

STATE

The Faculty-Staff Bulletin of The Florida State University

Volume 43 • Number 10

INFORMATION

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BIOLOGICAL SCIENCE

Avian dads learned doting ways from the dinosaurs, **4**

CENTER FOR TEACHING AND LEARNING

Lectures, workshops and consultations, **6 and 7**

January 26 - February 15, 2009

**Florida State
pays tribute to
'Year of Science'**

ORIGINS '09

Two-time Pulitzer Prize-winning author and world-renowned biologist E.O. Wilson will be among the headliners of a two-week celebration of what discoveries in science and the humanities have meant to modern civilization.

Wilson will join acclaimed Harvard University cosmologist Lisa Randall, famed anthropologist Don Johanson (co-discoverer of "Lucy", the world's most famous fossil), Sean B. Carroll, noted biologist and author, and Ira Flatow of

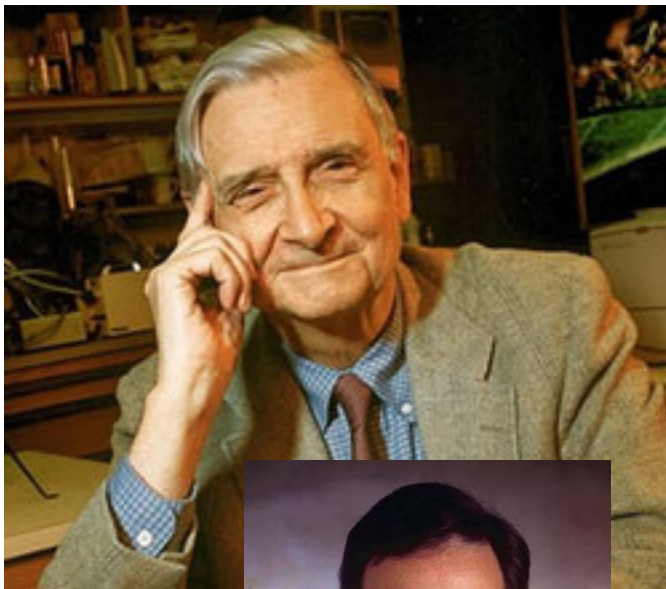
NPR's "Science Friday," among many others for the program, which begins March 16.

Named "Origins '09: A Celebration of the Birth and Life of Beginnings," the event is being sponsored by the Florida State University Office of Research and co-sponsored by the FSU College of Medicine and the Tallahassee Scientific Society. It's all part of a tribute to 2009 as the Year of Science, a national designation inspired by the 200th birthday of Charles Darwin (Feb. 12).

Unlike many tributes scheduled around the nation and world, Florida State's program is designed to go beyond Darwin's legacy and show how the evolution of ideas in fields ranging from physics to art have shaped what humans know not only about life and nature but what that knowledge poses for the future. The program will culminate March 28 with a special tribute to the origins of jazz by a collaboration of musicians and performers from Florida State's College of Music — led by Scotty Barnhart, jazz trumpet assistant professor — and from Florida A&M University.

Wilson's lecture, "Darwin's Four Great Books: The Origins of a Revolution," will be held Monday, March 23, with a venue to be announced. Now in

Please see **ORIGINS '09, 11**



Conference headliners will include, clockwise, E.O. Wilson, the world's leading naturalist, Harvard physicist Lisa Randall and Ira Flatow, host of "Science Friday" on National Public Radio.

<http://origins.fsu.edu>



Carl Flatow



SPREAD theWORD

Florida State University professors continue to distinguish themselves at the highest levels of academe. Case in point: Four professors have been elected fellows of the American Association for the Advancement of Science. See full story on page 12.

Attention FSU Faculty, Staff, and Alumni

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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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Bayard Stern

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The deadline for the
Feb. 16 - March 8, 2009, issue is
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**FLORIDA STATE
UNIVERSITY**

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Facebook generation learning social and technical skills online

By **Jill Elish**
ASSISTANT DIRECTOR, NEWS AND PUBLIC AFFAIRS

Worried about the amount of time today's kids spend texting, chatting, blogging, gaming and Facebook-ing? Don't.

Rather than fear the time young people devote to technological pursuits, there are many reasons for adults to embrace and even facilitate youth engagement with digital media, according to Florida State University's Lisa Tripp, who was a member of a team of researchers who recently completed the most extensive qualitative study ever done on youth media use in the United States.

"While many adults worry that children are wasting time online, texting or playing video games, our study found that these activities have captured teens' attention because they provide avenues for extending social worlds, self-directed learning and independence," she said.

Tripp, an assistant professor in the College of Information, supervised research and data collection at several Los Angeles middle schools that serve primarily low-income Latino youth to find out how the students were using digital media technology both at home and at school. Her research became a part of the Digital Youth Project, a joint effort of the University of Southern California and the University of California, Berkeley.



Lisa Tripp

FSU Photo Lab/Ryals Lee

The three-year study was part of a \$50 million project on digital and media learning funded by the John D. and Catherine T. MacArthur Foundation. Altogether, researchers involved in the project interviewed more than 800 children and young adults and conducted more than 5,000 hours of online observations. Tripp also is one of the co-authors of the final report on the project, which will be published by MIT Press as a book called "Hanging Out, Messing Around, Geeking Out: Living and Learning with New Media."

Social network sites, online games, video-sharing sites and gadgets such as iPods and mobile phones — technologies that barely existed 10 years ago — are now fixtures of youth culture. The researchers found that most young people almost always associate with people they already know in their offline lives through school or sports, but cell phones, instant messaging and social network sites such as MySpace and Facebook allow them to be in nearly constant touch.

NewsMakers

Listen up, guys: The ladies prefer a low, deep voice

A recent study by Florida State University anthropology Associate Professor Frank Marlowe found that men who have lower-pitched voices have more children than do men with higher-pitched, squeakier voices. The news was carried in the United Kingdom publication *The Telegraph*.

