

State

The Florida State University Faculty-Staff Bulletin

Volume 45 • Number 5

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Mazza chosen to lead College of Social Work

By Jill Elish

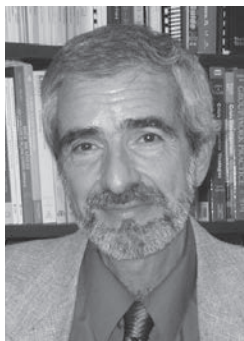
ASSISTANT DIRECTOR, NEWS AND PUBLIC AFFAIRS

Florida State University Provost and Executive Vice President Lawrence G. Abele has announced the appointment of Nicholas Mazza as dean of the College of Social Work effective immediately.

Mazza, the Patricia V. Vance Professor of Social Work, has served as interim dean since C. Aaron McNeece retired in 2008. Under his leadership, the College of Social Work has gained a national reputation for its research and service in the areas of

gerontology, family violence, health and social welfare, as well as its distance learning and international programs.

"Professor Mazza is an exceptional scholar and a gifted teacher, and he has provided steady leadership to the college during the past two years," Abele said. "He is the obvious choice to help the college move forward as it builds on its strengths of teaching, research and service."



Nicholas Mazza

Mazza, who in 2008 was named "Professor of the Year" for the third time by the Association of Student Social Workers, said he will

draw from the collective strengths of the faculty as he assumes the role of dean.

"I will maintain my commitment to advancing the College of Social Work as a student-centered institution with a service and research agenda that makes a difference in the lives of the most vulnerable members of our society," Mazza said. "The contributions of faculty, staff, students and alumni form a shared story of excellence in clinical practice, social policy and administration."

Mazza, whose research focuses on the arts and social work practice, was awarded the Morris Morrison Excellence in Education Award at the 30th Annual National

Please see **MAZZA, 2**

Veteran strategist becomes director of communications

By Jill Elish

ASSISTANT DIRECTOR, NEWS AND PUBLIC AFFAIRS

A communications strategist with a comprehensive portfolio of expertise has been named the new assistant vice president for University Relations and director of communications at Florida State.

Jeanette DeDiemar, the executive director of integrated marketing and communications at the University of Wisconsin Oshkosh, succeeds Frank Murphy, who retired June 30 after 16 years at the helm. She began Sept. 24.

In her role at Florida State, DeDiemar will serve as the chief public relations and

communications officer for the university. She will seek to enhance public perceptions of the university by advising and supporting senior administrators, including the president and Board of Trustees; representing the university to external audiences including the news media, alumni and community at large; and facilitating information sharing with internal audiences.

She will supervise all aspects of the University Communications office, includ-

ing the development and implementation of communication policies, strategy and tactics, marketing and media relations, creative services and other public relations functions.

"I'm excited about the opportunity to lead the development of a strategic, comprehensive and integrated approach to communications and marketing at one of the nation's most distinguished research universities," DeDiemar said. "My husband,



Jeanette De Diemar

Please see **DE DIEMAR, 2**

SPREAD the WORD

After a two-year renovation, Florida State University's iconic Ruby Diamond Auditorium will reopen Friday, Oct. 8, with a historic concert featuring the works of four distinguished composers performed by College of Music ensembles. (Read the full story on page 7.)

Association for Poetry Therapy Conference earlier this year. In 2009, Mazza was named Social Worker of the Year by the Big Bend unit of the Florida chapter of the National Association of Social Workers.

A licensed clinical social worker, marriage and family therapist, and psychologist, Mazza has helped advance the practice and research of students from multiple disciplines and levels. He has served on 75 doctoral committees and advised a student who recently won an FSU Undergraduate Research and Creative Activity Award.

In addition to an extensive publication record including articles, chapters and poetry, Mazza is the author of "Poetry Therapy: Theory and Practice" and co-editor of "Death and Trauma: The Traumatology of Grieving." He has served as the founding editor of the *Journal of Poetry Therapy* since 1987 and is a member of the editorial boards of the *Journal of Family Social Work*, *Traumatology*, *Arts in Psychotherapy*,

and the *Journal of Sociology and Social Welfare*.

He earned his doctorate from FSU in 1981 and worked as coordinator of a counseling clinic for students and a visiting professor at FSU before becoming an assistant professor in 1985. After being promoted to associate and then full professor, Mazza was named the Patricia V. Vance Professor in 2005.

