

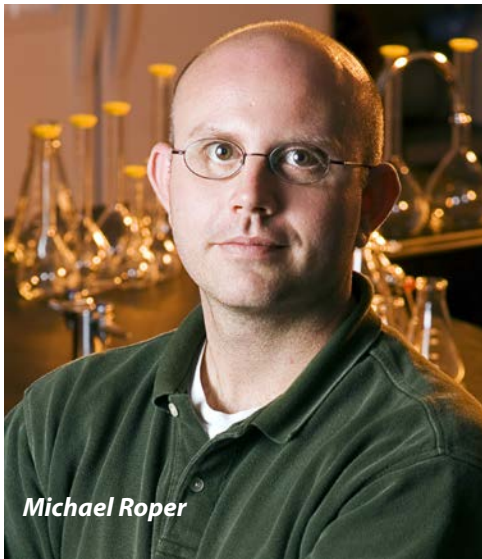
STATE

The Faculty-Staff Bulletin of Florida State University

Volume 43 • Number 3

August 25 - September 14, 2008

Chemist receives \$1.4 million to study link between obesity and diabetes



Michael Roper

By Barry Ray
NEWS AND PUBLIC AFFAIRS

A Florida State University researcher has received a major scientific grant to study the chemical processes within the human body that may lead to the development of diabetes. Knowledge gained from Michael Roper's research could lay the foundation for future treatments of a disorder that is reaching pandemic proportions throughout the world, especially in the United States and other developed countries.

Roper, an assistant professor in FSU's Department of Chemistry and Biochemistry, was recently awarded \$1.4 million

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PUBLIC SAFETY

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Kemper continues to serve on board of national laboratory

By Jill Elish
ASSISTANT DIRECTOR, NEWS AND PUBLIC AFFAIRS

Florida State University President T.K. Wetherell has re-appointed Vice President for Research Kirby Kemper to serve as FSU's representative on the board that oversees Oak Ridge National Laboratory (ORNL) in Oak Ridge, Tenn.

Kemper, who has served on the UT-Battelle Board of Governors since 2003, will serve another two-year term. The appointment follows the board's decision to retain FSU as one of eight university partners of UT-Battelle, a private, not-for-profit company that manages and operates the national laboratory for the U.S. Department of Energy.

"We have expertise in numerous research areas that make us natural collaborators, so that they want to work with us in the future," Kemper said. "The partnership gives us a powerful insight into future scientific enterprises and helps us align our research activities with national priorities."

FSU was asked to join the UT-Battelle team of university partners in 1999, the same year the Department of Energy awarded a \$2.5 billion, five-year contract to UT-Battelle, a partnership between the University of Tennessee and Battelle Memorial Institute. The contract was re-

Please see **KEMPER, 5**

Family physician named dean of Medicine

The Florida State University College of Medicine has welcomed a new dean: Dr. John P. Fogarty.

Most recently serving as the senior associate dean for operations and associate dean for primary care at the University of Vermont College of Medicine, Fogarty was appointment by Provost and Executive Vice President for Academic Affairs Lawrence G. Abele, effective Aug. 8.

Fogarty succeeds Dr. J. Ocie Harris, who retired after more than five

years as dean. Harris joined the FSU College of Medicine in 2000 as an associate dean and was one of the primary architects of the school's innovative and nationally acclaimed community-based medical education program.

"We could not have had a better, more experienced leader to guide us through our early development," Abele said. "Dean Harris was a rock of stability during the college's early

Please see **FOGARTY, 9**

**SPREAD
theWORD**

Project KICK, a program administered through the FSU College of Education was recognized by the Florida Department of Children and Families and the Florida Alcohol and Drug Abuse Association as the 2008 Exemplary Program for its work with the Bethel Family Life Center Boys and Girls Club in Tallahassee.

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
Sept. 15 - Oct. 5, 2008, issue is
4:30 p.m. on TUESDAY, SEPT. 9.



FLORIDA STATE
UNIVERSITY

State is the faculty-staff bulletin of Florida State University. As the university's document of record, 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. To receive *State* in an alternative format, call the FSU Student Disability Resource Center at (850) 644-9566.

Faculty Luncheon Series announces '08-'09 schedule

The faculty and staff of Florida State University are encouraged to attend the eight separate sessions of the 2008-2009 Faculty Luncheon Series at the Presbyterian University Center-Westminster House at 548 W. Park Ave. This year's series is titled "Unity in Diversity: An Academic Community Reflects on Environmental Ethics."

Each session features a buffet luncheon served at 12:15 p.m. The cost of the entire series is \$66 or \$8.75 at the door for a single luncheon. To RSVP, please call 222-6320 or send an e-mail to bac4259@fsu.edu.

•**Sept. 16:** Jeffrey Chanton, professor of oceanography, "Scientific Warnings."

•**Oct. 14:** Frederick R. Davis, associate professor of history, "A Perspective from History."

•**Nov. 18:** James Justus, assistant professor of philosophy, "Buying into Conservation: In-

trinsic vs. Instrumental Value."

•**Dec. 9:** Pam McVety, retired biologist of the Florida Department of Environmental Protection, "Stewardship of Creation Enabler-Florida Presbytery: Sacred Dimensions."

•**Jan. 13:** J. B. Ruhl, professor of law, "Environmental Justice."

