples previously might not have thought of. It brings up questions about the minor details that are often overlooked.

Pastor Anne Strickert from Besthesda Lutheran Church said that six months before the wedding is a good time to begin counseling because some couples have complications.

"If there are kids or a big move involved, think about counseling even

more in advance," Strickert said.

Strickert said to think about the wedding and marriage like theater. You practice months and months for the one performance and then in a blink of an eye it is over. Then you are faced with the "What now?" Weddings are the same way. Months go into planning the wedding which only lasts one day. The marriage is what lasts forever.

That is why counseling is so important in her opinion, because it focuses on the long run.

"Couples are required to attend a retreat," said Pastor David Bovenmyer at Stonebrook Church. This Christian retreat lasts a weekend and is led by several pastors and their wives.

Bovenmyer said they feel many years are spent on learning the proper

## The retreat discusses:

- God's purpose for marriage
- Communication skills
- Conflict resolution
- Which marriages to model
- Sexual relationships
- Differences between men and women and how they complement each other

skills for vocations, but there is not a chance to learn about marriage itself. This retreat will give couples insight as to what marriage is all about.

Pastor Doug Lumpkin of Grace Bible Church said his premarital counseling sessions are all private. Prior to the sessions, the couples will fill out a basic assessment. During these sessions, they discuss money, sex and lifestyle issues.

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# A very veggie friendly Thanksgiving

By Lauren Lee  
AmesEats Flavors

Fall is a beautiful and much anticipated time of year. With Thanksgiving fast approaching, it's time to start looking for those great holiday recipes.

However, not everyone celebrates Thanksgiving with the traditional turkey, mashed potatoes, gravy, corn, green bean casseroles and some sort of cranberry side dish.

Vegetarianism and veganism have become increasingly popular trends in recent years.

Thankfully, there are a lot of great alternative recipes for the classic Thanksgiving dishes and turkey to accommodate friends and family.

No longer does one have to be a meat-lover to enjoy this holiday.

## Asian Grilled Tofu

### Ingredients

- 1/2 of a block of extra firm tofu
- 1/2 cup hoisin
- 1/4 cup shallot, minced
- 1/4 cup soy sauce
- 2 teaspoons orange zest
- 2 teaspoons orange juice, fresh

### Directions

1. Press tofu for at least 30 minutes between two paper towels and weigh down.



Lauren Grant/Iowa State Daily

There are many ways that Thanksgiving recipes can be adapted so that everyone is happy, including vegetarian and vegan friends. Grilled tofu is an interesting substitute for turkey.

2. Transfer tofu to marinade and completely submerge. Refrigerate for at least 12 hours, turning tofu pieces half way through. Reserve marinade.
3. Cook tofu just before serving.
4. In a nonstick skillet over medium heat, add 1 teaspoon vegetable oil.
5. Remove tofu from marinade making sure not to scrape off excess sauce.
6. Lightly dredge all sides of tofu in all-purpose flour.
7. Cook 2 minutes on each side or longer for a crispier exterior.
8. Serve grilled tofu with your choice of sauteed vegetables and grains to make a vegetarian or vegan friendly Thanksgiving.

# Healthier approach to holiday green bean casserole

## Skip canned veggies for fresh twist on old classic

By Nikki Gamon  
AmesEats Flavors

When you think of a Thanksgiving meal, does green bean casserole come to mind? What about the nutrition facts of the casserole? No one can go wrong with a green bean casserole for the holidays but making it a little healthier is always a plus for everyone.

The classic recipe for a green bean casserole includes: canned green beans, canned cream of mushroom soup, and French fried onions. So why not change it up with healthier ingredients and different methods. The end product will have better texture and more flavor.

Add a healthy twist to the green bean casserole by steaming or roasting fresh green beans and make healthier sauces that do not include the word "canned."

Another way of making this green bean casserole a little different than most is by plating the beans, sauce, and onions separately. This way people can pick what they want and how much. After all, Thanksgiving is all about eating many different plates of food. So why not make the food you're eating healthier?

