

STATE

Volume 42 ■ Number 19

June 2 - 29, 2008

THE FACULTY/STAFF BULLETIN OF FLORIDA STATE UNIVERSITY

DAVIS PRODUCTIVITY AWARDS

Fifteen FSU entries recognized, **4**

THAGARD STUDENT HEALTH CENTER

Is smoking a drag?
Quit smart today, **5**

SOCIAL WORK

Mazza tapped as interim dean, **6**

SPREAD THE WORD

Florida State Law graduates ranked first among the state's 10 law schools on the February 2008 administration of the Florida Bar exam.

The FSU College of Business has received continued accreditation by the Association to Advance Collegiate Schools of Business International. This represents the highest mark of a business school's educational quality.

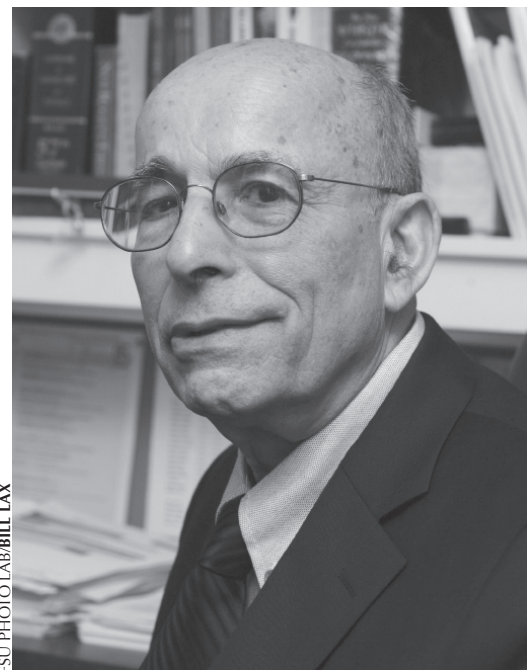
Chemist elected fellow of society

By Barry Ray
NEWS AND PUBLIC AFFAIRS

He specializes in a branch of science known as photochemistry, in which the interactions between atoms, small molecules and light are analyzed. Now Jack Saltiel, a veteran professor of chemistry and biochemistry at Florida State University, is being recognized for decades of pioneering research in his field.

Saltiel, a member of the FSU faculty since 1965, has been elected a fellow of the Inter-American Photochemical Society (I-APS), the pre-eminent organization for the promotion of, and dissemination of knowledge about, photochemistry throughout North, Central and South America. A plaque recently presented to Saltiel states that he was "elected I-APS Fellow for lifetime achievements in and contributions to the photochemical sciences."

Please see **SALTIEL**, 9



Jack Saltiel

Statistical association elects two fellows from FSU

By Bayard Stern
NEWS AND PUBLIC AFFAIRS

What were the odds that two members of FSU's faculty would be inducted in the same year as fellows to their pre-eminent professional society? Well, for Xufeng Niu and Betsy Becker, both highly regarded statisticians, the odds certainly were in their favor.

On May 20, Niu and Becker were named fellows of the American Statistical Association in recognition of their professional contributions to the field of statistical science. The 53 fellows named in 2008 come from 23 states, Canada and Israel. According to the association by-laws, each year the Committee on Fellows can elect no more than one-third of one percent of the total ASA membership as fellows. In order to be selected,

individuals who are nominated for the honor by their ASA colleagues, must have an established reputation and have made outstanding contributions in some aspect of statistical work.

Betsy Becker is a professor of educational psychology and learning systems in the College of Education. Becker's research concerns "meta-analysis," which is the process of combining results of series of related studies. She develops and studies statistical methods for combining research results, and applies those methods to real problems in education and other areas, such as summarizing studies of teacher qualifications. Currently, her statistical work concerns how to combine the results of multiple-regression

Please see **FELLOWS**, 9

Prepare for a Secure Retirement! Free Report and DVD Explains How

Four Issues Most People Ignore When Planning for Retirement

It's been said that every 10 seconds, a Baby Boomer turns age 60. This started in January 2006. I don't know if it's every 10 seconds, 20 seconds, or 30 seconds. The point is that Baby Boomers are turning age 60 and will for the next 18 years. This will have tremendous consequences for all of us.

Most people will not be prepared for retirement. Why? I think it's because of the following four issues:

#1 – Underestimating Life Expectancy:

We're living longer as a society. In 1900, life expectancy was 47 years. Currently it is 75 years for a male and 80 years for a female.¹ Many people will live to be older than the mortality table suggests. This increased longevity will require better planning.

If we have 20 to 30 years of retirement, we will need an income stream we can never out live with increases to help offset inflation. Retirees can no longer just put their investments into a "conservative" investment program and ignore it.

Inflation will steal from them. It also means we can't be too aggressive with our retirement investments because we could end up losing money due to the stock market downturns like we saw in 2000, 2001 and 2002. We have to find that delicate balance between too much risk and being too conservative if we are to assure ourselves that we will not run out of money in retirement.

#2 – Health Care Expenses and Long Term Care:

When I ask people what their number one concern is they tell me, "The cost of health insurance and Long Term Care." Health care costs are out of control and continue to rise. As Baby Boomers retire, there will be more of a need for medical services than ever before.

If we agree that we are going to live a long life, we also have to agree that we're going to need some type of health care. Where will that care be delivered? Will it be in our home? Will it be in an assisted living facility, a skilled nursing facility, or a full-time nursing home? *Very few of us will ever live in a nursing home; therefore most of the care is going to come from our families.* In fact, most of the time children will have to care for their parents. What will be the financial and emotional impact?

#3 – Inflation, The Silent Thief:

If you ask 10 people what they think the inflation rate is, you will probably get 10 different answers. In reality, we all have a different personal inflation rate because it depends on how we use our money. If you have a tendency to travel and spend money, then you have a higher personal inflation rate than someone who stays home and enjoys reading a good book.

