

State

The Florida State University Faculty-Staff Bulletin

Volume 46 • Number 5

October 10 - 30, 2011

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FSU's Army ROTC recruiter named best in nation

By Jeffery Seay
EDITOR IN CHIEF

The U.S. Army's Cadet Command named retired Army Capt. **Bob Lovins**, Florida State University's Army ROTC recruiting operations officer, the 2010 Recruiting Operations Officer of the Year.

The distinction signifies that under Lovins' watch, FSU's Army ROTC program, the Seminole Battalion, met its mission to transform Florida State and Tallahassee Community College students into lieutenants better than any of the other 273 Army ROTC battalions.

"This award is really not about me, but about core groups of people who work together to achieve the same goal," said



"This award is really not about me, but about core groups of people who work together to achieve the same goal."

— Bob Lovins

Lovins, who received the same national distinction in 2006.

Lovins praised the battalion's past and

current military personnel, its staff of civilian employees and the cadets. He also lauded Florida State's faculty and staff, and the Tallahassee community at large — groups he characterized as highly supportive of ROTC's mission.

For the most part, Lovins focuses his recruiting efforts on the Florida State campus. He also spends a limited amount of time discussing the advantages of the ROTC with high school students at college fairs.

"This is the best place to recruit because the students here have already made the cut to get into Florida State," Lovins said. "I do a lot of recruiting right here in

Please see **LOVINS, 7**

Scientist's Tibetan expedition ends with prehistoric find

By Kathleen Laufenberg
NATIONAL HIGH MAGNETIC FIELD LABORATORY

Yang Wang is known for conducting complex research using highly sophisticated equipment. Yet the Florida State University geochemist also spent days hiking through the remote outback of Tibet and camping in the foothills of the Himalayas — all in the name of scientific discovery.

Because of that unique mix of skills, Wang was chosen to take part in a team of researchers that uncovered the oldest prehistoric woolly rhino ever found. A paper describing the team's discovery was just pub-

lished in *Science*, a prestigious journal established in 1880 by Thomas Edison.



Yang Wang

the feet of the Himalaya Mountains. The

Wang and an international group of paleontologists set out in 2007 to explore one of the most isolated places on earth: the Zanda (ZAH-dah) Basin in Tibet, located at

words majestic, wild and awesome all apply, yet fail to capture the landscape's natural wonder.

What drew the researchers to the basin wasn't its raw beauty, however. They came to explore its buried treasures. The largely untouched Zanda Basin is a fossil hunter's paradise, and the team was determined to make scientific breakthroughs.

They did just that, finding the complete skull and lower jaw of a previously unknown and long-extinct animal. They christened it the Tibetan woolly rhino (Coe-

Please see **WANG, 7**

Spread THE Word

Florida State University has been ranked 46th among public "national" universities by *U.S. News and World Report* in its 2012 edition of "America's Best Colleges." Florida State shares the No. 46 slot with seven other institutions.

Here Is Your Invitation to Hear the Author of *Preparing For A Secure Retirement* REVEAL:



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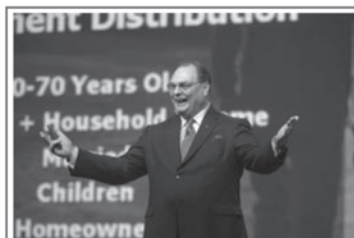
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The deadline for the
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People with disabilities who require special accommodation for any event listed in State should call the unit sponsoring the event, or for the hearing or speech impaired, use 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.

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Pepper Center director receives statewide award

By Jeffery Seay
EDITOR IN CHIEF

In the mid-1980s, Lawrence J. "Larry" Polivka began thinking of research pioneer Carter Osterbind as a mentor while working with him on former Gov. Bob Graham's state Committee on Aging.

This past August, Polivka received the **Dr. Carter Osterbind Outstanding FCOA Member Award** from the **Florida Council on Aging** during its 2011 annual conference. Polivka is the executive director of the Claude Pepper Center and scholar-in-residence with the Claude Pepper Foundation at Florida State University.