## Green bean casserole

### Ingredients:

- 1 1/2 pounds fresh green beans, trimmed
- 3 medium shallots, sliced into thin rings
- 1 tablespoon olive oil
- 6 ounces mushrooms (cremini or shiitake), sliced
- 1/2 cup onion, minced
- 2 garlic cloves, minced
- 1/2 teaspoon dried thyme
- 1/4 teaspoon dried marjoram
- 3 tablespoons all-purpose flour (or gluten-free flour)

- 1 cup mushroom broth (use a porcini or other mushroom bouillon cube)
- 1 cup regular non-dairy milk
- Salt and freshly ground black pepper

\*Note: if you do not have mushroom broth you can substitute vegetable broth or your preference of broth.

### Directions:

1. Preheat oven to at 425 F.
2. For roasted green beans, spread the green beans in a single layer on an oiled rimmed baking sheet. Drizzle with a little olive oil and roast at 425 F until tender, about 30 minutes, stirring once about halfway through. Set aside.
3. Arrange the shallots on an oiled baking pan and roast until golden brown, about 20 minutes, turning once about halfway through.
4. Heat oil in a large skillet over medi-

um-high heat. Add mushrooms and sautee until softened and slightly browned. Remove mushrooms from skillet and set aside.

5. In the same skillet, over medium heat, add onion and cook until softened, about 5 minutes. Add garlic, marjoram, and thyme. Stir in half of the sauteed mushrooms and sprinkle with flour.
6. Add in the broth and stir to thicken. Add the milk and bring to a simmer, continue to stir until thick, about 5 minutes. Season to taste with salt and pepper and transfer to a casserole dish.
7. Arrange the reserved mushrooms on top of the sauce, then arrange the green beans on top of the mushrooms, with the roasted shallot rings on top. Serve hot. If making ahead, the casserole can be refrigerated and then covered and reheated in the microwave or oven until hot.

# Easy to make pumpkin, quinoa stuffing Thanksgiving recipes

## Healthy alternatives to holiday favorites help spice up dinner

By Morgan Casey  
AmesEats Flavors

## Pumpkin Cream Cheese Dip

For those who aren't confident in their baking skills but still crave the traditional sweet pumpkin treat on Thanksgiving, here is a healthy alternative to the sugar-laden store bought pies.

### Ingredients

- 8 ounces low-fat cream cheese (room temperature)
- 3/4 cup of canned pumpkin (unsweetened, unsalted)
- 3 tablespoons honey

- 1 teaspoon pumpkin pie spice
- 1/2 teaspoon vanilla

### Directions:

1. Combine all ingredients in a medium size bowl. Whip with a hand mixer until completely incorporated.
2. Serve with apple slices or graham crackers for dipping.

## Quinoa Stuffing

Without stuffing, it just isn't a true Thanksgiving meal. Try your hand at this alternative dish, which can be made with quinoa, wild rice or a mixture of your choice of grains.

### Ingredients:

- 3/4 cup uncooked quinoa, or your choice of grain
- 1 tablespoon olive oil

- 3/4 cup onion, chopped
- 1 cup mushrooms, sliced
- 1 cup apple, chopped (including skin)
- 1/4 cup dried cranberries
- 2 cups celery, diced
- 1/2 teaspoon salt
- 1/4 teaspoon black pepper
- 1 tablespoon poultry seasoning
- 1/2 cup reduced sodium chicken broth
- 1/4 cup slivered almonds, toasted

### Directions:

1. Cook quinoa or rice as package recommends.
2. Heat olive oil over medium heat in a skillet. Add onion, mushrooms, apple, cranberries and celery. Stir and heat through until tender. Add the salt, pepper and poultry seasoning. Continue to stir and cook slowly until fragrant, about 10 minutes total.
3. Combine the grains, fruit/



Lauren Grant/Iowa State Daily

Instead of a sugary store-bought pumpkin pie, try a pumpkin cream cheese dip for dessert. Show off your unique culinary tastes with these alternative recipes that will bring new flavors to your Thanksgiving feast.

vegetable mixture and chicken broth in a large bowl. Bake in a dish coated with nonstick spray. Cover

4. Garnish with a sprinkle of toasted almonds.



**TURKEY DAY**  
is here!

## ISU Dining's Thanksgiving Meals

Dinner, Nov. 20 - Storms, Seasons, Union Drive, Conversations & Hawthorn  
Lunch, Nov. 21 - The Dish, MU Food Court

>>PRESCHOOL p1

can solve this problem by integrating physical activity into the rest of the school day.

