

# State

The Florida State University Faculty-Staff Bulletin

Volume 45 • Number 4

September 13 - October 3, 2010

## FACULTY LUNCHEONS

Series speakers will discuss Florida State's future, **3**

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## FSU appoints vice president for University Advancement

The Florida State University has announced that Tom Jennings will serve as its vice president for University Advancement. The appointment goes into effect Sept. 23. As the first person to hold this new position, Jennings will oversee the FSU Alumni Association, FSU Foundation and Seminole Boosters.

Jennings comes to Florida State from the University of Virginia, where he most recently served as assistant vice president for School Programs and Institutional Priorities, a position he has held since January 2008. During more than eight years with UVA, Jennings served previously as senior development officer for special projects in the central development office and as associate dean for development in the College and Graduate School of Arts & Sciences. At Arts & Sciences, Jennings led the early strategic planning and implementation of a \$500 million comprehensive campaign.

More recently, as assistant vice president at UVA, Jennings directed all fundraising activities that supported the university's initiatives for historic preservation as well as those for pan-university initiatives in the arts, sciences and technology. In addition, he managed the development staffs in the schools of Architecture, Education and Engineering, and he served in several interim assignments as vacancies occurred in the schools and units he directed. Jennings served as a key member of senior management in development and public



*Tom Jennings*

affairs and has been instrumental to the success of UVA's current \$3 billion comprehensive campaign.

"We are extremely pleased to have someone with Tom Jennings' qualifications on board," said Florida State President Eric J. Barron. "We were seeking a candidate with the right combination of experience, advancement knowledge, values and desire to advance Florida State's fundraising to the next level. Tom is recognized as an effective leader and visionary who has an extraordinary track record of helping uni-

versities achieve ambitious goals."

Prior to his University of Virginia appointment, Jennings held positions at Washington and Lee University in Virginia, including posts as director of university development, director of law school relations and director of capital giving programs.

Jennings is a respected leader within the Council for Advancement and Support of Education (CASE), delivering numerous presentations at CASE's District III annual conferences and serving as co-chair for the philanthropy program track in 2009 and 2010. He will preside as co-chair-elect for the CASE District III annual conference in 2012.

A native of Delaware, Jennings earned his Bachelor of Science and Master of Arts in psychology from James Madison University and his doctorate in higher education administration from the University of Virginia.

"It is an honor to become a member of the FSU family and to serve in this exciting new role," Jennings said. "I look forward to working with President Barron and the faculty, staff, students, alumni and friends who helped make Florida State a great university. Private philanthropy and volunteer support are increasingly important for public universities, and I am excited for the opportunity to help build the university's capacity in these areas to help its programs and people continue to thrive."

## SPREAD the WORD

Florida State University's Florida Center for Advanced Aero-Propulsion has been selected as one of the core members of the Federal Aviation Administration's new Air Transportation Center of Excellence for Commercial Space Transportation to help address the challenges of space flight.

# New center will promote best practices in higher education

By Barry Ray  
NEWS AND PUBLIC AFFAIRS

He may have stepped down as president of The Florida State University this past January, but T.K. Wetherell's passion for higher education is as strong as ever.

Wetherell, now president emeritus and a professor in the university's College of Education, has formed a new research center, the Center for Higher Education Research, Teaching & Innovation (CHERTI; [www.cherti.fsu.edu](http://www.cherti.fsu.edu)), with the express purpose of promoting best practices and scholarly research in the area of higher-education administration, particularly within Florida's community college and state university systems.

"Florida State University's College of Education has long been one of the nation's most progressive public graduate research schools in the field of higher education, especially as it relates to the community college system and the evolving state college system in Florida and nationally," Wetherell said. "This center will afford

FSU the opportunity to continue to fulfill its mission as a leader in higher education."

Higher-education administration is a field in which Wetherell has more than a passing familiarity. He served as president of Florida State from 2003 to 2009. Prior to that, he served as president of Tallahassee Community College from 1995 to 2001. He previously worked as president of Independent Colleges and Universities of Florida, an association that coordinates and promotes educational opportunities and programs in Florida's private colleges.

Wetherell brings to CHERTI the unique experience of a president's perspective from a comprehensive community college and a flagship state university.

"The next few years are going to be especially stressful for colleges and universities considering the economic conditions," he said. "I hope the center will be able to

assist finding solutions to these and other challenges."

With CHERTI, Wetherell looks forward to sharing the insights he gained over more than three decades in higher education, as well as providing opportunities for graduate students and other faculty members to conduct innovative research in the field. His goal is to promote scholarship on a broad range of issues important to the higher education community.

Specifically, CHERTI is currently or will soon be working in several areas: community projects, competitive research projects, data analysis, distance learning, fellowships and grants.

Faculty members or students interested in conducting research through CHERTI, or in any of the center's other opportunities, can fill out an online contact form at [www.cherti.fsu.edu/contact.html](http://www.cherti.fsu.edu/contact.html), or e-mail Wetherell at [tkwetherell@fsu.edu](mailto:tkwetherell@fsu.edu).