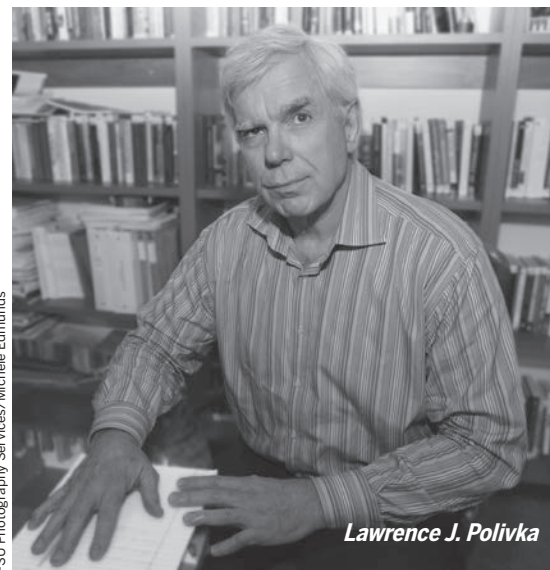
"I have great regard for Carter," Polivka said. "He has been the model I have tried to emulate in my own professional life since 1984. Because this award is named for Carter Osterbind, I consider it the finest award that I could receive."

The Osterbind award is given to FCOA members in good standing whose activities on behalf of older adults in Florida reflect a high level of individual commitment or high standard of organizational excellence. In the award citation, the Florida Council on Aging called Polivka a "strong aging services policy advocate, researcher and teacher who exemplifies the spirit of Carter Osterbind."

Osterbind was a University of Florida economist who began conducting pioneering research on age-related issues in 1950.

"He was probably the first person to do any analytical work related to the growth of Florida's older population, which began to move here for retirement in the 1960s and 1970s," Polivka said.

Polivka credits the close working relation-



Lawrence J. Polivka

FSU Photography Services/Michele Edmunds

ship that he and Osterbind forged on the Florida Committee on Aging as the key factor in deciding to spend his own career analyzing demographic trends among Florida's aging population.

"Carter taught me long ago that if you want to know where aging policy is headed, you need to understand changes and trends in the economy and the political environment," Polivka said. "His research was rigorous and productive. Throughout my career, I have approached my own work by asking myself what Carter would have done, or what substantive policy questions he would have had."

"Much of the work I've done in developing analytically based issue papers and advocacy papers, and in doing policy-related research into areas such as long-term care, carries on in the tradition of Carter Osterbind as a scholar and as an advocate," Polivka said.

Employees can donate to WFSU through payroll deduction

As WFSU-FM prepares for its upcoming pledge drive on Oct. 12-21, the station's management is reminding Florida State University employees that they can use payroll deduction to make a donation to WFSU at any time.

"Many people in the university community have expressed an interest in making donations to WFSU's radio and TV operations to help make up almost \$400,000 in lost state funding this year," said **Patrick Keating**, general manager of WFSU. "They can, in fact, do this through payroll deduction."

To use payroll deduction, employees should follow the following steps: Sign in to OMNI and click on the "Human Resources 9.0" section;

Under the menu option, select "Self Service"; Select "Payroll & Compensation"; Select "Voluntary Deductions"; Click the "Add Deduction" button; Click on the "Search" icon next to the "Type of Deduction" box; A look-up table will appear; Select "WFSU-TV" or "WFSU-FM"; Fill in the other fields under "Add Voluntary Deduction"; To complete the setup process, click the "Save" button.

After the payroll deduction has been completed, employees are asked to send an email to **Lydell Rawls**, lrawls@wfsu.org, with the amount and frequency of their donations.

To make a one-time donation, employees also can visit **www.WFSU.org**.

The greatest human strength? Believe it or not, it's willpower

By Elizabeth Bettendorf
NEWS AND RESEARCH COMMUNICATIONS

Repeat after me: "I will not eat ice cream, I will not eat ice cream, I will not eat ice cream."

