MBL | Biological Discovery in Woods Hole

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The Collecting Net

Message from the Director

I enjoyed seeing many of you at the 2010 State of the MBL on March 11 and was very pleased by the strong turnout. I am grateful for the opportunity to address MBL staff through this annual event and believe that it's important for the entire community to be updated on the laboratory's health and well being.

If you attended the meeting, you heard me report that despite last year's severe economic downturn, 2009 presented the MBL with a tremendous opportunity for federal stimulus funding, to which our scientists responded with a tremendous effort and which was rewarded with gratifying success. MBL also benefitted from increased private philanthropy including a record-breaking Annual Fund.

Because of our success on both of these fronts, and because of the vigilance we all exercised in keeping expenses down, the MBL achieved a balanced budget in 2009, the first time in a decade. I am proud of this achievement, as we all should be. It is a

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Researcher Spotlight

Meet Nathan Wilson, Director of Biodiversity Informatics, Encyclopedia of Life

Technology and nature are two things that Nathan Wilson is passionate about. That's why his new position as Director of Biodiversity Informatics for the Encyclopedia of Life (EOL) may just be the perfect job. "I was always seeking a way to combine two great interests in my life," says Nathan, who moved to Falmouth in January with his wife Andrea and two daughters Katrina, 6 and Ellery, 4.

Born and raised in Berkeley, California, Nathan comes to the MBL from DreamWorks Animation—famous for such movies as *Shrek* and *Madagascar*—where he worked for more than a decade as a software architect and manager in the R&D department, focusing on large-scale collaboration tools and open source software.

At the MBL, Nathan will be managing the technical teams working on another large-scale collaboration: the EOL. The EOL has two main interfaces, the eol.org website and the LifeDesks <lifedesks.org>. The eol.org website collects data together about species and other taxa, and presents it all in an interface that is easy to search and browse. LifeDesks are collaborative online workspaces that enable users to easily upload and manage biodiversity information, build a team of collaborators, organize content and images, and ultimately share that content with the main EOL website.

For most of his life, Nathan has been an avid naturalist with a particular interest in mushrooms. He remembers finding his first chanterelle mushroom at the tender age of 10 in the woods on his parent's property in northern California. Why mushrooms? "I thought it was so amazing that you could find something in the wild that you could eat," he explains.

Nathan's interests in computers, fungi, and citizen science led him to create several mushroom-related websites including the Mushroom Observer <www.mushroomobserver.org>, an online field journal where a vibrant community of 1,500 professional and amateur mycologists can share and discuss their data and

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Employee Spotlight

Meet Anthony Goddard, Developer and Systems Administrator, MBLWHOI Library and Linda Martini, Staff Assistant, Bay Paul Center

For Australian Anthony Goddard, the path to Woods Hole (and the MBL) was filled with twists and turns. After watching renowned biologist E.O. Wilson's 2007 TED talk about his wish to create an Encyclopedia of Life (EOL), Anthony became interested in the fledgling project.

"I would visit the EOL website now and again," he recalls. "One day, I looked at the job openings and applied online for an administrator position. I never thought anything would come of it." Anthony was so convinced that he and his wife, Linda Martini, moved forward with plans to relocate to Europe. The couple was interested in living in another part of the world and each had relatives in Europe. "We'd always wanted to move overseas," Linda says. "You can travel but can't truly experience what a culture is like unless you live there."

On the way to catch their plane, Anthony received a phone call that he'd gotten the EOL job at the MBL. While this meant a big change of plans, the couple continued to the airport. After stops in Singapore and London—where they hastily made arrangements for their move to the U.S.—and a 2-week stop in Iceland where they applied for U.S. visas, Anthony and Linda arrived in Woods Hole in July of 2008.

Anthony has since left the MBL's Biodiversity Informatics team—which is playing a key role in creating

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the software for the EOL Web portal—and started a new, but related position as a developer and systems administrator for the Scientific Informatics group of the MBLWHOI Library, working on projects such as the Biology of Aging project. Funded by the Ellison Medical Foundation and hosted by the Library, this project seeks to develop informatics tools and gather, organize, and share information related to aging and lifespan development with EOL and biologists studying the basic processes of aging.

In January of this year, Linda started a part-time position as a staff assistant in the Bay Paul Center where she manages all of the Center's purchasing.

Anthony and Linda met in 2003 in Melbourne at an imaging company where they worked. Both had a passion for photographing landscapes using unusual techniques. The move to Woods Hole has provided the couple with not just jobs, but also a source of inspiration for their photography. "It's inspiring here because there are so many beautiful seascapes," says Linda. "We always like to find new places," adds Anthony. "We might take a photo of the beach and then two weeks later it can look completely different."

