

THE ARGONAUT

THE VANDAL VOICE SINCE 1898

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Wednesday, September 4, 2013

In the know

Comprehending the university's new classification and compensation system

Kaitlin Moroney
Argonaut

Since the University of Idaho introduced a new classification and compensation system, the overarching tone with staff across campus has been one of confusion and concern.

Part of this concern, according to Vice President of Finance and Administration Ron Smith, is that staff felt they didn't have enough involvement in the process with Greg Walters, executive director of Human Resources, and the rest of the HR staff.

"I think Greg and his staff did a really good job of keeping people informed, but they really didn't get them involved," Smith said. "So the staff got information but it wasn't clear where it came from, how it was developed, the structure, how it was structured, how they came to the conclusions they came to. And now we're having to go back and do that."

What is it?

Last fall, all staff on campus submitted Position Description Questionnaires, which were forms focused on detailing the knowledge and skills, scope of responsibilities and range of impact for each individual job at UI. HR hired Sibson Consulting to assist in identifying benchmark positions — that is, positions that are comparable to similar jobs in the market — and slotting them into the appropriate classification and associated pay grade. Positions that didn't match market benchmarks were evaluated by HR and slotted into classifications that closely matched. The number of classifications were reduced from around 1,180 for 1,567 employees, to around 270. The number of pay grades dropped from 18 to 12.

The goal of the classification study was to reduce salary compression — that is, when new employees are hired at a higher rate of pay than existing employees at a similar or lower level — and to improve hiring equities across the campus. By simplifying the number of classifications and pay grades, it allows differences between jobs in different pay grades to be easier to discern, Walters said.

Staff who are below the minimum salary for their pay grade will receive a raise to meet the minimum and staff who are above or close to the maximum for their range will continue to be eligible for raises, accord-

ing to Smith.

UI administrators have stressed repeatedly that there will be no loss of salary for current university employees and that all employees will be eligible for future raises.

Classification titles

Many have expressed concerns that the titles assigned to them for their particular classification do not accurately reflect their job duties or position at the university, despite it being separate from a working title. Smith said these concerns are partially based on a misconception.

"We have to put people into certain groups, so they are viewing that as a title — and that's what (HR) said, 'classification title' — so that might be part of our issue," Smith said.

Smith said they are hoping to change the terminology they've been using to help correct the perception of the classifications.

"Classification group, job title. I think that if we can get to that (terminology) people will feel better about that," Smith said.

"What the classification title is, is just a grouping of like positions ... it's not their title. It's not what they should be known as, it's not what they should put on their business cards or stationary."

SEE KNOW, PAGE 5

Words to know

Appeal — The process through which staff are able to appeal their classification and present any evidence that indicates the position should be classified in another pay grade.

Benchmark positions — positions that are comparable to similar jobs in the market.

Classification — A grouping of like positions.

Compression — When new employees are hired at a higher rate of pay than existing employees at a similar or lower level.

PDQ — Position Description Questionnaires are forms all staff filled out that detailed the knowledge and skills, scope of responsibilities and range of impact for each individual job at UI.

1 \$17,340 — \$27,750
Parking Attendant
Team Cleaning Specialist

2 \$19,570 — \$31,312
Administrative Assistant
Facilities Technician

3 \$21,836 — \$34,938
Administrative Coordinator
Financial Technician

4 \$24,20 — \$41,149
Admin Financial Specialist
Research Technician

5 \$27,810 — \$47,277
Program Specialist
Management Assistant

6 \$32,033 — \$54,456
Research Technician, Snr
Program Coordinator
Assistant to the Dean/AVP

7 \$37,080 — \$66,744
Research Associate
IT Analyst

8 \$44,496 — \$80,093
Student Services Manager
Research Scientist

9 \$53,354 — \$96,037
Manager, IT
Director, Development

10 \$64,375 — \$122,313
Registrar
Director, Human Resources

11 \$80,546 — \$153,037
Assoc. VP, Economic Development
Director, Alumni Relations

12 \$101,146 — \$202,292
Asst VP, Enrollment Mgmt Svcs
Chief Diversity Officer & AVP Student Affairs

The 12 pay grades, examples of classifications within those grades, and the associated salary range.

August
Sibson Consulting was hired and the classification study was launched.

October
PDQ's and communications materials were developed.

November
PDQ's were launched

December
Staff and supervisors completed 95.5 percent of PDQs

January
Sibson Consulting and HR identified benchmarked jobs and conducted market analysis.

February
Sibson Consulting drafted initial placements of benchmarked jobs

March
HR matched non-benchmarked jobs to benchmarked jobs. Sibson recommended new classification structure and salary tables.

April
HR vetted draft classification placement with Deans/VPs.

May
UI leadership developed final salary tables.

August
Received approval from SBOE. Job description portal opened for updated descriptions. Classification structure and salary table released.

Idaho democrat to run for congress

Moscow native Shirley Ringo hits the campaign trail, running for U.S. House

Amber Emery
Argonaut

It's not easy being a democrat in a sea of red, but Rep. Shirley Ringo is up to the challenge — she is set to run for Rep. Raul Labrador's congressional seat in 2014.

Ringo, a long-time politician in the state legislature and Moscow resident, announced her plans to run for Labrador's congressional seat last week.

Ringo said spending 14 years in the state legislature has shaped her as a good fit for the role of U.S. representative.

"I think that I have established a record where people know that I will be a strong advocate for them," Ringo said. "I think that if we examine Congressman Labrador's voting record we would find some votes that have not been in the best interest of the people of Idaho."



Shirley Ringo

Ringo has known that her current term in the legislature was going to be her last and she was looking for a different way to serve Idahoans in the coming years.

"I was at a position where I had decided not to run again for the legislature and I was contemplating what my next public service move might be," she said. "And then I received a call from the chair of the Democratic Party asking me to run for the 1st Congressional District and I accepted."

Democratic Party Chairman of Idaho Larry Kenck said that choosing Ringo as the congressional candidate for the upcoming election was the right decision.

"We as a party had been talking to various potential candidates, people that we felt had the credentials and the ability to have a strong and effective campaign

for the congressional seat," Kenck said. "Among that group was Shirley Ringo, who I have known and respected from her many years in the legislature. She'll make a great candidate."

The challenges are clear for a democrat seeking public office in a primarily republican state, but Kenck said that the politics in Idaho have shifted in their favor in recent years.

"Statistics will point that we are an extremely red state, and past experience points to that, but I am seeing a huge resurgence of people that have had enough," Kenck said. "They want to see balance brought back, they want to see cooperation among politicians instead of bickering, politicians actually working together for the betterment of the constituents that put them in office. And that's what our goal is."

SEE CONGRESS, PAGE 6

Task recommendations

Task force suggestions receive praise from SBOE

Ryan Tarinelli
Argonaut

State leaders, University of Idaho student leaders and UI administrators are excited about recommendations made by the drugs and alcohol and Greek life task forces because of the way students were included in developing the recommendations.

"I think this is a fantastic step in promoting a safe and healthy campus. I think that what they used was one that was well thought out and logical," ASUI President Max Cowan said. "They really took a hard eye, or a hard look, at what we currently do, what works and what doesn't, and what we could do better."

The State Board of Education also praised the recommendations after UI Interim President Don Burnett and Dean of Stu-

dents Bruce Pitman gave a presentation about the task force work at the last State Board of Education meeting in August.

Pitman said the SBOE was so impressed with the work done by the task forces they asked other Idaho universities to look into taking similar action on these issues.

"They looked at the work we did and then asked the other institutions to take a similar look at their practices," Pitman said. "And get back to the board with a summary of what their action plans would be."

Pitman said every SBOE board member approached him to personally express their support of the task forces.

Christopher Chesnut, president of the InterFraternity Council at UI, said the Greek community is in support of the new recommendations made by the Greek life task force including a relationship statement between UI and the Greek system.

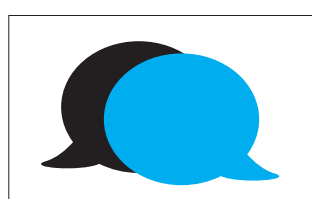
SEE TASK, PAGE 6

IN THIS ISSUE



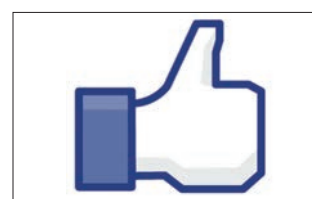
Vandal football falls at North Texas 40-6. Their next opponent is Wyoming.

SPORTS, 6



Lack of transparency contributed to concern over class and comp. Read Our View.

OPINION, 9



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Department of Student Involvement

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Commons 302
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4TH OAM
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PM

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3:

WHI

STUDENT ORG. ORIENTATION

MANDATORY TRAINING 1MEMBER/ORG.
WED. SEPT. 4, 10:30, 11:30, 1:30
FRI. SEPT. 6, 10:30, 11:30, 2:30, 3:30
COMMONS WHITEWATER ROOM

Orgsync

STUDENT ORG. ORG SYNC TRAINING
THURS. SEPT. 5
9:30 A.M. - 2 P.M. OR 5 P.M. OVERVIEW
11 A.M. - 3:30 P.M. IN-DEPTH LOOK
COMMONS WHITEWATER ROOM

FREE ice cream

Mukizukura
Community Service

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WED. SEPT. 11
11 A.M. TO 1 P.M.
IDAHO COMMONS PLAZA

VE FILM: "THE GREAT GATSBY"
FRI. SEPT. 6 @ 7 & 9:30 P.M.
SAT. SEPT. 8 @ 8 P.M.
SUN. SEPT. 9 @ 3 P.M.
SUB BORAH THEATER

ASUI

IDAHO

ASUI IS HIRING

APPLICATIONS DUE FRI. SEPT. 6
MORE INFO AT WWW.UIDAHO.EDU/ASUI

Homemade Reese's Cups

Amber Emery
Crumbs

My grandma has been making these tasty treats for as long as I can remember. Every birthday, Christmas and Easter I would look forward to a box of peanut butter cups that are the perfect combination of creamy and crunchy. This recipe is perfect for college students. It's easy, and only takes 15 minutes to make.

