

The Collecting Net

Message from the Director

I am writing this message after having just attended the inaugural TEDxWoodsHole: xPlorations, an incredibly successful and inspirational new event that took place in the Lillie Auditorium on October 16th.

The MBL was proud to host and sponsor TEDxWoodsHole, which brought together scientists, artists, thinkers, and creators—including our own Tamara Clark, Adam Lazarus, Bill Mebane, and Chris Neill—for a series of talks, live performances, and videos on Technology, Entertainment, and Design.

For the last two years, I have been fortunate to attend the TED Conference in Long Beach, California, as a member of the steering committee of the Encyclopedia of Life. When I learned of TED's new program that enables local communities to create self-organized TEDx events that bring people together to share a TED-like experience, I knew Woods Hole would be a perfect venue. And I was not disappointed.

The speakers and performers from the Woods Hole community, and those from beyond, inspired the sold-out audience with their "ideas worth spreading," and sparked deep conversation and connections.

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Researcher Spotlight

Meet **Melanie Hayn**, Visiting Research Assistant, The Ecosystems Center

Since coming to work at the MBL five years ago, Ecosystems Center research assistant Melanie Hayn has plunged into more than just West Falmouth Harbor, where she studies the effects of nitrogen pollution on the estuary. She's also immersed herself in all that the local community has to offer.



Getting involved in community events is not something that's new to Melanie. "I grew up in a small town in Connecticut where my mom was highly involved in many town committees and organizations," she explains. "I was helping to plan town events even as a kid."

Melanie works for MBL adjunct scientist Robert Howarth of Cornell University who, together with MBL scientists Anne Giblin and Ken Foreman, have been part of an NSF-funded project to study changes in the West Falmouth Harbor ecosystem during different stages of nitrogen enrichment.

The Cornell alumna was familiar with West Falmouth Harbor from her time spent at the MBL in 2003 as a Semester in Environmental Science (SES) student. "After college, I was looking for something more applied and with a connection to the community," she says. When SES director Ken Foreman told her about a position working for Howarth, but based at the MBL, the decision was a no-brainer. "My job gives me an opportunity to maintain a connection at both Cornell and in Woods Hole," she says. "It seemed like the perfect job, the perfect way to combine things."

Melanie has also been able to combine her job with academics and is pursuing a graduate degree in Natural Resources at Cornell. With six field seasons of data from West Falmouth Harbor under her belt, she is busy writing her master's thesis and expects to graduate next semester.

Continued, page 2

Employee Spotlight

Meet **Lionel Hall**, Procurement & Stockroom Supervisor; Recipient of Cape Cod NAACP 2010 Community Service Award



If you've ever bought anything at the MBL, either through the Purchasing department or at the Lillie stockroom, Lionel Hall has probably helped you. The cheerful MBL veteran of almost 25 years is a true "people person." Whether it's helping a foreign visitor with an equipment

purchase or mentoring a local student, Lionel uses his "gift of gab" to make everyone he interacts with feel included and comfortable.

Lionel joined the MBL in 1986 and worked as a Shipping and Receiving clerk, then as a purchasing assistant before being promoted to procurement supervisor in 1989. About four years ago, Lionel took over management of the MBL stock room and has focused his efforts on streamlining the inventory and ordering process. This has included a complete reorganization of the stockroom, new codes for every item, and new inventory software. Through these efforts, sales have gone up from year to year. "Our hope is that it's more convenient and serves the customer faster," Lionel says.

For Lionel, part of this enjoyment of his job stems from the relationships he has cultivated with people who come to the MBL summer after summer. "When I greet visitors who are returning for another season, I don't say 'welcome back,' I say 'welcome home,'" he explains. Last summer, as Lionel said goodbye to two elderly scientists he's known and worked with for his entire MBL career, something struck him. "Working at the MBL is not just a job, it's being a part of a community," he says. "This is what I enjoy. This is what makes the job more fun."

For more than two decades, Lionel has shared his gifts with the community as a volunteer for numerous causes and organizations. He's helped organize the Woods Hole Black History Month events, bringing impressive

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About two and a half years ago, Melanie received a notice from the MBL's classifieds e-mail list about local citizens looking to form a chamber orchestra. An oboist and music lover, Melanie eagerly responded and became one of the first members of what is now the Falmouth Chamber Players Orchestra, an amateur orchestra comprised of proficient musicians who are dedicated to playing and performing classical instrumental music, with an emphasis on works from the Baroque through the Romantic periods.