"One of my real hopes for this is that teachers will be more comfortable and see large motor as an important part of their classroom," Krogh said. "If they have a good repertoire of activities, maybe they will feel more comfortable using those."

One example of an activity that could make the switch from passive to active learning is reading a book to children.

Vazou described a number of activities that could be incorporated - from having the children act out the different parts of the story to giving them flashcards to match up with others around the room.

Vazou also explained why this is beneficial for the children.

"They need to think, and they need to decide and they need to have self-control, as well as take turns and communicate with the other kids," Vazou said. "So it's a very active learning."

Krogh stated that it is important for children to different ways to ap-

**“It is an ongoing process for us as well ... we will learn and we will apply that knowledge.”**

*Spyridoula Vazou*

proach a lesson.

"I think young children learn in different ways. So they might learn some things sitting and listening, but they learn a lot of things hands-on," Krogh said. "This is another way that teachers can work with them to help them learn."

The group is excited to discover which elements of its research will be applicable to a real learning environment. It will also allow ISU students to work with the students and learn about the incorporation of movement into academics.

"It is an ongoing process for us as well," Vazou said. "We will learn and we will apply that knowledge in helping our college students continue in their professional development."



Ellen Williams/Iowa State Daily  
**Spyridoula Vazou, assistant professor of kinesiology, is engaging and exercising with preschoolers. Vazou, and her colleagues are trying to put physical movement into activities that kids do every day.**

>>GMOs p1

scientists that said that genetic engineering increases risks for known toxicants and allergic responses."

Parrott questioned a French study cited by Murphy that showed genetically modified organisms can cause cancer.

"The missing detail there is he used a strain of rat that normally gets tumors anyway; the natural tumor rate is 80 percent before they're two years old," Parrott said.

Larry Cleverly, an organic farmer in Iowa, stated that consumers are entitled to know what is in the food they are buying.

Cleverly also asked the question of why there had been no long-term research studying the effect of genetically modified organisms.

Parrott said there are no long-term lab studies available simply due to the unwillingness of humans to participate in this type of study.

"We just don't have any good laboratory strains of humans. Do you want to volunteer for a diet of GM corn

for the next 20 years inside a confined room?" Parrott said.

Concerns about labels implying food is unsafe were also addressed.

Murphy believes that the American people are smart enough to understand what a label means.

Katie Olthoff, an Iowa turkey farmer, said labels can be confusing, especially for those who are not involved in agriculture.

"On our farm we raise turkeys, we do not grow corn and soybeans, and so honestly I turn to professionals and scientists for the answers about whether GMOs are safe," Olthoff said. "Will a label tell me whether or not GMOs are safe? I don't think so, but they will probably give the impression that GMOs are dangerous."

The Food Dialogue was put on by the Iowa Corn Promotion Board, the U.S. Farmers and Ranchers Alliance and the Iowa Corn Growers Association.

More information and the video of the panel can be found at [www.fooddialogues.com](http://www.fooddialogues.com).

>>TITLE IX p1

can prevent some of them by training and educating people, that's great."

Kelley said the Office of Equal Opportunity gave many areas of the university opportunities to provide feedback on the training before it's dispersed, including Office of University Counsel and the president's office.

Miles Lackey, associate vice president for the president's office, said this is an important issue to President Steven Leath and the entire ISU community.

"President Leath wants to make sure we provide an environment which is welcoming to all people, and he believes this training can help us to accomplish that goal," Lackey said. "I think [the training] is something that all of us should be supportive of."

Kelley said she would like to see the training done annually, but she isn't sure

**More Info**

Title IX Education Amendments of 1972 prohibits sex discrimination acts in the activities and programs such as:

- Admissions
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- Career guidance and counseling activities
- Financial aid
- Health and insurance benefits
- Scholastic, intercollegiate, club or intramural athletics

if that will happen just yet.

"We just want to ensure that people understand our policies, that we're a land grant institution and what our mission is," Kelley said. "We want to make sure our environment is welcoming and inclusive to all."

>>JINGLE JOG p1

Jog is more than just a 5k and a cool shirt, Richardson said.

"It's kind of a fun run as it's a costume contest as well. People are welcome to dress up in their holiday outfits," Richardson said. "We had someone last year painted completely in green, dressed up like the Grinch, and the girl who was with him was dressed up like Cindy Lou Who."

The activities that take place before the 5k are as much a part of the event as the run itself.

