

STATE

The Faculty-Staff Bulletin of Florida State University

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Consortium to address state's energy challenges

By Barry Ray
NEWS AND PUBLIC AFFAIRS

With \$8.75 million in legislative funding, Florida State University is bringing together researchers with expertise in a variety of fields to develop new strategies for dealing with Florida's energy challenges.

FSU's initiative will be part of the new Florida Energy Systems Consortium, a collaborative effort between the state's 11 public universities to address important issues dealing with energy, climate and the environment, with a particular focus on promoting renewable energy. In June, Florida Gov. Charlie Crist signed into law a comprehensive energy bill, HB-7135, that established the consortium and provided \$50 million in funding to be divided among four core institutions — FSU, the University of Central Florida, the University of Florida and the University of South Florida.

"This is a wonderful opportunity for us to leverage all of the expertise that already exists on the FSU campus to get people from various fields working together toward solutions to the energy challenges facing our state," said David Cartes, an associate professor of mechanical engineering and interim head of FSU's portion of the Florida Energy Systems Consortium.

To that end, FSU intends to establish



FSU Photo Lab/Ryals Lee

David Cartes

a new research and policy framework, tentatively known as the Institute for Energy Systems, Economics and Sustainability, or IESES (pronounced "Isis"), to unite researchers from such disparate disciplines as engineering, law, geography, economics and urban and regional planning in efforts to address sustainability and alternative power issues.

"Creating a system of renewable energy involves far more than simply designing new technologies, although those are obviously central to the process," Cartes said. "There also are numerous areas of the law involving energy production and

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College Colors Day

On Friday, Aug. 29, Florida State University will participate in College Colors Day, a promotion of the Collegiate Licensing Company to unite college sports fans across America by asking them to show their team spirit by wearing their university's colors.

To help promote the event, Florida Gov. Charlie Crist (B.S. '78, Political Science) recently signed a proclamation to officially recognize this special day in the state of Florida, and ESPN college football commentator Lee Corso (B.S. '57, Physical Education; M.S. '58, Administration and Supervision) will conduct a satellite TV media tour with dozens of local morning shows across the nation on Aug. 22.

FSU employees not only are encouraged to wear garnet and gold apparel on College Colors Day, but on each subsequent Friday during the fall semester.

Ride free on city buses

Florida State University and the city of Tallahassee have amended their StarMetro contract to allow FSU employees to ride free on any city bus, anytime, anywhere, with no restrictions.

"In these days of \$4-a-gallon gasoline, higher grocery bills and state budget cuts, we want to do what we can to help our staff and faculty," said FSU President T.K. Wetherell. "We appreciate the city's willingness to work with us on this and hope as many of our employees as pos-

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SPREAD theWORD

After submitting to a rigorous peer review of the highest standards of counseling practice by the International Association of Counseling Services' Accrediting Board this past year, the Florida State University Counseling Center has received full accreditation through 2011.

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 ORP 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.**

¹ Deaths: Preliminary Data for 2005. Retrieved May 2, 2007 from <http://www.cdc.gov/nchs/pressroom/07newsreleases/lifeexpectancy.htm>



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@glic.com, or visiting his website www.johnhcurry.com.



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The deadline for the
Aug. 25 - Sept. 14, 2008, issue is
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FLORIDA STATE
UNIVERSITY

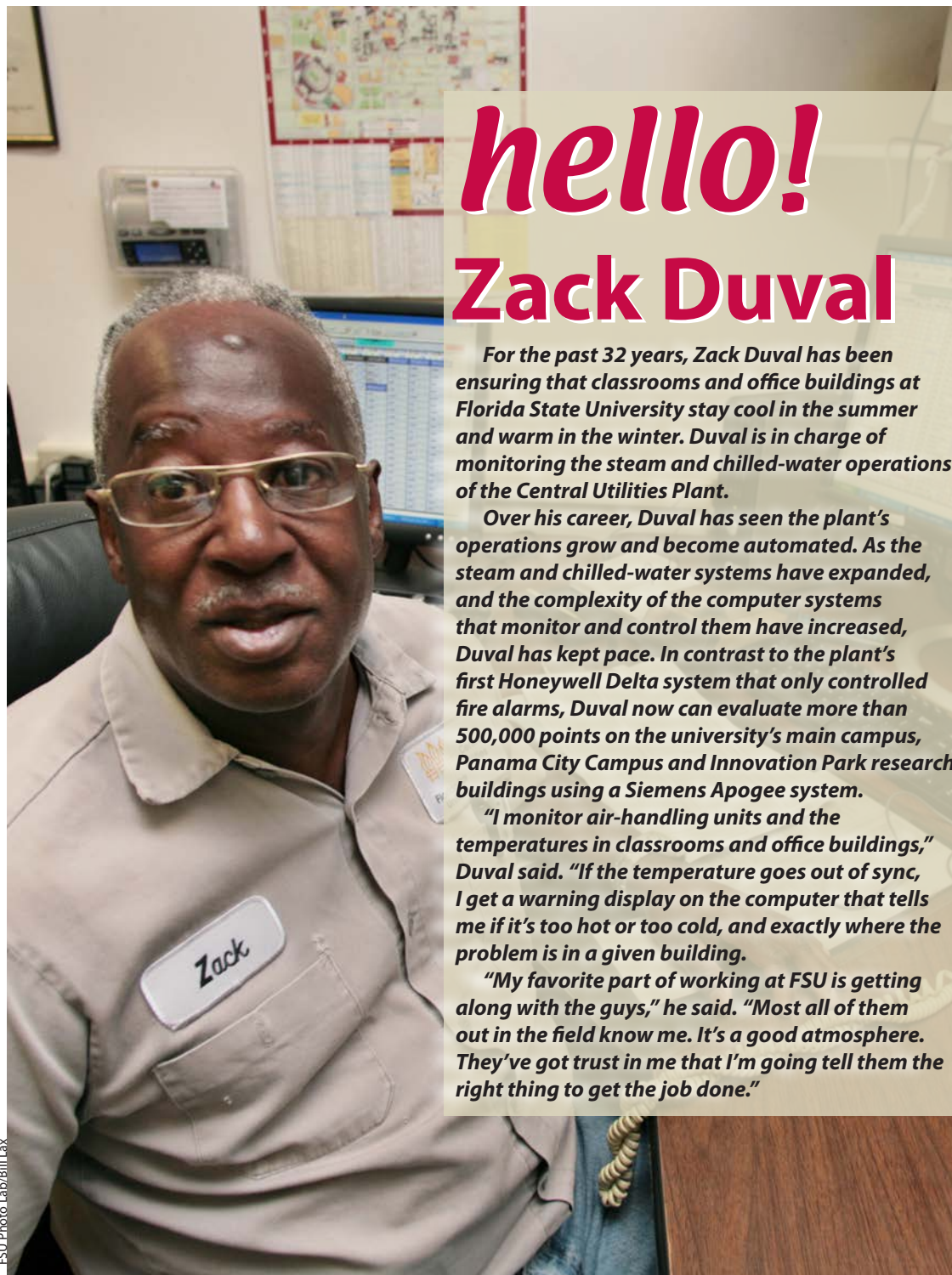
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Submissions should be e-mailed to jseay@fsu.edu.

