

State

The Florida State University Faculty-Staff Bulletin

Volume 46 • Number 3

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August 29 - September 18, 2011

An Open Letter from the President

Dear Faculty and Staff:

As the 2011-2012 academic year begins, I am pleased to report that Florida State University is moving forward, advancing its reputation as one of the nation's top public graduate and research institutions — one that is committed to becoming the most student-centered university in the nation.

At Florida State, we can take pride in our excellence in so many areas, and we recognize that our faculty, staff and students have created the foundations



Eric J. Barron

for this excellence. Our students are more highly qualified than ever. Our faculty continues to achieve the highest levels of distinction, producing groundbreaking research and creative endeavors. Our staff is innovative and dedicated to a high level of service.

As we move into this new academic year, we can be optimistic about our potential across the board — including academics, research advances, athletics, fundraising and outreach.

I am excited about new leaders across campus who will lend their talent and expertise to help guide our efforts. I want to welcome our new provost and executive vice president for Academic Affairs, Dr. Garnett Stokes, and all of the other new members of our outstanding faculty and staff.

As we begin this new academic year, thousands of new students will be experiencing Florida State for the first time. Your smile and words of greeting will go a long way toward helping them feel welcome in this special place.

I thank you for all you do to make Florida State a friendly, warm and exciting environment that helps students reach their goals and ambitions.

Sincerely,
Eric J. Barron

Huckaba named interim dean of Arts and Sciences

By Jill Elish

INTERIM DIRECTOR, NEWS AND RESEARCH COMMUNICATIONS

Sam Huckaba, associate dean of the College of Arts and Sciences, has been named interim dean of the college to succeed **Joseph Travis**, who stepped down in July to devote more time to his research.

"I am honored to have been asked to step in as interim dean," Huckaba said.



Sam Huckaba

"I care about the success of the College of Arts and Sciences and look forward to working hard on its behalf. During my years as associate dean, I have had the pleasure of observing the many contribu-

tions of the college's faculty, staff and students. They are what make Arts and Sciences successful, and I look forward to joining with them to move the college forward."

Huckaba began his career at Florida State as an assistant professor of mathematics in 1987 and was promoted

Please see **HUCKABA, 12**

Spread THE Word

The Florida State University College of Medicine and the Lee Memorial Health System Board of Directors have announced plans to create a family medicine residency program in Fort Myers, Fla. The program is expected to produce six new family practice physicians a year when it reaches full capacity.

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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.

Website promotes issues, encourages advocacy

Faculty and staff members who want to stay informed about the most critical issues that affect Florida State University can register to receive email notifications at the website "**Advocate for Florida State.**"

The email notifications are one part of the website's purpose to serve employees, alumni and friends as a grassroots advocacy tool so they can more effectively communicate their

support of the university to Florida legislators and key decision makers.

The website puts timely facts and information about the university into the hands of anyone who cares about FSU. It also provides email links to state lawmakers.

To sign up for the free website, visit www.advocateforfloridastate.fsu.edu and click on "Register."



What is 'State'?

State is the university's faculty and staff bulletin. As the official "document of record" for campus news, it provides the best way for employees to stay up-to-date on information that affects everyone.

From news about faculty research to departmental programs and staff honors, State keeps all employees informed. State's regular features are:

• "**Spread the Word,**" a brag point that the whole campus can take pride in.

• "**Newsmakers,**" a recap of a faculty or staff member's quote in the national media.

• "**By the Way,**" a bulletin board for short announcements.

• "**The Source,**" a listing of the most current information relating to FSU personnel and

human resources issues.

• "**Campus In Action,**" a report of faculty and staff scholarship and professional accomplishment. Without a vibrant faculty and staff, this section would not exist. The categories are "Recognitions"; "Bylines," for articles and books; "Presentations," for papers or lectures that take place away from FSU; "Grants"; "Service" to a profession or an academic field; and "Enrichment," for activities that help develop or improve a discipline or craft.

State is published every three weeks during the fall and spring semesters and monthly during the summer by the **Office of News and Research Communications**. Submissions can be emailed to jseay@admin.fsu.edu.

NewsMakers

"It is extraordinary, really almost unprecedented, to have so many closely related mammal species from such a small area that forms just one-half of one island — let alone to have discovered so many so quickly."

