

# State

The Florida State University Faculty-Staff Bulletin

Volume 45 • Number 13

March 28 - April 17, 2011

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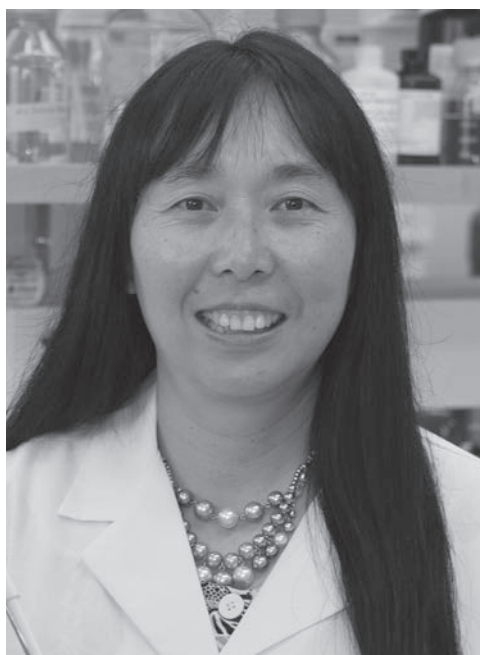
By Barry Ray  
NEWS AND PUBLIC AFFAIRS

Using biological samples taken from patients and state-of-the-art biochemical techniques, a Florida State University researcher is working to identify a variety of "biomarkers" that might provide earlier warnings of the presence of breast and prostate cancers.

"Biomarkers are indicators of certain biological and pathological processes that are occurring, such as cancer," said Qing-Xiang "Amy" Sang, a professor in Florida State's Department of Chemistry and Biochemistry. "Either the cancer cells themselves, or surrounding normal tissue for that matter, can produce specific proteins or exhibit other biological changes that provide a signal that something unusual is taking place. Different types of cancer produce different biomarkers, so the challenge is to identify the most effective one for each type of the disease."

For more than 15 years, Sang and her colleagues have focused their efforts on two types of cancers that are particularly prevalent in the United States: breast and prostate. National Cancer Institute statistics illustrate the enormity of the problem:

- An estimated 207,090 American women and 1,970 men were expected to be diagnosed with breast cancer during



Qing-Xiang "Amy" Sang

the year 2010, with 39,840 women and 390 men dying from the disease.

- An estimated 217,730 American men were expected to be diagnosed with prostate cancer in 2010, with 32,050 men dying.

"The U.S. Food and Drug Administration has recognized three separate biomarkers for the identification of breast cancer and one for prostate cancer," Sang said. "But if we can identify new and more accurate biomarkers that offer even earlier

glimpses of these diseases, we stand a better chance of offering patients the most customized treatment possible, then, being able to closely monitor their progress, provide follow-up treatment as needed. With earlier diagnosis and treatment, the end result will hopefully be fewer people dying from these cancers."

Sang and five colleagues recently co-wrote a paper published in the cancer research journal *Clinical and Experimental Metastasis* that could set the stage for breakthroughs in the identification of new biomarkers for breast cancer.

In addition, she co-wrote another paper, this one published in the *Journal of Cancer*, focused on possible new approaches for identifying and treating prostate cancer.

"Many frequently fatal diseases, including cancers of the lungs, liver, pancreas, and colon, as well as heart disease, asthma, and cystic fibrosis, currently have no FDA-approved biomarker that can be used to diagnose them early and allow doctors to get a jump on treating them," Sang said. "So while I'm hopeful that our current research will lead to more effective biomarkers for breast and prostate cancer, I would also be very pleased if it could provide other scientists with the knowledge they need to take on these other diseases as well."

## Spread THE Word

Diverse magazine has ranked Florida State University third in the nation for the number of physical sciences doctorates awarded to African-Americans, and fourth in the nation for the number of mathematics and statistics graduate degrees awarded to African-Americans. (Read more about this in The Source, page 8.)

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# State

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The deadline for the  
April 18 - May 1, 2011, issue is  
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*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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People with disabilities who require special accommodation for any event listed in *STATE* should call the unit sponsoring the event, or for the hearing or speech impaired, use the Florida Relay Service at 1-800-955-8770 (voice) or 1-800-955-8771 (TDD). Requests for accommodations must be received at least five working days before the event. To receive *STATE* in an alternative format, call the FSU Student Disability Resource Center at (850) 644-9566.



