H ead men’s basketball coach James P. Dixon II topped the list of Pitt’s five highest-paid, non-officer administrators and trustees paid in calendar year 2009. This was Dixon’s fourth year as Pitt’s top wage-earning executive.

According to Pitt’s federally required financial filings released this month, Dixon earned $1,692,882 in total compensation, which is defined as the sum of the following categories: base compensation ($694,453); bonus/incentive compensation, and $13,269 in nontaxable benefits. • Donald S. Burke, associate vice chancellor for global health and dean of the Graduate School of Public Health, who received $644,017 in total compensation — $422,987 in base pay; $6,135 in bonus/incentive compensation; $600 in other reportable compensation; $22,293 in deferred compensation, and $12,002 in nontaxable benefits.

Compensation figures for those five employees appear on Internal Revenue Service forms filed last week by Pitt. IRS Form 990 requires tax-exempt, private foundations to report to the IRS by May 15 the compensation figures for their top-earning, non-officer employees, as well as for senior administrators and trustees paid by the institution.

The IRS instructs not-for-profits to include in the compensation totals the value of all fringe benefits and contributions to pension plans. The IRS Form 990 also counts as compensation the value of stock options and other non-cash considerations.

Compensation for the five Pitt employees includes salary, bonuses, benefits and retirement contributions. The IRS requires that the employees’ employers, or the IRS, report all compensation as income to the Internal Revenue Service in the same meetings and in orientations for new administrators. Through those coincidental interactions, Stricker said he found common ground with Stewart’s strong focus on quality education. The two saw eye-to-eye on the importance of research and scholarship and the idea that Pitt Police officers Michelle McDaniel and Jonathan Beck and student Chris Duncan, outside a university hall as part of Bike to Campus Day. Chirdon, a University Honors College staffer, said he tries to bike the 3.5 miles from his Shaler Township home three days a week.

In recognition of national Bike to Work Day, bicycle commuters were treated to breakfast, giveaways, a prize drawing and discount coupons. The May 20 event drew record participation — 33 registrants, up from 29 registrants last year and only seven in May 2009.

McDaniel said officers routinely check campus bike racks and take any unlocked bikes to the station for safekeeping. Attempts to notify the owner can be difficult if a bike isn’t registered, she said.

Police checked bikes for safety, examining fenders, tires, handlebars, chain oil and general structural conditions. They advised riders to register their bikes and keep them locked up when not in use.

In partnership with the Oakland Transportation Management Association, riders who registered their bikes received bike inspections and reflective backpacks filled with maps, information and safety gear including a pocket-sized first aid kit, reflectors and a clip-on LED headlight.

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Candidates for president are Rich Colwell, immediate past president of SAC, and incumbent Jon-Paul “JP” Marychat, who in March replaced Colwell in this position.

Colwell told the University Times that he had resigned as vice president of steering when his work responsibilities increased, those responsibilities since he had assumed them.

Following Colwell’s resignation, SAC elected Marychat to fill the remainder of the term.

Candidates for vice president are marketing and inclusion committee members Monika Losagio, vice chair of the salary and job classification committee, and Jesse Nicholson, who chairs the newly formed diversity and inclusion committee.

Candidates for treasurer committee are Monica Costlow and Amy Elliott, both of whom serve on the program and planning committee, with Costlow serving as


time to lobby against cuts in Pitt’s communications budget. That mural depicts scenes of the arts in Blaisdell Hall. Tiled depictions of the University’s arts and culture programs. The mural was painted by Oleg Gotchev with “Man and Scholarship.”

The study also revealed that Pitt’s average research expenditure per paper, The Chronicle of Higher Education reported this week.

A study of 72 of the nation’s largest public and private research institutions examined expenditure data reported by the institutions to the National Science Foundation from 1989 to 2004. The study was conducted by Jeffrey M. Litwin, associate dean at George Brown College in Toronto.

The study measured a university’s total research spending against the number of papers its researchers published in scholarly journals. Litwin’s study showed that Pitt’s average research expenditure per publication was $53,906. That ranked the University eighth most productive nationally among the 72 American institutions that reported the highest research expenditures and that had comparable data on publications as compiled by Thomson Reuters, New York-based data-gathering firm. The median expenditure per paper was $72,020, according to Litwin’s study.

Pitt was ranked as most productive with $28,574 in average expenditure per publication, followed by Harvard ($31,231 per publication) and the University of Chicago ($42,209 per publication).

The study showed the least productive universities in this category were Johns Hopkins ($185,811 per publication), followed by Texas A&M ($128,369) and Carnegie Mellon ($118,344).

Litwin’s study also showed that private research universities on average were more efficient than public ones, the Chronicle reported.

Pitt joined three other public universities in the top 10 overall, with Indiana University (No. 4 — $48,851 per publication), Virginia (No. 6 — $50,942) and California-Santa Barbara (No. 7 — $53,471).

The University Senate budget policies committee (BPC) met briefly in public on May 24, 2011, to discuss University fiscal year 2012 budget matters.

As part of its agenda, BPC chair John J. Baker said the committee reviewed the University Planning and Budgeting Committee (UPBC)’s budget recommendation to the chancellor.

Baker stated that the University Times reported that BPC believes “the University budget recommendations to the Board of Trustees are appropriate and well conceived given the uncertain status of Pitt’s state appropriation for FY12 and the potential of cuts to it ranging anywhere from 15 to 50 percent,” adding, “Little can be said or done until the appropriate legislation passes its appropriation budget for Pitt for next year.”

Upcoming, BPC’s annual planning and budgeting cycle, UPBC (which includes representatives from students, faculty and staff and student representatives) forwards budget parameters and recommendations to the chancellor. While BPC may agree with the UPBC recommendations, it chooses to make a separate recommendation to the chancellor, who takes the input into consideration as he prepares a budget proposal to present to the Board of Trustees for approval.

The instance of those rec- ommendations is not revealed until after a University budget is approved.

(An outline of Pitt’s planning and budgeting process is at www.acs.pitt.edu.)

Historically, the University delays approving its budget until mid-year to allow for any sudden state administrative changes and to wait for the appropriate state appropriation during their own budgeting cycle. While BPC may agree with the UPBC recommendations, it chooses to make a separate recommenda- tion to the chancellor, who takes the input into consideration as he prepares a budget proposal to present to the Board of Trustees for approval.

