

# State

The Faculty-Staff Bulletin of Florida State University

Volume 49

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August 2014

## SOLAR CAMPUS

Team studies feasibility of solar panel retrofits on rooftops, **4**

## FROM LAB TO MARKET

Three researchers receive 2014 funding from Grant Assistance Program, **6**

## Human Sciences dean focusing on strategy in first months



Michael Delp

By **Jeffery Seay**  
Editor in Chief

As the new dean of the **College of Human Sciences**, **Michael Delp's** top priority is simple: align his college's strategic plan with the university's goals to maintain preeminence within the state of Florida and move into the top 25 of national public universities.

"A number of those metrics involve doing a great job with training graduate students, building the research productivity of our faculty and increasing our federal grants," he said.

As Florida State's fourth-largest college, Human Sciences is in a position to contribute substantially to these efforts, according to Delp.

"What I would like is for this college to really contribute to these things in a big way," he said. "For me, that is one thing that I am really excited about — working with the faculty to accomplish these goals."

Since his arrival in March, Delp has been largely focused on evaluating the college's finances to include ways to invest in its research infrastructure.

"This will allow us to be more competitive for grant funding and to attract faculty members who will be research-productive," he said. "We want to provide a competitive place for them to work."

Delp's financial evaluation includes taking a hard look at the college's budget, from finding ways to use current resources more effectively and leveraging those to gain additional ones. He is also looking at areas that need improvement or that could be de-emphasized.

"Sometimes those require hard decisions," he said. "It's helpful that the university seems to be having some recovery from the budget cuts that have occurred over the past seven years."

Using some of its share of pre-eminent funding and with an eye on the university's push toward the top 25, Delp says the college will be advertising in the fall for three faculty positions in exercise

Please see **HUMAN SCIENCES**, **5**

Noted meteorologist to address summer graduates



Janice Huff

NBC 4 New York's **Janice Huff**, one of the nation's most recognized and respected weather forecasters, will be the commencement speaker during Florida State University's summer commencement ceremony 9 a.m. Saturday, Aug. 2, at the Donald L. Tucker Civic Center. Interim President Garnett S. Stokes will preside over the ceremony, which will be webcast at <http://campus.fsu.edu/graduation>.

In addition, the **College of Business** will hold a hooding ceremony for graduate students at 3 p.m. Friday, Aug. 1, in Opperman Music Hall, Kuersteiner Music Building, and the **College of Social Work** will host a reception for its summer graduates from 3 to 5 p.m. Friday, Aug. 1 in Room 203 of the Student Services Building. ■

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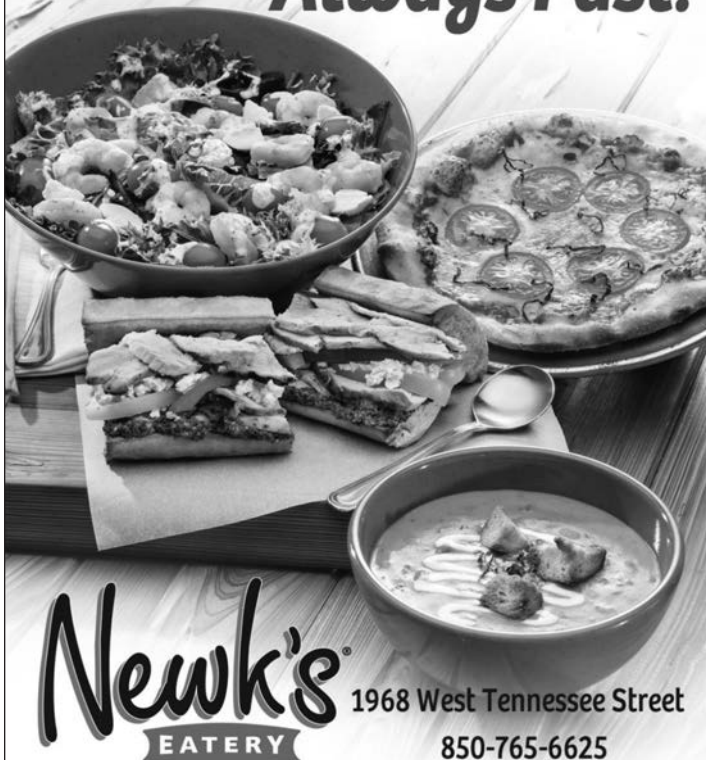
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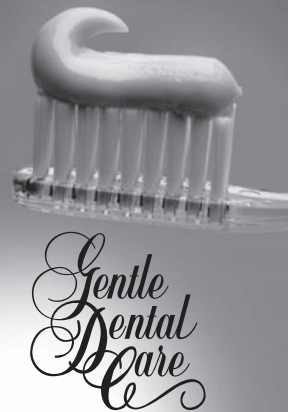
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The deadline for the  
September issue is  
4:30 p.m., Friday, August 8.