Ingredients

- 1 box Ritz Crackers
- 1 jar creamy peanut butter
- 1/2 lb (8 oz) chopped chocolate or chocolate chips
- 1 sheet wax paper

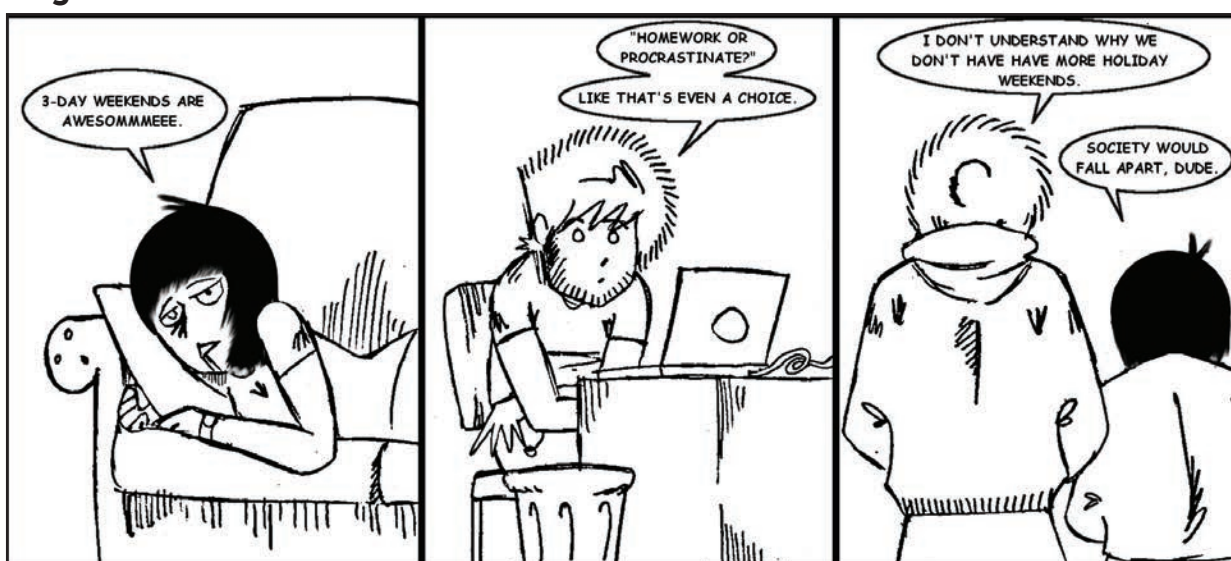
Directions

1. Spread peanut butter between two Ritz Crackers with a butter knife.
2. Stir half of the chocolate continuously on low heat. Add the rest of the chocolate as it is melting.
3. Dip the sandwiches into the chocolate and set on wax paper to cool.



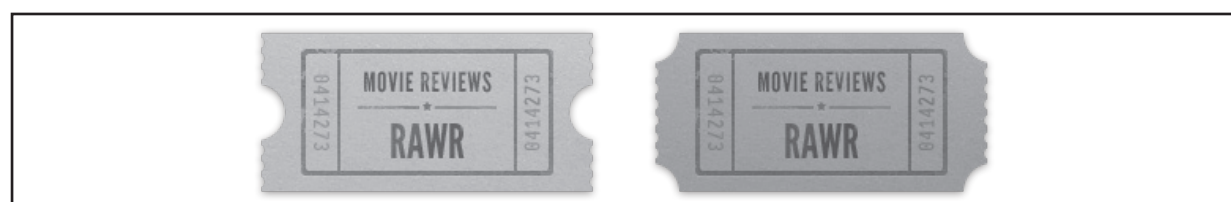
Amber Emery | Crumbs

High Five



Shane Wellner | Argonaut

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CROSSWORD

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1 Frequent doctor's order
5 Salon jobs
10 Notebook projections
14 Kett of old comics
15 Church type
16 Poseidon's mother
17 Med. sch. course
18 Thicket
19 Seals' meals
20 Bed part
22 Small terrestrial lizards
24 Land in la mer
25 Soft shoe
26 Sized up
31 Deli offering
35 Vermin
36 Taj Mahal city
38 Station
39 Yale student
40 Locomotives
42 Cobbler
43 Chicken parts
45 Paving stone
46 Road shoulder
47 Green light
49 Imposes rules
51 Newcomer, briefly
52 ___ Baba
53 Port city of northern Poland
56 Chips of polished stone
61 Evaluate
62 Give the slip
64 Light gas

65 Hero type
66 Famous
67 Gator's kin
68 Swabs
69 Floors
70 They, in Trieste

9 Does a slow burn
10 Molasses
11 Attention-getter
12 Composer Bartok or actor Lugosi
13 Impudence
21 Hi-___ monitor
23 Prods
26 Field of play
27 Department store aim
28 ___ Quentin
29 Breakfast choice
30 Cut's partner
32 Antipasto
33 Watered-silk
34 Agenda entries
37 Nay sayer

41 List abbr.
44 Canine shelters
46 Equilibrium
48 Casino coins
50 La Brea goo
53 Depressing
54 Pedestal part
55 Resting on
56 1984 Peace Nobelist
57 Garden with a snake
58 Some M & M's
59 Chaotic places
60 ___ in a blue moon
63 Auction unit

SUDOKU

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						6		
5				9		7	8	
9		8	7				2	5

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THE FINE PRINT

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Find a mistake? Send an e-mail to the section editor.

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- Letters should be less than 300 words typed.
- Letters should focus on issues, not on personalities.
- The Argonaut reserves the right to edit letters for grammar, length, label and clarity.
- Letters must be signed, include major and provide a current phone number.
- If your letter is in response to a particular article, please list the title and date of the article.
- Send all letters to: 301 Student Union Moscow, ID, 83844-4271 or arg-opinion@uidaho.edu

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Associated College Press

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SPI Mark of Excellence 2011: 3rd place website

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Leslie Fowler | Courtesy

UI sophomore Leslie Fowler works for an engine crew fighting fires for the Bureau of Land Management Burley-Twin Falls district in August.

Summer on call

Alexia Neal
Argonaut

Fire is often thought of as a bad thing, but University of Idaho sophomore Leslie Fowler said that's not always the case.

"As long as it's not destroying homes and structures, it's actually a natural process. The environment needs fire to thrive," Fowler said.

When Fowler applied to the Burley-Twin Falls district fire station two summers ago it was to please her mom, but when she got a call back for an interview, she decided to take it. She had no idea how a summer job would shape the rest of her life.

"I was interested in fire ecology before, but after working my first summer, it was decided," Fowler said. "It was also solidified when I (worked) in a law office and I couldn't stand the paperwork and the monotony of it all."

Fowler now studies fire ecology and management and conservation biology at UI. She said she's not sure of the emphasis yet, but is interested in how fire affects the environment.

Austin Schmahl, a UI sophomore, works for the Rock Creek-Twin Falls district station. He took the job two summers ago in order to make some extra money for college.

Schmahl is studying fire ecology management, and is hoping to someday be a fire operations supervisor.

"It's like the fire chief of wild land," he said.

Schmahl has helped fight 12 fires during his first season, and another 14 this past season. One fire had a significant impact on his life, he said.

As part of a strike team — a team of people from another state sent to fight a specific fire — Schmahl was sent to the Wood Hollow fire in Utah.

He said this fire was different than others because it was getting larger and producing its own gusts of wind rather than cooling off at night.

"We had a close call with what's called a fire whirl," Schmahl said. "The best way to describe those is they are dust devils with flames in them. We were going down a two-track dirt road with a fence on both sides. I had a hose out and the fire whirl had spun ahead of us and had cut through the road. We had to cut through the fence to try to get ahead of it."

He said the fire whirl had done significant damage to the fire engine. The headlights were melted and the paint was peeling on the engine.

"It was the most difficult fire behavior I'd ever seen," Schmahl said.

During the summer months, Fowler and Schmahl are guaranteed 40 hours of work per week at the station. There they do physical training, paperwork and mechanical repairs. All other work is considered overtime or "danger pay."

Fowler said it takes a lot of commitment to be a fire fighter because they are always on call and need to be ready to go in 15 minutes. Fowler said in the summer it can be difficult to go to movies or go camping because she is never sure when she will be called in to work.

"In the summer, they own us," Fowler said. "It's definitely worth it, even though many opportunities are missed."

Alexia Neal can be reached at arg-news@uidaho.edu

CLASS seeks new dean

Alycia Rock
Argonaut

The University of Idaho is seeking a new dean of the College of Letters, Arts and Social Sciences, who will step into the position during the spring semester of 2014.

Kathy Aiken, interim provost and executive vice president, is the former CLASS dean and said the university seeks someone with a dynamic ability to act as both an administrator and a leader in the college.

Ideally, Aiken said, UI will hire someone who has administration experience, but who is also an advocate of the disciplines included in the College of Letters, Arts and Social Sciences — the largest college at UI.

"It is a very diverse college," Aiken said. "It includes everything from theater and music to psychology and sociology."

