

# The Collecting Net

## Message from the Director

I hope all of you, your homes, families, and neighbors fared well during the recent tropical storm.

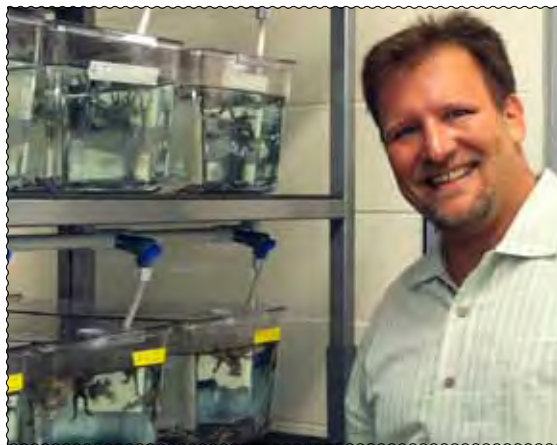
Although the MBL did sustain some damage, it was not severe. This is due, in part, to Mother Nature, but also to our dedicated staff, particularly in the facilities department, who went above and beyond to secure the MBL against the storm. As Richard Cutler always likes to remind us, one of these storms will hit us hard one day so we need to consider these events as drills and take them seriously. Thank you to everyone for your cooperation. As we have seen with winter storms, hurricanes, and other difficult weather situations, the MBL is fortunate to have such a dedicated group of people to help keep us running!

I would also like to thank those members of the MBL community who ran for the laboratory in August as part of the Falmouth Road Race "Numbers for Non-Profits" program. Your efforts (and sweat equity!) raised more than \$11,000 for the MBL. Plans are already in the works for the 2012

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## Researcher Spotlight

Meet **Marko Horb**,  
Director, National *Xenopus* Resource



The MBL has long been home to squid, clams, horseshoe crabs, and a host of other marine models. With the creation last year of the National *Xenopus* Resource (NXR), frogs have now been added to the list.

Marko Horb was recently hired to direct the NXR, which supports scientists who use the aquatic frog *Xenopus* for research into human health, disease, aging, and recovery from injury and disability. Because *Xenopus* can regenerate several body parts, they are important in the field of regenerative medicine.

The NXR currently houses 1,000 to 1,500 *Xenopus*, but can support 10,000 to 15,000. The facility breeds frogs of various genetic stocks and develops new experimental tools and husbandry techniques for two *Xenopus* species. The NXR will also offer courses and host meetings for *Xenopus* researchers. The first gathering is in October.

"*Xenopus* husbandry techniques have always been an issue," Marko explains. "What's the ideal room temperature? How much space do you need? What are the options for a recirculation system? When I started my lab, I had to develop my own system for maintaining *Xenopus* and nobody taught me how. It would have been great if I could have gone to a short course to learn the best methods. That is one

*Continued, page 2*

## Employee Spotlight

Meet **Matthew Person**, Technical Services  
Coordinator, MBLWHOI Library



If you think your job requires keeping track of a lot of things, consider the work of MBLWHOI Library's Matthew Person. Matthew manages the library's extremely broad, increasingly online journals collection, which includes thousands of subscriptions that span disciplines from biology and oceanography to

bioinformatics and marine policy. The Library's facilities house 300,000 journal and book volumes, ranging from the 1600s to the present day. "My job is never the same for six months," says Matthew. "There are continually major technological changes so I'm always learning new skills."

Matthew grew up spending his summers in Woods Hole. His father, Philip Person, was a biochemist who conducted summer research at the MBL for more than 50 years. After 20 years of working as a writer, photographer, and even as a chef at the American Embassy in Iceland, Matthew was hired by the MBL in 1998 for a book moving project. That temporary job led to full time positions as a library assistant, serials librarian, and, most recently, technical services coordinator.

In addition to his work with the Library's serials collection, Matthew also co-manages the digitization of MBLWHOI Library journals for The Biodiversity Heritage Library (BHL), a consortium of 12 major research libraries that is the world's largest repository of open access full-text digitized legacy biodiversity literature. From 2007 to 2009 alone, Matthew oversaw the digitization of close to 10,000 journals for the BHL. "All library staff have roles in the BHL, in addition to their roles at their respective libraries," says Matthew. "It's been interesting to learn how to provide not just materials, but also our added library services online."

When Matthew was asked to represent the MBL at a BHL conference in Vienna, Austria last year, he hoped to spend his free time there learning about the ancestral home of his

*Continued, page 2*

type of course the NXR can offer, so people can incorporate the animals into their labs with less cost and hassle.”