Now, behold the luscious waffle cone heaped with scoops of rocky road and vanilla caramel ripple?

Repeat after me: "Well ... maybe just a little taste"

Arrgh — don't do it!

At least not until you've read the intriguing new book by Florida State University Professor **Roy F. Baumeister** and *New York Times* science writer **John Tierney**.

"Willpower: Rediscovering the Greatest Human Strength" (The Penguin Press) recently climbed to the top of the charts on the *New York Times* Bestseller List, making the soft-spoken Baumeister an instant literary celebrity and bringing attention to his decades of research on self-control. In recent weeks, "Willpower" has been reviewed glowingly in the *New York Times Sunday Book Review* as well as by NPR and the hip website *The Daily Beast*.

Baumeister, the Francis Eppes Professor of Psychology at FSU and head of the department's graduate program in social psychology, has made a career of researching self and identity, emotion, social rejection and belongingness.

Interest in self-regulation or "willpower" has been around since the 19th century, a popular topic mulled by the Victorians (who thought of it as a form of mental energy) and even Charles Darwin, who considered it in "The Descent of Man."

In his new book, Baumeister admits he was "something of a skeptic" about the subject at first. But after examining willpower in a laboratory setting, he understood "how it gives people the strength

to persevere, how they lose self-control as their willpower is depleted, how this mental energy is fueled by the glucose in the body's bloodstream."

He began scrutinizing issues such as self-esteem in the 1970s while still in graduate school, when it was fashionable to study "the self in general and identity crisis," Baumeister said. But self-esteem proved to be disappointing in terms of "not providing the consequences and benefits" he had hoped for, he said, so he moved on to other areas of study, including willpower, which he points out is actually a folk term referring to a particular strength needed in order to resist temptation.

Baumeister's current research focuses on self-control, choice and decision-making. He has also investigated how people regulate their emotions, resist temptation, break bad habits and perform up to their potential — and why they often fail to do so. In the 1990s, he was part of a social psychology movement that developed a theory about "depletable self-control."

Experiments Baumeister conducted with researchers at Case Western Reserve University — where subjects were offered cookies or radishes and then asked to decipher unsolvable geometric puzzles (guess which group gave up first?) — were corroborated in more than 100 subsequent experiments. The Institute for Scientific



Roy F. Baumeister

Information lists Baumeister among the handful of most cited (and most influential) psychologists in the world.

Baumeister's groundbreaking research into willpower — which dates to the 1990s — shows that self-regulation is a little bit like a muscle: It can sometimes be worn down. When subjects were given a task that required them to resist something — like a sweet treat or not thinking about a certain kind of animal — they didn't perform as well on a subsequent assigned task involving willpower, a result of what Baumeister calls "ego depletion."

Even more interesting was that when the subjects were given a sugar-sweetened drink, self-control was actually improved. Apparently, the sugar provided fuel for the brain to get back to work and restore the person's willpower. And when subjects were asked to make moderate lifestyle changes, such as exercising or tracking dietary habits, they eventually displayed greater overall self-control in their lives, which showed that willpower can be beefed up much like an unused muscle.

Those experiments, which ultimately defined willpower as "a limited resource," made Baumeister realize that he had uncovered something important.

"This was something quite new to the field, in the way we were thinking about the self — and even the way I had understood it," he explained, adding that he knew at the time the research had uncovered something significant. "This was a change," he said. "An exciting new development."

>>**Brown-bag talk:** **Scott Minos**, a senior policy and communications specialist with the **U.S. Department of Energy**, will discuss "Looking Forward: An Overview of Fiscal Year 2012 Priorities for the U.S. Department of Energy" for a brown-bag luncheon hosted by the **Institute for Energy Systems, Economics and Sustainability** on Wednesday, Oct. 26, from noon to 1 p.m., in the DeVoe Moore Conference Room, 150 Bellamy Building.