John Mihelich is currently the CLASS interim dean, but will only be with the university until the end of the fall semester, said Lynn Baird, Dean of Library Services and head of the search committee.

"We'd like to have somebody in place by spring semester," Baird said. "This person in general is involved with the management and administration of the entire college."

According to the official job description, the new dean "must be an effective communicator and motivator, with a demonstrated ability to generate resources for the advancement of the College..." and "...provides leadership and advocacy for the principles of a university-wide liberal and general education, and for the college's role in providing a liberal arts education."

Because the college is so large, many general education requirement classes are taught by units of it, Aiken said.

UI collected names and resumes of people who were interested. The job opening closed Sept. 3. The committee will now proceed with interviews, and top candidates will be brought to campus where they will give a presentation, Baird said.

Aiken said that these presentations are open to the public, and students are encouraged to attend.

"There are always opportunities to provide comments about those interviews," Aiken said. "Those people are an important part of the decision making process when we hire."

The search committee is interested in someone who also has a successful career of teaching and scholarship and engagement, Aiken said.

When the presentations are finished, the search committee will score them and give the names to Aiken for her consideration, Baird said. With the advice of the search committee, Aiken will ultimately make the hire.

UI has been advertising the job in *Chronicles of Higher Education* — a fairly standard place to post jobs, Baird said, but also online at UI's work source website.

The deans of each college serve on the search committee for other deans. This just happens to be Baird's turn, she said.

A review of the applications will take place after Sept. 3, and the start date will be Jan. 2014.

Alycia Rock can be reached at arg-news@uidaho.edu

Police log

Friday, August 30

9:44 a.m. Spotswood St., Chevron
Caller complained about theft at Chevron gas station.

11:42 a.m. West Pullman Rd., Buckle
Caller reported smoke at Buckle store in Palouse Mall, though no fire was found.

4:35 p.m. University Ave., Perch
Caller reported hearing a possible gun shot at the Perch bar on Greek Row.

Saturday, August 31

1:32 a.m. West Third St. and South Jackson
Officer arrested male for DUI, report was taken.

1:45 a.m. South Main St., Cactus Computer
Caller complained about people on the roof.

3:01 a.m. South Main St., Moscow Farmers Market
Officer impounded vehicles at farmers market.

8:51 a.m. 900 blk Stefany Ln.
Caller reported unattended death.

10:21 p.m. 600 blk East C St.
Caller complained about a threatening message.

Sunday, September 1

2:13 a.m. Baker St. and West A St.
Called complained about dispute.

1:03 p.m. South Main St., Sure Shot
Officer arrested male for driving with a suspended license.

9:14 p.m. West Pullman Rd., Jack in the Box
Officer arrested wanted male on a warrant.

Monday, September 2

2:26 p.m. Poultry Hill Way
Caller witnessed power pole fire. No report was taken.

3:48 p.m. Perimeter Dr. and Nez Perce Dr.
Caller reported a possible stolen vehicle.

8:21 p.m. South Main St., Champions Bar and Grill
Report of a possible parole violation.

blot

Your student magazine is now hiring writers, photographers, and designers.

Email blot@uidaho.edu or pick up an application on the third floor of the SUB

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www.uidaho.edu/studenthealth

Annual Open Enrollment/Waiver Deadline: September 8, 2013

University of Idaho



Combining two arts

Booker's Dozen comes to UI library for second time

Andrew Jensen
Argonaut

The Idaho Booker's Dozen 2013 are now on display at the University of Idaho library. The traveling display features 15 handmade books created by Idahoan and international artists.

The exhibit features work from artists throughout the state of Idaho and include Earle D. Swope, Katarzyna Cepek, Naomi Adams, Dynany Munson, Mare Blocker and Scott Samuelson.

Artists from Nebraska, Virginia, the United Kingdom, Germany and the Netherlands also have work in the collection.

Reference and Instruction Librarian Beth Canzoneri said the faculty at the UI library was excited to host the exhibit.

"I think this is a fantastic exhibit," Canzoneri said. "(I) am glad they were able to share some of these creative efforts by these artists with the university community."

Canzoneri said the UI library was fortunate to be on the list of libraries chosen to display the works. She said she hopes students will come and see the exhibit.

"It's something totally unique," Canzoneri said. "It's mind-expanding."

Exhibition coordinator Sarah Vangundy put the display together just outside the library elevator. She also said she hopes students will come see the exhibit.

"I would really encourage students to come look at it because it's a great opportunity to see what international and national artists are doing, and (see) different ways to interact with text," Vangundy said.

More info

Booker's Dozen will be on display at the University of Idaho library until Sept. 7. The display is open to the public during normal library operating hours.

The exhibit encompasses a variety of works — some make use of entire books while others only parts of them. Each work features a statement from the artists.

UI is one of three academic institutions featuring the exhibit in its library. The other two are College of Southern Idaho and Brigham Young University — Idaho.

Next month, the display will be featured in Idaho Falls Public Library. From there, it will be featured in Coeur d'Alene in November, Boise in December and BYU in January.

Booker's Dozen was last in Moscow in February when it was on display in the Moscow City Hall gallery. The display remains in each institution for one month.

The exhibit will be on display at the library through Sept. 27. It will be open to the general public during the library's normal operating hours — 7:45 a.m. to midnight Monday through Thursday, 7:45 a.m. to 8 p.m. Fridays, 8 a.m. to 8 p.m. Saturdays and 8 a.m. to midnight on Sundays.

The exhibit is sponsored by the Idaho Center for the Book, located in Boise.

Andrew Jensen
can be reached at
arg-news@uidaho.edu

I think this is a fantastic exhibit. (I) am glad they were able to share some of these creative efforts by these artists with the university community."

Beth Canzoneri,
Reference and
Instruction Librarian



File Photo by Phil Vukelich | Argonaut

Natalie Hardin, junior, runs through the "blue" color station during the Colors of Hope 5k in September 2012. The Colors of Hope will be held in Moscow again Sept. 14.

A colorful cause

Aaron Bharucha
Argonaut

The Gritman Medical Foundation is preparing to host its second annual Colors of Hope Fun Run to raise money for the Light A Candle program.

The program, sponsored by Gritman Medical Center, provides services to cancer patients in Whitman and Latah counties.

"There's all these costs associated with cancer treatments that insurance doesn't cover," said Eric Hollenback, advisory board member for the Light A Candle program.

Hollenback said the money is often used on gift cards for various services such as gas to get to appointments, cleaning services and oncology and massage therapy.

"Things that help enrich the lives of people who are suffering from cancer," Hollenback said.

The Colors of Hope Fun Run will take place Sept. 14. The race is a five kilometer "color" run on the Latah Trail. Participants are encouraged to wear white T-shirts because at certain points in the race they'll be covered with colored liquid intended to represent the various types of cancer.

"The first year we did it with dry colors," said Becky Chavez, co-founder of the program. "This year we're going to try it with the liquid color, so the colors will be a lot brighter, more fun and wet."

At the end of the race, a color war will take place consisting of a thicker, mud-like dye.

"We did the color war last year and everybody had fun, so we brought it back again," Chavez said. "We like to keep our events fun and interactive. You're supporting a great

cause but we want to make it so people are enjoying themselves."

The Light A Candle program originally hosted only one major fundraiser — a Bunco tournament — but that changed last year with the addition of the color run.

"The advisory board had talked about putting together a second fundraiser," Hollenback said. "Someone mentioned Colors of Hope and we started brainstorming and thought about different colors representing different cancers and we just thought it was a good fit."

Early registration for the event is on Gritman Medical Center's website, but on-site registration will also be available from 7:45 to 8:45 the morning of the event.

"Anyone can do this," Chavez said. "It's really fun and family friendly. It's not timed — it's just for fun and supporting local cancer patients."

"We call it a fun run/walk because we have people of all ages and it's very family oriented," Hollenback said.

Participants who register early will pay only \$30, and on-site registration will cost \$35.

"We had a great turn-out last year — around 300 people showed up, and we're hoping to get more people out here this year for it," Hollenback said.

The cost of hosting the event is fully funded by Gritman Medical Center, so all donations received — from registration and additional on-site donations — go to cancer patients in Latah and Whitman County.

Aaron Bharucha
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KNOW
FROM PAGE 1

What staff should put on their business cards or stationary is their working title, which can be established by individual staff members and their supervisors to properly reflect their position at UI, Smith said.

Appeal process

A concern expressed by staff at the Aug. 22 open forum was inadequate time to file an appeal for reclassification, given the busy start to the academic year. The original appeal deadline was Sept. 9 and Smith said, after sitting down and discussing what it would take to file an appeal, it was decided to extend that deadline to Oct. 9.

Cindy Bogar, chemistry department manager, cited concerns about not being able to easily access PDQs in an online format.

“What I would ask, perhaps for everyone, perhaps just for myself, is why if we have benchmarks ... why don't we have those same job descriptions that we can literally go to and see, not in person, but online,” Bogar asked. “Why isn't there transparency in that?”

In response, administration and HR decided to make the PDQs available online for staff to access.

“So it will be online for them and it will make it a lot easier to get the information and I think that will be more fair with the appeal process,” Smith said.

Brian Mahoney, chair of Staff Affairs Committee, said right now he feels good about how staff will be represented on the appeals committee. Three Staff Affairs Committee members will be on the appeals committee, he said, which is more than was originally planned.

“I think that staff (will be pleased to) know there are other staff just like themselves and not just upper-level administrators, that we're going to be looking out for the good of all staff,” Mahoney said.

Communication

Mahoney said that before Interim President Don Burnett sent out a staff-wide email on Aug. 2, he'd had discussions with administration and HR addressing the perceived lack of transparency.