Originally from Chicago, Marko completed his Ph.D. at Stony Brook University and was a postdoc at the University of Bath, England. He studied the steps and signals that lead to development of the pancreas and other endoderm organs, including the liver. In 2003, Marko successfully converted liver cells into all types of pancreas cells in *Xenopus*. His lab continues this research with the goal of specifying liver cells to become solely insulin-producing pancreatic cells, which could potentially provide a therapy for diabetes.

The NXR is a key component of the MBL’s Eugene Bell Center for Regenerative Biology and Tissue Engineering and Marko also has an appointment there as an associate scientist. “It’s magnificent how well the NXR fits with the mission of the Bell Center, and we want the *Xenopus* community to feel part of the Bell Center as well,” Marko says.

The MBL is a very different laboratory environment for Marko, who was previously at the Clinical Research Institute of Montreal, an affiliate of the University of Montreal. “I’m coming from a big city and a research institution that was housed in just one building,” says Marko. “At the MBL, it’s different. There’s a wide diversity of research and interactions are different. People are much more willing to help out than previous places I’ve worked.”

Marko’s lab includes his wife, Lori, a technician who has worked with him for the last eight years, a postdoc, Esther Pearl, and two graduate students, Cassandra Bilogan and Akash Srivastava, who transferred from McGill University to the Brown-MBL joint Ph.D. program.

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Director’s Message, from page 1

MBL “All Star Team,” and I encourage anyone who is interested to join in this worthwhile and fun endeavor. Read more on page 12.

These recent events are but two examples of the solidarity that makes the MBL so special and I’m grateful to be a part of this extraordinary team. Together, we’re pushing the MBL forward in new and dynamic ways. Thank you!



maternal family. What he never expected were the astonishing discoveries he’d make about his family history.

Besides his mother’s immediate family and that of one of her cousins, it was thought that the rest of his Jewish ancestors had all perished during World War II. But thanks to help from the Jewish Cultural Service in Vienna, who provided Matthew with his family’s entire family tree, he discovered that the family history he had grown up with was incomplete. “I had relatives in Europe whose parents had lived through World War II in heroic circumstances,” he explains.

Matthew learned that his great-great grandparents owned a food store in the heart of the Viennese neighborhood of Meidling and were beloved members of the community. In fact, the Meidling museum had photos on exhibit that Matthew was able to see in person. Matthew also discovered two cousins of his grandmother who survived the war had led intriguing lives. One was a famous Austrian writer and lawyer, Albert



Matthew’s ancestor, Adolf Leopold Steiner, with a plane he designed for Koolhoven Aircraft.

Drach, who survived the war by fleeing to Yugoslavia, then France. He won the German language equivalent of a National Book Award for his writing, which is now part of the Austrian Literary Archives. Another cousin, Adolf Leopold Steiner, was an aviation pioneer who immigrated to Holland from Vienna in the 1920s. The two children of Albert Druck live in Vienna and Adolf Leopold Steiner’s two daughters and two grandsons live in Holland.

Over the last year, Matthew has connected with his newfound family members through Facebook and joined Ancestry.com, an online resource for family history documents. Last spring he returned to Austria and Holland to meet relatives with whom he shares the same great-great grandparents. He credits the MBL for giving him the opportunity to reconnect with his long lost relatives. “My life changed big time because MBL sent me to a meeting!” he says.

Closer to home, Matthew volunteers with The Mass Memories Road Show, a state-wide digital history project that documents people, places, and events in Massachusetts history through family photographs and stories. Matthew volunteers at public events where family and community photographs are scanned and individuals are videotaped for “the stories behind the photos.” Matthew photographs individuals holding their treasured family photographs. The images and video are indexed and incorporated into an online educational database at massmemories.net. Since its launch, the project has gathered more than 2,500 photographs and stories from across the state. “A lot of very interesting things happen at these events,” Matt explains. “It can be an extremely moving experience.”

At the MBL, Matthew serves as the institution’s liaison to the WHOI International Committee, which provides support and assistance to help international students and employees become acclimated to the institutions and to the community. The committee sponsors social events, an annual tax workshop, and provides language assistance and help with other services. “My work with the International Committee has been extremely rewarding,” Matthew says. “Living in a country other than your own regardless of how well you know the language can be difficult. As someone who has lived abroad, I was happy to take on this role for the MBL.”

