Regional faculty leaders unhappy with role in picking benchmarks

Faculty leaders at the Bradford, Greensburg and Johnstown campuses are frustrated by what they termed the “marginalization” of faculty input into a Provost’s office proposal to establish a list of institutions for benchmarking their faculty salaries. The frustrations were voiced in response to a report at the Jan. 26 Faculty Assembly meeting and re-visited at the Jan. 29 University Senate budget policies committee (BPC) meeting on an issue that has been debated for a decade and prompted several alternative benchmarking list proposals.

Reiterating a report delivered at last week’s Faculty Assembly, Provost John Baker reported on a Dec. 21 letter from Pro- vost James V. Maher to Senate President Peter Chappell, in which stated that there is a consensus on a “mutually agreeable group” among the regional campus presi dent’s and their faculty senate to adopt as the official institutional benchmark list “all Carnegie II-B institutions from the three geographic districts that come together nearest western Pennsylva nia” (Middle Atlantic, East North Central and South Atlantic). However, Greensburg campus faculty representatives who attended the BPC meeting dis puted that all three faculty gov ernance groups had agreed to the provost’s recommendation, as did faculty leaders at Bradford and Johnstown who were contacted by the University Times.

Kimberly Bailey, secretary of the Pitt-Bradford Faculty Senate, stated in an email last week, “I talked with our Senate president [Don Ulin] on this issue and we agreed there was no vote taken because no one perceived a need. Without a vote, we were neither rejecting nor endorsing the provost’s list.” Pitt-Greensburg faculty pres ident Beverly Gaddy, who attended the Jan. 29 BPC meeting, said that while her campus faculty did in fact vote to accept the provost’s list of approximately 250 public, private and church-related insti tutions in the II-B category, “We understood it to be ‘a take it or leave it’ proposal.”

Faculty at the three campuses have struggled for years to agree on a common list, which has been a prerequisite to seeking the approval of the provost’s Office, Gaddy said.

She said a faculty-developed shorter list of institutions that had been approved unanimously by all three faculty senate — a proposal that became known as the “Greensburg list” — matched the provost’s proposal except that it eliminated the religious schools.

“The Department of Education, we all unanimously agreed to is a fair list,” Gaddy said. “It includes those institutions that are most similar to us in size, mission and market. Our proposed benchmark offers us more.” The proposed list consists of 91 institutions includes all-II-B public and private institutions in the three regions.

Following their separate campus senate approvals, faculty representatives jointly sent their proposal to Maher last April, Gaddy said.

In response to a University Times request for comment on the regional faculty leaders’ critical role in the benchmarking selection process, Provost James V. Maher issued a written statement, which can be found on page 4.
Campaign urges women to adopt heart-healthy habits

The fashion forecast for tomorrow, Feb. 5, is red. So is Thursday’s fashion forecast: women whose heart health will be sporting red dresses, ties or accessories to raise awareness of women’s heart disease risks during the annual National Wear Red Day, part of the American Heart Association’s Go Red for Women campaign.

During the lunch hour, volunteers wearing red scarves will take to the streets of Oakland to distribute red dress pins and spread the word about women’s heart health. Others will wear red to show their support for the AHA’s efforts to educate women about their risk of heart disease.

More attention needs to be drawn to heart disease in women, said Jeanette South-Paul, chair of Pitt’s Department of Family Medicine. “This is not just a male disease. This is not just for old fat folks with white hair. And this is not an inevitable disease,” said South-Paul, who is co-chairing Pittsburgh’s Go Red for Women Conference on March 9.

The event is designed to demonstrate that most factors contributing to heart disease are things that are amenable to change, she said.

According to the AHA, one in three women has some form of cardiovascular disease, and in Pennsylvania, women are more likely to die of each disease: rheumatic heart disease, stroke.

The message is a particularly apt one here. In Pittsburgh, 60 percent of women are overweight or obese; 61 percent don’t reach recommended exercise levels, and more than 20 percent smoke. Of the 200 largest metro areas in the nation, Go Red For Women ranked Pittsburgh fourth from the bottom in its 2008 study of most heart-friendly cities for women, based on risk factors, women’s current heart health and mortality statistics.

“We’re not doing well in all of the areas that confer additional heart health benefits for women,” South-Paul said.

School of Medicine faculty members Madelyn Fernstrom of psychiatry, epidemiology and surgery, and Jeanette E. South-Paul, chair of the Department of Family Medicine, are among the keynote speakers at the March 9 Go Red for Women Conference, sponsored by Magee-Womens Hospital.

The event will feature a healthy heart fair, health screenings, educational breakout sessions and a reception at the Byham Theater and Renaissance Hotel, Downtown.

South-Paul and Jean Kernish, assistant chancellor for community engagement and executive director of Pitt’s Fund of Trustees, are conference chairs.

Information on the event is available by calling 412/720-1194 or online at www.heart.org/whf/pressroom/presenter.html?identifier=3070729.

“We’re actually pretty bad in a lot of ways.”

Most people have more than one risk factor, and most can’t name them all, she said. “Family history, plus smoking, plus obesity, plus choledent, plus diabetes, plus hypertension, plus sedentary lifestyle — every time you add one to the list, you increase your risk of being affected,” she said.

“Add one risk to another and you exponentially increase your risk of being unhealthy.”

High on the list of risks that can be reduced: “We’ve got to stop smoking,” South-Paul said, noting that the percentage of female smokers in Pennsylvania ranks high, as does the number of pregnant women who smoke.

Tackling the disease charge of obesity and exercising more also are important.

South-Paul attributes some of the reasons behind the region’s poor health status to its work-class industrial heritage and culture in which basics such as family and getting together to eat became the rewards. “There are rewards for personal health,” she said. But while traditional foods are delicious, many are high in calories, fat or sodium — swimming in butter, fried or both, South-Paul noted.

Not to mention ethnic cuisine can take the blame, she said. “The thing that unites them all: They’re all high calories.”

South-Paul said she isn’t suggesting people should abandon their family favorites, just be conscious and modify those family recipes to be more healthful. “For instance, she suggested, substitute a different type of oil for saturated fats; substitute turkey for hamburger in that favorite casserole greens recipe.

Also, cut back on red meat, eliminate salt and track fried foods for choices from the farmer’s market, she advised.

South-Paul also hopes the tug of family ties also will motivate women to improve their heart health because “people want to see them a long time.” Spend time with your grandkids! Live to see them a long time? Spend time with your grand kids? Take care of yourself, she said.

Women tend to write off warning signs such as shortness of breath, decreased exercise capacity or fatigue as part of the risk factors don’t hurt until they really hurt you. It’s not like a broken leg that hurts the second you get it, she said.

Often women are juggling many other responsibilities and put their own needs last. “If women are unhealthy, the family is more likely to be unhealthy,” she said.

“Go take care of yourself.”

Everyone is a potential victim. “It could be your child, your weight, color, neighborhood or background.” Everyone’s vulnerable.

“We have to own the fact that our health is not in a good shape,” said Denise Edmonds, a staff member in the School of Education’s Department of Health and Physical Education.

To the editor:

The Department of Communication Science and Disorders, School of Medicine, and Department of Epidemiology and Biostatistics, is scheduled to have a reaccreditation site visit by the Council for Accreditation in Audiology and Speech-Language Pathology, American Speech-Language-Hearing Association, on Feb. 15-17, 2005. The site visit, which could include employers, alumni, current students, patients/chants and community professionals, CAA offers two formats for public comment.

1. Written comments may be submitted prior to the site visit. Comments should include the commenter’s name, address, phone number and relationship to the program. All comments must include a signature and can be emailed to accreditation@asha.org, faxed to 301/296-8570 or mailed to Accreditation Public Comment, Council on Academic Accreditation in Audiology and Speech-Language Pathology, American Speech-Language-Hearing Association, 2200 Chestnut Street, Ste. 1100, Rockville, MD 20850.

2. On Feb. 25, 4-15 p.m. in Room 3081E of the School of Medicine, invited parties are invited to a public meeting with CAA site visitors.

