

# State

The Faculty-Staff Bulletin of Florida State University

Volume 48 • Number 12

For more Florida State news, visit [news.fsu.edu](http://news.fsu.edu).

March 10 - March 30, 2014

## Think FSU

### Plan aims to enhance students' critical thinking skills

Learning outcomes for juniors, seniors focus of Quality Enhancement Plan

By Jill Elish

NEWS AND RESEARCH COMMUNICATIONS

Employers increasingly say that a capacity to think critically, communicate clearly and solve complex problems is more important than a job candidate's undergraduate major.

That's just one reason why Florida State University is developing "**Think FSU: Improving Critical Thinking in the Disciplines**" ([think.fsu.edu](http://think.fsu.edu)), a comprehensive, long-term plan aimed at enhancing the critical thinking skills of juniors and seniors.

The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) requires a Quality Enhancement Plan ([sacs.fsu.edu/quality-enhancement-plan](http://sacs.fsu.edu/quality-enhancement-plan)), a five-year action plan for focusing on aspect of student learning, as part of the comprehensive review process for the university's reaccreditation. The QEP proposal will be presented to the reaccreditation committee during its March visit to campus. The plan will be formally launched upon the committee's approval.

Please see **THINK**, 6

## An Open Letter from the President



Molly and Eric Barron

Dear Friends,

I need to communicate with you about my future plans. I would like to begin by reviewing how far we have come in the last four years.

Florida State University has emerged in a strong position, even though the recession was long and deep and the budget cuts were severe. Among the most

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## RETIRING ... SORT OF

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Biologist building database of natural world, **8**

## Trustees move forward with presidential transition

By Nicole Brooks

NEWS AND RESEARCH COMMUNICATIONS



Ed Burr

The Florida State University Board of Trustees appointed Trustee **Edward E. "Ed" Burr** chairman of the university's presidential search advisory committee at its meeting Feb. 19.

The emergency meeting followed the resignation of President **Eric J. Barron**, who is leaving to become the president of Penn State University. Trustees unanimously approved April 2 as Barron's last day at Florida State.

Board of Trustees Chair **Allan Bense** is expected to name an interim president during the trustees' regularly scheduled meeting March 7. Both the trustees and the Board of Governors must approve

Please see **TRUSTEES**, 7

## Spread THE Word

The Association of Public and Land-Grant Universities has recognized Florida State as a High Tech, High Touch institution because of its innovative practices that contribute to retaining students. From 2001 to 2013, the university's first-to-second-year retention rate increased from 85.8 percent to 92 percent.

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The deadline for the  
March 31 - April 20, 2014, issue is  
4:30 p.m., WEDNESDAY, March 12.



*State* is the faculty-staff bulletin and document of record of Florida State University. It is published 16 times annually by University Communications — every three weeks during the fall and spring semesters, and monthly during the summer.

Submissions: [jseay@fsu.edu](mailto:jseay@fsu.edu).

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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.

## NewsMakers

***"It is a major technical improvement. They have improved the precision by a factor of 13."***

— Edmund Myers, a professor of physics, as quoted Feb. 19 by *LiveScience* commenting on a group of scientists that made the most precise measurement yet of the electron's atomic mass. Myers wrote a News & Views article published Feb. 19 in the journal *Nature*, where the new measurement is detailed. The *LiveScience* story, along with Myers' quote, was picked up by the *Christian Science Monitor* and Fox News.

Be sure to visit the **FSU Makes News** section of **Florida State 24/7** at [news.fsu.edu](http://news.fsu.edu).



FSU Photography Services/Bill Lax

**Job title:** Inventory Receiving Associate, Department of Biological Science.

**To-do list:** Serves as the key manager and property clerk for the department.

**Years at FSU:** Nearly 17. Was recognized for 10 years of service on Sept. 17, 2008.

**Job perks:** *"The best part of working at Florida State is just being on our beautiful campus. I love the energy here."*

**Early riser or night owl:** Early riser.

**Zumba enthusiast:** Over the past five-and-a-half years, she and her husband, Ron, have lost a combined 379 pounds. *"It's one of the hardest things either of us have ever*

*done. It ranks right up there with raising our two sons, Anthony and Wayne."*

**On the court:** Loves to play volleyball.

**On the couch:** Loves to cheer on the Seminoles.

**"Math, Science, History/Unraveling the Mystery ...":** Favorite sitcom is "The Big Bang Theory."

**Family togetherness:** Her mother is the oldest daughter of 13 children, so anytime the entire family gets together, there is always lots of food and fun. *"They are my best friends!"*

*State* is underwritten in part by proceeds from the Florida State University license plate.