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

POLYGAMY & PATERNAL CARE IN BIRDS LINKED TO THEIR DINOSAUR ANCESTORS

By **Libby Fairhurst**
NEWS AND PUBLIC AFFAIRS

Sure, they're polygamous, but male emus and several other ground-dwelling birds also are devoted dads, serving as the sole incubators and caregivers to oversized broods from multiple mothers. It is rare behavior, but research described in the Dec. 19 *Science* found that it runs in this avian family, all the way back to its dinosaur ancestors.

Scientists had long

wondered about the origins of polygamy and paternal care patterns among modern-day Paleognathes — an ancient avian lineage that branched off soon after birds evolved from dinosaurs and includes ostriches, emus and tinamous. No such reproductive behavior exists among the vast majority of other vertebrates. Males contribute to parental care in less than 5 percent of mammal and non-avian reptile species, and while more than 90 percent of bird species coparent to some degree, it is only among the Paleognathes that both polygamy and paternal care rule.

Now, in a groundbreaking paper ("Avian Paternal Care Had Dinosaur

Origin"), paleobiologist Gregory M. Erickson of The Florida State University and researchers from three other institutions connect the evolutionary dots linking the polygamous, paternal reproductive patterns of extant (living) birds to the behavior of their extinct dinosaur kin.

"In those cases where adult dinosaurs have been found on top of nests, we found that the volume or mass of the egg clutch (total number of eggs in the nest) is very large relative to the size of the nesting animals," Erickson said. "This suggests multiple females contributed the eggs and the male guarded them. Notably, the ratio of egg volumes to the nesting animal's size is consistent with those in living birds where the male is the sole or primary nest attendant."

The researchers now had their link from the theropod dinosaurs (omnivores and carnivores that walked on two hind legs with bird-like feet) to the polygamy and nesting scenarios exhibited by their avian descendants, according to David Varricchio of Montana State, the study's principal investigator.

But to test the theory, Varricchio needed to determine the sex of the brooding dinosaurs whose bones have been found atop those communal nests.

For that, he turned to Erickson at



An Oviraptorid dinosaur Citipati on a nest that was found in the Gobi desert of Mongolia by the American Museum of Natural History. It is one of the specimens studied by Professor Gregory M. Erickson. Research suggests that such brooding dinosaurs are males.



Gregory M. Erickson

Florida State, a renowned expert in dinosaur paleobiology.

Erickson examined the bone microstructure of tibiae (shin bones), femora (thigh bones) and metatarsus (ankle bones) from oviraptorids and deinonychosaurs (Jurassic Park "raptors") -- small theropod dinosaurs whose adult skeletons have been repeatedly discovered in brooding postures atop nests containing dozens of large eggs.

The key was what he didn't find in the bones: They showed no signs whatsoever of the maternal and reproductively associated microscopic features common to living non-Paleognath bird groups, extinct non-avian dinosaurs or living reptiles.

"I found no evidence of medullary bone (the extra bone laid down by breeding female birds and dinosaurs to make eggs) or extensive bone resorption (the means by which female reptiles such as crocodiles acquire mineral salts

to make eggs)," Erickson said. "This is consistent with the brooding dinosaurs being males."

Thus, the researchers had confirmation that the dinosaurs found in nests with large egg clutches were polygamous males and the source of the peculiar avian behavior.

Moreover, those brooding dinosaurs were fathers — and today's emus, rheas and tinamous owe their paternal care model to them.

Co-authors of "Avian Paternal Care Had Dinosaur Origin" — accessible via the journal *Science* Web site at www.sciencemag.org/current.dtl — are Florida State's Erickson, associate professor of anatomy and vertebrate paleobiology in the Department of Biological Science; Varricchio, Frankie D. Johnson and John J. Borkowski of Montana State University; Jason R. Moore of Texas A&M University; and Mark A. Norell of New York City's American Museum of Natural History. ■

Researcher wins \$1.2 million grant for gene regulation work

By Doug Carlson
COLLEGE OF MEDICINE

A unique discovery in a Florida State University College of Medicine laboratory is the basis for research with the potential to one day help scientists learn how to stop cancer and other diseases in the tissue where they are forming.

Jamila Horabin, associate professor of biomedical sciences at the College of Medicine, has received a four-year, \$1.2 million grant from the National Institutes of Health to pursue her work. Horabin recently discovered a direct link between RNA silencing and the genetic master switch controlling the sex determination process in fruit flies.

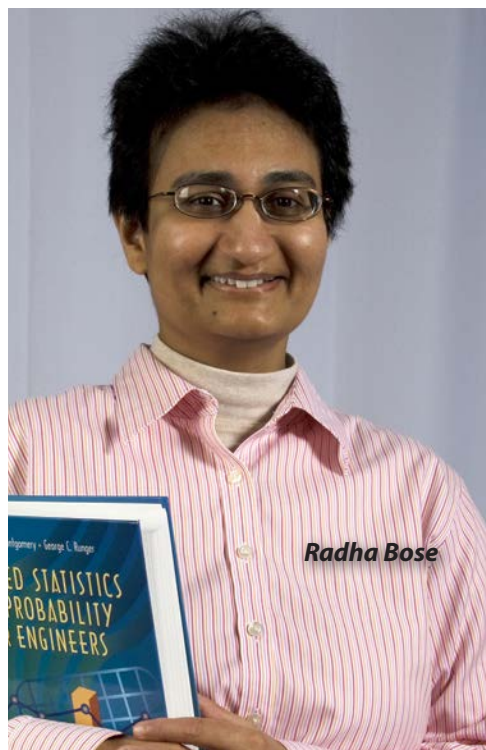
With that knowledge, she is now seeking to fully understand how a cellular process in gene regulation called the RNA-induced silencing complex (RISC) might interfere with or silence the genes assumed to be at work in nearly all forms of disease and cancer. With a greater understanding of the process, her hope is that scientists will one day be able to switch off the gene activity causing cancerous tumors and cardiovascular disease.

"We want to know how RNA silencing affects fundamental gene expression," Horabin said. "Many genes are regulated by this process, and it will have far-reaching impact if we understand how it works, which is really the hope and dream of a basic scientist."