>>**Book discussion series:** The 2011-2012 **Book Discussion Series at Strozier Library** will feature Florida State faculty members leading a lively dialogue between students, faculty and staff. The discussions will be held on the third Wednesday of the month at noon in 005B Strozier Library (Scholars Commons). The dates, books and discussion leaders are: Oct. 26, Emma Donoghue's "Room," led by **Peggy Wright-Cleveland**, director, Office of Faculty Recognition; Nov. 30, Nicholas Kristof's "Half the Sky," led by **Rachel Sutz-Pienta** of the Women's Studies Program; Jan.

25, Nancy Horan's "Loving Frank" or T.C. Boyles' "The Women," led by **Deborah Coxwell-Teague** of the Department of English; Feb. 24, Jean Kwok's "Girl in Translation," by led by **Suzanne Sinke**, associate professor of history; March 21, Jennifer Egan's "A Visit from the Goon Squad," led by **Ned Stuckey-French**, assistant professor of English; and April 25, Abraham Verghese's "Cutting for Stone" (discussion leader yet to be announced).

>>**Passport office extends hours:** As a convenience to the university community, FSU International Programs will extend the hours of its **Passport Acceptance Facility** during an open house on Friday, Oct. 28, from 8 a.m. to 6 p.m., at A5500 University Center. The extended hours will give faculty, staff and students more time to submit applications for U.S. passports and passport cards. The office's regular hours are 9 a.m. to 2:30 p.m.

Information: (850) 645-9714.

>>**Museum now open:** The **Florida State University Heritage Museum**, located in Dodd Hall's Werkmeister Reading Room, is open weekdays from 9 a.m. to 4 p.m.

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WFSU producer chosen to attend prestigious workshop

By **Jeffery Seay**
EDITOR IN CHIEF

WFSU-TV producer **Roberto Diaz de Villegas** is one of 25 producers from across the country — and the only one from Florida — to be selected to attend the 2011 **Corporation for Public Broadcasting/Public Broadcasting Service Producers Academy** at WGBH in Boston, Oct. 15 to 21.

The annual academy gives up-and-coming producers the opportunity to hone their documentary filmmaking skills by interacting with some of the best practitioners in the nation. The training will cover writing; standards and ethics in producing and directing; editing and post-production; legal issues; digital and new media production; project management; how

to pitch a project; fundraising; and promotion and audience engagement.

Diaz de Villegas' latest documentary is "In the Grass, On the Reef: Testing the Ecology of Fear," which will be screened at the academy. It chronicles the oyster reef research of **David Kimbro** and **Randall Hughes**, scholarscientists with the Florida State University **Coastal and Marine Laboratory**.

"I'm looking forward to having producers of national PBS programs critique my work," Diaz de Villegas said. "I'm also looking forward to what advice the other 24 producers will have for me, and how I could improve my project."

Diaz de Villegas, who has worked at WFSU since 2002,



FSU Photography Services/Bill Lax

describes himself as a "hands-on" producer who likes to shoot and edit his own material.

"I like gathering and assembling all of the video clips, interviews and still images, and building them into something,"

he said. "It's fun to see all the bits and pieces turn into a coherent show. It is a process that I enjoy immensely."

"In the Grass, On the Reef: Testing the Ecology of Fear" can be seen at www.wfsu.org/coastalecology.



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Montford addresses Advanced Level Leadership Program

Florida State University Human Resources' **Office of Training and Organizational Development** kicked off the second round of the **Advanced Level Leadership Program** with a presentation by state Sen. **Bill Montford** (D-Tallahassee) on Sept. 7. Montford is one of six instructors participating in the program, which is designed to foster growth and development in leaders at FSU.

The program, which is Training and Organizational Development's newest original certificate series, was launched last year. Its curriculum focuses on relevant topics related to leadership in higher education and includes facilitated discussions,

case studies and group activities.