In other BPC business, the committee accepted nominations for the upcoming academic year’s faculty ranking of the Carnegie category B-2 (undergraduate baccalaureate-university). BPC reviewed nominations for Pitt’s Carnegie category B-2 (undergraduate baccalaureate-university) and Johnstown campuses with a peer group from similar campus groups. Pitt is an Architectural Academy of American Universities institution. Pitt’s ranking in 2010 was a B-2.

For the most recent report, see the June 10, 2010, University Times.

—Kimberly K. Barlow

BPC talks talk at fiscal in closed session

Stricker discussed honors college, his appointment as dean

T
dents should explore while they’re in college,” Stricker said.

Stricker said students “try things out and get to know communities and how curious and examine their own ideas, and find out what they’re interested in and what they might find good at. All these things that we did in the department, they did in the honors college.

Stricker has interacted with honors college students in 23 years of teaching his institution to neuroscience course, which includes an honors section that offers a subset of 15-20 students a more in-depth examination of the primary scientific literature.

While he has identified and been oriented students interested in the biological sciences toward the neuroscience department, he said, “I thought this might be a good home for them,” adding that a steady stream of students came and stayed. “Because we were suc- cessful in mentoring and nurturing these students, he kept sending us others, so we grew as he grew,” Stricker said, labeling it “a very successful program.”

In their professional interac- tions, Stewart's concern for stu- dents, the sorts of devotion Stew- ert has shown toward his students, has been rewarding for Stricker.

Within that framework, Stricker has interacted with the students, of course, he said, labeling the acquisition of being at a university that has a steady stream of students come through our program and gradu- ate, he was still asking about... it was remarkable.”

The sort of devotion Stew- ert embodied contributes to the attractiveness of the honors college and fosters the sense of belonging and subsequent loyalty of UHC alumni. UHC students “are not bystanders,” Stricker said, noting that following a pre- sentation he made last month as a candidate for the dean’s job, he received more than a dozen emails from alumni asking for his questions, concerns or concerns.

In his April 14 presentation, Stricker talked about the benefits and features aspects of the honors college that he believes should be maintained: reconnecting with alumni, supporting the community; the bachelor’s of philosophy degree awarded by the honors college, which is the new “elite” summer research seminar fellowship program.

He also proposed offering UHC programming to more stu- dents, noting that some students “who may not get the opportunity to develop into some of the best students in college.”

“Their potential was there, but who become some of the best?” he asked. “There are more special students that you can’t identify,” he said, arguing that UHC students’ experience won’t be diluted by bringing in more first-rate students. “I’m not sug- gesting blowing the doors off the honors college,” he said, noting that not all students are interested, and not all can handle the intensity. Not all students could handle being with those who want to be included.

Stricker said he also would like to see a very structured approach. UHC alumni could talk to current students about their experiences and offer advice about how to make the honors college as meaningful to others as it was to them.

He also wants to work with faculty and department chairs to expand honors courses either by offering honors sections or increas- ing their enrollment.

Stricker earned bachelor’s and master’s degrees in chemistry from the University of Chicago and a PhD in psychology from Yale. He was a faculty member at the University of Chicago and a master’s degrees in chemistry from the University of Chicago and Ph.D. in psychology from Yale University.

Stricker has also been a visiting scholar at the University of Chicago and a National Institute of Mental Health (NIMH) MERIT Award. He also has been a visiting professor at Johns Hopkins and Cornell.

Recognized internationally as a leading expert in homeostatic systems, especially the control of fluid ingestion and the kid- neys, and their integration by the brain, Stricker has received a National Institute of Mental Health Research Scientist Award and an NIMH MERIT Award. At Pitt, he has received both the Chancellor’s Distinguished Teaching Award and the University’s excellence in Teaching Excellence Award, which honors faculty in the School of Arts and Sciences.

Stricker has served on cham- elor’s and provost’s advisory and nominating committees for the senior vice chancellor for Health Sciences and the chancellor, the Pitt Uni- versity curriculum of the University both in terms of teaching, research, mentoring... I thought it would be great and it turns out to be great. That was a lot of fun too,” he said. “I’m still thinking about administration may not be as stimulating as research. And it isn’t in some ways, but it has a lot of other wonderful, very challenging and very inter- esting. You end up dealing with a lot of different kinds of committees,” he observed.

“Not just that the teach- ers and the scientists are good, the administrators are too,” he said. “They know what they’re doing. They’re sharp, experienced and insightful,” he said.

“‘Who was the University a long time ago, and what has it not been about doing science was enough and I was closer to the end of my academic career than I was to the beginning and I had to think in terms of how did I want to spend the rest of my academic career?’

Knowing he didn’t want to retire, he chose to expand his teaching, which he felt “would be better for me and the time than being in the research lab,” Stricker said.

And then came this dean opportunity,” he said, noting that he feels no need to “linger to ensure things will keep going well” in neuroscience given that it is thriving. However, he plans on adding “something new” that he would not have considered a position that would have taken some time this summer.

Another opportunity came in chairing Pitt’s new neuroscience center. He sees the center as having been 16 years. That was terrific too. Start- ing a department that I thought would be successful, he removed the curriculum of the University both in terms of teaching, research, and not all can handle the intensity. Not all students could handle being with those who want to be included.

Strickerson May 24-recommended a budget proposal that would cut Pitt’s appropriation 25 percent (See May 12 University Times), a less severe reduction than the governor’s budget proposed.

The only instance of those rec- ommendations is not revealed until after a University budget is approved.

In other BPC business, the committee accepted nominations for the upcoming academic year’s faculty ranking of the Carnegie category B-2 (undergraduate baccalaureate-university). BPC reviewed nominations for Pitt’s Carnegie category B-2 (undergraduate baccalaureate-university) and Johnstown campuses with a peer group from similar campus groups. Pitt is an Architectural Academy of American Universities institution. Pitt’s ranking in 2010 was a B-2.

For the most recent report, see the June 10, 2010, University Times.

—Kimberly K. Barlow

Still needs time for growth and there’s a lot of activity that has to be done in order to maintain what you have.

—Edward Stricker Incoming honors college dean

In order to establish the Department of Neuroscience during his tenure as director of Pitt’s behavioral neuro- scince laboratory (1983-86), he was founding director of the Center for Neuroscience and Development and of the Center for Neuroscience of Mental Disorders) and co-directed the University’s Center for Neuro- science (1996-2002). Stricker also was the founding co-director, in 1992, of the NIMH-funded undergraduate research fellow- ship program.