## Employee News

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



Chelsea Baldino,  
Research Assistant I,  
Ecosystems Center



Antje Fischer,  
Postdoctoral Scientist,  
Bell Center



Erin Banning,  
Postdoctoral Scientist,  
Bay Paul Center



Inke Forbrich,  
Postdoctoral Scientist,  
Ecosystems Center



Coralie Barth-Jensen,  
Research Assistant I,  
Ecosystems Center



Emma Green-Beach,  
Research Assistant II,  
Marine Resources



John Carr, Seawater  
Mechanic, Plant  
Operations &  
Maintenance



Paloma Gonzalez-  
Bellido, Postdoctoral  
Scientist, Marine  
Resources



Diane Cook, Program  
Administrator, Cellular  
Dynamics Program



Sharon Grim, Research  
Assistant III, Bay Paul  
Center



Emelia DeForce,  
Research Assistant,  
Bay Paul Center



Lori Dawn Horb,  
Research Assistant  
III, National *Xenopus*  
Resource



Murat Eren,  
Postdoctoral Scientist,  
Bay Paul Center



Marko Horb, Director,  
National *Xenopus*  
Resource

*continued . . .*



Germar Kelly, Director,  
Housing & Conference  
Services



Steven Silva, Watchperson,  
Plant Operations &  
Maintenance



Lois Maignien,  
Postdoctoral Scientist,  
Bay Paul Center



Maki Koike Tani, Assist.  
Research Scientist,  
Cellular Dynamics  
Program



Shalin Mehta, Research  
Associate, Cellular  
Dynamics



Sarah Tulin, Postdoctoral  
Scientist, Bell Center

No photo  
available

James Nelson,  
Postdoctoral Scientist,  
Ecosystems Center



Trevor Wardill, Research  
Associate, Marine  
Resources



Esther Pearl, Research  
Associate, National  
*Xenopus* Resource



William Werner, Research  
Assistant I, Ecosystems  
Center



Daniel Quinn, Research  
Assistant I, National  
*Xenopus* Resource



Patricia White, Center  
Administrator, Center for  
Library & Informatics



William Rathjen, Research  
Assistant II, Marine  
Resources



Gregory Young,  
Groundskeeper, Facilities



Emily Reddington,  
Research Assistant II,  
Bay Paul Center



Irina Yushenova,  
Postdoctoral Scientist,  
Bay Paul Center

## Milestones

### *Marriage*

**Julie Smith**, postdoctoral scientist, Bay Paul Center, and Christopher Meyer were married on January 21, 2011 in New Bedford, MA.

### *Births*

**Chris Dematos**, assistant director of IT, and his wife Jen welcomed a baby boy, Logan James Dematos, born June 13, 2011. He joins sister Camryn, age 2.

**Gina Hebert**, senior publicist, Communications, and her husband Ed welcomed twins, Genevieve Elizabeth and Andrew Edmund Hebert, born February 23, 2011. They join sister Grace, age 2.

**Julie Huber**, assistant scientist, Bay Paul Center, and her husband Matt Heintz welcomed a baby girl, Adele Huber Heintz, born February 1, 2011. She joins brother Alexander, age 4.

**Julie (Smith) Meyer**, postdoctoral scientist, Bay Paul Center, and her husband Christopher Meyer welcomed a baby girl, Stasia Christi Meyer, born May 4, 2011.

### *Retirements*

MBLWHOI Library director **Cathy Norton** retired in January 2011 after more than 30 years at the MBL. She is now serving as a Library Scholar.

Ecosystems Center senior scientist **Bruce Peterson** retired in April 2011 after 35 years at the MBL.

## Promotions

**Christine Bizinkauskas** was promoted to Research Assistant II in the Bay Paul Center  
**William Brosseau** was promoted to Assistant Director of Facilities in Plant Operations & Maintenance  
**Barbara Burbank** was promoted to Center Administrator in Marine Resource Center  
**Meghan Chafee** was promoted to Research Assistant III in the Bay Paul Center  
**Emelia Deforce** was promoted to Postdoctoral Scientist in the Bay Paul Center  
**Christopher Dematos** was promoted to Assistant Director of Information Technology  
**David Gallagher** was promoted to Assistant Director of Communications  
**Anthony Goddard** was promoted to Technology Infrastructure Lead in the Center for Library & Informatics  
**Emma Heart** was promoted to Associate Research Scientist in the Cellular Dynamics Program  
**David Johnson** was promoted to Research Associate in the Ecosystems Center  
**Kristen Lans** was promoted to Release Manager in the Center for Library & Informatics  
**Mark Messerli** was promoted to Assistant Scientist in the Cellular Dynamics Program  
**Holly Miller** was appointed Director MBLWHOI Library and Associate Director in the Center for Library & Informatics  
**Hilary Morrison** was promoted to Senior Research Scientist in the Bay Paul Center  
**Adrian Rocha** was promoted to Research Associate in the Ecosystems Center  
**Nathan Wilson** was appointed Director of the Center for Library & Informatics  
**F.J. Zandbergen** was promoted to Research Associate in the Bay Paul Center

## Other Employee News

**Richard Cutler** (pictured, right), Director of Facilities, Services and Projects, was elected National President of the Horseless Carriage Club of America, the premier touring club for antique automobiles built before 1916.