“One thing that came out of that was the communication or lack of transparency in the entire process,” Mahoney said. “And I think what came out of that was that a lot of the folks doing a lot of the work on it are so involved in it, that they assume other people knew how they got to where they were. And

those of us who weren't that involved had no idea.”

Walters said communicating the process has been a challenge for HR.

“Sometimes it's hard to describe in enough detail, for instance how an individual position ends up being graded in a particular place,” Walters said. “That's probably the hardest part is to help people understand the inner workings. But also to help them feel comfortable enough that in the end the effect on them individually may not be as significant as they're imagining.”

Jane Baillargeon, a staff representative on Faculty Senate, said, in a way, she thinks perception is everything.

“There does seem to be the perception out there that it has not been done well,” Baillargeon said. “I'm thinking that we really needed more transparency early on. It would have made the process easier.”

But, she said, whenever people's salaries are involved that is very personal and can be a touchy subject.

“There's always that distrust and suspicion when you're messing in people's pocketbooks,” Baillargeon said. “I do think we could have done it a lot better if we had talked about each piece of the process as we went along the way ... just a little bit more information as we've gone along would have alleviated some of the tension.”

Hiring practices

During the open forums, Dan Davenport, director of student financial aid, highlighted concerns that the new classification system will negatively affect the ability of UI to hire and retain quality staff.

Davenport said if he were to rehire his staff members at the new classification level assigned to their positions, their combined salaries would be significantly reduced, making it difficult to find quality candidates willing to take on vacant positions.

“I fully support the objectives of the ability to retain and recruit quality talent, compensation that is externally competitive, and the president's initiative to consider advancement within our offices,” Davenport said. “But I am concerned about the compensation tables being able to support those goals.”

The example he gave was the associate

director position in his office. The salary of the person currently in the position is \$58,500, but based on the compensation tables, that position could only be re-hired at \$45,000. He said Washington State University, Idaho State University and Boise State University hire the same position at \$15,000-\$25,000 more than that.

“I find it difficult to meet the first two objectives based on that,” Davenport said.

Smith said this is the unfortunate flip side to the ultimate goal of the classification and compensation study — to fix compression. Smith said in the past there have been staff on campus for seven or eight years who have not received raises and when somebody leaves in a similar position, the university has to pay a lot more to get a new hire of the same caliber as the person who left.

“So we've ended up with employees who have been here a long time, have more experience and are making less than the new person coming in,” Smith said. “And that's really not fair.”

Although restricting hiring to the first quartile or third of the salary range could be the solution, it may be difficult to fill positions with qualified candidates.

Smith said UI needs the legislature to fully fund a Change in Employee Compensation, which would raise the salaries of all university employees through state funding.

“And we need to make it the priority of the institution to at least give a little bit each year — just a little bit — so we can keep building the salaries of our current employees,” Smith said. “And we will get to the point where — it could take five or six years — we'll get to the point where this won't be an issue. We'll be hiring people at the market rate and they'll be coming in at a lower rate than the people working here. That's our goal. How to get there, that's going to be the problem.”

Addressing the problem

Mark Miller, a staff representative on Faculty Senate, said there is a writing group made up of staff members who are currently looking into updating the policies and procedures associated with hiring practices at the university to address some of these problems.

“So what we're hoping to do is to change

hiring and promotion and things like that and make it so qualified internal candidates don't necessarily have to compete with equally qualified candidates outside,” Miller said. “So the people that could move up through the ranks would be able to do that and make more money through internal promotion.”

Mahoney said a goal is to make it easier for people to move up through the ranks within departments. Then, hiring is taking place at the lowest levels where it would be easier to find qualified candidates who would be at lower salaries.

“Yes money will be a concern ... and knowing there is some type of progression and they can see how they can work themselves up through an organization,” Mahoney said. “I think having something like that will make a big difference, especially with the morale (and retention) of the staff.”

Baillargeon is also a part of the writing group and echoed Miller's sentiments.

“I think we are definitely looking at bringing people in at lower salaries. Which is problematic,” Baillargeon said. “However, if we can develop some sort of internal promotional kind of process where people come in knowing there is a future here. They might be willing to take that lower entry knowing that they can move forward. So its all going to hang on how these policies come together in the end.” Baillargeon said she hopes the writing group will have something to present to Faculty Senate within the next few weeks.

In the future

Staff are encouraged to give feedback and participate in the process whenever they have the chance, Baillargeon said.

“I want to encourage the staff to participate whenever there are forums, conversations, to have their say so they (don't) feel like this has been imposed upon them,” Baillargeon said. “But we've done difficult things before and I think we're going to come through this just fine.”

Smith said he's heard both complaints and praise for the new classification and compensation system.

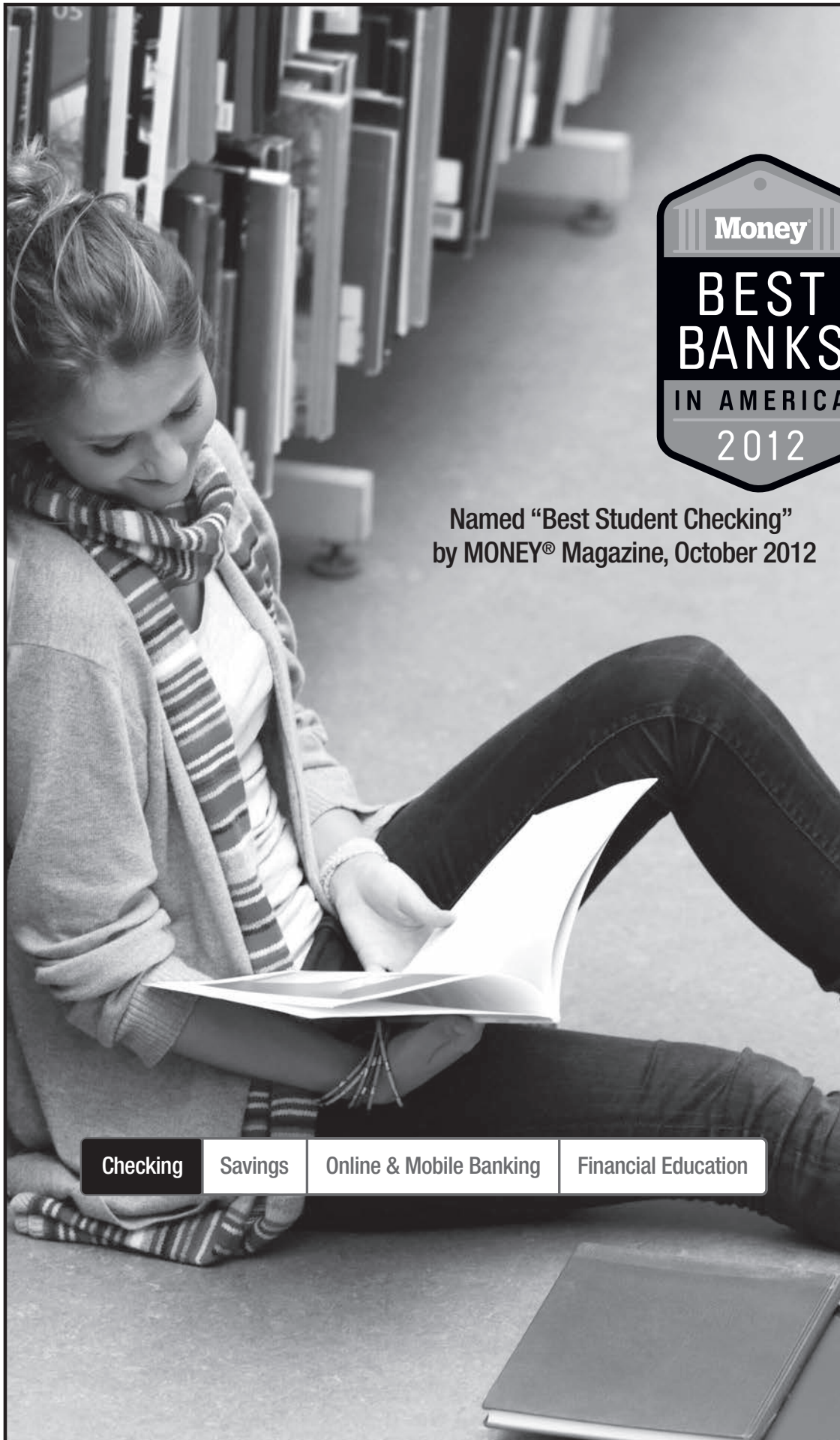
“Some people are happy, some are unhappy,” Smith said. “You tend to hear more from those who are unhappy. But I think we'll make adjustments as we go. We're already making adjustments, trying to make it better for the employees, more understandable. So hopefully we get through it.”

Kaitlin Moroney can be reached at arg-news@uidaho.edu



There does seem to be the perception out there that it has not been done well. I'm thinking that we really needed more transparency early on. It would have made the process easier.