“I’ve had multiple responsi- bilities over the years,” Stricker said, noting that he has taught con- tinuously for 40 years, “I’ve always been interested in teaching and it’s always been enjoyable, I teach the courses that I want to teach, I like the students that I teach. I like everything about it, the subject matter. It’s wonderful.”

Stricker said he also has a love for research, calling it “the most intellectually stimulating thing I’ve ever encountered.”

“I didn’t get into neuroscience — it gets very onerous that nobody else has ever figured out in the history of the world,” he said. “There are no guarantees at all. So you try your best and see if your best is good enough. I love that challenge and I love the research.”

Teaching and research as a career, I thought it was heaven on earth.”

Through 40 years at Pitt, Stricker has said he has served the University grow from a bankrupt institution to one that is prospering. “It’s not just that the teaching is good they were. It’s all been a lot of fun.”

Stricker, who turned 70 this week, closed his research lab three years ago. “I decided—40-plus years of doing science was enough and I was closer to the end of my academic career than I was to the beginning and I had to think in terms of how did I want to spend the rest of my academic career.”

Knowing he didn’t want to retire, he chose to expand his teaching, which he felt “would be better for me and the time than being in the research lab,” Stricker said.

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—Kimberly K. Barlow
Pitt's 25 highest-paid non-officers' FY10

in addition to the federally mandated IRS form 990, Pitt annually must file a similar document with the commonwealth by May 30. The requirement is a result of the state’s “right-to-know” disclosure law passed in 2008.

The state requires total earnings figures on the Univer- sity’s 25 highest-paid non-officers, instead of only the five highest-paid as required by the IRS. These total earnings are defined as the sum of base compensation, bonus/incentive compensation and other compensation, but do not include the IRS criteria of deferred compensation and nontaxable benefits. The figures are for the fiscal year ending June 30, 2010, whereas the IRS figures for the accompanying story are based on the 2009 calendar year.

The top 25 highest-compensated non-officers were:

1. James E. Hinson II, Athletics — $1,375,000.
2. David R. Wannstedt, Athletics — $1,375,000.
4. David R. Wannstedt, Athletics — $1,375,000.
6. Agnus M. Berenato, Athletics — $448,182.
7. Anita P. Courcoulas of the Department of Surgery, who earned $55,475.
8. Donald S. Burke, who is one the highest-paid employees.
9. Lauren B. Resnick, Learning Research and Development Institute, who earned $48,725.
10. Michael J. Rechlic, biomedical informatics — $396,389.
11. Robert J. Candri, UPMC senior vice president and chief medical officer — $1,466,920.
12. Elizabeth B. Concordia, UPMC executive vice president — $1,882,185.
13. Sandra N. Danoff, UPMC senior vice president and chief communications officer — $386,028.
14. Daniel Drawbaugh, UPMC senior vice president and chief information officer — $1,279,741.
15. David M. Farner, UPMC senior vice president and chief financial officer — $1,159,761.
16. Diane P. Holder, UPMC executive vice president — $1,916,174 (all from related entities).
20. Steven L. Kanter, medicine — $385,750.
22. Angela M. Gronenborn, structural biology — $349,031.
23. Lauren B. Resnick, Learning Research and Development Center — $348,041.

Bruce A. Freeman, pharmacology and chemical biology — $337,667.
17. Jeffrey L. Massick, Office of Senior Vice Chancellor for Health Affairs — $337,667.
19. Thomas E. Smithgall, Department of Behavioral and Neural Sciences — $330,300.
22. Raymond A. Frizzell, cell biology and physiology — $323,298.

—Peter Hart

Jeffrey Romoff

Pitt pays six highest-paid employees in bonus and incentive compensation, $23,148 in estimated other compensation. The figures are for the fiscal year ending June 30, 2010, whereas the IRS figures for the accompanying story are based on the 2009 calendar year.

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Romoff repeats as UPMC's highest paid employee

CONTINUED FROM PAGE 5

senior vice president and chief human resources and administrative services officer — $1,142,712.

• Marshall W. Webster, UPMC executive vice president — $814,847 from related organizations.

University of Pittsburgh Physicians (UPP)

The UPMC filing included compensation data for 254 members of the University of Pittsburgh Physicians faculty-physician partnership.

UPP member physicians also were Pitt faculty. Amounts listed represent pay from UPMC, University of Pittsburgh, and do not include any Univer-
sity pay.

Compensation includes base compensation, bonus and incentive compensation, other reportable compensation, retirement and deferred compensation and nontaxable benefits.

Among those reported on the UPMC 990 form compiled by UPP were UPMC department and division administrators:

• Derek Angus, critical care medicine — $114,609.

• James C. Geraci, diagnostic radiology — $71,668.

• Timothy R. Billiar, Division of General Surgery — $90,960 plus $25,784 from related enti-

ty.

• Michael Boninger, physical medicine and rehabilitation — $165,473.

• Margaretta Casselbrant, pediatric otolaryngology — $264,545.

• Aicha Courouga, trauma and general surgery — $472,802.

• Louis D. Falco, Jr., dermatology — $390,477.

• Michael Finklowski, internal medicine — $259,978.

• Freddie H. Fu, orthopaedics — $988,977.

• Joel S. Greenberger, radiology — $448,177.

• W. Allen Hogge, obstetrics/gynecology — $416,484.

• Bridgette A. Kuper, psychiatry — $398,462 (retired October 2010).

• David A. Lewis, psychiatry — $201,462.

• Barry London, medicine/cardiology — $398,462.

• James Luketich, cardiothoracic surgery — $1,962,777.

• Laura Madigan, pediatric cardiology — $148,462.

• Michael Malloy, internal medicine — $365,473.

• David Hirsch Perlmutter, pediatrics — $308,762.

• Joel S. Schueneman, ophthalmology — $416,164.

• Stephen Shapiro, medicine — $416,164.

• Jeannette E. South-Paul, obstetrics/gynecology — $418,970.

• David Hirsch Perlmutter, pediatrics — $308,762.

• Joel S. Schueneman, ophthalmology — $416,164.

• Stephen Shapiro, medicine — $416,164.

• Jeannette E. South-Paul, obstetrics/gynecology — $418,970.