*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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## NewsMakers

**"Kids understand that cigarettes are really a bad thing for you and contain lots of properties that are dangerous to you. They switch to tobacco alternatives many times because they think they are less harmful and they also have large concentrations of nicotine."**

—**Charlie Saunders**, an assistant professor in the College of Medicine who researches tobacco, as quoted in the July 7 *Chicago Tribune* discussing a trend among wealthier teens to smoke hoo-kah instead of cigarettes.

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:** Executive Assistant, Dean's Office,  
College of Social Sciences and Public Policy

**Years at FSU:** 7

**Kudos:** Received the Division of Academic  
Affairs' Exemplary Service Award in the  
Administrative Services Category in April.

**Sixteen states in 13 days:** She and her  
husband, Don, took a road trip to Montana  
in 2013. *"We didn't rush until we got to San  
Antonio on the way back. At that point it was  
time get home to my own bed, so we drove 14  
hours straight!"*

**Faith life:** Serves as women's ministry  
leader at River of Life Church in Crawfordville.

**Ah, the grandkids:** A.J., Anna and Abigail.  
*"It's the highlight of my day when I get to keep  
them."*

**Is reading:** "The Advocate" by Randy  
Singer.

**Stupid pet tricks:** *"We have a silly cat  
named Purty that rolls over when you say her  
name."*

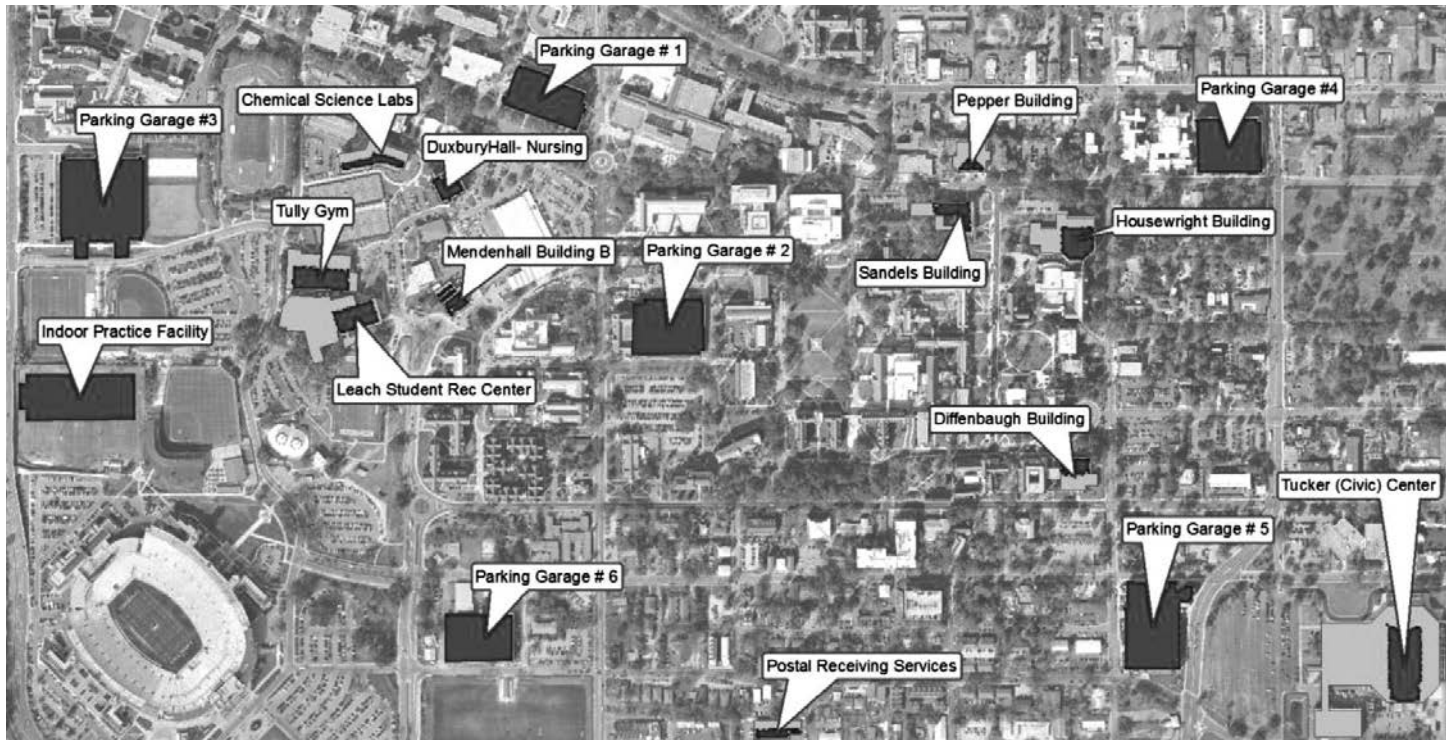
**A killer jab:** Took up boxing in 2005 ...  
trained hard for a year. *"I hope to resume  
training at Renegade Boxing in the fall."*