Jane Baillargeon
Staff representative on Faculty Senate



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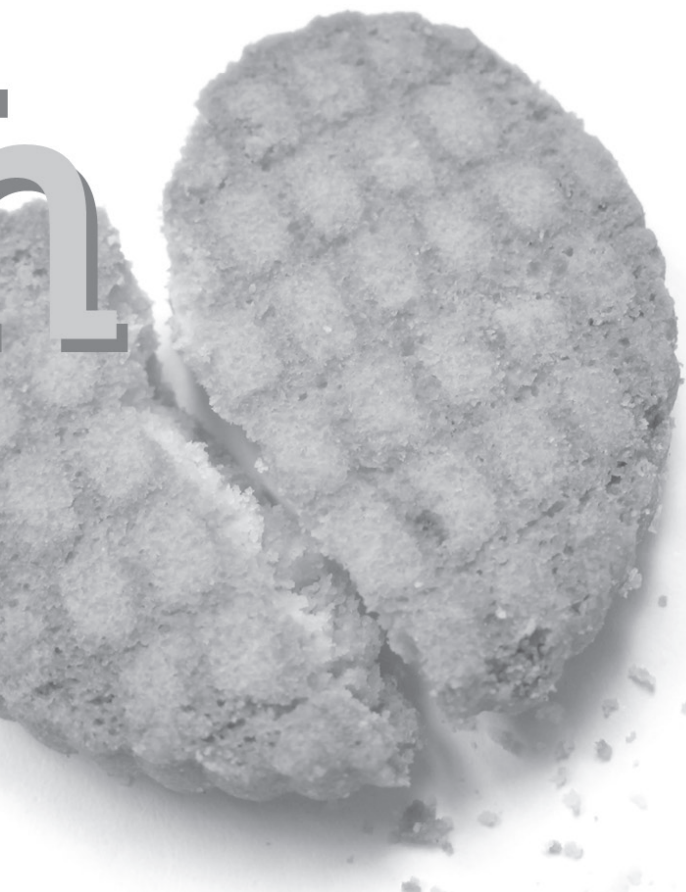
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CONGRESS

FROM PAGE 1

Ringo spent most of her professional life as a teacher and said her experience as an educator would contribute to the fight of representing students in Washington D.C.

"I was a public school teacher for 38 years," Ringo said. "I understand what is needed in education and I think I have a good notion for some of the mistakes that have been made over the years in regards to that. I think that there is really nothing higher on my priority list than giving people the opportunity to move on

to higher education and making it affordable."

Sue Hovey, a longtime friend of Ringo's, said Ringo is the most honest person she has ever known and that trait will shine through if she is elected into Congress.

"Her ideals are steadfast, she doesn't equivocate. She doesn't say one thing to one person and a different thing to another," Hovey said. "And that's why she has had a lot of success in her political career."

Ringo's campaign will resume when she fills all of the key leadership positions in her campaign staff, which she expects will be

sometime in the next week.

The primary election is in May 2014 and as of now there are no other democrats in the run for the 1st Congressional District.

Hovey said that although the fight will be an "uphill battle," Ringo expects to take Labrador's seat in the upcoming election.

"It's not an insurmountable effort. We feel that she can win and she fully intends to win," Hovey said. "She's never been involved in something that she didn't put her whole heart into, including representing middle-class Idahoans."

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TASK

FROM PAGE 1

"Going forth, we're pretty excited about having a relationship statement with the university because that clears up a lot of gray area," Chesnut said. "It was critical that the university said 'hey we need to say what our relationship is with these fraternities'."

Chesnut said there has been discussion in the Greek community about the extent of UI oversight in disciplinary actions involving Greek members, however the oversight is seen as a positive action.

"Generally the guys feel like that's a positive move as well because, at its core, fraternities are about holding their members accountable for higher values," Chesnut said. "That gives us another resource at holding our members to those stan-

dards, and making our membership better."

Many of the Greek life task force recommendations, like registering house-sponsored parties, are done through the IFC, which is an independent entity from UI, Chesnut said.

"Discussion on both sides from chapter presidents and university staff are actually starting to get excited about the thought of collaborating," Chesnut said.

He said involving UI in the disciplinary process will be a positive move towards holding individual chapter members accountable.

"I don't see it as a way to target chapters, I see more as a way to target students, the individuals of those chapters, make sure that those individuals are living up to the code of conduct that the university has for its students," Chesnut said.

Cowan said he supported the recommendations made by the alcohol and drugs task force to reevaluate disciplinary actions related to underage drinking.

"They took a lot of time to consider solutions that are practical and are based in changing culture, and not necessarily trying to place too many regulations or punishments onto students, because that's ineffective," Cowan said.

Cowan said he was glad UI allowed student input throughout the task force process, which allowed for a greater collaboration of ideas.

Chesnut agreed and said student input during the recommendation process was appreciated.

"We're really happy the university is involving us in the entire process," Chesnut said.

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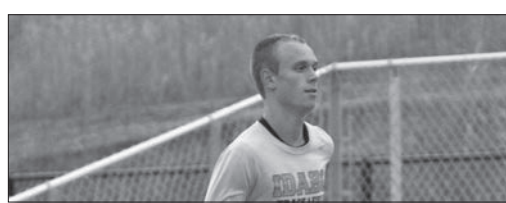
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SPORTS



Cross country starts season with individual victory by sophomore Halie Raudenbush.

Still young

Petrino notes youth, inexperience showed in Saturday's season-opening loss

Theo Lawson
Argonaut

After allowing the opposing offense 40 consecutive points, while his own went scoreless, Paul Petrino made note of an important point before proceeding with his weekly news conference Monday.

"I told the whole team last night, usually you make your biggest improvement between game one and game two," he said.

For the first time since taking on Idaho's head coaching responsibility, Petrino will be able to analyze game film of his team, rather than the practice and scrimmage tapes his coaching staff has been accustomed to.

And with the Vandals' 40-6 loss Saturday at North Texas, there will be a lot to fix, and the game film surely won't run dry.

"You can practice all you want, have mock games but the speed of the game, being on the road, the band playing as loud as it's playing behind the bench, the crowd's yelling stuff at you..." Petrino said. "A few of them didn't play as well as they played all fall camp."

For Petrino and staff, the reparation process may follow a "pick your poison" theme.

That process could begin with the Vandal secondary, which allowed senior quarterback Derek Thompson to

pepper his receivers for 349 yards on 23-of-27 passing.

Leading receiver Brelan Chancellor hauled in six of those for 135 yards and one touchdown.

Or maybe the staff prioritizes clock management, which was the first indicator of things to come after the team burned its third and final timeout of the half just a couple of minutes into the first quarter.

"To be honest with you, I still don't know who called that third timeout," Petrino said. "We used two of them and that third one was a mystery one, I don't know where it came from."

The "mystery timeout" came immediately after Idaho's efficient march downfield and ensuing touchdown pass from quarterback Chad Chalich to fullback Jake Manley. The Vandals then proceeded to recover an onside kick, as momentum continued to surge on the visiting sideline.

But with 32 players — exactly half of the traveling squad — having never played a snap of FBS football, the youth and inexperience began to emerge from the shadows. It would only take a couple of drives to see the momentum slide across to the Mean Green sideline.

"There's a lot of guys that looked a little bit like the deer in the headlights out there," Petrino said. "That



Watch footage of Paul Petrino's weekly news conference.

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can't happen, they have to believe in their training, trust what their technique and fundamentals are."

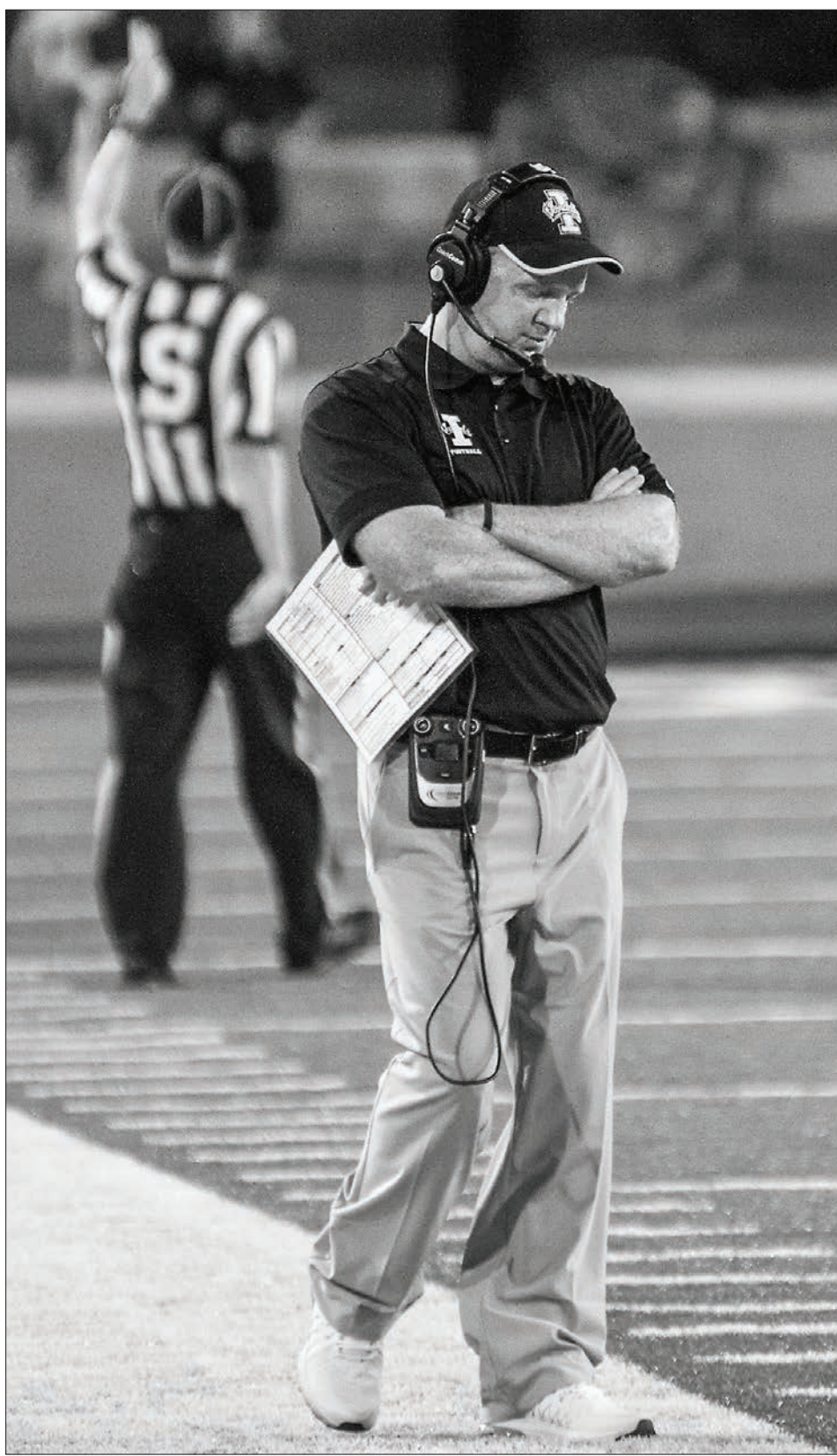
The desperation of Idaho's season opener increased when offensive line starters Mike Marboe and Cody Elenz left the field with injury. Defensive end Maxx Forde would then go out with cramps.