**Zoe Cardon** (below, left), a senior scientist in the Ecosystems Center, recently organized “An Austin Night For Nature,” a concert featuring some of Austin’s finest musical talent. The concert was presented by The Ecological Society of America (ESA) to benefit local environmental groups near Austin, Texas. ESA held its 96th annual meeting in the city August 7-12.



Ecosystems Center Senior Scientist **Linda Deegan** was appointed to the board of trustees of the Massachusetts Chapter of The Nature Conservancy. The Nature Conservancy is a national organization with more than one million members committed to environmental conservation. In Massachusetts, it has taken a leadership role in the protection of some of the state’s most critical landscapes, including Cape Cod and the Islands.



**Shelby Hayhoe Riskin**, (right) a fourth-year Ph.D. student in the Brown-MBL Graduate Program in Biological and Environmental Sciences, was awarded the Stanley Watson Fellowship. Shelby studies the hydrological and ecological consequences of the expansion of soybean agriculture into Brazil’s Amazon Basin with Chris Neill at the Ecosystems Center and Stephen Porder of Brown’s Department of Ecology and Evolutionary Biology. She also collaborates with Michael Coe at the Woods Hole Research Center.



**Alex Valm**, (right) a fifth-year student in the Brown-MBL Graduate Program in Biological and Environmental Sciences was awarded the Crane Family Global Infectious Disease Fellowship. Alex is working to develop a fluorescence imaging assay that can distinguish most, if not all, of the major constituents of complex microbial communities. He studies with Rudolf Oldenbourg and Gary Borisy in the Cellular Dynamics Imaging Program at the MBL and in the Pathobiology Graduate Program at Brown.



## Activities Committee Update

Mark your calendars for the following Activities Committee-sponsored events:

October 27 – Fall/Harvest Potluck Luncheon, MBL Club  
December 1 - MBL Holiday Bazaar, Meigs Room  
December 15 - MBL Holiday Party, Meigs Room

### Artisan Fairs 2011

The Activities Committee sponsored two Artisan Fairs this summer in Woods Hole. Twenty vendors in July and more than 30 in August set up shop in Waterfront Park, selling everything from seaglass jewelry and photography to hand-painted scarves and marine-inspired pottery. Local artists will sell their wares at the MBL once again at the Holiday Bazaar on December 1.

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](mailto:activities@mbl.edu).

### MBL Places 2nd in Division in State-Wide Bike Challenge

The MBL finished second in its division in the May 2011 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. This is the second year MBL employees participated.



Thirty MBL employees logged 1,343 bike miles, finishing second among businesses in the 100 to 499-employee category and edging out competitors such as Boston's Museum of Science, and Google. The MBL placed 23rd overall out of 197 participating teams.

#### MassCommuter Challenge Participants:

Julie Early	Leslie Murphy
Nuria Fernandez	Kent Nasveschuk
Antje Fischer	Marshall Otter
Hap Garritt	Matthew Person
Skyler Hackley	Robert Prendergast
John Hobbie	Cordelia Roth
Kelly Holzworth	Tim Schorer
Miriam Johnston	Anna Shipunova
Louis Kerr	Michael Shribak
Erica Lasek-Nesselquist	Nancy Stafford
Scott Lindell	Suzanne Thomas
Claire Lunch	Andrew Voorhis
Colin Millar	Nathan Wilson
Steven Miller	Lee Wood
Rebecca Mountford	Liping Xun



Top photo: Colorful tie-dyed clothing for sale at the MBL Artisan Fair.

Lower photo: Falmouth-based artist Sarah Caruso's pottery employs the sgraffito technique, in which a thin layer of clay, engobe or underglaze is applied over a clay body, and carved away to create an image.

## Facilities Update

### *New Sculptures on MBL Campus*

This summer, the MBL added three new pieces of sculpture to its campus grounds. “Life Force U,” which rests on the grass in front of Lillie Laboratory, and “Relaxing Nobel Prize Winner,” opposite the Woods Hole Science Aquarium, were generously donated by the artist, David Bakalar of Chestnut Hill and Woods Hole.

“Life Force U” is an African black granite hemisphere with a stainless steel wedge. A bar code incised in the top of the granite reflects on the wedge and ripples as the viewer moves. The sculpture, the artist says, is meant to express the imperative of the mating force of all life. “Relaxing Nobel Prize Winner,” Bakalar says, “is a fun piece where the image of a Nobel Prize winner has had his face and arms replaced by stainless steel mirrors. The viewer can see his or her face and hands superimposed on the body of the Nobelist.” It is part of a series Bakalar calls “Personal Quantum Sculptures.” The new sculptures join other Bakalar works on campus: “Helical Man,” in the Candle House courtyard; and “Cubes and Reflections,” also in front of Lillie Laboratory.