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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. To receive *State* in an alternative format, call the FSU Student Disability Resource Center at (850) 644-9566.

FSU Photo Lab/Bill Lax



hello!

Zack Duval

For the past 32 years, Zack Duval has been ensuring that classrooms and office buildings at Florida State University stay cool in the summer and warm in the winter. Duval is in charge of monitoring the steam and chilled-water operations of the Central Utilities Plant.

Over his career, Duval has seen the plant's operations grow and become automated. As the steam and chilled-water systems have expanded, and the complexity of the computer systems that monitor and control them have increased, Duval has kept pace. In contrast to the plant's first Honeywell Delta system that only controlled fire alarms, Duval now can evaluate more than 500,000 points on the university's main campus, Panama City Campus and Innovation Park research buildings using a Siemens Apogee system.

"I monitor air-handling units and the temperatures in classrooms and office buildings," Duval said. "If the temperature goes out of sync, I get a warning display on the computer that tells me if it's too hot or too cold, and exactly where the problem is in a given building."

"My favorite part of working at FSU is getting along with the guys," he said. "Most all of them out in the field know me. It's a good atmosphere. They've got trust in me that I'm going to tell them the right thing to get the job done."

NewsMakers

"It's not as much if things are good or bad economically, but more whether people know what the limits are, and what they can expect." Cecil Greek, an associate professor in the Florida State University College of Criminology and Criminal Justice, as quoted in the July 30 *Christian Science Monitor* discussing why people might commit heinous crimes, in light of the July 27 shooting at a Tennessee Unitarian Universalist church. "If it's a period where everybody downsizes, or a period of raised expectations where nobody knows where the upper limits are, it can be a more dangerous period to live through in terms of the potential for people to act out strangely."

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

New software solidifies FSU's reputation as world leader in **'Petroleomics'**

By Barry Ray
NEWS AND PUBLIC AFFAIRS

As gas prices soar, scientists at the National High Magnetic Field Laboratory at Florida State University are marketing research that will enable petroleum companies to locate, analyze and process

crude oil much faster, cheaper and more accurately.

Alan G. Marshall, a giant in the field of chemical analysis, and his magnet lab colleagues have signed an agreement with a California-based company, Sierra Analytics (www.MassSpec.com), which

will sell state-of-the-art software to petroleum companies. With this software, the petroleum companies will benefit from research that has made FSU the best in the world at understanding petroleum.

"Crude oil is possibly the most complicated chemical mixture known to science," said Marshall, the Robert O. Lawton Professor of Chemistry and Biochemistry at FSU and director of the magnet lab's Ion Cyclotron Resonance Program. "A single heavy petroleum sample, for example, may contain more than 30,000 separate chemical substances. For petroleum companies to develop more efficient oil extraction and refining techniques, they need to know exactly what they're dealing with."

That's where Marshall and his team come in. Using an incredibly precise analytical technique co-invented by Marshall known as Fourier transform ion cyclotron resonance mass spectrometry, they have been able to simultaneously separate and identify thousands of separate chemical constituents within a single crude oil sample. In so doing, Marshall's group has compiled the largest database of petroleum compounds in the world -- priceless information for some of the

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Alan Marshall

PETROLEOMICS

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world's richest companies.

Wealth, however, isn't the motivation behind the group's licensure deal.

"There will be some small royalties associated with the Sierra Analytics agreement, but mostly we're doing it to increase our visibility and enhance our reputation as the worldwide leader in the development of technologies that allow for these types of ultra-sophisticated chemical analyses," Marshall said. "No one else even comes close. That's why industries that work with highly complex substances such as petrochemicals, proteins, pharmaceuticals and explosives often come to us for our expertise."

Marshall's group also will receive 10 sets of the Sierra Analytics software and workstations as well as annual updates. The commercial value of that package has a dollar value well into six figures. In the future, the researchers and Sierra Analytics will continue to share updated information, enabling both to stay atop the burgeoning "petroleomics" field.

How does having a detailed analysis of the chemical components of a crude

oil sample benefit petroleum companies? Ryan P. Rodgers, an associate scholar/scientist and director of petroleum research at the magnet lab, gave an example.