Petrino cited those injuries as day-to-day, noting that he prefers not to discuss ailments early in the week.

The lack of experience was also evident on special teams. True freshman Austin Rehkow had a Bobby Cowan-esque day punting, with six of his punts totaling 284 yards, and a long punt going for 62 yards. But Rehkow will have to tune up his kicking game, which left four points on the board after the Spokane native missed a point-after-attempt in the first quarter and a 39-yard field goal attempt in the fourth quarter.

Still, Petrino was able to praise his young kicker's debut.

SEE YOUNG, PAGE 10



Courtesy photo by Ilya Pinchuk | University of Idaho

Idaho coach Paul Petrino shows disappointment on the sideline during the Vandals' 40-6 loss against the University of North Texas in Denton, Texas.

New season, still winning

Aaron Wolfe
Argonaut

After a successful first tournament of the season last weekend on the road, Idaho volleyball starts the season off with a 3-1 record in what appears to be another promising year.

A new setter, sophomore Meredith Coba, has come out of the woodwork from starting off as a redshirt freshman in 2011. Coba received limited playing time sitting behind veterans last season, and worked her way toward a starting role. Coba did not disappoint last weekend with 175 assists in Idaho's four matches averaging 10.94 per set. She also racked up a total of 14 kills and 13 blocks in the tournament — a huge part in Idaho's respectable team hitting percentage of .242. For her admirable performance, Coba received a selection to the all-tournament team at the Uni-Wyo Invitational.

Along with Coba, Idaho's prized middle-blocker junior Alyssa Schultz also received all-tournament honors with a performance that satisfied high expectations. Schultz hit an outstanding .437 with a merciless 3.38 kills-per-set in the tournament. Her 53 kills in just 103 swings came with just nine errors complimented by two aces and 1.5 blocks-per-set.

Match-by-match, the tournament played out in the beginning in the Vandals'

favor with a dominating sweep of Montana State in Friday's season-opener. With 40 assists, Coba commanded an offense with a hitting percentage of .398, the best hitting numbers in a match for the Vandals in almost a decade.

Schultz came in swinging at .579 with 12 of the 15 kills from Idaho's middle powerhouse. Despite immaculate numbers from the middle, distribution was consistent with a combined 33 kills from all other positions on the Vandal side of the net. Junior Jessica Hastriter hit her career-best at .435 while also nabbing seven digs. Sophomore Katelyn Peterson contributed with seven digs as well but true freshman defensive specialist Terra Varney led the team with eight. MSU grabbed three less digs than the Vandals with 34 but the Vandals finished with a 7.0-3.0 block advantage and held the Bobcats to a .176 hitting percentage. The Vandals won all three sets going 25-15, 25-19, 25-21.

The Vandals fell in the next match on Saturday in a five-set dramatic match-up against University of Wyoming on the Cowgirl's home court.

"We played great in the first two games, we competed," Idaho coach Debbie Buchanan said.

The Vandals won the first two sets but failed to carry the momentum throughout



File photo by Tony Marcolina | Argonaut

Idaho setter Meredith Coba sets up the ball for a spike during practice Thursday, Aug. 29, in the Memorial Gym. The team will travel to Flagstaff, Ariz., to play in the Northern Arizona Fiesta Classic this weekend. Their first match will be at 4 p.m. Friday against Cal State-Northridge.

the duration of the match despite outperforming Wyoming in the blocking category 15.0-12.0, a .500 hitting performance from Schultz and 24 digs between sophomore libero Jenna Ellis and Varney on defense. Wyoming had more digs than Idaho with a 74-60 advantage and the 25 errors on 172 attempts for the Vandals made matters worse.

"If our kids can battle like they did in sets one and two we're going to have a solid year," Buchanan said. "We just have to make sure

we don't lose faith in what we're doing when things aren't going our way."

After a tough loss against the home team it started to go Idaho's way again and this time for the remainder of the tournament. The second win in three tries for the Vandals came with a 3-1 victory over Drake. Ellis's team-high 13 digs were the difference-maker in Idaho's small advantage with an edge of 56-55.

SEE SEASON, PAGE 10

Athletes of the Week

Alyssa Schultz — Volleyball



Alyssa Schultz

The Vandal middle blocker played very well this weekend at the Wyoming Invitational helping the team go 3-1. Schultz, a junior out of Issaquah, Wash., was picked as the WAC Preseason Player of the Year earlier this year and certainly played like it during the tournament.

In the four games at the invitational, Schultz hit .437 with 3.38 kills per set in the tournament. She totaled 54 kills on 103 swings and had just nine errors. She also added two aces and 1.5 blocks per set. Her play earned her a place on the all-tournament team. She was one of two Vandals to earn all-tournament honors.

Meredith Coba — Volleyball



Meredith Coba

Idaho setter Meredith Coba was also selected to the all-tournament team over the weekend at the Wyoming Invitational. Coba, a sophomore out of Salem, Ore., posted great stats in the four games that the Vandals played. Coba had 175 assists in Idaho's four matches, averaging

10.94 per set. She also added 14 kills and 13 blocks during the tournament, and set Idaho to a .242 team hitting percentage. Those stats were good enough to help lead the Vandals to a 3-1 record over the weekend and helped her earn all-tournament honors alongside Alyssa Schultz.

Dezmon Epps — Football



Dezmon Epps

Epps, a junior college transfer out of Sacramento, Calif., had a big game for the Vandals. Quarterback Chad Chalich targeted 10 players but Epps was his favorite target in the 40-6 loss to North Texas. He was on the receiving end of seven catches for 89 yards with a long of 50 yards. His seven catches were a game-high for the Vandals. While he was targeted the most, he went without a touchdown during the game.

SEE ATHLETES, PAGE 10

We need patience, not panic

A state of panic has started to dawn on the Idaho Vandal faithful. In Moscow, where victory and football haven't gone hand-in-hand since 2009, it's not all that much of a surprise.

After a deflating loss in Saturday's season-opener, those who are both highly critical and doubtful have already begun to emerge.

Okay, so the 40-6 scoreline wasn't ideal. Neither was the lackadaisical secondary unit or burning three timeouts in two minutes. Covering the spread — which stood at just more than 15 points — did seem realistic.

But don't panic, not just yet.

Think about it this way: seven Idaho

starters were playing their first few downs of Division 1 football. Not to mention a brand new coaching staff managing those newcomers almost 2,000 miles in an unfamiliar environment.

If Saturday's test revealed anything, it revealed potential. Don't expect that potential to unveil itself immediately. We may begin to see it by the time the home-opener rolls around, or it may have to wait until next season.

The potential, though not all that visible, came in a variety of forms in the blowout loss. Chad Chalich, the team's young gunslinger, passed the ball at a very high clip. Indeed, Chalich will need to cut down on the

amount of hits he takes and read the field better before scrambling on third and 19. There was a lot to like about Chalich's leadership and composure, however.

The skill players left a lot on the table, though the running game looked to be an improved version of last year's group. Freshman receiver Dezmon Epps and red-shirt freshman receiver Deon Watson had a bulk of Saturday's receptions, hauling in 113 combined receiving yards.

Opening your season on the road is by no means favorable. The Vandals haven't opened at home since 2009.

Eyeing the remainder of the Vandals' schedule, it's hard to pencil any one game as a guaranteed victory, based on Saturday's woes and a couple of strong show-

ings from Idaho's opponents. That's the beauty of an independent schedule, though.

If Petrino and the Vandals do manage to salvage something out of the season, it will come as a surprise. If not, it still provided a plethora of youngsters the opportunity to attain experience before breaking into a rigorous Sun Belt Conference.

For those struggling to find a glimmer of hope, I would say that change doesn't happen overnight. Coach Petrino, by no means, is a miracle-maker.

What is important though, is that a foundation is built. Petrino's foundation is one that seems to have stamina. Let the process work itself out.

Theo Lawson can be reached at arg-sports@uidaho.edu



Theo Lawson
Argonaut

Running over the opposition

Stephan Wiebe
Argonaut

Apparently nobody told Idaho sophomore Halie Raudenbush that the first cross country meet of the season is usually a low-key meet. Raudenbush dominated the competition on Saturday at the Clash of the Inland Northwest in Spokane, winning the women's 4-kilometer race in 14 minutes, 20 seconds.

"Halie had a great freshman year for us in cross country but has made some huge improvements from last year," Idaho coach Wayne Phipps said. "She ran 48 seconds faster this year than last year."

Raudenbush won the race with little competition beating the second-place finisher by eight seconds. Her time is also the second fastest on the Spokane course in Idaho history.