T.K. Wetherell



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# State

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The deadline for the  
Oct. 4 - 24, 2010, issue is  
4:30 p.m. on WEDNESDAY, SEPT. 22.



*STATE* is the faculty-staff bulletin of The Florida State University. It is the university's document of record, 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](mailto:jseay@fsu.edu).

Underwriting is handled by the Florida State University Communications Group. 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.

## 2010 Faculty Luncheon Series announces lineup

Over the next several months, a series of speakers will discuss topics related to the theme "The Future of Florida and Florida State University" during the university's Fall 2010 Faculty Luncheon Series. All of the luncheons, which are open to the public, will begin at 12:15 p.m. at the Presbyterian University Center/Westminster House, 548 W. Park Ave. A catered hot lunch will be provided at each event at a cost of \$9. (See below for information on reserving a spot.)

The luncheon series is sponsored by the Presbyterian University Center, the FSU Faculty and Friends Club, and the FSU Chapter of Phi Beta Kappa.

The luncheon series is timely for several reasons. First, the oil-spill catastrophe in the Gulf of Mexico promises to have lasting consequences for both Florida's environment and its economy, affecting both the immediate coastal region and the state as a whole. The speakers for the first luncheon, Jeff Chanton and Ian MacDonald, will address the environmental implications, while the speaker for the second luncheon, Jim Zingale, will discuss the economic climate of the state, with a focus on the funding of the state's public universities.

Second, partly because of events in the Gulf, Florida's politics are in an especially uncertain state. Buddy MacKay, the speaker for the third luncheon, has a long history of observing and participating in Florida's political scene. Among other responsibilities, he has been a member of the Florida Legislature, a representative of Florida in the U.S. Congress, and lieutenant governor (and for three weeks, governor) of the state.

Finally, the series is timely because The Florida State has a new president. The last luncheon of the series will provide the campus community with the opportunity to hear President Eric Barron reflect on the university and its future.

Reservations for the luncheons may be mailed to the Presbyterian University Center, 548 W. Park Ave, Tallahassee, FL 32301, with a check made out to the Presbyterian University Center and clearly marked "Faculty Luncheon Series." The amount of the check should be \$9 for one luncheon or \$36 for the series. Alternatively, reservations may be made by calling the center at (850) 222-6320 or sending an e-mail to [bac4259@fsu.edu](mailto:bac4259@fsu.edu). Payment may then be made at the door. All reservations must be made by the Friday morning before each Tuesday luncheon.

## 2010 Faculty Luncheon Series

THE SCHEDULE OF SPEAKERS AND TOPICS:

• **TUESDAY, SEPT. 21:** "Energy, Oil, Emissions, and the Future of Florida," oceanography professors Jeff Chanton and Ian MacDonald of the FSU Department of Earth, Ocean and Atmospheric Science.

• **TUESDAY, OCT. 12:** "Financing Florida's Universities," Jim Zingale, former director of the Florida Department of Revenue.

• **TUESDAY, NOV. 9:** "Reflecting on Florida's Elections: Past, Present and Future," Buddy MacKay, former Florida lieutenant governor, congressman and state legislator.

• **TUESDAY, DEC. 14:** "Reflections on Florida State University and Its Future," FSU President Eric J. Barron.