FSU Photography Services/Bill Lax

**Lauding life-saving heroics:** Florida State University Chief of Police David Perry (left) presents the FSU Police Department Life Saving Award to Officer Kim Tyus (center) and Cpl. Jonathan Wainwright (right) during a ceremony at the department on Feb. 24. Earlier this semester, Tyus and Wainwright responded to a call at the Fine Arts Building to assist a man who was not breathing and had no pulse. Tyus and Wainwright were able to revive the man by performing CPR with an automated external defibrillator. Leon County EMS technicians arrived shortly thereafter and took over the rendering of medical care.

## NewsMakers

As the world was learning about the earthquake and resulting tsunami that devastated Japan on Friday, March 11, the staff of Florida State University's Office of News and Public Affairs sprang into action, working to alert the national news media about the university's expert faculty sources who could comment on the days' events. Faculty experts were offered in four categories: earthquakes and tsunamis; nuclear danger; public health; and religion. As a result of the fine partnership between faculty members and the Office of News and Public Affairs, FSU has been represented in national and international coverage of the disaster. The following is a brief summary.

• **Vice President for Research Kirby Kemper**, a nuclear physicist, was interviewed by NBC's "Today" program and in a segment on MSNBC, and was the lead source quoted in an article on the *Wall Street Journal's* website, discussing the dangers that could materialize at Japan's nuclear facilities as a result of earthquake damage. Kemper also was quoted internationally by the websites *AdelaideNow.com* and *EthiopianReview.com*.

• **Oceanography Professor Philip N. Froelich** was the lead source quoted in an article on *The New York Times'* website, discussing the destructive force of fast-moving water.

• **Religion Assistant Professor Jimmy Yu** was quoted by CNN.com, discussing Buddhist explanations of why calamities happen.

• **Geology Professor Jim Tull** was quoted in an article on *USA Today's* website, saying a large earthquake in one location does not trigger similar earthquakes in other locations.



# Italian literature scholar awarded NEH fellowship

By Barry Ray  
NEWS AND PUBLIC AFFAIRS

In the world of academia, winning a fellowship from the National Endowment for the Humanities (NEH) is widely recognized as one of the highest honors that exists for scholars in the humanities. This year, a researcher of Italian literature at Florida State University is among those to lay claim to the prestigious award.

Irene Zanini-Cordi is an assistant professor in FSU's Department of Modern Languages and Linguistics. Her current research focuses on women's writing in 18th-

and 19th-century Italy, especially in letters, diaries and early novels. The NEH fellowship, which includes funding in the amount of \$50,400, will enable her to conduct research in her native Italy for her second book manuscript, titled "Fashioning Italian Women, Fashioning a Nation: Sociability and Women's Identity (1780s-1860s)."

"When I heard that I was awarded an NEH, my parents were visiting from Italy and, along with my husband, we celebrated joyously, Italian-style, in our kitchen," Zanini-Cordi said. "Very few scholars in Italian have won the NEH. Most of us give up

hope as we watch our colleagues in other disciplines garner this award. But I persevered, and with the help and support of my colleagues in Modern Languages, my new family, 2010 was my lucky year. I am truly humbled by this honor."

Created in 1965 as an independent, grant-making federal agency, the National Endowment for the Humanities supports learning in history, literature, philosophy, and other areas of the humanities. The NEH recently announced \$23 million in awards and offers for 371 humanities projects, including Zanini-Cordi's.

## Researcher develops accurate method for detecting dangerous fluoride

By Barry Ray  
NEWS AND PUBLIC AFFAIRS

Used in the proper amounts, it can make teeth stronger and aid in the treatment of osteoporosis. When excessive amounts are consumed, however, it can be a killer — a carcinogen that causes bone, lung and bladder cancers. The "it" is fluoride, a common additive in most American communities' drinking water and an ingredient in the vast majority of commercially produced adult toothpastes.

Determining the level of fluoride, be it in water, consumer products or the human body, is an important and attractive

challenge for scientists. To address that, a Florida State University researcher has developed a molecular sensor that changes color when a sample containing fluoride is added to it.

"The U.S. Environmental Protection Agency recommends that 1 part per million (ppm) of fluoride ions is acceptable in drinking water, but above 2 ppm is considered a serious health risk," said Sourav Saha, an assistant professor in FSU's Department of Chemistry and Biochemistry and its Integrative NanoScience Institute. "Because fluoride is carcinogenic even at such small doses, a sensor is needed to detect fluoride selectively at very low concentrations and in the presence of other naturally occurring and biologically important ions."