[www.fsu.edu/tag](http://www.fsu.edu/tag)





# Retiring ... sort of

Myra Hurt, who 'wrote the book' on opening a new medical school, is co-writing a book on opening a new medical school

By Doug Carlson  
COLLEGE OF MEDICINE

**Myra Hurt** was working on the front lines of the push to create the first new medical school in the United States in nearly a quarter-century. As director of the **Program in Medical Sciences** (1992-2000), she knew all too well that a full, four-year program was necessary to achieve the mission of producing more of the kinds of doctors Florida needs most.

In 1993, she wrote a vision paper regarding the expansion of PIMS into a four-year M.D. program.

Not only did Hurt help to win support for a new medical school at Florida State, she was a primary force in establishing community-based medical education as the College of Medicine's *raison d'être*.

"The time is right to launch a new approach to teaching physicians how to practice patient-centered medicine," Hurt said in announcing the Legislature's approval of the new medical school in the spring of 2000.

She was named acting dean shortly thereafter, a role she held for nearly a year.

Now, 27 years after arriving at Florida State as a visiting professor of chemistry, Hurt has decided to make a transition. She is retiring as senior associate dean for research and graduate programs, taking a one-year sabbatical to write a book. She'll join co-authors **Durell Peaden** and **Sandy D'Alemberte** in describing the often turbulent process of creating a brand-new medical school with a model meant to turn the traditional approach to medical education on its head.

Peaden is the former Florida House member (later senator) and rural community physician who made the first legislative push for a new medical school at Florida State. D'Alemberte was Florida State's president at the time the medical school was created, in addition to being an accomplished trial attorney. His legal acumen played a pivotal role in overcoming opposition from



**Myra Hurt**

"Her work has allowed her the opportunity to teach hundreds of undergraduate and graduate students both in the classroom and in the laboratory and to watch them grow up to become local practicing physicians, other health professionals or researchers."

— John Fogarty

the Association of American Medical Colleges and the American Medical Association.

Together, Hurt, Peaden and D'Alemberte were determined not to let the push for a new medical school stall.

"I look forward to this opportunity with great enjoyment," Hurt said of her pending sabbatical. "As always, I remain

committed to the development of our college, our community partnerships, the Clinical Research Network and our important relationship with the Clinical Translational Science Institute at the University of Florida."

Upon completion of the much-anticipated book in 2015, Hurt will resume serving as a faculty member and researcher.

"This is a bittersweet moment for me," said College of Medicine Dean **John P. Fogarty**. "The person that I often refer to as the architect of the College of Medicine has come to the decision that it's time to retire from her administrative duties.

"So this month we will begin the very difficult job of replacing a legend."

A search committee and national search firm will assist in finding a replacement for Hurt.

Replacing her degree of experience may not be possible.

As PIMS director, Hurt recognized the need for building a pipeline to medical school for students from backgrounds that are underrepresented both in medical school and in the physician workforce. Minority students, including those from rural and urban communities, have benefited from outreach programs developed through Hurt's vision of how to diversify enrollment.

She also led the creation of the medical school's Ph.D. program in biomedical sciences and the Honors Medical Scholars program.

"Her work has allowed her the opportunity to teach hundreds of undergraduate and graduate students both in the classroom and in the laboratory and to watch them grow up to become local practicing physicians, other health professionals or researchers," Fogarty said.

"Some of these former undergraduates and medical students have even served as her physician."

# Campus must follow guidelines during legislative session

With the 2014 session of the Florida Legislature now underway, all Florida State University employees are reminded to adhere to the following policies:

- The university president and Governmental Relations Assistant Vice President **Kathleen Daly** are the registered lobbyists for the University.

- No one on campus other than the president or Daly is authorized to lobby for institution or the State University System. However, the Legislature periodically requests faculty and/or staff to attend committee meetings or to formally respond to questions about certain issues. Florida State employees who are asked to appear before committee must notify Daly at (850) 644-4453 and submit a legislative contact form prior to making an appearance. The form can be found at [govrel.fsu.edu](http://govrel.fsu.edu). Contact Governmental Relations at (850) 644-4453 for a hard copy if you are unable to access the form.