Taking a leadership role on behalf of the faculty, students and staff, the Department of Communication Science and Disorders

Malcolm R. McNeil, Ed.D., Department of Communication Science and Disorders

Recommendation #2: Opt-out model. Noting that currently participation in the D-scholarship repository is voluntary, the library committee recommends “that the University open a discussion about moving toward a model of expected participation for faculty with any opt-out clause.” This is because “the D-scholarship repository (only 26 since its digital doors opened last fall), and the myriad difficulties we have encountered in attempting to submit materials through the system, lead us to believe that the impetus behind this recommendation is sound. However, we are leery of institutional pressure to “expect” participation in D-scholarship without providing required resources. Tasks such as standardizing permissions forms and preparing/formatting documents for submission require staff to effectively administer the program. We encountered many hurdles in our own submissions to D-scholarship. Because maintaining staff is costly, funding is paramount in considering any move toward “expected” open-access participation.

The most effective “opt-out” digital repositories — at Harvard and MIT — were established through unified faculty action to establish a blanket nonexclusive nonnegotiable agreement, for example, any Harvard or MIT faculty publication to the relevant institution’s open-access repository. A similar agreement at Pitt would make individual faculty participation opt-in or interfere in faculty discretion. However, the process is easier and less administratively burdensome, it promotes compliance with mandatory open-access subscription policies and access control at a level provided by copyright laws, and therefore should accompany or even precede discussions about mandating or even “expecting” D-scholarship participation.

Recommendations #3 and #4: Education. Regarding the library committee’s call for University-wide education about authors’ rights and the implications of open-access for tenure and promotion, we think that it also would be necessary to educate scholars about the possible benefits and drawbacks of participating in open-access initiatives. Faculty and graduate students must be made aware of the fact that it is at their discretion by signing granting university agreements that allow participation in open access. For instance, open access could have a negative effect on journals that rely on subscriptions from funders and international institutions (representing end-users such as libraries). Free access to materials that otherwise would have to be paid for through subscription and reprint fees detracts directly from the revenue of journals and from the support of the humanities and social sciences. However, there are potential remedies for this. Pitt could join the Compact for Open-Access Publishing (www.compact.org), a consortium of universities rethinking the business model of scholarly publishing in ways that maximize academic rigor and open access.

We thank the University council’s Faculty Assembly and Senate Council move toward possible consideration of specific resolutions growing out of the library committee’s report.

Gordon Mitchell is associate professor, director of graduate studies and director of the University’s “Scholarly Publishing Today,” refocuses attention on what keynote speaker David Shulenberger called a “crisis in the distribution of research.” Dis- integration of the financial models for publishing and disseminating academic research, systemic erosion of authors’ intellectual property rights and sheer information overload are all factors that Shulenberger said need to be revisited to reconsider their approaches to dissemination of scholarly research.

The University Library System’s D-scholarship repository, an open-access repository hosted by the University of Pittsburgh (scholarship.pitt.edu), is one response to the crisis, the library committee’s follow-up report outlines other recommendations. To gain perspec- tive on these issues, our study group met in a Department of Communication Graduate seminar last term, analyzed open-access policies, reviewed landmark articles central to the history of open-access and its broader implications, and consulted with key figures in the field via Skype.

In addition, our group gained practical experience with Pitt’s D-scholarship repository by attempting to complete 20 original submissions to the archive. In the process, we learned about issues involving the acquisition of author, journal and copyright holder permissions; the formatting and preparation of documents for submission; the preparation of video and audio media; the categorization of different types of documents on the D-scholarship web site, and the setting of copyright parameters.

A full report on our team’s research will be released later in the term, this column highlights findings that are particularly relevant to Senate Library Committee members.

Recommendation #1: Task force. We endorse the library committee’s call for the formation of a task force to “continue the conversation” on the topic of open-access policy. This task force should include students as stakeholders with vested interests in the design of open-access repositories, students (particularly graduate students) should have a say in the creation and implementation of policies that they eventually will inherit.

The most effective “opt-out” digital repositories — at Harvard and MIT — were established through unified faculty action to establish a blanket nonexclusive nonnegotiable agreement, for example, any Harvard or MIT faculty publication to the relevant institution’s open-access repository. A similar agreement at Pitt would make individual faculty participation opt-in or interfere in faculty discretion. However, the process is easier and less administratively burdensome, it promotes compliance with mandatory open-access subscription policies and access control at a level provided by copyright laws, and therefore should accompany or even precede discussions about mandating or even “expecting” D-scholarship participation.
Pitt’s senior administration grabs most of the headlines. The faculty here get noticed when they bring in research dollars, win teaching awards or publish in their fields. But behind the scenes, University staff, some 7,000 strong across five campuses, often toil in jobs ranging from the mundane to the esoteric.

This is one in an occasional series profiling University staff, providing a glimpse of some of the less recognized employees whose primary business is making Pitt work.

A n art gallery in the Barco Law Library that sprang from a distance for empty space is continuing to draw visitors to its displays a decade later. The gallery on the library’s main floor hosts three or four shows each academic year, showcasing the work of artists and photographers from within the University community and beyond.

Marc Silverman, the law school’s associate director of public services, envisioned the gallery after some stacks were removed from the library, leaving behind bare white walls.

Officially, his library job is administrative: He manages the day-to-day details of the public side of the law library, teaches research classes and guest-lectures.

But he also has an undergraduate degree in fine arts and a master’s degree in art history. “Rather than live with a boring white space, I thought it would be nice if we could do something with this,” said Silverman.

Given the okay and a small budget, the initial exhibition appeared in 2000, featuring the work of a photographer friend of Silverman’s. “Originally, it was people I invited,” he said.

About a quarter of the artists have University ties; the rest are a mix of local and out-of-town artists.

Among them are former classmates of Silverman. Willie Osterman, now a photography professor at Rochester Institute of Technology, and Ohio-based photographer Ken Frick Charlie Lume, who once worked for Silverman and now is a faculty member in the Department of Art and Design at the University of Wisconsin-Stout, has been another Barto exhibitor.

“As time went on, people started to seek me out for this. Rarely do I have to beg my friends to show their work here,” he said with a laugh.

In addition to building an artist’s resume, the shows can generate some sales. “Just about everything is for sale,” Silverman said, adding that the University takes no commission.

Not just anyone can show his or her work in the gallery. Silverman vets each artist in advance, turning down those whose work doesn’t meet the gallery standard. “We’re not looking for amateurs,” he said.

In the early days, Silverman had his doubts about whether his concept would take root.

“My university mind was a bit skeptical. I thought that students were paying attention and the exhibits were a valuable addition. There has been a learning curve along the way — early on, when Silverman used fishing line to suspend the works, hanging the shows took a couple of days. And, having a gallery inside a library space presented some unique challenges. Once, Silverman recalled, “there was a painting so large that it had to be brought in on a rented truck. It barely fit into the Barco building’s elevator, squeezed in diagonally.”

The gallery has come a long way from plain white walls and displays hung with fishing line.

A formal gallery space with new lighting and a professional hanging system was worked into the plans when the library was renovated in 2004. Creating a more professional display area in the midst of the library’s law reference collection.

Gallery preparations take time, but Silverman and his assistant, Helen Jarosz, are accustomed to the routine. Press releases and invitations must be prepared and catering for the opening reception arranged. Information on insurance purposes must be gathered — the University insures the artwork and, fortunately, Silverman said, nothing untoward ever has happened to any of the exhibits.

The shows are hung two or three days prior to the opening night and the process typically takes an entire day.

Some artists come in well prepared, having measured the space and mapped where each work should go. Others simply show up and allow Silverman to decide.

Shows typically are booked at least a year in advance and opening receptions usually draw 50-200 people. Currently, Silverman has shows lined up through fall 2011.

“Most people want six months to prepare,” Silverman explained. Works need to be selected and framed, or prints of photographs made and matted. And some artists choose to create work specifically for their Barco gallery show, he said.

For the most recent show, “Spin Art Meets Photographic Art” by Michael Rosella, Silverman worked closely with the artist who, over the course of two years, shot photographs to accompany carnival-style spin art paintings.

The next exhibition, “Nego-tiable Ambivalence,” will feature paintings and drawings, some based on ancient Roman court-house scenes, created for the gallery by Nationality Rooms tour coordinator Michael Walter. It opens Feb. 12 and runs through May 28.

—Kimberly K. Barlow

Above: The invitation card for the art gallery’s upcoming show, which opens Feb. 12.