DE DIEMAR

from
page 1

Steve Delloy, and I are looking forward to becoming active members of the university and Tallahassee communities."

DeDiemar has been at UW Oshkosh since 2006, where, as a member of the chancellor's cabinet, she formed an award-winning 17-member team and spearheaded the implementation of the first-ever integrated marketing and communications strategy for the university — efforts that overhauled the school's news and information, publications, media relations, crisis communications, external relations, social

media and alumni relations programs. In addition to overseeing those functions and counseling the administration, she served as the chief public information officer at the university and was second to the vice chancellor for advancement.

DeDiemar earned a bachelor's degree in journalism from the University of Wisconsin Oshkosh, a master's degree in mass communications from Kansas State University and a doctorate from Kansas State, where her research focused on crisis communication management.

She is a frequent presenter at national conferences on integrated marketing and communication and university brand strategies. DeDiemar and her team have been recognized with a number of Council for Advancement and Support of Education (CASE) and Addy® awards — including the 2009 CASE Region V Gold for best practices in communications and marketing, the 2010 Gold Service Industry Advertising Award for best internal publication, as well as the 2010 Platinum Hermes Creative Award for best brand campaign, social media strategy and internal communications strategy.

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The deadline for the
Oct. 24 - Nov. 6, 2010, issue is
4:30 p.m. on WEDNESDAY, OCT. 13.



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.

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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.

The study of hurricane development: Scientists help NASA get better 'GRIP'

By **Jeffery Seay**
EDITOR IN CHIEF

Three Florida State University professors are taking part in a NASA earth science field experiment being conducted to better understand how tropical storms form and develop into major hurricanes.

The Genesis and Rapid Intensification Processes, or GRIP, experiment will be aided by meteorology Professors Henry Fuelberg and Tiruvalam Krishnamurti, and Associate Professor Robert Hart. The three are part of GRIP's hurricane research team.

"It was a wonderful honor to have our NASA proposal selecting for funding and to be selected as a part of the Hurricane Research Team," Hart said. "Field projects of this magnitude on hurricanes come along rarely, and I'm thrilled that FSU graduate students will have the ability to directly participate in such an exciting experience."

Hart and two of his graduate students, Ryan Truchelut and Joshua Cossuth, will be participating in forecasting to support the field program, based in Fort Lauderdale, Fla.

"One never knows how much the data obtained during such experiments will influence the science of understanding hurricanes and forecasting their track and intensity," Hart said.

Fuelberg will be investigating whether lightning within a storm is a useful indicator of storm development or intensification.

"Some previous studies say, 'Yes it is,' and others say, 'No it isn't,'" Fuelberg said. "GRIP will provide unprecedented data to help answer this question."

"I, along with graduate students Dan Halperin and Brad Reinhart, have spent about 10 days each in Fort Lauderdale to help forecast storm development, movement and intensity," Fuelberg said. "When we're not in Fort Lauderdale, we keep up with the experiment through daily webinars."

All three professors will be collaborating with scientists from both the Marshall and Goddard space flight centers. Hart's and Fuelberg's GRIP research is part of a multiyear, NASA-sponsored project of which Hart is the principal investigator and Fuelberg is the co-principal investigator.

WFSU-FM (88.9): University radio station honored by The Florida Bar

WFSU-FM (88.9) has won first-place honors in the radio category of The Florida Bar Media Awards competition.

The Tallahassee radio station won for a five-part series by Margie Menzel on court funding. In one segment, Menzel looked closely at the effect of Florida's foreclosure crisis on the courts.

"This year, Florida judges will clear nearly 240,000 foreclosure cases — 75,000 more than in 2008," Menzel reported. "What's worse, the number of foreclosures is only expected to rise."

The 55th annual contest, sponsored by the Media & Communications Law Committee of The Florida Bar, recognizes outstanding journalism highlighting the system of law and justice as it affects Floridians.

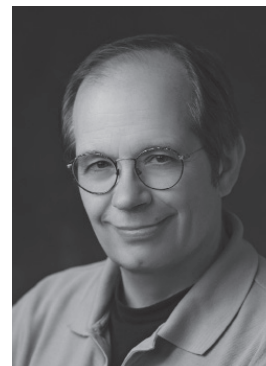
REORGANIZATION

WFSU Public Radio/Tallahassee has reorganized its news department.