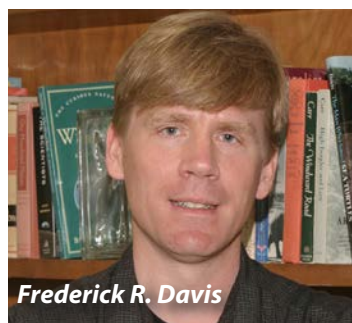
•**Feb. 10:** Paul S. Deitchman, clinical psychologist, "Changing Behaviors."

•**March 17:** R. Mark Isaac, professor of economics, "A Place for Profit." In addition, this luncheon will feature special guest Amanda Woods, an FSU political science major who was the recipient of one of three \$10,000 Presidential Forum on Renewable Energy awards for her essay on a renewable energy plan for America.

•**April 14:** Anne Stagg, assistant in art and director of the Bachelor of Fine Arts program, "A Sense of Beauty."



Jeffrey Chanton



Frederick R. Davis



J.B. Ruhl

Nominations sought for 2009 Davis Productivity Awards

It is that time of year to recognize Florida State University employees for their superior performances through the annual Prudential Davis Productivity Awards competition.

The awards recognize and honor state employees and departments for innovation, creativity and work that measurably increases productivity in the delivery of state services.

FSU nominations should include ideas that demonstrate an increased benefit to a university service or product, ideas that have saved

the university money, or identify employees who have taken on additional responsibilities that benefit the university.

The deadline for submissions is Sept. 30. All nominations should be submitted through the Davis Productivity Awards Web site at www.floridatwatch.org/dpa/nomination.php.

For more information, send an e-mail to Pat Mullins at pmullins@admin.fsu.edu or call 644-4579 for assistance.

NewsMakers

"A certain percentage of us are not as responsible as we should be. We have to be honest about that." Jay Baker, a Florida State University associate professor of geography, discussing health and hurricane preparedness on *Forbes.com* (Aug. 14). Baker, who is a founding member of the National Hurricane Conference, researched how people in Florida recently responded to hurricane warnings and evacuation orders. He found that whether people live in a coastal county is not statistically related to the degree to which they will be prepared for a hurricane.

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



The
BIG
Story

Kevin Chen

Using computers to hone cancer-fighting strategies

By Barry Ray
NEWS AND PUBLIC AFFAIRS

A Florida State University faculty member who uses computational techniques to evaluate a new class of cancer-killing drugs is attracting worldwide attention from other researchers.

Kevin C. Chen, an assistant professor of chemical and biomedical engineering at the Florida A&M University-Florida State University College of Engineering, is using high-powered computers to determine how substances known as recombinant immunotoxins can best be modified in order to attack and kill malignant tumors while doing minimal harm to a patient's healthy cells.

"Cancer is a disease of tremendous complexity, so the analysis and interpretation of data demands sophisticated,

specialized computational methods," Chen said of his research.

Recombinant immunotoxins, Chen explained, are new drugs that are being tested in clinical trials for certain types of cancer therapy. They consist of tiny fragments of antibody proteins that are fused at the genetic level to toxins produced by certain types of bacteria, fungi or plants.

"Once injected into the body, the antibody portion of the immunotoxin targets specific proteins, called antigens, that are massively expressed on the surface of cancer cells," Chen said. "These cells are subsequently killed by the accompanying toxins. Normal, healthy cells, meanwhile, are not recognized and thus are spared."

That is the theory, at least. In practice, Chen acknowledges that numerous factors can decrease the immunotoxins' effectiveness. Among them:

The large size of some immunotoxin

molecules can hinder their ability to move to the targeted location to bind readily with cancer cell proteins, leading to efforts to reduce their size.

The immunotoxin molecules' stability in the bloodstream and in the extracellular matrix can affect their length of time in circulation and in tumor tissues, respectively, thereby determining their effectiveness at killing the optimal number of cancer cells.

The rate at which immunotoxins bind with malignant cells and the relative amount of antigens expressed on the cell surface are especially critical factors, because an imbalance in those two factors may result in over-bombardment of a single cancer cell with excessive numbers of immunotoxins, leaving many other cancer cells unharmed. The opposite scenario also is possible: If not enough immunotoxins bind with malignant cells,