Most of their photographs are captured in low light or after dark. They try to stay out all night and finish a roll of film. Shooting on transparency film with medium-format Hasselblad cameras, the exposures can vary from two minutes to three hours. "Sometimes we are guessing," says Anthony. "But the beauty of it is not knowing what is going to happen." Given the workflow, Linda and Anthony say it's hard to know for sure which of them took which photos. "We literally can't tell who took a particular shot," explains Anthony.

Linda and Anthony's work was recently featured at a show at the Woods Hole Coffee Obsession entitled, "Woods Hole After Dark," which included a series of photographs showing Woods Hole and surrounds by the light of the full moon. They are currently working on another show, which captures moonlit scenes of Cape Cod, to be displayed at the Falmouth Coffee Obsession this summer.

Director's Message, from page 1

remarkable accomplishment at any time, especially during an historic economic downturn. I would like to thank all of you for your vigilance over the last year and ask for your continued assistance as we work to be the most responsible stewards we can be for the laboratory.

A PDF version of the State of the MBL is posted in the "Staff Toolkit" section of Human Resources website <www.mbl.edu/hr/toolkit/hr_toolkit.html> and contains all of the details of my presentation. If you could not attend the meeting, I encourage you to review it. All staff should feel free to contact me with any questions or comments about what was presented at the State of the MBL or with any concerns in general. Your feedback is always appreciated and welcomed.

In addition to providing a financial and institutional update, the State of the MBL also gives the MBL an opportunity to recognize and honor the accomplishments of our most important asset—our employees. This year's meeting was no exception as we named Jerry Melillo a Distinguished Scientist, the highest recognition that the MBL can bestow on a scientist. We also thanked Ed Enos and Kurt Fuglister for their 40 years of service to the MBL—a truly remarkable achievement. Jim Laundre was recognized for his 25 years of service, as were several individuals who have worked at the MBL for 10 years.

I was inspired by the remarks made by these honorees, who have dedicated much of their professional lives to the MBL, and was struck by how many of them thanked their co-workers for their success and for making their jobs exciting and fulfilling. These words of praise are a true testament to the special sense of community that the MBL embodies. All of us play a role in it and all of us help to make the MBL the leader in biological research and education that it is today. Thank you for your all of your hard work on the MBL's behalf.

With warmest wishes,

Gary Borisy, Director and CEO

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observations. "By some estimates less than 5% of the world's species of fungi are known to science," says Nathan. "It is still a common experience to come across a mushroom that cannot be easily identified in the available books or which doesn't really fit the definition of any recognized species. Mushroom Observer addresses that gap by creating a place for everyone from backyard mushroom enthusiasts to Ph.D. mycologists to talk about and record what they've found, as well as connect to the existing literature. We now have observations from every continent including Antarctica."

When Nathan first heard about EOL in early 2008, he saw it as an opportunity to participate in a project with similar goals to Mushroom Observer, but applied to all of life. As a result, he became an active contributor. Nathan served as a member of the EOL's Advisory Board to the Education and Outreach component, helping to shape the project's involvement with hobbyists, naturalists, citizen scientists, students, and educators. In addition, Mushroom Observer was one of the EOL's early content partners. His knowledge of both the technology behind the site and many of the people working on the project helped prepare him to lead the technical team for the EOL when the opportunity came up. Now that he's on board and the reality of the change has had a chance to settle in, he remains excited about his role in this ambitious project.

Despite the winter weather, Nathan has already discovered some local mushrooms he is anxious to identify. With spring around the corner, this California native is looking forward to exploring his new home. "I'm enjoying the clean air and the proximity to nature and am excited to see what's out here to discover."

Falmouth Service Center director Brenda Swain gave a talk in the Swope Private Dining Room on March 2.

MBL Associates and EOL Staff Host School Vacation Week Event

The MBL Associates hosted a free, interactive Encyclopedia of Life-themed event for students on February 18 in the Speck Auditorium. More than 60 kids and their parents (along with a few adults who came on their own) joined the MBL's Biodiversity Informatics team, Ed Enos, superintendent of aquatic resources, and Gloria Borgese, longtime MBL tour guide and Associates board member, to learn about marine species and how they can help contribute local information to this worldwide project.

Using digital cameras and laptop computers, participants uploaded photos to the EOL's new Cape Cod LifeDesk, a web-based environment that enables users to easily share biodiversity information with the EOL. Students were encouraged to take photos of other species they encounter in their own backyards and share them as well.