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# Campus of tomorrow?

## Team studies solar energy possibilities



*Buildings across campus with roofs suitable for solar panels.*

**By Rob Nixon**

College of Social Sciences and Public Policy

An extensive project undertaken by researchers in the **College of Social Sciences and Public Policy** was inspired by the view from Shawn Lewers' office on the third floor of the Bellamy Building.

Based on the casual observation from his window, the focus of the project began to take shape: How might certain buildings on campus change aesthetically and structurally if solar panels were installed? At that point, Lewers' interest in the subject came together with his recent introduction to the 3-D imaging software CityEngine. The product seemed a natural for a primary aspect of the department's mission: offering students applied study to develop tangible skills for their future careers, as well as applying GIS coursework to produce actionable information for policy and decision makers at Florida State. Could it be effective in postulating renewable energy on a wide scale on campus?

With a team of students from geography and urban and regional planning, Lewers set out to analyze solar

radiation exposure on campus rooftops and then use the software to create a 3-D model of the campus and determine the feasibility of installing solar panels on top of buildings.

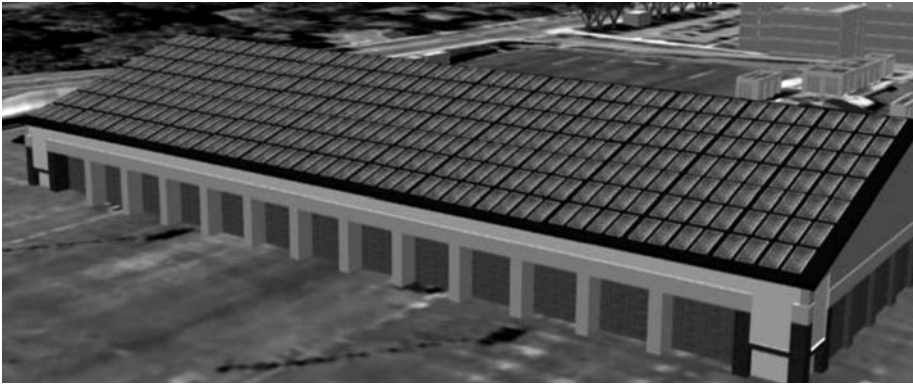
The study concluded that while many buildings on Florida State's campus are not suitable to be fitted with photovoltaic panels due to issues with structure, construction warranty and architectural constraints, at least 18 buildings are strong candidates, including parking garages, the Donald L. Tucker Civic Center, the Albert J. Dunlap Indoor Practice Facility, and the Chemical Science Buildings. The team also concluded that under the right circumstances, the installations could be applied cost effectively with public/private financing options.

The team presented their findings May 1, to a group made up largely of university planners and managers, along with representatives from the Tallahassee City Commission and utilities. Representatives from the Charlotte, N.C., office of Esri, the company that developed CityEngine, also attended. **Mark Bertolami**, director of facilities planning at Florida State, was

"The three dimensional visualization of our buildings and the flexibility to model potential future scenarios is powerful. Offering our students the opportunity to learn how to utilize GIS tools to become the next generation of leaders and policy makers is an important component of our mission at this college."