Working with a team of graduate students and postdoctoral researchers, Saha was able to develop just such a sensor. His research team discovered that a compound called naphthalene diimide (NDI) interacts with fluoride ions in a uniquely colorful way.

"NDIs are a family of neutral (albeit electron-deficient) aromatic compounds that are colorless until fluoride is added," Saha said. "A small amount of fluoride will quickly turn the sample orange, while a larger amount will turn it pink. In this manner, it becomes very easy to determine not only the presence of fluoride in water, but at what levels."

While other fluoride sensors exist, many of them cannot differentiate between fluoride and other anions — negatively charged ions — that might be present in the water.

"Although they can *detect* fluoride, they cannot accurately measure the *levels* of fluoride," Saha said. "Naked-eye detection of fluoride at different concentration levels is an advantage of NDI-based sensors. Our sensor relies on an electron transfer event from a fluoride ion to the NDI receptor for generating a visible response or signal, which

**"Because fluoride is carcinogenic even at such small doses, a sensor is needed to detect fluoride selectively at very low concentrations."  
— Sourav Saha**

in this case is color change. The electron transfer process can be reversed, and the sensor can be regenerated and reused over and over again."

By designing an appropriate sensor, Saha's laboratory has achieved a remarkable "nanomolar" sensitivity for fluoride, meaning it can detect about one ten-thousandth of a milligram of fluoride in a liter of water. This makes it one of the most sensitive fluoride sensors known to date.

"This is a very significant public health issue worldwide," Saha said. "Some developing countries fluoridate their water but don't have a means for measuring it accurately. Others are drinking water that hasn't been treated with fluoride but that might already contain dangerous amounts naturally. Clearly there is a critical need for a fluoride sensor that can tell people whether their water supply is safe."



Sourav Saha





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## Professor emerita receives Fulbright Specialist award

Elizabeth Platt, a Florida State University professor emerita of middle and secondary education, was selected as a Fulbright Specialist for a term lasting from late January to late February 2011. During that time, Platt traveled to Dhaka, Bangladesh, to conduct English-language curriculum revision and teacher training with faculty members at BRAC University's Centre for Languages.

"I met with them to look at how the plans they made a couple of years ago are going, with respect with what they wanted to accomplish at that time," Platt said. "I can be of most help to them by asking them to articulate what they really want to accomplish with their planning and with their curriculum, and how they plan on getting there.

"These are typical educational questions," Platt said. "What do you want to accomplish?' 'How do you do it?' 'How do you know you've done it, at the end?'"

Platt will return to BRAC University in May to determine how well the project is going.

Platt is one of more than 400 U.S. faculty members and professionals who will travel abroad this year through the Fulbright Specialists Program. Created in 2000, the program provides short-term academic opportunities to prominent U.S. faculty members and professionals to support curricular and faculty development, and institutional planning at post secondary academic institutions.



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# Employees can earn 'Advanced Level Leadership' certificate

The Advanced Level Leadership Series is Training and Organizational Development's newest original certificate program. The series is designed to foster the growth and development of leaders at Florida State University. Its curriculum focuses on relevant topics related to leadership in higher education, including facilitated discussions, case studies and group activities.

To enroll, employees must be in a mid-level or higher administrative or managerial role that involves supervising personnel, or in a faculty classification. Preference will be given to participants who meet the eligibility qualifications and have received Frontline Leadership Certification. To earn the certificate, eligible employees must register for and complete all six courses in the series. Courses will be offered one to two times per year. Content is subject to change. There is no completion deadline. The six courses are:

•**Thinking Critically About Leadership** (Course Code LSTCL1): First Class is Thursday, April 28, 8:30 a.m.-12:30 p.m., Training Center. Topics will range from viewing "power as a dependency relationship" to "improvisation in social relationships." Class discussions will take participants on a journey of exploration and reflection through the landscape of contemporary thinking on leadership and

social interaction.

•**Leadership Within Systems** (Course Code LSLWS1): First Class is Thursday, June 9, 8:30 a.m.-12:30 p.m., Training Center. Participants will be taught and encouraged to conceptually discuss and apply theories that explore leadership as an evolutionary process within complex systems. Participants will have an opportunity to develop skills to be effective in their specific professional contexts. These skills will focus on the capacity to expect and work within the chaos, complexity and overwhelming challenges faced when attempting to create adaptive change.