Trimmel Gomes has been named news director of Florida Public Radio/WFSU-FM. He

will coordinate coverage for the Florida Public Radio Network. Tom Flanigan, the station's former news director, has been promoted to community relations director for news, a newly created position. Gina Jordan has been named assignment editor and senior producer.

"The reorganization was implemented to strengthen and expand the station's local and statewide coverage," said Caroline Austin, station manager of WFSU-FM.



Tom Flanigan



Trimmel Gomes

Trio to investigate how cells manage their genes

By Libby Fairhurst
NEWS AND PUBLIC AFFAIRS

In a field of maize, no two leafy stalks of multicolored corn will look exactly the same, even though they grew from seed cells with identical genetic material.

How cells with identical genomes can express different traits is a longstanding biology puzzle. Now, a distinguished team of Florida State University scientists and a researcher from Florida A&M University (FAMU) will work on that puzzle with a new, \$1.45 million grant from the National Science Foundation.

The cutting-edge pilot study is expected to shed light on the cellular mechanisms that regulate gene expression.

In other words, said Florida State molecular biologist Hank W. Bass, the project leader, this study intends to uncover the fundamental principles of how cells manage their genetic information.

“What we find will provide insights and valuable comparisons for understanding how other plants and animals regulate their genetic information,” Bass said. “It may bridge a gap between molecular genetics and cell biology, and could have important implications for how to study and understand basic processes in humans such as development and disease.”

In the process, the research could lead

to better maize quality and yield. Bass noted that understanding genetic control of processes such as seed development and grain fill have major implications for improving the yield or quality of maize seed.

“In corn, the kernel stores food, energy and vitamins,” Bass said. “These are the direct or indirect products of gene activity. Findings from this project are therefore likely to have important agronomic implications for improving corn.”

Bass compares the genome of maize or any other plant or animal to a library, where each book represents a gene.

“Libraries have thousands of books, like genomes have thousands of genes, yet only a small portion of the genes in each type of cell are active at any given time,” he said. “In the library analogy, only some of the books would be physically accessible — others may be housed in the building, but locked away in a room that cannot be accessed. Genomes also segregate their component genes into accessible and inaccessible genetic material, but the genome is dynamic, rapidly able to reorganize itself in order to change gene activity as required for processes such as progression through the cell division cycle or tissue and organ development.

“Our study proposes to combine biochemical and microscopic techniques to

access and map the regions of the genome that are accessible versus inaccessible,” Bass said.

The research is considered vital because genome organization is the prerequisite to its function.

On the study’s distinguished transdisciplinary team are FSU co-principal investigators Karen M. McGinnis and Jonathan H. Dennis. Florida State recruited the molecular biologists/geneticists in 2008 and 2009, respectively, for the Integrating Genotype and Phenotype research “cluster” that Bass and fellow biologist David Houle helped to develop as a part of the university’s ongoing Pathways of Excellence initiative. Earlier this year, McGinnis garnered a prestigious Faculty Early Career Development (CAREER) Award from the NSF. Dennis is a pioneer in the mapping of human chromatin. From 2003-2007, Bass led an NSF-funded project to map genes onto maize chromosomes using advanced microscopic techniques.

Joining the team from FAMU’s College of Engineering Sciences, Technology and Agricultural Sciences is Professor Oghenekome U. Onokpise, who collaborated with Bass on the earlier NSF-funded maize study.

Advanced technology will play a major role in the new research.

“My co-investigator Jonathan Dennis has pioneered the use of combined biochemical, genomic and computational techniques to study the functional organization of human chromatin, the complex mixture, including DNA and associated proteins in which gene expression occurs,” Bass said. “Surprisingly, maize and humans have almost identical genome sizes and complexities. We have simply substituted maize tissues for human tissues, and the maize genome for the human genome, and plan to transfer the technologies from animals to plants.”

The researchers will develop new tools for identifying how the maize genome is organized at the chromatin level and how its organization changes in response to development and genetic inputs.

Mapping all that is a pretty big deal, Bass said.



Karen M. McGinnis, Hank W. Bass and Jonathan H. Dennis

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Researchers seek caregivers for depression-reduction study

With a rapidly expanding population of elders, the number of dementia caregivers in Florida is increasing exponentially. Finding the best way to support them, especially with fewer state resources available, is the focus of ongoing research at the Florida State University College of Medicine.