—**Scott Steppan**, a Florida State University professor of biological science, as quoted by Physorg.com. Along with colleagues from the United States and the Philippines, Steppan discovered seven new mouse species on Luzon, the largest Philippine island. He also has been quoted by ScienceDaily, FirstScience.com and UPI.

Advocate for students with disabilities wins national service award

By Libby Fairhurst
NEWS AND RESEARCH COMMUNICATIONS

For her standout leadership on behalf of students with disabilities, the director of the Florida State University **Student Disability Resource Center** (SDRC, www.disabilitycenter.fsu.edu) has been honored at the national level with the highest award bestowed by the Association on Higher Education and Disability (AHEAD).

Bea Awoniyi, who also serves as an assistant dean of students, is this year's winner of the **Ronald E. Blosser Dedicated Service Award**. She was formally recognized at the AHEAD national conference, held recently in Seattle. The Blosser Award honors individual members of AHEAD whose work on behalf of the association has been marked by selfless and outstanding service.

"Dr. Awoniyi is a tremendous asset to Florida State University and to the field," said FSU Vice President for Student Affairs **Mary Coburn**. "We are so pleased that her good work has been nationally affirmed in this way."

AHEAD President **Jean Ashmore** praised Awoniyi's commitment and leadership, which she called "profound and central in many ways to the association's growth."



Kristen Hagen, center, in South Korea with Kaori Uchisaka of New York City's School of Visual Arts, left, and Linda Duckworth of the University of Hawaii at Manoa, right.



FSU Photography Services/Bill Lax

"Bea Awoniyi has been a leader in diversity initiatives and a champion and facilitator of international engagement for AHEAD, a mentor to others in our field be they seasoned or newer, and a major leader at the state level who contributed significantly to the establishment of Florida's affiliate association and its continued wellbeing," Ashmore said.

"That I've been honored with this national award really speaks to the caliber of professionals at Florida State University

and the opportunities and support my colleagues and I are given to grow and contribute beyond our community," said Awoniyi, who recently concluded a term on the AHEAD board of directors and now will serve as chair of the association's Standing Committee on Membership.

"I can think of no one more deserving of this award than Bea Awoniyi," said FSU Associate Dean of Students **Robin Leach**. "She empowers students, while also holding them accountable."

Hagen attends Fulbright seminar in South Korea

Kristen Hagen, associate director of Florida State's **Center for Global Engagement**, participated in the **Fulbright International Education Administrators** (IEA) seminar program in South Korea, June 12-25.

Hagen, along with seven other educators from U.S. universities, met with administrators at selected schools, universities and government agencies, and visited cultural sites. The first week was spent in Seoul, the second in cities outside the capital.

"Korea is a small country, yet students from Korea represent the third largest group of international students studying in the U.S., and the second largest group of FSU international students," Hagen said. "In addition, Korea sends a large number of visiting scholars to U.S. universities, including FSU, each year. I was

thrilled to have this opportunity to visit Korea to learn more about its higher education system and culture. Koreans were very welcoming and are very interested in hosting U.S. students interested in studying abroad. I hope that my participation in the program will allow me to better serve Korean students and scholars at FSU."

The Fulbright seminar program enables international education professionals and senior higher education officials to learn about the host country's education system, establish networks of U.S. and international colleagues, and become more familiar with the culture of the host country. Hagen was one of approximately 45 U.S. international educators and higher education administrators who traveled abroad through the Fulbright IEA Seminar programs in 2010-2011.

Faculty and staff members earn Global Partner Certificate

In recognition of their significant participation in international and intercultural training sessions and programs, and a commitment to understanding and appreciating other cultures, 10 Florida State

staff and faculty members earned the FSU Center for Global Engagement's **Global Partner Certificate** for 2010-2011.

The center offers the certificate program as a way to acknowledge FSU com-

munity members who are engaged in efforts to internationalize the campus.

Recipients of the 2010-2011 certificate are **Jimmy Pastrano** (College of Education), **Barbara Robinson** (College of Communication and Information), **Russell Lentz** (Office of Sponsored Research Services), **Susan Dickinson** (International Programs), **Faye Brown** (College of Medicine), **Nancy Rainey** (Center for Advanced Power Systems), **Rita Sherrod** (Biology) and **Haley Llewellyn**, **Sharlyne Conley-Samford** and **Erica Hooker** (University Business Administrators, ITS site).