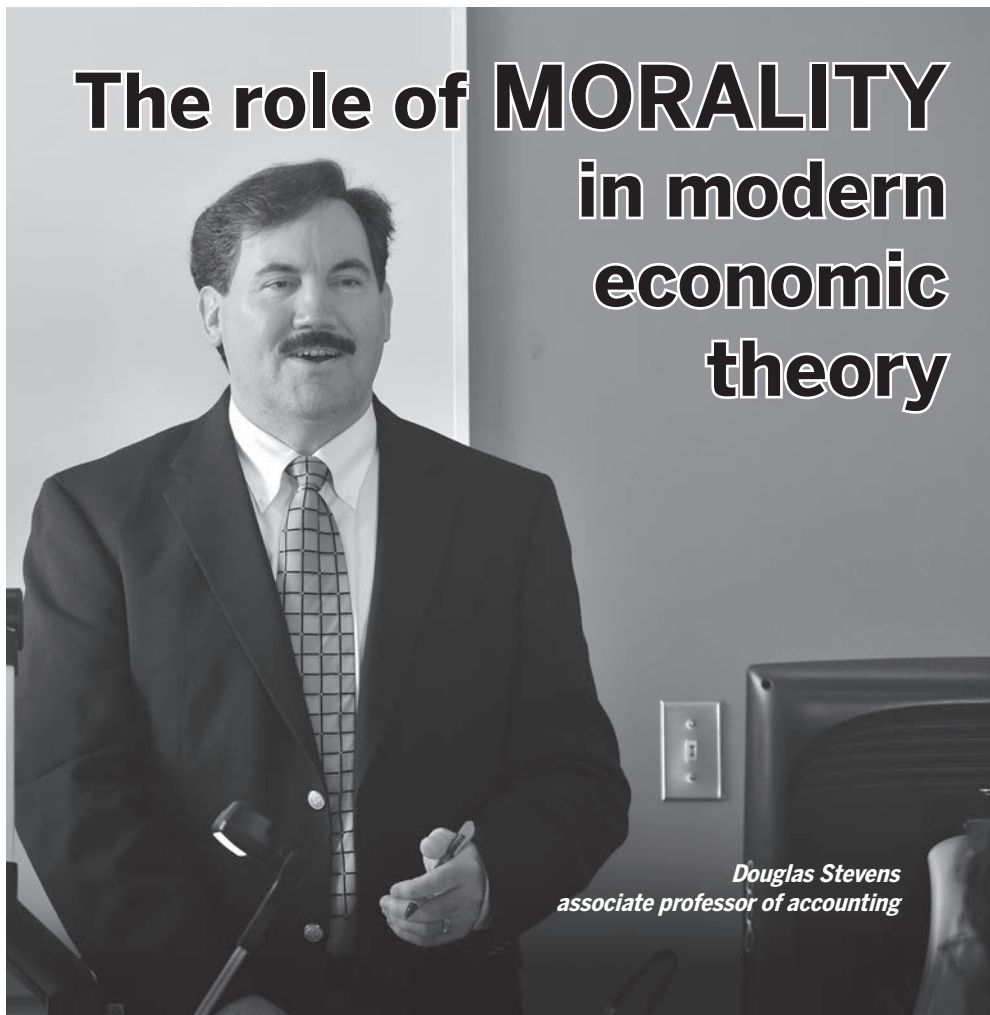
## NewsMakers

**"There's an element of cutting loose and blowing off steam. Those scenes are not for everybody."**

Thomas Joiner, Florida State University's Bright-Burton Professor of Psychology, as quoted in the Aug. 28 Kansas City Star, discussing rowdy behavior at stadium sporting events. Joiner, who has studied the behavior of sports fans, says that as some fans have gradually become "louder, drunker and more profane," other fans who are turned off by such behavior have decided to stay away.



# The role of MORALITY in modern economic theory



**Douglas Stevens**  
associate professor of accounting

**By Barry Ray**  
NEWS AND PUBLIC AFFAIRS

The worldwide financial crisis in 2008, which led to what many in the United States now call the “Great Recession,” has caused researchers to rethink traditional economic theories of financial markets and the corporate world. Even renowned financial theorist Michael Jensen, whose widely cited work has laid the foundation for the broad use of stock options as an executive compensation tool, has called on his fellow researchers to incorporate “integrity” into their economic models.

Douglas Stevens, an associate professor of accounting at The Florida State University, is among those who for years have proposed incorporating morality within traditional economic theory. He has published a number of experimental studies documenting that economic decision-makers frequently factor morality into their judgments and behavior.

Now, Stevens and a colleague have published a paper that incorporates moral-

ity into the economic theory of the firm that Jensen made dominant in accounting and finance. The paper, by Stevens and Alex Thevaranjan, an associate professor of accounting at Syracuse University, is titled “A Moral Solution to the Moral Hazard Problem.” It was published in the peer-reviewed journal *Accounting, Organizations and Society*.

In that dominant economic theory of the firm, known as principal-agent theory, a principal must hire an agent to perform some productive effort. A “moral hazard” arises, however, because the principal cannot observe the effort of the agent and the agent is motivated to shirk. Under the traditional assumptions of the model, the principal must pay the agent a financial incentive to induce any effort from the agent.

The principal-agent model has been useful in accounting and finance because it addresses conflicts of interest that arise within the firm, according to Stevens. However, a common complaint is that it

relies too heavily on financial incentives to solve the moral hazard problem. The high-powered financial incentives prescribed by the theory have been criticized for generating excessive executive compensation and risk-taking — which analysts say precipitated the recent financial crisis.

Stevens and Thevaranjan extend the traditional principal-agent model by endowing the agent with “moral sensitivity” — that is, a disutility for breaking a previous agreement. Thus, their model answers Jensen’s call to incorporate integrity into economic theory. This is significant because principal-agent theory, the most mathematically formal economic theory of the firm, has previously been closed to moral content.

Incorporating moral sensitivity into the traditional principal-agent model allows Stevens and Thevaranjan to make several contributions to the theory. First, they are able to contrast the efficiency of their moral solution with the traditional incentive solution that becomes necessary when moral sensitivity is assumed to be zero. Second, they are able to demonstrate the benefit of the agent’s moral sensitivity to both the principal and the agent, and thereby point out the potential cost of ignoring this moral sensitivity.

Stevens and Thevaranjan conclude that adding moral sensitivity increases the descriptive, prescriptive, and pedagogical usefulness of the model.