— **David Rasmussen**,  
Dean of the College of Social  
Sciences and Public Policy





*An artists' rendering of solar panels atop the Albert J. Dunlap Indoor Practice Facility.*

impressed with the team's work.

"The ability to look at the campus in a three-dimensional model is an invaluable tool in developing long-range plans for the university," Bertolami said. "The traditional two-dimensional model lacks the thoroughness, richness and clarity that a three-dimensional model provides."

Because of major fiscal and engineering concerns, it's still an open question whether the university will be able to act on the information any time soon, but David Thayer, program coordinator for facilities planning, believes the 3-D tool can be very effective for future use.

"The ability to look at solar options in the CityEngine environment gives us the opportunity and flexibility to not only look at the suitability of existing buildings but also help us site future facilities with solar orientation in mind," Thayer said.

What is certain is that the project has opened the doors for new applications of this technology, and as team member and geography graduate student **Nicolas Alexandrou** noted, it gives students "hands-on experience and valuable knowledge" for their future careers. That's an aspect that certainly impressed **David Rasmussen**, dean of the College of Social Sciences and Public Policy.

Lewers says the research was intended to provide just the beginning steps in determining the feasibility of fitting photovoltaic cells on the 18 identified buildings but that future work with the 3-D modeling software would continue, including partnering with Esri to improve the visualizations and develop customized code specific to the campus. The team is also in discussions



**Shawn Lewers**

"I was thinking about the sun's energy blanketing the thousands of square feet of roof tops within my view. My thoughts then headed in a direction of why virtually none of this energy is captured. I became curious about the university's investment in renewable energy technology and the feasibility of it."

– **Shawn Lewers**,  
*Director of the Geographic  
Information Systems Laboratory*

with Tallahassee Leon County GIS to develop 3-D models of the city's downtown. ■

physiology and one position in the areas of food, nutrition and exercise science.

"Exercise science is one of our fastest growing majors, so faculty in this discipline will help meet student demand," Delp said. "These faculty members, who tend to be engaged in biomedical research, meet a number of our priorities. They are STEM faculty who will generate grant funding and who will be research-productive, in addition to meeting a demand and need of our students."

Nationally recognized for his research in the effects of physical activity associated with aging, space flight and diseases such as diabetes on the cardiovascular system, Delp plans to remain active as a researcher. He is currently working on two projects funded by NASA that examine the phenomenon of physical deconditioning in space.

"We've found that deconditioning in space is very similar to the deconditioning that is associated with aging and has many similarities to the physical inactivity that is associated with obesity and diabetes," he said.

"We have a highly qualified faculty and staff, and I've been very impressed with the alumni of Florida State," he said. "They're proud of this university's athletics accomplishments, but I sense that they are also proud of the university's designation by the state as a pre-eminent university and eager for the university to really push academics to become a top 25 public university."

"I believe this is something they will continue to support through their giving to the university."

Before to joining Florida State's faculty, Delp served as chair of the Department of Applied Physiology and Kinesiology at the University of Florida. In addition, he has held faculty positions at West Virginia University's School of Medicine and at Texas A&M University's Department of Health and Kinesiology.

Delp earned a doctorate in exercise physiology from the University of Georgia. Afterward, he served as the Alexander von Humboldt Research Fellow at the University of Konstanz in Konstanz, Germany, and was a postdoctoral fellow in the Department of Biomedical Sciences in the College of Veterinary Medicine of the University of Missouri. ■

# Researchers win financial support to help move inventions closer to market



*Alexey Kovalev (Researcher, MagLab), Branko Stefanovic (Professor, College of Medicine) and Mei Zhang (Associate Professor of Industrial and Manufacturing Engineering)*

**By Kathleen Haughney**  
University Communications

Three Florida State researchers are getting some extra funding to help steer their cutting edge work to the marketplace.

**Alexey Kovalev, Branko Stefanovic and Mei Zhang** received a combined \$62,000 to help further their work on a more effective bulletproof glass alternative, a new anti-fibrotic drug and an innovative nanocarbon foam material through a university program called **GAP**.

Grant Assistance Program provides university researchers with funding to help prepare their work for commercialization and potentially find outside investors. Over the last nine years, it has doled out nearly \$2.2 million to help researchers develop products such as new cancer treatments, food contamination test kits and next generation wound dressings.