The orchestra currently gives two major performances each year at local churches, presenting many of the great symphonies and lesser known works of the great composers. They also break into smaller groups, including Melanie's wind quintet, the Spinnaker Winds, that present chamber performances at public and private events around the area. Members hail from Eastham to Easton and span a wide range of ages—some in their mid-late eighties. "I can only hope to play as well as them when I'm their age," Melanie says.

Music has been a great way for Melanie to meet people in the community. She's played at Highfield Hall in the pit orchestra for Falmouth Theatre Guild productions and has had the opportunity to perform with professional musicians like the Cape Cod Symphony. "I'll never be more than an amateur, but I get to play with the pros," she says. "The hardest thing for me is balancing so many opportunities to play with all the other things I love to do."

Unexpectedly, her association with the group has even helped her professional career. While chatting about her work in West Falmouth with one of the orchestra's flautists, an emeritus oceanographer from WHOI, she discovered he had a decade and a half of detailed local climate data that he has enthusiastically contributed to her analysis.

At the MBL, Melanie is a member of the Activities Committee, helping to organize events like potluck lunches, charity events, and the highly successful summer Artisan Fairs. "It's great to do a little something at events I'm going to be attending anyway," she says. At past fairs, Melanie has showcased her own talents as a vendor, selling jewelry and sewn goods. Now that music is playing such a large role in her life, Melanie has put her artistic endeavors on hold, but still enjoys doing crafts at home in her spare time. "There's nothing like a Jane Austen movie and a good craft project," she says.

Five years after coming to the MBL, Melanie is happy to say she feels "connected to the community." "Everyone has been so welcoming, at the MBL, in Woods Hole, and in Falmouth," she says. Melanie's feelings of connectedness are likely due to her efforts to share her talents and enthusiasm with others. "If you're living in a place and not involved, it's like you're just floating by."

Director's Message, from page 1

I would like to thank co-sponsor Woods Hole Oceanographic Institution and all of the community volunteers and MBL staff, particularly Anthony Goddard and Diana Kenney, for their hard work and dedication to making this event an unquestionable success.

Each time I attend an MBL event like TEDxWoodsHole, I am reminded of what a wonderful group of people makes up the MBL community. And I am grateful to have the opportunity to connect with many of you in person at these gatherings. Thank you for all you do to make the MBL the special, productive place for science that it is. Because of all of you, the MBL's impact on science continues to grow.

The dedication and passion of our employees enhances not just the MBL, but our local communities as well. I'm always amazed at the interests and outside pursuits of our colleagues and am pleased to share their accomplishments with you in this issue of the *Collecting Net*, along with other news we hope you will find inspiring.

With all best wishes,



Gary Borisy, director and CEO

programs about African American history and culture to Woods Hole and Falmouth. Thanks to Lionel and his colleagues, the annual event has a dedicated community following.

As a longtime member of the Town of Falmouth's Affirmative Action Committee, Lionel has been part of a variety of initiatives that heighten awareness and appreciation of the diversity in our community. In addition to the No Place for Hate® program, which focuses on community-wide activities that promote the value of respect, Lionel has worked with the Falmouth police department to train officers about racial profiling, and has helped mentor local high school students.

Lionel has also been a mentor with the Bright Futures program, which offers educational, cultural, and social guidance to high school students of color by exposing them to positive role models. "We're trying to show these students that there is more out there, that they are not resigned to a future of manual labor."

More recently, Lionel has been volunteering with the "Lead by Example" program, a program based at Rocky's Gym in East Falmouth, which provides overweight high school kids in Falmouth, Bourne, and Mashpee with a free gym membership and access to a nutritionist.

For all of Lionel's volunteer contributions throughout the years, he was recognized last May with the 2010 Community Service Award from the Cape Cod Chapter of the NAACP.