The MBL has played a major role in developing the EOL, which was officially launched in 2007. The ambitious project aims to create a web page for all 1.9 million known species of animal, plant, and other forms of life on Earth.

Vitthal Kudal, EOL scientific informatics software developer, shows starfish to students.

Falmouth Service Center — A Food Pantry PLUS!

The Falmouth Service Center is our local food pantry where a few paid staff and an army of unpaid volunteers work together to assist struggling Falmouth families. The MBL has long participated in holiday food drives and Giving Trees to benefit the Center, but the need for assistance is year round. With that in mind, the MBL Activities Committee invited Center director Brenda Swain to give a talk at the MBL about the Center's history, mission, partners, and ways in which we, beyond our holiday efforts, can be helpful to the Center. Following, are her suggestions:

Donate to the Emerald House Thrift Store

In addition to financial and food contributions, the Center accepts donations of gently used clothes and small kitchen items (no large appliances or furniture) to distribute to families or to sell at Emerald House, the Center-owned and operated thrift store, providing financial support for the Center as well as the local Community Health Center. If you would like to donate clothing or kitchen items but can't get to the Center, bring your items to Beth Liles (bliles@mbl.edu, Candle House 202) or Marcia Donovan (mdonovan@mbl.edu, Candle House 300) and they will be happy to deliver them.

Join in the Community Garden

The Center's popular on-site community garden has plots for those who want to grow fresh vegetables for themselves while donating a portion of their harvest to Center families. Contact Ilona or Bill Geise (508-540-3557; ilonageise@msn.com) or the Activities Committee (activities@mbl.edu) for information.

Organize/Participate in Food Drives

The Center is primarily a food pantry, so food collections are especially important year-round. The Center emphasizes the need for fresh produce and healthy foods. Nancy Stafford is our MBL food drive organizer, so if you want information about how to donate food, or to arrange a food drive, see her in the MBLWHOI library or e-mail nstafford@mbl.edu. The Center also accepts unused, valid coupon donations. Send them to Falmouth Service Center, P.O. Box 208, Falmouth, MA 02541-0208.

Participate in upcoming events, and programs to benefit the Service Center

The Feinstein Challenge — During March and April, for every food or monetary donation to FSC, the Feinstein Challenge will match a certain percentage in cash. Now is a great time to donate! Contact nstafford@mbl.edu for information.

Postal Food Drive — On Saturday, May 8, postal workers will once again collect food donations (double-bagged in plastic if it's raining) at any mailbox in Falmouth. Volunteers are needed at the Service Center on Gifford Street to accept and sort collected food that day. Contact fsc@cape.com to sign up.

Earth Day Celebration in Community Garden — Opening day for the Center's community garden is Saturday, April 17. The Center is looking for volunteers of all ages for general clean up, yard work, and readying plots for the growing season. Contact Ilona or Bill Geise (508-540-3557; ilonageise@msn.com).

Coat Drive — Now is the time to buy winter coats on sale, or to think about donating your own gently used jacket. Donated coats will be saved for next year. Children's (new) coats will be distributed at the beginning the next school year as part of the Service Center's Fresh Start Program. Contact the activities committee, activities@mbl.edu.

MBL Bike Drive — We're told bikes are wanted, but scarce for Center families. So, the Activities Committee will sponsor a Spring Bike Drive in May. Employees will have the chance to donate gently used or new bikes (go in together on one!) and helmets, for all ages. Look for flyers and announcements in May.

If you have further questions about how to get involved with the Falmouth Service Center, contact the Activities Committee at activities@mbl.edu.

Employee News

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

Linda Martini
Staff Assistant, Bay Paul Center

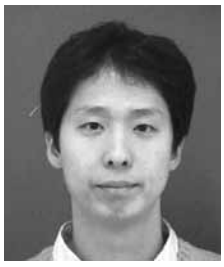
Nathan Wilson
Director Biodiversity Informatics, EOL

Eugene Gladyshev
Postdoctoral Scientist, Bay Paul Center

Sherri Simmons
Assistant Scientist, Bay Paul Center

Liping Xun
Research Assistant, Bay Paul Center

Charles Ha
Scientific Informatics Developer, MBLWHOI Library



Woo Jun Sul
Postdoctoral Scientist, Bay Paul Center

Yueh (Mei) Hsu
Postdoctoral Scientist, Bay Paul Center

Martha Tarafa Director of Major Gifts, External Relations

John Hufnagle
Scientific Informatics Analyst, MBLWHOI Library

Marjan van deWeg
Postdoctoral Scientist, Ecosystems Center

Mary Loftus
Director of Foundation Relations, External Relations

Daniel Ward Research Assistant, Marine Resources

Cameron MacKenzie
Research Assistant, Ecosystems Center

Sarah Wilkins Research Assistant, Ecosystems Center

Promotions

Grant Harris was promoted to scientific informatics analyst in the Cellular Dynamics Program

Appointments

Chris Neill has been named director of a new Brown-MBL Partnership that will expand research opportunities between the two institutions through joint faculty appointments. The new partnership will build upon joint Brown-MBL Graduate Program in Biological and Environmental Sciences instituted in 2004. Chris, who was also recently promoted to senior scientist, studies how changes in land use and other human activities alter the structure of ecosystems.