**"... we're doing it
to increase our visibility
and enhance our
reputation as the
worldwide leader in
the development of
technologies ... "
—Alan Marshall**

"Refiners of petroleum sell molecules, in essence," he said. "They need to know what types of acids and other corrosive compounds are mixed in with the 'good'

molecules so that they can develop processes to remove them. This helps to expand the functional life of their refineries, ultimately saving the company money. Ideally, such cost savings would be passed on to the consumer."

John Fraser, FSU's assistant vice president for Research and Economic Development, said that "the insight Alan's group offers to the refinery companies is useful information about the crude oils the refiners have -- how to adjust the refining process to maximize the production of valuable molecules and minimize waste. In other words, how to effectively squeeze more from each drop of oil. Their expertise has been utilized from the hot sands of Saudi Arabia to the frozen tundra of the Canadian tar sands. All of this further enhances the reputation of FSU."

In addition to Marshall and Rodgers, key current members of the Ion Cyclotron Resonance program (icr.magnet.fsu.edu) who have been involved in petroleomics research are Assistant Scholar/Scientist Gregory T. Blakney; Scholar/Scientist Mark R. Emmett; Scholar/Scientist Christopher L. Hendrickson; and Assistant Scholar/Scientist Tanner M. Schaub.



Florida State University

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Established research center launches new identity

Innovation Park is home to a new applied research and development center that provides government agencies with leading-edge outreach capabilities through innovative information-communication and education strategies.

The Center for Information Management and Educational Services (CIMES) opened its doors to the public July 1, 2008. Formerly part of CITES (Center for Information, Training, and Evaluation Services), CIMES has been a member of the university research team since 1972. It is at the forefront of creating a systems approach to provide powerful solutions to address the strategic and operational needs of organizations.

"We are a full service organization and can take an idea from concept to implementation," said Rebecca Augustyniak, director of CIMES. "We apply a team



approach to developing and delivering award-winning products to our clients."

For more than 35 years, CIMES has designed and operated customized clearinghouses — strategic vehicles to connect stakeholders and information. The center has operated multiyear, multi-million dollar clearinghouses on a variety of issues. Currently, CIMES operates the Florida Clearinghouse for Applied Research and Public Service.

CIMES also is a national leader in providing public health information systems and Web portals. It has held ongoing

contracts with state and local government health agencies, including those in California, Florida, Nebraska and Maryland. In 2006, CIMES co-sponsored a national conference, "Driving Program Success," with the California Department of Health. The conference focused on the design and implementation of Web-based systems to support program monitoring and evaluation.

"We have a history of facilitating program success for dozens of agency programs," Augustyniak said.

CIMES is committed to bridging its sponsored-research focus with the university's academic mission by serving as adjunct teaching faculty, contributing to the professional literature, and providing internships, according to Augustyniak.

To learn more, visit www.cimes.fsu.edu.

CALA makes presentation at assessment conference

Florida State University's Center for Advancement of Learning and Assessment (CALA) presented its newly developed capabilities-complexity model at the National Conference on Student Assessment in Orlando, Fla., in June. CALA's session, "Including Types of Capabilities when Balancing a Large-Scale Assessment," described the Capabilities-Complexity Model that it developed for the Florida Department of Education. The model contributes to the production of rigorous, defensible assessments.

The Council of Chief State School Officers sponsored the conference.

FSU educational psychology Profes-



sor Albert Oosterhof and Cornelia Orr, assistant deputy commissioner of accountability, research and measurement for the Florida Department of Education, presented the model and discussed its application to selected content areas within the Florida Comprehensive Assessment Test (FCAT) and the Florida Teacher Certification Examinations.

"The Capabilities-Complexity Model simplifies the difficult task of monitoring the cognitive complexity of assessments,"

Oosterhof said. "More importantly, it can provide a vehicle for establishing areas in which classroom and large-scale assessments can actually supplement each other."

"Traditionally, our teachers have been the forgotten force in assessment," said Faranak Rohani, director of CALA. "What we heard most frequently from teachers who were being trained in our model was that it helped them understand why their students had difficulty with certain types of assessment and what needs to be done instructionally to help improve student growth and achievement."

To learn more, visit www.cala.fsu.edu.

STAR METRO

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sible will be able to benefit from it."

Employees have been able to ride StarMetro buses free for some time but had to surrender their FSU parking passes to do it, which freed up parking spots on campus for other employees, said Anse Cates, associate director of Business Services.

"Now, under this new agreement, they can keep their FSU parking permits so they can have more flexibility," he said. "Some days they can take advantage of the city buses, and some days they may need to bring their vehicles to

campus. Removing the restriction should increase the number of people riding, and StarMetro has agreed to accommodate them."

A complete list of StarMetro routes and times is available at www.Talgov.com/starmetro.

Anyone with a valid FSUCard will be allowed to board and swipe their card seven days a week on any existing StarMetro route, Cates said.

The city already has set up various "Park & Ride" spots at locations around

town where FSU employees can park their cars and catch a bus. But employees can also hop on at any regular bus stop in Tallahassee. They can disembark at several locations near campus, such as at the corner of Copeland and Jefferson streets, and either walk a short distance or take StarMetro's campus buses, the "Seminole Express" network, to their FSU office.

Davis Prime said he is one of a group of FSU employees who ride regularly. He buses in and gets off at the corner of Woodward Avenue and Jefferson Street, then walks to the nearby Mendenhall Maintenance Building where he works.

"It's very convenient," Prime said. "I've been pretty happy with it."

Diversity Leadership Mentoring Program accepting applications

There is a program at Florida State University that provides leadership opportunities for students from a broad demographic and philosophical spectrum — and it is currently accepting applications for 2008-2009.

In the Diversity Leadership Mentoring Program, students can develop their knowledge of leadership and enhance their abilities to demonstrate leadership skills through mentoring opportunities with FSU alumni, faculty and staff members, or graduate students. The program is sponsored by the FSU Office of Human Resources in partnership with FSU's Center for Leadership and Civic Education.