- A campus network of legislative liaisons is currently in place with each division represented. The 2014 Legislative Liaisons are:

<b>Academic Affairs</b>	
Anne Blankenship	644-0170
<b>Athletics</b>	
Vanessa Fuchs	644-4933
<b>College of Education</b>	
Marcy Driscoll	644-6885
<b>College of Medicine</b>	
John Fogarty	644-1346
Laura Brock	645-9429
<b>College of Nursing</b>	
Judith McFetridge-Durdle	644-3299
<b>Faculty Senate</b>	
Gary Tyson	644-3088
<b>Finance and Administration</b>	
Kyle Clark	644-4444
Michael Lake	644-2478
Eric Algoe	644-4444
Melissa Morrison Cueto	644-4444
<b>Financial Aid</b>	
Darryl Marshall	644-1993
<b>Florida High</b>	
Lynn Wicker	245-3703

## Governmental Relations

Kathleen Daly	644-4453
Toni Moore	644-3847

## Human Resources/ Chief Diversity Officer

Renisha Gibbs	644-8082
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## Human Resources

Phaedra Harris	644-7705
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## Laboratory Animal Research

Paul Trombley	644-1614
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## National High Magnetic Field Lab

Kristin Roberts	644-1933
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## Physical Plant/Campus Design

Dennis Bailey	644-3369
Dan Dayhoff	644-9465

## Purchasing

Karen Gibson	644-9729
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## Research

Linda McCorvey	645-5759
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## Student Affairs

Mary Coburn	644-5590
Allison Crume	644-5590

## Student Government

Vicki Dobiyanski	644-0939
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## SGA Legislative Affairs

Stefano Cavallaro	644-1653
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## University Attorney

Mike Cramer	644-4440
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## University Relations

Liz Maryanski	644-1000
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Through this network, legislation impacting the university is routinely routed to appropriate departments and offices for timely responses and/or information. These responses are routed back to the division liaisons, to the Office of Governmental Relations and, ultimately, to the lobbyists who will serve collectively on the university's behalf.

Nothing here is intended to discourage Florida State employees from exercising their individual rights as citizens or as members of groups or organizations not affiliated with the university. Such rights include the freedom to express their views on legislation, provided that the views are not presented as those of Florida State, the SUS or a subunit of these.

# ITSNEWS

Information Technology Services

[its.fsu.edu](http://its.fsu.edu)

## Too much info? Security tips for protecting personal information online

The amount of data on the Internet is staggering. And if you've ever done a Google search on your name, you know it can be shocking how much information about you is publicly available. Some of this information is within your control; some of it is not. Either way, below are some tips on how to take ownership and control the data about you.

### See what information about you is available online

Search engines will help you do a quick query of your public information. Take a proactive approach and set up email alerts for search terms of your name.

### Clean up the data you can control

Information that is under your control includes social networking profiles, blog postings, dating profiles, picture sharing accounts or any other online services that you have used. Review the accounts that you have access to and either remove the data, modify the privacy settings and/or request that the account be deleted (not deactivated). If you request that the account be deleted, be sure to first remove all of the data.

### Request cleanup of data you don't control

Contact site owners and ask for personal data to be removed. You can look up administrative and technical contacts for sites on the WHOIS website: [whois.net](http://whois.net). If there is misinformation being posted about you that you cannot get removed through the steps discussed above, consider using a professional service to constantly search for, analyze and remove data that you don't want public.

### Check and manage your public data regularly

The best course of action that you can take is to be aggressive about maintaining a cycle of checking your public data and removing items that you don't want public.

*This content was provided by the Center for Internet Security.*

“We think that this is something that will be transformative for Florida State University and that’s what the reaccreditation committee expects of us — that we would create something that will make a real difference in the lives and education of our students,” said Provost and Executive Vice President for Academic Affairs **Garnett S. Stokes**.

“We want to develop the kind of thinker who is flexible and nimble, and thus able to adapt to the challenges of living and working in the 21st century,” said **Helen Burke**, a professor of English who chairs the QEP Committee.

“We are already doing critical thinking, of course,” Burke said, “but we can do it better. We want to move from implicit to explicit teaching of critical thinking skills. It’s very often embedded in the coursework, but we need to bring it to the surface. We want to encourage faculty to develop new critical teaching and assessment strategies in their own areas and strengthen the emphasis on critical thinking in program curricula.”

To do that, the proposed QEP will implement the following:

■ **The Faculty Fellows Program**, an initiative designed to improve the critical-thinking skills of upper division students by encouraging faculty to improve the teaching and assessment of critical thinking in core courses in the discipline. The program calls for competitive grants given annually to faculty to participate in a summer training program.

■ **Disciplinary Critical Thinking Projects**, a grant-awarding initiative designed to encourage programs to strengthen critical thinking in their upper-division curricular offerings and develop and implement their own specific best practices. Individual faculty members or teams of faculty will be eligible for these grants. The proposal also calls for a director and staff to support the implementation of every aspect of the QEP, Stokes said. The goal, Burke said, is that students’ enhanced critical thinking skills will allow them to be better able to:

■ **Explain an issue or problem** clearly and comprehensively.