“We know from simple observation that the traditional principal-agent model is not fully descriptive of real-world behavior,” Stevens said. “A majority of people are paid a fixed salary in their jobs and yet provide sufficient effort for their pay. This is particularly true in professions and nonprofit firms where the financial incentives required by the traditional model are difficult if not impossible to arrange. The traditional principal-agent model can’t explain this behavior. Our model, however, demonstrates that a principal can pay a morally sensitive agent a fixed salary that is increasing in the productivity of the agent’s effort.”

Their model also demonstrates the value of moral sensitivity to the firm and society.

“Our model suggests that moral sen-

sitivity increases the efficiency of principal-agent relationships within the firm — which makes more of these relationships possible — and allows the agent to receive a fixed salary that is increasing in his or her productivity or skill,” Stevens said. “Thus, moral sensitivity increases the general welfare of society by decreasing unemployment and increasing the productivity and pay of those who are employed. This explains the emphasis placed on moral training within the firm and society at large. This also provides a warning against letting moral sensitivity diminish.”

Stevens and Thevaranjan have used their model to teach accounting and MBA students the importance of professional ethics. Whether the traditional approach of ignoring morality and emphasizing financial incentives caused the financial meltdown is debatable, but Stevens believes it is time for business schools to return to emphasizing professional ethics.

“Every financial crisis and scandal is a wake-up call — for both practitioners and academics,” Stevens said. “Hopefully, we won’t waste yet another financial crisis.”



## Magazine shines at awards competition

Florida State University’s research magazine, *Research in Review*, picked up three top awards for writing and two other awards in the annual competition sponsored by the Florida Magazine Association. Awards were given out at the association’s conference in Orlando Aug. 13.

Topping the writing awards was a Charlie (gold) for Best-Written Magazine in the association division. A fea-

ture story on E.O. Wilson, “A Chat with E.O. Wilson” by Editor Frank Stephenson, won the top prize also for Best Feature. Another Charlie was awarded to the magazine for Best Headline Writing.

The magazine also won a silver award for Best Illustration for the Wilson feature as well as a bronze award for Best Overall Magazine in the association category.



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# Materials researchers receive NSF 'CAREER' awards

By Barry Ray  
NEWS AND PUBLIC AFFAIRS

A pair of Florida State University researchers who are exploring the properties of two very different types of materials have earned major recognition — and support — for their work.

Sachin Shanbhag, an assistant professor in the Department of Scientific Computing, and Oskar Vafek, an assistant professor in the Department of Physics and member of the Condensed Matter Physics research group at the National High Magnetic Field Laboratory, have won prestigious Faculty Early Career Development (CAREER) Awards from the National Science Foundation (NSF). The awards are designated for young scientists who are still in the early stages of their academic careers and are intended to help them build upon previous accomplishments in their respective areas of research.

"Florida State is developing a critical mass of talented young faculty members who will be leaders in their fields for decades to come," said FSU Vice President for Research Kirby W. Kemper.

Vafek, a theoretical physicist, is conducting research on a class of materials that includes graphene, a one-atom-thick sheet derived from the mineral graphite that is made entirely out of a hexagonal array of carbon atoms. Graphene's remarkable electronic properties make it a potential candidate for use in numerous technological applications, which has sparked tremendous interest in the scientific community and in industry.

His CAREER Award, which comes with NSF funding of \$84,000 a year over five years, will support integrated research, education and outreach activities, including the development of "wiki-books," digital learning tools that will assist in the teaching of undergraduate and graduate-level physics courses. Using wiki-books, students work as teams to write certain chapters and

edit others, thus sharpening their scientific writing skills while improving their understanding of often-complex concepts. (See <http://wiki.physics.fsu.edu> to view the physics department's wiki page.)

"I feel honored and exceptionally privileged to receive this award," Vafek said. "I view it as a bestowal of opportunity, and responsibility, to pursue experimentally motivated and curiosity-driven theoretical research. I am also aware that I have greatly benefited from the stimulating and collegial atmosphere of the magnet lab and the FSU physics department, both of which have unreservedly supported the proposed line of research and educational activities."

Shanbhag, meanwhile, is a computational scientist who utilizes incredibly high-powered computers to develop a better understanding of the behavior of synthetic polymers derived from petroleum. (About 10 percent of the world's crude oil supply is diverted toward non-energy needs and is converted into such petrochemicals.)

Synthetic polymers are used in the manufacture of a great many of the things around us — everything from computers to cars, buildings, packaging, Teflon and home insulation, just to name a few.

"Even the world within us — think cellulose, DNA and proteins — is primarily polymeric," Shanbhag said. "So learning how different polymers act and move under different environments is important."

With his CAREER Award, which will provide \$82,000 per year in funding over five years, Shanbhag will continue to develop computational models of polymer dynamics. Developing such knowledge "will help us build better and

cheaper synthetic polymers, or use existing polymers more optimally," he said.

Shanbhag cited two examples of how this might benefit society:

- Lighter cars and airplanes could be made by substituting metal with polymer composites, thus reducing their weight without affecting performance. Since these newer materials are easier to process and lighter, their usage brings down the vehicles' cost and makes them more fuel-efficient.

