

Vol. 49 • No. 10

## Ostrander to help shape national research policy

#### By Tom Butler

University Communications

The Council on Research Policy and Graduate Education (CRPGE) has appointed Florida State University Vice President for Research Gary K. Ostrander to serve on its executive committee.

Ostrander and nine other higher education officials will develop research policy recommendations and advocate for continued research funding for universities across North America.



Gary Ostrander

"It's an honor to join the council's leadership team as we work to advance the research capabilities of the U.S. and our neighbors," Ostrander said. "University-based research is an essential building block to our past, current and future success, and I look forward to helping it grow and adapt to changing times in this new role."

As one of 10 councils within the Association of Public and Land-grant Universities, the Council on Research Policy and Graduate Education con-

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Spread the Word

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INHIBITING DEPRESSION Study finds testosterone needs estrogen's help, **4** 

PRESIDENTIAL CELEBRATION

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April 2015

## Professor to lead nation's top society for classics scholars

A faculty member in Florida State University's College of Arts and Sciences has assumed leadership of the principal society for classical studies in North America.

John Marincola, FSU's Leon Golden Professor of Classics, has been named president of the 3,000-member Society for Classical Studies (SCS), taking office during the organization's annual meeting in January.

Classics, according to Marincola, is a term used in the academic community to describe the study of the ancient civiliza-



John Marincola

tions of Greece and Rome, primarily starting with the Roman Bronze Age in about the 13th century BCE (Before the Common Area) and continuing to the advent of Christianity and the death of the first Christian emperor, Constantine, in 337 CE (the Common Era). During that span of about 15 centuries, the societies of Greece and Rome became great innovators in literature, art, architecture,

philosophy, science and critical thinking that greatly informed the later Enlighten-Please see MARINCOLA, 10

## A matter of trust: New tool assesses online interactions



Shuyuan Mary Ho

**By Amy Farnum-Patronis** News and Research Communications

Whether it is business or personal, more and more human interaction is happening in an online environment. But, how do you know if you can trust the person on the other end of the connection? The simple answer is most people don't.

So, Shuyuan Mary Ho, an assistant professor in the School of Information in the College of Communication and Information at Florida State University and an expert in cybersecurity, built a software application that can assess a human's disposition and identify potential dangerous behaviors.

Please see A MATTER OF TRUST, 9

Florida State University's Department of Retail, Merchandising and Product Development has been named No. 3 in the South by Fashion-Schools.org in the site's 2014 Fashion Merchandising Schools ranking.





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The deadline for May 2015 is Friday, April 10.



**State** is the faculty-staff bulletin and document of record of Florida State University. It is published 12 times annually by University Communications.

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# <u>NewsMakers</u>

"What we have is several decades of experimentation that's been left untested and unaccountable. We need to very thoughtfully restructure the system and continually review it."

- Deborrah Brodsky, a researcher with the John Scott Dailey Florida Institute of Government and director of the Florida State University Project on Accountable Justice, as quoted March 31 in the *Florida Times-Union* editorial "Florida's Prison System has done a Poor Job of Implementing Reform." According to the editorial, the problems with Florida's prison system stem from a range of shortcomings, from sentencing to how released inmates are welcomed back into their communities.

Be sure to visit the FSU Makes News section of Florida State 24/7 at news.fsu.edu.

## NEWS TO PASS ALONG TO STUDENTS Financial aid to be disbursed earlier to benefit students

Florida State University is making changes to the financial aid disbursement schedule for the benefit of all its students.

Beginning with the summer 2015 semester, the first financial aid disbursement for each term will now occur *before* the term begins. In the past, the first disbursement occurred on the fifth day of a term at the end of the drop/add period. Students who are eligible for financial aid disbursements will now receive the majority of their aid early in the first week of classes, rather than the second week. For more information, visit the Office of

Financial Aid website at financialaid.fsu.edu. To accommodate this earlier disbursement schedule, the university also is changing its class registration schedule so that students can register earlier. Early registration for summer and fall will now close at the end of the spring term. Students are strongly encouraged to build their summer and fall schedules during this time.