Phipps said Raudenbush started out conservatively but pulled further and further ahead as the race went on.

Although cross country standout Hannah Kiser didn't compete last weekend, Raudenbush's performance still came as somewhat of a surprise as she ousted three Idaho veteran senior runners as well as the rest of her teammates to garner the win. Her victory highlights the depth of the Vandal women.

"We have a lot of depth this year," Phipps said. "Our four seniors are really ready to go this year and our sophomores all made a huge improvement. The average improvement of that group was about 30 seconds over last year. Our new freshman coming in ran very, very well."

The second and third place finishers for the Vandals

were senior Holly Browning at ninth overall and sophomore Stephanie Rexus at 16th.

On the men's side, newcomer Cody Helbling was the top Vandal finisher crossing the finish line at 12th overall. The junior transfer finished in 19:04.0.

Another newcomer, freshman Nicholas Boersma, was the next to finish for Idaho in 15th with a time of 19:11.0. Sophomore Santos Vargas rounded out the Idaho top-three in 18th overall.

"I was still very impressed by the men," Phipps said. "We ran one person, essentially, that had run on that course before. I was really impressed. We're going to have a pretty steep improvement curve with that group as they learn to get adjusted to running 8K over maybe 5K."

The newcomers offer a much needed boost to a Vandal men's team that is without two top runners from last year in graduated seniors Barry Britt and Jeff Osborn.

The Vandals are off this weekend as they focus on training before heading to Seattle for the Sundodger Invitational on Saturday, Sept. 14. Having a meet every other week is a common occurrence on the cross country schedule.

Not having a meet every week gives the runners a chance to put in some intense weeks of training as the goal is to peak at the WAC Championships. Idaho athletes will not race on back-to-back weeks unless they make it to the two NCAA Championship meets at the end of the season.



Stephan Wiebe
can be reached at
arg-sports@uidaho.edu

File Photo by Hayden Crosby | Argonaut
Cross country runner, senior Alycia Butterworth, left, jogs with sophomore Halie Raudenbush on Paradise Path, Oct. 30, 2012.

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Cougars outshine Vandals

Curtis Ginnetti
Argonaut

Playing a mere eight miles from their home field, the Idaho Vandals soccer team (0-3) took on Palouse rivals Washington State Friday in Pullman. There was certainly no love shown by either Washington State team or their rambunctious ZZU CRU student group, as the Cougars showed why they deserve to be one of the top ranked teams in west coast, winning 5-0.

The Cougars started the onslaught early, scoring in the eighth minute with a cross from the left side from Cougar standout Cara Wagner, who scored on keeper Torell Stewart, who started the game in lieu of regular Vandal starter Marina Siegl.

The Cougar attack did not let up during the first half. Cheered on by the over-

whelming sea of crimson shirts and painted bodies, the ranked team scored four times during the first half, making the Vandals seem as if they were standing still. The older and bigger WSU team was able to out perform and out run the Vandals at every turn, able to find the holes in their defense and seamlessly move the ball down the pitch with ease.

"When you play a top-30 side like that, they are going to beat you to the ball," coach Pete Showler said.

The Cougars totaled 14 shots, nine of which were on goal the first half of the game. Stewart was able to save five of those.

The momentum of the game changed slightly at halftime. A majority of the loudest WSU supporters filed out of the Lower Soccer Field on the Washington State campus. The

Vandals took advantage of the momentum to stage an early attack on the Cougars, moving the ball much more effectively and setting up a shot on goal from freshman Alyssa Lloyd. The Vandals had another opportunity to score from sophomore midfielder J.P. Burgess off an impressive offensive move from defender Emily Ngan, but the shot went wide left.

Despite the improved team work and ball movement, the Vandals were not able to put together a successful drive and score on the opposing net. The defense, however, was able to keep the Cougars to only one goal during the second half and only two shots on frame.

"If we watch the second half on tape then watch the first, they will see the difference and know that we can compete," Showler said.

Showler was pleased to

see that during the match, despite the deficit facing the Vandals, the players never lost themselves and were able to pick themselves up off the bench.

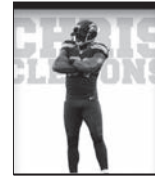
Washington State improved its all-time record over Idaho to 9-1-0. At home, the Cougars have never lost to the Vandals and have outscored them 14-0.

The Vandals will host their first home game at 4 p.m. Sept. 13 at Guy Wicks Field against Eastern Washington.

WAC league play will start at 1 p.m. the following Sunday against Grand Canyon State.

Showler is optimistic that his young team will perform in the WAC and live up to its second place preseason prediction.

Curtis Ginnetti can be reached at arg-sports@uidaho.edu



@chrisclemons91

@Benny_b0y10 congratulations lil bro. Keep that chip on your shoulder.

— **Chris Clemens**
Seattle defensive end congratulating former Idaho defensive end Benson Mayowa on making the Seahawks 53-man roster.

@Benny_b0y10

Thank God for another opportunity to perform on that field tonight. #Gameday #ImHungry

— **Benson Mayowa**
Former Idaho defensive end tweeting before the Seahawks take on the Raiders in their final preseason game.



@ChrisMaragos

Big congrats to @DangeRussWilson and @MoneyLynch for making the roster today, was pulling for you guys! #Seahawks

— **Chris Maragos**
Seattle Seahawks safety tweets after learning Russell Wilson and Marshawn Lynch did indeed make it through team cuts.

@rehkow20

Game Day!!!! #lets go #grind #vandals

— **Austin Rehkow**
Idaho freshman kicker tweeting on gameday.



Sports Briefs

Two more added to men's basketball roster

University of Idaho men's basketball coach Don Verlin has finalized his roster for the 2013-14 season with the additions of Utah transfer Glen Dean and walk-on Chad Sherwood.

Dean, a 5-foot-10 point guard from Seattle, played in all 33 games and started 21 for Utah in 2012-13. He averaged 5.5 points, 2.1 rebounds and 2.1 assists per game. Before arriving at Utah, Dean spent his freshman and sophomore seasons at Eastern Washington University under former head coach and current Idaho assistant Kirk Earlywine.

"It's great to be able to add Glen Dean to the roster, no question about that," Verlin said. "He graduated from the University of Utah and per NCAA

rules he was able to transfer. Glen wanted to come back and play with his brother Perrion and obviously with coach Earlywine on staff it's a great fit."

Dean graduated from Utah with a 3.07 GPA and will pursue his master's degree at Idaho. He has one year of eligibility at Idaho and will play with his brother, freshman Perrion Callendret.

Sherwood, a 6-foot-1 guard from West Albany High School in Albany, Ore., joins Idaho as a walk-on. He was a first-team all-league and an all-state selection, averaging 16 points-per-game.

"Chad Sherwood was a very good high school player," Verlin said. "Their team was one of the best in the state of Oregon and Chad was their go-to guy. He's a very skilled guy, he can shoot it, handle it, pass it, and he's a pretty good athlete. We were very fortunate that Chad wanted to continue playing basketball and chose the University of Idaho. He had other options — he could have gone to Oregon State or other places. We're very fortunate to

have a guy with Chad's ability to come and help us out."

Schultz and Coba recognized on all-tournament team over the weekend

Idaho middle blocker Alyssa Schultz and setter Meredith Coba were selected to the all-tournament team at the UniWyo Wyoming Invitational over the weekend, where the Idaho volleyball team went 3-1.

Schultz hit .437 with 3.38 kills per set in the tournament. She totaled 54 kills on 103 swings and had just nine errors. She also added two aces and 1.5 blocks per set.

Coba had 175 assists in Idaho's four matches, averaging 10.94 per set. She also added 14 kills and 13 blocks during the tournament, and set Idaho to a .242 team hitting percentage.

The Vandals beat Montana State, Drake and Stetson, and lost to Wyoming in the tournament.

Tune in for all Vandal home games on KUOI 89.3 or KUOI.org

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YOUNG

FROM PAGE 7

"He had a great day punting, he had a great outside kick and the extra point was not his fault," Petrino said. "If you go through the whole day, he was about 95 percent doing a great job."

The special teams flaws also came in the form of the punt coverage team. On three returns, Chancellor accumulated 111 yards with a long return of 62 yards for North Texas. He returned a single kick return for 28 yards.

The Vandals look forward to a familiar foe Satur-

day when they take on a Wyoming team that nipped Idaho in last season's Kibbie Dome overtime thriller. The Cowboys were able to hang with Big 12 opponent Nebraska in their season-opener, losing 37-34.

The Vandals meet former Idaho offensive coordinator Jason Gesser — now a quarterbacks coach in Laramie — and the Cowboys at 1 p.m. PDT at War Memorial Stadium.

*Theo Lawson
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arg-sports@uidaho.edu*

SEASON

FROM PAGE 7

Peterson led the team in kills with 14 and despite only hitting .213 as a team and being out-blocked 11-9, the Vandals pulled out the victory.

"We started out strong and we were doing some great things," Buchanan said. "Drake did a great job of learning our strengths and taking us out of system. We just have to make sure we adjust back. If we could take one thing to work on, we just need to communicate and trust each other as a team. We have the potential to do some great things."

At 2-1 for the weekend, the Vandals weren't finished yet. The team received its second win of the day and third of the four-game tour-

namment in a 3-1 victory over Stetson to close off the tournament. The Vandals kept Stetson quiet on the hitting end, holding it to a 0.71 hitting percentage. The Vandals redeemed themselves on blocking dominance going 14-6. Ellis more than doubled her digging total compared to the previous match with a team-high 28 and Schultz contributed 13 kills to the cause with the help of Coba's 40 assists.