The Center for Global Engagement will offer the certificate again in 2011-2012. This year's certificate program will require participation in the center's intercultural communication workshop, "Bridging Cultures for Service Excellence," and participation in an additional five CGE workshops, programs or events. Updated information soon will be available at www.cge.fsu.edu/infofordept/globalpartnercert.cfm.



Three of this year's 10 Global Partner Certificate recipients are, from left, Haley Llewellyn, Russell Lentz and Barbara Robinson. Standing behind them are Center for Global Engagement staff members Joy Ira, Aleksandra Nesic, Kristen Hagen, Haley Llewellyn, Russell Lentz, Tiona Cage, Barbara Robinson, Cynthia Green (director) and Tanya Schaad.

Police Department brings home honors from competitions

The Florida State University **Police Department** distinguished itself in two law enforcement competitions in July.

The Police Department took first place in the College and University category of the **Florida Law Enforcement Challenge**, which looks at a department's overall traffic safety efforts in a number of cat-

egories, such as DUI, speeding, safety belt use and associated programs.

In addition, the Police Department came in 16th place in the **Motorcycle Challenge**, a more specific competition that looks at the enforcement efforts of motorcycle units.

As a result of placing first in the Col-

lege and University category in the Florida Law Enforcement Challenge, the department will receive more than \$15,000 for traffic safety equipment and supplies. Because of the FSUPD motor unit's efforts in the Motorcycle Challenge, the department will receive a minimum of \$5,000 in traffic safety equipment and supplies.



Florida State University police officers were recognized at the Florida Law Enforcement Challenge. They are, from left, Officer Justin Maloy, Officer Mike Rodes, Officer Jeremy Izquierdo, Lt. Jason Trumbower, Officer Chris Fender, Officer Brett Sheffield and Officer Ben Buckley, with National Highway Traffic Safety Administration Region IV administrator Terry Schiavone.



Oglesby Union Amphitheater refreshed

President Eric J. Barron dedicated the newly renovated Oglesby Union Amphitheater, above, on Aug. 17. It is a popular gathering place for students. To open up the space, a hedge that bordered the amphitheater was removed. New seating and landscaping was added, including four date palms. Part of the landscape design, according to Grounds Operations director Scott Cisson, allows for people sitting in the new amphitheater seating to see the reflections of the palm tree tops in the second-story windows of the Oglesby Union Building.

College signs cooperative agreement with Thai university

Communication Associate Professor **Jonathan Adams** traveled to Mukdahan, Thailand, to visit the campus of **Ubon Ratichani University** in May and secure a signed cooperative agreement between Florida State's **College of Communication and Information** and Ubon's Department of International Affairs.

The agreement is a starting point for what is hoped will lead to funded projects and collaborations between the college and Mukdahan-Ubon's Departments of International Affairs and Information Technology. The collaborations may include visiting faculty, joint research projects or teaching opportunities in Thailand.

Thailand is a member of the Association of Southeast Asian Nations (ASEAN), which plans to commence a European-Union style economic zone by 2015. It will bring many changes to the region. The College of Communication and Information is investigating funding from sources whose interests include improving

education, infrastructure or technologies for the benefit of the people who live in the region.

The agreement was the idea of Adams and Communication research associate **Anchalee Ngampornchai**, a native of Thailand. A colleague and friend of Ngampornchai, **Artchara Akkanit**, teaches in the Department of International Affairs at the Mukdahan campus. The Mukdahan campus, which also specializes

in information technology, is expanding in hopes of becoming a regional institution and is reaching out to make international agreements. After several months of discussions, Adams, Ngampornchai and Akkanit decided to move forward with such an agreement.

"We are in discovery mode right now. Currently, our agreement is to explore mutual opportunities and to decide the best way to expand the agreement," Adams said.

Center places first in marketing contest

The **Challenger Learning Center of Tallahassee** won first place in IMAX's national "Born to be Wild 3D" Theater Marketing Contest for its efforts to create a comprehensive marketing campaign for the IMAX documentary film "Born to be Wild 3D." The campaign, led by Challenger Learning

Center of Tallahassee marketing specialist **Jessie Watson**, incorporated local outreach, online initiatives, in-theater contests, social media, advertising and special themed events. The Challenger Learning Center of Tallahassee is part of the Florida A&M University-Florida State University College of Engineering.