"There are going to be fun activities with pictures, different backdrops, face painting and all kinds of good stuff before hand," Richardson said. "Everybody gets to enjoy a kind of last hoorah before finals week. It's a nice way to get together with your friends, dress up and have a good time before leaving for the holidays."

The Jingle Jog will be on Dec. 6.

"Registration will start at 4:00 p.m., and the race will begin at 6:00 p.m. There is a tree lighting ceremony that kicks off the event," Richardson said. "There will be carolers and speakers. Then when the tree is lit up, that will signify the start



Iowa State Daily

**A runner's shoe is equipped with bells for the Jingle Jog of 2012. The Freshman Council is hoping to earn enough money to endow the freshman scholarship. The Council wants more people to get involved this year beyond just freshmen.**

of the race, which is a new aspect this year."

Between 4:00 p.m. and 6:00 p.m. is when both registration and all the activities will take place on the third floor of the Memorial Union in the Pioneer Room as well as the Gallery

Room, Degroot said.

"Trying to get the scholarship endowed is our main goal this year," Richardson said. "We are Freshman Council, but we're trying to get more than just the freshmen on campus. We want everyone to be involved."

# Daily Fun & Games

Puzzle answers available online at: [www.iowastatedaily.com/puzzles](http://www.iowastatedaily.com/puzzles)

## Crossword

1	2	3	4	5	6	7	8	9	10	11	12	13
14					15				16			
17					18				19			
20			21				22		23			
24		25		26		27			28			
29			30		31		32	33				
34				35		36				37		
			38			39			40	41		
42	43	44		45			46		47	48	49	
50			51	52			53		54			
55						56		57	58			
59				60	61		62		63		64	
65				66		67			68			
69				70					71			
72				73					74			

**Across**

- 1 Food at a bar
- 6 54-Across vaccine developer
- 10 "My stars!"
- 14 Run off, in a way
- 15 Help in solving
- 16 Age-old stories
- 17 Series of "Got milk?" spots, e.g.
- 19 Suffragist Lucretia
- 20 Emmy-winning Arthur
- 21 "\_\_\_ Gang"
- 22 Tolstoy work subtitled "The Story of a Horse"
- 24 Queen's subjects
- 26 Dismissive cry
- 28 Kitchen attraction
- 29 Ran off with
- 31 Multi-institutional financial crisis
- 34 Mexican cover-up
- 36 JFK Library architect I.M.
- 37 Connecticut hrs.
- 38 It's used to break a habit
- 42 That girl
- 45 Garden pond fish
- 46 Weather map line
- 50 American bacon source
- 54 See 6-Across
- 55 Whirlpool subsidiary
- 56 Sweet tuber
- 58 MacDonald's

**Down**

- 59 Ristorante dish
- 62 Apprehend
- 64 Place for some me-time
- 65 Make a muffler, perhaps
- 66 Browser feature, or what the ends of 17-, 31-, 38- or 50-Across can have
- 69 Clothing fluff
- 70 Actress Elisabeth
- 71 French sweetie
- 72 Tense
- 73 Undiluted
- 74 Company with "counting sheep" ads
- 1 Popular food fish
- 2 Ristorante request
- 3 The "L" in URL
- 4 Org. for shrinks
- 5 Showroom model
- 6 Sacred beetle
- 7 Sacha Baron Cohen's "Da \_\_\_ G Show"
- 8 Galoots
- 9 Reporter known for ducking into phone booths
- 10 New York city near the Pennsylvania border
- 11 "Well played!"
- 12 Sister of Apollo

**13 Take away (from)**

- 18 Watering hole
- 23 See 68-Down
- 25 Fries alternative
- 27 Antepenultimate fairy tale word
- 30 Prefix with center
- 32 Not paleo-
- 33 New Zealander
- 35 Actress Sommer
- 39 Typed chuckle
- 40 Seer's claim
- 41 Sleigh's parking spot
- 42 Vivacity
- 43 Neanderthal, for one
- 44 Frequent school-room activity
- 47 Weapon for Han Solo
- 48 Touchdown site
- 49 Bucharest's country
- 51 Difficult
- 52 Club on the diamond
- 53 Mariano Rivera, e.g.
- 57 Fairy queen of English legend
- 60 1/16 of a cup: Abbr.
- 61 Site of the Ko'olau range
- 63 Tampa NFLers
- 67 Lowlife
- 68 With 23-Down, what an accused thug may beat

## Horoscope

by Linda Black

**Today's Birthday**

(11/20/13)  
Creativity flavors this year, animating your career. Romance and partnership rise to a new level. Travel with your work around summer, when you've got the microphone and people are listening. Express what you love, your passions and dreams. Take inspiration from children. Rest in October for a blastoff next winter.