Bill Reznikoff has been appointed MBL director of Education. Bill is a senior research scientist at the Bay Paul Center and program director for the Howard Hughes Medical Institute's teacher-education program "Discover the Microbes Within" held annually at the MBL. He is also professor emeritus in the Department of Biochemistry at the University of Wisconsin-Madison. His research interests are in the area of bacterial and molecular genetics.

Milestones

Births

Cordelia Roth, grant coordinator, and her husband, Andrew, welcomed a baby boy, Sean Charles Roth, born on October 24, 2009.

Jerry Melillo Named Distinguished Scientist

The MBL has named **Jerry Melillo** a Distinguished Scientist for his outstanding achievements and service to the scientific community. The honor is the highest recognition that the MBL can bestow on a scientist. Jerry is a senior scientist and former co-director of the MBL Ecosystems Center, where he has conducted research for more than three decades.

"The MBL is delighted to honor Jerry's scientific excellence with this special recognition," said Director and CEO Gary Borisy. "His contribution to ecosystems science and prominence in international science policy over the course of his career are remarkable. We are proud to call him a member of the MBL family."

Jerry specializes in the impacts of human activities on terrestrial ecosystems across the globe. In addition to his work at the MBL, he is also a professor of biology at Brown University. In 2009, he co-chaired and co-edited a White House report that offered the most comprehensive assessment to date on the impacts of climate change on the United States.

Ed Enos and Kurt Fuglister celebrate 40 years at the MBL

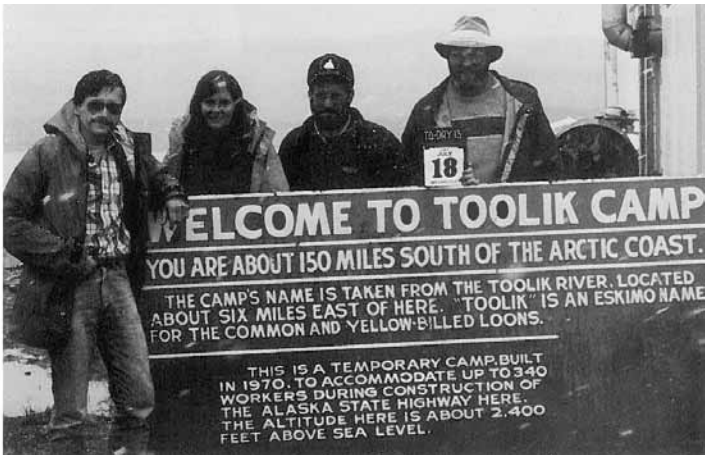
Ed Enos, superintendent of Aquatic Resources, and **Kurt Fuglister**, caretaker in Plant Operations and Management, were recognized by the MBL community for their 40 years of service to the laboratory at the March 11 State of the MBL event. Ed was hired as a collector in December, 1969, and became superintendent of aquatic resources in 1990. Kurt was hired in August, 1969 and has spent most of his career working in the Swope Center. In recognition of their contributions to the MBL, each will have a Lillie Auditorium seat (of their choosing) named in their honor.

Jim Laundre Honored for 25 Years at the MBL

Jim Laundre, senior research assistant in the Ecosystems Center, was honored for his 25 years of service to the MBL at the State of the MBL meeting on March 11. "Jim exemplifies all the finest qualities of the outstanding research assistants who make our long-term research possible: a can-do attitude, the ability to come through in the crunch, and sustained dedication to our research programs," said Ecosystems Center director Hugh Ducklow.

For the last 25 years, Jim has participated in research at the Ecosystems Center's Arctic LTER research site at Toolik Lake, located in the foothills of Alaska's Brooks Range. He is currently the senior research assistant at the site, where he is responsible for coordinating a number of terrestrial field projects. Jim also oversees the integrity of the massive Arctic LTER database which houses all data obtained in experiments at the field site.