Please see **CANCER-FIGHTING, 5**

CANCER-FIGHTING

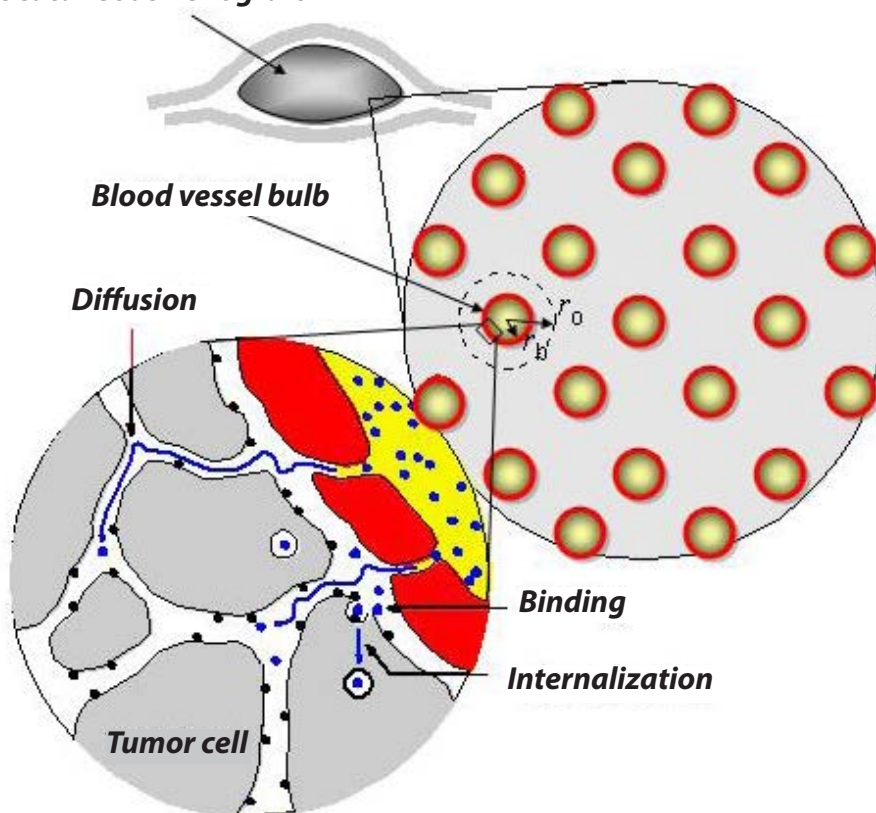
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too few cells will be killed with each dose.

"Because the level of anticancer drug doses that can be given to any patient is limited by immunogenicity — the immune response that results — it is essential to explore how the efficacy of recombinant immunotoxins can be enhanced without resorting to escalating doses," Chen said. "Our computational research has enabled us to quantify and develop models describing many of the factors that influence immunotoxins' behavior in the body. This is essential knowledge that cancer researchers and doctors must have in order to take the next steps forward in developing immunotoxin drugs that might one day be approved as a standard treatment for cancer patients."

Working with FSU postdoctoral researchers Junho Kim and Xinmei Li and molecular biologist Byungkook Lee of the National Cancer Institute in Bethesda, Md., Chen recently published a paper summarizing the team's work. "Modeling Recombinant Immunotoxin Efficacies in Solid Tumors" appeared in the March 2008 issue of the peer-reviewed journal *Annals of Biomedical Engineering*. An abstract of the paper can be accessed online at www.ncbi.nlm.nih.gov/pubmed/18183487.

Subcutaneous Xenograft



A graphic representation of a vascular tumor model viewed in different scales is shown. Neglecting the region of necrosis and assuming uniformly distributed discrete vasculature, the tumor is divided into numerous identical spherical units of the radius r_0 . In each such unit, an equivalent blood vessel sphere of radius r_b is positioned at the center. Plasma RITs permeate through blood vessel membranes and diffuse into the tumor interstitium, wherein antibody-targeted uptake (binding followed by receptor-mediated endocytosis) and enzymatic degradation take place. Lymphatic clearance was not considered.

KEMPER

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newed in 2005, and the team will soon begin preparing a proposal to the Department of Energy to extend the contract.

FSU was asked to join the team because of the university's more than 50-year relationship with Oak Ridge, said Kemper, who as a physics professor conducted his own first experiments in nuclear reactions there in 1969. In addition, many FSU alumni are among the lab's 4,000-member staff and 3,000 guest researchers.

Besides FSU, other core institutions that make up the research team are Duke University, the Georgia Institute of Technology, North Carolina State University, Oak Ridge Associated Universities, Vanderbilt University, the University of Vir-



Kirby Kemper

ginia, and Virginia Polytechnic Institute and State University.

Scientists and engineers at ORNL are working on projects that will strengthen the nation's leadership in key areas of

science; increase the availability of clean, abundant energy; restore and protect the environment; and contribute to national security.

Oak Ridge also is the world's foremost center for neutron science research with the upgraded High Flux Isotope Reactor and a new \$1.4 billion Spallation Neutron Source, for which National High Magnetic Field Laboratory researchers at FSU are currently designing a magnet to conduct neutron scattering experiments.

Kemper, a Robert O. Lawton Distinguished Professor and former chairman of FSU's physics department, has served as vice president for Research at FSU since 2003.

ORNL was established in 1943 as part of the secret Manhattan Project to pioneer a method for producing and separating plutonium.

'Roast & Toast' proceeds to benefit FSU Communication students

By Audrey Post
COLLEGE OF COMMUNICATION

The Capital Chapter of the Florida Public Relations Association will hold its 11th Annual Roast & Toast on Thursday, Sept. 4, at the University Center Club.

This year's honoree is political consultant, pundit and sports enthusiast Gary Yordon, who also hosts a local current affairs show, "The Usual Suspects." The theme, "It's All a Game," combines his love of baseball and politics into what promises to be a night of hilarity.

A VIP reception ("The Pre-Game") begins at 5 p.m., a silent auction ("The First Inning") starts at 6 p.m. and the dinner program ("The World Series") begins at 7:15 p.m. Tickets are \$50 for FPRA members and \$75 for the general public. Tables are available for \$600 and \$1,000, respectively. Go to the organization's Web site at <http://www.fpra-capital.org> and click on the Roast & Toast link for more information on obtaining tickets.