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Iwema also recommended several web sites:
- [www.personalizedmedicinecoalition.org](http://www.personalizedmedicinecoalition.org) • [www.personalgenomes.org](http://www.personalgenomes.org)
- [www.personalgenomes.org](http://www.personalgenomes.org) • [www.personalgenomes.org](http://www.personalgenomes.org) • [www.personalgenomes.org](http://www.personalgenomes.org)

**Controversy**

“There are some issues, as you might think, with offering medical information to the general public,” Iwema said, noting that controversy over genetic testing has surfaced in several recent situations.

Aparajit of California universities brought the issue home to college campuses last summer.

UC-Berkeley truncated its plan to offer incoming students testing for three genetic variants as part of a program on personalized medicine. The controversy was generated over several legal concerns. However, Stanford medical school allowed students to use their own genetic data obtained through a kit in a genomics and personalized medicine elective.

“This is already moving into our colleges, for better or for worse,” Iwema said.

More broadly, a deal that would have put Pathway Genomics, a direct-to-consumer testing on Walgreen's pharmacy shelves was put on hold after the Food and Drug Administration took note. The FDA launched a molecular and clinical genetics panel to examine the potential risks and benefits of direct-to-consumer tests that make medical claims. Consumer protection concerns over ensuring scientific validity of the tests and correct interpretation of results remain. A public comment period on the issue closed May 9.

“There’s probably going to be some kind of regulation associated with this — the public has a right to their own personal information. That’s where the main conflict is,” Iwema said.

Direct-to-consumer testing has benefited the public good, Iwema said. For example, 23andMe has been comparing its genetic data obtained through a kit in a genomics and personalized medicine elective. Stanford medical school students are using the data to see what’s out there and, she said, “They're not just collecting information; they’re actually pushing science forward and adding value to the scientific literature.”

There’s some skepticism about some of the things they found in certain papers. They’re actually pushing science forward — they’re just not collecting. The whole idea is to make this information public, so they’re using it to see what’s out there and add to it.”

— Kimberly K. Barlow

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**Personal genome sequencing**

When it comes to genomic sequencing, the focus has turned to the individual’s “Personal genome sequencing is an analysis of your specific genes looking for the differences and mutations — it’s essentially like that large Human Genome Project, but specific to you,” Iwema said.

Such testing identifies single nucleotide polymorphisms, or SNPs, which are changes in the genetic code and can be found in one nucleotide in a person’s DNA.

“Often, it may be a small change that has no effect, but it may lead to a big change,” said Iwema.

Today, the Personal Genome Project (PGP, at [www.personalgenomes.org](http://www.personalgenomes.org)), led by Harvard researchers, is seeking 100,000 participants who will undergo genomes sequenced and made public.

The National Institutes of Health also is collecting individual genetic sequences in genome-wide association studies that aim to gather information comparing variations across a large population.

Direct-to-consumer tests already are on the market. Some companies, such as 23andMe and deCODEme, are consumer-oriented, allowing customers to order tests and receive results directly. Others — Navigenics or Pathway Genomics, for instance — work through physicians.

For as little as $90, an individual can order a genetic test kit and return a saliva sample for analysis. “The company puts your sample on a chip and reports back to you,” said Iwema.

“It’s important to point out, for most of these, you’re not getting your full sequence done,” Iwema said.

The reports contain information on a person’s gender, ancestry, physical traits and other details such as how their genotype carries genetic variations that are associated with certain diseases or conditions.

Exactly how many people are buying DTC testing is unclear, although Iwema noted that one report estimated 20,000-30,000 such scans were done in 2009.

*Why get tested? What makes people interested in their genetic information?* Per Iwema, there are two main reasons people are interested in their genetics.

1. **Predictive testing,** which looks for information about a person’s risk for any particular disease.
2. **Diagnostic testing,** which seeks information about a disease a person has.

*What can you do with the information once you have it?* Iwema asked.

Having a single nucleotide polymorphism associated with a disease typically means that a person will get that disease, although some genetic markers, such as for Huntington’s disease, do not show a simple correlation between the SNP mutation and a specific clinical outcome.

Individuals who have received results can choose to discuss them with their doctor or a genetic counselor at the testing firm, or can take the do-it-yourself route. “You can take it into your own hands,” she said, cautioning, “That doesn’t mean you can analyze it any better, but it gives you control.”

Armed with test results, individuals can have their genetic data analyzed at [www.snpeda.com](http://www.snpeda.com) and in a few minutes receive details on what certain SNPs may mean.

In addition to gender, ethnic background and associated medical conditions, the tool also can reveal other interesting details about traits associated with particular genetic variations.

*Challenges*• Knowing one’s genetic profile has benefits, the tests sometimes can reveal problematic information: What if you discover your father isn’t your father, for instance?

Will knowing about an increased risk of disease raise insurance worries?

What about other effects on family members?

“If I find I’m a carrier of something, that means my parents have it — do we tell them?” Iwema asked. “If they don’t want to know?”

Similarly, should your children be tested as well? What about potential kids? Is fetal testing something to consider? And what about research? How does one do if you find something amazing?

Concerns about privacy and who should have access to the results are another challenge, she said. One study found that doctors, spouses and researchers ranked high on respondents’ list of people they felt could be trusted with their genetic information. Respondents were less comfortable with police having the information and even more wary of allowing health insurers and employers to have the information, Iwema said.

The Genetic Information Non-Discrimination Act, passed in 2008, provides some protections by prohibiting employers or health insurers from discriminating based on a person’s genetic information.

*Want more information?*

**Workshop materials** from Carrie Iwema’s April 28 presentation are available on the Health Sciences Library System (HSLS) site by selecting “Personal Genomics, Personalized Medicine and You” at [www.hsls.pitt.edu/medical-sciences](http://www.hsls.pitt.edu/medical-sciences), under the main text


Iwema also recommended several web sites:

- [www.unzipped.org](http://www.unzipped.org)”Unzipped”
- [www.personalgenomes.org](http://www.personalgenomes.org) • [www.personalgenomes.org](http://www.personalgenomes.org) • [www.personalgenomes.org](http://www.personalgenomes.org)

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**Personal Genome Project**

Better, faster technology expected to be available in a few years...
Workplace Culture. Top management workshop, “Creating a Civil Workplace Culture.” Top managers must set the tone when it comes to establishing and maintaining a civil workplace culture, she said.

Using the analogy of a healthy family that takes in a disrespectful teenage relative, Messer, an account manager for LifeSolutions, Pitx’s employee assistance program, said, “It’s not going to take very long before the kids in that family and the parents in that family say, ‘You don’t do that here.’ … It’s the same in the workplace.”