Inflation is a silent thief. A stealth tax! Why? Because inflation is chipping away at the purchasing power of your dollars, that's why! Imagine retiring and having all of your money in CD's paying 3% interest and inflation is at 3% or higher. You haven't lost any of your principal, but you have lost purchasing power and that is a big issue in retirement. We can't just stick our heads in the sand and ignore inflation. We should look at asset allocation of our investment dollars so that we have growth of our assets, especially in inflationary times.

#4 – Relying too heavily on Government and Employer Retirement Plans:

At one time in our country's history people focused on taking care of themselves. However, today it seems we are becoming an entitlement society. How many times have you heard friends, or maybe yourself say something like the following: "I have paid all of this money into Social Security, they have no right to even talk about reducing my benefits!" That's what I mean by an entitlement society. All of us expect to receive something from Social Security. Why not? We've paid a lot of money into the plan, why shouldn't we receive money back. However, I think we all realize that something has to happen with Social Security. Congress will have to eventually deal with this issue. They'll have to cut benefits for people that are already retired, or increase the tax rates for the younger generation, or a combination of the two. We must take personal responsibility for our retirement.

Well, there you have it: the four serious issues that will impact everyone in planning for their retirement. I hope that you will study these issues and I wish you much success and financial freedom.

Free Report and DVD available!! FSU Faculty and Staff who are Members of the FRS Pension, FRS Investment Plan, and GRP will learn how to avoid these four pitfalls and Prepare for a Secure Retirement. Call Toll Free 1-800-398-4565 x 7111, 24 hours a day for a Recorded Message. **Your FREE Report and DVD will be sent to you right away.**



John Curry earned his Master of Science in Financial Services and has authored several articles and special reports. He is a Senior Associate of the North Florida Financial Corporation. John has assisted thousands of people in planning for a Secure Retirement through his retirement workshops, speaking engagements, DVD's and CD's, and personal consultations. John may be contacted by calling (850) 562-3000, e-mailing john.curry@nffc.com, or visiting his website www.johnhcurry.com.

North Florida
Financial Corporation

John H. Curry, CFP®, ChFC, ChLTC, ChIA, ChIAA, ChIAE, Registered Representative and General Advisor of each member institution (SEC D-100), Member Securities America and advisory services, offered through NFFC, a registered broker-dealer and investment advisor. Financial Representative, The Guardian Life Insurance Company of America (Guardian), NFFC and NFFC. NFFC is an indirect wholly owned and wholly of Guardian. North Florida Financial Corp. member of the NFFC Group. We bring together wealth and its help an independent financial advisor of the Guardian Life Insurance Company of America. NFFC and NFFC. NFFC member of NFFC.

GUARDIAN

"The heightened gas prices are just another one of those nonwork stressors in the same category as a sick child or an elderly parent who needs care, or foreclosure on the house that people just can't get away from." Wayne

Hochwarter, a professor of management in the Florida State University College of Business, as quoted May 5 on HoustonChronicle.com. Hochwarter was discussing how rising gas prices have had a negative effect on job performance as people worry about falling behind financially and see their standard of living decline. Hochwarter also was quoted on DailyIndia.com, Huliq.com and DigitalJournal.com as the result of a news release from the FSU Office of News and Public Affairs.

FSU makes headlines around the world: www.fsu.edu/~unicomm/news

HELLO!

Eva Killings

Meet the most beloved cashier on the Florida State campus who always greets students with a smile, a term of endearment and words of encouragement. For the past 33 years, Killings has cooked for and served FSU students in nearly every campus eatery, from the Oglesby Union to Moore Athletic Center and, more recently, the Fresh Market and in her current position at the Suwannee Room. Her genuine interest in students is apparent in the love and friendship that they show her in return. Students showered her with hugs and cards on her birthday in March, held the Mrs. Killings Film Festival of independent student films at the Student Services Building in April, and have created a Facebook.com sensation: the Mrs. Killings Fan Club, which boasts more than 1,000 members.

EK: I always ask them how are they doing and if they are having a good day. I always wish them good luck on their exams. I always tell them that I love them. The older I get, the more attached I get to them. Some of them

come up and call me "grandma." Some of them call me "mom." I always say "Hey, my baby." I call them all my babies. Even when I leave Tallahassee, I run into Florida State graduates who recognize me. I know parents who went to school here who remember me, and now they're bringing their kids here to school and it's great. I just love the students and I treat them nice everyday.

Just before the summer semester, the Army ROTC young men took a picture with me, with all of them dressed in their uniforms. Before a lot of the kids went home for the summer, they would come in and have a picture taken with me. That makes me feel so good.

FSU PHOTO LAB/RYALS LEE

Florida State University Board of Trustees

Chair

JIM SMITH

Vice Chair

HAROLD KNOWLES

DERRICK BROOKS

SUSIE BUSCH-TRANSOU

EMILY FLEMING DUDA

DAVID FORD

MANNY GARCIA

WILLIAM "ANDY" HAGGARD

LAYMON A. HICKS

JAMES E. KINSEY JR.

RICHARD MCFARLAIN

LESLIE PANTIN JR.

JAYNE STANDLEY



Vol. 42 • No. 19 • www.fsu.edu/~unicomm

The deadline for the June 30 - Aug. 3, 2008, issue is 4:30 p.m. on THURSDAY, JUNE 19.



Vice President for University Relations

LEE HINKLE

Assistant V.P. and Director of University Communications

FRANKLIN D. MURPHY

Director of News and Public Affairs

BROWNING BROOKS

Editor in Chief

JEFFERY SEAY

Writers

JILL ELISH

LIBBY FAIRHURST

BARRY RAY

BAYARD STERN

State is the faculty/staff bulletin of Florida State University. It is published 16 times annually by the Florida State University Communications Group — every three weeks during the fall and spring semesters, and monthly during the summer.

Submissions should be e-mailed to jseay@fsu.edu.