■ **Gather evidence** and select and use evidence/information effectively in conducting a comprehensive analysis of the issue/problem.

■ **Analyze** contexts, assumptions and perspectives when presenting a position on the issue/problem.

■ **Develop a thesis/hypothesis** that takes into account the complexity of the issue/problem and the variety of perspectives on this issue.

■ **Draw logical conclusions** and implications from the analysis.



These skills are especially important in an era of increased emphasis on standardized tests, which tend to be administered in a multiple-choice format.

“There is not an industry in the world that requires good multiple-choice test taking skills — they’re useless outside the testing environment,” said Professor **Richard Morris** in the School of Communication Science and Disorders. “Critical thinking skills are needed everywhere. Everybody sees problems, and everybody has to know how to think through problems.”

Florida State began to lay the groundwork for its QEP with a 2013 summer pilot program in which faculty members developed and implemented

innovative strategies for teaching and assessing critical thinking in their classes. The QEP committee will sponsor a second, expanded faculty-training program this summer and will begin soliciting proposals for the first two Disciplinary Critical Thinking grants.

“Florida State University is saying we really want all of our undergraduate students to have these skills, and that is a major statement about the quality of the university,” said Morris, who was among 12 faculty members who were awarded grants to participate in the 2013 pilot program. “It goes along with pre-eminence, and it feeds into our goal to be a Top 25 public university.”

**Kevin Dixon**, an assistant in the Department of Biological Science who also participated in the pilot program, agreed.

“That should be the goal of the university education — not so much to give students facts but to teach them how to think,” Dixon said. “And if they can think, if they’ve been trained to think in an effective way, then they can learn what they need to know.”

In his experimental biology course, Dixon for the first time gave his students an exam that tested not just the material covered in class but presented unfamiliar situations and asked students to draw graphs depicting relationships and critique scientific arguments.

Professor **Lauren Weingarden**, likewise, took ideas from a pilot program workshop and implemented them in her art history classes. Instead of testing undergraduate students on key dates and information about artists and various periods in art history — information students no longer need to memorize now that it can easily found on the Internet — she’s asking students to compare art history movements and relate them to today’s real world.

For her, the focus on critical thinking puts students back in the center of the teaching process.

“I think it brings back a kind of humanism into the teaching process and it’s an attempt to really connect with the students in a new way, not just in terms of nurturing them but also putting them into a professional frame of mind,” she said. “We’re refocusing on ‘What does the student need?’ and I find that really refreshing after teaching for 30 years.”



## TRUSTEES

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the interim president selection.

Bense will identify members of the presidential search advisory committee by the March meeting. These members will represent various university constituencies and stakeholders including faculty, staff, students, alumni, Seminole Boosters and the Foundation.

Bense nominated Burr to serve as chair of the newly established committee, which was unanimously approved by the trustees.

Trustees discussed the traits and qualifications they would like to see in the university's next president and indicated they would move forward in a thoughtful but swift manner. Feedback and inclusivity are important aspects of the presidential search process, Bense said.

To learn more, visit  
[presidentalsearch.fsu.edu](http://presidentalsearch.fsu.edu).

## OPEN LETTER

from  
page 1

noteworthy achievements are being named a "pre-eminent" university, reaching our highest national ranking in the 15 years of the current ranking system (No. 40 among publics), establishing a clear path to the Top 25 with appropriate funding, being named the most efficient university in the nation at delivering quality (two years in a row), nearing 55 percent completion of a billion-dollar-plus campaign with 45 percent of the time elapsed (even with a recession and the time required to hire staff at a level appropriate to a campaign), investing in a set of Big Ideas that are putting Florida State on the map, substantially increasing faculty morale, and having the highest quality set of students in our history. And, of course, we have returned to national championship status in football, and our athletic programs are at the highest level in their history in the Directors' Cup. This is a far different picture than in 2009 when we were losing faculty to weaker schools and we were struggling to manage repeated budget cuts.

I am very proud of my university and its progress over the past four years. And so, I find myself ready for the next challenge. With the approval of the Pennsylvania State University Board of Trustees, I have accepted the appointment as president of Penn State. With a budget of more than \$4 billion annually, a national ranking among publics at No. 8, and the authority associated with the far simpler governance system of a state-related institution, I consider it a high compliment that they have asked me to lead their institution.

I am deeply appreciative of my time at Florida State University, and my love for this institution, its faculty, staff and alumni will never change. Thank you for the opportunity to serve as your president.