Montford's presentation, "Political Topics that Affect Higher Education," focused on the dynamics of political processes and the effects they have on higher education. Participants discussed legislative interpretation and contemporary topics from last year's legislative session and the implications for higher education. Some of the discussion topics included stabilizing funding for the universities in the upcoming budget year and changes in Bright Futures scholarship requirements.

Other classes in the program will cover fairness in the workplace, advanced conflict management, university budget

systems, leadership within systems and thinking critically about leadership. All of the classes are facilitated by professionals and educators who have experience in the course topics through their work, research or teaching.

The series, free to FSU employees, is designed to give FSU managers access to developmental opportunities during tight budgetary times. There are some prerequisites to the certificate and enrollment limits. To participate in the program, call (850) 644-8724 or visit www.hr.fsu.edu. At the website, scroll down and click on "New Certificate Series, Advanced Level Leadership."

WANG

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lodonta thibetana).

"This is the oldest, most primitive woolly rhino ever found," Wang said of the team's discovery.

The ancient beast stood perhaps 6 feet tall and 12 to 14 feet long. It bore two great horns — one grew from the tip of its nose and was about 3 feet long. A much smaller horn arose from between its eyes. The Tibetan woolly rhino was stocky like today's rhino, but had long, thick hair. It is often mentioned in the same breath with woolly mammoths, giant sloths and sabertooth cats, all giant mammals of the period that became extinct.

Prior to the team's discovery, the oldest woolly rhino ever found was 2.6 million years old, making it an inhabitant of the Pleistocene era (2.6 million years ago to 11,700 years

ago). But the Tibetan woolly rhino found by the team is 3.7 million years old. That means it lived during the Pliocene epoch (5.3 million to 2.6 million years ago).

The new time frame also indicates that the Tibetan woolly rhino was alive before the last Ice Age. Wang examined the chemistry of the rhino's fossilized teeth using a special instrument, a mass spectrometer, at the **National High Magnetic Field Laboratory** at Florida State.

"We look at the chemistry of the teeth and bones, to see what the animals ate and what kind of environment they lived in," said Wang, a professor in the university's **Department of Earth, Ocean and Atmospheric Science**.

Her detailed analysis revealed that the creature ate grasses that grew at high altitudes. That suggests, according to Wang, that when the Ice Age arrived, the Tibetan woolly rhino adapted by moving from the moun-

tains to lower altitudes.

The expedition team also found horse, elephant and deer fossils. Most of the fossils, including the Tibetan woolly rhino's complete skull, are being kept at the Chinese Academy of Sciences in Beijing, at its Institute of Vertebrate Paleontology and Paleoanthropology.

Wang and other members of the team, led by Xiaoming Wang, curator of the Natural History Museum of Los Angeles, plan to return to the basin again in the summer of 2012.

"Cold places, such as Tibet, the Arctic and the Antarctic, are where the most unexpected discoveries will be made in the future — these are the remaining frontiers that are still largely unexplored," said Xiaoming Wang.

To view a related video, visit www.fsu.com and click the "Videos" button on the left side of the page, then select "Research."

LOVINS

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my office with assistance from the cadets who are in the program already. They are the best recruiters because they tell their peers about the training they've received in order to be able to do a certain job two or three years down the road."

When it comes to explaining the ROTC to potential recruits, Lovins tells them that being a lieutenant is the toughest job in America, but also the most rewarding.

"Most officers say their favorite time in the Army was serving as a lieutenant, when they had the opportunity to lead and have a direct influence on their troops," Lovins said.

A lieutenant's first job is usually as a platoon leader, leading 40 to 50 soldiers. Most businesses in America have fewer employees than a typical 22-year-old second lieutenant manages.

"I tell potential recruits they cannot beat the experience, regardless of what their technical skill sets are," Lovins said. "This is going to prepare them for

any other challenge they will have in life. When they finish their service, they'll have a proven track record."

As platoon leaders, lieutenants also are responsible for equipment worth hundreds of thousands or millions of dollars, and the battlefield decisions they make can easily have international ramifications.