Underwriting is handled by the Florida State University Communications Group. Inclusion of underwriting does not constitute an endorsement of products or services. For rates, call Crystal Cumbo at (850) 487-3170, ext. 352.

People with disabilities who require special accommodation for any event listed in *State* should call the unit sponsoring the event, or for the hearing or speech impaired, use the Florida Relay Service at 1-800-955-8770 (voice) or 1-800-955-8771 (TDD). Requests for accommodations must be received at least five working days before the event. *State* is available in alternative format upon request.

Prudential Financial-Davis Productivity Awards Garnet and gold employees \$ave FSU plenty of green

By Jeffery Seay
EDITOR IN CHIEF

In the midst of the state of Florida's ongoing budget tightening, the saying "necessity is the mother of invention" has never been more apt in describing how Florida State University employees are able to do more with less.

Last year, FSU employees were nimble in finding inventive ways to streamline their own productivity, as well as that of the university, as evidenced by 15 winning entries in the 2008 Prudential Financial-Davis Productivity Awards competition.

Of FSU's 15 winning entries, two were the result of a single employee; the rest were group projects. One entry received a Distinguished Cash Award and four received Notable Cash awards. The other 10 were recognized with a plaque or a certificate.

Human Resources' Classification and Compensation Redesign Team was FSU's top winner, receiving a \$1,250 Distinguished Cash Award for its development of a new university position classification and compensation system. Outsourcing this mammoth undertaking would have cost hundreds of thousands of dollars, according to Karen Goodlett, assistant director of Human Resources.

Instead, in January 2004, Human Resources chose to use its own staff members to analyze 4,600 administrative and professional (A&P) and University Support Personnel System (USPS) jobs and map them into new classifications; develop the policies and procedures to support the plan; create a job-analysis tool and an online appeal process; and conduct meetings with individual departments and collective bargaining units. The project was successfully completed in the summer of 2007.

"Receipt by the Classification Team of the top Davis Productivity Award for Florida State is great recognition for a job well done," said Joyce A. Ingram, assistant vice president and chief human resources officer. "The decision not to outsource this project to a consulting firm, and instead, to consult

with the College of Business and complete the work in-house, saved more than \$600,000.

"There is a saying, 'it takes a village to raise a child,'" Ingram said. "Well, it took the leadership and effort of the Classification Team and the support and involvement of the university community to create a plan that provides more flexibility for managers to recruit, reward, develop and retain key talent. I extend my congratulations to the Classification Team and my thanks to the university community for a new Classification and Compensation Plan worthy of statewide recognition."

FSU's other winning entries

- The Office of Telecommunications Core Network Team (\$500 Notable Cash) built network upgrades using leftover equipment from other upgrade projects. The effort connected 26 university buildings to the campus network at faster speeds and greater orders of magnitude than before, benefiting more than 20,000 users in 50 departments. **Savings: \$62,960 in hardware expense.**

- The Office of Technology Integration (\$500 Notable Cash) implemented an information technology forensics incident handling and response team to better manage IT incidents, understand attack techniques and tools, and proactively handle and respond to such incidents when they occur. **Savings: \$239,400 in training costs over 45 campus units.**

- The Office of Telecommunications Campus Card Access System Upgrade Team (\$300 Notable Cash) upgraded the university's card access systems. **Savings: More than \$50,000. In addition, the employees' skills that were acquired during the project will continue to benefit the university.**

- John Hauer of the Center for Advanced Power Systems (Notable Cash \$300) built and optimized its advanced power research laboratories.

- The John and Mable Ringling Museum of Art Marketing and Communications Team (plaque) created an in-house marketing campaign and in-

creased its number of visitors. **Savings and increased revenue: \$320,176.**

- The Emergency Management Team (plaque) developed an emergency preparedness and management program.

- The John and Mable Ringling Museum of Art Inventory and Art Collection Move Team (plaque) completed an in-house art collection inventory and storage move. **Savings: \$35,000.**

- Lt. Terri Brown of the FSU Police Department (plaque) developed a self-sustaining women's self defense program that has become a training resource for other law-enforcement agencies across the nation. **Profit: More than \$10,000 so far.**

- The Facilities Department Team (plaque) developed a paperless archival system that increased productivity, and improved the efficiency and independence of Facilities personnel.

- The John and Mable Ringling Museum of Art (certificate) completed a campaign to reduce the time that its staff members spent in meetings and instituted a series of reforms intended to increase the quality of meetings. **Savings: More than \$100,000 annually.**

- The University Business Administrators Blackboard Communications Team (certificate) improved the Blackboard Web site to provide better communication and information storage for UBA employees.

- The University Business Administrators Team (certificate) improved its employee financial-training program. **Savings: A 25-percent reduction in training program hours to reduce the number of hours employees are away from their normal duties.**

- The Financial Aid Online Notification Team (certificate) developed and implemented an online notification system. **Savings: A 96-percent reduction in postage since 2004.**

- The Office of Technology Integration Mainframe Cost-Reduction Project Team (certificate) migrated mainframe database information onto a less-expensive platform without sacrificing performance. **Savings: \$28,816 to date.**

A Message from Lee Hinkle

Vice President for University Relations

I am pleased to announce that the conversion to our new constituent management system, Blackbaud Raiser's Edge, has been completed on schedule. A collaboration between the Foundation, Alumni Association,



Seminole Boosters and the Ringling Museum of Art, the conversion to Raiser's Edge has given the university's fundraisers and other advancement professionals a shared database of all the university's constituents. This allows each organization to see how every member of the university family — alumni, supporters of athletics or academics, patrons of the Ringling Museum of Art, or all of the above — interacts with Florida State University as a whole.

The next step for the Foundation, Alumni Association, Boosters and Ringling is post-conversion cleanup. They are now able to perform essential functions such as updating constituent

records, entering and acknowledging gifts, and sending out pledge reminders. The Foundation will soon be able to begin fielding requests for data, such as lists of mailing addresses or donor names. You will be informed as soon as more exact dates become available.