- The human body is replete with examples where an understanding of the motion of a polymer (such as DNA) through a complex dense environment (such as the cell) is vital. The delivery of therapeutic genes to target cells is one immediate area where such knowledge could be exploited.

He was quick to share the credit for the NSF award.

"I've benefited enormously from the excellent computational resources available at FSU through the Department of Scientific Computing and the High Performance Computing Center," Shanbhag said. "The center is a gem. The staff who manage these resources are terrific, and that has been instrumental in allowing me to focus on the science, instead of babysitting and troubleshooting the machines."

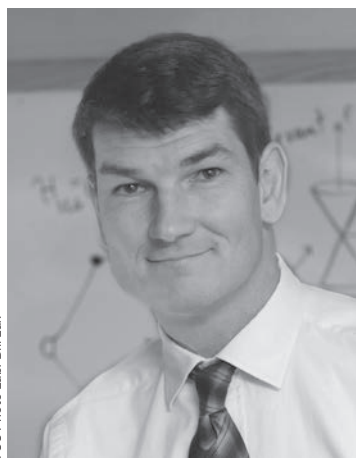
"My background is in engineering, so I also benefit enormously from collaborators and friends throughout the university in industrial engineering, chemical engineering, physics, math and chemistry," he said.

In addition to Shanbhag and Vafek, two other Florida State faculty members have won NSF CAREER Awards in recent months. Karen M. McGinnis, an assistant professor in the Department of Biological Science, and Michael Shatruk, an assistant professor in the Department of Chemistry and Biochemistry, also received the awards and accompanying funds to advance their research.



FSU Photo Lab/Michele Edmunds

**Sachin Shanbhag**



FSU Photo Lab/Bill Lax

**Oskar Vafek**

# National Institutes of Health grant Researcher to study proteins linked to genetic diseases

**By Barry Ray**  
NEWS AND PUBLIC AFFAIRS

A Florida State University biochemist who studies a group of proteins linked to several inherited diseases has received a major grant to advance his research toward a better understanding of cellular secretion, which is linked to a wide range of diseases. That research could one day lead to new treatments for those diseases.

Scott Stagg, an assistant professor in the Department of Chemistry and Biochemistry, has been awarded a five-year, \$1.3 million grant by the National Institutes of Health to study a group of proteins that play a critical role in the proper functioning of cell membranes in the human body. The so-called COPII proteins operate within the secretory pathway, which is a mechanism used by cells to move other proteins from the inside of the cell to the outside — a process known as secretion. When genetic mutations of

the COPII proteins occur, this secretion process is inhibited, leading to disease.

“Secretion is one of the most basic and critical processes in all eukaryotic cells,” Stagg said, explaining that eukaryotes include most all living organisms except bacteria. Eukaryotes include organisms such as animals, plants and fungi, among others. “Nearly one-third of the proteins encoded by the human genome are transported via the COPII proteins,” he said. “Given their central role in the cell, malfunctioning COPII proteins can obviously have severe health repercussions.”

There are several somewhat rare inherited diseases that result from mutations in COPII proteins.



**Scott Stagg**

A second, related set of diseases results not from mutations in the COPII proteins themselves but from mutations in the proteins that the COPII proteins are supposed to transport.

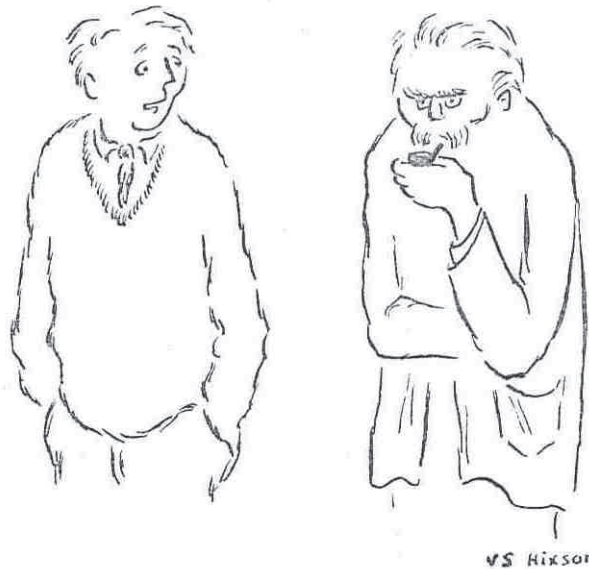
With the NIH grant, Stagg and his team of postdoctoral researchers and graduate students will study the mechanisms by which COPII proteins perform their functions.

“The primary way we go about doing this is by determining their structures,” he explained. “We use a technique called cryo-electron microscopy, or cryoEM, to analyze the structures. We are aided in these endeavors by Florida State’s newly acquired Titan Krios electron microscope, which went on line this past February.”