#### **CLASS REGISTRATION SCHEDULE**

#### Summer 2015: Sessions A, B, C and F

Registration closed from midnight Saturday, April 25, to 7:59 a.m. Saturday, May 9.

#### Summer 2015: Sessions A, B and F only

Registration re-opens from 8 a.m. Saturday, May 9, to 11:59 p.m. Thursday, May 14.

#### Summer 2015: Session C only

Registration re-opens from 8 a.m. Thursday, June 25, to 11:59 p.m. Thursday, July 2.

#### Fall 2015

Registration closed from midnight Saturday, April 25, to 7:59 a.m. Monday, July 13.

Registration re-opens from 8 a.m. Monday, July 13, to 11:59 p.m. Friday, Aug. 7.

Registration closed from midnight Saturday, Aug. 8, to 7:59 a.m. Saturday, Aug. 22.

Registration re-opens from 8 a.m. Saturday, Aug. 22, to 11:59 p.m. Thursday, Aug. 27.

State is underwritten in part by proceeds from the Florida State University license plate. WWW.fsu.edu/tag



#### **COLLEGE OF MEDICINE**

## Testosterone needs estrogen's help to inhibit depression

In popular culture, the phrase "battle of the sexes" seems to pit the male hormone (testosterone) against the female (estrogen). Now a College of Medicine researcher has documented a way in which the two hormones work together to protect low-testosterone males from the effects of anxiety and depression.

Specifically, the testosterone must first be converted into estrogen. That's the latest discovery from the lab of Biomedical Sciences Professor Mohamed Kabbaj. With a six-year grant from the National Institute of Mental Health, he is investigating the ways in which anxiety affects the sexes differently.

According to the NIMH, women are 70 percent more likely than men to experience depression during their lifetime. It also reports that "major depressive disorder" affects more than 20 million U.S. adults each year.

So far, the link between testosterone conversion and anxiety/depression has been detected only in laboratory animals. But Kabbaj says the results are potentially promising for humans as well.

"Maybe in the future, when we are trying to develop an antidepressant that works in low-testosterone males, we can target some of the mechanisms by which testosterone acts, since it has numerous side effects," he said.

Testosterone acts on many receptors and pathways in the brain, so the challenge is to come up with a drug that provides only the effect you want.

"A number of treatments are available for depression, but the drugs are not effective in all patients and the side effects can be serious, especially on the heart," said Biomedical Sciences Professor Pradeep Bhide, director of the College of Medicine's Center for Brain Repair. "Therefore, there is an urgent need for

#### By Ron Hartung COLLEGE OF MEDICINE

safer and more efficacious drugs to treat depression. Dr. Kabbaj's research is offering new insights into the causes of depression and the role of hormones in this disorder. Such insights are critical for the development of new drugs and diagnostic tests."

Kabbaj's latest paper was published in *Biological Psychiatry*.

He already knew that testosterone had a protective effect on males, just as estrogen and progesterone do on females. He also knew that most testosterone was converted into estrogen in the brain. What he didn't know was that those anxiety- and depression-inhibiting effects couldn't be produced unless the testosterone was first converted to estrogen.

"There is an enzyme in the brain that 'mediates' the conversion of testosterone into estrogen," Kabbaj said. "We inhibited that enzyme in a specific brain area implicated in the regulation of mood. And when you do that, you lose the antidepressant effect of testosterone. So the conversion is very important."

His lab targeted the hippocampus area of the brain, where testosterone acts through what's known as the MAPK pathway to induce its antidepressant and anti-anxiety effects.

"But we have to be careful about that pathway," Kabbaj said, "because it's also implicated in cellular growth and cancer. Therefore, we're looking for other pathways that don't have these effects. It's complicated. Nothing is ever simple, but we'll get there."

The co-authors of the *Biological Psychiatry* paper are (or previously were) affiliated with the College of Medicine: Nicole Carrier, Ph.D. alumna; Samantha Saland, graduate student; Florian Duclot, research faculty; Huan He, volunteer worker; and Roger Mercer, director, Translational Sciences Laboratory.