Since we started the Roast & Toast, he has served as emcee every year," Chapter President Betsy Couch said. "What better

"This has been a very positive relationship with FPRA over the past decade."

— John Mayo
Dean of the College of Communication

way to begin the next decade than to honor Gary."

Proceeds from the event help fund scholarships for students majoring in public relations at Florida State University and Florida A&M University.

Over the past decade, FPRA's Capital Chapter has awarded more than \$30,000 in scholarships to students at the two schools. This year, it gave \$1,000 scholarships to four students.

Past honorees have included Lee Hinkle, FSU's vice president for university relations, Leon County Sheriff Larry Campbell, then-Tallahassee Mayor Scott Maddox, voice of the Seminoles Gene Deckerhoff and Charlie Barnes of the Seminole Boosters.

John Mayo, dean of the College of Communication, encourages the university community to support FPRA and its fund-raising event.

"This has been a very positive relationship with FPRA over the past decade," he said. "We really value their support, not only in giving scholarships to our students but also in giving them internship opportunities. They help start our students on their careers."

Administrative Services Partnership Program sponsors panel discussion

A program at Florida State University that places its administrative professionals into an environment that encourages personal and professional growth has completed its fourth year.

To celebrate the ongoing success of the Administrative Services Partnership Program, the Division of Finance and Administration sponsored a "Panel Discussion with Key Division Administrators" on June 27. The event was well attended by the current group of participants as well

as former partnership participants, their supervisors and other invited guests.

The program encourages employees to develop and offer new ideas and solutions, and share information. In addition, it empowers them by offering opportunities to shoulder more responsibility. A participant is partnered with another staff member and encouraged to research and provide a presentation on one of many suggested topics. During monthly meetings, participants are given an op-

portunity to hear presentations on topics such as "The Servant of Two Masters — Dual Reporting," "Ethics and Lying" and "Upward and Downward: The Communication Process." During these meetings, a great deal of time is spent exchanging ideas and debating issues related to the selected subject.

Formerly known as the Controller's Office Mentoring Program, the program is directed by Assistant Vice President Perry Crowell.



During the June 27 "Panel Discussion with Key Finance and Administration Administrators," panelists responded to a number of topics related to dual reporting, ethics and lying, balancing work with the rest of life, and communicating in the workplace. The panelists were, from left, Associate Vice President for Administration Paul Strouts, Senior Vice President for Finance and Administration John Carnaghi, Assistant Vice President and Chief Human Resources Officer Joyce Ingram, and Associate Vice President for Finance Ralph Alvarez.

>>Are you ready for some football? On each home football weekend, FSU employees are invited to let the good times roll a day early from 5:30 to 7:30 p.m. during the "Football Friday Open House" on the grounds of the FSU Alumni Association. Employees can enjoy music and cocktails in the courtyard of the Pearl Tyner Alumni Welcome Center during this casual and joyful get-together.

>>Leave the driving to us: Florida State University and StarMetro, the city of Tallahassee's transit service, are adding a new route, named Osceola, to their Seminole Express service beginning this Wednesday. Two buses will run the new route, which will travel west from campus along West Tennessee Street, follow the loop of Appleyard Drive, Mission Road and White Drive and then return to campus.

The Osceola route becomes the fifth off-campus route for FSU's popular Seminole Express service. In August 2007, FSU implemented four new routes that travel into the community surrounding campus, all of which are focused in heavily student-populated areas such as Pensacola Street and Jackson Bluff Road, as well as High and Ocala roads.

FSU students, faculty and staff can ride for free on any StarMetro bus, including the Seminole Express service, with a valid FSU ID card.

>>Guns. And politics: FSU employees are reminded that, in spite of new legislation that Florida Gov. Charlie Crist (B.S. '78, Political Science) signed into law earlier this year allowing guns to be locked in automobiles at workplaces, educational facilities are exempt. Therefore, it remains a violation of Florida Statutes to bring a firearm onto a university or school campus.

For employees who have ever wondered to what degree they can advocate their personal political views on campus through speech or with apparel, bumper stickers and lapel pins, take note. There is a new Web site that spells out FSU's policies on political and campaign activities. To read the policy, please visit www.fsu.edu/policies.

>>Jump in, the water's fine: Florida State University's new swimming and diving team practice facility, the Morcom Aquatics Center, is open to the general public.

Competition Pool

- Weekdays: 8:30 a.m. to 2:30 p.m.; 5:30 to 7:30 p.m.
- Weekends: 10 a.m. to 5 p.m.

Dive Pool

- Weekdays: 6 to 9:15 a.m.
- Saturdays: 7 a.m.-9:45 a.m.; 11:45 a.m.-5 p.m. (closed Sundays)

Admission prices

- FSU students, \$1; FSU employees, \$2.50; General public, \$3; and Seniors (62+), \$2.

Lutz Scholarship applications sought

Florida State University employees are encouraged to apply for the Sheila B. Lutz Memorial Scholarship, offered by the FSU Department of Biological Science. The application deadline is Oct. 10. They should be sent to Anne B. Thistle, Department of Biological Science, Florida State University, Tallahassee, FL 32306-4295.

The Lutz Scholarship provides a \$1,000 award to an FSU employee who is seeking to continue his or her university education. The field of study need not be related to the employee's current position. The funds are intended to be used to defray expenses such as books, computer hardware and software, child care and transportation.