Jamila Horabin

Teaching Award winner to share strategies for 'staying in touch'



Florida State University Assistant in Statistics Radha Bose, who received a 2007-2008 Florida State Undergraduate Teaching Award, will share her strategies on how best to stay in touch with students for the Center for Teaching and Learning's Teaching Excellence Series on Jan. 28 at 3:30 p.m. in the Starry Conference Room, 214 Rovetta Business Building.

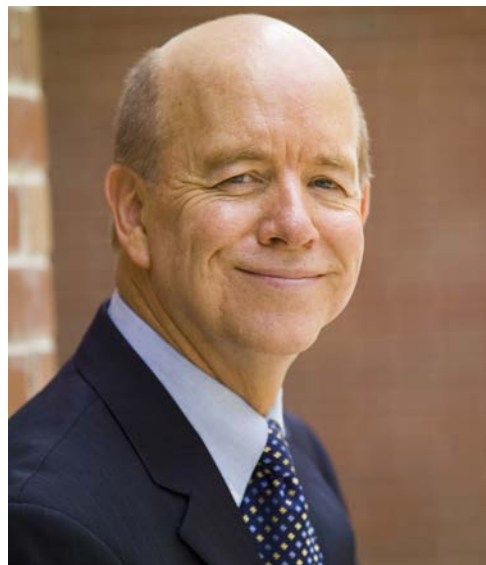
Bose feels it is important to know each student by name, establish a rapport, respect and treat students equally, and be enthusiastic about even their smallest steps. She has put these important practices to the test in her large statistics classes, where she fosters positive attitudes toward the subject matter. However, her strategies for staying in touch can be used in both large and small classes.

A native of Guyana, Bose received her undergraduate degree in mathematics through The Open University in Brit-

ain's distance learning program. Since arriving at Florida State in 2000, she has completed Master of Science degrees in mathematics and statistics, as well as a Certificate in College Teaching. She became interested in a teaching career when she taught high school mathematics in Guyana, but finds teaching at the post-secondary level more challenging and interesting. The foundation of her teaching philosophy is enthusiasm for her subject and being a mentor and role model for her students and teaching assistants.

The series, open to all faculty and staff members and graduate teaching assistants, provides an opportunity for faculty members and graduate teaching assistants to join Teaching Award winners for discussions on important topics relevant to the Florida State teaching community. To learn more or to register for this workshop, visit <http://ctl.fsu.edu>.

February Teaching Excellence Series to feature 'Distinguished Teacher'



Florida State University's 2007-2008 Distinguished Teacher Award winner, William Christiansen, will present February's Teaching Excellence Series on "Keys for Effectively Teaching the FSU Student."

Christiansen, who is the chairman of the Department of Finance and the Bank of America Professor in the College of Business, will discuss techniques to energize the classroom and stimulate thinking with emphasis on making the classroom experience enjoyable and productive for the student. By using individual strengths and skill sets, Christiansen will explain how to increase teaching effectiveness.

Dean of Business Caryn Beck-Dudley praises his "passionate attitude toward

teaching and learning. He has a genuine interest in motivating students to discover their own potential." According to Christiansen, he places "a very high value on teaching and working with my students at all levels."

Christiansen has received a University Outstanding Teaching Award three times and the Outstanding MBA Program Professor Award seven times. Earlier this year, the College of Business received a \$2-million gift from the Bank of America Charitable Foundation to establish the Gene Taylor/Bank of America Center for Banking and Financial Studies — Christiansen was named its director. The center's purpose is to encourage excellence in education as well as fund research and service activities related to banking and finance.

His talk will be Thursday, Feb. 26, from 3:30 to 4:30 p.m., in the Starry Conference Room, Rovetta Business Building, room 214. To register for this workshop, visit <http://ctl.fsu.edu>.

Proposal wins 'MDS' grant

The Florida State University Council on Research and Creativity has announced the following MultiDisciplinary Support grant for the 2008-2009 academic year. The program, previously known as InterDisciplinary Support, provides up to \$25,000 for the establishment of multidisciplinary studies, workshops or conferences

resulting in new research initiatives. Three MDS proposals were submitted this year.

The MDS grant was awarded to **Yanchang Wang** of Biomedical Science, with **Xiuwen Liu** of Computer Science, for the project "Quantitative Spatial Organizations in Biological Systems."

On Wednesday, March 25, Professor Nat Stern will present "Connecting with Students: Fostering Faculty-Student Interaction in Large and Small Classes" for the Teaching Excellence Series.

>>Thagard's pharmacy closes

Florida State University's Thagard Student Health Center ceased operation of its pharmacy on Dec. 17. Prescriptions were transferred to the CVS Pharmacy at 1819 W. Tennessee St., located along the free bus route within one mile of the Florida State campus. CVS Pharmacy is open 24 hours a day. Call CVS Pharmacy at 576-0147 or visit CVS Pharmacy on the Web at www.cvs.com.

>>Strozier's Scholars Commons opens

After several months of renovations to the ground floor of Strozier Library, the Scholars Commons has opened. Designed with faculty members and graduate students in mind, the Scholars Commons is a quiet study area that provides computers

reserved for academic research, wireless connectivity for laptops, and a generous number of wired connectivity ports. The faculty and graduate students may reserve group study rooms and a conference room, and use the Graduate Student Computer Room. There is a classroom available for graduate student instruction, and a card-access reading room. (see related story below)

>>Faculty Awards Speakers Series to debut

The Office of Faculty Recognition, the Office of the Dean of the Faculties and University Libraries are hosting the Faculty Awards Speakers Series, in which recognized Florida State University faculty members will discuss how specific awards have affected their teaching, research and service. On **Feb. 5**, sociology Professor **Jill Quadagno** will talk about the Robert Wood Johnson Foundation Investigator Award and, on **March 5**, art Associate Professor **Lilian Garcia-Roig** will discuss the Joan Mitchell Award. The **April 2** installment is being plan. The series will take place in the Scholars Commons at Strozier Library, from noon to 1 p.m. Attendees are welcome to bring a lunch.

Upcoming Center for Teaching and Learning workshops

Academic Program and Professional Service's Center for Teaching and Learning sponsors a variety of learning opportunities at no cost to Florida State University faculty members and teaching assistants. To sign up for workshops or browse through online materials to support teaching effectiveness, visit <http://ctl.fsu.edu>.