Below: Marc Silverman, the law school’s associate director of public services and art gallery impresario, amid a show featuring spin art paintings.
Provost responds to criticism over benchmarking process

Statement from Provost James V. Maher regarding benchmarking salaries for faculty at the three regional campuses that have three-four-year undergraduate programs:

For a number of years, there has been an ongoing discussion with our regional campuses about the appropriate groups of peer institutions against which to benchmark the salaries of our regional campus faculty. When the Senate was working with the Provost administration to develop a salary policy (a process that took several years and was only recently concluded by the Senate administration), one of the first items of agreement involved comparing Pittsburgh Campus salaries to salaries at the flagship campuses of AAU universities and comparing regional campus salaries to salaries of faculty at “region groupings” of AAU universities or some other mutually agreeable group.

The regional campuses of other AAU universities are very varied and generally quite different from ours in enough ways that I think it would be useful to have a useful benchmark when I must decide how to apportion “market/equity” salary pool funds amongst the various schools of the Provost’s area, and I have been very forthright in telling this to those regional campuses…

After quite a few years of unproductive discussion, and without finding any ideal group of peer institutions for our regional campuses, we adopt the practice from the larger AAU institutions of the “II-B” geographic grouping (I have always been able to reassure them that the share of such funds that I have been allotting them is if anything higher than available evidence might suggest, so no wonders that our regional campuses will not necessarily increase their share of the salary increase pool. In all my discussions with them, the regional faculty have always been the ones who have driven the discussions toward adoption of some new benchmarking groups that would be more satisfactory (and better described as acquiescence).

After quite a few years of unproductive discussion, and without finding any ideal group of peer institutions for our regional campuses, we adopt the large AAU institutions in the following three geographic districts that come together near Western Pennsylvania (Middle Atlantic, East North Central, and South Atlantic). While this group is far from perfect, it has many attractive features including diversity of mission and geographic location while retaining similarity to our regional campuses in enrollment and general instructional emphasis. This group includes both private and public universities and colleges, and so, purposes of assessment relative market problems between the University of Pittsburgh Schools that are our Regional Campuses and the Schools that reside on the Pittsburgh Campus, I would probably have to return to using the full AAU flagship campus group (whereas I have been using the II-B group for many years for the University of Pittsburgh regional campus benchmarking agreement). I discussed this matter at length with the last three presidents of the Faculty Senate at Pitt-Bridge and several of the members. During previous rounds of benchmarking (2004-2009), the Faculty Senate actually approved a resolution for inclusion as a strategic initiative in our recent strategic plan that committed our institution to seeking to bring the averages of our faculty salaries to the averages of the comprehensive list of II-B institutions. That strategic initiative reads as follows:

Implement Faculty Senate resolution to bring average salaries of faculty across all ranks to at least the averages of institutions classified as AAUP II-B within the Middle Atlantic, East North Central, and South Atlantic geographic groupings.

In the current strategic plan, the faculty asked that this strategic initiative be modified to reflect the general wording of possibly accommodate a new list of benchmarking institutions that might emerge from deliberations with other regions. We modified the language with the understanding that the relevant strategic initiative would have to larger list of II-B institutions if no alternative benchmarking list were endorsed by the Provost. The regional presidents endorsed the II-B list, and the Provost has not approved an alternative list. The relevant strategic initiative that is in our current strategic plan (2009-2-14) reads as follows:

Bring average salaries of faculty across all ranks to the averages of appropriate peer institutions.

As stated yesterday, it was my understanding that the II-B list was expected to consult and receive feedback from the faculty and then issue a recommendation to the Office of the Provost for approval. It was not my understanding that our recommend was to be preceded by a vote of the faculty on that II-B benchmarking list.

Livingston Alexander, President of the University of Pittsburgh at Bradford

Regional faculty leaders unhappy with role in picking benchmarks

CONTINUED FROM PAGE 1

“We earnestly engaged the provost on the issue of benchmarking salaries for many years,” Grash said in an email last week. “The fact that our sincerest efforts have not been fully recognized and given the time is further demonstrated by the heavy-handed manner in which the benchmarking agreement was achieved. It was indeed presented to us as a fait accompli and it is ‘take it or leave it’ offer which, after years of dedicated, yet constantly frustrated, work, we decided to accept as better than nothing.”

Grash added, “At this time, we do not wish to step back and quibble about the substance of the benchmark — regardless of which one is used they all still verify that regional faculty members are underpaid. What we do oppose is presenting the issue as if the regional faculties were forthrightly engaged by the provost, and a willing consensus was agreed upon.”

At the BPC meeting, Gaddy also noted that when the II-B list was accepted by the regional presidents and approved by the recent Senate discussions, one of the first items of agreement was to be preceded by a vote of the faculty and then issue a recommendation to the Office of the Provost for approval. It was not my understanding that our recommendation was to be preceded by a vote of the faculty on that II-B benchmarking list.

Livingston Alexander, President of the University of Pittsburgh at Bradford

What are II-B schools?

Category II-B schools, drawn from the Carnegie classification but used in the AAUP survey, are four-year public, private-independent and church-related institutions characterized by an emphasis on undergraduate, baccalaureate-level education, as opposed to graduate degrees.

The number of II-B institutions fluctuates as schools reach a threshold of three discrete graduate programs and thus are reclassified.

Pitt’s Office of Institutional Analysis and Budgeting offers a snapshot of salary and staff salaries for each responsibility center, categorized by faculty rank or staff classification.

“Pitt was one of the few institutions that were in the process of benchmarking salaries across all ranks when the figure needs to be taken into account by the University planning committee in considering the restructuring of the salary pool,” Wion said. “In those cases, it might be appropriate to consider the recommendations on the salary pool for the upcoming fiscal year.

Wion also urged BPC to request that University administrators provide their annual report on Pitt faculty and staff salaries, in spite of the current wage freeze.

The report, prepared by Pitt’s Management Information and Analysis office, offers a snapshot of salary and staff salaries for each responsibility center, categorized by faculty rank or staff classification.

“Pitt’s plan is that the reports be reiterated every year, even in years of a freeze, ’I think is appropriate,’” Wion said. “There’s going to be some fluctuation in those data even if there’s a freeze. I think it’s important to assume that a salary report for the past year was absolutely identical with the one that was provided the year before.” He noted that new hires, promotions and retirements can affect the data that could impact the report.

—Peter Hart & Kimberly K. Barlow
by his higher edu-
cation chronic
ly underfunded in
Pennsylvania,
especially as compared to other
states? While there are many reasons,
the biggest culprit may be the high
percentage of senior citizens in the
state, according to Pennsylvania

Wheatley spoke Jan. 22 on “A
Perspective From the Pennsylvania
State House,” as part of the
Graduate School of Public and
International Affairs (GSPIA)

A GSPIA alumnus with a master’s
in public administration, Wheatley
since 2002 has represented the
19th District, which includes the Pittsburgh
neighborhoods of the Hill District, North
Side, South Side, Allegheny, Hazelwood, Downtown, Knox-
ville, Beltzhoover, and streets such as
Second Avenue, or when I go to
the Hill District, for the most part.
You all have things that are
total, rather than combine,
their constituents’ concerns.

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U.S. role in international criminal justice explained

T he United States is unlikely for the foreseeable future to become a signatory of the Rome Statute, a 1998 treaty that established the International Criminal Court (ICC), according to an American diplomat.

“Even though we are not signers of the Rome Statute treaty, we have not been silent in the face of crimes against humanity, crimes that call for our condemnation in the strongest possible way,” said Stephen Rapp, U.S. ambassador-at-large for war crimes issues, whose job is to advise the U.S. secretary of state on policy responses to atrocities such as genocide and war crimes.

Rapp was on campus Jan. 28 delivering a lecture titled “The Role of the United States in International Criminal Justice,” sponsored by Pitt’s Center for International Legal Education.

Although the United States signed the ICC treaty during the Clinton administration, it was not brought to the Senate for ratification as is required by the Constitution. President George W. Bush later “unsigned” it by notifying the United Nations that there would be no attempt to initiate ratification, Rapp said.

President Obama since has indicated that it is “premature” to introduce the treaty, which has been signed by 110 of the 192 United Nations members, to the U.S. Senate, Rapp said.

He cited concerns that United States officials could be subjected to politicized prosecutions and that the U.S. court system is better equipped than the ICC to investigate and prosecute Americans who allegedly commit crimes against humanity, which is the primary focus of the ICC.