"Our lieutenants must be agile, smart and morally upright," he said.

When Lovins started at FSU in 1997, the Seminole Battalion had about 75 cadets. Despite being a nation at war, the battalion has grown to about 180 cadets.

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:** 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.

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.

>>**OPEN ENROLLMENT:** Open Enrollment for the 2012 plan year will begin on Monday, Nov. 7, and end two weeks later, on Friday, Nov. 18. Any changes made during open enrollment will take effect on Jan. 1, 2012. Employees are encouraged to pay special attention to all mailings from the state of Florida and refer to the Human Resources website (www.hr.fsu.edu) for important updates and announcements. In preparation for Open Enrollment, all employees should visit the People First website at peoplefirst.myflorida.com to make sure their user IDs and passwords are working. Employees who do not know their user IDs can call People First at (866) 663-4735 or email insben@admin.fsu.edu. It is critical to

do this now, because the People First service center will be extremely busy during the shortened Open Enrollment period. Detailed information about 2012 Open Enrollment plan offerings can be found in the "Health" section of the State of Florida's MyBenefits web site (www.myflorida.com/mybenefits). Information: Benefits Office, 644-4015, or insben@admin.fsu.edu.

>>**VERIFY ADDRESSES IN OMNI:** Employees should verify their current home mailing addresses in the OMNI employee self-service system. Updates must be made no later than Oct. 15. The state of Florida will begin mailing Open Enrollment information the week of Oct. 24. Incorrect home addresses in OMNI will result in delays of critical information sent out by vendors concerning health, life, supplemental and retirement programs.

>>**NEW LONG-TERM DISABILITY INSURANCE OPEN ENROLLMENT:** The Gabor Agency, in partnership with the Standard Life Insurance Company, is offering a special open enrollment for the group long-term disability insurance plans from Sept. 1 to Nov. 4, 2011. All eligible employees are invited to enroll in the expanded benefits plans without evidence of insurability. Long-Term Disability Insurance provides income replacement of 66 2/3 percent of salary for employees who experience a qualifying disability that prevents them from working. This insurance also provides an assisted living benefit, yearly cost-of-living adjustments, and increased income replacement for catastrophic disabilities. During the open enrollment, employees may enroll in plans with either a 30-day or 90-day waiting period. Employees who already have long-term disability coverage from the university will automatically be transferred to the new plan, which will provide greater benefits at a reduced premium cost. To enroll, or for more information about long-term disability plans, visit www.gaboragency.com/ltd, or call the Gabor Agency at (850) 894-9611, Option 5.

>>**JULY/AUGUST 2011 RETIREES:** **Charlyne Acree**, security guard, Ringling Center for the Arts; **Cheryl Beeler**, associate professor, Panama City Campus Academic Faculty Office; **David Best**, ERP analyst III, Enterprise Resource Planning; **Herschell Blanchett**, budget analyst, College of Engineering-Dean; **Carol Bullock**, academic program specialist, Economics; **James Chandler**, associate director, Public Safety; **Lorna Fisher**, senior HR specialist, Human Resources; **Michael Giebeig**, law enforcement investigator, Public Safety; **Adger Green**, program director, Psychology; **Andrew Hanus**, broadcast engineer, WFSU-FM; **Penka Koeva**, enrollment management representative, Admissions; **Mark Kutzleb**, technology specialist, Northwest Regional Data Center; **Patricia Lager**, faculty administrator, College of Social Work-Dean; **Alan Lang**, professor, Psychology; **Jimmie Lennear**, custodial worker, Building Services; **Dana Lutton**, technical support analyst, Scientific Computing; **Linda McDaniel**, grants compliance analyst, Sponsored Research Services; **Yvonne Parks**, library associate, Law Library; **Betty Presnell**, associate in entrepreneurship, Management; **Lena Robinson**, enrollment management representative, Admissions; and **Philip Salvagni**, accounting specialist, University Housing.