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**>>'Noles Leadership Book Club:** Open to Florida State University faculty, staff and students, the 'Noles Leadership Book Club gives participants a chance to respond and react to, and apply lessons learned from a current leadership text. This fall's book will be "A Leader's Legacy," by James M. Kouzes and Barry Z. Posner. It explores the question of leadership and legacy. The authors discuss the critical questions that all leaders must ask themselves in order to have a lasting impact. The club will meet Sept. 22 and Oct. 20 at 9 a.m. in the Dunlap Student Success Center.

**>>Photographic exhibit:** A "Photographic History of FSU Libraries" will be on display in Strozier Library's Special Collections Exhibit Room until Friday, Sept. 24: Mondays through Thursdays, 10 a.m. to 6 p.m.; Fridays, 10 a.m. to 3 p.m. The exhibit is closed Saturdays and Sundays.

**>>Davis Productivity Award nominations:** Florida State University employees who have come up with innovative and creative work that measurably increases productivity in the delivery of state services and products are encouraged to nominate themselves for a 2011 Davis Productivity Award. Nominations should include ideas that demonstrate an

increased benefit to a Florida State 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 Thursday, Sept. 30. All nominations should be submitted online at <http://www.floridatowatch.org/dpa/nomination.php>. **Information:** Pat Mullins, 644-4579 or [pmullins@admin.fsu.edu](mailto:pmullins@admin.fsu.edu).

**>>Symposium:** Florida State University English Professor David Kirby will be the host of "Composing: How Artists and Scholars Create their Works," a one-day symposium on Friday, Oct. 8, from 9 a.m. to 5 p.m. in the reading room of the Strozier Library Scholars Commons. The speakers will be FSU art Assistant Professor Carrie Ann Baade, FSU Francis Eppes Professor of English Robert Olen Butler, FSU biological science Associate Professor Gregory Erickson, FSU Associate in English Barbara Hamby, FSU classics Professor Daniel Pullen, FSU mathematics Professor De Witt Sumners, FSU English Professor Kathleen Yancey, Florida A&M University architecture Professor Tim White and FSU Francis Eppes Professor of Composition Ellen Taaffe Zwilich. The symposium will culminate with an 8 p.m. concert in Ruby Diamond Auditorium, featuring the performance of a composition by Zwilich. **Information:** Kirby, [dkirby@fsu.edu](mailto:dkirby@fsu.edu), or Jane Marie Pinzino, [jpinzino@fsu.edu](mailto:jpinzino@fsu.edu).

**>>Apply for sabbaticals:** The Florida State University Committee on Faculty Sabbaticals reminds eligible in-unit, tenured faculty members to apply for 2011-2012 academic year sabbaticals. Applications are due in the Office of the Dean of the Faculties by Monday, Oct. 11, 2010. Information on sabbatical policies and procedures, as well as application forms, is located on the Dean of the Faculties website under "Sabbatical Information" at <http://dof.fsu.edu/Faculty-Development Information>: Dean of the Faculties, 644-6876.

**>>Apply for professional development:** The Florida State University Committee for the Professional Development Program reminds eligible in-unit, non-tenure-track faculty members and in-unit A&P employees to apply for professional development leave for the 2011-2012 academic year. Applications are due in the Office of the Dean of the Faculties by Monday, Oct 11, 2010. An informational memorandum and the application form are available on the Dean of the Faculties website under "Professional Development Leave Information" at <http://dof.fsu.edu/Faculty-Development>. **Information:** Dean of the Faculties, 644-6876.

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# The Source

## News from Human Resources

**>>BENEFITS AND WELLNESS FAIR:** The 10th annual fair will be Tuesday, Sept. 28, in the Oglesby Union State Ballroom. Insurance, retirement, community and campus organizations will participate and offer information. Representatives from the state group insurance plans and the Human Resources Benefits Office will attend to answer questions about the 2011 Open Enrollment.

**>>TIAA-CREF ONE-ON-ONE COUNSELING:** A representative from TIAA-CREF will conduct one-on-one financial advising sessions on Sept. 22, 23 and 29, in the seventh-floor skybox (A7018) of University Center Building A. **Appointments:** 800-732-8353.

**>>ACCURACY OF BENEFIT DEDUCTIONS:** All employees should review their paycheck information in OMNI Employee Self-Service to ensure the accuracy of their benefit deductions. If employees notice discrepancies, they should contact the Benefits Office at (850) 644-4015 or [insben@admin.fsu.edu](mailto:insben@admin.fsu.edu).

**>>SPECIAL OPEN ENROLLMENT PERIOD FOR GUARANTEED LIFE INSURANCE:** Due to changes for open enrollment, The Gabor Agency is offering a special open enrollment in the university's Individual Permanent Life Program. This open enrollment period will be held from Sept. 27 to Oct. 22. Information will be sent to all eligible employees. **Information:** (850) 894-9611, ext. 6.

**>>OPEN ENROLLMENT FOR PLAN YEAR 2011:** The state of Florida Benefits Open Enrollment Period for the 2011 Plan Year will be held from Sept. 27 to Oct. 22, 2010. Detailed information about the group insurance and supplemental plan offerings will be sent to all eligible employees at a later date. **Updates:** [www.hr.fsu.edu](http://www.hr.fsu.edu).