In addition, a 10-foot bronze sculpture “Cete” (which is Latin for sea creature) has been installed in the MBL Quadrangle. The piece, created by Vermont-based sculptor Lawrence J. Nowlan, was commissioned by the late MBL senior scientist Lionel Jaffe before his death last April. The sculpture features a variety of marine organisms studied at the MBL, including clams, squid, and sea urchins.

### *Greening the MBL*

The MBL installed solar panels on the roof of the laboratory’s property at Falmouth Technology Park in July. It is the single largest solar installation in Falmouth. The panels will provide electricity for 46% of the building, including daytime needs for the MBL Research Greenhouse, operated by the Eco-systems Center’s Zoe Cardon. The installation was performed by Cape Cod-based My Generation Energy, and created more than a dozen project-related construction and professional jobs. A ribbon-cutting ceremony is scheduled for September 23 at 11:00 AM.



*“Relaxing Nobel Prize Winner” by David Bakalar*

## Specimens Softball Wrap-Up 2011

By Coach Rhys Probyn

The 2011 MBL Softball team featured the most talented group of players in my four-season tenure as co-coach. We managed to post a very respectable 6-4 record, with only a few mental errors against WHOI’s GeoFacs and Applied Ocean Physics and Engineering teams keeping us from a league leading 8-2 campaign.

This year’s game ball was presented to “Big Tommy” Fetchko, whose bat caught fire mid-season powering the MBL to victories against WHOI Biology and WHOI Chemistry and keeping us in two hotly contested games against WHOI’s GeoFacs. Tom complemented his plate prowess with aggressive and intelligent base running as well as flashing some impressive leather at first base. Furthermore, he led the team in out-of-the-park home runs supplanting perennial MBL home run leader Jack Dacey for the first time since 2006.

This season also featured the most talented group of women to suit for the MBL in my coaching tenure. Be it at the plate or in the field, our ladies proved time and time again to be among the league’s elite players and invaluable contributors to our success.

Unfortunately, the close of the 2011 season marks the end of era in MBL softball as I, along with Dave Bailey, Erica Lasek-Nesselquist, and possibly a few other veteran players, will be moving on this offseason. It’s been an absolute pleasure coaching these past four years and I encourage anyone interested in leading the “Specimens” next season and beyond to touch base with coach Jim Marcello at [jmarcello@mbl.edu](mailto:jmarcello@mbl.edu).

### **Softball 2011 Season Record: 6 and 4**

<i>Wins:</i>	Jack Dacey
WHOI Biology (twice)	Jason Degregio
WHOI Chemistry (twice)	Cam Eisen
Falmouth Post Office	Tom Fetchko
<i>On The Water</i> magazine	Erica Lasek-Nesselquist

<i>Losses:</i>	Jenna Losordo
WHOI GeoFacs (twice)	Will Malchow
WHOI Applied Ocean	Herb McAdams
Physics and Engineering	Mike Toner
NOAA Fisheries	

*Coaches*  
Rhys Probyn  
Jim Marcello

*Veterans*  
Dave Bailey  
Sam Bailey  
George Bell

*Rookies*  
Ashley Jennings  
Kris Kiefer  
Sandra Kutzsbauch  
Jennifer Lindsay  
Chenie Prudholme  
Dan Quinn  
Nick Stienbaur  
Chris Syslo

## News From Human Resources

- Human Resources will soon have the ability for new employees to self-enroll in our voluntary short-term disability plan. The insurance company and our benefits broker are providing educational materials and enrollment forms so that new employees may enroll in the plan shortly after being hired. This has proven to be a valuable and popular benefit for employees to protect themselves from financial difficulty in the event of a short-term illness or during the 90-day period before our long-term disability plan begins paying a benefit. We will continue to offer an annual enrollment period in the spring for those who did not sign up for the plan when originally eligible.

- We are scheduling a speaker from the Social Security Administration to present general information about valuable Social Security programs, benefits, and services to the MBL community. Details will be coming soon.

- Changes are coming to the HR website. With the assistance of our broker, we will soon be launching a new password protected benefits website. The site will be accessible off-campus so employees and family members may review benefits information from home. We are also creating a new wiki that will be accessible off campus. These new sites will provide information whenever and wherever you need it. Watch for these to be released in the fall.

- We have begun planning a Wellness Fair for mid-November to coincide with the beginning of open enrollment. Details will be provided as the plans are finalized.

## Human Resources to Kick Off New Season of “MBL 101” Lunchtime Seminars

**Josh Hamilton**, MBL chief academic and scientific officer and senior scientist in the Bay Paul Center, will present “Arsenic: King of Poisons and Poison of Kings,” on Wednesday, September 21, from noon to 1:00 PM in Loeb G70. Josh studies how environmental chemicals, particularly toxic metals, affect biochemical processes in ways that might affect ecosystems and contribute to human disease risk, with a particular emphasis on endocrine disruption.