"We've hired some really outstanding faculty," said Vice President for Research **Gary K. Ostrander**. "And this program can really help move their research to the next level and let them explore business opportunities related to that work. It's an important part of what we're all about at a large research-focused public university like FSU."

The winning projects are:

A new, cheaper alternative to bulletproof glass: Kovalev, a researcher at the **National High Magnetic Field Laboratory**, has developed a new transparent, bulletproof barrier out of aluminum and acrylic materials that is far cheaper and easier to repair than traditional bulletproof glass.

The new product can even be assembled and taken apart in the field because it has sections that fit together to form a solid barrier.

"It can stop hand guns. It can stop rifles and maybe even a grenade," Kovalev said.

Traditional bulletproof glass is made of thin layers of glass stacked on top of each other. It's very heavy and expensive and repairs are extremely time consuming.

Kovalev will receive \$6,000 from GAP to help begin to explore additional opportunities to bring the technology to market.

A novel anti-fibrotic drug: Stefanovic, a professor in the **College of Medicine**, has developed a new drug to treat fibrosis, scarring of the liver. There is no current drug on the market to effectively treat fibrosis, which opens up a unique market for Stefanovic because liver fibrosis is often a precursor to cirrhosis, the final

state of liver disease where the liver is barely functioning.

Scarring of the liver cannot be reversed, but Stefanovic's drug would stop it from progressing, he said.

"Doctors have no tools to stop progression right now," he said.

Stefanovic has already completed a preclinical evaluation and plans to use his GAP award — \$28,500 — to run some additional evaluations on the drug.

A nanocarbon foam: Zhang, associate professor of **industrial and manufacturing engineering**, has developed a lightweight, elastic and conductive foam out of nanocarbons.

But even though it is lightweight, it can hold 38 times its own weight.

The foam has a lot of potential applications, Zhang said. It could be used as an electrode for a battery or as a sensor. It could also be used as a conductive elastomer, a material used to conduct electricity to design a special shielding effect.

Zhang will receive \$27,500 to perform more tests on larger scale pieces of the foam and look for potential commercialization options.

For more information about GAP, visit [research.fsu.edu/foundation/gap](http://research.fsu.edu/foundation/gap). ■





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# CAMPUS IN ACTION

## RECOGNITIONS

**Peter Carafano** (Florida State University Schools) received the Right Stuff Medal of Excellence at the Honeywell Educators Space Camp, Huntsville, Ala., in June. The award is given to the teacher that best represents the ideals of the camp, such as leadership, a desire to learn and share knowledge, and support fellow teachers in developing their potential. Teachers from 43 states and 27 countries participated in the camp. In addition, Carafano served as mission commander of an international team of 16 teachers during a space simulator exercise competition. Carafano's team took first place out of the seven competing teams.

**Ronald L. Carr**, Ph.D. (Education, Learning Systems Institute), will receive the 2014 Robert M. Gagné Award for Graduate Student Research in Instructional Design from the Association for Educational Communications and Technology. The award is in recognition of Carr's dissertation, "Educational Standards, Teacher Preparation, and Metacognition Instruction for Elementary Students: Studies in Pre-college Engineering Education," which he completed as a student at Purdue University.

## BYLINES

**Seth C.W. Hayden** (The Career Center) wrote a book chapter, "Potential Risks and Interventions to Support Military Personnel and Families," published in the book "Crisis Intervention and Prevention" (2nd Edition), edited by L. Jackson-Cherry and B.T. Erford and published by Pearson Merrill Prentice Hall, 2014. In addition, Hayden, **Kathy Ledwith** and **Mary Buzzetta** (The Career Center) co-wrote an article, "Assessing the Career-Development Needs of Student-Veterans: A Proposal for Career Interventions," with **S. Dong**, published in the journal *The Professional Counselor*, Vol. 4, No. 2, 2014.

**Art Raney**, Ph.D. (School of Communication), served as guest co-editor for a special issue of the *Journal of Communication*, Vol. 64, No. 3, 2014. The

issue examined expanding the boundaries of entertainment research. Raney, the James E. Kirk Professor of Communication at Florida State, is an expert in entertainment theory and media effects.

**Huan-Xiang Zhou**, Ph.D. (Physics; Institute of Molecular Biophysics), co-wrote a paper, "Both Protein Dynamics and Ligand Concentration Can Shift the Binding Mechanism between Conformational Selection and Induced Fit," with physics graduate student **Nicholas Greives**, published in the early online edition of the *Proceedings of the National Academy of Sciences*, June 30, 2014.