Eric J. Barron

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# Herbarium director moves to digitize biodiversity specimens

By Nicole Brooks  
NEWS AND RESEARCH COMMUNICATIONS

In the 10 years **Austin Mast** has been director of Florida State's herbarium, his staff has digitized about 76,000 of the university's 210,000 plant specimens.

Using crowdsourcing, that same amount of digitization was accomplished in 10 days.

"Making it fun and easy and putting the task online is the only way we are going to produce the data we need for urgent research on biotic responses to climate change, extinctions and invasive species," Mast said. "The more people we can engage, the faster we can build a high resolution baseline for understanding current diversity and projecting future change."

Becoming a part of that engaged group is simple. Visit *Notes from Nature* ([www.notesfromnature.org](http://www.notesfromnature.org)), a crowdsourcing project that aims to enable transcription of specimen labels

and ledgers from the world's 3 billion biodiversity research specimens.

Currently featured on the site are 21,000 specimen images from the university's **Robert K. Godfrey Herbarium** and **Valdosta State University's Herbarium**.

Mast, an associate professor in the **Department of Biological Science**, also sits on *Notes from Nature's* steering committee. Digitizing specimens is an ongoing effort, he noted.

"Of the United States' one billion specimens, about 10 percent are digitized — that's a huge amount of data stuck in cabinets," Mast said.

These specimens are stored in natural history museums, universities and other safe places, available to the larger research community only when they visit the collections or request short-term loans of specimens and thus not living up to their full potential as valuable data.

The crowd — anyone with a computer, Internet connection and an interest in transcribing — can visit *Notes from Nature* and learn about diverse plants, many growing in their own backyards.

"The panhandle of Florida is a biotic hotspot, and our specimens document that diversity. We need that data to understand diversity in the national forest, our state, county and city parks, the wildlife refuge, and everywhere else in the region," Mast said.

Mast's drive also stems from his leadership of the public participation working group of **iDigBio**, the **National Science Foundation's National Resource for Advancing Digitization of Biodiversity Collections**.



*This Leon County Magnolia grandiflora specimen is cataloged in FSU's herbarium.*

**IDigBio** ([www.idigbio.org](http://www.idigbio.org)), based at Florida State and the University of Florida, is facilitating digitization, data mobilization, specimen-based research, education and outreach at more than 150 institutions in the United States. These represent every state in the nation and two U.S. territories.

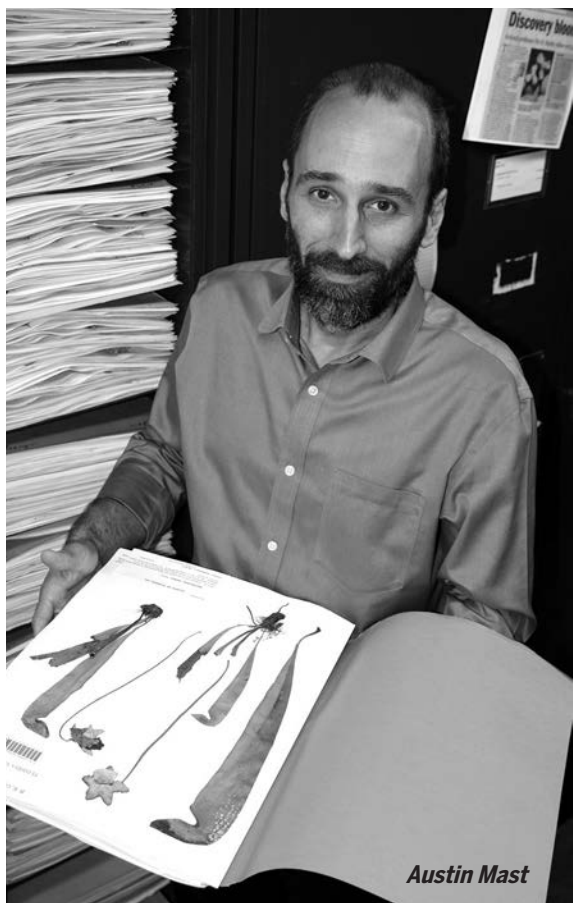
There are more than 4,800 users transcribing specimens on *Notes from Nature*. Several other types of specimens are featured in addition to plants. For example, Calbug is an effort to digitize terrestrial arthropod-specimen records with a focus on California.

A great number of people do between one and five transcriptions, Mast said. Others contribute hundreds. The average time it takes to complete transcription of one specimen is about 3 minutes. As for the accuracy of the crowd?

"It's good," Mast said. "Error rates are surprisingly close to what we get with our in-house technicians."

Mast encourages both individuals and groups to get involved in transcribing specimens.