To learn more, visit sustainablecampus.fsu.edu.

Burn calories (not electricity or gasoline)

This month, try to avoid the elevator in your workplace — choose the stairs istead!

Studies show that walking 10,000 steps a day can improve health and decrease risk of disease. Florida State's campus recently was ranked the 25<sup>th</sup> most beautiful of all Southern campuses, so get out there on your lunch break and walk around its beautiful grounds!

Choosing to walk to meetings across campus or eat and walk during your lunch break reduces your weekly gas bill, increases your daily activity and contributes to a cleaner future.

Make a commitment to use the stairs and walk to meetings in April!





#### Investiture of Florida State University's 15th President

President John Thrasher (B.S. '65, Business; J.D. '72, Law with honors) gives an address (at left) during his investiture ceremony to inaugurate him as Florida State's 15th president.

FSU students, faculty, staff and alumni as well as state and local elected officials and leaders from other schools attended the March 17 ceremony in Ruby Diamond Concert Hall.

Special guests attending the investiture included Thrasher's wife, Jean, along with their three children and eight grandchildren; former FSU presidents Dale Lick and Talbot "Sandy" D'Alemberte; and Florida Board of Governors Chancellor Marshall Criser III.

"Today is not just a momentous day in my life, it is a day for us to reflect on this university's 164-year history, chart our course for the future and celebrate where we are right now," Thrasher said. "And there is much to celebrate."

Thrasher assumed office Nov. 10, 2014, succeeding President Eric J. Barron.

Top: The FSU Men's Glee Club looks on as Thrasher delivers the address. Seated with the platform party at Thrasher's left are Florida Gov. Rick Scott, College of Business Dean Caryn Beck-Dudley and Florida Board of Governors Chairman Mori Hosseini.



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# Fall 2015 promotions, tenure granted to 62

Janet Kistner, interim vice president for Faculty Development and Advancement, has announced that President John Thrasher approved the following faculty members to receive promotions and/or tenure, effective August 2015. Thrasher's decisions affirm the recommendations made by the University Promotion and Tenure Committee and the provost.

#### Promotion to Associate Professor Only:

#### **COLLEGE OF BUSINESS**

Department of Marketing Martin Mende Maura Scott

#### Promotion to Associate Professor and Tenure:

#### COLLEGE OF ARTS AND SCIENCES

Department of Biological Science Brian Chadwick Jonathan Dennis Emily Duval Kathryn Jones Karen McGinnis Department of History Alexander Avina Department of Mathematics Kathleen Petersen Department of Modern Languages and Linguistics Keith Howard Silvia Valisa Yanning Wang Christian Weber Department of Philosophy James Justus Department of Physics Andrew Askew Takemichi Okui Department of Psychology Jesse Cougle Department of Scientific Computing Alan Lemmon

#### **COLLEGE OF BUSINESS**

Department of Marketing Frederick Bonney

#### COLLEGE OF COMMUNICATION

AND INFORMATION School of Information Charles Hinnant

#### COLLEGE OF CRIMINOLOGY AND CRIMINAL JUSTICE

Sonja Siennick

#### **COLLEGE OF EDUCATION**

Department of Educational Leadership and Policy Studies David Tandberg

#### **COLLEGE OF FINE ARTS**

Department of Art Education Jeff Broome Department of Interior Design James Dawkins Marlo Ransdell

#### COLLEGE OF LAW

David Landau Garrick Pursley Hannah Wiseman Sam Wiseman

#### **COLLEGE OF MEDICINE**

Department of Biomedical Sciences Sanjay Kumar

#### COLLEGE OF SOCIAL SCIENCES AND PUBLIC POLICY

Department of Political Science Eric Coleman

#### Promotion to Professor Only:

#### COLLEGE OF ARTS AND SCIENCES

Department of Biological Science Brian Inouye Hengli Tang Department of Chemistry and Biochemistry **Gregory Dudley** Department of Earth, Ocean and Atmospheric Science Robert Hart Department of English James Kimbrell Department of History Frederick Davis Department of Modern Languages and Linguistics Aimee Boutin Delia Poey Department of Psychology James McNulty Department of Religion Matthew Goff Martin Kavka