"Jim is very knowledgeable about equipment and electronics and a great botanist, says MBL senior scientist Gus Shaver, who hired Jim in 1984.



Jim Laundre, Anne Giblin, Gus Shaver, and Knute Nadelhoffer at the Arctic LTER research site at Toolik Lake, Alaska c. 1985.

Jim received his B.S. in Biology from the University of Wisconsin, Green Bay, and his M.S. in Botany from the University of Connecticut. Jim and his wife Bonnie Kwiatkowski, also a research assistant at the Ecosystems Center have two children.

Congratulations, Jim!

10-Year Employees Honored

The MBL salutes the contributions of the following employees who were recognized at this year's State of the MBL for their 10 years of service to the laboratory.

Jessica Berrios, Housekeeper
Grace Chen, Housekeeper
Ken Crosby, Accounts Payable Bookkeeper
Mike Elias, Machinist/Mechanic
Nancy Hadway, Digital Processing Center Assistant
Kelly Holzworth, Center Administrator, Ecosystems Center
Kristine Johnson, Director of Planned Giving and Special Gifts
Suzanne Livingstone, Assistant Housing Coordinator
Marshall Otter, Senior Research Assistant, Ecosystems Center
Matthew Person, Library Technical Services Coordinator
Gretta Serres, Assistant Research Scientist, Bay Paul Center
Jennifer Wernegreen, Senior Scientist, Bay Paul Center
Pam Oldham Wilmot, Administrative Assistant, Communications

Retirements

Being Objective: A Tribute to Rudi Rottenfusser

By: Wolf Malkusch and Steve Zottoli

Carl Zeiss, Inc. continues to heavily support numerous courses at the MBL with loaner equipment and expert product and sales staff. Phil Presley was the Zeiss representative at the MBL for many years until his untimely death in the fall of 1994. **Rudi Rottenfusser** replaced Phil in the spring of 1995. Although Rudi has officially retired as of January 1, 2010, he will continue to work with the new Zeiss representative, **Chris Rieken**, over the next few years during the transition.

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Rudi Rottenfusser at the MBL, by Wolf Malkusch

First and foremost Rudi loves microscopy and is more an educator/scientist than a salesman. For example he eagerly talks to groups at the MBL on microscopy theory. In addition his ability to guide scientists in the use and service of Zeiss microscopy equipment is unparalleled. Rudi's listening skills developed early in his career when he recognized the importance of matching his Zeiss microscopy products to the needs of scientists. Rudi himself provided the most insightful story of how he developed as a scientist/salesman (a story told to Steve Zottoli by Rudi):

Rudi Rottenfusser was trained in Oberkochen and was given a rural sales territory south of Vienna, Austria by a "generous" district manager who retained the cities for his "senior" sales people. As a newly trained salesman, Rudi started by visiting hospitals and encountered a woman scientist who was in her seventies and who was using a monocular Zeiss microscope to study blood smears. Rudi asked if she would like him to show her a Zeiss model that had many new features. She was receptive to viewing the new binocular Zeiss microscope and indicated that she would find a way to purchase it if he could demonstrate that is was better than her monocular model.

Rudi embraced this challenge since he was convinced of her need for a new microscope after noting that her scope was on a telephone book and tilted at about 20 degrees; that she was using a mirror to capture natural light; that the scope was monocular; and finally that it was old – from 1904. He brought in a new binocular microscope with built-in illuminator and the best plan-apochromatic objectives available to date, for a side-by-side comparison.

He began by noting that the new microscope head was tilted at 45 degrees, an optimal angle for her comfort in observing specimens. She indicated that with her arthritis it was more comfortable for her to not tilt her head more than 20 degrees which was why she had the scope on a phone book and tilted. (Note: later studies have shown that 20 degrees is close to the optimal angle for proper ergonomics!).

Undaunted, Rudi continued, "You have a 40x/1.0 oil apochromatic objective and the new scope has a plan-apochromatic 40x/1.0 objective. Wouldn't it be better to have the whole specimen in focus at once?" She asked him to observe her as she used the fine control of her microscope to continuously focus over the whole field. She indicated that through practice she was able to integrate the information in different focal planes to create a flat field. In addition she argued that the center of her lens (Zeiss 1905, 40x) was sharper in the middle than his new plan objective. He had to concede that less glass probably made it sharper, and he couldn't argue about her method of integration. Furthermore it occurred to him that in biological specimens seldom are all parts of the tissue in focus.