The presentation is the first in 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. Seminars will be offered about once a month through next April.

Upcoming seminars include:

October 25

**Hugh Ducklow**, Director, Ecosystems Center

“Antarctica: Why are the Penguins Disappearing?”

12:00 PM, Candle House 104/105

November 16

**Marko Horb**, Director, National *Xenopus* Resource

“The Adventures of the *Xenopus* Frog at the MBL”

12:00 PM, Loeb G70

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## MBL Diversity Committee News

### *MBL Mentors Two 2011 Partnership in Education Program (PEP) Students*

MBL scientists mentored two students this summer as part of the Woods Hole Diversity Initiative’s Partnership in Education Program (PEP), a diversity program designed to recruit talent from minority groups that are underrepresented in marine and environmental sciences.

The 2011 program brought 13 students to the village for a 10-week experience that combined undergraduate course work with research in marine and environmental science. PEP students participated in seminars, workshops, field trips and at-sea experiences, and career development activities. Established in 2009, PEP is sponsored by a consortium of six Woods Hole science institutions and the University of Maryland Eastern Shore.

*Lakiah Clark, Tuskegee University (top right), mentored by the Ecosystem Center’s Jim Tang, studied the effects of chlorophyll on CO<sub>2</sub> flux in vegetation in Martha’s Vineyard.*

*Chloe Howard, Spelman College (lower right), mentored by the Bay Paul Center’s Linda Amaral Zettler, studied microbial diversity.*





# Message from the IT Security Officer

## *Strong Password = Safe Computer*

Love them or hate them, passwords are the first line of defense in protecting your computer, your data, and your online accounts from being compromised by hackers and spammers. Most people know that strong passwords are a good idea, but don't realize hackers are becoming increasingly sophisticated at password "cracking." You have to change your password frequently, and stay aware of what techniques hackers are using to steal passwords, if you want to stay ahead of the bad guys.

Because every member of the MBL can access the campus network, it's important to remember that protecting your computer and accounts with strong passwords also helps protect other users as well. If just one password used to access the campus network is breached, all of the computers connected to the network are put at risk for viruses, worms and other forms of malicious attack. Don't let your password be the weak link. Let's work together to keep MBL's network and your data protected.

### *How Passwords are Stolen*

#### • **Guessing**

Programs often use personal information found online—such as names, birth dates, names of friends or significant others, pet names or license plate numbers. These programs can even search for a word spelled backwards.

*TIP: It's best to steer clear of any personally identifying information when creating a password.*

#### • **Dictionary-Based Attacks**

Programs and software also exist that run every word in a dictionary or word list against a user name in hopes of finding a perfect match.

*TIP: Stay away from actual words, even in a foreign language.*

#### • **"Brute Force" Attacks**

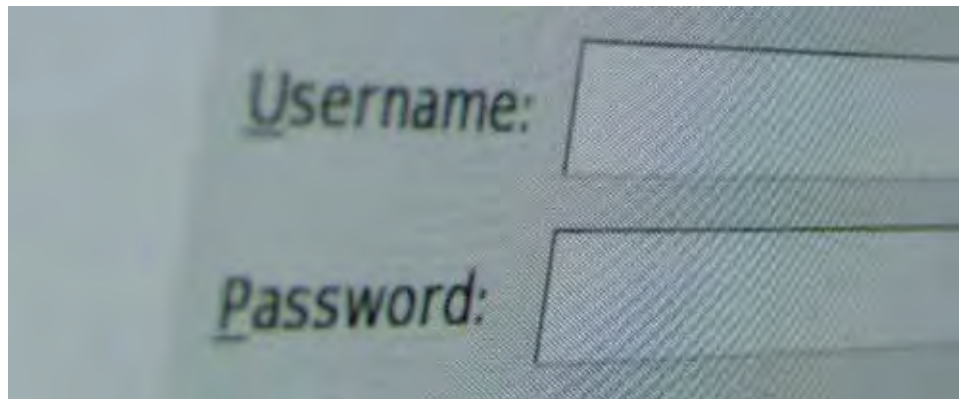
By trying every conceivable combination of keystrokes in tandem with a user name, brute force attacks often discover the correct password. Programs can execute a brute force attack very quickly.

*TIP: The best way to beat such an attack is with a long, complex password that uses upper and lower case letters, numbers, special characters, and punctuation marks.*

#### • **Phishing**

Phishing scams usually try to hook you with an urgent IM or e-mail message designed to alarm or excite you into responding. These messages often appear to be from a friend, bank, or other legitimate source directing you to phony Web sites designed to trick you into providing personal information, such as your user name and password.

