Compromise possible on budget info sought by Senate committee

The Senate budget policies committee (BPC) may receive some of the University financial information it has been requesting. BPC members responded favorably to a proposal by the University’s chief financial officer, Arthur G. Ramicone, to prepare a revenue and cost attribution report every three years with less-detailed reports presented in the two intervening years. Previously, the full report had been prepared every year.

While the University Planning and Budgeting Committee (UPBC) must approve the plan as well, BPC Chair John J. Baker said many BPC members strongly supported this information idea and would like to see it go forward.

The report, which the Office of Budget and Controller prepares for UPBC, shows the revenues and expenses attributable to each of the University’s academic units and other responsibility centers.

Ramicone said the document is time-consuming to prepare, estimating that each attribution report takes 300-350 hours of staff time. “The discussion has been over the years to kill it because the senate budget committee always said they don’t rely on this document to make resource allocations to the units,” he said.

The document—and the value of it—has been the subject of much debate since BPC sought UPBC permission to discuss the report in open session. UPBC has since declined the document private and questioned its usefulness in aiding understanding of University finances. Future UPBC meetings are not open to the public.

According to minutes from UPBC Feb. 19, 2009, meeting, the committee passed the following motion by a vote of 21 in favor and two abstentions: “While the committee values transparency of the fiscal affairs of the University, the sub-committee report, Revenue and Cost Attribution, is not one that should be shared with others, as it reflects the University’s internal governance structure unless those elements are willing to maintain confidentiality.”

The most recent attribution report presented to BPC, which covered fiscal year 2007, was presented in draft form during a closed session at BPC’s May 2, 2008, meeting.

Richard Pratt, then chair of BPC, sought to invite Pitt athletics director Steve Pederson to a public meeting and wanted the document made public to permit discussion of the Athletics budget with him. (See Dec. 4, 2009, BPC meeting.) That discussion has never taken place, nor has the report been posted online.

More recently, BPC and UPBC members have debated the full report’s usefulness. “There might take the place of the report. ‘We don’t lack for data,”’ Ramicone said in the Dec. 10, 2009, BPC meeting, noting that his office reports University financial information to the state and other government entities regularly. “Revenue and cost information and data could be included in the report,” BPC’s Baker said, “if the data were made public to permit discussion of it.”

BPC members “strongly favor, none opposed and three abstaining motion by a vote of 21 in favor,” Ramicone noted that would require the committee to put it into cohesive form to make it useful. That prompted him to propose that his staff prepare a full report every three years. “It really seems fair in terms of who’s going to know the information better than us,” he told BPC, adding that eliminating the preparation of a full report every year would cut the workload for its staff.

He noted that there tend not of large changes from year to year. “We’d use the data for the University. Lots of institutions put together budgets. There are a lot of academic decisions that go into deciding what a particular unit’s budget should be, and they’re not reflected by this document.”

Still, he said, the faculty want the document and find it useful. “I think part of that is because we don’t see the other information that the administration gets.”

BPC member Phil Wison continued to advocate for the value of the report’s Athletics financial data, noting that the most recent attribution report showed that the revenue-producing sports of football and men’s basketball were generating more revenue than they were costing, thereby subsidizing in part revenue sports. “That’s a good thing for the University. Lots of institutions do it, but to do it and talk about it every three years seem reasonable to me,” he said.

BPC’s Baker said, “I understand the problem with the work involved with generating it, especially if it’s not something that people are putting together budgets. But we’d apportion it among the respective percentages by responsibility center,” he said.

Every third year, the actual report would be produced.

BPC member James Cassing of economics agreed that an updated report made public to permit discussion of it would improve things, but that it is useful to have a sense of how much each area within the University is subsidizing. “I think it’s really useful to do it, but to do it and talk about it every three years seem reasonable to me,” he said.

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Bond issue to cover Pitt projects

Pittsburgh will borrow $650 million through a special assessment bond expected to fulfill through mid-year the state's financial obligations to cap- pulate the University of Pittsburgh Projects under contract.

Gov. Edward G. Rendell had proposed buying $1 billion but state treasurer Rob McDowell and Auditor General Jack Wagner refused to approve the amount. McDowell on Dec. 9 announced he would approve borrowing $650 million.

State law requires that either the treasurer or the auditor general agree with the governor in order to authorize the issuance of public debt for such projects. McDowell also sought input from governor-elect Tom Corbett, whose term begins Jan. 18.

In a prepared statement, McDowell said, "A billion dollars in debt would not have been appro- priate, and I will not approve such an offering." But neither, in my judgment, would it be appropriate to issue zero debt, and in so doing risk a potential collapse of the infrastructure-improvement proj- ects—job-producing projects that are a crucial component of our fragile economic recovery." According to the treasurer's office, during the past four changes in administration, bond issues that took place within two months of the transition averaged $295 mil- lion, and ranged from $208 million to $700 million.