In addition to the leadership attributes that can be gained by its students,

the program is designed to offer benefits to its mentors as well. Mentors can gain personal satisfaction in knowing that they have enriched a student's experience through leadership development. The program provides a way to give back to the university by contributing to the development of students as future leaders by personally and professionally supporting their growth.

To obtain a mentor or student application form, program guidelines or a printable brochure, visit <https://hrapps.fsu.edu/mentor>.

Inquiries may be directed to Sandra Dixon, assistant director, Human Resources, at ssdixon@admin.fsu.edu or (850) 645-6468.

Career Center to relocate in August

By Meghan McQuellon
THE CAREER CENTER

Florida State University's Career Center is preparing to move into the new 47,000-square-foot Albert J. and Judith A. Dunlap Student Success Center.

Beginning Aug. 18, the facility — complete with classrooms, meeting rooms, computer labs, offices for individual career advising and a comprehensive career library — will be open to the FSU and Tallahassee communities

The new building, along with its advanced equipment, will allow Career Center employees to better assist clients and employers.

"While we have a great staff, our facilities have not kept up with the state-of-the-art programs they deliver," said Career Center Director Jeff Garis. "This new facility will help the Career Center continue to offer world-class career services to FSU students and alumni."

The Dunlap Student Success Center, located at 100 S. Woodward Ave. — adjacent to the Student Life Building and across the street from the Park Avenue Diner — also will house the Center for Leadership and Civic Education.

To learn more about the new facility or its Sept. 19 dedication ceremony, visit <http://career.fsu.edu>, or call (850) 655-6431.

Improved 'IT' security software available

Nationally, some of the most widely publicized theft or "data loss" incidents have involved lost or stolen laptop computers with unencrypted files that contain confidential financial or personal-identifying information. The incidents often lead to the unintentional exposure of such information on publicly accessible, Web-facing sites.

To combat such exposure, the Florida State University Office of Technology Integration is currently deploying two information technology security software tools. They are intended to help prevent theft and subsequent exposure of everything from social security and credit card numbers to logon credentials. Through the campuswide use of these software security tools, confidential data exposure and theft can be reduced and the university will be in compliance with the Family Educational Rights and Privacy Act; the Gramm-Leach-Bliley Act; the Health Insurance Portability and Accountability Act; the Payment Card Industry Data Security Standard; and the Federal Trade Commission Rule on "Standards for Safeguarding Customer Information."

The information technology security-enabling tools are:

• **Secuware's Computer Hard Drive Disk and Network File Encryption tool**, which enables the encryption of files that contain personal identifying and financial information that reside on desktop and notebook computers, and handheld computing devices.

• **IBM's Rational Policy Tester**, a Web "spidering" tool that analyzes department Web pages and associated links to identify and report pages that request or contain personal identifying and financial information, which could be stolen for fraudulent purposes.

"OTI will be available to provide deployment assistance and training to any campus units as needed," said Joe Lazor, a director in the Office of Technology Integration. "Our Information Technology Security Team anticipates working with all campus IT technicians over the next few months to deploy these additional security enabling software tools."

To get started, employees should call Brian Rue at 645-8056, or e-mail brue@fsu.edu.

FSU HEADLINES

This month's "FSU Headlines" television show looks into how Florida State University is poised to become one of the world's top imaging centers. The show also will follow a group of FSU students who spent their summer as global humanitarians in Rwanda and investigates a significant National Science Foundation grant that was awarded to

the FSU Panama City Campus.

"FSU Headlines" debuts on WFSU-TV channel 11 (Tallahassee Comcast Cable channel 5) Aug. 20 at 7:30 p.m. In addition, "FSU Headlines" can be seen beginning Aug. 20 on 4-FSU (Tallahassee Comcast Cable channel 4) on Mondays at 6 p.m., Wednesdays at 9:30 p.m. and Fridays at 7 p.m. The program also can be seen statewide on the Sun Sports network (Tallahassee Comcast Cable channel 28) Tuesdays and Thursdays during August on Sun Sports at 7:30 a.m.

To view the program's video stories online, visit www.fsu.com/video.

The Source

News from Human Resources

TRAINING AND ORGANIZATIONAL DEVELOPMENT

>>TRAINING CLASSES: A current schedule of personal, professional and organizational development training classes is available online at hr.fsu.edu/train. The Spring/Summer 2008 Schedule of Classes lists course offerings through August. The Fall 2008 Schedule of Classes will list courses offered from September to December. **Information:** Office of Training and Organizational Development, (850) 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. Participants must certify their completion of online NEO by faxing a completed copy of the certification of completion and evaluation of orientation to the Office of Training and Organizational Development as indicated on the form.

Information, schedules and necessary forms pertaining to NEO classroom sessions are available at hr.fsu.edu/train, under the "New Employee Information" link. **Information:** Pat Mullins or Sandra Dixon, (850) 644-8724.

>>ADULT BASIC EDUCATION CLASSES: The Adult Basic Education Program is offered in cooperation with the Leon County Adult and Community Education Program to FSU employees who are interested in improving their basic reading, writing, and/or math skills, as well as to employees who are preparing for the GED test. Employees may choose to attend classes every Tuesday, from 8:30 to 11:30 a.m., or every Thursday, from 8:30 to 11:30 a.m. Tuesday classes will begin on Sept. 2, and Thursday classes will begin on Sept. 4. Both continue through May 2009. Students must pre-register each year with the Office of Training and Organizational Development. Registration forms are available at hr.fsu.edu/train, under the "Adult Basic Education" link. Supervisor approval is required if classes meet during an employee's regular work hours. **Registration or information:** Sandra Dixon, ssdixon@admin.fsu.edu, (850) 644-8724.