•**Managing Strategically - Organizational Justice** (Course Code LSMS01): First Class is Wednesday, July 20, 8:30 a.m.-12:30 p.m., Training Center. Participants will look at three types of organizational justice (distributive, procedural and interactional); look at the affect they have on cohesion, motivation and organizational citizenship; and discuss the management of organizational justice within an organization.

•**Advanced Conflict Communication Skills** (Course Code LSACC1): First Class is Thursday, Aug. 11, 8:30 a.m.-12:30 p.m., Training Center. This course is designed to assist leaders in learning skills and developing strategies to help them manage conflict effectively, create a more

positive outcome with their team members, and make sure their organizations run smoothly and productively.

•**Financing In Higher Education** (Course Code LSBBA1): First Class, tba. This two-hour session is an introduction to the financial resources available to public, four-year institutions of higher education, and the governance structures that guide, influence or direct the generation and use of resources at various levels of internal and external controls. Emphasis will be on the operations of Florida State University.

•**Political Topics That Affect Higher Education** (Course Code LSPHE1): First Class, tba. Dynamics of political processes that affect higher education. Legislative interpretation and contemporary topics from the most recent legislative session will be discussed, as well as their implications for higher education.

The course facilitators are Ralph Alvarez, FSU Budget/Planning and Financial Services; Randy Blass, FSU College of Business; LaToya Boyd, FSU Employee Assistance Program; Laura Osteen, FSU Center for Leadership and Civic Education; Florida Sen. Bill Montford (District 6); and Mark Palazes, FSU Office of Human Resources.

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## Ward-Roof assumes regional NASPA post

Jeanine Ward-Roof, the dean of students at Florida State University, has been elected as the 2012-2014 vice president for Region III of NASPA-Student Affairs Administrators in Higher Education. Ward-Roof's term as vice-president-elect began on March 15 at NASPA's annual business meeting in Philadelphia, Pa.

"Serving as regional vice president for NASPA Region III is an exciting professional development opportunity, and I am honored to have been elected by my colleagues for this role," Ward-Roof said. "I look forward to learning more about the region's needs and institutions, and collaborating with others to meet those needs."

As regional vice president, Ward-Roof will have numerous responsibilities to Re-

gion III, such as making all appointments to its Regional Advisory Board and presiding over all Regional Advisory Board meetings. She also will have numerous responsibilities to the NASPA board of directors, such as preparing a report from Region III to distribute and discuss at board of directors' meetings, and bringing to the board matters that are raised by the Regional Advisory Board or by individual members.

During her 20-year affiliation with NASPA, Ward-Roof has held multiple leadership roles and served in various capacities, including as Region III Summer Symposium Program Chair, 2010; on the New Professionals Institute Faculty, 2010; and as the Region III secretary/treasurer, 2007-2012.



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### DIVERSITY AND EQUAL OPPORTUNITY

What is diversity? Webster's dictionary defines diversity as "the inclusion of different types of people (as people of different races or cultures) in a group or organization." Florida State University defines diversity as "understanding and appreciating the differences in people" and inclusion as "recognizing and leveraging those differences to maximize the performance of the organization." Often, diversity is easier to recognize than it is to define.

Having a diverse and inclusive campus of students, faculty and staff members is a goal for which Florida State strives. Recently, *Diverse* magazine ranked FSU third in the nation for the number of physical sciences doctorates awarded to African-Americans; fourth in the nation for the number of mathematics and statistics graduate degrees awarded to African-Americans; and ninth in the nation for the number of English language and literature undergraduate degrees awarded to minorities.

The recognitions that Florida State receives because of its diverse population is a direct result of its willingness to provide new students, faculty and staff members — especially foreign academics — with the support they need as they transition into university life. The university enrolls approximately 1,400 international students a year. The FSU Center for Global Engagement not only assists international faculty members and students with housing and work visas, but it also fosters global understanding and awareness within the university community.

Diversity is an integral part of progress, and Florida State will continue to show its commitment to diversity and inclusion through myriad initiatives, programs and services.

### BENEFITS

**•FLEXIBLE SPENDING ACCOUNTS PROGRAM:** Employees must file all medical reimbursement account and dependent-care reimbursement account claims by April 15, 2011, to avoid losing all of the money in their accounts. If employees do not submit claims for the plan year by the April 15, 2011, filing deadline for the entire amount they had withheld, they will lose the unused money.