Falmouth Equity/Affirmative Action Officer George Spivey, who has worked with Lionel on many of his volunteer projects and nominated him for the NAACP award, says "Brother Lionel is always the one to say, 'Just tell me where and when, and I'll be there.' As a long-time participant of the Falmouth Affirmative Action Committee, Falmouth No Place for Hate®, and the Cape Cod Chapter of Concerned Black Men, a national mentoring organization, Brother Lionel always lends a hand, offers workable suggestions, and provides insightful input on critical issues—all as a Falmouth volunteer, who always brings an uplifting spirit whenever he enters our presence."

When he's not working at the MBL or busy with one of his many volunteer pursuits, most weekends you can find Lionel emceeding a wedding, prom, party, or fundraiser for the entertainment company 2Way Entertainment. "I like to create a comfortable atmosphere for your guests to get them in the mood to celebrate," says Lionel. "The most rewarding thing is that I've helped someone on the one of the biggest days of their lives."

Employee News

The MBL has welcomed the following new employees since last spring:



Meghan Chafee,
Research Assistant,
Bay Paul Center



Jennifer Martin,
Budget Analyst,
Education



Christopher Algar,
Postdoctoral Scientist,
Ecosystems Center



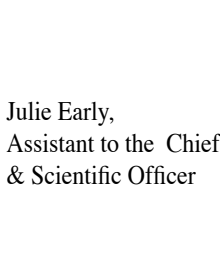
William Daniels,
Research Assistant,
Ecosystems Center



Earl Munroe III,
Seawater Mechanic,
Facilities & Services



George Bell,
Research Assistant,
Marine Resources
Center



Julie Early,
Assistant to the Chief Academic
& Scientific Officer



Fernando Rodriguez,
Postdoctoral Scientist,
Bay Paul Center



Nicholas Bland,
Postdoctoral Scientist,
Bay Paul Center



Nuria Fernandez
Gonzalez,
Postdoctoral
Scientist, Bay Paul
Center



Violet Roskens,
Research Assistant,
Bay Paul Center



JeanneMarie Borgese,
Administrative
Assistant
Biological Bulletin



Skyler Hackley,
Research Assistant,
Ecosystems Center



Blair Rossetti,
Research Assistant,
Bay Paul Center



Catherine Caruso,
Research Assistant,
Ecosystems Center



Marius Karolinski,
Student Worker,
Ecosystems Center



Timothy Savas,
Research Assistant,
Ecosystems Center



Lindsay Scott,
Research Assistant,
Ecosystems Center



Benjamin Siranosian,
Student Worker,
Ecosystems Center



Joel Smith,
Assistant Scientist,
Bay Paul Center



Tomomi Tani,
Associate Scientist,
Cellular Dynamics
Program



Joseph Vineis,
Research Assistant,
Bay Paul Center

Promotions

Alden Gustafson was promoted to research assistant II in the Bay Paul Center
Erin Kinney was promoted to postdoctoral scientist in the Ecosystems Center
David Mark Welch was promoted to associate scientist in the Bay Paul Center
Phillip Neal was promoted to scientific informatics analyst II in the Bay Paul Center
Christopher Neill was promoted to senior scientist in the Ecosystems Center
Adrian Rocha was promoted to research associate in Ecosystems Center
Elissa Schuett was promoted to research assistant III in the Ecosystems Center
Margrethe Serres was promoted to associate research scientist in the Bay Paul Center
Daniel White was promoted to research assistant III in the Ecosystems Center



Milestones

Larry Burdge, Manager of Building Services, Transportation and Grounds was awarded a Master of Science Degree in Facilities Management from the Massachusetts Maritime Academy on June 16, 2010. Larry obtained High Honors status and the Spirit of '72 Award demonstrating a "commitment to the profession through growth knowledge as well as a devoted work ethic." Congratulations, Larry!

Other Employee News

Julie Huber Receives Career Development Award

Bay Paul Center assistant scientist **Julie Huber** has been awarded the Neal Cornell Career Development Award, a three-year award provided by the Neal W. Cornell Endowed Research Fund, established in memory of the late MBL biochemist Neal W. Cornell, and the MBL Research Development Fund. The award aims "to enhance research at the MBL by providing support and encouragement to scientists who are in the early stages of their research careers."



Julie is a microbial oceanographer whose research investigates microbial communities at deep-sea hydrothermal vents and within the seafloor, a largely undiscovered environment that represents a unique and ubiquitous habitat on Earth. Julie has logged almost a year at sea exploring the deep ocean, including in the *Alvin*.