Prior to the agreement, Mc- Dell expressed concern that proj- ects would be shut down in the absence of additional funding.

"No one wants ongoing proj- ects to stop," McDowell said. "But we also must be appropriate stew- ards of the state's resources. This offering is right-sized to address those short-term concerns." McCord projected that $650 million would fund the projects that are underway for reimbursement by the state.

"The cash on hand to fund the projects is already being depleted by early February. It is important we have cash to con- tinue funding the projects. This agreement and that there was interest to borrow $1 billion all at once. If we had done that, we would have been sitting on unnecessary trust funds and paying interest as we did so — losing more money than necessary, with what financial experts would call 'negative carry.'"

Pitt has three capital projects that are being reimbursed by the state under the Pennsylvania Infrastructure Improvement Center, budgeted for $25 mil- lion in state public improvement funds, and, therefore, an additional $10 million from the Port Authority.

But as we celebrate King's birthday Jan. 17 — and here on the Pitt campus with a variety of events during the third week of January — everyone should reflect in the mirror and ask: "What am I doing personally to address the conditions that still make life hard for others?" Because "If we are not fighting to improve, we are not doing the right thing," and "the right thing must be done not because we are sensitive to other races or have a duty to arbitrate, but because it is good, and because even if I am not personally concerned, it may be others who are." More of Pitt's Office of Cross-Cultural and Leadership Development. For more details, call 648-9523.

In addition to attending these events, we encourage all campus members to commit to the Ongoing Respect and Inclusion Campaign pledge drive (www. dignityandrespect.org). The symposium will feature community leaders and advocates, including Tim Wise, who will lecture on overcoming racism and the legacy of white supremacy. The symposium will include workshops and panel presentations from community leaders and organizations working to overcome inequality.

Finally, on Jan. 21, the annual Equipoise unity brunch will feature internationally acclaimed artist André Kimo Stone Guess, president and CEO of the August Wilson Center for African American Culture in Downtown Pittsburgh.

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Pitt’s 6-year grad rate improves within 150 percent of the degree within 150 percent of the time expected to graduate from a four-year program. That means that students who transfer into or out of a school are not included, nor are part-timers or students who leave school and return later to finish their degrees.

Given that Pitt’s transfer student population makes up an average of 20 percent of the student body, approximately 80 percent of Pitt’s undergrads are represented in the cohort used to compute the six-year graduation rate, Manfredi noted.

"An important segment of our student population, transfer stu-
dents, is not included, nor does this include our part-time students. But given the different academic backgrounds of transfer students in terms of credit hours and aca-
demic requirements satisfied prior to arriving to Pitt, it is impractical to group them in cohorts for the purposes of calculating graduation rates," he said.

Although the measurement fails to include all students, Manfredi said that having a well-defined cohort — in this case, first-time fall freshmen — does allow for longitudinal time com-
parisons as well as comparisons with peer institutions.

"The weaknesses of this mea-
sure include the fact that it does take a long time to see the impact of the changes we have made," Manfredi said.

Compromise looms on budget information

Honoring long-term staff

Carol Beringer    Edi Bernardon      Cheryl Brown     Sherry Miller        David Held       Charlotte Heller

Richard Howe     Ann McLeod

Carol Neuner     Joanne Nicoll

Mary Stewart     Anna Stracci

Gwen Watkins     Steve Zupcic

Chancellor Mark A. Nordenberg spoke Dec. 9 at the annual recep-
tion honoring long-term Pitt staff. Pictured are 40 of the 480
staffers recognized at this year’s reception, held in Alumni Hall’s
Connolly Ballroom. For a complete list of those staffers marking
their employment anniversaries in 2010, see Dec. 2 University Times.
having all

Recent grads, male & female, expect to combine career, family

These days, both male and female college graduates expect to have a career and a family, according to a Harvard economist who spoke here last week.

“Ask college students today what their life goals are and you’ll find that the men talk more about careers and the women talk more about family. Five years after graduation and you’ll find that their aspirations have converged,” said Claudia Goldin, Henry Lee Professor of Economics at Harvard and a award-winning author.

“Both will speak of the twin goals of career and family. Today’s college graduates, despite their divergent choices and income levels, are equally concerned about ‘having it all,’ that is, having both career and family — almost like it is one word,” Goldin said.

That decidedly was not always the case for women, who had to battle stereotyping and discrimination in varying degrees over the history of the United States, said Goldin, who delivered the 2010 McKay Lecture, sponsored by the Phi Delta of Economics. She said, “The career and family goal has been not family then career, but career then family.”

“Women MBAs had the lowest labor-force participation rate; the lowest share of those working full time, full year, and the largest amount of time not working full time,” she said.

“Women achieved the lowest labor-force participation rate; the lowest share of those working full time, full year, and the largest amount of time not working full time,” she said.

Moreover, pay is influenced by which advanced degrees the women earned.