"Public engagement in science has got to be a growth area for the scientific community," he said. "A lot of our decisions could be smarter with this scale of data, and it opens the lab door a bit more to the public, leading to a deeper understanding of the process."



*Austin Mast*



# CAMPUS IN ACTION

## RECOGNITIONS

**Amy Ai**, Ph.D. (Social Work), was elected a fellow of the Association for Psychological Science, January.

**Melissa Griffin** (Center for Ocean-Atmospheric Prediction Studies), along with several colleagues, received an American Meteorological Society Special Award for her work with the Community Collaborative Rain, Hail & Snow Network (CoCoRaHS) at the 94th Annual AMS Awards Banquet, Atlanta, February. The award recognizes CoCoRaHS for building a community of more than 15,000 volunteers dedicated to providing high-quality, reliable observations of daily precipitation across the United States.

**Sarah Howard** (University Communications, Social Media), and **Tony Archer**, **Erin Hollen**, **Rodney Johnson** and **Marc Thomas** (University Communications, Creative Services) were recognized 2013 Education Digital Market Awards. In the Social Media Hub category, the group received a Silver Award for "Countdown to Commencement" and a Merit Award for "Florida State University's Orientation Destination." In the Social Media Content category, the group received a Silver Award for "Curating and Celebrating Social Media Content." The Education Digital Marketing Awards recognize the best educational websites, digital content, electronic communications, mobile media and social media and provides an opportunity to see how marketing and digital programs and content stand up against the best in the country.

**Al Mele**, Ph.D. (Philosophy), won the American Philosophical Association's 2013 Sanders Book Prize for his book "Effective Intentions" published by Oxford University Press, 2009. The Sanders Book Prize, which comes with \$7,000, is awarded to the best book in philosophy — mind, metaphysics or epistemology — that engages the analytic tradition published in English in the previous five-year period. The prize is funded through the generosity of the Marc Sanders Foundation.

**James O'Brien**, Ph.D. (Meteorology; Center for Ocean-Atmospheric Prediction Studies; emeritus), has been recognized as an emeritus member of the American Geophysical Union. O'Brien has been a member of the AGU for more than 50 years, having served a term as president of the Oceanic Sciences Section and, for six years, as editor in chief of the *Journal of Geophysical-Oceans*.

**Bruce Thyer**, Ph.D. (Social Work), was elected a fellow of the Association for Psychological Science, January. In addition, he was invited to join the inaugural class of fellows of the Society for Social Work and Research (SSWR), whose members have served with distinction to advance the mission of the society to advance, disseminate and translate research that addresses issues of social work practice and policy and promotes a diverse, equitable and just society. Thyer wrote an article, "Evidence-based Practice and Evidence-guided Practice: A Rose by Any Other Name Would Smell as Sweet," published in the journal *Families in Society*, Vol. 94, No. 2, 2013. He co-wrote an article, "Does Music Therapy Improve Mental Health in Adults: A Review," with doctoral student

Jungup Lee, published in the *Journal of Human Behavior in the Social Environment*, Vol. 23, No. 5, 2013. Thyer wrote or co-wrote the following book chapters: "Cognitive-behavioral Approach," published in "Social Work Theories and Methods" (2nd edition) by Sage; and "Practice Evaluation," published in "Developing Evidence-based Generalist Practice Skills" by Wiley. In addition, he co-edited/co-wrote the book "Developing Evidence-based Generalist Practice Skills," published by Wiley, 2013; and he co-wrote the book "Getting your MSW: How to Survive and Thrive in a Social Work Program," published by Lyceum, 2013.

## BYLINES

The sixth edition of the book "Primary Care Geriatrics" contains three chapters written by Florida State faculty members: Chapter 2, "Interprofessional Team Care," by **Ken Brummel-Smith**, M.D. (Medicine), **Jean Munn**, Ph.D. (Social Work), and **Debra Danforth**, ARNP (Medicine); Chapter 35, "Driving," by **Alice Pomidor**, Ph.D. (Medicine); and Chapter 51, "Benign Prostate Disease," by **Lisa Granville**, M.D., and **Niharika Suchak**, M.D. (Medicine). The book, edited by R. Ham, P. Sloane, G. Warshaw, J. Potter and E. Flaherty, was published by Elsevier Press, 2014.

**Robert C. Reardon**, Ph.D. (Center for the Study of Technology in Counseling and Career Development, The Career Center), co-wrote an article, "Creating and Using a Database on Holland's Theory and Practical Tools," with Haley Foutch of the University of Phoenix, Elizabeth Ruff McHugh of CHE Senior Psychological Services, New York, and Sara C. Bertoch of Waybridge Psychotherapy Group, Chicago, published in the *Journal of Career Assessment*, Vol. 22, No. 1, 2014.