To be eligible, employees must: have two years of continuous, full-time employment at FSU in a USPS or A&P line; have 30 semester hours of college/university credit with an overall GPA of 2.5 or better; and have been accepted into, or be eligible to be accepted into, a specific degree program.

Selection is based on academic performance, educational plans, the relevance

of the degree program to career goals and letters of recommendation.

The application materials are: the completed four-page form (www.bio.fsu.edu/sheila/); transcripts of all post-secondary academic work; a statement of educational plans and career goals; and three letters of recommendation, which are to be sent by the writers to Thistle.

Letters of recommendation should come from: the employee's present supervisor; a faculty member or academic adviser in the applicant's degree program who can address the applicant's eligibility for or acceptance into a specific degree program, academic capabilities and probable progress toward the degree sought; and a co-worker, previous supervisor or other individual who knows the applicant in a professional capacity.

In addition to the application being available on the department of biological science Web site, it also will be sent electronically to all FSU department chairs and personnel representatives.

Questions should be directed to Thistle at 644-5131 or thistle@bio.fsu.edu.

FSU hires eminent scholar in real estate

C.F. Sirmans, a leading scholar in real estate finance and economics, has joined Florida State University's College of Business as its J. Harold and Barbara M. Chastain Eminent Scholar in Real Estate.

"Sirmans is widely regarded as one of the nation's leading real estate economists," said Dean Gatzlaff, FSU's Mark C. Bane Professor and director of the Center for Real Estate Education & Research (www.fsurealestate.com). "The range of his scholarship is unparalleled. His productivity is off the board; it's incredible."



C.F. Sirmans

Sprague named president of international association

Lisa A. Sprague, associate director of Public Safety at Florida State University, was named the 2008-2009 president of the International Association of Campus Law Enforcement Administrators (IACLEA) on July 1 at the organization's 2008 annual conference in Hartford, Conn.

Sprague completed a one-year term as president-elect from 2007 to 2008 and had served as IACLEA treasurer from 2000 through 2007. Her term as president will run through June 30, 2009. She has held her position as associate director at FSU since May of 2003.

Currently, Sprague serves as an adjunct instructor for the FSU College of Criminology and Criminal Justice. In addition, she has served as an instructor at St. Charles



County Law Enforcement Academy, the Broome County Law Enforcement Academy, the Missouri Sheriffs Academy and the Law Enforcement Training Center at the Moberly Area Community College

in Missouri.

Sprague holds a Bachelor of Science degree in education from the University of Miami and is in the process of completing a Master's in criminal justice from Columbia College.

Pictured at left, FSU Assistant Director of Public Safety Lisa Sprague with FBI Director Robert S. Mueller III at this year's annual meeting of the International Association of Campus Law Enforcement Administrators in Hartford, Conn.

Sprague gives keynote speech

FSU's associate director of Public Safety is a law enforcement professional who is in demand.

Lisa Sprague was asked to give the keynote speech at the Criminal Investigators and University Police Conference in Fairfax, Va., in August, where she discussed "Campus Criminal Investigations and the Future of Campus Law Enforcement."

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.

>>UPDATE ADDRESSES IN OMNI FOR OPEN ENROLLMENT AND RETIREMENT: Open enrollment information and FRS Retirement statements soon will be mailed. 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.

>>8th ANNUAL BENEFITS AND WELLNESS FAIR: Tuesday, Oct. 7, from 10 a.m. to 2 p.m., in the Oglesby Union Ballroom. Insurance, retirement, community and campus organizations will participate and offer information. All employees will receive a postcard invitation through campus mail and are encouraged to bring the card with them to register for door prizes.

ROPER

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from the National Institutes of Health to fund a five-year project titled "Microfluidic Devices to Determine Roles of Islet-Secreted Leptin." Essentially, he will try to find out if a protein known as leptin may be secreted by the pancreas, which could then alter the levels of two important hormones, insulin and glucagon, thereby throwing the body's glucose levels, or "blood sugar," off-kilter.

"Within the pancreas are small groups of cells known as islets of Langerhans," Roper said. "One of the jobs of these cells is to sense the levels of glucose in the body and, in response, release hormones such as insulin and glucagon into the bloodstream. Insulin causes the body to store glucose, whereas glucagon causes the liver to release glucose when blood

sugar is too low.

"Unfortunately, the molecular mechanisms that control the secretion of these hormones are complicated and not completely known," Roper said. "It has even been shown that in high-glucose conditions, such as those seen in many obese people, the islets of Langerhans will start to produce and secrete proteins such as leptin that are normally produced in the body's fat tissue, which complicates matters even further."

During his five-year study, Roper will work to develop processes to measure the minuscule amounts of leptin and other peptides that are secreted by the pancreas.

"What we are developing are miniaturized devices that hold cells and mimic the conditions inside the body," he said. "We then take what is secreted from the cells and measure the concentrations of multiple peptides, including insulin, glu-

cagon and leptin. The overall objective of this application is the development of technology to quickly and easily measure acute changes in leptin secretion from the islets of Langerhans and determine how this secretion affects the release of traditional peptides such as insulin and glucagon.