For additional information, send an e-mail to Sharon Scheel at sscheel@campus.fsu.edu.

•*Blackboard: Facilitating Communications* (Jan. 27, 2 to 4 p.m.): Explore strategies for using learning management system (Bb) tools to facilitate both student collaboration and course interaction.

•*Teaching Excellence Series* (Jan. 28, 3:30 to 4:30 p.m., 214 Rovetta Business

Building), "Getting Your Students to Stay in Touch — With You, With the Course, With the Material," Assistant in Statistics Radha Bose (see full story on the preceding page).

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

•*Mediasite: Creating Interactive Multimedia Presentations* (Feb. 3, 1 to 2:30 p.m.): Mediasite Technology automatically turns video, audio and visual aids into an interactive multimedia presentation that is viewable by anyone with an Internet browser. Learn how to use this tool to enhance the delivery of course materials.

•*Podcasting: Delivering Audio On-*

line (Feb. 17, 2 to 4 p.m.): Participants will learn about audio recording tools, RSS channels and the iTunes interface, which can be used to locate existing podcasts. The session also will address hosting podcasts on the Blackboard Content Collection, and provide opportunities for creating sample podcast episodes.

•*Blackboard: Getting Started* (Feb. 25, 9 to 11 a.m.): Discover how to support learning in on-campus or online courses with a learning management system (Bb) Web site.

•*Teaching Excellence Series* (Feb. 26, 3:30 to 4:30 p.m.): "Keys for Effectively Teaching the FSU Student," Florida State finance Chairman and Associate Professor William Christiansen (see full story on the preceding page).

Center for Teaching and Learning consultations available at Scholars Commons

Academic Program and Professional Service's Center for Teaching and Learning now provides consulting services in the Scholars Commons, a newly renovated space on the ground floor of Strozier Library.

The Scholars Commons provides resources to faculty members and graduate students, including a consultation space for the CTL's teaching enhancement associates. The consultation schedule is posted monthly at <http://ctl.fsu.edu>.

Teaching enhancement associates collaborate with individual instructors

and graduate assistants or groups of instructors to enhance teaching skills. Areas of assistance include course design, syllabus preparation, using technology, enhancing student participation, and assessment creation.

"We are excited to bring our services to the Scholars Commons," said Karen Bickley, APPS assistant director for CTL and Online Programs. "We believe the centralized meeting location in Strozier Library will facilitate better contact between instructors and consultants."

Faculty members and graduate stu-

dents are invited to drop in at their convenience to meet the consultants and discover the many ways they can support teaching efforts. The consultants have resources to help apply instructional technologies such as podcasting and "clickers," employ proven methodologies that engage students and help them learn both online and in the classroom, and implement rigorous and meaningful assessments of both teaching and learning.

For more information or to schedule an appointment, contact Sharon Scheel at sscheel@fsu.edu or (850) 645-4895.

The Source

News from Human Resources

TRAINING AND ORGANIZATIONAL DEVELOPMENT

The following instructor-led and online training opportunities are available to Florida State faculty and staff members. To view the schedule of classes available from Jan. 27 to Feb. 18, and to register, click on the "Register Online" link at www.hr.fsu.edu/train. **Information: (850) 644-8724.**

•*Compliance for Sponsored Programs* (4764): Educates users on the various Florida State policies and procedures related to the financial management of sponsored programs. Jan. 27 – T, 2 – 4 p.m.; 301 Student Services Building.

•*DROP (MetLife)* (4846): A presentation addressing all of the components of the DROP program including eligibility, enrollment, benefits and choice options. A MetLife representative will be available to answer questions. Jan. 27 – T, 10 – 11 a.m.; Training Center at Stadium Place.

•*Sponsored Programs Proposal Development* (4758): Hands-on course designed to train users to create and submit a sponsored projects proposal in OMNI. Recommended for sponsored programs principal/co-investigators; key personnel; department representatives; and project managers. Jan. 27 – T, 9 – 11 a.m.; 301 Student Services Building.

•*eTime for Time and Labor Representatives and Supervisors* (4776): This course focuses on training end-users on how to successfully use manager self-service for time and labor. Participants will learn how to report time for both weekly elapsed and punch time, manage exceptions (errors), manage approvals and payable time. Course counts toward Time and Labor Representative Certificate. Jan. 28 – W, 8:30 – 11:30 a.m.; Training Center at Stadium Place.

•*Sexual Harassment Policy Information Training* (4834): Florida State's policy on sexual harassment is covered, including how it affects employees' duties and responsibilities. The course also is available online. Jan. 28 – W, 2 – 3 p.m.; Training Center at Stadium Place.

•*Cost Sharing for Sponsored Projects* (4767): Trains users to understand cost sharing for sponsored projects. Users will learn how cost sharing will be accounted for in OMNI. Jan. 29 – R, 2 – 4 p.m.; 301 Student Services Building.

•*Writing Effectively and Persuasively* (4811): The class covers fundamentals of how to write effectively in the workplace, including how to inform and persuade. Includes small group writing exercises. Course counts toward Business Writing Certificate Series. Jan. 30 – F, 9 – 4 p.m.; Training Center at Stadium Place.

•*New Employee Orientation - Orientation for New Florida State Employees*: Overview of policies, procedures, benefits and many other aspects of the university. Classes are available online or onsite. Onsite NEO held at Training Center at Stadium Place. Feb. 2 – M, 8:15 a.m. – 4 p.m. Onsite schedule and online option available at: hr.fsu.edu/train. Click on the New Employee Orientation link. **Information: 644-8724; Training Center at Stadium Place.**

•*Toastmasters*: Open to all Florida State employees who wish to improve their public speaking skills. Weekly meetings to practice presenting and evaluating. Meets every Tuesday, 11 a.m. – noon. **Information: 644-9610; Training Center at Stadium Place.**

•*Asset Management Overview* (4727): Basic overview of inventory processes and asset management for the property custodian; departmental responsibilities and resources; and introduction to OMNI procedures and capabilities. Feb. 4 – W, 9 a.m. – noon; A6201 University Center.