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Frederick Abbott, LL.M. (Law), was interviewed for an article by Pharnalot.com, "Essential Meds, Patents and NCDs," about a two-day meeting held at the United Nations in September to discuss ways to combat non-communicable diseases, including the adoption of language that would allow countries to use compulsory licenses to override patents and secure supplies of needed medicines.

Juan Carlos Galeano, Ph.D. (Modern Languages and Linguistics), has had a Chinese edition of his book "Folktales of the Amazon" published by Hunan Arts Press, 2011. Yilan Zheng translated the text into Chinese.

Carter Hay, Ph.D. (Criminology and Criminal Justice), has co-written a paper, "Does Self-Control Mediate the Effects of Life-Course Transitions on Desistance from Crime?" with criminologist Walter Forrest of Monash University, Australia, published in the Aug. 24, 2011, online edition of the journal *Criminology and Criminal Justice*, and also slated for publication in a forthcoming print edition of the journal.

Brian D. Inouye, Ph.D. (Biological Science), co-wrote a paper, "Disentangling the Drivers of β Diversity Along Latitudinal and Elevational Gradients," published in the journal *Science*, Vol. 333, No. 6050.

Roger Kaufman, Ph.D., emeritus (Educational Research), co-wrote an article, "Practical and Effective Leadership and Policy: Lessons We Can Learn from Macbeth, Schumpeter, Sun Tzu, and Drucker," with Stephanie Moore, published in the journal *Proven*, Vol. 4, No. 4, October 2011.

CAMPUS IN ACTION

Kaufman also wrote a book, "The Manager's Pocket Guide to Mega Thinking and Planning," published by HRD Press, 2011. In addition, Kaufman wrote an opinion piece, "Ideal Vision Can Lead Us from Politics as Usual," published in the *Tallahassee Democrat*, Sept. 28, 2011.

Gary Knight, Ph.D. (Business), co-wrote an opinion column titled "Terrorism and International Business," published in *Japan Today* and *The Korea Times*, and titled "Global Business Overhauled Since September 11," published in *Shanghai Daily*, with Michael Czinkota of Georgetown University and Gabriele Suder of SKEMA Business School in France, September. The same column was translated into French and published in *Le Figaro*, which is considered the *USA Today* of France.

Felipe Korzenny, Ph.D., and **Betty Ann Korzenny**, Ph.D. (School of Communication), have co-written the second edition of their textbook "Hispanic Marketing: Connecting with the New Latino Customer," about using cultural insights to connect with Latino consumers and developing strategies that help marketers establish connections for successful campaigns, published by Routledge, 2011. It contains research excerpts and acknowledgments by Center for Hispanic Marketing Communication and School of Communication adjunct instructors Natalie Kates of the Career Center and Holly McGavock, and doctoral in-

structor Antonieta Reyes Echezuria

Bruce A. Thyer, Ph.D. (Social Work), recently wrote the following four articles: "Twenty Years of Publishing *Research on Social Work Practice*: Past Accomplishments, New initiatives," published in the journal *Research on Social Work Practice*; "Social Justice: A Conservative Perspective," published in the *Journal of Comparative Social Welfare*; "LCSW Examination Pass Rates: Implications for Social Work Education," published in the *Clinical Social Work Journal*; and "Harmful Effects of Federal Research Grants," published in the journal *Social Work Research*. Thyer also recently co-wrote the following 11 articles: "Does Eye Movement Desensitization and Reprocessing (EMDR) Reduce Posttraumatic Stress Disorder in Combat Veterans?" published in the journal *Behavioral Interventions*; "EMDR Is Not an Empirically Supported Treatment for Combat-Related PTSD ... Yet," published in the journal *Behavioral Interventions*; "Science and Pseudoscience in Developmental Disabilities: Guidelines for Social Workers," published in the *Journal of Social Work in Disability and Rehabilitation*; "A Test of the Validity of the LCSW Examination: *Quis Custodiet Ipsos Custodes?*" published in the journal *Social Work Research*; "The Quest for Evidence-Based Practice: A View from the United States," published in the *Journal of Social Work*;