Rudi enthusiastically continued, "We have a new built-in light source with filters — this certainly would be an improvement over your mirror arrangement." She looked through the new scope and commented that the filament of the light bulb was showing up in the front focal plane of the condenser (aperture diaphragm plane) and asked him to compare this to the light distribution in her microscope utilizing a mirror angled at the Austrian cloudy sky. He had to admit that the lighting was more even. She emphasized that "real" daylight was better than artificial light (tungsten filament) plus "daylight" filter. Rudi conceded again but then added, "You could work at night if you had a light source." She responded: "But any respectable scientist at my age should be able to go home at 5 pm!"

Rudi saved his best point for last. "Wouldn't it be wonderful to have a binocular scope rather than your monocular one for ease of viewing?" She asked him to look at her right eye, indicating that because of a severe cataract she could not see with that eye. She added that going through a monocular tube was probably brighter than splitting the available light into two parts. Obviously for her there was no need for a binocular microscope.

Rudi learned a number of lessons that day that include:

1. The physics that underlies the fundamentals of microscopy do not change.

2. What appears as a convenience to one scientist may not be to another.

3. The necessity for a particular product is dictated by the scientists' needs and physical limitations as well as their financial limitations.

4. Something new does not automatically make something old obsolete.

Rudi took these lessons to heart and has applied them to focus on the scientist's needs rather than the salesman's perceptions. Rudi's calm demeanor and sincere concern for his fellow scientists will be missed.

This story was modified from a version that was published in zeiss@micro Nr. 6 and is published with permission from Carl Zeiss, Inc.

Steve Zottoli is a longtime MBL visiting researcher who has known Rudi for more than 15 years. He continues to be a close friend and colleague.

Wolf Malkusch is a product manager for Biomedical Imaging Software Carl Zeiss. For more than a decade, he and Rudi have worked as a team supporting summer courses at the MBL.

Other Employee News

Michael Schribak Receives ASCB Photo Award

Michael Schribak, associate scientist in the MBL's Cellular Dynamics Program, won second prize at the 2009 Celldance Still Image competition at the annual American Society of Cell Biology annual meeting held last December in San Diego, CA. Michael's winning image, titled "Sea Creature Radiance," was produced using a new type of orientation-independent polarized light microscope technique. Michael and his colleagues are currently applying for a patent on this technology, called Video-Enhanced Polychromatic polscope.

Lionel Jaffe Travels to Oregon Marine Lab

MBL scientist **Lionel Jaffe** traveled west this winter to conduct research at the Oregon Institute of Marine Biology in Coos Bay. Lionel plans to spend three to six months at the marine lab, collecting and experimenting with the brown algae, *Fucus*.

Bill Mebane Visits Haiti Fish Ponds Post-Earthquake

For the last eight years, MBL researchers, led by **Bill Mebane**, superintendent of the MRC's Aquaculture Engineering Division, have been developing methods of raising aquacultured fish in L'Acul, Haiti.

The epicenter of the devastating 7.0-magnitude earthquake that struck the country on January 12 near the town of Léogâne was about 9 miles from the area where MBL researchers work.

Bill traveled to Haiti less than a month after the quake to assist colleagues in L'Acul and assess damage to the ponds. "Haiti looked like Hiroshima—people living in makeshift tents made from bed sheets and scrap steel," said Bill. Based on the structure and topography of where the fish ponds are located, Bill thought for sure that they couldn't have survived such a massive quake. To his surprise all of the ponds he could visit were in tact. "It's a miracle," he said. "There were tons of fish in many of the ponds I saw and it's a good thing; they need them."

During their visit, Bill and his colleagues from the Haiti Fund, The Building Goodness Foundation, and The Cooperative Development Fund repaired two generators and all of the plumbing at a hatchery, which provides fingerlings to the mountain fish ponds. All of the pipes had been broken during the quake. One night, Bill was awakened by an aftershock that left villagers panicked about another quake. "I saw the concrete walls move about 2 to 3 inches in each direction, but nothing cracked," Bill says. "I don't know how it held up, but it did."

A tent city outside of Léogâne

Bill will return to Haiti on March 31 for the Easter holiday when the ponds will be harvested. "Easter and Christmas are the two big harvest events and we hope to quantify the production and see if the ponds are meeting their production potential," said Bill.

"The MBL/Woods Hole community have been such great supporters of our project and the number of phone calls, e-mails, and comments made by fellow co-workers has meant a lot," he added. "The hardworking, good spirited people of Haiti need a reprieve from all the misfortune that they are bombarded with. These folks now need us more than ever!"