But that does not mean this country will cease cooperating with the ICC, including with criminal investigations and witness protection, said Rapp, who in November led the first delegation of American observers to an ICC conference in Rome.

“That gave me an opportunity to address the delegates and talk about our historic commitment to international criminal justice that really dates back to the Nuremberg trials,” Rapp said. “We’ve worked shoulder to shoulder with others in states supporting accountabil- ity for crimes committed in the former Yugoslavia, Sierra Leone, Rwanda and elsewhere, to answer these historic crimes with historic justice.”

Prior to his appointment as ambassador-at-large by Obama in September, Rapp had a high-profile career as senior trial attorney and chief of prosecutions at the International Criminal Tribunal for Rwanda, 2001-2007, and, since 2007, as a prosecutor at the Special Court for Sierra Leone, where he led the prosecutions of former Liberian President Charles Taylor and others alleged to be responsible for atrocities committed during Sierra Leone’s civil war.

During his tenure as prosecutor, Rapp and his colleagues expanded the reach of international criminal justice by achieving the first-ever convictions for sexual slavery and forced marriage as crimes against humanity, as well as convictions for attacks on peacekeepers and for imprisonment of child soldiers as violations of international humanitarian law.

Rapp also headed the trial team that achieved convictions of the so-called “Radio DJTs” and radio station in Rwanda for the crime of “crimes against humanity.”

That case clearly sets the boundary between speech that incites genocide and persecution, and speech that is protected, and for first time in history to make it a crime against humanity,” he said.

Rapp noted that it was the opening speech at the Nuremberg trials by Supreme Court Justice Robert H. Jackson, chief U.S. prosecutor at Nuremberg, that inspired him to enter the field of international criminal law.

“I try to work Judge Jackson’s quotes into every speech I make,” and when I was taking my oath for this job, I quoted from the opening paragraph. ‘The wrongs which we seek to condemn and punish have been so calculated, so malignant, and so devastating that civilization cannot tolerate them. They must not be ignored because it cannot survive their being repeated,’” Rapp said. “And later in Judge Jackson’s speech, We must never forget that the record on which we judge these defendants today is the record on which history will judge us tomorrow. To pass these defend- ants a poisoned chalice is to put it to our own lips as well.’ These are my guiding principles.”

After Nuremberg, international criminal justice was stymied by the Cold War, and lay more or less dormant until the dramatic turn of world events in Bosnia, the former Yugoslavia and Rwanda.

“...The world had failed to respond to the humanitarian crises by sending in peacekeeping forces in the former Yugoslavia and Rwanda under chapter 7 of the U.N. charter, instead of authorizing the use of force to protect civil- ians,” Rapp said. “The result was the loss of hundreds of thousands of people who were murdered, raped, maimed. After the fact, members of the U.N. Security Council for the first time granted the use of force under chapter 7. They decided not to send in soldiers with arms and ammuni- tion but attorneys and judges with laws and procedures.”

What is the role of the United States, if not as a member of the International Criminal Court?

Rapp said that the United States should be a member of a three-pronged system for ending international impunity, thus ensuring that perpetrators of serious international crimes against humanity are not able to escape justice, no matter what sovereign rules, which up until the Nuremberg trials prohibited any country from trying a citizen of another state.

First, he said, the United States must maintain its own court system for trying war criminals, such as the Nuremberg trials prohibited in the United States. Basically, ICC “really says it’s up to the country to do it themselves and it’s only when it is done it is going to get a bite in,” Rapp pointed out.

Second, the United States must take the tough positions that employ the principle of universal jurisdiction, that is, when states can claim jurisdiction over indi- viduals, regardless of nationality or country of residence, whose alleged crimes are committed in another country on the grounds that the crime is considered a crime against humanity. Under universal jurisdiction, states are authorized to try war criminals who commit crimes too serious for “jurisdictional arbitrage,” where a criminal could choose a jurisdic- tion with less-serious legal conse- quences, Rapp explained.

“In the case of prosecutions need not happen in the home country of the crimes. Sometimes it’s appropriate to try cases in another country, where the country is unstable, for example,” or when the power structure is corrupt, he said.

Crimes against humanity in places such as Rwanda and the former Yugoslavia have been prosec- uted successfully in Switzerland, Belgium, The Netherlands and Canada, he noted.

“The point is to provide no safe haven for criminals. The existence of international prosecution shuts off the alternatives, which deters crime,” Rapp said. Deterrence is a key, because justice by itself does not replace victims of crimes. “People are not brought back, and wounds are not healed by justice,” he said.

“...And, finally, there is the ques- tion of international justice when crimes cross borders,” he said.

The United States should continue to participate in prosecu- tions under ad hoc international criminal tribunals, which unlike the ICC have time limits and a finite scope attached to their mission.

While international tribunals are important both for achieving justice and for public interest, ultimately they handle a small number of cases. If more justice is to be achieved, “it must happen in each individual country,” Rapp said.

—Peter Hart

TO: All Faculty
FROM: Mark A. Nordenberg
DATE: February 4, 2010
RE: Honors Convocation 2010

The University will hold its 34th annual Honors Convocation on Friday, February 26, at 3:00 p.m. in the Carnegie Museums of Pittsburgh Music Hall. This occasion affords the University community the opportunity to pay tribute to the outstanding achievements of faculty, students, alumni and staff.

This year’s principal speaker will be Dr. James V. Maher, who recently announced his intention to step down as Provost. Over the course of his many years of distinguished service in that key position, Provost Maher has helped to build a culture of achievement and impact within our University. In a very real sense, then, he has contributed to many of the accomplishments we will recognize at our Honors Convocation, making him the ideal speaker for this special academic celebration.

An academic procession in full regalia will open the ceremony. If you are interested in joining the procession, please contact the Office of Special Events at 624-7100 for details on participating. A reception in the Commons Room, Cathedral of Learning, will follow the ceremony. University classes will not be canceled, but faculty should excuse student honorees who have classes scheduled during Honors Convocation so that they might be able to attend the ceremony with their family members.

Pitt’s “Bucket Brigade for Haiti” continues through Feb. 8. The University is col- lecting personal care items: bar soap, toothbrush, toothpaste, baby wipes, wash- cloths, hand towels, combs, hairbrushes, comb, baby powder, sunglasses, bandages and other information, call 4-7709.
Texas admissions policy change fails to pull in low-income students

H as a radically different approach to higher educa-
tions admissions in Texas succeeded in broadening access to the state’s two flagship public institutions for economically dis-
advantaged students?

The answer is a qualified no, according to Marta Tienda, professor of sociology and public affairs at Princeton, who spoke here Jan. 14 on “Diversity and Its Discontents: Lessons From Higher Education.”

The lecture was sponsored by Pitt’s Center on Race and Social Problems.

Tienda was referring specifically to the state law, known informally as the Texas 10 percent law, that grew out of legal challenges to affirmative action. The state law went into effect in 1998, following a Supreme Court in the Hopwood v. Texas case that let a stand lower court ruling prohibiting Top 10 percent are guaranteed admission to any Texas public college or university for all Texas high school seniors who graduate in the top 10 percent of their class.

One of the goals of the law was to try to increase access to the University of Texas-Austin (UT) and the Texas Agriculture and Mining University (Texas A&M), the two higher education public institutions with the most selective admissions, while simultaneously increasing diversity in the student population, Tienda explained.

At the time of the Hopwood ruling, students from 28 high schools in Texas made up 27 percent of the freshman class at UT, and 20 percent at Texas A&M. “Why was class rank? Because it is a strong predictor of college suc-

cess,” Tienda maintained. “Texas was trying to level the playing field by saying all schools, small and big, rich and poor, concentrated minority, concentrated white, if they rank their students and if they have at least 10 seniors, their top 10 percent are guaranteed admission to any public institu-
tion,” she said.

“But, of course, this means you’re changing the definition of merit and the criteria for prefer-
ence. The appeal is: It’s really on merit, and no one will argue that you shouldn’t admit your most meritorious students, whatever merit is.”

The law also eliminates the status of all high schools regardless of their racial or socioeconomic profile, Tienda said.

In addition, the policy elimi-
nates SAT scores as a factor in admitting the top-ranked students, which she views as a good thing because comparatively lower SAT scores traditionally have worked against talented poor and minority students in the admis-
sions process.