Bullying may not always be intentional but can result in other negative things that may be going on in a workplace, she maintained.

“There are ways of behaving, managing and being in the workplace that can be insidious,” she said, adding that people may not realize they’re fostering bullying, which can be an abusive use of power that results in embarrassing, demeaning or intimidating a co-worker. A 2007 Zogby International survey found that 49 percent of people reported either having been bullied (17 percent) or having witnessed others being bullied (12 percent) in the workplace.

The overwhelming majority of bullies — 72 percent — were bosses.

The survey found that 62 percent of employers who were told about a bullying incident either ignored it or took actions that made the situation worse for the person involved.

Bullies suffered few consequences while 77 percent of those targeted by bullies left their jobs or were terminated, the survey showed. Often, management supported the bullies: 41 percent were reported to have an executive sponsor, one-third had support from peers and 11 percent had support from their HR department.

Bullying can affect employees’ health, she said. A 2005 survey found that 45 percent of those who had been bullied reported health problems. One-third of those who were unemployed because of their problems remained a year later.

When workplace bullying occurs, it affects everyone, she said. Managers have to spend time and energy mediating conflicts and calming stressed employees in addition to dealing with disciplinary issues and handling the resulting absenteeism and retention issues.

Bystanders may share the victim’s pain, wondering whether they’ll be next. “It becomes a distraction and a recipe for poor morale,” she said.

“The bottom line is that bullying hurts people,” she said. “It disempowers them — it does them and their self-esteem.”

Civility

“It’s not enough to say we would like to have a civil workplace. … What really you have to ask is how do we behave in ways that will encourage us to do so? How do we embody civility in every interaction we have with every single employee every moment every day?” Messer said.

“What that means for a lot of people is that it requires a paradigm shift,” she said. “People sometimes have to have a totally new way of thinking about how they do business, how they relate to the people that they work with and particularly about how they manage people.”

Some aspects of a civil workplace culture may seem counterintuitive or go against existing management styles — particularly to those who espouse tough management — but workplace cultures that permit bullying do so at their own peril, she said.

What is civility?

“Sometimes I get requests from organizations and callers will say, ‘We’ve got a lot of morale problems that I’m dealing with and people are very, very respectful of one another. Can you come and teach our folks good manners?’” Messer related.

“We’re not talking about being good manners,” she said, noting that civility is much more than that. “If you have a civil culture, good manners and politeness are going to organically evolve out of that culture.”

P.M. Forni, co-founder of the Johns Hopkins civility project, defines civility in part as “a form of gracious goodness,” Messer said.

Interpersonal behaviors that demonstrate respect and “love of thy neighbor,” cooperation and teamwork, all are hallmarks of a civil workplace culture, Messer said.

What promotes civility?

Friendliness — even as simple a gesture as a greeting when passing co-workers in the hallway or asking about their weekend — boosts civility. Respect — ranging from good manners and courtesy to respect for differences — also is important.

Messer said she often finds employers may say they want to hire for diversity, then with a diverse workforce in place wonder why everyone can’t act the same way.

“Diversity is when you really recognize that people from different backgrounds, different generations, different cultures, different religions, different age groups … are going to think about things differently. They’re going to express themselves differently, they’re going to have different values. You honor that and you’re curious about that and you welcome it because you know it’s going to make your environment richer,” she said.

Flexibility is an important component because it enables employees to get their jobs done in a people-centered environment.

“Yes, we have patients to see, we have to write reports, we have to manage, we are always thinking about how its policies impact on employees. Is this going to make their lives hard? Is this going to be tough for them to do? They question those things and are always concerned about the well-being of the employees,” she said.

Egalitarianism — treating workers the same regardless of their rank — is a big part of a civil workplace, Messer said. It plays out in the kinds of perks that employees receive and the way workers are treated. “You treat the janitor with the same level of respect, courtesy and formality as you treat the CEO,” she said, admitting that in America’s often-hierarchical society, “that doesn’t always happen.”

Kindness, an attribute not always equated with business, contributes to civility, she said, noting that studies have shown that the best leaders are those with the most kindness, thoughtfulness, consideration and compassion.

Clarity and lack of fear promote civility, she said. In a civil workplace, employees’ roles are clear, communications are open and management is done by empowerment, engagement, incentive and inspiration, rather than by intimidation, she said.

What impedes civility?

“If work is piled on, you’re setting the groundwork for incivility in the workplace,” Messer said.

Constant change — in policies, workload or even technologies — can stress workers out. Change may be insurmountable, but empathy can help. “What makes the difference for employees a lot of times is if their managers and supervisors are at least empathic about the fact that change is difficult. They’re sitting down with them and saying, ‘I know this is hard, but how can I help you?’” What can I do to make this work a little bit better?”

The value of punitive management

Messer said supervisors ask whether they sometimes need to put the fear of God into subordinates to motivate them.

“Yes, you can use fear as motivation if what you want is an employee who comes to work and punches in, is disengaged, is only going to do the best job when you’re watching them, who’s disgruntled, is unhappy, disloyal and would love to leave any chance
**Mutant mice model major depression**

School of Medicine researchers have developed a mouse model of major depressive disorder (MDD) that is based on a rare genetic mutation that appears to cause MDD in the majority of people who inherit it. The finding, published in the American Journal of Medical Genetics Part B: Neuropsychiatric Genetics, could help to clarify the brain events that lead to MDD, and contribute to the development of better means of treatment and prevention.

Lead author George Zuberbuhler, a faculty member in psychiatry, said, “Major depressive disorder is a leading cause of suffering, disability and premature death from all causes including suicide. While the cause currently is unknown, previous studies indicate that genetic factors account for 40-70 percent of the risk of developing this common disorder. In this report, we describe how we constructed a mouse model of MDD that mimics the brain mechanism that leads to major depression in humans and in certain syndromes,” he said. “Nonetheless, in our initial characterization the mutant mice exhibited several features that were reminiscent of the human disorder, including alterations in anxiety, depression, gene expression, behavior, as well as increased infant mortality.”

**The bottom line**

“If you have a workplace that’s not particularly civil… one of the things you’re going to see is disengagement,” she said. Poor morale results in discouraged, underperforming workers who are simply putting in the time. “Disengagement costs billions” in terms of lost productivity, lack of ideas and lack of concern, Messer said.

“Fear and mistrust cost a lot,” she said, adding that employees may then refrain to admit errors or offer ideas. “Some companies will see higher absences, go slower, go home sooner,” she said. “Employees want to leave.”