MBL Places 1st in Division, 20th Overall in State-Wide MassCommuter Bike Challenge

Last May, the MBL finished first in its division in the MassCommuter Challenge, a competition among Massachusetts businesses, educational institutions, and municipalities whose employees pledge to bike for all or part of their trips over a 5-day workweek.

Twenty-eight MBL employees logged 1,523 bike miles, finishing first among businesses in the 100 to 499-employee category and edging out such similar-sized competitors as Boston's Museum of Science, Merck, and PUMA. The MBL placed 20th overall out of 238 participating teams. **Anthony Goddard**, a Developer and Systems Administrator in the MBLWHOI Library, biked 150 miles, the most total trip miles of any MBL employee.

More than 3,700 employees at hundreds of businesses, colleges, hospitals, and other institutions signed up for the MassCommuter Challenge, pledging to bike 222,146 miles. Massachusetts General Hospital employees captured the top spot, pedaling 7,696 miles.

The MassCommuter Challenge is the signature, statewide event hosted by the Massachusetts Transportation Management Associations (MassCommute) as part of National Bike Month. The competition challenges all participants to incorporate bicycling into their trips to work or school, for running errands, and for social activities.



Human Resources assistant Cathy Schmidt presents Bay Paul Center systems administrator Richard Fox a congratulatory MBL T-shirt, for riding the most commuting miles during the Bike Challenge.

Hamiltons Meet President Obama



MBL Chief Academic and Scientific Officer **Josh Hamilton** and his wife, **Melissa**, greet **President Obama** at Otis Air National Guard Base on August 19. The President stopped at the Air Station before boarding Marine One for a vacation with his family on Martha's Vineyard

Linda Deegan Joins Gulf Coast Task Force

Ecosystems Center senior scientist **Linda Deegan** has been selected to join a group of eminent scientists and engineers to address issues related to the restoration of the Mississippi River delta in the Gulf of Mexico. Members of the group, called the Science and Engineering Special Team (SEST), have been drawn from academic and non-governmental organizations around the world and represent diverse disciplines including ecology, engineering, and economics.

Linda and her colleagues will advise federal, state, and regional advocacy groups, as well as the Obama administration, on emerging coastal issues, such as the Deepwater Horizon oil spill, and the development of a White House Gulf Coast Ecosystem Restoration plan.

"The Gulf Coast of America stands at a critical moment—a time when the region faces significant challenges and opportunities to redirect human actions toward a sustainable and desirable future," said Linda. "I'm honored to be a part of this team which will serve an important role in shaping the future of this unique ecosystem."

Tim Schorer, Environmental Health & Safety assistant, attended a wrap-up event and awards ceremony at Flat Top Johnny's Bar & Grill in Cambridge on May 26.

In recognition of the MassCommuter Challenge, the MBL Activities Committee organized a bike drive for new or gently used bikes and helmets to benefit the Falmouth Service Center. Bikes, helmets, and a gift certificate to Bike Zone were donated.

Ecosystems Center's Chris Algar Finishes Second in Triathlon

Ecosystems Center postdoctoral scientist **Chris Algar** finished second in the July 19th Falmouth Sprint Triathlon, a 1/3-mile swim, 9-mile bike ride and 3.1-mile run that winds along the Falmouth Road Race course and Vineyard Sound.

While Chris finished the swim more than two minutes behind the fastest time, he made up time with a superb showing on the bike (23:55) and on the run, flying through the course in 17:29, the fastest run time of any of the top finishers. He finished the day with a time of 48:59.

Celebrity Sightings

Harry Connick Jr. visited the MBL in August to prepare for his role as a marine biologist in the upcoming film, "Dolphin Tale," a 3-D Alcon Entertainment production for release by Warner Bros. He is pictured (center) with MBL Senior Scientist **Roger Hanlon** (left) and MBL Director and CEO **Gary Borisy** (right).



Activities Committee Update

Annual Picnic Features Hawaiian Theme

Sunny skies, warm temperatures, and a lot of delicious, island-inspired food helped to transform the MBL Quad into a Hawaiian luau on September 16th at the annual MBL employee picnic. Guests feasted on Hawaiian chicken and veggie quesadillas, sweet and sour pork, and tropical fruit and watermelon boats.