“WE have institutionalized the SAT test as a measure of merit, and yet we know it doesn’t predict success beyond freshman grades, and it only predicts at the tail ends of the distribution pool, which is not where the majority of students who are admitted are,” Tienda pointed out.

The rationale behind the 10 percent law is that it is race-neu-
tral, “and the way we are going to get our diverse college classes is from the highly segregated high schools’ applicant pool,” she said.

What the law does not do is affect admissions policies that are based on non-racial or non-ethnic diversity, Tienda said. “Everybody needs a quarterback and every-
body needs a tuba player, so we make those [admissions] decisions for athletics and other specialties, but somehow when it comes to race or ethnicity, we can’t have it. It’s the one attribute that crops up as a racial issue or a race-based admissions,” she said.

While the rationale for the 10 percent law appears sound on the face of it, the results fall short of the goal of diversifying the student bodies at the two flagship public institutions, Tienda maintained.

Citing a 2008 research study that used a classification scheme to sort public high schools by student socioeconomic status into the categories affluent, aver-
age and poor, Tienda concluded that graduates from affluent high schools were twice as likely to seek admission to one of the public flagship schools compared with those who graduated from high schools that served students of low socioeconomic status.

In addition, Tienda’s data show that admission guarantee had uneven impacts at the two public flags.

The increase in rank-eligible applicants to UT, while significant, largely was driven by students from affluent high schools.

“In other words, socioeco-

nic diversity was not signifi-
cantly increased,” she said.

Texas A&M actually witnessed a drop in application rates from 10 percent graduates, particularly those who attended poor-resource schools.

These results are troubling, despite the law’s best intentions, Tienda said. The reasons that the law fell short of its goals are numerous. She said one reason is that economically disadvantaged students believe they cannot afford to attend a flagship public university.

“Students need to know that scholarships are there,” and col-

leges should make more need-
based scholarships available, she said.

“There were many high schools that did not send a single graduate to one of the flagship universities,” Tienda said. “The idea of going to college should be institutionalized, not only for the local community college, but for the more selective schools.”

High schools are at fault, she said, when many disadvantaged students don’t bother to apply because they believe they can’t succeed in college and are not told otherwise by their guidance counselors.

“Even principals don’t make that connection sometimes. They’re focused instead on drop-

out rates and graduation rates so they can show it’s not a failing school. There is something wrong with this picture. College orient-
tion has to be in high school, even middle school. Just because your parents don’t have money doesn’t mean you can’t go to the best schools, or that you can’t succeed at the best schools,” Tienda said.

In a survey of Texas high school seniors who were asked at what point in their lives did they first believe they would attend college — with answers ranging from “always” to “in elementary school” to “in high school” — 68 percent of whites and 71 percent of Asians said either in elementary school or always, compared to 27 percent of Hispanics, the largest minority group in the state.

Students who know earlier that they will go to college make more informed decisions about taking college preparatory courses and thus increase their chance of suc-

cess in college, Tienda noted.

The biggest lesson to be learned from the Texas system is that changes in admission criteria, such as the guaranteed admission of rank-eligible students, do little to alter the overall socioeconomic profile of the application pool, she said.

The corollary is that changes in admission criteria designed to broaden access for low-income students will not alter the socioeco-

nomic composition of college campuses unless the applicant pool is also changed.

“The challenge, then, is raising application rates among the low-

income students,” Tienda said.

On the premise that there are many more low-income students who can succeed at select public institutions than are enrolled currently, Tienda recommended more aggressive recruitment efforts aimed at talented students from resource-poor schools, guar-
anteed financial aid to increase enrollment probabilities, and shifting aid packages away from loans to need-based grants.

“These measures are all the more important in light of demographic trends that show rapid growth in the number of students attending poor schools,” she concluded.


FEBRUARY 4, 2010

Mary Jane Bent/CIDDE

2010 Arts and Sciences
teaching excellence lecture

The School of Arts and Sciences
Teaching Excellence Lecture
will be held on
February 11, 2010, from 3-5 p.m.
in 343 Alumni Hall.

This year’s featured speaker is
Daniel Schwartz, PhD,
Professor of Education at Stanford University.
Professor Schwartz’s presentation is titled,
“Trajectories of Efficiency and Innovation in Teaching and Learning.”

The lecture is sponsored by the School of Arts and Sciences Undergraduate Studies Dean’s Office.
A reception will follow the lecture.
Both events are open to the campus community.
Reception attendees are asked for the courtesy of an RSVP by February 4 to Carolyn Lynch at 412-624-6482 or clynch@pitt.edu.

University of Pittsburgh
School of Arts and Sciences
Increasingly, studies have shown, people are seeking health-related information. A recent Pew Internet study found that 80 percent of Americans with Internet access turn to the web for answers to their medical and health questions.

But three-quarters of consumers fail to check how reliable and how current that information is, the study revealed.

In an effort to detangle some of the overload of health information that is out there, this new occasional University Times series, On Health, is turning to Pitt experts for current — and reliable — information on some of today's major health-related topics.

Four people than ever are being diagnosed with the developmental disorders classified as autism.

The condition, which impacts social interaction and communication, affects an estimated 1.3 million Americans, and has been labeled an “urgent public health concern” by the U.S. Centers for Disease Control and Prevention (CDC).

The CDC recently increased its estimate of the prevalence of autism. A December 2009 CDC report indicates that 1 in 110 American children have autism, up from an estimated 1 in 150 in 2007.

A study in the October 2009 journal Pediatrics found the rate for parent-reported autism to be one in 91 children, including one in 58 boys, based on data from the 2007 National Survey of Children’s Health.

The causes behind autism and effective treatments for it are not yet well understood, but Pitt researchers are contributing to the quest for answers through the University’s Center for Excellence in Autism Research, one of five such National Institutes of Health centers.

Directed by psychiatry and neurology professor Nancy Minshew, Pitt’s center is dedicated to seeking the causes of and treatments for the condition.

Because autism is a spectrum disorder, its effect on an individual can range from mild to severe. While symptoms can vary widely, common attributes include engaging in repetitive behaviors and difficulties with social interaction and communication.

According to the CDC, there are three types of autism spectrum disorders (ASDs):

• Autism Disorder, or classic autism, which includes social and communication difficulties, language delays, repetitive behaviors, unusual interests and, in many cases, intellectual disabilities.
• Asperger Syndrome, which is marked by milder symptoms of autistic disorder, but typically without language problems or intellectual disabilities.
• Pervasive Developmental Disorder-Not Otherwise Specified (PDD-NOS) or atypical autism, which includes people who meet some of the criteria for other ASDs.

Why the number of autism diagnoses is increasing is the subject of much debate. “It’s not that the disorder is burgeoning. It may be increasing. We don’t know,” said center researcher and psychology professor Mark Strauss.

One factor, said center researcher and psychology faculty member Sue Campbell, is that many children who previously would not have been diagnosed with autism now are getting autism diagnosis. “The net got wider,” she said.

Strauss acknowledged that awareness is changing because autism is becoming a better-studied and better-diagnosed condition. Earlier detection and broader criteria for an autism diagnosis both impact the numbers.

He noted that the history of autism is brief; autism has been known as a disorder only since the 1940s. “Even back then, most kids who had the disorder were labeled as schizophrenic,” he said.

As late as the 1960s and ’70s, it was thought that autism came from bad parenting by distant ‘refrigerator moms,’ adding further stigma to the condition.

“In terms of being a disorder that we recognize as a clearly neurologic disorder that is not due to bad parenting and that needs to be studied, that’s only happened within the last 20 years,” Strauss said.

“That’s very new, so of course you’re going to have this burgeon- ing of recognition that there are many more kids with it and a better notion of how to define it.”

Strauss noted that individuals with autism vary widely in their intellectual capacity, ranging from children with IQs in the 20-30 range and no language skills to a small number at the other extreme with genius IQs.

Many high-functioning individuals previously may not have been identified as having autism, Strauss noted. “When I think back to my elementary school days, the kids we used to ostracize socially — I’m sure many of those kids probably had autism,” he said.

And, added Jana Iverson, a center researcher and psychology faculty member, lower-functioning children with autism might have received a diagnosis of mental retardation.

Early diagnosis

Campbell noted that autism is classified as a disorder of infancy, “but we can’t diagnose it in infancy, even though parents can tell you there’s something wrong.”