•*American Sign Language 101* (4852): Learn sign language vocabulary, as well as a history of the deaf, deaf culture and technological resources available to communicate with deaf people. The course is designed to be informative and very interactive. Feb. 4 – W, 8:30 – 11:30 a.m.; Training Center at Stadium Place.

•*Intermediate Asset Management Overview and Inventory Training* (4732): Trains users in the operation and handling of Intermec Scanners. Topics include Asset Management Module overview and navigation; asset search; asset cost history; reporting tools; and inventory policies and procedures. Feb. 4 – W, 1:30 – 3 p.m.; A6201 University Center.

•*2009 Postal Changes: Rates, Barcodes and Address Lists* (4806): Ongoing technology changes for automation efficiencies are going to continue to affect department's postal budgets. The ability to plan and prepare for the most cost effective mailings can help all departments save money on outgoing mail. This session will discuss specific types of mail that are facing price increases, what Intelligent Mail Barcodes (IMB) are, how they can save money and how to gain the postage discounts by updating address lists through a national database. Feb. 5 – R, 1:30 – 3:30 p.m.; Training Center at Stadium Place.

•*Basic Financial Management* (4664): This session will encompass basic OMNI inquiry for sponsored projects including looking up available balances by project/department and running monthly reports. Presented by Roberta McManus. Feb. 11 – W, 11:30 a.m. – 12:30 p.m.; 301 Student Services Building.

•*eProcurement* (4754): This course is designed to provide a clear understanding of exactly what is required for requisitions and how to "best" manage them. OMNI system updates will also be addressed. Feb. 12 – R, 8:30 – 11:30 a.m.; Training Center at Stadium Place.

•*Leadership and Change* (4802): Understand the dynamics of change and the supervisor's leadership role and responsibilities in helping others manage change more effectively. Course counts toward Basic Supervisory Practical (BSP) Certificate. Feb. 11 – W, 8:30 a.m. – 4:30 p.m.; Training Center at Stadium Place.

•*Financial and Retirement Planning* (MetLife) (4838): Presentation will include budgeting issues, retirement savings, taxable savings, estate planning and evaluating employees' insurance needs. In addition, discussion will cover retirement income needs, DROP and Social Security. Feb. 12 – R, 9 – 10 a.m.; Training Center at Stadium Place.

•*Workplace Accidents: Prevention and Management* (for supervisors and BSP) (4855): Examines how to prevent workplace accidents and what to do if one should occur; also covered will be workers compensation and automobile liability. Course counts toward Basic Supervisory Practical (BSP) Certificate. Feb. 12 – R, 1:30 – 3:30 p.m.; Training Center at Stadium Place.

•*General Ledger Reconciliation* (4876): For OMNI users responsible for reconciling departmental ledgers. Course topics include the reconciliation objective and process, using OBI Departmental Ledgers, locating source documents using Queries, Hummingbird, OMNI and OBI Reporting. Prerequisites are GL-1000 and GL-2000. Feb. 13 – F, 8:30 – 11:30 a.m.; Training Center at Stadium Place.

•*Planning for Financial Security* (AIG) (4864): Comprehensive financial planning seminar that addresses cash management, risk management, investment strategies, tax planning, retirement planning and estate planning. A representative from AIG will be available to answer questions. Feb. 17 – T, 10 – 11:30 a.m.; Training Center at Stadium Place.

•*Travel and Expense for Representatives and Approvers* (4823): Update version trains authorized approvers or travel representatives in the fundamentals of travel and expenses in the OMNI system. Topics include: travel policies; how to create and submit travel authorizations, cash advances and expense reports; and how to approve or deny submitted documents. Feb. 17 – T, 8:30 a.m. – 3 p.m.; Training Center at Stadium Place.

•*Internal Controls* (4871): Addresses checks and balances systems in order to prevent fraud and other forms of unethical behaviors from occurring. Course counts toward Basic Supervisory Practical (BSP) Certificate. Course also is available online. Feb. 17 – T, 2 – 4:30 p.m.; Training Center at Stadium Place.

•*Online New Employee Orientation*: Satisfies the mandatory New Employee Orientation requirement. Introduces new Florida State employees to the university, providing important information on policies, procedures, benefits, important university contacts and more. **Registration: hr.fsu.edu**; click on the "New Employee Information" link; employees are required to submit certification of completion. **Information: 644-8724.**

•*Online Core Curriculum for Supervisors*: Online training of legal and compliance issues. Program is comprised of 10 subject-based modules. Participants may choose to complete only those modules of interest, or may complete all 10 and receive a certificate. **Registration/Information: 644-4579.**

Please see **THE SOURCE, 9**

•*Online ADA/EEO: Avoiding Minefields in Employment Practices:* Examines issues related to the Americans with Disabilities Act, as well as Equal Employment Opportunity. Course counts toward Basic Supervisory Practical (BSP) Certificate. **Registration: 644-4579.**

•*Online Fundamentals of Discipline:* Reviews the supervisor's role in the university's progressive and cumulative disciplinary process, as well as an overview of collective bargaining agreements. Course counts toward Basic Supervisory Practical (BSP) Certificate. **Registration: 644-4579.**

•*Online Interview Techniques:* Learn effective interviewing skills and techniques to be able to select the best candidate to fill an open position. Course counts toward Basic Supervisory Practical (BSP) Certificate and HR Department Representative Certificate. **Registration: 644-4579.**

•*Online Internal Controls:* Addresses checks and balances systems in order to prevent fraud and other forms of unethical behaviors from occurring. Course counts toward Basic Supervisory Practical (BSP) Certificate. **Registration: 644-4579.**

•*Online Performance Evaluation Training:* Reviews how supervisors should conduct annual reviews of their employees' work performance. Course counts toward Basic Supervisory Practical (BSP) Certificate. **Registration: 644-4579.**

•*Online Sexual Harassment Policy:* Addresses sexual harassment issues in the workplace and Florida State's policy regarding this important subject. **Registration: 644-4579.**

•*Online Sexual Harassment: What You Need to Know:* Designed for Florida State supervisors, the course addresses the responsibilities and duties of supervisors regarding suspected instances of sexual harassment on campus. Course counts toward Basic Supervisory Practical (BSP) Certificate. **Registration: 644-4579.**

HUMAN RESOURCES

>>DOUBLE DEDUCTIONS FOR BENEFITS: All nine- and 10-month faculty members and seasonal employees enrolled in state health, life and supplemental benefits will begin to have double deductions taken from their paychecks beginning with the Feb. 13 paycheck. The deductions will end on the May 8 check. These additional deductions are taken out to prepay premiums for the months of June, July, August and September. Regular deductions will resume on the first paycheck in September. Employees should review their paychecks during the double deduction period to insure that the deductions are correct. **Information:** Benefits Office, **644-4015**, or e-mail insben@admin.fsu.edu.