Message from the Equal Employment Opportunity Coordinator

Social Networking

With the new technological advances of the last decade, most of us are now connecting regularly with our family and friends via Facebook or MySpace or spending some part of each day texting, twittering, or hanging out in a virtual world. It's a great way to communicate, and as any parent knows, it's especially effective with teenagers. Some links, such as LinkedIn and Biznik, are great resources for business contacts. MBL has made excellent use of these tools—if you want to find out the latest news from the MBL, just check out the laboratory's Facebook page at <**www.facebook.com/mblscience**>. All of these electronic options are a great way to stay current and connected in a rapidly changing world.

Unfortunately, there is another side to instant linking that is anything but advanced. It occurs when these technologies are used to alienate and abuse others, for example, in the case of the 15-year-old Massachusetts girl who is thought to have committed suicide because of the online bullying she endured from her classmates. Not all cyber bullying (the term used for children) or cyber harassing (the term used for adults) leads to such fatal results, but any time the Internet is used to persecute others, recourse for victims must be available. That is why 47 states now have laws that explicitly include electronic forms of communication within their stalking or harassment laws, including Massachusetts General

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Activities Committee Update

• Back by popular demand, the MBL Wii Bowling League is once again underway. Nine teams (plus one ghost team named "Free Bowl") are competing for the 2010 title as the Alley Cats—made up of Susan Goux, Ann Woolford, Bill Reznikoff, Melissa Newman, and David McLean—look to defend their championship. Stop by the MBL Club at lunch on Wednesdays and Thursdays to check out the action. Visit <www.allprosoftware.net/MBL_Wii_Bowling_League> for full schedule and rosters.

• The Activities Committee has two Nintendo Wii gaming consoles that can be borrowed by any department on campus for special events or parties. Each console comes with one Wii remote, one nunchuk, and the Wii Sports video game. Contact the Activities Committee at activities@mbl.edu for more information.

• The Activities Committee is organizing a Bike Drive to be held during the month of May. Bikes to be given to the Falmouth Service Center for distribution. Stay tuned for more information.

• 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@mbl.edu.

Human Resources Update

eVerify

Since 1986, the MBL has been required to verify the employment eligibility of all new employees, including temporary and seasonal, to be certain they are legally authorized to work in the United States by completing Form I-9. This must be done within three days of the employee's start date. As part of an effort to assist employers in verifying the documents presented for the I-9, Congress recently passed legislation authorizing the eVerify system. eVerify requires certain employers to enter information from Form I-9 into the Federal Government's web-based eVerify system. The information is then verified by the Department of Homeland Security.

All employers who receive Federal contracts, including the MBL, are required to use the eVerify system. The Human Resources office began using this system earlier this year for all new employees, however the law requires that all employees, not just new ones, who work on a Federal contract be verified through eVerify, once the contract is awarded or renewed and the eVerify clause is included. While the MBL does not currently have such a contract with the eVerify clause, we expect to in the near future, at which time we will have to expand the verifications. Because of the difficulty in tracking exactly who is working on a particular contract, the law allows employers to verify all employees hired after November 1986 thus avoiding the possibility that an unverified employee will unknowingly work on an eVerify required contract.

As soon as required, the Human Resources office will be asking all MBL employees hired after November 1986 to complete a new Form I-9 and produce the required documentation. If you have been in your job for a while, you may not have had the need to present employment authorization documents recently. All employees should take a few minutes to identify the appropriate documents that will be required. The link to the current I-9 form is in the Staff Toobox section of the HR webpage, under Forms. Please review it for more information and the options for proper identification. If you cannot produce the required documentation, please request them from the appropriate office.

Any questions clarifying these requirements or the proper documents should be directed to the Human Resources office.

Facilities Update

• The Loeb project is on time and on budget, and expected to achieve Silver LEED (Leadership in Energy and Environmental Design) certification.

• Rooftop work is about 80% complete, third floor is about 80% complete, second floor is about 70% complete, first floor and ground floor are about 50% complete. The project employs 100 to 150 workers per day, 20% of whom are local and 75% union. A certificate of occupancy is expected by June 1.

• Renovations are underway in Lillie 115, 116, and 117, which are being reconfigured into lab space, a microscope area, and an office for Dr. Tomomi Tani who has been appointed an associate scientist in the Cellular Dynamics Program. Dr. Tani is expected to arrive this spring and will be joined by his wife, Dr. Maki Koike-Tani, who will be a postdoctoral scientist in the Cellular Dynamics Program, working with Peter Smith.