The researchers are looking for 40 to 45 African-American caregivers to complete their study. As a reward for their participation, caregivers will receive up to \$100 — and, judging from the early results, they also will benefit psychologically, physically and spiritually.

The study, which has been under way for more than a year, is being conducted by Robert Glueckauf, professor of medical humanities and social sciences. Awarded a three-year, \$743,000 grant from the National Institutes of Health, Glueckauf is heading the African-American Alzheimer's Caregiver Training and Support (ACTS) project.

The 12-week program provides skills

training and support to African-American dementia caregivers with depression, either by phone or face to face. ACTS helps caregivers find creative ways to improve difficult caregiving problems and, at the same time, enhance their own emotional well-being and physical health. The primary purpose of the study is to compare the effects of telephone-based versus face-to-face cognitive-behavioral therapy (CBT), an evidence-based, skills-building and support program. Early participants' outcomes indicated that both modes of therapy were equally effective and led to substantial reduction in depression and anxiety, as well as improvement in caregivers' physical health.

"The pilot study results were very

promising," Glueckauf said, "but they are preliminary. It will be important to con-

firm whether the current trends in the data hold at the mid- and final phases of the study."

The study to date includes 75 adult African-American caregivers and involves researchers from Florida State, Tallahassee Memorial HealthCare, Mayo Clinic in Jacksonville and James Madison University in Virginia.

African-American adults who live within

60 to 70 miles of Tallahassee or Jacksonville, including South Georgia, and who care for a loved one with dementia at least six hours a week are eligible to participate.

To learn more, call (850) 645-2745 or (866) 778-2724 (toll-free), or e-mail wiliam.davis@med.fsu.edu.



Robert Glueckauf



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Ruby Diamond Auditorium: Grand reopening to feature new works, FSU ensembles

By Wendy Smith
COLLEGE OF MUSIC
and

Libby Fairhurst
NEWS AND PUBLIC AFFAIRS

Soon the curtains will rise and music will fill the air once again at Ruby Diamond Auditorium now that a two-year-long renovation and expansion has transformed it from a general-purpose venue to a world-class performance hall.

On Friday, Oct. 8, beginning at 8 p.m., the 2010-2011 concert season will commence at Florida State with a Grand Reopening Celebration at Ruby Diamond that will also mark the FSU College of Music's 100th anniversary. (Look for additional coverage of Ruby Diamond Auditorium's re-



Ellen Taaffe Zwilich

opening in the November 2010 issue of the *Florida State Times*.)

To commemorate the his-

toric occasion, the concert will feature the debut of highly anticipated works by four distinguished contemporary composers, performed by the FSU College of Music's University Symphony Orchestra, Wind Orchestra, Jazz Ensemble and Combined Choirs (an assembly of more than 600 voices).

The FSU ensembles will grace the auditorium's stage for the first time since its transformation began in 2008 and the talented students who bring them to life can't wait, said College of Music Dean Don Gibson, who notes that the decision to include them in the debut performance was a deliberate one.

"The four newly commissioned works showcased in our Oct. 8 concert will celebrate not only the glorious rebirth and reopening of Ruby Diamond but also the beginning of our second century of musical excellence at Florida State," Gibson said. "Our decision to feature as many students as possible in this Grand Reopening concert exemplifies how delighted we are to finally have a large performance venue appropriate to the needs of these young, developing art-

ists."

Those young artists will perform Pulitzer Prize-winning composer and FSU Francis Eppes Professor of Music Ellen Taaffe Zwilich's "Fanfare, Reminiscence and Celebration" (University Symphony Orchestra); FSU alumnus and Baylor University School of Music composition Professor Scott McAllister's XANADU (Wind Orchestra); "The Jewel Within" by FSU jazz trombone Assistant Professor Paul McKee (Jazz Ensemble I); and Manhattan-based Norwegian pianist and composer Ola Gjeilo's "Rays of Light" (Combined Choirs).

In keeping with the momentous nature of the celebration, the Oct. 8 concert at Ruby Diamond is black tie optional.

Tickets for the event are \$25 general admission (\$15 for FSU students with ID) and may be purchased through the FSU College of Music Box Office, located in the lobby of Ruby Diamond.