The Vandals will head south again this weekend with a 3-1 record under their belt to face Cal-State Northridge, Northern Arizona and San Diego State in the NAU Fiesta Classic at NAU.

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ATHLETES

FROM PAGE 7

Halie Raudenbush — Cross Country



Halie Raudenbush

Raudenbush, a sophomore out of Boise, led the way for the Idaho women in Saturday's Clash of the Inland Northwest. She finished with a first-place overall finish in 14:20.00.

"Halie had an awesome freshman year and has continued to improve," track and field coach Wayne Phipps said. "For her to come out and win that race in the time that she ran is very impressive."

Raudenbush is one of the highlights for a deep Vandals team looking for its fourth straight WAC title this season. The sophomore was also named a conference athlete of the week.

STOPPED IN HIS TRACKS



Courtesy photo by Ilya Pinchuk | University of Idaho

Idaho linebacker Matthew Willis takes down wide receiver Lynrick Pleasant during the Vandals' first game in Denton, Texas, Saturday against University of North Texas. The Vandals lost 40-6 against the Mean Green and will take on University of Wyoming Saturday at 1 p.m. at Laramie, Wyo.

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•Job Located in Moscow

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Job # 217

- Rate of Pay: \$8.20 - \$8.75 per hour
- Hours/Week: 20+ hrs/wk
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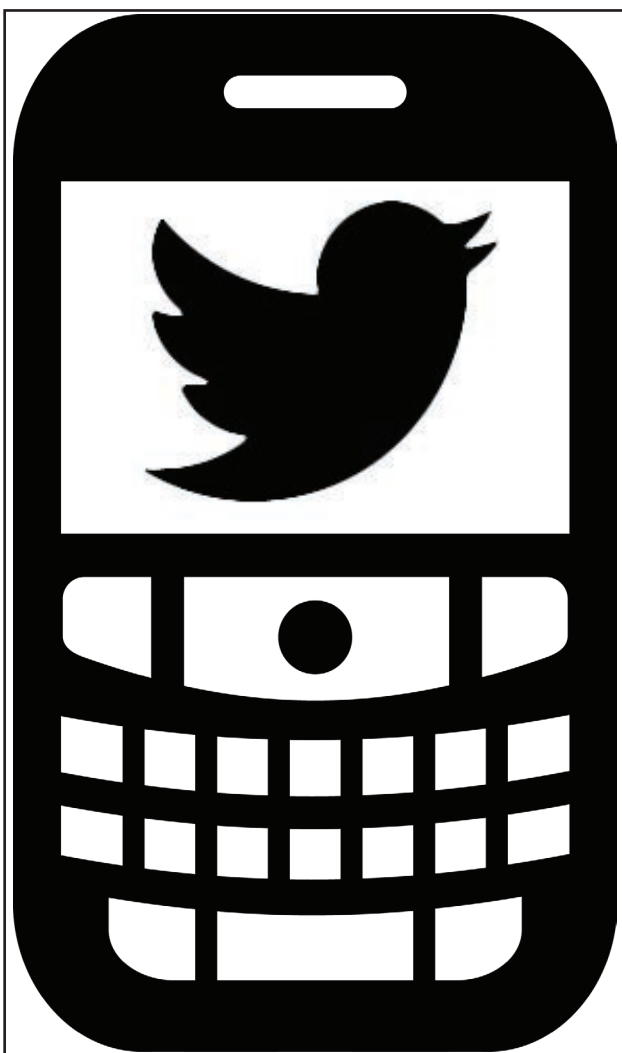
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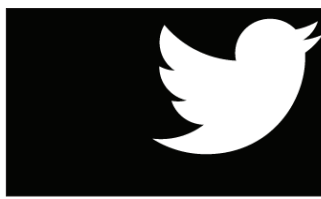
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OPINION



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OUR VIEW

Cut the commotion

There has been a lack of transparency in the new class and comp system but it's time for UI staff to move on

A lot of commotion for a policy that will have minimal effect on the vast majority of University of Idaho employees.

This, in its essence, sums up the rumbling around the university's brand new and hotly debated classification and compensation system.

Introduced Aug. 2 through a staff-wide email from Interim President Don Burnett, the changes included position reclassifications and pay-grade shuffling. UI Human Resources also suggested modifications to the university hiring process, but

those are not yet finalized.

With a goal to reduce salary compression, some staff members have seen a shift in classification. The number of classifications was reduced from 1,180 to 270. Pay grades have also been affected. UI cut six pay grades, transitioning from 18 to 12.

The general opinion of UI staff members is hard to ignore — the decisions were made by HR without appropriate input from university personnel, the very people they will affect. Without question, Human Resources did its homework — for many months, actually — before delivering the

system. But without more public discussion — the kind any institution of higher education should always value — that process was deeply flawed.

But in the midst of the ongoing discussion, we can be sure of one thing: The classification and compensation system has no implication on the salaries of current UI staff. The grades and classifications have changed, but current university salaries remain unchanged as do their titles for all practical purposes.

Now here's the real problem — the plan causes potentially serious issues when it comes

to the university's future. As employees cycle out they will be replaced by people being paid less, which means a less-qualified staff to support the university's mission.

That's a point that hasn't been made enough through all the other complaints. Ultimately, it's the only one that really matters and will truly affect the future of the university.

Upset as people might be in the here and now, it's the future that's at issue and it's time we spent more energy worrying about that.

—TL

OFF THE CUFF

QUICK TAKES ON LIFE FROM OUR EDITORS

Finding love

If not having a significant other is your largest problem, your life is pretty good.

—Ryan

Suit Up!

I think the Pullman bars will be getting more of my money. Running into an old friend, ordering absinthe, and finding somewhere on the Palouse that I don't feel out of place in a suit made for an excellent evening.

—Andrew

Already?

I find it amazing that this year Winco started selling Halloween candy in August.

—Aleya

Out of control

There are just some things you have no control over. That's when you suck it up, deal with it, and make the best out of the situation as you can. For the things you can control, well, that's why you became a ninja in the first place.

—Emily

Friend circle

Some things just happen so quickly without you knowing it. When you get to the point where you're confused or stuck, speak up and share your story to your trusted friends.

—Rainy

Hakuna Matata

It means no worries.

—Kaitlyn

Really?!?

So you're telling me that if the quarterback slides he loses his job? #interestingconcept #hopenobodygetshurt.

—Ricky

A good Saturday

It's good to be a HuskyVandal. Boise State saw what a football program looks like on Saturday.

—Sean

Diana Nyad

When I'm 64, I hope to be enjoying cruises in the Atlantic, not swimming 110 miles from Cuba to Florida...#beast.

—Stephen

That proud feeling

When you spend weeks working on a story and finally get to see it in print.

—Kaitlin

Life isn't fair

How is it possible to have almost no free time on a day when I don't even have class?

—Phil

Watch out

Crosswalks are for the greater good. But if you walk out in the road without looking because your texting, it's not the drivers fault if you get hit.

—Tony

Enjoying school

My time here at UI seems more valuable when I'm taking JAMM classes. Valuable and enjoyable.

—Theo



Shane Wellner
Argonaut

Market to everyone

Environmentalists must promote sustainable products to the masses

How to live a more sustainable life is not always on everyone's mind, but most know the small things like recycling, or taking one trip to the store instead of three is good for the environment. But what about green products that would have a larger impact, like buying a new hybrid car with low gas mileage, or installing insulating windows to reduce the heat bill. It's not that Americans are against these products, they simply cannot afford them.



Ryan Tarinelli
Argonaut

Technology and science have produced an explosion of innovative green products over the past decade from energy saving fridges to luxury sports cars powered by electricity.

However, this technology is expensive and with a struggling middle class that is living paycheck to paycheck, caring about an environmental footprint has become a luxury.

Who is more likely to buy new environmentally friendly products, a single mother working two minimum-wage jobs, or an affluent family of four with three cars?

And even that affluent family of four is struggling according to a Pew Research Center report, the American middle class has shrunk in size and fallen backwards in

income and wealth. According to the report, 85 percent of participants said it was harder to maintain their standard of living now compared to 10 years ago.

With the middle class struggling, the environmental movement must do a better job of making these sustainable technologies affordable and accessible to all — not just the affluent.

But wait, there are other ways to reduce your carbon emission without having to spend a lot of money. Of course, recycling, turning off lights and taking shorter showers all have an impact. But to advance environmental efforts more must be done.

It is not just monetary wealth that can dictate if one buys a sustainable product, but also a person's community can have a major impact. An outdated energy grid can be a large deterrent from purchasing green technology, as it is much harder to connect green technology — like a solar panel — to an outdated grid.

Along with international treaties that reduce harmful emissions and establish carbon caps, addressing domestic pollution is key to reducing the effects of climate change.

SEE MARKET, PAGE 12

ANDAL VOICES

Q: What are your thoughts on Shirley Ringo running for a Idaho Congressional seat?



"I think having a democrat, such as Ringo, will be a good change. She will bring in new ideas and plans, which I think will be a great benefit to Idaho."

—Sam Koester

"She's a smart lady — probably the single teacher I had who figured out what it took to motivate me to a subject I really didn't want to do (pretty much DARING me to do well). Mrs. Ringo, I'll have you know I'm a statistician now."

—Tami Hart



"Hey! That was my Algebra II teacher! Good luck Ms. Ringo!"

—Burt Codispoti

"Rep. Ringo reaffirmed her stance of freedom from discrimination, and unconditional respect for individual rights. Idaho congress needs people like her to overcome struggles with Human Rights, such as equal protection for the LGBTQ community."

—Jim Martinez