Back by popular demand, a dessert contest topped off the event, enticing guests with delectable pineapple treats. Suzanne Livingstone captured first place with her "Pineapple Delite," while two-time champion Elissa Schuett took a respectable second place with a mouth-watering pineapple sorbet. Other entries included:

Sally Casper: Pineapple Upside Down Cake

Susan Goux: Hawaiian Delite

Erika Lasek-Nesselquist: Pineapple Upside Down Cake

Katie Newhall: Sweet & Crunchy Pineapple Boat

Becky Mountford: Pineapple Cheesecake Bars



Carol Grigas, owner of Woods Hole's Phusion Grille, judged the contest and provided the first place prize of a \$50 gift certificate. Quicks Hole donated a \$25 gift certificate for the second place winner.

The Activities Committee wishes to thank the following volunteers who helped to set up, clean up, and serve food:

Mary Anne Alliegro

Michele Bahr

Barbara Burbank

Chris Dematos

Julie Early

Nuria Fernandez Gonzalez

Gina Hebert

Lisa Hunt

Carolyn Johnson

Homer Lane

Kristin Lans

Erica Lasek-Nesselquist

Scott Lindell

Mary Loftus

Herb Luther

Jane MacNeil

Kara Maloney

Jim Marcello

Jessica Mark Welch

Linda Martini

Hilary Morrison

Marshall Otter

Anna Shipunova

Dave Space

Nancy Stafford

Mike Toner

FJ Zandbergen

The Activities Committee is looking for new members. No experience is necessary, just a willingness to have fun! Questions about joining the committee should be sent to activities@mbledu.

Summer Artisan Fairs

The Activities Committee hosted its two most successful artisan fairs to date on July 16th and August 13th. Twenty-nine vendors participated in July and 32 in August, setting up booths in Waterfront Park and along Water Street in front of Lillie.



Summer Artisan Fairs, held in July and August, brought many visitors to MBL Street.

The artisans presented attendees with a variety of unique, handcrafted items from scarves, to caned chairs, to hand-turned wood bowls and photography. MBL employees [Suzanne Livingstone](#), [Tamara Clark](#), and [Susan Joslin](#) were joined by vendors from the local community and four vendors who traveled over 100 miles!

The Activities Committee is looking forward to the next fair, and is seeking vendors for the Holiday Bazaar, which will take place on December 2 in the Meigs Room, Swope Center.

Stay tuned for these upcoming events:

November 15

Falmouth Service Center Food Drive Kick-Off

— A collection of food items to distribute to local families for Thanksgiving.

December 2

Holiday Bazaar

10 AM - 4 PM, Meigs Room, Swope Center

December 16

MBL Holiday Party

4 - 6 PM, Swope Center

The MBL Activities Committee is a group of employees who volunteer their time to plan and promote events and activities that facilitate staff interaction, and enhance and sustain employee morale. The Committee also organizes charitable and community service events. Current members include: Kelly Holzworth, Chair; Deborah Deering, Melanie Hayn, Lisa Hunt, Homer Lane, Beth Liles, Suzanne Livingstone, Linda Martini, Becky Mountford, chair-elect; Katie Newhall, Nancy Stafford, Pamela Vidal, Ann Woolford.

Facilities Update

- The Loeb project will achieve Gold LEED (Leadership in Energy and Environmental Design) certification, the nationally accepted benchmark for the design, construction, and operation of a high-performance green building.

- The MBL has distributed a Request for Proposals for photovoltaic arrays at the laboratory's property at Falmouth Technology Park. It is estimated that arrays installed on the roof would provide electricity for 85% of the building, including daytime needs for the MBL Research Greenhouse, operated by the Ecosystems Center's Zoe Cardon.

- The Water Street side of the Lillie Building is getting a facelift. Crews have been pressure washing the bricks and the masonry to remove old stains and paint. The project also entails repairing masonry, recoating the concrete bands and windowsills, seal coating the bricks (and washing the windows!).

- The *Xenopus* Resource space in the Loeb Laboratory basement is being completed. Rooms are being prepared for the arrival of frog tanks and related mechanical equipment. Lab casework is also being installed in the support room and tank spaces.