For ticket information and box office hours, please call the College of Music Box Office at (850) 645-7949 or visit the website at www.music.fsu.edu/boxoffice.

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RECOGNITIONS

W. Ross Ellington, Ph.D. (Michael J. Greenberg Professor of Biological Science, Office of Research), has been honored by Florida Gov. Charlie Crist as a "Governor's Point of Light." Ellington was recognized for his service as chairman of the Oil Spill Academic Task Force, a statewide partnership of university researchers who are working to provide solutions to the complex problems caused by the Deepwater Horizon oil spill. The Governor's Points of Light Award recognizes Florida residents who demonstrate exemplary service to the community. A panel of judges composed of leaders in the areas of volunteerism and service evaluate all nominations and make recommendations to the governor.

Sue Titus Reid, J.D., Ph.D.

CAMPUS IN ACTION

(Askew School of Public Administration and Policy), was the focus of the August 2010 "Spotlight" of the American Bar Association's Commission on Mentally and Physically Challenged Persons.

BYLINES

Neil Abell, Ph.D. (Social Work), co-wrote the article "Life-Sustaining Treatment Decisions: A Social Work Response to Meeting Needs of Health Care Surrogates and Proxies," with J.W. Buckey, published in the *Journal on Social Work and Palliative and End-of-Life Care*; Abell

co-wrote the article "Trauma Resilience Scale: Validation of Protective Factors Associated with Adaptation Following Violence," with M. Thompson, published in the journal *Research on Social Work Practice*, Vol. 20, No. 2; and Abell presented "Life-Sustaining Treatment Decisions of Health Care Surrogates and Proxies: A Social Work Response" at the International Conference on Social Work in Health and Mental Health, Dublin, Ireland, June.

Lance deHaven-Smith, Ph.D. (Askew School of Public Policy), wrote the article

"Beyond Conspiracy Theory: Patterns of High Crime in American Government" published in the journal *American Behavioral Scientist*, Vol. 53, No. 6, February; and deHaven-Smith and **David Colburn** (John Scott Dailey Florida Institute of Government) co-wrote the book "Florida's Megatrends," second edition, published by the University Press of Florida.

Greg Erickson, Ph.D. (Biological Science), co-wrote the article "Tyrannosaur Paleobiology: New Research on Ancient Exemplar Organisms," published in the journal *Science*, with Stephen L. Brusatte, Mark A. Norell, Thomas D. Carr, John R. Hutchinson, Amy M. Balanoff, Gabe S. Bever, Jonah N. Choiniere, Peter J. Makovicky and Xing Xu, September.

Jack Fiorito, Ph.D.

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News from Human Resources

>>JULY/AUGUST 2010 RETIREES: **Wolfgang Adolph**, research associate, Modern Languages and Linguistics; **Mary Andrews**, clerical assistant, College of Law; **Randy Barnes**, campus service assistant, Printing & Mailing Services; **Charles Betts**, technical/research designer, Chemistry and Biochemistry; **Mary Casterline**, departmental accounting associate, Psychology; **Nauko Chulak**, collections assistant, Controller; Charles Ford, publication/graphic artist, Physics; **Christine Franzetti**, assistant director, Thagard Student Health Center; **Robin Gault**, librarian and assistant director, Law Library; **Sandra Hedrick**, clerical assistant, Nuclear Services; **Hilda James**, administrative support assistant, Admissions; Eddie Johnson, senior custodial worker, Building Services; **Larry Jones**, campus service assistant, Printing and Mailing Services; **Ronald L'Heureaux**, maintenance mechanic, Working Capital; **Annie Lynn**, senior custodial worker, Building Services; Sidney McLeod, administrative support assistant, Information Technology Services; **Margaret Monroe**, administrative support assistant, Communication Disorders; **Franklin Murphy**, assistant vice president for University Relations and director of University Communications, Division of University Relations; **William Outlaw**, professor, Biological Science; **Marie Quick**, office administrator, WFSU-TV; **Mary Ross**, professor/assistant dean, Nursing; **John Rudlaff**, printing equipment operator, Printing and Mailing Services; **Diana Smith**, academic support assistant, Nursing; **Marilyn Summers**, administrative support assistant, College of Music – Dean; **Mary VanSciver**, assistant in, Learning Systems Institute; **Mary West**, advanced registered nurse practitioner, Thagard Student Health Center.