In closing, I would like to thank everyone involved in the conversion process. The level of professionalism and teamwork shown by staff at the Foundation, Alumni Association, Boosters and Ringling is heartening to see. This type of cooperation is essential as we continue to work together to secure a bright future for Florida State University.

If you should have further questions or concerns about the conversion to Raiser's Edge, please call the Foundation at (850) 644-6000, the Alumni Association at (850) 644-2761 or the Seminole Boosters at (850) 644-3484.

Seminole Productions wins at annual Aurora Awards

This year, four staff members of Seminole Productions won awards in a national competition that recognizes achievement in independent film and video for commercials, cable programming and documentaries, and industrial, instructional and corporate video.

The 2008 Aurora Awards competition presented Seminole Productions with two Platinum Best of Show Awards, representing the top productions in their category, and two Gold Awards, recognizing production excellence.

The Platinum Best of Show awards went to Brant Wells for his "Pow Wow Basketball Music Video," and Jim Garbarino for the "2007 Bobby Bowden Show open." The Gold Awards went to Jerry Tootle for his "Radon Awareness Training Video" for the Florida Real Estate Brokers Association, and to D.D. Garbarino, Brant Wells and Jim Garbarino for their work on the "Football Team Entrance Video," which played as the football team took to the field during the 2007 season.

Quittin' time: Thagard offers smoking-cessation program

By Michon Ashmore

THAGARD STUDENT HEALTH CENTER

Florida State University faculty and staff members who want to quit smoking now can take advantage of a smoking-cessation program offered by the Thagard Student Health Center. The intervention plan, which was previously offered to students only, is designed to significantly reduce smoking and tobacco usage rates. It uses proven intervention techniques, Web-based cessation tools and meetings with smoking-cessation facilitators who offer encouragement and tips for quitting.

"The purpose of the program is to provide support for those who decide to quit smoking," said Kevin Frenz, Thagard's tobacco health educator. "We offer a one-on-one facilitator program combined with smoking cessation aids,

which research indicates has the greatest chance of success."

Funding for faculty and staff participation in the program was provided by the FSU College of Medicine's Area Health Education Center (AHEC) program, which has committed financial support for the coming year.

"Under the current budget constraints, this just wouldn't be available without the help of the medical school," Frenz said.

One of the goals of Healthy Campus 2010 is to make FSU's campus smoke-free by 2010. Opening the smoking-cessation program to faculty and staff members will help to meet that objective

"About 20 percent of FSU's employees smoke, yet many don't have the financial wherewithal to pay for cessation aids," he said.

Surveys reveal that 75 percent of smokers want to quit but either cannot afford the cost of a cessation aid or simply need help and emotional support to quit. Thagard's smoking cessation program addresses both of these issues by offering cessation aids at a reduced cost and by teaching participants strategies to control their cravings for tobacco and nicotine.

Frenz recommends that those entering the program continue to use the cessation aid and meet with the program facilitator for three months. Clinical trials show that this is the amount of time it takes to extinguish the physical addiction, psychological addiction and habits and rituals involved with smoking.

To learn more or to schedule an appointment, call Frenz at (850) 644-8871 or e-mail kfrenz@admin.fsu.edu.

Mazza named interim dean of College of Social Work

By Jill Elish

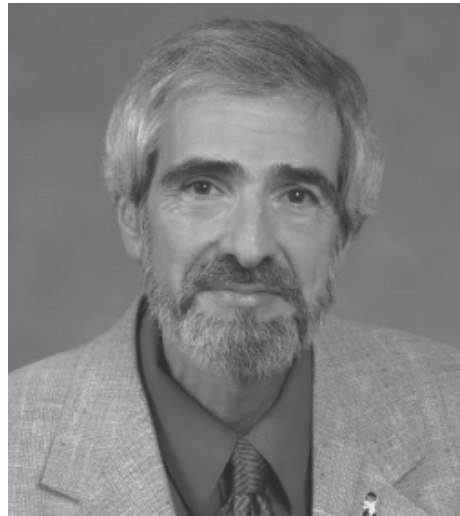
ASSISTANT DIRECTOR, NEWS AND PUBLIC AFFAIRS

Florida State University Provost and Executive Vice President Lawrence G. Abele has announced the appointment of longtime FSU Professor Nicholas Mazza as interim dean of the College of Social Work, effective July 1.

Mazza, the Patricia V. Vance Professor of Social Work, will succeed C. Aaron McNeece, who has served as dean since 2004 and interim dean in 2001-2002. McNeece, also the Walter W. Hudson Professor of Social Work, is retiring June 30.

Under McNeece's leadership, the College of Social Work established the nation's first online master's of social work degree program, was ranked by Academic Analytics Inc. as the No. 4 doctoral program in the nation and received its first endowed chair.

"Dr. McNeece's contributions to



FSU PHOTO LAB/BILL LAX

Nicholas Mazza

FSU have been invaluable. During his 30 years here, he has received about \$13 million in contracts and grants and was the first professor in the College of Social Work to have a named

professorship," Abele said. "Professor Mazza is an exceptional scholar and a gifted teacher, and I know he will provide steady guidance to the college during this period of transition."

Mazza, who this year was named "Professor of the Year" for the third time by the Association of Student Social workers, said he will draw from the collective strengths of the faculty as he assumes the role of interim dean.

"My intention is to maintain stability for the college and advance its role as a top-notch practice, policy and research institution with a commitment to preparing students for effective and ethical contemporary social work practice in serving the most vulnerable members of society," he said.

Mazza's research focuses on the arts and social work practice, and he has served as editor of the Journal of Poetry Therapy since 1987.

FSU joins national consortium supporting vets with disabilities

By Melanie Yeager

COLLEGE OF BUSINESS

Florida State University's College of Business has brought the successful Entrepreneurship Bootcamp for Veterans with Disabilities to Tallahassee.