- The end of the seawater intake pier off Water Street has been rebuilt.

- September's Hurricane Earl provided an excellent "drill" in case we ever have a real storm. Thanks to the facilities crew for their work in preparing the lab and a special thanks to the crew that stayed all night, just in case.

MBL Softball Season Recap

By Coaches Jim Marcello and Rhys Probyn

Softball 2010 Season Record: 5 and 5

Wins:

WHOI Applied Ocean
Physics and Engineering
WHOI Biology
Fisheries
WHOI Geophysical Fluid
Dynamics
Woods Hole Post Office

Losses:

WHOI Physical Oceanography
WHOI Chemistry
WHOI Geofacs (twice)
On The Water magazine

Coaches

Jim Marcello
Rhys Probyn

Veterans

Dave Bailey
Sam Bailey
Matt Beam
George Bell
Jack Dacey
Mike Dacey
Tom Dacey
Dave Galatzer-Levy
Erica Lasek-Nesselquist
Mike Toner

Rookies

Cam Eisen
Jim Hache
Andrea Kofstad
Jenna Losordo
Vanessa Ruben
Dan Ward

The 2010 MBL softball season featured 21 different players suiting up team “Specimens” throughout the summer campaign. After a 2-4 first half, the MBL went 4-2 in the second half to cap a 5-5 record on the season.

Our final game of the summer featured one of our best performances as we posted a 12-2 win over the Falmouth Post Office, a team that had beaten us the first time we played them.

This year’s game balls were presented to **Jenna Losordo** and **Cam Eisen**. In her first year on the team, Jenna missed only a single game and stood out as one of our top contributors. She flourished offensively leading off the order for most of the season and complemented her skills at the plate with some very clean defensive moves. To top it off, Jenna unveiled a nasty curveball in the final two games that is sure to produce some outs next season.

Cam Eisen just happened to ride by the Belltower Field on a game night versus WHOI’s Applied Ocean Physics and Engineering team when we were desperate for players. It must have been fate, because Cam jumped right in and time and time again came through in key situations giving the Specimens the offensive spark we needed to seal our first victory of the season. For the rest of the season, Cam became a staple presence on the team and continued to swing a hot bat right through our final victory against the Post Office.

Honorable mentions include **Erica Lasek-Nesselquist** reaching eight seasons, **Mike Toner**’s still getting it done, **Dan Ward**’s clutch hitting and recruiting throughout the season, **Jim Hache**’s hamstring-pulling hustle down the first base line, **George Bell**’s epic bruised leg, and **Jack Dacey**’s potential league MVP performance.

Thanks to all who made this a fun and exciting season. If anyone is interested in helping coach and coordinate next year, please let us know!

Message from the Equal Employment Opportunity Coordinator

Mandated Ethics Training

Due to new federal regulations, NSF and NIH have instituted mandatory ethics training for undergraduate, graduate, and postdoctoral students who are supported by their grants and contracts. As a recipient of these awards, MBL is responsible for training all employees who fall into this category in the responsible and ethical conduct of research (RCR).

The training will focus on nine core areas as recommended by NSF and NIH: Data acquisition, management, sharing, and ownership; mentor/trainee responsibilities; publication practices and responsible authorship; peer review; collaborative science; research misconduct; conflicts of interest and commitment; and, if applicable to the research, animal welfare and human subjects.

Training sessions are being developed now that will consist of a combination of lecture material, case studies, informal discussions, supplemental literature, and on-line programs. I have been asked to coordinate the training and will notify participants of the upcoming dates and times for the required sessions.

The goal of this training is to increase research integrity within the MBL community through awareness, mindfulness, and open dialogue so that, as an institution, we prepare not only leaders in scientific knowledge but also the best possible role models in the responsible conduct of research.

In future issues of the *Collecting Net*, I would like to include brief articles that provide answers to ethical concerns. I invite readers to submit any ethical questions they might have to jmacneil@mbi.edu for consideration with permission to use them in future articles or training sessions.