BENEFITS/RETIREMENT

>>EARLY BENEFITS ORIENTATION: New faculty members may sign up for benefits by attending one-of-two early Benefits Orientation Sessions to be held on Aug. 7. The sessions are from 8:30 to 10:30 a.m., and from 1:30 to 3:30 p.m. In order for new faculty members with an Aug. 8, 2008, hire date to have a Sept. 1 health insurance coverage effective date, their appointments must be in the OMNI system, and enrollment applications must be turned in to the Human Resources Benefits Office, located in A6200 University Center, by Aug. 21, and a double deduction will be taken from the Aug. 29 paycheck. Otherwise, an Oct. 1 effective date will apply.

New faculty members will not be covered for the month of September unless they request COBRA from their previous employers or obtain their own insurance. The earliest supplemental insurance (i.e., dental) effective date is Oct. 1. The Benefits Office will accept personal checks from new faculty members for their health insurance if: They are not receiving a check on Aug. 29; their paycheck is not enough to cover the full month's premium; or they miss the Aug. 21 deadline for early benefits enrollment. Checks and enrollment forms will only be accepted through Aug. 26.

Benefits information

- Last names beginning A-G:
Pamela Blocker, 644-4017, pblocker@admin.fsu.edu.
- Last names beginning H-R:
Kelly McLaughlin, 644-7704, kmmclaughlin@admin.fsu.edu.
- Last names beginning S-Z:
Jackie Williams, 644-9615, jwilliams@admin.fsu.edu.

>>UPDATE ADDRESSES IN OMNI FOR OPEN ENROLLMENT AND RETIREMENT:

Open enrollment information and FRS Retirement statements will be mailed soon. Therefore, employees are asked to make sure to update and verify their mailing addresses in OMNI as soon as possible. Open enrollment statements will be mailed in September using the address on file as of Aug. 29 and retirement statements will be mailed in October. The period of open enrollment for 2009 is Sept. 22 to Oct. 17, 2008.

>>A&P PERFORMANCE EVALUATIONS: A&P employees must have their performance evaluated annually by their supervisors. 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, which ends 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. **Information:** Employee and Labor Relations section, 644-6475.

>>MAY/JUNE 2008 RETIREES: Lawrence G. Abele, provost and professor, Provost and Vice President for Academic Affairs; William Agner, ERP analyst II, Enterprise Resource Planning; Na'im Akbar, research associate, Psychology; Barbara Allen, program director, Provost and Vice President for Academic Affairs; Kenneth Beattie, fine arts technician, Music dean's office; E. Jane Burkhead, associate professor, Teacher Education; Michael Corzine, professor, Music; Rosalyn Davis, academic program specialist, Admissions; Joe Dexter, university school assistant professor, Developmental Research School; Cynthia Everett, media specialist, University Computing Services; Deborah Fagg, special assistant, Student Affairs; Jo Ann Falcon, administrative support assistant, Biological Science; John Fenstermaker, professor, English; Phillip Fox, director, Center for Educational Research and Policy Studies; Delores Hudson, assistant in research, Communication Disorders; Richard Iverson, professor, Oceanography; Merry Johnson, program coordinator, National High Magnetic Field Laboratory; Georgia Jordan, assistant in research, Learning Systems Institute; Joseph Torgesen, professor, Psy-

Please see **THE SOURCE**, 9

Non-tenure-track faculty promotions granted for fall

The Florida State University Office of the Dean of the Faculties has announced the following non-tenure-track faculty promotions, which will go into effect for the fall semester.

CENTER FOR ADVANCED POWER SYSTEMS

- To associate in research/engineering: James L. Langston.

COLLEGE OF ARTS AND SCIENCES

Center for Ocean-Atmospheric Prediction Studies

- To research associate: Shawn R. Smith.

Department of Computer Science

- To associate in computer science: Tehyin "Daniel" Chang.

Department of English

- To research associate: Deborah C. Teague.

Department of Mathematics

- To research associate: Kenneth A. Dodaro, Karen M. Everage and Ishkhan H.J. Grigorian.

Department of Statistics

- To associate in statistics: Radha R. Bose.

Institute of Molecular Biophysics

- To research associate: Thayumanasamy Somasundaram.

- To associate scholar/scientist/engineer: Joan T. Hare.

COLLEGE OF BUSINESS

Department of Accounting

- To research associate: Ronald J. Pierno.

Department of Management

- To associate in entrepreneurship: Betty A. Presnell.

Department of Management Information Systems

- To research associate: Walter S. "Steve" Payne.

Department of Marketing

- To research associate: John B. Larsen.

- To associate in marketing: Patrick Pallentino.

Department of Risk Management/Insurance, Real Estate and Business Law

- To research associate: Stephen A. Bailey and William M. Woodyard.

COLLEGE OF COMMUNICATION

Department of Communication

- To associate in communication: William Gerald "Gerry" Gilmer and Michelle H. Laurents.

Department of Communication Disorders

- To associate in communication disorders: Julia L. Justl, Janet S. Kahn and Selena B. Snowden.

COLLEGE OF EDUCATION

Florida State University School

- To university school associate professor: Patricia B. Casey.

- To university school assistant professor: Megan N. Brink,

Lauren T. Burdick, Cristin M. Durham, Norma Jean Jones and Zoe Lena Mahoney.

- For continuing contract: Michael R. Craig, Treeva Fountain, Chris L. Pittman, Kristie A. Ryan and Victoria S. Shackelford.

THE FILM SCHOOL

- To research associate: Ronald E. "Reb" Braddock, Jed M. Kaleko and Timothy R. Long.

- To associate in film: Rexford L. Metz and Valerie G. Scoon.

COLLEGE OF HUMAN SCIENCES

Department of Nutrition, Food and Exercise Sciences

- To associate in nutrition: Jennifer E. Hemphill.

Department of Textiles and Consumer Sciences

- To associate in apparel design: Wanda H. Brown.