Currently, it’s difficult to diagnose autism reliably before 30–36 months of age, Iverson said. That means there can be a substantial gap between the time parents notice something amiss in their child’s development and an actual diagnosis is made.

“Many parents go to a pediatrician with concerns about their child’s development, sometimes as early as 12 months, but at the same time, many children don’t receive an autism diagnosis until they’re 3 and sometimes even older,” she said. “This is a very stressful time for parents because they don’t get services, they don’t get anything for their child, but they know something’s wrong. The work we’re doing is designed to address that issue and to reduce this gap by coming up with a set of early risk markers.”

How early could professional- als diagnose autism? “This is the open question now,” Iverson said, noting that for some children there are indications by the age of 18 months that a diagnosis is on the horizon.

“It’s not perfect by any means and that’s a big concern,” she said, noting that it can be difficult to distinguish autism from other developmental delays.

Campbell added, “It’s partly difficult because early in development kids’ development is uneven. So, we may notice something that looks a little different about a child, but it might be something that’s going to resolve, or it might be something that’s really telling us there is something wrong. So it’s a balancing act to decide when you are over-diagnosing, when you are under-diagnosing.”

However, Strauss noted, their goal isn’t simply earlier diagnosis, but also how to chart differences in early development.

“The evidence clearly suggests autism has early origins, pre-age 2 or 3,” he said. “There are markers that show that in very early,” such as differences in brain volumes or head sizes, which are identifiable well before 1-year age.

“Partly what we’re trying to do is understand what is happening early and what’s different in children who end up with diagnoses of autism. So, even though it may not lead to diagnoses as early as 6-12 months, we’ll have a handle on how the course of the develop- ment is different.”

Early markers

 Babies and toddlers should be screened for developmental milestones during their regular well-child checkups, but parents should not wait to request an evaluation if they have a concern about developmental delays.

For an interactive chart of developmental milestones for children through age 3, visit cdc.gov/ncbddd/actearly/interactive/

Iverson said the early markers most widely replicated in current research literature are in the realm of early social communication.

Most infants are saying a few words by the age of 18 months, but nearly all are using gestures to convey their interests and wants
and needs to the people around them, she said.

“Infants who end up with an autism diagnosis generally aren’t diagnosed until 18 months and if they are, it’s extremely infrequent.”

Iverson added, “The important part of this is that it’s sharing — the social part of the pointing.”

To pretend play, but their language is subtle differences unless you take a broader approach,” he said.

According to the Centers for Disease Control and Prevention, those with an autism spectrum disorder might:

- Not respond to their name by 12 months of age.
- Not point at objects to show interest (for example, point at an airplane flying over) by 14 months.
- Not take a “pretend” game (p pretend to “feed” a doll) by 18 months.
- Avoid eye contact and want to be alone.
- Have unusual reactions to the way things sound, smell, taste, look, or feel.
- Delay or produce delayed language.
- Have trouble understanding other people’s feelings or talking about their own feelings.
- Have limited or no social play, especially pretend play activities.
- Repeat words or phrases and echolalia (repeating others’ words or phrases).
New cancer therapy is patented

School of Medicine researchers have been awarded a patent for the development of a new DNA therapy for head and neck cancers. The therapy targets the epidermal growth factor receptor (EGFR), a protein found on the surface of many types of cancer cells that causes them to multiply.

Standard treatments for head and neck cancers often are ineffective and tend to have debilitating side effects, explained Jennifer R. Grandis, a faculty member in oncology and pharmacology and director of the head and neck program at the University of Pittsburgh Cancer Institute.

The new treatment is based on a form of genetic therapy called "antisense," or AS, in which a synthesized strand of DNA or RNA targets the EGFR gene within a tumor cell, thereby reducing the production of a protein produced by the gene. According to Grandis, her team’s innovations were, in a phase I study of the therapy that was designed primarily to determine the safety and potential toxicity of EGFR AS injections in patients with advanced head and neck cancers.

"Not only were the AS injections well tolerated, but tumors disappeared or shrunk considerably in 29 percent of the patients," said Grandis. "These results show that EGFR AS therapy has great potential as a safe, effective treatment."

A phase II clinical trial evaluating the safety and efficacy of EGFR AS injections in combination with the drug cetuximab and EGFR AS injections in patients with advanced head and neck cancers will eventually lead to improved therapies for these birth defects. The study was funded by the National Institute of Dental and Craniofacial Research, a $1.9 million grant from the Office of Naval Research.

Marketing to expert, novice consumers differs

Organizing products based on expertise level can improve consumers’ learning and their degree of satisfaction, according to a study led by Cait Poynor, a faculty member in business administration in the Joseph M. Katz Graduate School of Business.

Expert consumers were surprised by unusual product presentation, while novice craves familiarity, she and a colleague from the University of South Carolina found in their work, "Smart Subcategories: How Expertise Affects Consumer Learning and Satisfaction."
The paper is to be published in the journal Consumer Research. The print can be found at http://journals.uchicago.edu.

What works for one consumer may not work for another. The authors state: "For both expert and novice consumers, the kind of flexibility in decision-making that offers the most value is in the stage of the training period, regardless of their training group.

These contradictory findings might be related to human learning variability in learning rates, the authors wrote.

Animal studies that showed that the striatum becomes active during habit formation and skill acquisition led the researchers to explore whether the striatum might be related to human learning. The caudate nucleus and putamen are involved in motor learning, but research has shown they also are important to the cognitive flexibility that allows one to shift quickly between tasks; the nucleus accumbens is known to process emotions associated with reward and punishment.

The researchers began with a basic question about these structures. Is bigger better?

Using magnetic resonance imaging to analyze the size of these brain regions in 39 healthy adult volunteers aged 18-28, the researchers found that participants who had spent less than three hours a week playing video games in the previous year had a smaller volume of each brain structure on average than the same group of volunteers who had spent 20 hours a week or more.

Participants then were trained on one of two versions of Space Invaders, a video game that requires players to try to destroy a fortress without losing their own ship to one of several potential hazards.

Half of the study participants were asked to focus on maximizing their overall score in the game while also paying attention to the various components of the game. The other participants had no such priorities periodically, improving their overall score in the game for a period of time while also minimizing the size of specific brain regions is predictive of performance and learning rates on this video game, said Pitt psychology faculty member Kirk Erickson, the study’s lead author.

Research has shown that expert video gamers outperform novices on many basic measures of attention and perception, but other studies have found that training novices on video games for 20 or more hours often yields no measurable cognitive benefit. These contradictory findings suggest that pre-existing differences in the brain might predict variability in learning rates, the authors wrote.

Animal studies that showed that the striatum becomes active during habit formation and skill acquisition led the researchers to explore whether the striatum might be related to human learning variability in learning rates, the authors wrote.

"This is the first time that we’ve been able to take a real-world task like a video game and show that the size of specific brain regions is predictive of performance and learning rates on this video game," said Pitt psychology faculty member Kirk Erickson, the study’s lead author.

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Animal studies that showed that the striatum becomes active during habit formation and skill acquisition led the researchers to explore whether the striatum might be related to human learning variability in learning rates, the authors wrote.

Players with a larger caudate nucleus and putamen, which process the variable-priority training and players in whom those structures were reduced and learned more quickly during the training period, he said.

"We consider the question of how the brain works when it is trying to learn a complex task," Erickson said, taking in the information about the brain to predict who is going to learn certain tasks at a word rate over the past 10 billion years of galactic evolution and document the past 10 billion years of galactic evolution — the Extended Groth Strip project on the genetics of caries, a $1.9 million grant from the National Institute of Dental and Craniofacial Research to work on the genetics of cleft lip and palate.

Mary Marazita, director of the Center for Translational Genomics,PACE, and associate dean of the Office of Research, was granted nearly $3 million from the National Institute of Dental and Craniofacial Research for her work on the genetics of cleft lip and palate.

Marazita’s research will focus on laying the groundwork to improve the ability to identify genes, genetic counseling in families with cleft lip and palate, and will eventually lead to improved therapies for these birth defects.

Alexandre Vieira, a faculty member in the Department of Oral Biology and director of the University of Pittsburgh Dental Genetics, a chair of the Department of Oral Biology and director of the University of Pittsburgh Dental Genetics, was awarded a $1.9 million grant from the National Institute of Dental and Craniofacial Research for his work on the genetics of cleft lip and palate, and will eventually lead to improved therapies for these birth defects.
The president of the University Senate wants to expand Pitt’s program to promote community service projects across multiple Pitt schools.