### >>CHANGES TO NOTE IN STATE BENEFITS:

- If an employee enrolls in a Medical Reimbursement Account for 2011, that employee will receive a debit card in the mail sometime in December. After the card is activated, the employee can use it to pay for eligible medical expenses, such as doctor co-pays, prescription drugs, glasses, etc. The card works like a standard debit card. When used, the money is deducted from the employee's medical reimbursement account within the plan-year reimbursement period, provided the expense is eligible.

- The co-pays for some physician visits for the Preferred Provider Organizations (PPO) and Health Maintenance Organizations (HMO's) will change effective Jan. 1, 2011.

- The prescription drug co-pays for the standard plans are changing. The cost of generic prescriptions is going down and the preferred/non-preferred will go up.

- If an employee is enrolled in the State Employees' PPO Plan (Blue Cross/Blue Shield), that employee will be allowed to fill certain maintenance prescriptions for up to three months at a retail pharmacy. After that, the employee will be required to send these prescriptions to the mail-order pharmacy.

- Eligible dependents can stay on an employee's health insurance plan through the year they turn 26 with no annual eligibility verification.

- The current basic life benefit (1.5-times or 2-times salary) ends this year. All full-time employees, regardless of classification, will

have an automatic, free basic life insurance benefit of \$25,000 beginning Jan. 1, 2011. FSU will pay the entire premium for this benefit. Part-time employees will pay a prorated amount based on their FTE. For most employees, this is a reduction in life insurance coverage.

- Minnesota Life will offer additional benefits in the Optional Life Insurance plan that an employee may elect in the upcoming enrollment period. Premiums are based on age and the amount of coverage desired. The company has added tiers to the optional life insurance that increases to 7-times an employee's salary with a maximum benefit of \$1 million. During this open enrollment period only, if an employee does not currently have the optional life insurance, the employee may enroll for coverage 1-times his or her annual salary without providing proof of good health. Proof of good health is required for any coverage greater than \$500,000, or for 6- or 7-times an employee's salary.

There are many online resources to use as the information becomes available for open enrollment:

- MyBenefits: [www.myflorida.com/mybenits/Health/.htm](http://www.myflorida.com/mybenits/Health/.htm).

- Human Resources: [www.hr.fsu.edu](http://www.hr.fsu.edu).

- Division of State Group Insurance: [www.dms.myflorida.com/human\\_resource\\_support/state\\_group\\_insurance](http://www.dms.myflorida.com/human_resource_support/state_group_insurance). Employees are asked to make sure their addresses are current in OMNI Employee Self Service, because open enrollment packages will go out beginning the week of Sept. 13. **Information or questions:** People First, (866) 663-4735, or the Benefits Office at [InsBen@admin.fsu.edu](mailto:InsBen@admin.fsu.edu).

## TRAINING AND ORGANIZATIONAL DEVELOPMENT

**>>INSTRUCTOR-LED AND ONLINE TRAINING:** Training opportunities are available at no charge to all FSU employees through instructor-led and online formats. A current Schedule of Classes for summer 2010 and registration information is available at: [www.hr.fsu.edu/train](http://www.hr.fsu.edu/train). **Information:** Office of Training and Organizational Development, (850) 644-8724.

**>>ADULT BASIC EDUCATION CLASSES:** Beginning Sept. 14, the Adult Basic Education (ABE) program is available to all FSU employees at no cost. The objective of the ABE program is to improve an employee's fundamental educational skills in reading, writing and/or math, and prepare the employee for the General Educational Development (GED) Test. All ABE classes are taught by a Florida certified teacher. Volunteer tutors also may be available to provide one-on-one assistance. Classes begin Tuesday, Sept. 14, or Thursday, Sept. 16, at the Training Center at Stadium Place. Participants are required to choose and attend one regularly scheduled 3-hour class session every Tuesday or Thursday from 9 a.m. to noon through May 2011. Both new and returning participants must register during their first class session in September. Class size is limited, so employees are asked to attend the first class meeting. **Information or questions:** (850) 644-8724.

**Note:** Policy OP-C-7-F1. If an employee attends a training program (to include programs provided by Human Resources) during work hours and wishes to have the training considered as time worked, the employee must secure the permission of his/her immediate supervisor before attending. Otherwise, employees may attend training during their off hours or they may use leave time if so desired.

**>>NEW EMPLOYEE ORIENTATION AVAILABLE ONLINE:** Each participant must certify their completion of online NEO by faxing a completed copy of the "Certification of Completion and Evaluation of Orientation" form to the Office of Training and Organizational Development as indicated on the form. The link to online new employee presentations, materials and the certification form can be found at: [www.hr.fsu.edu/Content/NEOnline/index.html](http://www.hr.fsu.edu/Content/NEOnline/index.html). **Information:** Office of Training and Organizational Development, (850) 644-8724.

## RECOGNITIONS

**John Agens**, M.D. (Medicine), was recognized for "outstanding service on a committee," at the annual meeting of the American Geriatrics Society, Orlando, Fla.