COLLEGE OF LAW

- To research associate: Paolo "Paul" Annino, Lawrence S. Krieger and Ruth E. Stone.

- To associate university librarian: Margaret C. Clark and Patricia Bingham-Harper.

COLLEGE OF MEDICINE

Department of Family Medicine and Rural Health

- To associate in medicine: Karen E. Myers.

COLLEGE OF SOCIAL SCIENCES

Department of Sociology

- To associate in sociology: Annette M. Schwabe.

COLLEGE OF VISUAL ARTS, THEATRE AND DANCE

Department of Art

- To associate in art: Pamela R. "Kabuya" Bowens.

Department of Dance

- To associate in dance: Joyceann B. Straub

INSTITUTE OF SCIENCE AND PUBLIC AFFAIRS

Center for Information, Training and Evaluation Services

- To research associate: Colin F. Dwyer.

LEARNING SYSTEMS INSTITUTE

- To research associate: Jan P. McKay.

- To associate in research: Karen M. DeMeester.

NATIONAL HIGH MAGNETIC FIELD LABORATORY

- To scholar/scientist/engineer: Zhehong Gan and Ke Han.

- To associate scholar/scientist/engineer: Dmitry Smirnov.

- To associate in research: Michael W. Davidson.

PANAMA CITY CAMPUS

- To associate university librarian: Darby P. Syrkin.

UNIVERSITY LIBRARIES

- To associate university librarian: Yue Li, Portia F. McQueen, Plato L. Smith and Ruth S. Ziegler.

THE SOURCE

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chology; Venita Kinney, business manager, Florida Conflict Resolution Consortium; Phyllis Lampasso, executive support assistant, Undergraduate Studies dean's office; Susan Lampman, program coordinator, Pepper Institute on Aging and Public Policy; Deborah McDaniel, media specialist, WFSU-TV; Carl Aaron McNeece, professor, Social Work; Dale Olsen, professor, Music; Louise Rill, assistant

in research, Criminology and Criminal Justice; Barbara Rousseau, grants compliance associate, Demography and Population Health; John Shields, fine arts technician, Music dean's office; Michael Showalter, professor, Business, Marketing; Paul Smith, assistant in research, Florida Institute of Government; Alvin Stauber, professor, Business, Risk and Insurance; Georges Weatherly, professor, Oceanography; Amber Whetstone, senior administrative assistant, Center for Information, Training and Evaluation Services; Donnie Woodall, technology specialist, Controller.

RECOGNITIONS

Bruce Stifftel, Ph.D. (Urban and Regional Planning), was presented with the Jay Charterjee Award for Distinguished Service to Planning Education by the Association of Collegiate Schools of Planning at a joint conference held with the Association of European Schools of Planning, University of Illinois, Chicago, July.

BYLINES

Eliza T. Dresang, Ph.D. (Eliza Atkins Gleason Professor, Interdisciplinary Center for Leadership, Technology Integration and Critical Literacies), wrote the chapter "Postmodernism, Radical Change Theory and Contemporary Picturebooks," published in the book "Postmodern Picturebooks: Play, Parody, and Self-Referentiality," edited by Lawrence R. Sipe and Sylvia Pantaleo, published by Routledge Research in Education, 2008.

James Hinterlong, Ph.D., M.S.W. (Social Work), wrote the article "Productive Engagement Among Older Americans: Prevalence, Patterns, and Implications for Public Policy," published in the *Journal of Aging and Social Policy*, Vol. 20, No. 2; co-presented "Understanding the Motivation of Sport Volunteers: Toward an Extended Conceptual Model and Measurement Matrix," with J. Hwang, at the annual conference of the North American Society for Sport Management, Toronto; co-presented "Engaging Students with Disabilities in Service-Learning: Findings from a Statewide Program Evaluation," with J. Hwang, at the conference of the Society for Social Work and Research, Washington, D.C., May; and received a \$10,000 grant as the principal investigator for "Statewide Evaluation of AmeriCorps: Program Sustainability" given by Volunteer Florida, the Governor's Commission on Volunteerism and Community Service.

CAMPUS IN ACTION

Thomas C.S. Keller III, Ph.D. (Biological Science), co-wrote the article "Smooth Muscle Titin Zq Domain Interaction with the Smooth Muscle-Actinin Central Rod," with Richard J. Chi, Alanna R. Simon, Ewa A. Bienkiewicz and Augustine Felix, published in the *Journal of Biological Chemistry*, Vol. 283, No. 30, July.

Nicholas Mazza, Ph.D. (Patricia V. Vance Professor of Social Work), wrote the article "Poetry and Narrative: JPT as a Home for Language, Symbol, and Story in Community Practice, Therapy, Education, and the Arts," published in the *Journal of Poetry Therapy*, Vol. 21, No.1, March; presented "Writing and Health: Advances in the Expressive/Creative Component of Poetry Therapy" at the 28th annual conference of the National Association for Poetry, Minneapolis, April; and was named 2007-2008 Professor of the Year by the Association of Student Social Workers, FSU College of Social Work, April.

Melissa Radey, Ph.D. (Social Work), wrote the article "Frontline Welfare Work: Understanding Social Work's Role," published in the journal *Families in Society*, Vol. 89.

Darcy Siebert, Ph.D., M.S.W. (Social Work), co-wrote the article "The Impact of Personal History on Social Workers and the Profession," with D.K. Pooler, A.C. Faul and R. Huber, published in the journal *Administration in Social Work*, Vol. 32, No. 2; co-wrote the article "HIV Transmission and Alcohol in the Caribbean: An Agenda for Social Work," with S.E. Rutledge and D.J. Wilke, published in the *Journal of HIV/AIDS and Social Services*; co-presented "The Influence

of Response Rates: A Comparison of Findings in the Analysis of Depressive Symptoms," with C.F. Siebert and M. Killian, and co-presented "Development and Validation of the Religion, Alcohol and Drug Questionnaire for College Students," with J. Carlson and C.F. Siebert, both at the conference of the Society for Social Work and Research, Washington, D.C., January.