"It makes perfect sense that FSU host such a program," said Randy Blass, a College of Business faculty member and new director of the program at FSU. "We have a first-rate entrepreneurship program here in the College of Business."

FSU has enrolled 15 veterans in the free boot camp, who will be on campus from June 8 to 16.

Syracuse University launched the initial boot camp last year. Now business schools at three universities —

FSU, Texas A&M University and the University of California, Los Angeles — are partnering with Syracuse to replicate the program's success nationwide. Syracuse enrolled 20 veterans with disabilities resulting from military service in Iraq and Afghanistan in its first boot camp.

The Entrepreneurship Bootcamp for Veterans with Disabilities brings together world-class faculty, entrepreneurs, disability experts and business professionals to train veterans in small-business ownership. The training includes online study, a nine-day residency at FSU, and 12 months of ongoing support and mentorship from faculty experts. Students engage in experimental workshops to write business plans,

raise capital, attract customers and develop a marketing strategy that is most effective for their business model.

The number of veterans disabled while defending the United States continues to increase. The number of U.S. soldiers, sailors, airmen and marines wounded in the war on terror now exceeds 40,000.

"Given the sheer number of vets returning from Iraq and Afghanistan with disabilities, our individual contribution may be a small one, but our vision for the program is for it to spread to other universities across the nation," Blass said. "We hope to inspire other universities around the country to follow our lead."

To learn more, call 644-7859.

Extended hours in effect at Center for Assessment and Testing

The Center for Assessment and Testing is continuing to offer extended testing times throughout the summer. This allows working students and professionals alike to take exams without having to change their work schedules or take time off from work.

The center, which has more than 100 state-of-the-art computer test stations and separate rooms to accommodate

special testing needs, is open Monday through Thursday, 8 a.m. to 9 p.m., and Fridays, 8 a.m. to 5 p.m.. Seating times and registration requirements vary for different exams. Popular exams include the FTCE, the CLAST and the CLEP. With the College-Level Examination Program (CLEP), students are able to receive academic credit for class work they already know. The College-

Level Academic Skills Test (CLAST) is an achievement test that helps meet basic college-level communications and mathematics skills. The Florida Teacher Certification Examination (FTCE) is a requirement for education majors and teachers in the state of Florida.

To learn about a particular exam, call 644-8696, visit <http://cat.fsu.edu>, or e-mail testing@campus.fsu.edu.

Professors examine methods for boosting teacher quality

By Barry Ray
NEWS AND PUBLIC AFFAIRS

What factors enable someone to become an effective teacher? Armed with nearly \$1.2 million in research grants, two Florida State University faculty members are seeking answers to that question — and are compiling their findings into a Web site that will help school administrators and other policymakers nationwide create the conditions necessary for students to excel in the classroom.

Tim R. Sass, a professor of economics at FSU, is the co-leader of two research projects designed to provide statistical evidence on the characteristics and education of effective teachers. One of the projects is funded through a four-year, \$960,000 grant from the U.S. Department of Education's Institute of Education Sciences; the other, which recently concluded, was funded through a one-year, \$208,000 grant provided by the National Board for Professional Teaching Standards.

"The thing that matters most in terms of children's education is the

quality of their teachers," Sass said of the projects. "We're trying to come up with objective standards to measure teacher performance and also determine what factors affect that performance."

Working with Sass is Stacey Rutledge, an assistant professor of educational leadership and policy studies at FSU. Rutledge has conducted extensive interviews with school principals in order to learn more about the mix of personal and professional attributes that the principals are looking for when they interview prospective teachers. Understanding why principals hire certain job candidates and not others is an important step in developing objective standards for measuring teacher effectiveness, she explains.

"We have a federal policy — the No Child Left Behind Act of 2001 — that says all teachers need to be highly qualified, but sets narrow criteria for what constitutes effectiveness: a bachelor's degree, certification, and having passed a content knowledge assessment," Rutledge said. "So this really is

an attempt to identify a broader set of criteria for defining effectiveness."

In developing those criteria, the researchers have conducted surveys and compiled data on a variety of topics, including the following:

- Evaluations of the effects of "high-stakes accountability," in the form of state and federal mandates, on the hiring of teachers.

- Identification of the most and least effective teachers through the use of principal assessments and then studying the differences between the two groups.

- Analyses of test scores for students of specific teachers over three consecutive years as a means of setting benchmarks for teacher effectiveness.

"A lot of what we're looking at is big-picture stuff, such as the effects of professional development on teacher performance," Sass said. "One could assume that professional development would help someone become a better teacher, for example, but until you actually measure it, you don't know exactly what works and what doesn't."

Working with colleagues at the University of Wisconsin at Madison, Sass and Rutledge have created a Web site, "Teacher Quality Research" (www.teacherqualityresearch.org) that will function as a clearinghouse for information that school districts, principals, academics and policymakers throughout the nation can use as a resource.

"I would really like to see a broader understanding of what comprises teacher quality," Rutledge said. "Hopefully through our research and the Web site, this broader understanding will begin to filter out into the educational community."



Tim R. Sass



Stacey Rutledge

Global Educational Outreach initiative recognized in award competition

Florida State University's Global Educational Outreach (GEO) initiative was recently honored for its innovative use of the Internet to make science available to students worldwide during the fourth annual Rich Media Impact Awards, sponsored by Sonic Foundry Inc., a leading company in Web-casting technology. GEO, a collaborative effort between the FSU Department of Chemistry and Biochemis-

try and the university's Academic and Professional Program Services (APPS) division, was recognized as a finalist in the award competition's "Global Reach" category.

The Rich Media Impact Awards program was created in 2005 to recognize excellence in the practical and creative integration of Mediasite, Sonic Foundry's market-leading Web-casting product, in education, health, business

and government.

GEO (www.geoset.info), directed by Harold Kroto, FSU's Francis Eppes Professor of Chemistry, was recognized for its success in reaching the international community through rich media. APPS broadcast coordinator David Simpson and Steve Acquah, a postdoctoral associate working with Kroto, were instrumental in the production and Web-cast efforts of the GEO project.