"If we could map the relationships between the various peptides and glucose, we would have a better understanding of how secretion is altered in diabetes and how we may be able to change the values back to normal levels," Roper said.

Diabetes is the world's fourth-leading cause of death by disease. An even greater number die from cardiovascular disease made worse by diabetes-related obesity disorders and hypertension. Other health complications can include blindness, stroke, kidney failure and poor circulation.

FOGARTY

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years, and his guidance and maturity were just essential. I hope he will consider a continuing role in the college once the joy of retirement wears thin. In the meantime, he will be handing over a highly successful medical education program, and I am extremely confident in Dr. Fogarty's ability to build on that foundation."

A family physician and graduate of the U.S. Military Academy at West Point, Fogarty earned his medical degree from Albany Medical College of Union University in Albany, N.Y., and completed his family practice residency at DeWitt Army Hospital in Fort Belvoir, Va. Fogarty spent the first 20 years of his career as an Army physician and academic leader, rising to the rank of colonel and serving the last five years of his military career as chair of family medicine at the Uniformed Services University School of Health Sciences in Bethesda, Md. In that position he oversaw nine clinical clerkship sites in six states in an educational model similar to FSU's system of regional campuses based in six Florida cities.

Fogarty joined the University of Vermont College of Medicine in 1995 as chair and physician leader of fam-



John P. Fogarty

ily medicine and was appointed associate dean for primary care in 2006. He was then appointed interim dean of the college, and over the next 15 months provided stable leadership during the search for a permanent dean. During his tenure, new chairs in medicine and surgery were recruited as well as the president of the faculty practice; the entering class of medical students grew in numbers as well as quality measures; and the college completed a successful Liaison Committee on Medical Education (LCME) re-accreditation.

In 2007, Fogarty was honored by the Vermont Academy of Family

Physicians as Vermont Family Physician of the Year and also received the Distinguished Service Award from the Vermont Medical Society, the highest honor the society bestows, for meritorious service in the science and art of medicine, as well as for outstanding contributions to the medical profession, its organizations and the welfare of the public.

"Dr. Fogarty's experience supervising a distributed model of medical education and serving as a department chair and interim dean, along with his background as a family physician, make him a great fit for the mission and needs of the FSU College of Medicine," Abele said.

Fogarty, who takes the helm as the college enters its eighth academic year, said he was drawn to FSU because its medical school has achieved remarkable success in a short time.

"It is patient-focused, with a commitment to Florida and its citizens to provide medical care and workforce solutions for them," he said. "The campus has superb educational facilities and tools for education, and FSU has developed great hospital and physician partners for its clinical educational programs at its regional campuses. I look forward to working together with the students, staff and faculty at FSU to continue this progress."

RECOGNITIONS

Mark Bonn, Ph.D. (Robert H. Dedman Professor in Hospitality Administration), has been inducted into the Florida Tourism Hall of Fame by the Florida Commission on Tourism. Bonn is the first educator ever selected for this honor.

Kathleen McCullough, Ph.D. (State Farm Professor of Risk Management/Insurance), received the President's Award at the conference of the American Risk and Insurance Association. The ARIA president gives the award each year to recognize outstanding service and commitment to the association.

Jill Quadagno, Ph.D. (Claude and Mildred Pepper Eminent Scholar, Sociology), has been awarded the prestigious Leo G. Reeder Award by the American Sociological Association's medical sociology section in recognition of her distinguished contribution to medical sociology. The award recognizes scholarly contributions, especially a body of work displaying an extended trajectory of productivity and encompassing theory as well as research, teaching, mentoring, training and service to the medical sociology community. Quadagno will receive the award next summer at the section's 50th celebration event.

Patricia Yancey Martin, Ph.D. (Sociology), was named to the Southern Sociological Society's Roll of Honor in 2008. The award recognizes a career of distinguished intellectual contribution to sociology and goes to an SSS member who has made stellar contributions to the discipline across their career and is the society's highest recognition given. Since its founding in 1935, the SSS has awarded the Roll of Honor to only 15 members. To celebrate the recipient and award, a special panel will be held at the 2009 SSS meetings in New Orleans; and Martin also received the

Jessie Bernard Award from the American Sociological Association in 2007. The Award is given annually to a sociologist for scholarly work over a career that has enlarged the horizons of sociology to encompass more fully the role of women in society. This is one of the most distinguished awards the ASA confers. Martin's work in the area of gender extends over two key areas in which she has done path-breaking work including the dynamics of employment discrimination and violence against women; and Martin also received a Fulbright Fellowship to Gothenburg University, Sweden, 2008.

BYLINES

Julianna Baggott, M.F.A. (English), wrote the essay "Literary Murder," which has been selected for inclusion in the book "Best Creative Nonfiction," to be published by W.W. Norton, 2009; and her new novel "My Husband's Sweethearts," written under the pen name Bridget Asher, has just been published by Random House.

Anne Barrett, Ph.D. (Sociology), and Cheryl Robbins, co-wrote the article "The Multiple Sources of Women's Aging Anxiety and their Relationship with Psychological Distress," published in the *Journal of Aging and Health*, Vol. 20, No. 1.

Karin Brewster, Ph.D. (Sociology), and Kathryn Harker Tillman, Ph.D. (Sociology), co-wrote the article "Who's Doing It? Patterns and Predictors of Youths' Oral Sexual Experiences," published in the *Journal of Adolescent Health*, Vol. 42, No. 1.