Jane MacNeil
x7378, jmacneil@mbi.edu



Photo by Pam Wilmot

Woods Hole Diversity Initiative Update

The MBL is a proud sponsor of the **Woods Hole Scientific Community Diversity Initiative**, a product of the historic 2004 commitment of six Woods Hole scientific institutions to work together to attract and retain a more diverse workforce. The Woods Hole Diversity Initiative is supported by an advisory committee charged with making recommendations as to how the institutions can make the village a more diverse, more inclusive community. Here are some updates on the Woods Hole Diversity Advisory Committee's recent work:

- Achieved another successful Partnership Education Program (PEP) this summer with 16 undergraduate underrepresented minorities in Woods Hole to study global climate change and to be given the opportunity to gain outstanding research experience while getting to know personally leaders and colleagues in their field.
- Celebrated diversity among the six Woods Hole scientific institutions with three summer events: a lecture by Denise Lewin Loyd from MIT's Sloan School of Management on diversity and its positive impact on group performance; an informal networking barbeque for summer undergraduates and their hosts; and an international music and dance exposition featuring North African, Greco-Turkish-Middle Eastern, and Afro-Brazilian entertainment.

Below are some of the MBL's own diversity programs and efforts:

- Gathered in the MBL Quad under a beautiful blue sky for a Hawaiian luau to mark the end of another busy summer.
- Hosted the Joint Universities Summer Teaching Laboratory (JUSTL) program for Hong Kong postgraduates, an 8-week intensive program funded by the Croucher Foundation and the Hong Kong government, that gave students an opportunity to conduct individual research projects, attend lectures and seminars, and undergo training in specialist techniques.



2010 Biological Discovery in Woods Hole undergraduate students

- Initiated a new course called Biological Discovery in Woods Hole, funded by the National Science Foundation and directed by Paul Malchow and Allen Mensinger, which paired 10 college juniors and seniors from underrepresented groups who did not have access to research experiences at their home institutions, with MBL scientists who served as mentors, role models, and professional contacts.

- Invited Yvonne Tobey, Director of the Work Force Investment Act and member of the Wampanoag Tribe, to meet with members of the Human Resources Office to discuss MBL employment opportunities for qualified Native Americans.
- Provided opportunities to students from underrepresented groups in the neurosciences, through a program called SPINES, the chance to learn laboratory techniques, attend lectures, and study survival skills like grant writing, teaching, and public speaking to increase the probability of their professional success.
- Registered MBL's director of education Bill Reznikoff to attend the 2010 ABRCMS (Annual Biomedical Research Conference for Minority Students) to help spread the word about the excellence of MBL summer courses.
- Supported one investigator and 13 students in 2010 with funds from the Ann E. Kammer Memorial Fellowship, the American Society for Cell Biology Summer Award, and the William Townsend Porter Minority Scholarship that were specifically established to encourage females and minorities in science.
- Welcomed several students from the MBL-National University of Colombia Program to work in the laboratory of Maria Gomez and Enrico Nasi and to participate in internships that allowed them to fulfill academic requirements at the Universidad Nacional.

For more information about the Woods Hole Diversity Initiative, visit www.woodsholediversity.org.

Message from the IT Security Officer

Security Update: Email Phishing

Phishing scams use a variety of social engineering and spoofing techniques to try and trick their victims into giving away personal information such as account usernames, passwords, credit card numbers, social security numbers, and home addresses.

Most of these emails look "official," as if they were sent from a trusted entity like a bank, a retailer, or another legitimate business. As a result, recipients often respond to them, which can result in financial losses, identity theft, or other fraudulent activity.

Tips:

- Know that the MBL Information Technology Department will never send an e-mail to ask for personal information or to enroll you in a new security feature. (<https://helpdesk.mbl.edu>) if you are unsure about the legitimacy of a communication that appears to be from them.
- Use new versions of web browsers, like IE 8 and Firefox 3.0+, that have some anti-phishing features that alert you before loading a suspicious website.
- Train yourself to recognize a fraudulent e-mail.
- DO NOT click on any links provided within the e-mail and DO NOT REPLY to the message.
- Call or email the MBL Helpdesk (x7654; helpdesk@mbl.edu) or submit a Helpdesk ticket

Human Resources Update

MBL Benefits Changes for 2011

Health care reform, under the Patient Protection and Affordable Care Act (PPACA), has made many changes to employer's health plans. This will require several notices and explanations during the MBL's open enrollment period this coming November/December. **Please be sure to carefully read the materials included with your open enrollment package.**

- PPACA requires all plans to offer coverage of children up to age 26. Massachusetts reform made this change several years ago but there were tax implications if the child was not a dependent for Federal Income Tax purposes. With the changes of PPACA, the definition of dependent has changed to remove the tax implications. If your child was not covered already in 2010, you may add your child to your insurance during open enrollment this year. Watch for more information in your open enrollment package.