“The concept of this initiative is to create a resource group of academic, clinical and community service courses in the University to jointly review, organize and implement projects to improve social services within our local geographic area,” Michael Pinsky told Faculty Association members.

Pinsky tentatively called the “cross-departmental partnership to promote community use,” the initiative builds on recent changes in Pitt policies that allow community service within our local geographic area.

“Tentatively called the ‘cross-departmental partnership to promote community use,’” the initiative builds on recent changes in Pitt policies that allow community service projects to be considered in faculty salary, promotion and tenure decision processes.

“Pinsky also made a point that Pitt faculty have changed so that it now reads that community service that leads to better knowledge would be considered as academic credit,” Pitt faculty members to the search committee to identify a successor to Provost and Soska, COPC co-director, and John Wilds, assistant vice chancellor for Community Relations, met with community leaders and organizers to gather feedback.

Pinsky reported the results of their research for faculty members to the research committee to identify a successor to Provost and Pitt’s Community Outreach Partnership (COPC), Pitt’s primary mechanism for engaging with the community.

The goal will be to address specific projects that need a holistic approach to community service. For example, if we may become a model for how University-community engagement can work, both,” Pinsky said.

To help launch the program, last month Pinsky and Tracy Soska, COPC co-director, and John Wilds, assistant vice chancellor for Community Relations, met with community leaders and organizers to gather feedback.

They then met with the deans of schools of education, engineering and social work to discuss leveraging skill sets to approach a broader problem [and] we got their interest in getting involved,” Pinsky said.

Interested faculty should contact Pinsky at pinsky@pitt.edu or Soska at tsoska@pitt.edu.

In other Faculty Assembly developments:

• Pinsky reported that April 9 is Pitt Blue, Gold and Green Day, with several events planned to raise awareness of efforts across the University.

The sustainability subcommittee of the Senate’s plant utilization and planning committee is helping to organize the event, which will replace the Senate’s spring plenary session.

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FY09: Worst year for endowments, survey shows

The College Art Association (CAA) has awarded its 2009 Frank Jewett Mather Award to Terry Smith, associate professor of art history and Theory, for his recent book, "The Edgars". The book was cited in the NCSE difference from the University's annual balance sheet.

Pitt Vice Chancellor for Budget and Controller Anthony J. Ramicona noted that although January 2010 was a down month, Pitt's endowment value now is hovering around the $2 billion mark.

The overall value of the schools' endowments also declined in FY09, pulling down the endowment to $1.84 billion, down 21.3 percent from $2.33 billion at the end of FY08. Changes in endowment values are impacted by investment returns, but also by expenses, such as gifts and distributions made during the fiscal year. The trend was seen in the largest endowment in the study, saw asset allocation and investment policy with discussions typically require more than one sitting. Ramicona said his office, in conjunction with consultants, is working to prepare options for the Permanent Trustees committees decide on asset allocation and investment policy with discussions typically require more than one sitting. Ramicona said his office, in conjunction with consultants, is working to prepare options for the Permanent

"The Edgars," a mystery thriller by Kathleen George, a faculty member in theatre arts, is a finalist for the Edgar Allan Poe Award as novel of mystery and crime. The "Edgars" are presented by the Mystery Writers of America annually to honor the best in the field of mystery, fiction, nonfiction and television mystery and print media in 2009. This year marks the 64th year of the competition.

George's novel features Pittsburgh detective Colleen Greer and John Potocki and "is also a poignant tale of foster children struggling to live with dignity against all odds.

The winner of the award will be announced in April.

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Services will be held Feb. 6 for Beth Ann Dudley, office administrator in the Office of Disability Resources and Services (DRS), who died unexpectedly on Jan. 30. She was 40.

Dudley joined the Pitt staff as a secretary in the Office of Technology Transfer and Intellectual Property in 1995, before transferring to the School of Arts and Sciences in 1996. She joined the staff of DRS, part of the Division of Student Services, in 2002.

As DRS office administrator, Dudley was responsible for coordinating testing services for students with disabilities, working with Pitt faculty and staff to ensure that systems and processes were in place for the proper testing of students.

Kathy Humphrey, vice provost and dean of students, said, “My deepest sympathies go out to Beth’s family, her colleagues in DRS and the division and the many students that she served so exceptionally well. Beth appeared to be so smiling and she will be missed dearly.”

McLaughlin, DRS director, said Dudley deliberately wanted to make sure that the highest standards were upheld and that the testing process was seamless. “Beth was very dedicated to the testing process and she took great pride in her work,” said Van Slyke.

His family noted in her position and made sure that the professors and students who dealt with her were not to experience any disruptions or complications. She had an outstanding work ethic and often put in extra effort for divisional events to assist our students.”

Noreen Mazzocca, a disability specialist who worked closely with Dudley for more than seven years, added, “Beth really worked hard to make sure that the students had a seamless transition to testing here. She was diligent about doing everything she could to help both students and faculty, like using Courseware to convert documents for students who were blind.”

In addition to serving students, Dudley was pursuing a Pitt degree in communication.

She is survived by her father, George Dudley, and several aunts and uncles.

Friends will be received 11 a.m.-noon on Feb. 6 at the T.B. Devlin Funeral Home, 606 Perry Hwy., North Hills. Contributions may be made to Animal Friends, 562 Camp Horne Road, Pittsburgh 15237.

Members of the Pitt community were among the winners announced last week of the 2010 Carnegie Science Awards.

Pitt winners were:
• Transplant pioneer Thomas E. Starzl, Distinguished Service Professor of Surgery and director emeritus of the Thomas E. Starzl Transplantation Institute, won the Chairman’s Award.
• Starzl was recognized for making transplantation a clinical reality through the development of immunosuppression therapies.
• Di Gao, a faculty member in the Department of Chemical and Petroleum Engineering, won the Advanced Manufacturing Award.
• Gao was honored for developing the first anti-icing superhydrophobic coating that is able to prevent icing of freezing rain on a solid surface.
• Alison Slinsky-Lee, a faculty member in biological sciences and director of outreach programs, won the University/Post-Secondary Educator Award.
• Lab design projects symmetric barriers between the extracellular matrix and cutting-edge science accessible to K-12 students. Since its inception in 2004, it has met nearly 35,000 students in western Pennsylvania.
• The McGowan Institute was recognized by the University/Post-Secondary Educator Award category.
• Devra Davis, a faculty member in epidemiology and coordinates the summer science program, was named the University/Post-Secondary Educator Award category.

Lisa Sciullo, a part-time Pitt employee since 1978, fulfilling the role of the third-winningest coach in team history and was selected 1994 National Football Conference coach of the year by the United Press International and Football News.

In all, he spent 16 years coaching in the NFL, 11 of those as head coach — six with the Bears and five with the Miami Dolphins.

Wannstedt was named head football coach here in December 2004. He led the Panthers to a bowl game each of the last two seasons.

Zenon V. Drish, a member of the Pitt community, announced last week of the 2010 Carnegie Science Awards.

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Campaign urges women to adopt heart-healthy habits

CONTINUED FROM PAGE 1

Physical Activity.

Women need to do more than simply wear the red dress pin in February, she said, challenging women to commit themselves to 30 minutes of exercise a day. “We owe it to ourselves,” she said.

Edmonds, 42, said she began exercising at a Downtown gym to relieve stress that built up in her accounting job. Her 30th birthday day became her personal turning point and she committed to run in the Great Race 5K with her dad, a long-distance runner.

“She had me so scared about turning 30, I got myself a long-distance runner. I got myself a physical therapist and personal training. Because she didn’t have the education to do this on her own, she decided to teach spinning, group exercise classes and later began coaching an African-American cohort of participants in the RENEW diet and exercise study.”

She has committed herself to personal fitness as well as to encouraging others to do the same. “Exercise like your life depends on it” has become her slogan.

“Americans are heavier than ever — current statistics indicate that 7 in 10 are overweight, and the others, although they may maintain a healthy weight, may not necessarily be in good health, Edmonds said. Slick fast food advertisements entice viewers with the words: ‘You could be worth $100 a month. Cut back on your coffee, and in no time you could be $1000 a month; cable TV bills easily can rise above $1000 a month. Cut back your TV membership, she said. It’s not necessary to exercise in a gym, but if you choose not to, ‘have a plan if you’re not able to get out,’ she said.