Elwood Carlson, Ph.D. (Charles Nam Professor, Sociology), wrote "The Lucky Few: Between the Greatest Generation and the Baby Boom," published by Springer Publishers; and he wrote "Sexual Behavior and Reproductive Health," published in the *Encyclopedia of Life Support Sciences*.

Donald Lloyd, Ph.D. (Sociology), and R. Jay Turner, Ph.D. (Marie Cowart Professor of Sociology and Social Epidemiology), co-wrote the article "Cumulative Lifetime Adversities and Alcohol Dependence in Adolescence and Young Adulthood," published in the journal *Drug and Alcohol Dependence*, Vol. 93, No. 2.

Kathryn Harker Tillman, Ph.D. (Sociology), wrote "Co-Resident Sibling Composition and the Academic Ability, Expectations, and Performance of Youth," published in the journal *Sociological Perspectives*, Vol. 51, No. 3; and wrote the article "Non-Traditional Siblings and the Academic Outcomes of Adolescents," published in the journal *Social Science Research*, Vol. 37, No. 1; and Harker Tillman co-wrote the article "Family Structure Outcomes of Alternative Family Definitions," with **Charles B. Nam**, Ph.D. (Professor Emeritus, Sociology), published in the journal *Population Research and Policy Review*, Vol. 27, No. 3.

Roger Kaufman, Ph.D. (Professor Emeritus, Educational Psychology and Learning Systems), co-wrote the article "Objectives-Are They Useful? A Quick Assessment" with S. Moore and J.B. Ellsworth, published in the journal *Performance Improvement*, Vol.

47, No. 7; wrote the chapter "A Practical Definition of Ethics for Truly Strategic Planning in Higher Education," edited by S. L. Moore, published in the book "Practical Approaches to Ethics in Colleges and Universities, New Directions for Higher Education, No. 142," published by Wiley.

Irene Padavic, Ph.D. (Sociology), co-wrote the article "A Feminist Analysis of Organizational Research on Sex Differences," with Robin Ely, published in the journal *Academy of Management Review*, Vol. 32, No. 4.

John Reynolds, Ph.D. (Sociology), co-wrote the article "Educational Expectations and the Rise in Women's Post-Secondary Attainments," with Stephanie Burge, published in the journal *Social Science Research*, Vol. 37, No. 3; and co-wrote the article "Major Life Events, Their Personal Meaning, Resolution, and Mental Health Significance," with R. Jay Turner, Ph.D. (Marie Cowart Professor of Sociology and Social Epidemiology), published in the *Journal of Health and Social Behavior*, Vol. 49, No. 3.

Robin W. Simon, Ph.D. (Sociology), wrote the article "Life's Greatest Joy?: The Negative Emotional Effects of Children on Adults," published in the journal *Contexts*, Vol. 7, No. 2.

SERVICE

Joe Cronin, Ph.D. (John R. Kerr Research Chair in Marketing), was invited to serve on the editorial review board of the *Journal of Retailing*. The journal is one of the most prestigious marketing journals according to recent ratings published in the Social Sciences Citation Index that indicate it has the third highest impact of all marketing journals.

Bud Fennema, Ph.D. (Ernst and Young Professor of Accounting), was elected president-elect of the

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accounting program leadership group section of the American Accounting Association. The group consists of accounting programs chairs throughout the country. Fennema is the president-elect for 2008-2009 and will be president in 2009-2010.

Dean Gatzlaff, Ph.D. (Mark C. Bane Professor of Business Administration), was appointed to the advisory board of the Real Estate Research Institute, Hartford, Conn.

Tim Holcomb, Ph.D. (Business), has been appointed by the leadership of the Business Policy and Strategy Division, the largest division of the Academy of Management, to serve as the BPS division secretary and newsletter editor. This position serves as the institutional memory of the division and has been continuously occupied by a faculty member from FSU since 1997.

Mark Martinko, Ph.D. (Bank of America Professor of Business Administration), has been elected as the division chair-elect of the Managerial and Organizational Cognition Division of the Academy of Management. The Academy of Management, the oldest and largest scholarly management association with over 13,000 members from 90 countries, is dedicated to creating and disseminating knowledge about management and organizations. Martinko's research in the areas of attribution theory and leadership are widely cited and recognized throughout the Academy.

Annette Ranft, Ph.D. (Jim Moran Associate Professor of Management), has been elected by the Academy of Management to serve on the executive committee of the Business Policy and Strategy Division. Ranft is only the second person from FSU to serve on this committee.

Center for Teaching and Learning: September workshops

• **Blackboard: Facilitating Communication** (Wednesday, Sept. 10, 2 to 4 p.m.): Explore strategies for using learning management system (Bb) tools to facilitate student collaboration and course interaction.

• **PowerPoint: Design, Multimedia and Animation** (Tuesday, Sept. 16, 11 a.m. to 12:30 p.m.): This workshop will discuss tips for PowerPoint slide and presentation design as well as options for integrating instructional media, including audio and video. Participants will learn ways to incorporate animation effectively into their lectures and presentations.

• **Blackboard: Assessment & Grading Tools** (Wednesday, Sept. 17, 2 to 4 p.m.): Discover learning management system (Bb) features that streamline the recording, converting, and publishing of grades.