#### **COLLEGE OF BUSINESS**

Department of Entrepreneurship, Strategy and Information Systems Ashley Bush Department of Management Chad Van Iddekinge

#### COLLEGE OF COMMUNICATION AND INFORMATION

School of Information Don Latham

#### **COLLEGE OF ENGINEERING**

Department of Mechanical Engineering Juan Ordonez

#### **COLLEGE OF HUMAN SCIENCES**

Department of Nutrition, Food and Exercise Sciences Lynn Panton Department of Retail, Merchandising and Product Development Eundeok Kim

#### COLLEGE OF LAW

Courtney Cahill

#### **COLLEGE OF MEDICINE**

Department of Biomedical Sciences Yanchang Wang

#### **COLLEGE OF MUSIC**

Evan Jones Christopher Moore Matthew Shaftel

#### COLLEGE OF SOCIAL SCIENCES AND PUBLIC POLICY

Askew School of Public Administration and Policy Ralph Brower Keon-Hyung Lee Department of Political Science Mark Souva Department of Sociology Deana Rohlinger Douglas Schrock John Taylor

#### Tenure Only:

#### **COLLEGE OF BUSINESS**

Department of Entrepreneurship, Strategy and Information Systems Iris Junglas

#### **COLLEGE OF ENGINEERING**

Department of Industrial and Manufacturing Engineering Mei Zhang

#### **COLLEGE OF MEDICINE**

Department of Biomedical Sciences Daniel Kaplan



#### RECOGNITIONS

**Sue Semrau** (Athletics; Women's Basketball) has been selected as the 2015 Atlantic Coast Conference Coach of the Year. Semrau previously received the honor in 2001, 2005 and 2009.

#### **BYLINES**

**Dean Falk**, Ph.D. (Anthropology), wrote a book review of Adam Voorhes and Alex Hannaford's book "Malformed: Forgotten Brains of the Texas State Mental Hospital" (2014), published in the journal *Brain*, Feb. 18, 2015. The book describes a collection of about 100 extremely rare, malformed or damaged human brains that were harvested from deceased patients from 1952 to 1983, but subsequently forgotten about after being tucked away in a closet until photographer Voorhees discovered them in 2011. Falk's review, "Forgotten Bodies, Too?" reveals that an inordinate number of deaths occurred at the Texas State Mental Hospital during the 1960s and suggests that the appropriate authorities should investigate the circumstances surrounding the deaths.

Roy M. "Gil" Nelson, Ph.D. (Institute for Digital Information and Scientific Communication, College of Communication and Information), Greg Riccardi (Institute for Digital Information and Scientific Communication, College of Communication and Information), Austin R. Mast, Ph.D. (Department of Biological Science; Robert K. Godfrey Herbarium), and postdoctoral researcher Elizabeth R. Ellwood co-wrote a paper, "Accelerating the Digitization of Biodiversity Research Specimens through Online Public Participation," with colleagues from other institutions, published in *BioScience*, the journal of the American Institute of Biological Sciences, Feb. 25, 2015.

#### PRESENTATIONS

**Roger Kaufman**, Ph.D. (Educational Research, emeritus), gave two invited presentations, "Strategic Planning for Urban Cities" and "Introduction to the Organizational Elements Model of Mega-planning," at the Unilider University, Hermosillo, Mexico, March; gave a seminar on megaplanning at the Cemex Yaqui plant, Hermosillo, Mexico, March; gave an invited seminar on needs assessment to the Emerald Coast Chapter of the Association for Talent Development (formerly American Society for Training and Development), February.

#### **GRANTS AND PATENTS**

Deborah Reed. Ph.D. (School of Teacher Education, College of Education; Florida Center for Reading Research), has received a grant from the American Educational **Besearch Association's** (AERA) Education Research Service Project Initiative for her study, "Literacy Instruction for Juvenile Offenders: Meeting the More Rigorous Standards of the Revised GED," July 1, 2015, to June 30, 2016.