>>FLEXIBLE SPENDING ACCOUNTS PROGRAM: A grace period has been added to the plan year for medical reimbursement and dependent care reimbursement accounts. Employees now have more time to use the services that can be reimbursed if they have used these tax-saving accounts. The grace period gives employees until March 15 to use the amounts in their Flexible Spending Accounts, and to use eligible services for their 2008 contributions. Employees still must file all claims by April 15 in order for the employee not to lose all the money in the account. The grace period ends on March 15. If an employee does not submit claims for the plan year by the April 15 deadline, filing deadline for the entire amount they had withheld, they will lose the unused money.

>>TAKING A LEAVE OF ABSENCE? If employees take a leave of absence for any reason, their benefits may be affected. Faculty and staff members only have 31 days from going on leave to make necessary adjustments to their benefits. If employees know they are going on leave, contact the Benefits office at **644-4015** or insben@admin.fsu.edu for assistance to ensure there is no lapse in coverage.

>>2009 ELECTIVE RETIREMENT CONTRIBUTION LIMITS HAVE INCREASED: The Internal Revenue Service recently announced cost-of-living adjustments for elective contributions to retirement accounts, including Florida State-sponsored tax sheltered annuity plans [403(b)], post-tax Roth 403(b) and state of Florida-sponsored Deferred Compensation (457) plans. Beginning with the first paycheck in January, the annual contribution limit for 403(b) plans increased to \$16,500. The contribution limit for the 457 Deferred Compensation plan also increased to \$16,500. Employees who are age 50 and above at any point in the 2009 calendar year are eligible to contribute an additional \$5,500 to each plan. **Information:** Michael Horgan, Human Resources, **644-4017.**

>>SICKLEAVE POOL OPEN ENROLLMENT: The open enrollment period for University Sick Leave Pool (SLP) membership is Feb. 6 - 26. Applications must be received in Human Resources during the open enrollment period no later than 5 p.m. on Thursday, Feb. 26. Open enrollment applications received in Human Resources prior to Feb. 6, or after Feb. 26, will not be accepted.

Eligibility requirements include, but are not limited to, full-time or part-time employment as a faculty, A&P or USPS employee who has been employed with a state of Florida agency or university continuously for one year or more, and has a sick leave balance of at least 72 hours after leave accruals process on March 5. For additional requirements, refer to the HR Web site address below.

Employees who join may receive up to 480 Sick Leave Pool hours in a 12-month period for their personal serious illness or injury after using all their leave (sick, vacation, personal holiday, compensatory). The lifetime maximum number of SLP hours a member may use is 960. The SLP committee reviews all applications and controls benefits used from the pool.

Upon acceptance, employees will be required to donate eight hours of sick leave to the pool. Employees will remain members until they leave the university or request in writing to be removed from the pool. The eight hours donated to the pool are non-refundable. Members may be asked to make additional donations if the pool balance falls below 240 hours. Members who terminate their employment may also donate up to 16 hours of their sick leave to the pool upon their separation from the university.

Additional information is available on the Human Resources Web site at hr.fsu.edu/index.cfm?page=FacultyStaff_BenAndPerks_SickLeavePool. The open enrollment application also will be available on this site from Feb. 6 - 26. **Information:** Sick Leave Pool Administrators Lorna Fisher, lsfisher@admin.fsu.edu or **644-1978**; Christine Conley, caconley@admin.fsu.edu or **644-5051.**

OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY

>>FEBRUARY IS BLACK HISTORY MONTH: Black History Month is the successor to Negro History Week that was initiated on Feb. 12, 1926, by Dr. Carter G. Woodson. Woodson chose the second week of February for Negro History Week because it marks the birthdays of two men who greatly influenced the black American population: abolitionist Frederick Douglass and President Abraham Lincoln. It is celebrated annually in the United States and Canada in February, while in the United Kingdom, it is held in October.

For additional facts, quizzes, videos and interactive timelines, visit www.biography.com/blackhistory or www.history.com/minisites/blackhistory.

I. Michael Navon, Ph.D. (Mathematics, Scientific Computing), co-wrote the article "Data Assimilation for Geophysical Fluids," with Jacques Blum and François-Xavier Le Dimet, published in the "Handbook of Numerical Analysis, Computational Methods for the Atmosphere and the Ocean," Vol. 14.

Robert Reiser, Ph.D. (Distinguished Teaching Professor and Robert M. Morgan Professor of Instructional Systems, Educational Psychology and Learning Systems), co-edited the book "Trends and Issues of Instructional Design and Technology," 2nd ed., with John V. Dempsey of the University of South Alabama who is a Florida State doctoral alumnus. The book was awarded the 2008 James W. Brown Publication Award, the premier book award presented by the Association for Educational Communications and Technology. This is the third major award the book has garnered, the other two being the Outstanding Book Award, presented by the Division of

Design and Development and the Outstanding Human Performance Communication Award, presented by the International Society for Performance Improvement.

James P. Sickinger, Ph.D. (Classics), wrote the article "Indeterminacy in Greek Law: Statutory Gaps and Conflicts," published in *Symposion 2007: Vorträge zur griechischen und hellenistischen Rechtsgeschichte*, Vienna: Austrian Academy, 2008; Sickinger presented "Official Letters on Stone" at the colloquium "Documents in Ancient Societies: The Letter," Rome, Italy, September 2008; and Sickinger presented "Publication of Legal Decisions in Classical Athens," at the *Première Rencontre des Jeunes Historiens du Droit Grec*, Athens, Greece, September

2008.