## PRESENTATIONS

Several employees of **Campus Recreation** made presentations at the annual conference of NIRSA, the leading professional association for collegiate recreation, Nashville, Tenn., April 23-26: **David Peters**, "Competing for Participants: Attracting Today's Students to Your Intramural Sports Program"; **April Moore**, **Darryl Lovett** and **Jessica Norwood**, "Advocates for Wellbeing: The Role of Higher Education for a Healthier Nation," part of the preconference workshop; **April Moore** and **Darryl Lovett**, "Integrating Sustainable Practices into Facility Management," the conference's educational session.

Several staff members of **The Career Center** made presentations at the global conference of the National Career Development Association, Long Beach, Calif., June: **Seth C.W. Hayden** and **M. Messer**, "The Use of the Self-Directed Search with Transitioning Veterans"; **Tyler Finklea** and **Stasia Cantonis**, "Expanding the Career Practitioner's Suitcase: Incorporating Mindfulness-based Activities into Career Counseling"; **Emily L. Kennelly** and **Kathy Ledwith**, "Best Practices for Shaping Centralized Career Services in Higher Education"; **Kathy Ledwith**, **Janet G. Lenz**, **Robert C. Reardon**, **Emily Fiore** and **Vanessa Freeman**, "A Course for Student Success: Strategies for Designing and

Delivering Effective Career Classes"; **Emily L. Kennelly** and **Seth C.W. Hayden**, "The Perceived Role of Military Culture: Preparing the Next Generation of Career Practitioners to Serve Military Populations"; **Mary Buzzetta**, **Pei-Chun Hou**, **Julia Kronholz**, **M.C. McClain**, **James P. Sampson**, **Elizabeth Pawley** and **Tyler Finklea**, "What's Important and What's Not: What Our Journals Tell Us about Our Profession, Theory, Research, and Practice"; M. Venable and Deb Osborn, "Map Your Social Media Strategy Beyond the Big 3"; **Emily Fiore** and **Sarah Schaefer**, "Balancing Work and Family Roles: Strategies for Engaging College Students in Holistic Career and Life Planning"; **Mary Buzzetta**, **M. Foster**, **Janet G. Lenz** and **S. Lofton**, "Charting Your Game Plan for the Future: Effective Strategies for Working with College Student Athletes"; **J. Kettunen**, **R. Vuorinen**, **Deb Osborn** and **James P. Sampson**, "Helping Career Practitioners Make Better Use of Social Media in Career Services"; **Julia Kronholz**, "A Sojourn Abroad: How an International Experience Impacts the Career Decidedness of College Students"; **Elizabeth Pawley** and **Rose Jean**, "A Positive Prognosis: Effectively Assisting Cancer Patients in Career Decision-Making"; and **T. Lara**, **M.M. Gibbons**, **F. Roseman**, **K. Glavin**, **Seth C.W. Hayden**, **T. Dodson**, **K. Tate**, **C. Marco-Scanlon**, **K. Stoltz** and **M. Tang**, "Advocating for the Centrality of Career in Counseling."

**Megan Del Debbio** (University Communications) made a presentation, "Translating Tech Talk: Implementing Integrated Marketing Communications into IT," at the UB Tech national conference, Las Vegas, June 16-18.

**Antonio Gonzalez** and **David Peters** (Campus Recreation) presented, "Tech Talk: Evaluating and Implementing Technologies in Intramural Sports," at the NIRSA Intramural Sports Institute, Oklahoma City, Okla., June 10-12.

**Kelly Harris** (The Career Center) made a presentation, "Connecting Employer Relations and Career Advising," at the annual conference of the Florida Career Professionals Association (FCPA), Melbourne, Fla., June.

**Jill Pable**, Ph.D. (Interior Design), made a presentation, "Practical Design Research: A Case Study on Homeless Shelter Inquiry," at the 2014 national conference of the Environmental Design and Research Association, New Orleans, La., May. This presentation that discussed psychological



constructs present in the perceptions of homeless persons was a part of a full-day intensive session on practical design research.