Loeb project team Leaders: (left to right): Paul Thibault, Shawmut; Kyle Lloyd, Shawmut; Chad Grimshaw, Shawmut; Keisy Marquez, TK&A; Jonathan Cohen, TK&A; Puja Doni, Shawmut; Tim Hurdlebrink, Shawmut; Richard Cutler, MBL; missing: Dan Campia, AHA Engineers. Photo: Joyce Enos

Greening the MBL

The MBL has begun single stream recycling in locations throughout campus. Single stream (also known as "fully commingled") recycling refers to a system in which all paper fibers and containers are mixed together in a collection truck, instead of being sorted into separate commodities (newspaper, cardboard, plastic, glass, etc.) by the individual and handled separately throughout the collection process. In single stream, both the collection and processing systems must be designed to handle this fully commingled mixture of recyclables.

"The MBL had been separating their recycling in the past," said Larry Burdge, Manager of Building Services, Transportation and Grounds. "We are now going to single stream recycling which will encourage more recycling by having one bin to do all of your recycling."

A list of acceptable items can be viewed on posters located throughout the MBL campus.

If you need a recycling container, contact Bob Meisel: rmeisel@mbl.edu; x7160.

EEO Update, continued

Law Chapter 265, Section 43, which states, "Such conduct, acts or threats described in this paragraph [Crimes Against the Person] shall include, but not be limited to, conduct, acts or threats conducted by mail or by use of a telephonic or telecommunication device including, but not limited to, electronic mail, internet communications and facsimile communications."

As with all federal and state laws, MBL provides additional protection to members of its community through its policies and procedures. To that end, several staff members have been working on a new policy that covers social networking in the workplace. This new policy will help employees and affiliates of the MBL take advantage of the advanced technology and, at the same time, ensure that everyone understands its appropriate use and misuse so that it can be beneficial to us all. Look for it soon. — Jane MacNeil, x7378, eeo@mbl.edu

Great EsCapes:

Herring Runs

One of the true signs of spring on and around Cape Cod is the return of herring from the ocean to our region's rivers and streams. River herring spend most of their lives in saltwater but return to their fresh water hatching grounds to breed. In spring (April – May) when water temperatures begin to rise, the fish migrate up river to lay their eggs. Juvenile fish spend the summer in the rivers until late summer to early fall when they return to the ocean.

In the last few years, researchers have noted a marked decline in the number of migrating herring. In efforts to rebuild the stock, the taking of herring or alewives is strictly prohibited by the Commonwealth of Massachusetts.

Why not visit a local river herring viewing site this spring and enjoy this Cape Cod tradition, courtesy of Mother Nature?

Lower Mill Pond Dam and Fishway

Stony Brook, Brewster

A series of connected fishways and stone baffles allow the fish to surmount a natural elevation change and mill pond dam, enabling them to reach the 386 acres available in the headwater ponds. This run was described in great detail by John Hay in his book *The Run*.

Location: Next to Thomas Prence Grist Mill (intersection of Stony Brook Road and Setucket Pond)

Monument River Fishway

Monument River, Bournedale

This system supports one of the Commonwealth's most productive river herring populations. While construction of the Cape Cod Canal inhibited herring's upstream access by intercepting the natural channel, a series of weir-pool fishways, which are integrated within the stream's artificial channel, allows river herring to migrate upriver to spawning site in Bourne and Plymouth.

Location: Route 6/28 (Scenic Highway north side of Cape Cod Canal) at the Army Corps of Engineers comfort station

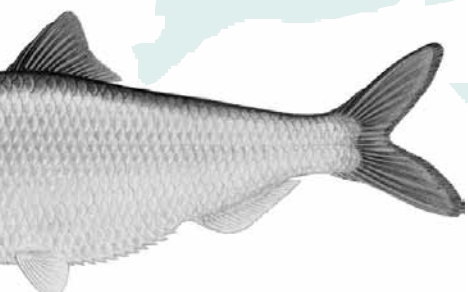
Mill Pond Dam and Fishway

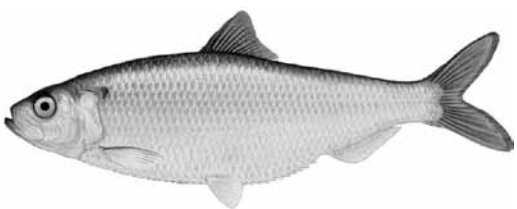
Agawam River, Wareham

The Agawam River system supports a very productive river herring fishery largely due to the more than 500 acres of spawning and nursery habitat available in its ponds and impoundments.

Location: The Elks Club lot off Route 6/28 West below Mill Pond

Source: Commonwealth of Massachusetts Division of Marine Fisheries





The Collecting Net is published quarterly by the MBL Communications Office. Comments and questions may be directed to x7423; comm@mbl.edu

MBL Biological Discovery in Woods Hole

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