*TIP: Don't click a link in any suspicious e-mails and don't provide your information unless you trust the source. At no time will MBL IT Department ask for your username or password via an email message.*



## Tips for Creating and Using Safe Passwords:

- Use BOTH upper- and lower-case letters
- Place numbers and punctuation marks randomly in your password
- Make your password long and complex, so it is hard to crack. Between 8 to 20 characters long is recommended.
- Use one or more of these special characters: ! @ # \$ % \* ( ) - + = , < > : ; " ' `
- To help you easily remember your password, consider using a phrase or a song title as a password. For example, "Somewhere Over the Rainbow" becomes "Sw0tR8nBO."
- Make your password easy to type quickly. This will make it harder for someone looking over your shoulder to steal it.

## The Case for Ethics

by Jane MacNeil

Just because we learned right from wrong as children doesn't mean we always practice it as adults. How many of us drive too fast even though we know the traffic laws and see the posted speed limit signs? How many of us have walked away with extra money in our pockets when a store clerk has miscounted our change? What about the right-and-wrong rules that govern the workplace? Do we all know what they are and do we all observe them?

There is good evidence from the nightly news that not everyone does. From stories like the scandal at Enron, whose former CFO ends a six-year prison sentence this December, to Bernie Madoff's Ponzi scheme, which sentenced him to 150 years in jail, unethical behavior seems more apparent in our society than ever. Indeed, one of Barack Obama's first executive orders when he became President was to define clear ethical guidelines for his administrative staff.

MBL has had its own set of guidelines for ethical behavior for many years. They include (1) the Code of Conduct, (2) Allegations of Misconduct, (3) Policies/Procedures on Scientific Integrity, and (4) Conflict of Interest. All of these policies have been reviewed recently to be sure they are up-to-date and web accessible. MBL's Code of Conduct is on our homepage as a major link from the left-hand navigational bar, and the others are listed in the MBL Policy Manual under Staff Toolbox. You might want to take some time to read through these policies to review your workplace rights and responsibilities.

For instance, is there anything wrong with taking home some office supplies? Does it make a difference if it's just one pen or a full box of file folders? What about not bothering to tell your coworker that the last run of the experiment you've been working on didn't come up with the expected results? Could the results simply be ignored since the prior three runs turned out just fine?

Ethical decisions are made by each of us every day as we go about our work. Some are easy to answer and some are not. MBL's guidelines and policies can help. So can the recently instituted ethics training for undergraduates, graduates, postdocs, and research associates. Whatever our jobs, we want to do them not just with skill, but also with the utmost of integrity, so that each of us can be a respectable member of the MBL community.

Jane MacNeil  
Equal Employment Opportunity Coordinator  
x7378; eeo@mbi.edu

## Message from the Equal Employment Opportunity Coordinator

### *Good Jokes and Bad Jokes*

Everybody likes a good joke, and we've all heard about the health benefits that come from humor. Laughter can relax your body and relieve physical tension and stress. By decreasing stress hormones, laughter boosts the immune system and improves your disease resistance. A funny joke can cause the release of endorphins, promote an overall sense of wellbeing, and can improve blood flow to help to protect your cardiovascular system. One enterprising organization has created a therapeutic humor program for children and adults living with illness by providing them with a 24-hour phone line that helps people to laugh. The number is 1-888-HAHAHAHA. So why wouldn't anyone want to laugh?

You don't want to laugh if the joke isn't funny, and jokes made at someone else's expense are not funny. People's sense of humor can vary greatly, but jokes that are racist, ethnic, or sexist are not funny, especially to those they target, and there is no place for them in the workplace. So what do you do when you hear one of these jokes at work? You don't laugh. It may not provide you with the health benefits described above, but it will let the joke teller know that you are not amused by this kind of behavior.

Another way to handle a bad joke is to walk away. People who tell these kinds of jokes assume that everyone else will find them funny too. Walking away gives a clear message that you don't. This reaction may surprise the joke teller, who in turn might become defensive and make comments like "Why are you so uptight? Can't you take a joke?" causing you to feel irritated and uncomfortable.

So instead of walking away, you might want to try another alternative and "play dumb." When the joke is told, tell the joke teller that you don't understand it and ask if it could be explained. This will be impossible for the joke teller to do without identifying the stereotype that is supposed to make the joke funny. Then you will have the opportunity to say that stereotyping is insensitive because it's based on perceptions of people as a group not as the individuals they are, and we are all unique individuals. This will help to educate the joke teller and raise awareness for everyone involved.

—Jane MacNeil

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may be directed to x7423; comm@mbi.edu

# Great EsCapes:

## Fall Festivals



Feeling down about the end of the summer season? No need to worry. Cape Cod still has more than its fair share of fun and educational events, ranging from fantastic food festivals to celebrations of the arrival of a beautiful New England fall. So put away the swim trunks, put on a light fall jacket, and go out and explore these five fall festivals!