PRESENTATIONS

Larry Barlow, Ph.D. (Center for Marriage and Family Therapy, Family and Child Science), presented "Utilizing Decision-making Models to Solve Ethical Dilemmas" at the annual conference of the American Association for Marriage and Family Therapy, Memphis, Tenn., October 2008; Barlow presented "Ethics and the Law" at a state conference for mental health professionals, Jacksonville, Fla., December 2008.

George Blakely, M.F.A. (Studio Art), is included in the Cultural Landscape Foundation's "Heroes of Horticulture" exhibition, being held at the U.S. Botanic Garden, West Gallery,

Washington, D.C. The exhibition is commissioned and curated by the George Eastman House International Museum of Photography and Film and is being displayed through October.

SERVICE

Kathleen Blake Yancey, Ph.D. (Kellogg W. Hunt Professor of English, Rhetoric and Composition), will become the new editor of the *College Composition and Communication* journal in 2010, making Florida State the home to the premier national journal for research in rhetoric and composition, according to Department of English Chairman Ralph Berry. The journal is produced by the Conference on College Composition and Communication, the largest professional organization for composition research; Yancey also has served as president of the National Council of Teachers of English, a group made up of about 60,000 English teachers at all levels, and is the co-founder of the journal *Assessing Writing*.

Chemist featured in award-winning documentary on teaching

Lights! Camera! Educational science and action!

Penny Gilmer, a professor of Chemistry and Biochemistry at The Florida State University, was featured in the award-winning documentary "Teachers Doing Real Science in the Real World." The movie focused on Florida State's Panhandle Area Education Consortium project called "Science Collaboration: Immersion, Inquiry, Innovation" (FSU-PAEC Sc:iii).

The Sc:iii project, headed by Gilmer, worked with science teachers from rural and sparsely populated counties in Northwest Florida to expose them to innovative concepts of scientific inquiry in real-world settings. Gilmer said the goal was to get the teachers excited about "doing" science, not just reading about it, so they can spark the same excitement in their students.

"In spring and summer 2008, we had 79 teachers enrolled at Florida State, and



Penny Gilmer

the documentary shows about 15 of them in the field, talking about their projects, their learning of science, and ideas for involving their students of grades 3 - 12," Gilmer said.

The Sc:iii project was created by the

Panhandle Area Education Consortium with a \$1.5 million grant from the Florida Department of Education. Gilmer had a \$340,000 subcontract from the consortium to oversee two Florida State graduate-level courses for science teachers.

Produced by the Panhandle Area Education Consortium, "Teachers Doing Real Science in the Real World," won the 2008 Aurora Awards' Platinum Best of Show in the educational documentary category.

The Aurora Awards is an international competition designed to recognize excellence in the film and video industries. It specifically targets products, programs and commercials that would not normally have the opportunity to compete on a national level. The basic premise of the judging structure for the Aurora Awards is based on the importance of receiving the endorsement of peers to verify that work is outstanding.

Nominations sought for Lawton Professorship

Individual Florida State University faculty members are encouraged to nominate their colleagues who are tenured professors for the 2009 Robert O. Lawton Distinguished Professorship. The deadline is Feb. 13. Only individuals — not departments, colleges or administrative units — can make a nomination.

The nominations should be sent directly to the Robert O. Lawton Distinguished Professor Committee, Office of the President, 211 Westcott Building, Mail Code 1470. The committee will consider the nominations on the basis of faculty members' research or creative endeavors, teaching and service during their careers at Florida State. Although scholarly distinction is the primary qualification, a strong record in teaching, including the directing of graduate research, and service to the university and the academic community at large also should be clearly documented.

Afterward, the committee will make a recommendation to President T.K. Wetherell, who selects the recipient.

To be eligible, professors must be tenured, have served on the faculty for at least 12 years and, above all, have achieved

true distinction in his/her discipline or profession. All members of the faculty who meet these criteria are eligible for this honor.

The title of Robert O. Lawton Distinguished Professor is conferred for a given year, and is permanently retained along with the date of the award, which will be indicated in the catalog listing of the faculty.

A folder, prepared by the nominator, should contain a comprehensive curriculum vita for the nominee, along with evidence of outstanding scholarship, teaching and service to Florida State and to his/her profession. The nomination should include 2 to 4 letters of recommendation from individuals within Florida State and 3 to 5 letters from colleagues outside of Florida State. A brief professional identification should be provided for each author of an outside letter.

Questions about eligibility for the Lawton Award and preparation of the folders should be addressed to Genevieve Scott 644-0799. An advisory committee of Robert O. Lawton Distinguished Professors will work with Scott to help answer questions about the process and the preparation of folders.

ORIGINS '09

from
page 1

his 80th year, the Alabama-born Wilson is known as "the father of sociobiology," a field he defined as "the systematic study of the biological basis of all social behavior" — including human behavior. His 1975 book, "Sociobiology: The New Synthesis," won him scorn from the ranks of the world's leading biologists and psychologists. But today, the field is widely accepted and represents the scientific groundwork for the burgeoning field of evolutionary psychology. Wilson's latest work, co-authored by his long-time collaborator Bert Hölldobler, is "The Superorganism: The Beauty, Elegance and Strangeness of Insect Societies." It was released last fall by Norton & Co.

Lisa Randall, professor of physics at Harvard, is a leading expert on particle physics and cosmology. She's the first woman to earn tenure in physics at Princeton University, at the Massachusetts Institute of Technology, and at Harvard. Randall's popular book, "Warped Passages: Unraveling the Mysteries of the Universe's Hidden Dimensions" (HarperCollins 2005) was included in *The New York Times*' list of 100 notable books of 2005. Randall will speak on "The Origins of the Universe" at 8 p.m. March 20 in the Richard G. Fallon Theatre, Fine Arts Building.