• **September Teaching Excellence Series** (Thursday, Sept. 18, 3:30 to 4:30 p.m., see full article below): FSU College of Business Associate in Business Law and Real Estate William Woodward, winner of a 2008 FSU Undergraduate Teaching Award, will discuss "Minimizing Risk and Maximizing Return: The Value of a Positive Attitude, Positive Reinforcement and Sincerity," or how to get a course off to a good start by having teachers focus on the most important aspect of teaching — themselves.

"The difference you make in your students during your teaching career will not be measured by test scores they achieve but by the conversations that take place around their supper tables 30 years from now," Woodward said. "Your attitude and enthusiasm toward your discipline have a tremendous impact on students."

Teaching Excellence Series: Focus on the positive, says Woodyard

Florida State University Research Associate in Business Law and Real Estate William Woodyard, winner of a 2007-2008 FSU Undergraduate Teaching Award from the College of Business, will headline the fall semester's first Teaching Excellence Series presentation.

Woodyard will discuss "Minimizing Risk and Maximizing Return: The Value of a Positive Attitude, Positive Reinforcement and Sincerity" on Thursday, Sept. 18, from 3:30 to 4:30 p.m., in the Starry Conference Room, Rovetta Business Building. The presentation is open to the faculty, staff and graduate teaching assistants.

Creating a positive learning experience for the student is the responsibility of the instructor, according to Woodyard.

"Being honest and realistic, using humor, setting high standards, and admitting to mistakes will maximize the classroom experience for both student and instructor," Woodyard said.

Woodyard received his Doctor of Jurisprudence from West Virginia University. He currently teaches business law, real estate principles, and law for accountancy in the FSU Department of Risk Management/Insurance, Real Estate and Business Law. Since 2002 he has served as an instructor for the university's International Programs, having taught in England, Spain and Italy.

On Oct. 22, the Teaching Excellence Series



FSU Photo Lab/Bill Lax

William Woodward

will feature FSU economics lecturer Joseph Calhoun discussing "Engaging Students with Technology."

For more information or to register for the workshops, please visit <http://ctl.fsu.edu>.

Democracies with separation of powers less likely to **STOP** using torture

By Jill Elish

ASSISTANT DIRECTOR, NEWS AND PUBLIC AFFAIRS

A system of checks and balances in government is usually regarded as a good thing, except when it comes to the probability that a nation will stop its use of government-sanctioned torture, according to a Florida State University study.

As repugnant as torture is, the fact is most countries — even those with democratic governments — do it. FSU political science professor Will Moore and graduate student Courtenay Ryals wanted to find out what makes governments stop doing it. They presented their study,

“What Stops the Torture?” at a recent meeting of the Midwest Political Science Association.

The researchers were not surprised to learn that governments in which the citizens have a right to vote and freedom of expression are more likely to stop using torture. But it was another finding that, at first glance, seems to fly in the face of common sense: A system of checks and balances, an important dimension of liberal democracy, lessened the likelihood that a country terminated its use of torture.

Why? Because a separation of power often means it is harder to effect change.

“Checks on executive authorities are viewed as a positive attribute of liberal democracies,” Moore said. “Unfortunately, they are also associated with the continuation of the status quo. So this liberal democratic institution that at first pass one might expect to be positively associated with the termination of the use of torture is actually a hurdle to be overcome.”

That means the United States probably will not change anytime soon its interrogation methods and detention conditions, which Amnesty International has documented as violations of international laws against torture, Moore said. While Moore and Ryals’ study did not specifically ad-

dress the United States, its findings indicate that all of the various entities under the executive, judicial and legislative branches of government would have to agree to stop torture before policies would change. That hasn’t happened.

The United States is not alone. An average of 78 percent of the governments in the world used torture against at least one person under their control in any given year during the last 25 years of the 20th century, according to Moore and Ryals. Those who used it in a given year faced a 93 percent chance of continuing the practice the next year.

“Politicians and pundits speak in highly moralistic language that suggests that because torture is abhorrent, it is abnormal and unusual,” the researchers wrote. “While it is abhorrent, it is neither abnormal nor unusual. Human rights workers are very aware of this fact, but policy makers, politicians and reporters, to say nothing of the general public, in liberal democracies are considerably less informed.”

No scientific research has been done to establish whether torture is more effective than other interrogation techniques, according to a 2007 study commissioned by the White House. Yet Moore and Ryals say that most police, military and intelligence officials believe that torture works most of the time, and so they keep doing it.

Torture is used primarily for three reasons: to collect national security intelligence; to secure confessions to prosecute criminal cases; and to gain social control over members of marginalized groups. Over the years, the use of torture for the second and third reasons has declined, while its use in efforts to collect national security intelligence has escalated, according to Moore and Ryals.

The way torture is administered also has evolved from scarring techniques to methods of inducing severe pain without leaving marks on the body. These techniques often involve use of water, electricity, stress and duress and “clean” beatings. These practices have proved to be easy, portable and, with little physical evidence, they have the added benefit of allowing government leaders to plausibly deny their existence.

However, leaders of countries where the people have freedom of expression and a right to vote are more likely to put programs in place to train prison guards and interrogators to avoid torture.



Courtenay Ryals and Will Moore

FSU Photo Lab/Bill Lax