Geochemist challenges key theory about Earth's formation

By Barry Ray

NEWS AND PUBLIC AFFAIRS

Working with colleagues from NASA, a Florida State University researcher has published a paper that calls into question three decades of conventional wisdom regarding some of the physical processes that helped shape the Earth as we know it today.

Munir Humayun, an associate professor in FSU's Department of Geological Sciences and a researcher at the National High Magnetic Field Laboratory, co-authored a paper, "Partitioning of Palladium at High Pressures and Temperatures During Core Formation," that was recently published in the peer-reviewed science journal *Nature Geoscience*. The paper provides a direct challenge to the popular "late veneer hypothesis," a theory which suggests that all of our water, as well as several so-called "iron-loving" elements, were added to the Earth late in its formation by impacts with icy comets, meteorites and other passing objects.

"For 30 years, the late-veneer hypothesis has been the dominant paradigm for understanding Earth's early history, and our ultimate origins," Humayun said. "Now, with our latest research, we're suggesting that the late-veneer hypothesis may not be the only way of explaining the presence of certain elements in the Earth's crust and mantle."

To illustrate his point, Humayun points to what is known about the Earth's composition.

"We know that the Earth has an iron-rich core that accounts for about one-third of its total mass," he said. "Surrounding this core is a rocky mantle that accounts for most of the remaining two-thirds," with the thin crust of the Earth's surface making up the rest.

"According to the late-veneer hypothesis, most of the original iron-loving, or siderophile, elements" — those elements such as gold, platinum, palladium and iridium that bond most readily with iron — "would have been drawn down to the core over tens of millions of years and thereby removed from the Earth's crust and mantle. The amounts of siderophile elements that



Munir Humayun, standing in front of an instrument called an Inductively Coupled Plasma Mass Spectrometer (ICP-MS) in the Plasma Analytical Facility, Geochemistry section, of the National High Magnetic Field Laboratory.

we see today, then, would have been supplied after the core was formed by later meteorite bombardment. This bombardment also would have brought in water, carbon and other materials essential for life, the oceans and the atmosphere."

To test the hypothesis, Humayun and his NASA colleagues — Kevin Righter and Lisa Danielson — conducted experiments at Johnson Space Center in Houston and the National High Magnetic Field Laboratory in Tallahassee. At the Johnson Space Center, Righter and Danielson used a massive 880-ton press to expose samples of rock containing palladium — a metal commonly used in catalytic converters — to extremes of heat and temperature equal to those found more than 300 miles inside the Earth. The samples were then brought to the magnet lab, where Humayun used a highly sensitive analytical tool known as an inductively coupled plasma mass

spectrometer, or ICP-MS, to measure the distribution of palladium within the sample.

"At the highest pressures and temperatures, our experiments found palladium in the same relative proportions between rock and metal as is observed in the natural world," Humayun said. "Put another way, the distribution of palladium and other siderophile elements in the Earth's mantle can be explained by means other than millions of years of meteorite bombardment."

The potential ramifications of his team's research are significant, Humayun said.

"This work will have important consequences for geologists' thinking about core formation, the core's present relation to the mantle, and the bombardment history of the early Earth," he said. "It also could lead us to rethink the origins of life on our planet."

SALTIEL, from page 1

"As a scientist, I have found fulfillment in scientific discovery and in the sharing of new knowledge with the scientific community, which over time becomes a scientific family," Saltiel said. "To be recognized for lifetime achievement by the Inter-American Photochemical Society (the members of that family who are experts in my area of research) is a gratifying echo and a stimulus."

A recent focus of Saltiel's research has been the light-induced reactions that lead to the formation of vitamin D in the skin and in industrial reactions. (Vitamin D plays a significant role in calcium transport, and one of the outcomes of vitamin D deficiency is rickets, a softening of the bones in children that can lead to fractures and deformity.) Related to his research, Saltiel was issued a patent on "The Photochemical Synthesis of Vitamin Ds" in 2007.

Saltiel also is recognized as the world's foremost expert on cis-trans photoisomerization, the key chemical

process in vision. One of the simplest processes for converting light into mechanical motion at the atomic scale, cis-trans photoisomerization is widely used in photoactive proteins such as those found in the retina of the eye.

"The act of 'seeing' starts with light energy being used in the eye to cause the rearrangement of a large molecule that is attached to and is surrounded by a protein," Saltiel said. "In its simplest form, that rearrangement requires freedom of motion within a large volume of empty space. Because the protein does not offer much empty space, people have thought of and looked for other ways in which the same rearrangement might occur without as large a free-volume requirement. One of the ways of economizing volume demand was proposed in 1976 and involves simultaneous motion of two parts of the molecule in a way resembling the motion of two pedals of a bicycle or a crankshaft. Thirty years later, we discovered that such a 'bicycle pedal' process actually takes place in molecules that are similar to the one that triggers the vision process. Our discovery lends credibil-

ity to the 1976 proposal."

In addition to his prolific scientific career, Saltiel has made his mark as an educator. In addition to numerous graduate students and postdoctoral fellows, he has mentored more than 80 undergraduates in his chemistry lab during his 43-year tenure at FSU. Inspired by his teaching, many of these students went on to pursue successful careers in chemistry. One former undergraduate in particular who became a scientist and educator of great distinction is Mark Wrighton, who taught chemistry at the Massachusetts Institute of Technology for 23 years prior to being named chancellor of Washington University in St. Louis. Wrighton cites the pivotal influence of Saltiel in persuading him to pursue a career in science.

Saltiel is one of only two new fellows elected by the I-APS for 2008. He becomes just the second FSU faculty member to receive the honor; Michael Kasha, a professor emeritus in the Department of Chemistry and Biochemistry, was elected an I-APS fellow in 1995.

FELLOWS, from page 1

analyses.