In addition, the bad reputation can spread through the community, making it difficult to attract the best and brightest workers.

“Being in a civil workplace are more engaged,” she said. Empowered to speak openly and ask questions, they tend to want to be at work. Such an atmosphere is conducive to less bullying, fewer workplace accidents, or being fired if they are free to do their jobs, she said.

**What is bullying?**

Bullying is an action or behavior that “repeatedly humiliates, underestimates or intimidates an employee, causing emotional or physical distress, creating an unpleasant or hostile work environment, disrupting or interfering with the employee’s ability to perform the job,” Messer said. Bullying can include name-calling, micromanagement, sarcasm and gossip or actions such as stalking, making condescending remarks or eye-rolling.

It also can be done by excluded individuals picking on the lunch table or by withholding resources or information. It may be verbal, written, intimidation, harassment, physical threats, unreasonable demands or sabotage.

“Bullying can be serious, causing emotional distress, anxiety, depression, loss of self-esteem, feelings of not being able to cope with or defend against a stress disorder or even suicide,” she said.

Targets of bullying may retaliate, or remain silent and try to avoid bullying until they blow up and get fired.

They may be unable to focus or concentrate or may develop physical symptoms: Being bullied may result in social isolation, not wanting “only having their head in the sand,” when friends get tired of hearing about it, Messer said.

Susceptibility may stem from others deliberately and maliciously such as when employees gossip about or ostracize a co-worker, or when managers mistreat or force out a person they don’t like.

Other times, bullies don’t recognize that’s what they’re doing. They might perceive themselves as merely being tough managers, or act a certain way because they’ve been managed that way themselves.

**Am I a bully?**

“If you make a mistake, that doesn’t make you a bully,” Messer said. “Bullying isn’t about being a perfectionist. That’s rule, but it doesn’t make you a bully.”

**See it?**

“Typically about 50 percent of employees will admit that they’ve either been bullied in the workplace or that they’ve seen others being bullied. Interestingly, that means that the other 50 percent of people have seen it happen,” she pointed out.

Witnesses who want to intervene should be aware of zero-tolerance policies, which she said they should include consequences for specific behaviors which may be warranted, but “give the bully an opportunity to change.”

Managers may worry thatcivility will undermine their authority, but Messer said it’s important for a manager’s ability to discipline, she said. Instead, managers can be taught how to do so in a civil way — by discussing matters privately rather than humiliating an employee publicly, for instance.

“Civility and kindness plus reasonable expectations and account- ability equal strong leadership,” she said. “Managers need to understand bullying and civility.”

“Citizenship is the way we participate in our culture and our nation,” she said. “If somebody wants to change the entire culture if you don’t have top leadership involved.”

The faculty and staff development program, sponsored by the University’s Office of Diversity, offers a variety of workshops to enhance employees’ professional and personal development. To schedule a workshop, visit www.hr.pitt.edu/ orgdev/hrp.htm.

**CONTINUED FROM PAGE 3**

**Thoracic research presented at ATS conference**

Researchers with the School of Medicine and UPMC recently presented early findings from studies of asthma, chronic obstructive pulmonary disease, idiopathic pulmonary fibrosis, critical care medicine and other areas at the American Thoracic Society 2011 international conference.

Highlights include:

New form of asthma identified

Sally Wenzel, a faculty member in the Division of Pulmonary, Allergy and Critical Care Medicine and director of the UPMC Asthma Institute, and her colleagues have identified what they think is a new kind of asthma in a subset of patients with severe symptoms, primarily women, who do not readily improve with conventional treatments, including steroids.

They propose that inflammation resembling a mixture of hypersensitivity pneumonitis and asthma is present in these patients and that many improve dramatically following treatment with alternative anti-inflammatory drugs, including azithromycin, instead of steroids.

**Oral corticosteroid use studied**

Wenzel and colleagues studied the long-term use of oral corticosteroids (OCS) by people with severe asthma and found that among a group of patients who were treated with oral steroids such as prednisone at their initial evaluation remained on OCS four years later, which could be predicted by a high degree of airway obstruction and inflammation. These results suggest alternate treatments to OCS are needed in many patients with severe asthma.

**Premenstrual asthma**

Wenzel and colleagues found that premenstrual asthma is a condition characterized by high frequency of symptoms, exacerbations and general severity. Premenstrual asthma is strongly associated with asthma-like reactions to aspirin, lower levels of IgE antibody, which typically play a role in allergy, smaller lung volumes, and gastroesophageal reflux disease, suggesting this may be a different and hormonally driven asthma variant.

**Monocyte genetics a factor in IPF prognosis**

Naftali Kaminski, a faculty member in the Division of Pulmonary, Allergy and Critical Care Medicine and director of the Dorothy P. and Richard P. Simmons Center for Interstitial Lung Diseases, and colleagues reported that genetic variations in white blood cells called monocytes reflect patients’ prognosis in idiopathic pulmonary fibrosis, a progressive lung-scarring disease.

Starting from more than 2,500 genes, the researchers identified certain gene expression patterns in an immune signaling pathway in monocytes and microarray chip, and found that expression among specific genes could predict a greater likeliness of death from disease.

The findings indicate that a simple blood test can reveal disease prognosis, which could help guide treatment planning, such as when to pursue lung transplantation.

**Tobacco research notes**

The University Times Research Notes column requires researchers to be Pitt researchers and to find assistance from outside Pitt on their research.

We welcome submissions from all areas of the University. Submit information to Lisa O’Connor at lco7@pitt.edu, by fax to 412-624-4577 or by campus mail to 508 Bellefield Hall.

For submission guidelines, visit cares.umbrella.pitt.edu/pagination/6807.
indicates a wetter season, while levels are high when monsoon rain is light.

The team then established a connection between rainfall and Northern Hemisphere temperatures by comparing their core to the movement of the intertropical convergence zone (ITCZ), a stormy area near the equator where winds from the Northern and Southern hemispheres meet. Abbott and his colleagues concluded that warm northern temperatures such as those currently recorded here the ITCZ— the main source of monsoons— north and ultimately reduce the rainfall on which tropical areas rely.

Abbott worked with geology and planetary science faculty member Mike Rosenmeier, Broxton Bird and Nathan Staness, who received their PhD degrees in geology from Pitt in 2009, and researchers from Union College and the State University of New York—Albany. Graphs illustrating the sediment core’s correlation with climate data are available at news.pitt.edu/news/tropical-monsoon-drought-climate-change.