>>IMPORTANT REMINDER: All employees are reminded to check 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.

>>SPECIAL OPEN ENROLLMENT PERIOD FOR GUARANTEED LIFE INSURANCE: Due to the changes for open enrollment, The Gabor Agency is offering a special open enrollment in the university's Individual Permanent Life Program. This open enrollment 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 for the Open Enrollment Period for

the 2011 Plan Year is being held from Sept. 27 to Oct. 22, 2010.

>>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 Organization (PPO) and Health Maintenance Organizations (HMOs) 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 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. Florida State 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 website: www.myflorida.com/mybenefits/Health/Health.htm.

- Human Resources: www.hr.fsu.edu.

- Division of State Group Insurance: www.dms.myflorida.com/human_resource_support/state_group_insurance. **Information or questions:** People First, (866) 663-4735, or the Benefits Office at insben@admin.fsu.edu.

>>FREE FLORIDA RETIREMENT SYSTEM WEBINARS: For the first time, the Florida Retirement System will be of-

fering free financial planning workshops for FRS-covered employees via webcast. The workshops will be held on Oct. 26 and 27, and will address the following topics on the specified dates:

TUESDAY, OCT. 26

•10 a.m. to noon: *Using the FRS to Plan for Your Retirement*

•1 to 3 p.m.: *Nearing Retirement in the FRS?*

WEDNESDAY, OCT. 27

•10 a.m. to noon: *Cash and Debt Management: Smart Spending and Saving for Retirement*

•1 to 3 p.m.: *Estate Planning — Caring for Your Loved Ones*

Registration: (866) 446-9377, Option 1. **Information:** HR website at www.hr.fsu.edu.

OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY

>>NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH: The U.S. Department of Labor's Office of Disability Employment Policy promotes the public's awareness of the contributions and skills of American workers with disabilities.

The Florida State University participates in the effort to educate the public about issues related to disability and employment. In 1945, the U.S. Congress enacted a law declaring the first week in October as "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month. Today, more than 18 million people with disabilities are currently employed. **Information:** www.dol.gov/odep.

>>DISABILITY MENTORING WEEK: Florida State will celebrate Disability Awareness Week from Oct. 18 to 22. Employees are asked to note on their calendars to attend the celebration at week's end on October 22, 2010. Additional details to follow in a future communiqué.

>>DISABILITY MENTORING DAY: Disability Mentoring Day is a nationally coordinated job-shadowing opportunity for students and jobseekers with disabilities. Disability Mentoring Day will be commemorated at Florida State on Oct. 20. Participants are matched with professionals based on their career interests and spend the day with mentors observing job responsibilities and getting a better understanding of the workplace environment. Disability Mentoring Day gives participants a chance to learn about the day-to-day responsibilities required of a desired occupation and the skills and education requirements specific to a job in that career field. **Information:** www.floridamd.org.

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 fall 2010 and registration information is available at: www.hr.fsu.edu/train. **Information:** Office of Training and Organizational Development,

(850) 644-8724.

>>ADULT BASIC EDUCATION CLASSES: Places are still available for employees to participate in the Adult Basic Education (ABE) Program. Available 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. 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 may register during their first class session. **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 IS 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. **Information:** Office of Training and Organizational Development, (850) 644-8724.

CIA

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J. Frank Dame Professor of Management), co-wrote the article "Activism and Willingness to Help in Union Organizing: Who Are the Activists?" with Gregor Gall of the University of Hertfordshire and Arthur Martinez, published in the *Journal of Labor Research*, Vol. 31, No. 3; and Fiorito presented the co-written paper "Lay Activism and Activism Intentions in a Faculty Union: An Exploratory Study," at the 60th anniversary conference of the British Unions Industrial Relations Association in Manchester, England, July. The paper was co-written with **Daniel Tope**, Ph.D. (Sociology), **Philip Steinberg**,

Ph.D. (Geography), **Irene Padavic**, Ph.D. (Sociology), and Caroline Murphy.

GRANTS

Pam Graham, M.S.W. (Social Work), is the principal investigator on three separate grants awarded by the Florida Department of Children and Families. The grants were awarded for the "Reprofessionalization Project" for circuits two, three and four. The amount for Circuit 2 is \$82,050; Circuit 3 is \$84,576; and Circuit 4 is \$86,029. The grant funding started in July and will run through June 30, 2011.

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