"Being named a fellow is a tremendous honor," Becker said. "For me it is an acknowledgement that one can work in an applied field and still be a 'real statistician.' Over the years, I have seen comments like 'why is this work

being done by someone in education, this should be done in a statistics department.' But, in fact, statisticians work in many different fields, both inside and outside of universities, and not only in mathematical statistics departments."

Xufeng Niu is a professor in the Department of Statistics. His research includes time-series analysis, spatial

statistics, linear and nonlinear models, and statistical applications in both environmental and longitudinal data analysis.

"As an applied statistician, I believe that a genuine interest in practical problems results in good statistical work," Niu said. "In recent years, I have been working on the development of space-time models, including estimation procedures, model selection and forecasting. I have been actively participating in collaborative research projects with chemists, biologists, meteorologists and oceanographers. I also provide consulting service to the Florida Department of Environmental Protection on analyzing water-quality data and setting public policies on environmental management and to the Florida Department of Transportation on statistical modeling and prediction of highway railroad grade crossing safety.

"I am very happy to be selected as a fellow of the American Statistical Association," Niu said. "This is a national recognition of my research in statistical method development and applications. I would like to thank my colleagues for their support."



Xufeng Niu



Betsy Becker

Campus in Action

Compiled by Bayard Stern, bstern@fsu.edu

RECOGNITIONS

Eric Chassignet, Ph.D. (Center for Ocean-Atmospheric Prediction Studies), won a National Oceanographic Partnership Program Award for Excellence in Partnering for his work on the "U.S. GODAE: Global Ocean Prediction with the HYbrid Coordinate Ocean Model." The award presentation is scheduled for a NOPP-focused session at Capitol Hill Oceans Week, June, Washington, D.C.

Sandra Dixon, M.S., and **Mark Palazesi**, Ph.D. (Human Resources), were appointed by the U.S. Department of Commerce's National Institute of Standards and Technology, to the 2008 Board of Examiners for the Malcolm Baldrige National Quality Award. The award, created by public

law in 1987, is the highest level of national recognition for performance excellence that a U.S. organization can receive. The board is composed of leading experts selected from industry, professional and trade organizations, education and health care organizations and government.

BYLINES

Curtis Bridgeman, J.D., Ph.D. (James Edmund and Margaret Elizabeth Hennessey Corry Professor, Law) wrote the article "Why Contracts Scholars Should Read Legal Philosophy: Formalism, Positivism, and the Specification of Rules in Contract Law" published in the *Cardozo Law Review*, Vol. 29.

Adam Gaiser, Ph.D. (Religion), wrote the article

"Satan's Seven Specious Arguments: al-Shahrestani's Kitab al-Milal wa'l-Nihal in an Isma'ili Context" published in the *Journal of Islamic Studies*, Vol. 19, No. 2, May.

Brian Galle, LL.M., J.D. (Law), wrote the article "Federal Fairness to State Taxpayers: Irrationality, Unfunded Mandates, and the 'SALT' Deduction," published in the *Michigan Law Review*, Vol. 106; co-presented "Administrative Law's Federalism: Pre-emption, Delegation, and Agencies at the Edge of Federal Power" with **Mark Seidenfeld**, J.D. (Patricia A. Dore Professor of Administrative Law), at the 38th annual Administrative Law Symposium, *Duke Law Journal*, April.

Wayne Logan, J.D. (Gary & Sallyn Pajcic Professor, Law), wrote the article "Confronting Evil: Victims' Rights in an Age of Terror," published in the *Georgetown Law Journal*, Vol. 96.

J.B. Ruhl, LL.M., J.D., Ph.D. (Matthews & Hawkins Professor of Property, Law), wrote the article "Climate Change and the Endangered Species Act: Building Bridges to the No-Analog Future," published in the *Boston University Law Review*, Vol. 88; and presented "The Geography of Ecosystem Services" at the annual meeting of the Association of American Geographers, Boston, April.

Ruth Stone, J.D. (Law), wrote the chapter "History and Philosophy of the Juvenile Court" published in the book "Florida Juvenile Law and Practice," published by Florida Bar Continuing Legal Education, 2008.

Manuel Utset, J.D. (Charles W. Ehrhardt Professor, Law), wrote the article "Telling Differences: Observational Equivalence and Wrongful Convictions," published in the *Utah*

Law Review; and presented "Time-Inconsistent Boards and the Risk of Repeated Misconduct" at the Loyola University of Chicago Graduate School of Business Center for Integrated Risk Management and Corporate Governance, April.

Don Weidner, J.D. (Alumni Centennial Professor, Law), wrote the article "Fundraising Tips for Deans with Intermediate Development Programs," published in the *The University of Toledo Law Review*, Vol. 39; and presented "Educating Lawyers" at the Spring 2008 Retreat of the Florida Supreme Court Commission on Professionalism, Orlando, Fla., March.

Wayne A. Wiegand, Ph.D. (F. William Summers Professor of Library and

Information Studies, American Studies), co-wrote the article "Sooner State Civil Liberties in Perilous Times, Part II: Oklahoma's Little

Dies Committee," with Shirley A. Wiegand, published in the historical journal *Chronicles of Oklahoma*, Spring 2007. Wiegand's article also was honored with the journal's Muriel H. Wright Award for the best article in the 2007 volume year.

PRESENTATIONS

Robin Craig, J.D., Ph.D. (Attorneys' Title Insurance Fund Professor), presented "A Public Health Approach to Sea-Level Rise" at the Climate Change Symposium, held at the Widener University School of Law, April; and presented "Public Health Implications for Environmental Law" at the Mercer University School of Law Virtual Lecture in Environmental Law, March.

Richard K. Emmerson, Ph.D. (Art History, English), presented the plenary lec-

Please see CIA, 11



Florida State University President Emeritus Talbot "Sandy" D'Alemberte has been honored by the International Academy of Mediators with its Lifetime Achievement Award for his work in developing the alternative dispute resolution movement. D'Alemberte received the award during a ceremony in Coral Gables, Fla., on May 16. In addition, D'Alemberte delivered the commencement address to Florida International University's College of Law on May 18.