### 42nd Annual Bourne Scallop Festival

September 23 – 25  
Main Street, Buzzards Bay  
(508) 759-6000; [bournescallopfest.com](http://bournescallopfest.com)

Prepare for one last taste of summer at the 42nd Annual Bourne Scallop Festival in Buzzards Bay. More than 50,000 patrons flock to the Bourne area to indulge in amazing food, ranging from scallops to food hot off the grill. Throw in games, arts and crafts, and non-stop music entertainment (including 2010 American Idol participant Siobhan Magnus), the 2011 edition of this renowned food festival promises to be the best yet!

### Provincetown Fall Restaurant Weekend & Gallery Stroll

September 30 - October 3  
[provincetowntourismoffice.org](http://provincetowntourismoffice.org)

Grab a friend and head to Provincetown to get a “taste” of one of the lower Cape’s most breathtaking towns. More than 25 area restaurants will participate in the stroll, each offering prix fixe menus for three courses, along with extensive wine pairings. Participants will also get the opportunity to tour local art galleries.

### Barnstable County Harvest Festival

October 1 – 2  
Barnstable County Fairgrounds, East Falmouth  
(508) 563-3200; [barnstablecountyfair.org](http://barnstablecountyfair.org)

This two-day festival promises to be full of family, friends, and fun. Pony rides, hayrides, live entertainment, and even a haunted house are just a few of the many activities for children and adults alike. Admission is just \$5, with all children 8 and under admitted free.

### 8th Annual Cranberry Harvest Celebration

October 8 – 9  
Tihonet Village, Wareham  
[cranberryharvest.org](http://cranberryharvest.org)

Both fun and educational for children and adults, the Cranberry Harvest Celebration is the way to learn about the harvesting of cranberries in lovely Tihonet Village in Wareham. Additional attractions include: bog tours, helicopter rides, music, fun kids activities, and much more. Admission is \$5, and children under 6 are admitted free. Parking is free, as are most of the activities.

### 11th Annual Wellfleet OysterFest

October 15-16  
Main Street, Wellfleet  
[wellfleetoysterfest.org](http://wellfleetoysterfest.org)

Come celebrate the rich history of seafood in this beautiful town. Children’s activities, oyster shuck-offs, food, and live music transform Wellfleet into a central location of excitement that both kids and adults will enjoy. All children’s activities and parking are free.

## MBL “All Stars” Raise Money at Annual Road Race

On August 14th, 24 MBL employees and friends were among more than 11,000 participants in the 2011 New Balance Falmouth Road Race, the iconic seven-mile course that brings together elite and recreational runners for one of the top-rated and most scenic races in the U.S.

The newly established MBL All Star Team raised \$11,535 for the MBL in the “Numbers for Nonprofits” program that provides free race entry to each runner who commits to raising money for their chosen charity. The money raised by the MBL All Stars will support the laboratory’s research and education programs.

**Kristine Johnson**, the MBL’s director of planned giving and special gifts, began the process of creating a team more than a year prior to the race. “When the idea of establishing an MBL Road Race team was proposed, several members of the MBL staff immediately volunteered to serve on a committee to launch the initiative,” says Kristine. “It became a labor of love and plans are already underway for next year, including Dove ice cream bars for MBL All Stars at the end of the race!”

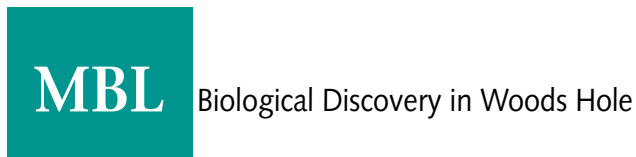
The team recently celebrated at a luncheon where awards were presented to MBL Corporation member and top fundraiser **Angus Nairn**, of the Yale School of Medicine, who netted more than \$2,500 for the MBL; and the team’s fastest runner, Ecosystems Center’s **Chris Algar** who ran an impressive 39:31, earning him 70th place among male runners, 88th overall.

The goal for next year’s race is that the team will expand and raise more funds for the MBL. If you would like to become involved in this worthwhile initiative, contact Kristine at [kjohnson@mbledu](mailto:kjohnson@mbledu); or x7766.



*The MBL All Stars, from left to right: Scott Hunt, Lisa Hunt, Kristine Johnson, Chris Algar, Suzanne Thomas, Daniel Quinn, Kevin Lee, Andrea Early, Kate Shaw, Bill Huyett, Mary Loftus, Denis Renna, Alexandra Dowling, Angus Nairn*

*Not pictured: Mike Bennett, Beth Liles, Jeanne Loftus, Anton Post, Andy Roth, Blair Rossetti, Chuck Rossetti, Cordelia Roth, Felix Schweizer, Mike Zigmond*



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