- Another change in 2011 relates to eligible expenses for a Flexible Spending Account (FSA). Some over-the-counter products will now require a prescription in order to be eligible for reimbursement. While the product remains over-the-counter, you will need to ask your physician for a prescription which you will need to include with your claim reimbursement form. A new prescription will be required for each submission. If you are eligible for the FSA, your open enrollment package will contain a list of over-the-counter items that now require a prescription.

- The investment options in the MBL Retirement Plan will also be changing in 2011. As of January 1, the MBL Retirement Plan will offer the same investment options as the voluntary Tax Deferred Annuity Plan. The new mutual funds include the International Equity Fund, Large-Cap Value Fund, Mid-Cap Value Fund, Mid-Cap Growth Fund, Small-Cap Equity Fund, Lifecycle Retirement Income Fund, and Lifecycle Funds.

Lifecycle Funds have been called "funds of funds." Using TIAA-CREF mutual funds as underlying investments, a Lifecycle Fund is managed with a specific target retirement date in mind. Each fund is available for target retirement in five-year increments from 2010 to 2050, adjusted from more aggressive to more conservative as the target retirement date approaches. Thus, funds will gradually be reallocated from funds invested primarily in stocks to funds invested primarily in bonds or money market instruments.

Visit tiaa-cref.org and in the Performance menu, click on Mutual Funds to learn more about these funds or call 800-842-2776 to speak with an investment counselor.

A revised summary plan description for the MBL Retirement Plan will be issued in 2011.

Human Resources Launches "MBL 101" Lunchtime Talks

Are you curious about MBL science? Do you want to learn more about the world-class research happening right here in our own backyard? The Human Resources office has launched "MBL 101"—a series of noontime lectures designed to provide scientists and staff with a behind-the-scenes look at MBL research in an easy-to-digest format.

Scott Lindell, Marine Resources Manager and Director of the MBL's Scientific Aquaculture Program kicked off the series on October 13 with "Opening the Ocean to Mussel Farming: Collaboration between Science, Technology, Fishing, and Industry."

Seminars will be offered about once a month through April, 2011. Upcoming speakers include the Bay Paul Center's **Julie Huber** and the Ecosystems Center's **Zoe Cardon**. Stay tuned to laball for more information on dates and times!

MBLWHOI Library Donates Laptops to Haiti



Serge Fontaine (president of the Haitian American Engineers and Scientists), left, presents an MBL-donated laptop to the principal of Henri Christophe High School.

Last spring, the MBLWHOI Library donated used laptops to Haiti, through the MBL's Sustainable Aquaculture Initiative, which is building fish ponds and developing fish-raising strategies to offer Haitians a reliable source of protein and income. Project director Bill Mebane delivered the first of the laptops during a trip to the island last April. According to Bill, the people were so excited when he gave them the laptops that they stayed up almost all night teaching each other how to use them.

Laptop recipients are using the computers to learn English, via Microsoft Word. One man even plans to start his own small business, writing resumes for people who are looking for jobs.

The Library recently sent seven more laptops to the Henri Christophe High School in Jacmel, Haiti. Bill and his colleagues are building a fish production system for the school where students will use the laptops to keep track of fish produced, feed fed, and also record water quality data so that the system can be monitored from Woods Hole.

One Man's Trash...

Doing some fall cleaning? Hoping to clear out your over-crowded basement or garage? If you have items that you don't need, but are still in good condition, consider listing them on throwplace.com, a website where registered users may list goods they wish to give away for free to charities and individuals around the world. Throwplace.com does not take possession of any listed items—donors and recipients work out the details of shipping and pickup—but rather facilitates the exchange. Visit throwplace.com for more information.

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MBL Biological Discovery in Woods Hole

7 MBL Street
Woods Hole, MA 02543
www.mbl.edu