Employees who are filing paper claims for their medical reimbursement account expenses can have their reimbursements directly deposited into their bank accounts. To do so, they should complete a state of Florida

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**•EMPLOYEE BENEFITS ORIENTATION:** These training classes are intended as a supplement to the standard online New Employee Orientation that all employees should complete when initially hired into a salaried position at FSU. The Human Resources Benefits staff will provide valuable information and answer questions about the various insurance and retirement plans offered by the university. Monthly classes will be held at the Training Center at Stadium Place.

**Registration:** [www.hr.fsu.edu/train](http://www.hr.fsu.edu/train), or 644-8724.

### TRAINING AND ORGANIZATIONAL DEVELOPMENT

Training opportunities are available at no charge to all FSU employees through instructor-led and online formats. A current schedule of classes and registration information is available at [www.hr.fsu.edu/train](http://www.hr.fsu.edu/train).

**Questions:** (850) 644-8724.

**•ADULT BASIC EDUCATION PROGRAM:** Available to all FSU employees at no cost. Its objective is to improve an employee's fundamental educational skills in reading, writing and/or math, and prepare him or her for the General Educational Development (GED) Test. ABE classes are taught by a Florida-certified teacher. Volunteer tutors also may be available to provide one-on-one assistance. Seats are still available. Participants are required to choose and attend one regularly scheduled, three-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.

**Questions:** (850) 644-8724.

**Please 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.

**•ONLINE NEW EMPLOYEE ORIENTATION:** Participants must certify their completion of online New Employee Orientation 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 <http://www.hr.fsu.edu/Content/NEOnline/index.html>.

**Questions/assistance:** (850) 644-8724.



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# Fall 2010 GAP competition winners announced

Since 2005, the Florida State University Research Foundation has been funding the GAP Program — a highly competitive grant program designed to support Florida State researchers as they seek to transfer their technology out of the laboratory and into the commercial marketplace.

The winners of GAP awards are researchers who most clearly can identify the commercial viability of a product, process

or license that they believe will come from their efforts with a corporate partner.

The four projects receiving GAP funding during the fall 2010 competition were:

•**Improved Photovoltaic Cell for Solar Energy Harvesting:** Professor Simon Foo, Department of Electrical and Computer Engineering, received \$15,000 to fabricate and compare improved multi-junction solar cells against state of the art

designs with the goal to demonstrate higher efficiencies than existing multi-junction solar cells.

•**Improved Method for Diagnosing Breast Cancer:** Professor Jingjiao Guan, Department of Chemical and Biomedical Engineering, received \$45,000 to develop and test a new method for increasing the image field that is used to diagnose breast cancer that proposed to greatly enhance an already widely accepted imaging technique.

•**Nut Allergen Detection Kit:** Professor Kenneth Roux, Department of Biological Science, received \$15,000 to develop and scale up test kits that are used to detect specific types of nut allergens to avoid nut allergy outbreaks.

•**Obesity Research:** Professor Amy Sang, Department of Chemistry and Biochemistry, received \$40,000 to research and

develop an advanced method to treat obesity.

Once researchers or a research group receive a GAP award, they are assigned a team of local business leaders who act as mentors. This group then meets on a quarterly basis to provide insight and assistance to the GAP winners in the area of product development.

“One of the most important contributions that large research universities can make is to nurture the scientific and technological expertise that our society depends on to generate breakthroughs in medicine, computer technology, energy generation and so many other areas,” said Kirby Kemper, Florida State’s vice president for Research. “With this new round of GAP awards, we are able to support researchers who may be on the brink of significant breakthroughs.”

## btw by the way

•**Grads Made Good nominations sought:** The Circle of Omicron Delta Kappa invites faculty and staff members to nominate outstanding Florida State alumni to be honored as Grads Made Good during Homecoming 2011. The nomination deadline is April 15. To access the nominee information form, visit [www.alumni.fsu.edu/community/Page.aspx?pid=2297](http://www.alumni.fsu.edu/community/Page.aspx?pid=2297).

## PRESENTATIONS

**Melissa Gross**, Ph.D. (Communication and Information), gave the keynote address and made a presentation, “In Search of Information Literacy: How Will I Know When I’ve Found It?” both at the Forum for Information Professionals, held at the University of Alberta’s School of Library and Information Studies, February.

## BYLINES

**Janet Lenz**, Ph.D. (Career Center) co-wrote an article, “A Cognitive Information Processing Approach to Career Services,” with Cathy Hughes, published in the *Australian Ca-*

*reer Practitioner Journal*, Vol. 22, No. 1, autumn 2011.