>>**DAVIS PRODUCTIVITY NOMINATIONS:** Florida State University employees can recognize their colleagues' superior performance by nominating them for a Davis Productivity Award.

The program is designed to recognize and honor all state employees and work units, including those at Florida State, for innovation, creativity and work that measurably increases productivity in the delivery of state services and products.

Nominations should include ideas that demonstrate an increased benefit to an FSU service or product, ideas that have saved the university money, or identify employees who have taken on additional responsibilities that benefit the university.

Nomination deadline: Friday, Sept. 16. All nominations should be submitted using the online system. **Information:** www.floridatxwatch.org/dpa/nomination.php.

Assistance: Pat Mullins, pmullins@admin.fsu.edu or (850) 644-4579.

>>**PROFESSIONAL DEVELOPMENT LEAVE:** The University Committee on the Professional Development Program invites applications for professional development leave for one semester (or equivalent) at full pay and two

semesters at one-half pay to be awarded during the 2011-2012 process, to be effective academic year 2012-2013. Professional development leave is available to eligible non-tenured and non-tenure-earning faculty members and A&P employees covered by the FSU/UFF Collective Bargaining Agreement. Detailed information is available on the Office of the Dean of the Faculties' website, www.dof.fsu.edu, under "Faculty Development." Applications are to be submitted by the applicant through the department chair, program leader or project director, and the academic dean of the college in which the applicant holds an appointment, or through the director of an equivalent unit (e.g., the dean of Libraries) to the Office of the Dean of the Faculties by **Monday, Oct. 10.**

>>**SABBATICALS:** The University Committee on Faculty Sabbaticals invites applications for one-semester sabbaticals at full pay and two-semester sabbaticals at one-half pay from eligible tenured faculty members covered by the FSU/UFF Collective Bargaining Agreement. A limited number of one-semester sabbaticals at full pay and an unlimited number of two-semester sabbaticals at one-half pay are available to be awarded during the 2011-2012 process, to be effective during the academic year 2012-2013. Detailed information is on the Office of the Dean of Faculties' website, <http://dof.fsu.edu>, under "Faculty Development." Applications are to be submitted by the applicant through the department chair and academic dean to the Office of the Dean of the Faculties by **Monday, Oct. 10.**

>>**LUTZ SCHOLARSHIP APPLICATIONS:** The Department of Biological Science is accepting applications for the **Sheila B. Lutz Memorial Scholarship** for 2011-2012. **Application deadline: Friday, Oct. 14.** The Lutz Scholarship provides an award of up to \$1,000 to an A&P or USPS employee who wishes to continue his or her university education. The funds can be used to defray college expenses. Eligible applicants must have at least two years of continuous, full-time employment at Florida State and must have earned a minimum of 30 semester hours of college/university credit with an overall GPA of 2.5 or higher. Applicants must be eligible for acceptance into, or must have been accepted into, a specific degree program. Selection criteria and required application materials can be found at www.bio.fsu.edu. Questions and application materials should be directed to **Anne B. Thistle**, Department of Biological Science, Florida State University, Tallahassee, FL 32306-4295; (850) 644-5131 or thistle@bio.fsu.edu.

>>**'BUSINESS OF LIFE SCIENCES' SYMPOSIUM:** The Office of Research and the Life Sciences Faculty Commercialization Roundtable will co-host "The Business of Life Sciences," an interdisciplinary educational and professional development symposium for faculty members, doctoral students and postdoctoral researchers in biology, biomedical sciences, biomedical engineering, chemistry and biophysics. The symposium will be **Tuesday, Nov. 8, 8:30 a.m. to 4:30 p.m.**, in Room 1306 at the College of Medicine. **Information:** Lisa Blakley, (850) 645-5753 or lblakley@fsu.edu.



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The Source

News from Human Resources

TRAINING AND ORGANIZATIONAL DEVELOPMENT

Training opportunities are available at no charge to all Florida State University employees through instructor-led and online formats. The Fall 2011 **Schedule of Classes** and registration information are available at www.hr.fsu.edu/train. Questions: (850) 644-8724.

>>**ADULT BASIC EDUCATION:** Classes for the 2011-2012 Adult Basic Education (ABE) program begin Tuesday, Sept. 13, and Thursday, Sept. 15. The objective of the program is to improve an individual's fundamental educational skills in reading, writing and/or math. The program also is a preparation for the General Educational Development (GED) Test. ABE classes are taught by Florida certified teachers. Participants choose and attend one regularly scheduled, three-hour class session every Tuesday or Thursday from 9 a.m. to noon at the Training Center, 493 Stadium Drive. Registration: For new and returning participants, call (850) 644-8724 prior to Sept. 13.