Bruce Thyer, Ph.D. (Social Work), edited the chapters "Respondent Learning Theory," "The Potentially Harmful Effects of Theory in Social Work," "Interventions for Adults" and "Practice Evaluation," all published in the *Comprehensive Handbook of Social Work and Social Welfare*, published by John S. Wiley and Sons; and edited the *Comprehensive Handbook of Social Work and Social Welfare*, Vol. II: Human Behavior in the Social Environment, published by John S. Wiley and Sons. At the annual meeting of the Society for Social Work and Research, Washington, D.C., January, he co-presented "Publishing Empirical Studies in Social Work: Writing Articles that Matter," with M.R. Sosin, R.L. Hegar and J. M. Jenson; co-presented at a roundtable "Issues in Teaching Evidence-Based Practice," with A. Rubin, A. Shlonsky, H. Soydan, C. Franklin, D. Springer, J. Jenson and J.L. Zlotnik; co-presented the paper "Exercise as an Evidence-Based Intervention for Clinical Depression in Older Adults: A Meta-Analysis of Randomized Studies 2000-2006," with J.G. Cox and I.S. Shin; and co-presented the roundtable "Putting Evidence into Practice: Mobilizing University-Community Partnerships," with S.B.

Stern, C. Regehr, F. Mishna, A. Shlonsky, A. Rubin and M. Saini; co-presented the paper "Journal Publications Practices in Social Work," with J. Jenson, A.E. Fortune, R.P. Barth, J.C. Baer, G. Holden and R.F. Schilling. Thyer also presented the paper "N = 1 Experiments: Their Role in Evidence-Based Practice" at the annual colloquium of the Campbell Collaboration, Vancouver, B.C., Canada, May; co-presented the paper "The Use of Novel Unsupported Psychological Therapies by Licensed Clinical Social Workers," with M. Pignotti, at the annual convention of the Association for Psychological Science, Chicago, May; and presented the paper "Pseudoscience in Psychotherapy" as part of the symposium "Thoughtful Uncertainty: Essential Lessons for Clinical Science Education," at the annual convention of the Association for Psychological Science, Chicago, May.

PRESENTATIONS

Claire J. Calohan, M.S.W. (Social Work), presented "Declaring War on Drug Users: The Status of Treatment in a Prohibitionist-Driven Policy Environment" at the Oxford Round Table on Substance Abuse: Exploring Consequences and Remedies, Oxford University, Oxford, England, March.

Charles T. Friedrich II, RCDD (Telecommunications), presented "Emergency SMS/Text Messaging" at the 37th annual conference of the Association of Information Technology Professionals in Higher Education, Las Vegas, July.

Tim R. Holcomb, Ph.D. (Management), will present the paper "Corporate Venturing and Sequential Market Entry: An Empirical Test of the Decision to Exercise Footholds," at the 28th annual conference of the Strategic Management Society, Cologne, Germany, October 2008; and is a panelist on "Developing and Defending Your Research

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Oceanographer receives Excellence in Partnering Award



Eric Chassignet

A Florida State University professor of oceanography has been recognized for his efforts to expand understanding of the world's oceans while collaborating with a broad range of major players in the oceanographic community.

U.S. Sen. Bill Nelson, D-Florida, presented Eric Chassignet with the National Oceanographic Partnership Program's Excellence in Partnering Award for his coordination of the U.S. Global Ocean Data Assimilation Experiment: Global Ocean Prediction with the HYbrid Coordinate Ocean Model (U.S. GODAE HYCOM). The project brought together more than 25 universities, government agencies and representatives from the private sector to create real-time, three-dimensional depictions and predictions of ocean conditions. The award presentation took place during this year's Capitol Hill Oceans Week in June.

A major milestone of the project included the implementation of nowcast/forecast systems that run on hundreds of computer processors at the Naval Oceanographic Office and National Oceanic and Atmospheric Administration's National Centers for Environmental Prediction.

Chassignet, director of the FSU Center for Ocean-Atmospheric Prediction Studies (COAPS), said he was honored to have received the award on behalf of U.S. GODAE HYCOM, and will continue to foster partnerships through COAPS.

COAPS is a part of FSU's College of Arts and Sciences, and promotes interdisciplinary research in air-sea interaction and climate prediction in order to increase our understanding of the physical, social, and economical consequences of coupled ocean-atmospheric variations.

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Proposal" for the SMS doctoral consortium. He is a member of the SMS Best Paper Selection Committee.

Roger Kaufman, Ph.D. (Professor Emeritus, Educational Psychology and Learning Systems), provided an invited workshop for deans, directors and executives on strategic thinking and planning at the Autonomous University of the Yucatan, Mexico, July.

Christie Koontz, Ph.D. (Information), presented "Marketing: The Missing Manual" at the conference of the Florida Library Association Conference, St. Petersburg Beach, Fla., April; co-presented "Why Public Libraries Close" with **Dean K. Jue** (Florida Resources and Environmental Analysis Center) and Bradley Wade Bishop at a conference of the American Library Association, Anaheim, Calif., June; and presented "Putting Our Exper-

tise to Work: Beta Phi Mu, 60 Years of Scholarship" at a conference of the American Library Association.

Karen Randolph, Ph.D., M.S.W. (Social Work), co-presented "A Public Health Approach to Promoting Prevention-Based Parenting Practices," with M. Radey and S. Forsyth, at the annual conference of the Society for Prevention Research, San Francisco, May; and co-presented "Assessing Environmental Support for At-Risk Mothers in College: Development and Initial Validation of the School Support Scale for Community Colleges," with A. McLaughlin, at the conference of the Society for Social Work and Research, Washington, D.C., January.