To get the advantage, check the day's rating: 10 is the easiest day, 0 the most challenging.

**Aries**

(March 21-April 19)  
**Today is a 6** - Stay close to home as much as you can; re-juice and restore. Keep up the good work; you're making a good impression. Don't believe everything you think. Realize a domestic dream.

**Taurus**

(April 20-May 20)  
**Today is a 7** - Dream up a juicy goal, and then make it happen. Your skills are getting more impressive. Stop for long enough to give yourself credit. Keep on learning. No gambling or shopping. Craft your message, and get it out.

**Gemini**

(May 21-June 20)  
**Today is a 9** - There are opportunities to make money, as well as some to lose it. Keep a clear head. Don't let it slip through your fingers. A little organization goes a long way. Friends succumb to your sparkling wit. Share a feast.

**Cancer**

(June 21-July 22)  
**Today is a 9** - Your power is intense. Don't bowl someone over with your enthusiasm. Your dreams are achievable, and you see it. Follow your yellow brick road. Bring a friend along for company and comfort.

**Leo**

(July 23-Aug. 22)  
**Today is a 6** - It's easier to get things done privately now. Finish up old business with your creative touch. You're especially sensitive, and risk taking things too personally. Think about it for a while before spending.

**Virgo**

(Aug. 23-Sept. 22)  
**Today is a 7** - Everything seems clear. You see the changes you want to make. You're inclined to get a lot of work done; don't forget to play. You and your friends are just getting older. Escape routine. Seize the day.

**Libra**

(Sept. 23-Oct. 22)  
**Today is a 7** - Career opportunities arise. You must be willing to play the game. Sometimes all it takes is a bold declaration, or to sign on the bottom line. You don't need to know how.

**Scorpio**

(Oct. 23-Nov. 21)  
**Today is an 8** - It's adventure time! Go to where you've never been before. And discover something new about yourself by listening intently. Travel and romance both look good for the next couple of days. No need to be shy. Get philosophical.

**Sagittarius**

(Nov. 22-Dec. 21)  
**Today is a 7** - Get ready for transformation, or just accept it. You feel rejuvenated and ready for action. Curiosity makes you quite attractive. Romance is part of the picture. Do financial planning. Grow your family wealth.

**Capricorn**

(Dec. 22-Jan. 19)  
**Today is an 8** - You're an expert at creating the right team for the task at hand now. You're encouraging and encouraged. Together you can do more than you thought possible. Don't leave anything to chance. Plan the route to take.

**Aquarius**

(Jan. 20-Feb. 18)  
**Today is a 9** - Embark on a challenging project at work, and succeed by thinking from a different perspective than normal. Avoid distractions and focus on completion. Imagine the celebratory glass of bubbly, and the impact of the job done.

**Pisces**

(Feb. 19-March 20)  
**Today is a 7** - Love is definitely in the air, and serves comfort when money's tight. Finish something you promised. Honor your dreams and make them real because you say so. Make it fun. You'll soon have time to relax.

## Sudoku

by the Mephram Group

	5							7
	2			1				9
		7			8	3	2	
	1			5		9		
4				6				5
		9		3				4
	3	5	4			6		
1					8			7
6								9

**LEVEL:** 1 2 3 4

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](http://www.sudoku.org.uk)

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Closely examine any offer of a job opportunity or service that sounds too good to be true; chances are it is.

Before investing any money, please contact the

**Des Moines Better Business Bureau**  
 at 515-243-8137

**HUD Publisher's Notice**

**EQUAL HOUSING OPPORTUNITY**

All real estate advertising in this newspaper is subject to the Federal Fair Housing Act of 1968 as amended which makes it illegal to advertise "any preference, limitation or discrimination based on race, color, religion, sex, handicap, family status or national origin, or an intention to make any such preference, limitation or discrimination."