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 or 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:** The New Employee Orientation program is available online. 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 www.hr.fsu.edu/Content/NEOnline/index.html. **Assistance:** (850) 644-8724.

BENEFITS

>>**OPEN ENROLLMENT:** The State of Florida Benefits Open Enrollment period for the 2012 Plan Year will be Sept. 26 to Oct. 21, 2011. Detailed information about the

group insurance and supplemental plan offerings will be sent to all eligible employees at a later date. For updates, refer to the Human Resources website, www.hr.fsu.edu.

>>**BENEFITS AND WELLNESS FAIR:** The 11th Annual Benefits and Wellness Fair will be held Tuesday, Sept. 27, in the Oglesby Union "State" Ballroom. Insurance, retirement, community and campus organizations will participate and have information available. In addition, representatives from the state group insurance plans and FSU's Human Resources Benefits Office will be in attendance to answer questions about the 2012 Open Enrollment.

>>**VERIFY ADDRESSES IN OMNI:** Employees should verify their current home mailing addresses in the OMNI employee self-service system. Incorrect addresses will result in delays of any information sent out by vendors concerning health, life, supplemental and retirement programs.

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

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RECOGNITIONS

The College of Medicine Faculty Council has given awards to **Jon Appelbaum**, M.D., for "teaching excellence/senior"; **Ewa A. Bienkiewicz**, Ph.D., for "teaching excellence/junior"; **Jamila I. Horabin**, Ph.D., and **Branko Stefanovic**, Ph.D., for "research excellence/senior"; **Sanjay S. Kumar**, Ph.D., for "research excellence/junior"; **Helen Livingston**, Ed.D., as a "guardian of the mission"; **Barbara Shearer**, for "faculty service"; **Cathy Bell**, for "staff excellence/individual"; and the **Biomedical Sciences staff**, for "staff excellence/group."

Betsy Becker, Ph.D. (Education), has received the Campbell Collaboration's 2011 Frederick Mosteller Award for Distinctive Contributions to Systematic Reviewing for her numerous contributions to the methodology and practice of research synthesis.

PRESENTATIONS

Dennis Baker, Ph.D. (Medicine), made a presentation, "Contextual Enablers that Provide for a Robust Faculty Development Program for Community-Based Preceptors in a Geographically Distributed Campus Model," at the first International Conference on Faculty Development in the Health Professions, Toronto, May.

Frances Berry, Ph.D. (Askew School of Public Administration and Policy), gave an invited talk, "Building Bridges with Regional and National Public Affairs Institutes and Associations: What NASPAA Brings to the Discussion," at a meeting of the International Association of Schools and Institutes of Administration (IASIA), Rome, June; gave an invited talk, "NASPAA's Peer Review and Accreditation for Schools: A New Framework for a Diversifying World of Public Affairs Education," delivered as the keynote address to the Taiwan Association of Schools of Public Administration and Affairs, Taipei, Taiwan, May; gave an invited talk, "Green Policies: Engines of Innovation in Today's Political Environment," during

CAMPUS IN ACTION

the Alumni and Awards Banquet of the University of Delaware's School of Public Affairs and Administration, April; co-wrote an article, "Understanding Diffusion Models of E-Government and E-Democracy: A Global Perspective," with Chung-pin Lee and Kaijru Chang, published in the journal *Public Administration Review*, April/May 2011; and co-wrote an article, "Exploring the Diffusion of Innovation Types Amongst High and Low Innovative Localities: A Test of the Berry and Berry Model," with Richard Walker and Claudia Avallanda, published in the journal *Public Management Review*, Vol. 13, No. 1, February 2011.

Nancy Clark (Medicine) made a presentation, "Delivering Faculty Development in Medical Informatics to Community-Based Clinical Faculty Located in Six Cities Across Florida," at the first International Conference on Faculty Development in the Health Professions, Toronto, May.

Lisa Granville, M.D., **Suzanne Baker**, **Ceola Grant** and Class of 2013 student **Mary O'Meara** (Medicine), a group representing the College of Medicine's Department of Geriatrics, had a poster, "Benefits of the Wii Video Game in Geriatric Communities," accepted for the Presidential Poster session at the annual meeting of the American Geriatrics Society.