Deborah Reed

**Gregg Stanwood**, Ph.D. (Medicine), has received a 2015 NARSAD Independent Investigator Grant in the amount of \$100,000 from the Brain & Behavior Research Foundation.

For a complete list of research awards by month, visit research.magnet.fsu.edu and click "Recent Awards."

#### SERVICE

**Jill Pable**, Ph.D. (Interior Design), has been elected as the director of teaching on the national board of directors of the Interior Design Educators Council (IDEC). In that role, Pable will serve as liaison to the teaching collaborative, the IDEC Academy and the K-12 committee.

**Lisa Waxman**, Ph.D. (Interior Design), has been appointed to the board of directors of the Council for Interior Design Accreditation (CIDA). CIDA functions as the accrediting body for interior design and interior architecture programs across North America. Waxman will serve CIDA as the representative from the Interior Design Educators Council.

#### **KEY PROMOTIONS AND HIRES**

**Daniel Vera** has been named director of the university's new Center for Genomics and Personalized Medicine.





Jill Pable

Lisa Waxman

#### **OSTRANDER**, from 1

sists of the chief administrative officers at member campuses and systems who have responsibility for research policy and administration and graduate education.

CRPGE monitors government rules and regulations affecting campus scientific and technical research and those concerning graduate education. It has working groups focusing on re-authorization of the Higher Education Act, protection of human research subjects and the National Research Council's study of research and doctoral programs.

"Losing our sense of urgency about university research, even for a moment, can set us back decades, both economically and technologically," Ostrander said. "The breakthroughs that will be shaping our lives 10, 20, even 30 years from now are happening on university campuses today, making the efforts of groups like the Council on Research Policy and Graduate Education more important than ever before."

Ostrander met for the first time with the CRPGE executive committee Feb. 23 and 24 at the Winter Executive Committee Meeting.

To learn more about CRPGE, visit http://www.aplu.org/members/councils/research-policy-and-graduate-education.

#### A MATTER OF TRUST, from 1

"Organizations are becoming more virtual and employees are being pulled in from all over the world to collaborate on a project," Ho said. "In situations like this, all we can do is try to understand their communication patterns to understand their information behavior."

Ho was recently awarded a \$50,000 I-Corps grant by the National Science Foundation to test the marketability of the product over the next six months.

"We are investigating the market viability of a technology that represents a trustworthiness inference engine that works by analyzing online communications," she said.

Corporations, government organizations — and even people looking for a date —communicate daily in cyberspace, but lots of them have never had a face-to-face meeting or even talked on the phone with one another.

"Sometimes you know them, sometimes you don't," Ho said. "If you've never met who you're communicating with, then all the evidence you have is basically just the online communication."

Through research funded by a previous NSF grant, Ho and researchers from Cornell University simulated an environment in online games to pose different types of threats like fraud, deception and betrayal.

"This type of behavior is very predictable based on the language cues that we're able to identify," Ho said.

With those findings, Ho built a software application that analyzes human communication based on online conversations and behaviors that can discern a person's intent.

"This software application can be thought of as a form of artificial intelligence for detecting changes in users' motivation and trustworthiness," Ho said. "Using a variety of mechanisms, this system creates a statistical user profile and learns about users' information behavior patterns based on language and dialogue with other users in social media communication."

The application can potentially be used by law enforcement and government agencies, the military, defense contractors and big corporations like Microsoft or Google, which have a lot of trade secrets or intellectual property.



### Student Technology Fee awards funding for instructional technology

Each year, the Student Technology Fee helps to fund millions of dollars' worth of instructional technology at Florida State University. The Tech Fee – assessed from tuition each semester – provides an essential revenue stream for instructional technology, with funds strategically divided among university colleges, central IT organizations and instructional technology proposals.

The proposals, representing about one third of the total awarded funds, give departments an opportunity to secure funding for innovative and critical technology projects that may not be possible otherwise. To be considered for funding, projects must provide significant value to faculty and students through effective instructional technology that surpasses the status quo. The Student Technology Fee Advisory Committee – comprised of senior staff, faculty and student leaders from across the university – reviews dozens of proposals annually in order to allocate Tech Fee funds.