**Marcia Mardis**, Ph.D. (Library and Information Studies), was the recipient of the 2010 American Association for School Librarians Distinguished Service Award and presented "Coming Full Circle: How the Past Can Help Us Get it Right in 21st Century Learning," both at the second annual Hazel Harvey Peace Lecture at the University of North Texas' College of Information, September.

**Suzanne Nagy** (Maguire Medical Library) has been named a University Librarian at Florida State.

## BYLINES

**Marshall Kapp**, J.D., M.P.H. (Center for Innovative Collaboration in Medicine and Law), launched the electronic journal, *Medical-Legal Studies*, sponsored and edited by the Center for Innovative Collaboration in Medicine and Law, and published by the Social Science Research Network; Kapp wrote the article "Assorted Legal Issues Affecting Medical Practice," published in the journal

# CAMPUS IN ACTION

*Chest*, Vol. 137, No. 5; and Kapp presented "Improving American Health Care: The Importance of Physician-Attorney Relationships" at the program "Efforts to Improve Health Insurance Availability and Affordability," sponsored by Florida State University's Center for Insurance Research, Jacksonville, Fla., April.

## PRESENTATIONS

**Clifton Callender**, Ph.D. (Music), wrote the composition "Hungarian Jazz," which premiered at the Bridges International Conference on the Arts and Mathematics in Pécs, Hungary, July; and the same composition was performed during the Composer's Voice Concert of the Série Unirio Musical, Rio de Janeiro, Brazil, August.

**Melissa Gross**, Ph.D. and **Don Latham**, Ph.D. (School of Library and Information Studies), presented "Ready or Not, Here They Come:

Conversations with College Students About Information Literacy" at the conference of the Florida Library Association, Orlando, Fla., April; Gross presented "Bridging the Gap: Building a Community College-LIS School Partnership" at the LOEX Information Literacy Conference, Dearborn, Mich., May; and Gross presented "Including Student Voices in Instructional Design: Community College Students with Below-Proficient Skills Talk About IL Instruction," at the conference of the Canadian Association for Information Science, Montreal, Quebec, June.

**Kevin Sherin**, M.D., M.P.H. (Medicine, Orlando Regional Medical School Campus), was a speaker at the outreach meeting of the Interagency Climate Change Adaptation Task Force, "Climate Change Adaptation: The Public Health Response," Orlando, Fla., June; and Sherin is serving as president of

the American Association of Public Health Physicians and director of the Orange County Health Department.

**Juan R. Guardia**, Ph.D. (Student Affairs), served as the keynote speaker at Millikin University's Fraternity and Sorority Convocation, Decatur, Ill., August.

## SERVICE

**Frances Berry**, Ph.D. (Frank Sherwood Professor of Public Administration), is currently serving as president-elect of the National Association of Schools of Public Affairs and Administration (NASPAA). Berry will be named president of NASPAA at its annual conference in Las Vegas, October.

**Maggie Blackburn**, M.D. (Medicine), has been elected as a member at large of the Rural Medical Education Executive Board for 2010-11. The special-interest group is part of the National Rural Health Association and helps to recruit, train and orient medical students for careers in rural medicine.

**Joan Meek**, M.D. (Medicine, Orlando Regional Medical School Campus), met with U.S. Surgeon General Regina Benjamin to discuss nationwide breastfeeding initiatives and recommendations, June 17.

## University Libraries announces Book Discussion Series schedule

During the 2010-2011 academic year, University Libraries will host its monthly book discussion series, facilitated by Florida State University faculty members, at Stroz Library. Each discussion will take place in Stroz's Scholars Commons, room 005B.

The 2010-2011 schedule is as follows:

•Sept. 22, noon: "Still Alice" by Lisa Genova, facilitated by social work Assistant Professor Jean Munn.

•Oct. 27, noon: "The End of the World as We Know It" by Robert Goolrick, facilitated by Peggy Wright Cleveland, director of Florida State's Office of Faculty Recognition and a Department of English adjunct instructor.

•Nov. 17, noon: "Little Bee" by Chris Cleave, facilitated by Associate in Retail Merchandising and Product Development Wanda Brown.

•Jan. 26, noon: "The Girl with the Dragon Tattoo" by Stieg Larsson, facilitated by Department of English Research Associate Deborah Coxwell-Teague.

•Feb. 23, noon: "The Story of Edgar Sawtelle" by David Wroblewski, facilitated by Florida State's Office of Graduate Awards and Fellowships Director Anne Marie West.

•March 23, 11:00 a.m.: "The Girl Who Fell From the Sky" by Heidi Durrow, facilitated by history Professor Maxine Jones.

•April 27, noon: "Let the Great World Spin" by Colum McCann, facilitated by Barbara Heusel of the Department of English.

To learn more, call Gloria Colvin, research librarian, at 645-1680, or send an e-mail to [gcolvin@fsu.edu](mailto:gcolvin@fsu.edu).



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