**Barbara Hamby** (English) wrote a book, "On the Street of Divine Love: New and Selected Poems," published by the University of Pittsburgh Press, 2014. The book is the project for which Hamby received the Guggenheim Fellowship in 2010. Former U.S. Poet Laureate Billy Collins praised her work by saying, "Hamby's poems are wild, outspoken, seriously funny, motor-mouth rambles that take us through hoops of association to places both unexpected and unimpeachable. This collection offers a generous helping of poems so crackling with references and busy with verbal energy you might feel them buzzing in your hands."

**Marshall B. Kapp**, M.P.H., J.D. (Medicine; Center for Innovative Collaboration in Medicine and Law), and **Leslie M. Beitsch**, M.D., J.D. (Medicine; Department of Medical Humanities and Social Sciences), co-wrote a report, "Florida's Health Care Certificate of Need: Is Florida's Certificate of Need Program Necessary?" published by the Health Care Foundation of South Florida, January 2014.

**I. Michael Navon**, Ph.D. (Scientific Computing), co-wrote a chapter, "Sensitivity Analysis in Nonlinear Variational Data Assimilation: Theoretical Aspects and Applications," in the book "Advanced Numerical Methods for Complex Environmental Models: Needs and Availability," published by Bantham Books, 2013.

## PRESENTATIONS

**Alma Littles**, M.D. (Medicine), **Richard Nowakowski**, Ph.D. (Medicine, Biomedical Sciences), and **Jose Pinto**, Ph.D. (Medicine), made presentations at the 2014 Leon Heart Ball sponsored by St. Jude Medical, January. Littles spoke on the importance of contributions

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# The Source

## News from Human Resources

### TRAINING AND ORGANIZATIONAL DEVELOPMENT

Instructor-led and online training opportunities are available to Florida State faculty and staff members. To view a schedule of classes and registration information, visit [www.hr.fsu.edu/train](http://www.hr.fsu.edu/train). To register for classes, log in to [omni.fsu.edu](http://omni.fsu.edu) and click in sequence: "Human Resources 9.1," "Main Menu," "Self Service," "Learning and Development," "Request Training Enrollment" and "Search by Date, Course Code or Course Name." From there, click on "View Available Sessions" and choose a session number. Follow the prompts to submit a request. To view a course description, click on the icon. **More information:** (850) 644-8724.

**>>CommUNITY DIALOGUE SERIES:** The Center for Leadership & Social Change is hosting a spring discussion series covering topics from identity and current events to research. The remaining sessions will take place from noon to 1:30 p.m. in the Dunlap Success Center, Rooms 2201/2202.

■ Friday, April 4: Maritza Reyes, Florida A&M University associate professor of law, "Today's Immigration"; and

■ Tuesday, April 22: Rhea Lathan, Florida State assistant professor of English, "The New Jim Crow and the (Post) Race Myth."

Lunch will be provided to the first 30 guests who register at [www.thecenter.fsu.edu/communitydialogue](http://www.thecenter.fsu.edu/communitydialogue). **More information:** Amber Hampton, [ahampton@fsu.edu](mailto:ahampton@fsu.edu) or (850) 645-0184.

### BENEFITS

**>>RETIREMENT PLANNING SEMINAR:** The Benefits Office will present its annual Retirement Planning Seminar on Wednesday, April 2, in the College of Medicine's auditorium. This year, the seminar will be presented in a half-day format with identical information presented in both the morning and afternoon sessions. Presenters will provide comprehensive information about all three state of Florida retirement plans (FRS Pension Plan/DROP, FRS Investment Plan and ORP). Because the seminar is a university-sponsored training program, attendance may be considered time worked with supervisory approval. **More information:** Benefits Office, [retirement@fsu.edu](mailto:retirement@fsu.edu).

**>>DOMESTIC PARTNERSHIP HEALTH INSURANCE STIPEND:** The Office of Human Resources has implemented a new employee benefit, the Domestic Partnership Health Insurance Stipend program. This benefit will assist eligible university employees (only Faculty, A&P or USPS) in a domestic partner relationship by defraying the cost of health insurance for domestic partners. For the purposes of this program, a domestic partner is defined as an individual who shares a committed, mutually dependent relationship with an eligible university employee. This health insurance stipend is available to eligible employees whose domestic partner does not have access to an employer-provided health insurance benefit. Eligible employees may register for coverage immediately. **More information:** Visit [www.hr.fsu.edu](http://www.hr.fsu.edu), or contact Kathy Gartley, (850) 644-8732 or [kgartley@fsu.edu](mailto:kgartley@fsu.edu).