Marshall Kapp, J.D., M.P.H. (Law; Center for Innovative Collaboration in Medicine and Law), presented "Humanizing the Legal Risk Management Education of Medical Students" at the 34th Annual Health Law Professors Conference sponsored by the American Society of Law, Medicine & Ethics, June. Kapp also presented the keynote address at the spring conference of the Massachu-

setts Gerontology Association, Brandeis University, May.

Alice Pomidor, M.D., **Bill Pomidor**, **Lisa Granville**, M.D., **Ken Brummel-Smith**, M.D., and **Suzanne Baker** (Medicine), a group representing the College of Medicine's Department of Geriatrics, had a poster, "ElderQuest: Video game fun with the AAMC competencies," accepted for the Presidential Poster session at the annual meeting of the American Geriatrics Society.

Greg Turner, Ed.D. (Medicine), made a presentation, "Description of a Progressive Developmental Faculty Development Program in a Community-Based Distributed Campus Model," at the first International Conference on Faculty Development in the Health Professions, Toronto, May.

BYLINES

Joe Beckham, Ph.D., J.D. (Educational Leadership and Policy Studies), co-edited a book, "Contemporary Issues in Higher Education Law (2nd edition)," with Richard Fossey and K.B. Melear, published by the Education Law Association (2011).

Robert C. Reardon, Ph.D. (Career Center), **Janet G. Lenz**, Ph.D. (Career Center), **James P. Sampson Jr.**, Ph.D. (Education), and **Gary W. Peterson**, Ph.D. (Education), co-wrote an article, "Big Questions Facing Vocational Psychology: A Cognitive Information Processing Perspective," published in the *Journal of Career Assessment*, Vol. 19, No. 3, August 2011.

Robert A. Reiser, Ph.D. (Education), co-wrote and edited the third edition of the book "Trends and Issues in Instructional Design and Technology," with FSU alumnus John V. Dempsey, published by Pearson, summer 2011. The second

edition of the book received outstanding-book awards from three major professional associations.

John O. Sobanjo, Ph.D. (Civil and Environmental Engineering), wrote an article, "State Transition Probabilities in Bridge Deterioration Based on Weibull Sojourn Times," in the *Journal of Structure and Infrastructure Engineering*, published by Taylor & Francis, International Books and Journals, Vol. 7, No. 10, 2011.

SERVICE

Suzanne Harrison, M.D. (Medicine), has been elected to a two-year term of service on the board of directors of the American Medical Women's Association.

John O. Sobanjo, Ph.D. (Civil and Environmental Engineering), was appointed to serve on the Southeast Bridge Preservation Partnership Committee, which reports to the Federal Highway Administration and deals with issues related to the inspection, maintenance, repairs and replacement of highway bridges. The partnership is between North Carolina, Florida, Alabama, Arkansas, Georgia, Louisiana, Mississippi, Puerto Rico, South Carolina, Tennessee, Texas, Virginia and West Virginia.

ENRICHMENT

Steve MacQueen, M.A. (University Relations), director of the Seven Days of Opening Nights arts festival, earned his Master of Arts degree in arts administration from the FSU College of Visual Arts, Theatre and Dance, August.

Sheriece Sadberry, Ph.D. (Student Counseling Center), has been designated a certified consultant by the Association for Applied Sport Psychology, the international professional organization of sport and exercise psychology. In earning the certification, Sadberry has met required AASP standards of education and training in the sport sciences and psychology, and undergone a rigorous review process.

Q: Why do you need to join and support the United Faculty of Florida?

A: Let me tell you about a recent case ...

In 2010, an Assistant Professor was unanimously recommended for promotion and tenure by department and college committees and had received only three (3) negative votes on the University P&T Committee. The University P&T Committee has 20-plus voting faculty members. Unfortunately, our former provost rejected the faculty's recommendations.

The reason cited was teaching performance. Although the grievant had a rough first semester at FSU, student ratings steadily climbed as the faculty member worked hard on improvement. In addition, the faculty member's department was part of the pilot study of online student evaluation for on campus courses several years ago. There were some negative comments from disgruntled students, but with response rates under 15%. These were mistakenly included in the P&T binder as reviewed by the former provost.