“Plenty of exercise programs and channels are available on television. Walking at lunchtime or before and after work is another free option.

“Maintaining activity levels and a healthy weight must be viewed as a lifestyle, not a chore, she said. “It should be part of what you do as a lifestyle, not a chore, she said. “Knowledge is power,” she said. “If you feel a level of comfort because you know what you’re doing then you can do without paying an extra fee. Resources are available online, in books and magazines, or through personal trainers and gym staff.

“In addition, speak positively about exercise. ‘If you’re doing something that involves repetition, make it a habit,’ she said. “There is something about exercise that we are comfortable with and that isn’t one of them,” she said.

“Exercise is time to yourself — you are worth a half-hour,” she said, pointing out that current recommendations for daily activity call for 30 minutes of moderate exercise five days a week.

“We say we don’t have time, but being busy is no excuse. ‘We need to do an honest assessment of the things we do, the places we go. How can we make good use of our time? If you keep a log of what you’re doing when you’re not working or exercising, did you Tivo programs you’re sitting in front of for an action movie? You might have to give something up,’ Edmonds said.

“The other way to find the time: Write it down. A diary helps you to see, I do have 30 minutes without waking up early.”

Short bouts — 15 minutes of walking before work and 15 minutes after work, for example — are as good as one 30-minute session, she said.

Finding time may take a little creative thinking, but it’s possible: Walk while the kids are at soccer practice or ballet lessons, rather than sitting and waiting for them, buddy up with neighbors or Halton to keep you motivated.

“Inspire your spouse or children to make exercise time double as family bonding time, she suggested.

“You need a lot of different support systems in your life,” Edmonds said.

Educating yourself about exercise is another motivator.

“Knowledge is power,” she said. “If you feel a level of comfort because you know what you’re doing then you can do without paying an extra fee. Resources are available online, in books and magazines, or through personal trainers and gym staff.

“In addition, speak positively about your ability to reach your health goals.

“Nike’s famed ‘Just do it’ tagline isn’t just for athletes. ‘Make it your own,’ she said.

— Kimberly K. Barlow —
Thursday 4

Alzheimer Disease Research Lecture
"Functional Assessment of Disability in Late-Life Depression," Juan Rogers, occupational therapy & nursing; S419 ADRC; conf. rm. Montefiore, noon

Epidemiology Seminar
"Prevention of Coronary Heart Disease in the 21st Century: Insight From the ERA JUMP Study," Kim Sutton-Tyrrell & Akira Sekikawa, A115 Crabtree, noon

Film Studies Lecture
"Going, Going, Grindhouse: Digital Effects & the Economics of Cinematic Nostalgia," Gartl Renson-Allott; 501 CL, noon (6-1560)

UCIS Asia Lecture
"Fate, Fortune & Risk Control: A New Interpretation of the High Rate of Caesarean Section in Taiwan," Shih-Hsiang Sung; 4115 Posvar, noon (8-5730)

UCIS Lecture

Wednesday 10

Orthopaedic Surgery Grand Rounds
"IL-1R-a as a Potential Target for the Treatment of Osteosarcoma," Videra Lewis, U of TX; LHAS aud.; 7th fl. Montefiore, 7 am

Clinical Oncology & Hematology Grand Rounds
"Targeting NF-kB for Treating the Treatment of Osteosarcoma," Philip Hinds, Tufts; Tufts, Hallman CancerCtr: Cooper classroom, B & C, noon (412/625-7773)

Pharmacology & Chemical Biology Seminar
"High-content Screening-Assays to Investigate the Role of the Androgen Receptor in Prostate Cancer," Paul Johnson, DDI; 1995 Starzl BST; 8:30 am

UCIS Lecture
"Achieving Goal of the MDGs in Uganda: Are We Registering Successes?" Moses Katende, H.J. Hestfall fellow; 1st fl. Louisville Scaife, 8 am (6-1908)

Bradford Campus Improv Workshop
"Pitt Improvers; Blaisdell, UPB; 10 am-4 pm (to register: kaa54@pitt.edu)

"Men's Basketball vs. Seton Hall; Petersen, 6 pm

"Bollywood & Indian Film" "Kaagaz Ke Phool/Paper Flow in Uganda: Are We Registering Successes?" Moses Katende, H.J. Hestfall fellow; 1st fl. Louisville Scaife, 8 am (6-1908)

"Microbial-mediated Fe Cycling in Acid Mine Drainage," John Senko, U of Akron; 3:30 pm

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Friday 5

Endocrine Conference
"Part—The Changing Natural History of Type I Diabetes Complications: An Update From the EDIC/DCCT/EDIC/Studies," Trevor Orchard; 1195 Starzl BST; 8:10 am

Bradford Campus First Friday
Information session; Mukaiyama U Rm., Frame-Westerner Commons, 10 am (to register: 1-800/872-1787)

S C's Research Seminar
"New Frontiers in Structural Biology: X-ray Studies of Macromolecular Complexes," Giuliano Calero; aud. 6 Scaife, noon

Greensburg Campus Homecoming & Family Weekend
Feb. 5 & 6. (info: http://www. pitt.edu/homecomingand familyweekend)

Saturday 6

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Monday 8

Pulmonary, Allergy & Critical Care Medicine
"Fellows’ Research in Progress Presentations;" NW628 Montefiore, noon (also Feb. 15)

Men's Basketball
Vs. RMU; Petersen, 8 pm

Tuesday 9

Basic & Translational Research in Lung Diseases Lecture Series
"Embryonic Stem Cell Differentiation Through an Integrated Experimental & Theoretical Approach," Iiusita Banerjee; NW628 Montefiore, noon

Health Services Research Seminar
"Understanding Vaccine Delivery & Distribution Strategies Using Computational Models," Rachel Bailey & Tina Assi; 303 Parkvale, noon

Magee-Women Work-in-Progress Conference
"Magee clinic patient conf. rm., noon (6-1560)

UPCI Basic & Translational Research Seminar
"The Retinoblastoma Protein Pathway & the Tumor Initiating Cell," Philip Hinds, Tufts; Tufts, Hallman CancerCtr: Cooper classroom, B & C, noon (412/625-7773)

Wednesday 12

Endocrine Conference
"Thyroid Hormone Early Ad- justment in Pregnancy (THERAP Trial)," Eric Alexander; 1195 Starzl BST, 8:30 am

EOH Seminar
"Health & Environment Linked for Information Exchange (HELIEX)," Amanda Niskar; 540 Bridgehead Pt., noon

Epidemiology Seminar
"The Comparative Effectiveness of Treatment Strategies for Coronary Disease & Diabetes: Results from BABY 2D," Maria Mori Brooks; A115 Crabtree, noon

UCIS Asia Lecture
""Number-One’ Lord: The Unlikely Life of Hayashi Tadakane, 1848-1943," Armen Mirhan Rakalian; 4110 Posvar, noon (8-7370)

A&S Teaching Excellence Lecture
"Trajectories of Efficiency & Innovation in Teaching & Learning," Daniel Schwartz, Stanford; 345 Alumni, 3:30 pm

Geology & Planetary Colloquium
"Water Contaminant Sources & Lessons Learned," 162 Swatts, UPB; 8-9:30 am (814/562-5078)

Pathology Research Seminar
"Disorders of Cytoskeletal- Directed Membrane Biogenesis: An Emerging Disease Paradigm," Jon Monroe, Yale; 1105AB Scaife, noon

Rehabilitation Research Seminar
"Ossama Kashlan; F1145 Presbyterian, noon

UCIS Lecture
"Higher Education in Turkey," Recep Gok; 4110 Posvar, noon (8-5085)

SAC Mag.
"1175 Bencheim, 12-15-2 pm

HSLS Workshop
"EndNote Basics," Patricia Weiss; Falk Library classrm. 2, 1-3 pm

HSLS Workshop
"Pathways Analysis Tools 1," Anumane Chadupadhyay; Falk Library conf. rm. 8, 1-3:30 pm

Women's Basketball
Vs. Georgetown; Petersen, 7 pm

Pitt Symphony Orchestra
Bellefield aud., 8 pm (4-4125)

Thursday 11

HSLS Workshop
"Advanced PowerPoint for Presentations;" Sam Lewis; Falk Library classrm. 2, 10 am-noon

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