**>>DOUBLE DEDUCTIONS FOR BENEFITS:** All nine- and 10-month faculty members and seasonal employees enrolled in state health, life and supplemental benefits will have double deductions taken from their paychecks beginning with the Feb. 7 paycheck. The deductions will end with the May 2 check. These additional deductions are taken out to prepay premiums for the months of June, July, August and September. Regular deductions for these employees will resume on the first paycheck in September. Employees should review their paychecks during the double deduction period to ensure that the deductions are correct. **More information:** (850) 644-4015 or [insben@fsu.edu](mailto:insben@fsu.edu).

# NEW FIRST-YEAR FACULTY FACES



## Mallory Lucier-Greer

College of Human Sciences, Department of Family and Child Sciences

**Degree Institution:** Ph.D., Auburn University

**Research Interests:** Marital and family dynamics with an emphasis on complex families, including stepfamilies and military families; and applying research to inform practitioners and therapists as well as community-based programs for families.

*"I could use countless words to describe the experiences of moving to Tallahassee and joining the faculty at FSU — exciting, purpose-filled, fast-paced and slightly chaotic — but the word that stands out is settled. Sure, this move comes after years of transitions, but I am referring to the feeling that comes from knowing you are in the right place. Each morning I look forward to interacting with colleagues and students, and diving into my research on family resilience in the face of adversity. Each night I cherish the fact that my own family has settled into our new community."*

# "Poetry is about the grief, Politics is about the grievance."

— Robert Frost

If your contract with Florida State University is violated and you want more than poetic justice, you'll need to file a grievance. The **United Faculty of Florida** and its state and national affiliates are there to provide you with professional representation through university proceedings and, if necessary, the judicial system. **But UFF provides representation only if you are already a UFF member.** Everyone in the faculty bargaining unit has the right to file an individual grievance over a contract violation.

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.

**You do not automatically become a UFF member when you become a faculty member. You must complete a membership form and submit it to UFF in order to become a member.**

Your contract is your best protection in these times of legislative mandates and administrative restructuring. But its strength comes from enforcement. UFF has trained professionals who specialize in contract enforcement.

**Join UFF and let UFF work for you ... for a better workplace and a better FSU.**



UFF dues are 1% of regular salary. Please fill out the form below and return it to:  
Jack Fiorito, Vice 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)	
<p>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.</p>						
Signature (for payroll deduction authorization)					Today's date	
Visit the UFF-FSU Chapter Web site at <a href="http://www.uff-fsu.org">http://www.uff-fsu.org</a>					FSU Works Because We Do!	



to the American Heart Association, and long- and short-term local research and discoveries; Nowakowski spoke on stem cell research and stroke; and Pinto spoke on congenital heart disease research.

#### SERVICE

Benjamin Sung (Music) was selected as one of the 2014-2016 roster artists of the "Arts on Tour" program, Florida's state touring roster. The program offers live performances by the state's finest artists to every corner of Florida. In his role as a roster artist, Sung can present solo violin performances ranging from Baroque to modern, from classical concert works to bluegrass ballads, from Appalachia to Argentina.

#### KEY PROMOTIONS AND HIRES

Randy Blass, Ph.D. (Business; The Jim Moran Institute for Global Entrepreneurship), was named executive director of The Jim Moran Institute, January. Blass previously served as director of the institute. In addition to his new role, Blass will continue teaching and leading the Entrepreneurship Bootcamp for Veterans with Disabilities (EBV) as its director.



## Sustainable Solutions

**Bring your own bottle to work this month**  
Save money and reduce waste

Tallahassee is consistently rated among the cleanest and best tasting water in Florida, so continue to enjoy this wonderful resource! Hydration stations and water fountains are located throughout campus for easy refilling.

In addition to water, people who bring travel mugs and cups to any on-campus dining location receive discounts on fountain/coffee drinks. Every day, millions of plastic bottles are thrown into the trash, so employees are asked to do their part to help reduce that number by bringing their own bottles or mugs to work.

Check out Sustainable Campus' Take Back the Tap initiative for more information and ideas at [www.sustainablecampus.fsu.edu](http://www.sustainablecampus.fsu.edu).

btw

*by the way*

#### >>'GREAT GIVE' SET FOR APRIL:

Faculty, staff, students, alumni and friends will have an opportunity to demonstrate their affinity for Florida State during the Foundation's third annual Great Give, a 36-hour fundraising campaign in support

of academics and athletics. The campaign will begin at 9 a.m. Thursday, April 17, and end at 9 p.m. Friday, April 18.

**More information:** [greatgive.fsu.edu](http://greatgive.fsu.edu).



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