## ENRICHMENT

**Laurel Fulkerson**, Ph.D. (Classics), will spend a one-year sabbatical during 2014-2015 studying ancient poetry as the recipient of two prestigious fellowships, a Loeb Classical Library Fellowship and a Keeley Visiting Fellowship at Wadham College, University of Oxford. The Keeley Visiting Fellowship will give Fulkerson temporary status as a senior member of Wadham College, granting her unlimited access to Oxford's libraries. Combined with the \$35,000 stipend that comes with the Loeb Classical Library Fellowship, Fulkerson will be able to focus on researching and writing her latest book, a commentary on the "Corpus Tibullianum" (book 3).

## SERVICE

**Petra Doan**, Ph.D. (Urban and Regional Planning), was one of 18 lesbian, gay, bisexual, transgender (LGBT) scholars selected by U.S. Secretary of the Interior Sally Jewell to participate in a roundtable discussion to provide guidance to the National Park Service in raising the visibility of LGBT historical sites, June. The panel also discussed increasing the number of LGBT sites entered on the National Register of Historic Places and designated as national landmarks.

**Lucia Fishburne**, M.S. (School of Communication), was elected chair of Film Florida's Education Council during its 2014 annual meeting, Coral Gables, Fla., June.

**Elizabeth Goldsmith**, Ph.D. (Human Sciences), served as one of four experts asked to give tips and insights on various aspects of family living for WalletHub.com's "2014 Best & Worst Cities for Families" ranking. In addition, Goldsmith offered insights for an article, "Downsizing to Smaller Homes is the New Trend," in the July-August issue of *Tallahassee* magazine. The article features pictures of the interior of Goldsmith's home.

**Myrna Hoover** (The Career Center) and Scott Maynard of Mississippi State University provided an external review for the Career Services office at North Carolina State University, August. Hoover made a presentation, "Career Services and Recruiting for Traditional, Virtual and Self-Employment in an Era of Accountability," with M. Berndt, R. Brigham and T. Luzader, at the national conference of the National

Association of Colleges and Employers (NACE), San Antonio, Texas, June. Hoover and Donna Ratcliff of Virginia Polytechnic Institute and State University provided an external review for the Career Services office at University of Tennessee Knoxville, April.

**Christopher J. Morris** (Campus Recreation) served as a faculty member at the NIRSA School of Recreational Sports Management, Baltimore, Md., June.

**David Peters** (Campus Recreation) has been elected to serve a two-year appointment as regional representative for 10 southern states of NIRSA, the leading professional association for collegiate recreation. His term is April 2014 through April 2016.

**Micah Vandegrift** (University Libraries), served as a visiting scholar to the Center for Digital Research and Scholarship at Columbia University, July 14-25. Vandegrift hopes to use the insight he gained from the center's digital scholarship support and services to enhance Florida State's expansion in these areas.

**Sandra Varry**, M.F.A., M.L.I.S. (Special Collections and Archives, University Libraries), was elected president of the Society of Florida Archivists, May. Varry wrote an article, "Patti's Puzzle: Reprocessing the Photographs of the Archimedes L.A. Patti Collection," published in the journal *Archival Outlook*, March/April 2014.

## KEY PROMOTIONS AND HIRES

**Lisa Liseno**, Ph.D., has been named an assistant dean of The Graduate School, serving as director of the Program for Instructional Excellence and the Fellows Society. Since 2008, she worked as a faculty member of Florida State's Academic Center for Excellence. She earned her doctorate in philosophy from Florida State in 2007.

## MILESTONES

The first episode of **Robert Olen Butler's** (English; Creative Writing) 17-episode instructional video series, "Inside Creative Writing," has surpassed 40,000 views on YouTube. Each episode runs two hours. For a YouTube video to be counted as a view, it must be watched well past the midway point. In the series, Butler welcomes the viewer into his creative process as he writes an original short story in real time. In addition, his Pulitzer Prize-winning book, "A Good Scent from a Strange Mountain," originally published in 1992, has been translated into Chinese — its 21st language. ■

# ITSNEWS

Information Technology Services | [its.fsu.edu](http://its.fsu.edu)

## IT Research Open to Entire Campus

A new resource available through Information Technology Services (ITS) provides access to technology trends and research. *Gartner Higher Education Reference*, a trusted knowledge base of technology news, products, trends and insights, is available free of charge to all Florida State faculty, staff and students.

It's not just IT professionals who can benefit from the resource. With applications that reach far beyond the technology industry to business analytics, medical applications and everything in between, Gartner can be used to keep up with emerging technology for any academic, professional or administrative function.