This year, 46 proposals were awarded full or partial Tech Fee funding, totaling \$1.45 million. Approved projects include plans to enhance technology services available through the Student Disability Resources Center, expand wireless coverage in the Fine Arts Building and update computer labs in the College of Criminology and Criminal Justice and the Department of Chemistry, among others. Additional projects range from classroom consoles for the Honors, Scholars and Fellows House to a collaboration lab for student teams in the College of Business.

Since its inception in 2010, the Tech Fee awards program has seen substantial growth. A record 72 proposals were submitted for the 2014-2015 award cycle, a 50 percent increase over last year. To date, the Tech Fee has funded 189 projects and provided invaluable support to every one of the university's colleges.

For more information about the Student Technology Fee, including a list of past funding awards and information on how to submit a proposal for the 2015-2016 award cycle, visit its.fsu.edu/Student-Technology-Fee.

To read more about this story, visit news.fsu.edu.



#### 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. To register for classes, log in to 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**

>>DOUBLE DEDUCTIONS FOR BENEFITS: All nine- and ten-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. 6 paycheck. The final double deduction will occur with the May 1 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 insurance@fsu.edu.

>>**SAME-SEX LEGAL SPOUSE BENEFITS**: Employees whose same-sex marriages are now legally recognized in Florida are eligible to enroll in family coverage through the State of Florida Group Insurance plan. Legal marriages in Florida (or any other state) are treated as Qualifying Status Change (QSC) events to switch to family coverage. Detailed information about same-sex spouse insurance and retirement benefits through the university can be found at the Human Resources website (www.hr.fsu.edu) under the "News and Events" section.

**More information**: Contact People First at 1-866-663-4735 or the FSU Benefits Office at (850) 644-4015.

#### >>LEAVES OF ABSENCE AND INSURANCE COVERAGE:

A leave of absence may affect 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 within 60 days of the start date.

#### MARINCOLA, from 1

ment —and our modern society as well.

"These are important societies for the ways we look at the world," Marincola said. "As an example, see Plato's treatise on the place of the individual in society. There were also questions of war that might apply today: Does might make right? When is war acceptable? These are the sorts of questions that we're still asking."

Marincola, who has taught at Florida State for 11 years, says there is always more to be learned about the ancient Greek and Roman civilizations that still hold lessons today.

"The thing about classics that's great is new discoveries are constantly being made," Marincola said. "You wouldn't think so, but they are - and not just in terms of archaeology. New texts, for example, from the Greek and Roman world are found regularly. Only in the last century did we discover a work of Aristotle's, the Constitution of the Athenians, which was known about because other ancient authors had mentioned it, but no text had survived. And there it was, almost in its entirety, on a papyrus."

Those old texts have much to teach us, Marincola said — not just about the people who wrote them, but about ourselves.

"I think there's still value in telling us something that's important about the human condition," he said. "So we continue to read Homer and Virgil and Plato, Sophocles, Aristotle, Euripides and the historian Herodotus. In some areas, we haven't advanced as far beyond these ancient societies as we might think. For example, you might ask the following questions: What makes up a just society?



What makes up a just society? What's the nature of human life? What's the purpose of human life? How should we live our lives? Who should rule over us? How should be rule ourselves? To whom do we owe our obligations? For these questions, the Greeks and the Romans still have lots to say that's of great value."

- John Marincola PROFESSOR OF CLASSICS

What's the nature of human life? What's the purpose of human life? How should we live our lives? Who should rule over us? How should be rule ourselves? To whom do we owe our obligations?

"For these questions, the Greeks and the Romans still have lots to say that's of great value," Marincola said. "However, we haven't perhaps made such great progress in these areas."

Finding answers to such questions necessitates approaching them from a variety of perspectives — an approach the field of classics is known for.

The chair of FSU's Department of Classics, Professor Daniel Pullen, placed the significance of Marincola's SCS honor in clearer perspective.