This newspaper will not knowingly accept any advertisement for real estate which is a violation of the law. Our readers are hereby informed that all dwellings advertised in this newspaper are available on an equal opportunity basis. To complain of discrimination, call HUD toll free at 1-800-424-8590.

**HELP WANTED**

STUDENTPAYOUTS.COM Paid survey takers needed in Ames. 100% free to join. Click on surveys.

Journeyman Electrician and Electrician Helpers Wisconsin Based Co. Looking to hire Journeyman Electrician for multi family project starting in November. Please provide proof of License and Experience. Traveling a MUST! Also looking to hire Electrician Helpers, Traveling a MUST! Send resume to PO Box 1642, Rhineland WI 54501. Or call for more information 715-362-9410 Email kadlecwindy@gmail.com

**SUBLEASE**

**NEED TO SUBLEASE YOUR PLACE?**

Put an ad in our Classifieds & GET RESULTS!

Call 294-4123 Today!  
 or iowastatedaily.com

**HELP WANTED**

**HELP WANTED**

**HELP WANTED**

**ISD IOWA STATE DAILY**

**EARN WHERE YOU LEARN!**  
**Senior Advertising Account Executive**  
 Part-Time / Graduate Students / Internship Candidates

When was the last time you were PAID to go to school?  
 How would you like to have unlimited earning potential while taking a class?

**General Description:**

The Senior Advertising Account Executive targets potential advertising clients and develops relationships in order to acquire new advertising accounts, as well as maintains relationships and favorable contacts with current and potential advertising accounts. He/she liaises closely with his/her clients throughout ad campaigns, often on a daily basis. He/she manages administrative and ad campaign work, ensuring that everything is completed on time, on budget, and meets the customers' expectations.

**Responsibilities:**

1. Manage a portfolio of accounts to build assigned territory and increase market share; Maintain electronic and printed client account records.
2. Achieve sales targets, relying on extensive experience and judgment to plan and accomplish goals.
3. Meet and liaise with clients to discuss and identify their advertising requirements.
4. Make "pitches" to try to win new business for the agency.
5. Work with Sales & Marketing Director to devise an advertising campaign that meets the client's brief and budget. Become and remain familiar with a variety of the field's concepts, practices, and procedures.
6. Present creative work to clients to obtain approval and/or modification.
7. Lead and direct the work of other Advertising Account Executives; Act as a mentor and trainer with junior staff members.
8. Brief media, creative, and research staff, and assist with the formulation of marketing and ad campaign strategies.
9. Act as the link between the client and agency by maintaining regular contact with both, negotiating with clients and agency staff about the details of campaigns, and ensuring that communication flows effectively.
10. Monitor the effectiveness of campaigns; Deliver and present client reports.
11. Complete administrative work, as required.

**Skills:**

- Excellent spoken and written communication skills
- Strong presentation and negotiation skills
- Confidence, tact, and a persuasive manner
- Excellent organizational and time management skills
- Excellent "people skills" for working with a range of colleagues and clients
- Ability to meet deadlines and reach goals
- A professional manner
- Excellent business sense

**Apply at:**

<http://www.iowastatedaily.com/apply/>  
 Iowa State Daily, 108 Hamilton Hall, Iowa State University, Ames, Iowa 50011

**Send Inquiries To:**

apply@iowastatedaily.com

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 www.fpmofames.com 292-5020

258 N. Hyland 1401 N. Dakota

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- Managing 725 + units with 300 units within 3 blocks of campus!

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**FOR RENT**

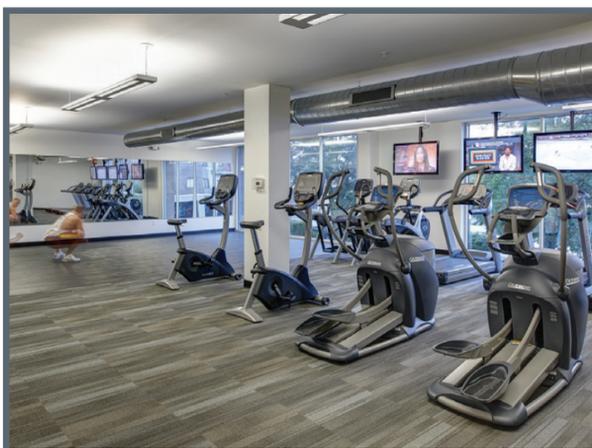
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Amenities subject to change.