Scott Ryan, Ph.D., M.S.W. (Institute for Social Work Research), co-presented "The Moderating Effects of Social Supports on Adoptive Parent-

Child Relationships," with L. Johnson and G. Goldman, at the 12th annual conference of the Society for Social Work and Research, Washington, D.C., January; and presented as the keynote speaker "Florida's Adoptive Families' Post-Adoption Service Needs" to the Office of the Governor's Adoption and Child Protection Advisory Council, Tallahassee, Fla.

SERVICE

David Paradice, Ph.D. (Management Information Systems), co-directed a doctoral student consortium in Toulouse, France, for the International Federation for Information Processing working group on decision support systems and co-chaired a task group report on decision support curricula.

J. Anthony Paredes, Ph.D. (Professor Emeritus, Anthropology), has been elected president of the Association of Senior Anthropologists, a section of the American Anthropologi-

cal Association.

GRANTS

Tomi Gomory, Ph.D., M.S.W. (Social Work, Fulbright Scholar), Cecil Greek, Ph.D. (College of Criminology and Criminal Justice), and Betty Blythe of Boston College received a \$70,000 grant from the Atlantic Coast Conference's International Programs to establish research and collaboration contacts for studying the development of social problems in the newly minted democracies of eastern Europe. Gomory and his co-principal investigators, along with Patricia Lager, M.S.W. (International Programs, Social Work), also led faculty from various ACC universities on a three-week faculty development trip, July. They met with university academics and political and policy officials from government and non-government organizations in Prague, Czech Republic; Bratislava, Slovakia; and Budapest and Pécs in Hungary.

Faculty teaching conference

The Center for Teaching and Learning will be the host of the annual Fall Kick-off Teaching Conference for new and returning Florida State University faculty members on Aug. 13 and 14. The conference will offer teaching strategies and resources that will help both new and experienced faculty members be more effective and efficient in their courses.

This two-day conference will begin with hands-on Blackboard sessions to help new users set up their courses and show experienced users innovative ways to save time on grading and course management. On the second day, participants will explore a wide range of topics, from lecture/discussion strategies and assessment issues to connecting with students through technology. The conference includes a session on services and resources available through Strozier Library and concludes with a panel on stimulating creativity and energy in the classroom.

The sessions will be highly participatory and practical. Instructors will have the opportunity to meet colleagues from around campus, while establishing con-

tact with the team of teaching-enhancement consultants at the Center for Teaching and Learning (a unit within Academic and Professional Program Services).

"The goal of the conference is to enable instructors to walk away from these sessions with strategies they can immediately implement in their courses and to feel confident they can be successful in doing so," said Karen Bickley, assistant director of Academic and Professional Program Services.

Early registration is encouraged because space is limited. To view the agenda and register, visit <http://ctl.fsu.edu>.

TAs teaching conference

The Florida State University Program for Instructional Excellence 2008 Fall Teaching Conference will be held Aug. 20 and 21 at the new classroom building, which is south of the Oglesby Union. The conference is designed for all new teaching assistants, as well as returning and experienced TAs who would like to enhance their teaching skills.

This year's program focuses on policies and services of the university as

they relate to teaching and introduces teaching assistants to their roles as student instructors. Conference topics are principles of effective instruction, active learning techniques, assessment issues, appreciating student diversity, and survival skills for the first three weeks. The guest speaker will be Mark Zeigler of FSU's Department of Communication, recipient of a 2006-2007 Undergraduate Teaching Award.

The Congress of Graduate Students will sponsor a luncheon on Aug. 20 for all conference participants. During the luncheon, prizes contributed by area merchants will be given away.

Conference speakers and facilitators include FSU Vice President for Student Affairs Mary Coburn, Associate Dean of the Faculties Jennifer Buchanan, University Registrar Kimberly Barber, Associate Dean of Students Robin Leach and Karen Bickley, assistant director of Academic and Professional Program Services: Center for Teaching and Learning.

For more information and to register, visit <http://pie.fsu.edu>. To learn more, call Connie Eudy at 644-2947, or e-mail ceudy@campus.fsu.edu.

CONSORTIUM

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environmental protections; economic effects on local communities and on the state's poorest residents; and issues of where best to place power generation facilities, both in terms of maximum efficiency and of local planning needs, that have to be factored in.

"So in addition to performing research to develop new solar, biomass and other renewable energy technologies, we envision IESES being an even-handed, reliable source of information for the Florida Legislature and Governor's Office," Cartes said. "By that, I mean we will seek to provide balanced, objective economic and policy analysis to help our state's elected leaders make informed choices about the best way to meet our future energy needs."

Professor J.B. Ruhl, who teaches environmental law at FSU, is one of the scholars who will contribute his expertise to IESES. Ruhl says that environmental considerations play a tremendous role in shaping Florida's energy future.

"The 'sustainability' component of IESES focuses our research on integrating new energy technologies with envi-

ronmental and social policy concerns," Ruhl said. "In particular, siting of new energy generation and distribution facilities will present the need to take ecological impacts into account. We want a secure energy foundation for the state, but not at the expense of our vital and unique natural resources."

Meanwhile, Mark Isaac, the John & Hallie Quinn Eminent Scholar in FSU's Department of Economics, will bring his economic expertise to the table in helping IESES develop policies that take into consideration the needs of the poorest members of society.

"My teaching ties rigorous economic analysis to concern for the poor," Isaac said. "Anything that increases energy prices is going to have an effect on the well-being of the poor, not only in the United States but around the world. Just look at the dislocation that our 'green' ethanol policies are having on food markets in developing countries. This is the type of unintended consequence that economists are particularly good at understanding but is not necessarily obvious to the students who will be staffing governments, firms and non-profits in the future."