Researchers seek greater operating room

Pitt engineering and medicine researchers have received a $25,000 grant from Pitt’s Clinical and Translational Science Institute to help establish procedures and policies that hospitals can adopt to be more environmentally conscious.

The team includes civil and environmental engineering faculty members Melissa Billie and Andy Landis, as well as medical school faculty members Noedah Copley-Woods and Richard Guido of obstetrics, gynecology and reproductive sciences.

Using hystereocytology as a case study for the amount of waste generated during surgeries, the researchers will apply a life-cycle assessment (LCA), which gauges the environmental effect of the entire procedure, from the raw materials and basic tools needed to the ultimate disposal of the implements and equipment used. Hystereocytology were selected because of the multiple procedures involved— the researchers will be able to conduct comparative LCAs of abdominal, vaginal, laparoscopic and robot-assisted surgery.

Once the entire footprint of these procedures is known, the team will be able to assess which areas could be more sustainable.

“Greening” the OR will contribute substantially to the researchers’ overall goal of helping hospitals reduce the amount of waste generated.

Energy research consortium formed

Pitt is one of seven research universities that have formed a new initiative to address the environmental impacts of the discovery, development, production and use of energy resources in Appalachian.

The Appalachian Research Initiative for Environmental Science (ARIES), under the direction of the Virginia Tech School of Energy, Natural Resource Part, is associated with a higher risk of cancer.

Researchers looked at 1,350 transplant patients born between 2001 and 2008 and found that 52, or 3.85 percent, were diagnosed with cancer after their transplant (PRES), a rare complication that can occur after lung transplantation.

Researchers found that low levels of magnesium and infection may put patients at risk for developing PRES.
Lora E. Burke, a faculty member in the School of Nursing Department of Health and Community Systems, has received the Katherine A. LaBarge Award for Excellence in Cardiovascular Nursing Research from the Cardiovascular Nursing Council.

The award honors Pitt School of Nursing alumna Katherine A. Lemberegh who, as a member of the American Heart Association’s assistant director for nursing 1961-1962, played an important role in the development and growth of the Council on Cardiovascular Nursing.

Burke also was honored by the UCLA School of Nursing as one of 60 distinguished alums in honor of the school’s 60th anniversary.

In addition, Burke received a $469,887 four-year award from the National Institutes of Health for her study, “Advancing Real Time Data Collection: Adaptive Sampling and Innovative Technology.”

Also at the nursing school, Paula Sherwood, a faculty member in the Department of Developmental Care, was honored with the 2010 Distinguished Research Award from the Pennsylvania State Nurses Association.

Sherwood also received a Fullbright Lecturing/Research Award in Finland for the 2011-12 academic year.

John Prescott, Thomas O’Brien Chair of Strategy at the Katz Graduate School of Business, has been invited to join the editorial board of the Academy of Management Review.

John Murphy, a faculty member in the Department of Chemical and Petroleum Engineering, has been named president of the Society for Mining, Metallurgy and Exploration, a national professional organization consisting of about 14,000 members.

Two faculty members have received the 2011 Provost’s Award for Excellence in Mentoring, which recognizes faculty for their mentoring of doctoral students. The honorees are Jane Cauley, vice chair for research in the Department of Epidemiology, Graduate School of Public Health; and Jennifer Grandis, the UPMC Professor of Head and Neck Cancer Surgical Research in the School of Medicine’s Department of Otolaryngology and director of the head and neck program at the University of Pittsburgh Cancer Institute.

Cauley has spent the past 15 years examining the physical and psychological changes that occur in postmenopausal women. Her work has focused on the use of estrogen, the risks of breast and bone density and cholesterol levels of women who are going through menopause.

Cauley is a co-principal investigator for the Pitt site of the Women’s Health Initiative, a National Institutes of Health (NIH)-sponsored study. Her doctoral students have received fellowships and awards in recognition of their dissertation work and have become faculty members and researchers holding leadership positions in their schools and in government and research institutes.

Cauley also has mentored students in other health-related disciplines including nursing, audiology and physical and occupational therapy.

Grandis, who also is the assistant vice chancellor for research program integration in the Schools of the Health Sciences, began to focus on the biology of head and neck cancers during her medical training at Pitt’s School of Medicine. A physician-scientist, she has devoted her research career to studying the critical genetic alterations that characterize those cancers, with the ultimate goal of improving patient treatment and survival.

Grandis is senior editor for ScientificCancerResearch, a scientific editor for Cancer Discovery. She recently was elected to the American Association for Cancer Research’s board of directors for the 2010-11 term.

Many of her doctoral students have developed careers as faculty members in tenure-stream positions and as researchers at cancer centers and hospitals.

On the national level, Grandis received funding in 2005 for a conference on research training, which resulted in a new NIH-funded training grant for the head and neck program at the University of Pittsburgh Cancer Institute.

The Department of English recently announced a number of faculty honors.

Nick Cole, director of composition, was elected president of the Writing Class Studies Association. The association aims to develop and promote multiple forms of scholarship, teaching, and activism related to writing class life and cultures and to create material and processes with activism in labor movement and other working-class social justice organizations.

Cole also serves as the faculty advisor to the Writing Program, which advises writing courses for Pitt College students, high school students, and Writing Program students.

Neepa Majumdar’s book, “Wanted Cultured Ladies Only: Female Stardom and Cinema in India, 1930s to 1950s,” was announced in the Best Book of the Year issue of the Asian Literary Review. It was announced that the book has been awarded the Women’s World Award in South Asia.

The award recognizes the career achievement of a senior SGIM member whose research has changed the way generalists care for patients, conduct research, or educate students.

Joy Katz, an adjunct faculty member in the writing program, was named a 2011 National Endowment for the Arts poetry fellow.

Poems from her second book, “The Garden Room,” were set to music and premiered at the University of Nebraska Kearney New Music Festival in February. Recent poems by Katz have appeared in “Ploughshares,” “Cincinnati Review” and “Noire Dame Review.”

Michael J. Fine, director of the VA Center for Health Equity Research and Promotion (CHERP) and a faculty member in the Division of General Internal Medicine at the School of Medicine, has received the 2011 John M. Eisenberg Award for Career Achievement in Public Health Research from the Society of General Internal Medicine (SGIM), a national organization of general internal medicine physicians working in U.S. academic medical centers.