Individuals can use Gartner to learn about computers, software and other IT resources, or to find information on trends associated with the use of IT resources and challenges associated with adopting new technologies. Gartner provides vendor-neutral summary reports of technology providers and manufacturers that can be used to make smart and cost-effective decisions for technology investments.

The new resource, funded in part by the Student Technology Fee, will be a valuable knowledge base for faculty and student research. Free and unlimited access to Gartner — a resource that would normally carry a hefty price tag — is now at the fingertips of researchers across campus.

"As a consumer and IT professional, I have used Gartner resources for many years," said Associate Vice President and Chief Information Officer *Michael Barrett*. "As faculty, staff and students incorporate IT into their daily lives and workplace, I believe they will find Gartner's outstanding research and other information to be very helpful."

Find out more about Gartner Higher Education Reference by visiting the ITS Gartner Web page, or log on to Gartner at <http://gtnr.it/1ldodQH>. ■

# 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.

### Benefits

**>>New Faculty Benefits Orientation:** The Benefits Office will host two benefits orientation sessions for incoming faculty employees. The sessions will be held 1 to 3 p.m. Thursday, Aug. 7, and 9 to 11 a.m. Wednesday, Aug. 13, in the Human Resources Training Room, A6244 University Center. Topics will include health, life, supplemental insurance programs, retirement, and other benefits offered through the university. To register for a session, email the Benefits Office at [benefits@fsu.edu](mailto:benefits@fsu.edu). **More information:** (850) 644-4015.

**>>LEAVES OF ABSENCE AND INSURANCE COVERAGE:** A leave of absence may have an effect on deductions to employee benefits. To ensure that there are no lapses in insurance coverages, employees who take a leave of absence for any reason should contact the Benefits Office at (850) 644-4015 or [benefits@fsu.edu](mailto:benefits@fsu.edu) within 60 days of the start date.

**>>DOMESTIC PARTNERSHIP HEALTH INSURANCE STIPEND:** The Office of Human Resources has implemented the Domestic Partnership Health Insurance Stipend (DPHIS) program. This stipend assists eligible university employees (Faculty, A&P, or USPS only) in a domestic partner relationship by defraying the cost of health insurance for domestic partners. For purposes of the DPHIS 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).

**>>VERIFY ADDRESSES IN OMNI:** All employees should verify their current home mailing addresses in the OMNI employee self-service system. Incorrect home addresses in OMNI will result in delays of any critical information sent out by vendors concerning health, life, supplemental, and retirement programs. In addition, employees are reminded to periodically review their paycheck deductions for accuracy. If any discrepancies are found, please contact the Benefits Office at (850) 644-4015 or [benefits@fsu.edu](mailto:benefits@fsu.edu) as soon as possible. ■



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# "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

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<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!	



## Sustainable Solutions

### Get recognition for being sustainable!

The university's recycling program now is offering colorful posters for download so departments can dress up their recycling stations. The posters — for paper recycling and bottles and cans recycling — clearly identify what individual bins are intended to receive. Ensuring recyclable materials are indeed sent for recycling reduces both the amount of materials sent to landfills and energy consumption.

In addition, the posters provide quick access to campus recycling figures. For instance, Florida State recycled more than 229 tons of paper last year. This is the approximate weight of 20 school buses!

To learn more about recycling on campus or download a poster, visit [recycle.fsu.edu/resources/downloads](http://recycle.fsu.edu/resources/downloads).

## btw *by the way*

**>>NEW NAME, SAME GREAT SERVICE:** The name of the Office of Purchasing Services has been changed to Procurement Services. It will continue to serve the university community by procuring the materials and services required to carry out the Florida State's mission of education, research and service. To learn more, visit [procurement.fsu.edu](http://procurement.fsu.edu).

**>>EXCITING CHANGES TO SEMINOLE EXPRESS:** Transportation & Parking Services announces Seminole Express FAST Routes — revised campus bus routes for "Fast Accessible Simple Transit." Highlights of the changes include simplified routes for increased frequency, dedicated buses circulating the Renegade campus loop that will shorten wait times to only five minutes, a new Gold route — taking riders to popular off campus destinations, including Cascades Park and Governor's Square Mall, and more! Take advantage of the newly renovated Seminole Express this fall for both on- and off-campus transportation needs. For route maps, schedules and more information, visit [transportation.fsu.edu](http://transportation.fsu.edu).

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