**David Matkin**, Ph.D. (Reubin O’D Askew School of Public Administration and Policy) and Carol S. Weissert, Ph.D. (LeRoy Collins Institute; Political Science), wrote a report on behalf of the LeRoy Collins Institute, “Trouble Ahead: Florida Local Governments and Retirement Obligations,” which reveals that local government employee-retirement obligations are a bigger, more complex,

ticking time bomb than previously recognized.

**Robert Reardon**, Ph.D., and **Sara Bertoch**, Ed.S. (Career Center), wrote an article, “Student Motivation and Program Participation,” published in the *Journal of College Student Development*, 51, pages 716-722, 2010.

**Mary Stewart** (Art) has written the fourth edition of her design textbook, “Launching the Imagination,” published by McGraw Hill. Currently, it is the most

widely used textbook in the U.S. on the fundamentals of design, and it has been released in Chinese.

**Oskar Vafek**, Ph.D., **Jonathon B. Kemper** and **Gregory S. Boebinger**, Ph.D. (National High Magnetic Field Laboratory, Department of Physics), wrote a paper, “Heat Capacity Through the Magnetic-Field-Induced Resistive Transition in an Underdoped High-Temperature Superconductor,” with FSU alumnus Scott C. Riggs, Ph.D., now a post-doctoral scholar at Stanford University, and J.B. Betts, A. Migliori, F.F. Balakirev, W.N. Hardy, Ruixing Liang and D.A. Bonn. The paper has been published on the website of the journal *Nature Physics*, February

## CAMPUS IN ACTION





## THIS WISCONSIN SNOWBIRD'S A VULTURE

### HB 1023 threatens our contract unless UFF gets 50% membership by July 1

HB 1023, currently being considered by the legislature and modeled after legislation that's coursing through the Midwest, would decertify all unions with less than 50% membership. *If HB 1023 passes and UFF membership is under 50% your job protections will be in danger.*

#### Why Does This Matter?

Tenure and promotion policies, parental leave, sabbaticals, evaluation procedures, and protection from arbitrary or discriminatory discipline and dismissal exist *only* in the Collective Bargaining Agreement (CBA) negotiated between UFF and FSU. If UFF is decertified, the continuation and implementation of the CBA's employment protections will be at the whim of the

administration. The state is looking for every opportunity to cut costs through layoffs and increased workloads, so the CBA's protections are more important today than ever.

#### Will HB 1023 Really Pass?

As long as the alliance between Governor Scott and the legislature holds, it will be difficult to stop legislation aimed at the livelihoods of public employees.

#### So, We're Finished, Right?

**NO!!!** HB 1023 decertifies unions with less than 50% membership. Don't let legislators take away your bargaining rights. We can protect our contractual rights by getting UFF-FSU membership up to 50%. That can't happen without you!

---

### I WANT TO KEEP MY CONTRACT. SIGN ME UP FOR UFF-FSU TODAY.

---

UFF dues are 1% of regular salary. *Please fill out the form below and return it to:*  
Jack Fiorito, President, UFF-FSU Chapter, RBB 244, P.O. Box 3061110, Tallahassee 32306-1110

\_\_\_\_\_  
Last Name                      First Name                      MI

\_\_\_\_\_  
Home Street Address

\_\_\_\_\_  
City                                  State                                  Zip Code

\_\_\_\_\_  
E-mail address -- Personal/Home

\_\_\_\_\_  
Department or Unit

\_\_\_\_\_  
Campus Address & Mail Code

\_\_\_\_\_  
Office Phone                      Home Phone

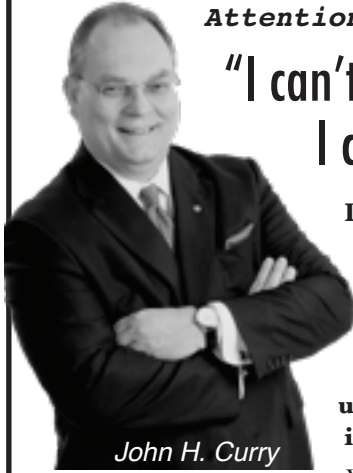
\_\_\_\_\_  
E-mail address -- Office

Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO). I hereby authorize my employer to begin payroll deduction of United Faculty of Florida dues (1% of regular salary). This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to FSU's payroll office and to the United Faculty of Florida.

\_\_\_\_\_  
Signature (for payroll deduction authorization)

\_\_\_\_\_  
Today's Date

Attention: Faculty and Staff of Florida State University



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