The University's P&T Guidelines prohibit the inclusion of student comments while the Collective Bargaining Agreement requires that all appropriate information on teaching be included in evaluation. In this case, there were also teaching observations by the department chair and other senior faculty in the file that were quite positive.

The UFF argued that inappropriate information had been used and appropriate information had been ignored. After the UFF presented the grievant's case in a Facilitation Meeting and a Step 2 hearing (Step 1 was waived by mutual agreement), the University agreed that the grievant's rights had been violated, and granted promotion and tenure to the faculty member.

IF YOUR RIGHTS ARE VIOLATED, YOU MAY NEED TO FILE A GRIEVANCE. THE UNITED FACULTY OF FLORIDA AND ITS STATE AND NATIONAL AFFILIATES CAN PROVIDE PROFESSIONAL REPRESENTATION THROUGH UNIVERSITY PROCEEDINGS AND, IF NECESSARY, THE JUDICIAL SYSTEM. **BUT UFF PROVIDES REPRESENTATION ONLY IF YOU ARE ALREADY A UFF MEMBER AT THE TIME OF THE INCIDENT GIVING RISE TO THE GRIEVANCE.** EVERYONE IN THE FACULTY BARGAINING UNIT HAS THE RIGHT TO FILE AN INDIVIDUAL GRIEVANCE OVER A CONTRACT VIOLATION. HOWEVER, IF YOU ARE NOT A UFF MEMBER AT THE TIME OF THE ALLEGED CONTRACT VIOLATION, THEN YOU MUST REPRESENT YOURSELF IN THE GRIEVANCE INVESTIGATION AND PROCEEDINGS, OR RETAIN AN ATTORNEY.

Join Now!

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

Membership Form, United Faculty of Florida FSU Chapter

Please print complete information

Last Name		First Name	MI	Department or Unit	
Home Street Address				Campus Address & Mail Code	
City	State	Zip Code	Office Phone		Home Phone
E-mail Address (Personal/Home)			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)
 Visit the UFF-FSU Chapter Web site at www.uff-fsu.org

Today's date
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to associate professor in 1992 and full professor in 1998. He served as associate chair for graduate studies in the mathematics department, helping the department to double its graduate program in size from 2000 until 2004, when he was named an associate dean of the College of Arts and Sciences.

Most recently serving as the senior associate dean in the college, Huckaba's responsibilities have included administrative oversight of several areas, such as the college's operating budget, departmental budget allocations, faculty recruitment, tuition waiver allocations, college-wide personnel issues, cost-sharing activity relating to faculty research, space allocations, and both graduate and undergraduate enrollment management.

Huckaba has been recognized several times for his work in the classroom at Florida State, winning a University Teaching Award in 1991 and again in 2002. He also received an Arts and Sciences

Teaching Award in 1991 and a Teaching Incentive Program Award in 1994. In addition, his scholarship was recognized in 1994 when he won a Developing Scholar Award.

Huckaba has published research in the areas of commutative algebra and algebraic geometry, two classical areas of pure mathematics, and has pursued interests toward applications of algebra, including cryptography and coding theory.

Huckaba earned his master's and doctoral degrees, both in mathematics, from Purdue University, in 1983 and 1986, respectively. He earned a bachelor's degree in mathematics from the University of Missouri.

The College of Arts and Sciences — the university's oldest and largest — is composed of 18 departments ranging from biological science to religion, and 18 programs, centers and institutes.

Travis had served as dean since 2005. Under his leadership, enrollment in the college grew about 20 percent — the biggest increase among all of the university's colleges. In fact, nearly 46 percent of all

student credit hours are from courses taught in the college. The college also saw an increase in the number of both undergraduate and graduate degrees it awarded, including doctoral degrees.

Travis was innovative in expanding the college's program offerings and reach. He helped to develop the Florida Center for Research in Science Technology, Engineering and Mathematics (FCR-STEM) with the College of Education and Learning Systems Institute to help the state improve K-12 teaching and learning of the STEM fields. Together with College of Education Dean **Marcy Driscoll**, Travis also developed the FSU-Teach Program, which allows science and math majors to explore K-12 teaching careers.

In addition, the college increased its contract and grant activities and raised more than \$25 million in gifts.

"The faculty, staff and students have accomplished so much in these past six years they have allowed me to serve them," Travis said. "It's been a pleasure to work with so many talented people, and I am grateful to have had that privilege."

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