TRAINING AND ORGANIZATIONAL DEVELOPMENT

◆**TRAINING CLASSES:** The Office of Human Resources' Training and Organizational Development summer schedule of classes is available on the HR Training Web site: hr.fsu.edu.

The following classes are free to employees and are held at the Training Center, Stadium Place, unless otherwise indicated:

- *Building A Healthy Financial Lifestyle* (Certificate Series);
Session I-(4372) June 21-Sat., 9 a.m.-noon;
Session II-(4373) June 28-Sat., 8:30 a.m.-noon;
Session III-(4374) July 12-Sat., 8:30 a.m.-noon;
- *DROP* (Metlife) (4358): July 02-W, 10-11 a.m.;
- *Fitness: Building Muscle, Reducing Fat* (Certificate Series) (4312): June 20-F, 10-11:30 a.m.;
- *Man to Man: A Frank Conversation about Cancer* (4309): June 12, 9-10:30 a.m.;
- *Nutrition: Hot Off The Grill* (4294): May 14-W, 10:30-11:30 a.m.;
- *Performance Evaluation Training* (for supervisors and BSP)(4169): June 11-W, 1-4 p.m.; and
- *Stress Management in the Workplace* (4371): June 19-R, 10-noon.

Registration: hr.fsu.edu/train (reference the 4-digit class ID). **Information:** 644-8724.

◆OMNI TRAINING:

- *OMNI-HR-3100 – eTime for Time and Labor Representatives and Supervisors 8.9* (4228): June 18-W, 8:30-11:30 a.m.;
- *HR-PCARD-100 – PCARD Proxy Training – New Proxies* (4389): June 19-R, 2-4 p.m., A6301 University Center;
- *OMNI-PUR-1589 – Purchasing* (4307): June 17-T, 8:30-11:30 a.m., A6301 University Center; and
- *OMNI-SP-2089 – Sponsored Programs Proposal Development* (4236): June 24-T, 9-11a.m.; 301 Student Services Building.

Registration: hr.fsu.edu/train (reference the 4-digit class

ID). **Information:** 644-8724.

◆**NEW EMPLOYEE ORIENTATION:** New employees can take the required university orientation online or in a classroom. To register for either version, go to the Human Resources Web site at hr.fsu.edu. Click the "New Employee Information" link for orientation sessions that are offered and to register. For those who prefer a classroom session, New Employee Orientation will be offered on Monday, June 9 and 23, from 8:30 a.m. to 4:30 p.m., in A6244 University Center.

◆**A&P PERFORMANCE EVALUATIONS:** A&P employees must have their performance evaluated by their supervisors annually. It is important that these performance evaluations be completed in a timely manner. Performance evaluations ensure that employees receive feedback on their performance and are a constructive tool for continued improvement and development.

Evaluations for the 2007-2008 academic year, ending Aug. 7, should be completed and forwarded to the Office of Human Resources by Aug. 29. Performance evaluations are not required for A&P employees who have been employed for less than three months.

Employees with questions regarding this procedure can reference Section OP-C-7-G1 of the Division of Finance and Administration, Human Resources, Policies and Procedures, or call Employee and Labor Relations at 644-6475.

◆**MARCH/APRIL 2008 RETIREES:** **Barbara Allen**, custodial worker, Building Services; **Linda Henker**, accounting specialist, Controller; **Larry Hoover**, facilities superintendent, Residence Halls; **Brenda Mitchell**, student program assistant, University Housing; **Marylee Rouse**, customer service representative, Athletics Administration; **Burnette Thompson**, information technology operations support assistant, Information Services.

CIA, from page 10

ture "Seeing, Reading and Interpreting the Apocalypse in Complex Medieval Manuscripts" at the 43rd International Congress on Medieval Studies, held at Western Michigan University, Kalamazoo, May.

Haihong (Helen) Hu, Ph.D. (Center for Teaching and Learning), presented "Effects of Self-Regulated Learning Strategy Training on Achievement, Motivation

and Strategy Use in Web-Enhanced Instruction," at the 2008 annual meeting of the American Educational Research Association, New York City, March.

Dan Markel, J.D., M.Phil. (Law), presented "Retributive Damages" at a faculty workshop at the St. Johns School of Law, March.

Gregg Polsky, LL.M, J.D. (Sheila M. McDevitt Professor, Law), presented "The 2007 Mortgage Mess and Tax Policy" at the IRS Office of Chief Counsel Lecture

Series, December 2007; presented a panel presentation, "Private Equity Tax Issues," at the Federal Bar Association annual tax law conference, March.

Jim Rossi, LL.M., J.D. (Harry M. Walborsky Professor, Law), presented "Why State Renewable Fuel Portfolio Standards Are Doomed to Fail: A Response to Lyon" at the Northwestern University Law School Searle Center Renewable Energy Roundtable, April.

Mark Seidenfeld, J.D.

(Patricia A. Dore Professor of Administrative Law), co-presented "Administrative Law's Federalism: Pre-emption, Delegation, and Agencies at the Edge of Federal Power" with **Brian Galle**, LL.M., J.D. (Law), at the 38th annual *Duke Law Journal* Administrative Law Symposium, April.

Lesley Wexler, J.D. (Law), presented "Human Rights Impact Statements" at a Loyola University of Chicago School of Law faculty workshop, April.



FLORIDA STATE
UNIVERSITY

First Class
U.S. Postage
PAID
TALLAHASSEE, FL
PERMIT NO. 55

STATE Faculty/Staff Bulletin
1600 Red Barber Plaza
Tallahassee, FL 32310-6068



Yes, it's official, we're OPEN!

OPEN FOR LUNCH,
DINNER, AND TO-GO!
(850) 645-8467

chili's
full service

Located in the Oglesby Union