"A University Evaluation of the Patricia Roberts Harris Fellowship Program for Traditionally Underrepresented Graduate Students," published in the *American Journal of Social and Management Sciences*; "Does Individual Development Account Participation Help the Poor? A Review," published in the journal *Research on Social Work Practice*; "Evidence-Based Practices Do Not Exist," published in the *Clinical Social Work Journal*; "Clinical Social Work and Evidence-Based Practice," published in the *Clinical Social Work Journal*; "Do Regular Social Work Faculty Earn Better Student Course Evaluations Than Do Adjunct Faculty or Doctoral Students?" published in the *Journal of Teaching in Social Work*; and "Novel Unsupported and Empirically Supported Therapies: Patterns of Usage Among Licensed Clinical Social Workers," published in the journal *Behavioral and Cognitive Psychotherapy*.

Rob Wilson (Intercollegiate Athletics) co-wrote a book, "Bobby Bowden on Leadership: Life Lessons from a Two-Time National Championship Coach," with Pat Williams, published by Advantage Press, 2011.

PRESENTATIONS

Don Latham, Ph.D., and **Melissa Gross**, Ph.D. (Library and Information Studies), gave a presentation, "Introducing the ASE Process Model: IL Instruction for Students with Below-proficient Skills," at the Georgia International Conference on Information Literacy, Savannah, Ga., September.

Agnes Muhongerwa (Social Work) had a poster, "Gender-Based Violence Laws In Rwanda," accepted for the poster session at the

Please see **CIA**, 12



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16th International Conference on Violence, Abuse and Trauma, San Diego, September.

Karen Oehme, J.D. (Institute for Family Violence Studies; Social Work) gave a presentation, "New Prevention Efforts in Officer-Committed Domestic Violence," at the 16th International Conference on Violence, Abuse and Trauma, San Diego, September.

Michael Ormsbee, Ph.D. (Nutrition, Food and Exercise Sciences) was asked to deliver the keynote address "Obesity: An Emerging Disease of Lifestyle. What Role Does Exercise and Nutrition Play?" at the Pfiser Young Health Scientists Research Symposium at the University of KwaZulu-Natal, Durban,

South Africa. Ormsbee also was invited to be an overseas researcher with the University of KwaZulu-Natal to provide lectures and collaboration in the area of sports nutrition and supplementation.

Flavia Ramos-Mattousi, Ed.D. (Learning Systems Institute), gave a virtual presentation, "Assessing the Impact of Short-Term Technical Assistance and Gender Integration Training Implemented by International Organizations in Developing Countries," at the South African Monitoring and Evaluation (SAMEA) Biennial Conference, sponsored by the University of the Witwatersrand, Johannesburg, South Africa, September 2011.

GRANTS

Felicia Coleman, Ph.D., and **Christopher Koenig,**

Ph.D. (Coastal and Marine Laboratory), have received a three-year, \$481,664 grant from the National Oceanic and Atmospheric Administration's Marine Fisheries Initiative to study "Regional Age Structure, Reproductive Biology and Trophic Patterns of Adult Goliath Grouper in Florida," with Christopher Stallings of the University of South Florida and Debra Murie of the University of Florida.

Charles R. McClure, Ph.D. (Library and Information Studies), who is the Francis Eppes Professor of Information Studies and director of the Information Use Management and Policy Institute, has received a grant from the Indiana State Library and the Institute of Museum and Library Services to better describe and understand the costs, ser-

vices and benefits related to public library provision of e-government services in Indiana, September 2011 to May 2012.

SERVICE

Tom Welsh (Dance) will complete his two-year term as president of the International Association for Dance Medicine & Science (IADMS), October. Before becoming president in 2009, he served two years as vice president. He will serve as past president through 2013. IADMS is a 900-member interdisciplinary association of researchers, teachers, physicians, physical therapists and fitness trainers dedicated to the study of healthy approaches to training dancers.

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