The award recognizes the career achievement of a senior SGIM member whose research has changed the way generalists care for patients, conduct research, or educate students.

As director of CHERP, Fine has advanced the field of health research by developing a widely used conceptual framework for disparities research, and by making substantial contributions to the empirical medical literature in this field.

According to the VA, Fine’s work has transformed how generalists, pulmonary and infectious disease specialists manage pneumonia and has shaped national and international quality and efficiency standards for this illness.

Ty Ridenour, a faculty member in the Department of Pharmaceutical Sciences, School of Pharmacy, will be presented with the Service to the Society for Prevention Research (SPR) Award on June 2, at the SPR Annual Meeting in Washington, D.C.

SPR is an international society of researchers working in developing and improving preventive interventions.

Ridenour is director of the translation and Drug Abuse Research Center.

He also serves as the co-director of head-and-neck cancer research at the University of Pittsburgh Cancer Institute.

He also coordinates the women’s basketball team’s community service efforts.

Meghan Bielich moves into the director of operations position at Pitt Bradford after serving the past five years as the team’s video coordinator.

In her new position, Bielich will oversee the video coordinator and oversee travel for the Panthers. She also will serve as the co-head director of coach Agnas Bird’s basketball operations for both men’s and women’s basketball teams.

Derek M. Scarborough succeeds Bielich as the women’s basketball video coordinator. Scarborough was the men’s basketball director of operations at Robert Morris University the past two seasons.

In that role, he developed and managed the team budget, coordinated travel and supervised the hiring and scheduling of student managers and graduate assistants.

Grant to fund students’ work in Bradford area

The medical school’s Department of Family Medicine, working in partnership with Pitt Bradford’s Health Practice, has received a $1 million U.S. Department of Health and Human Services/Health Resources and Services Administration grant to bring medical students to the Bradford region.

Third- and fourth-year medical students from Pitt’s School of Medicine will serve four-week rotations, working with physician mentors. The grant also would enable students to return to Bradford for eight weeks during the summer to conduct public health research.

Physicians interested in mentoring students should call Younos R. Saeed, director of the Center for Rural Health Practice, at 814/669-3054.

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The People of the Times column features recent news on faculty and staff, fellow awards and other honors, accomplishments and administrative appointments.

For submission guidelines, visit www.univetimes.pitt.edu/page_id=6007.

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FY09 audit approved

The Board of Trustees audit committee on May 13 approved the state's audit for Pitt's fiscal year 2009 appropriation.

Pitt is required to make a written response to the auditor general's reports, rejecting or accepting any findings, observations or recommendations made in the reports.

Pennsylvania Auditor General Jack Wagner gave a clean opinion for Pitt's statement of appropriations presented, saying that it "presents fairly, in all material respects, the earned appropriations" of the University.

The University's FY09 operating budget was set at $1.71 billion; however, the state's audit covers only the portion supported by the state appropriation.

Legislators initially set Pitt's FY09 appropriation at $170.73 million, but mid-year reductions reduced it to just under $160.49 million. (See Jan. 8, 2009, University Times.)

The University reported that the FY09 appropriation was allocated:

• $1.567.7 million for educational and general purposes,
• $415,480 for enhancing the recruitment and retention of disadvantaged students,
• $491,620 for the teen suicide center at Western Psychiatric Institute and Clinic,
• $2.4 million for rural education outreach at the Bradford campus and
• $408,900 for student life initiatives.

The state auditor general has the right to audit and disallow expenditures made for purposes inconsistent with the state appropriation.

In the FY09 audit, a test of 59 sample expenditures (totaling $60.16 million) to determine whether the expenditures supported the stated purpose of the appropriation revealed no exceptions.

Pitt also reported full term 2008 enrollment of 34,485 fall and part-time students, 76.9 percent of whom were from Pennsylvania, spring term 2009 enrollment of 32,823 (76.6 percent from the Pennsylvania), and summer term 2009 enrollment of 11,597 (76 percent from Pennsylvania).

—Kimberly K. Barlow

Port Authority adjusting schedules June 12

Schedules for 19 Port Authority bus and T routes will be revised starting June 12. The Port Authority said it adjusts schedules four times per year to improve service. Some of the adjustments are designed to alleviate overcrowding, officials said.

The only affected routes with service directly to Oakland are:
• 15A Wilkinsburg via Forbes Avenue. Some weekday inbound trip times will be adjusted between Wilkinsburg and Forbes Avenue at Braddock Avenue.
• 82 Lincoln School trips (marked with an "S" on the schedule) are discontinued for the summer. Some evening trip times will be adjusted.

Other affected routes include:
• 6 Spring Hill, 8 Perrysville, 13 Bellevue, 16 Brighton, 44 Knoxville, 48 Arlington, 51 Carrick, 74 Homewood-Squirrel Hill, 78 Oakmont, 87 Friendship, 91 Butler Street, G2 West Busway-All Stops, G31 Bridgeville, G32 McKnight Flyer, P1 East Busway-All Stops, P2 East Busway-Short Line.

Revised schedules are posted at www.portauthority.org.

—Peter Hart
Please join us in celebrating the life of Dr. Thomas Detre.

Sunday, June 5, 2011 - 1:00 p.m.
Heinz Memorial Chapel
University of Pittsburgh
Fifth and Bellefield Avenues
Pittsburgh, Pennsylvania 15260
Reception held immediately following the service.
J. W. Connolly Ballroom
Alumni Hall
University of Pittsburgh
4227 Fifth Avenue
Pittsburgh, Pennsylvania 15260
To RSVP or for additional information, please contact Carol Holbay at 412-647-1784 or at holbayca@upmc.edu.

July 2
HSLS Workshop
“PubMed Basics,” Rebecca Ahrens; Falk Library classroom.
1, 1-2:30 pm
Provost’s Inaugural Lecture
“Transplantation & Children: Outcomes & Opportunities for a Lifetime,” George Maiztegui, medicine; Scaife lecture rm. 6, 4:30 pm

Friday 3
• Summer 6-week-1 session deadline for students to submit monitored withdrawal forms to dean’s office.

Saturday 4
• Summer 4-week-1 session ends. Final exams scheduled during last class meeting.

Sunday 5
Memorial Service
For Thomas Detre, emeritus distinguished sr. VC for Health Sciences, who died Oct. 9, 2010; Heinz Chapel, 1 pm, followed by reception in Connolly Ballroom.
Alumni (412/647-1784)