Randall also is scheduled to be part of Ira Flatow's "Science Friday" broadcast

earlier that same day at the same venue. Flatow's award-winning program returns to Florida State (his first appearance was April 8, 2005) for the live, two-hour, national broadcast beginning at 2 p.m. March 20. Admission is free.

A special "Origins '09" event — a Science and Arts Fair — will be held on Kleman Plaza on Saturday, March 21. The daylong event will feature exhibits and demonstrations by various academic units and programs from Florida State. A special feature will be a book fair

sponsored by The Florida Book Awards program, administered by the College of Information. Plenty of space remains open to reservation, and any faculty representative interested in participating should call Frank Stephenson, program director, at 644-8634 or send an e-mail to fstephenson@fsu.edu.

The Florida Humanities Council and the FSU Council for Research and Creativity are providing the major funding for the conference. All events are free and open to the public.

View the most up-to-date schedule at origins.fsu.edu.

March 17

Peter Harrison • Professor of Science & Religion, Oxford, "The Origins of the Conflict Between Science and Religion"

March 18

Gary Mormino • Professor of History, U. South Florida, "The Origins of Modern Florida: From Swamp to Swamped"

March 19

Sean B. Carroll • Professor of Biological Science, U. Wisconsin-Madison, "Remarkable Creatures: Epic Adventures in the Search for the Origins of Species"

March 20

Ira Flatow • From National Public Radio's "Talk of the Nation," "Science Friday"

Lisa Randall • Professor of Physics, Harvard University, "The Origins of the Universe"

March 21

Science & Arts Fair • Special Feature: The Florida Book Award Winners Showcase

March 23

E.O. Wilson • Evolutionary Biologist, Author, Harvard University, "Darwin's Four Great Books: The Origins of a Revolution"

March 24

Screenings • Feature: *Flock of Dodos: The Evolution-Intelligent Design Circus (2006)*

March 26

Ron Numbers • Professor of the history of Science, Medicine and Religion in America at the University of Wisconsin-Madison, "The Evolution of Creationism in America"

March 27

Don Johanson • Professor of Anthropology, Arizona State University, "The Quest for Human Origins"

March 28

Scotty Barnhart & Friends • Professor of Jazz Trumpet, FSU, "The Origins of Jazz: A Tribute to the Evolution of America's Own Musical Art Form"

The FAB4 from Florida State

Professors named AAAS fellows in 2008

By Barry Ray
NEWS AND PUBLIC AFFAIRS

The Florida State University has long been recognized internationally for the high quality of scientific research conducted on its campus in numerous disciplines. That pre-eminence has once more been affirmed as four Florida State professors were elevated to the rank of fellow by the American Association for the Advancement of Science (AAAS).

Fellows are recognized for meritorious efforts to advance science or its applications.

The Florida State faculty members selected as AAAS fellows for 2008 are:

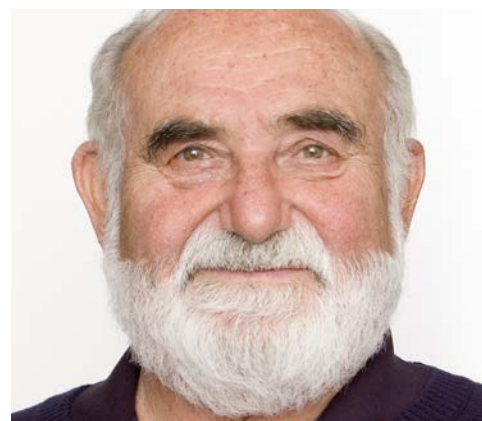
•**David M. Gilbert**, J. Herbert Taylor Distinguished Professor of Molecular Biology, Department of Biological Science, "for distinguished contributions to the DNA replication field, particularly for elucidating the mechanisms that regulate the spatial and temporal patterns of replication initiation."

•**Jack Saltiel**, professor, Department of Chemistry and Biochemistry, "for outstanding contributions to the elucidation of the mechanisms of selected photoisomerizations useful as models for the understanding of complex photobiological systems."

•**Stephan von Molnár**, professor, De-



FSU Photo Lab/Michele Edmunds



FSU Photo Lab/Bill Lax

The Florida State University's 2008 class of fellows of the American Association for the Advancement of Science (pictured clockwise): David M. Gilbert, Stephan von Molnár, Jack Saltiel and Huan-Xiang Zhou.

partment of Physics, "for seminal research on magnetic polarons, the metal-insulator transition, dilute magnetic semiconductors and magnetic nanoparticles."

•**Huan-Xiang Zhou**, professor, Department of Physics, "for distinguished contributions to the field of computational and theoretical chemistry, particularly the theoretical modeling of diffusion-controlled reactions and other processes in biomolecular systems."

"It is always nice to have our talented Florida State researchers recognized by their peers as being among the best in their fields," said Larry Abele, the university's provost and executive vice president for Academic Affairs. "This is just one more indicator of our strength in the area of scientific research."

Of the four researchers, Saltiel has served on the Florida State faculty the longest, having joined the chemistry department as an assistant professor in 1965. He specializes in a branch of science known as photochemistry, in which the interactions between molecules and light are analyzed. He is recognized as the world's foremost expert on cis-trans photoisomerization, the key molecular process in vision and in many other light-triggered biological responses.

Von Molnár came to Florida State in

1994 to accept positions as a professor of physics and as director of the university's Center for Materials Research and Technology (MARTECH). Although he recently stepped down as MARTECH director, he continues to conduct research at the multidisciplinary center, which works to enhance the ability to produce and investigate new materials with novel structural, chemical, magnetic and/or optical properties.

Zhou, a member of the Florida State faculty since 2002, describes his research as geared toward developing a greater understanding of the properties of protein molecules.

Gilbert is the last of the four to come to Florida State, having arrived in 2006. The molecular biologist recently led a group of researchers in a landmark study that received media attention all over the world. In the study, his team discovered that as embryonic stem cells turn into different cell types, there are dramatic corresponding changes to the order in which DNA is replicated and reorganized. The discovery takes scientists a major step closer to the central goal of stem cell therapy, which is to successfully convert adult tissue back to an embryo-like state so that it can be used to regenerate or replace damaged tissue.