"John Marincola's election as president of the Society for Classical Studies is a great indication of his standing in the field of classical studies, as he was elected by his peers across the nation," Pullen said. "Past presidents of the SCS have included some of the most important names in the field."

To read more about this story, visit news.fsu.edu.



When working with my clients, I use a program called The Living Balance Sheet<sup>®</sup> and focus on **four financial domains: Protection, Assets, Liabilities, and Cash Flow.** 

- **Protection:** We focus on protection first, full replacement and lifetime protection. I want my clients to be fully protected in case of an unplanned or untimely event.
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- Liabilities: Here we work on helping eliminate debt, reducing taxes, and mortgage selection.
- **Cash Flow:** Our planning process encourages clients to increase their income, protect themselves first, build cost of living savings, look for debt and tax efficiency, and live a budgeted lifestyle.

By using The Living Balance Sheet<sup>®</sup> and focusing on the four financial domains, we help our clients work towards achieving financial balance. Are you confident your approach to building wealth and organizing your finances is working? If not, we can help. Contact me to learn more!

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# **BY***the***WAY**

#### >>RUN AWAY WITH THE CIRCUS:

The annual spring home shows of Florida State University's Flying High Circus will take a page from Hollywood with a show titled "Action!" Inspired by popular movie genres, the show will incorporate all of the glamour, showmanship and acrobatic excellence for which the Flying High is known.

FSU Night for faculty, staff and students will take place Thursday, April 2, at 7 p.m. Other show dates and times are: Friday, April 3, at 8 p.m.; Saturday, April 4, at 2 p.m.; Friday, April 10, at 8 p.m.; Saturday, April 11, at 8 p.m.; Sunday, April 12, at 2 p.m.; Friday, April 17, at 8 p.m.; and Saturday, April 18, at 2 and 8 p.m.

Doors open one hour prior to start times, and all shows take place under the big top at the Jack Haskin Circus Complex, 269 Chieftan Way. Tickets can be purchased at the gate prior to performances or in advance from the FSU Fine Arts Ticket Office, (850) 644-0828, or online at tickets.fsu.edu. >>TOBACCO CESSATION SERVICES OFFERED ON CAMPUS: Thinking about quitting tobacco? Been trying to quit on your own? Help is available on campus.

University Health Services and the College of Medicine's Area Health Education Center (AHEC) are providing Quit and Be Free (QBF) one-hour, one-time group workshops and Quit Smoking NOW one-hour, six-week group classes. Both programs provide free nicotine replacement therapies in the form of patches, lozenges and gum, while supplies last. All FSU faculty and staff members now can participate in QBF as part of their work time, with supervisor approval through the Office of Training & Organizational Development. The next QBF workshop will be held at 9 a.m. Tuesday, May 19, in the Health and Wellness Center, Room 2500.

To register for QBF, login to OMNI and click in sequence: "Human Resources," "Self Service," "Learning and Development," "Request Training Enrollment." Use course No. PDQBF-0005 and session No. 0005.

**More information**: Call (850) 644-8871 or (850) 645-9710, e-mail tobaccofree@fsu. edu, or visit www.tobaccofree.fsu.edu. >>2015 MAX CARRAWAY EMPLOYEE OF THE YEAR AWARD: Nominations are currently being accepted. To nominate a deserving USPS or A&P employee, visit http://hr.fsu.edu/pdf/Max\_Carraway\_ Nomination\_Form.pdf and complete a nomination form.

Nominations should include a statement of 250 words or less describing how the employee has met or exceeded the criteria for the award: providing consistent service excellence to FSU customers (students, faculty and staff); displaying a continuous attitude of service excellence; providing customer excellence that results in positive policy changes; and exemplifying a caring and sharing attitude.

The recipient of the 2015 Max Carraway Employee of the Year Award will receive a reserved parking space for one year, a \$1,000 stipend and two seats in the President's Box for a football game.

Submit completed nomination forms no later than April 17. Nominations can be sent by campus mail, email or fax.

Office of Human Resources Attn: Victoria Powell Mail Code: 2410 Email: vapowell@fsu.edu Fax: 645-9504





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