“Women aged 25 to 34 with the lowest labor-force participation rate; the lowest share of those working full time, full year, and the largest amount of time not working full time,” she said.

In 2005, the average sum of all out-of-work spells for Harvard men was 1.5 years; for those women with children it was 2.08 years, and for women without children it was five months.

“For Harvard men graduates, the time off averaged a total of three months during the 15 years.)

Children were the most important reason for women’s nonemployment spells. On average, one third of all women graduates were not at work by about 4 months; two children by 1.4 years, and three or more children by 2.8 years.

However, the opposite held true for men. The first child actually decreased the length of out-of-work spells by about a month, a second child by about 1.5 months, and a third child by about 2 months, she pointed out.

Thus, Goldin concluded, she found that the effects on women’s earnings mostly is accounted for by reduced hours of work, not by the nonemployment spells at all, that is, were not in the labor force that year — compared to 3 percent for those graduating in the 1970s.

Beyond cohorts in the number of months women had nonemployment spells by 15 years after college graduation. “Even among the women at least one child, slightly more than 50 percent at 15 years after graduation of all three cohorts never had more than a six-month nonemployment spell,” Goldin said. However, the mean number of years women worked for those with children was one year for one year of the 1970s, and about 1.5 years for the three-month nonemployment spells for the 1990 cohort, she said.

Certain occupations appear to offer more potential for both career and family as measured in time off during the career cycle and less in the timeframe and likelihood of taking time off differs greatly by occupation, Goldin noted. Women MBAs as a group are twice as likely as men to consider their family role as more important than their career role, she said.

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Pitt launches 2nd coach search

CONTINUED FROM PAGE 1

The University of Pittsburgh has dismissed Michael Haywood as its head football coach, effective immediately.

“Pitt is a community where values and integrity are important,” athletic director Scott Barnes said. “Michael has violated those values. The football program and the University will not tolerate such actions.”

In announcing Haywood’s firing Dec. 16, Pederson said, “From my very first meeting with Michael Haywood, it was obvious that the qualities he exhibited were in line with the values of this great University. ... Most importantly, Michael is a man of character and integrity and will be an inspirational leader for our football program.”

At a Jan. 3 press conference, Wannstedt announced he would not coach the Panthers Jan. 8 when they play Kentucky in the BBVA Compass Bowl in Birmingham, Ala.

Pitt defensive coordinator Phil Bennett has been named acting head coach for the bowl game. Bennett joined the Panthers after serving as head coach at Southern Methodist University, 2002-07.

Pederson issued the following statement on Jan. 3: “Phil Bennett has been a head coach, is respected by the players and staff and will do a fine job leading the Pitt football team in Birmingham. We are fortunate to have someone with Phil’s talents available to assume this role.”

On Jan. 3, Rutgers announced that it had hired Pitt offensive coordinator Frank Cignetti Jr. as its offensive coordinator and quarterbacks coach. Cignetti is the second member of the coaching staff to take a job at Rutgers, joining former defensive coordinator Jeff Hafley who accepted a similar position at the New Jersey school.

Haywood previously announced he was not returning any of the current Pitt coaches and planned to bring several of his assistants to Miami University with him. Published reports that none of his former assistant coaches had signed a contract with Pitt were unconfirmed. “As that is a personnel matter, we will decline comment,” Borghetti told the University Times this week.

A number of Wannstedt’s 18 high school recruits are reconsidering their verbal commitment to attend Pitt. Feb. 7 is national letter of intent signing day, the first day recruits can commit to a school in a legally binding manner.

—Peter Hart

Capital campaign ends

The University of Pittsburgh Cancer Institute (UPCI) and UPMC Cancer Centers have concluded their five-year, $100 million capital campaign, thanks in part to a $3 million gift from the Mario Lemieux Foundation, which will be used to establish the Mario Lemieux Center for Blood Diseases at the Hillman Cancer Center. The philanthropic funds raised were matched by UPMC, for a total of $200 million contributed to the capital campaign.

The campaign was launched with a $20 million gift from the Henry L. Hillman Foundation and the Hillman Foundation, which created the Hillman fellows program for innovative cancer research. The campaign funds will continue to be used to recruit physicians and researchers, invest in infrastructure and expand key areas of cancer research.

The Mario Lemieux Center, serving an estimated 25,000 patients a year, will offer comprehensive diagnostic services, individually designed treatment plans and long-term follow-up services to patients with leukemia, lymphoma, Hodgkin’s disease, non-Hodgkin’s disease, multiple myeloma and other blood malignancies.

In addition to the Hillman fellows program and the Mario Lemieux Center, several endowed chairs and endowed funds have been established during this campaign, including the Arnold Palmer Endowed Chair in Cancer Prevention, the Thomas and Sandra Usher Endowed Chair in Melanoma, the Jane and Carl Ciron Chair in Colon Cancer and the Stanley M. Marks, M.D., Endowed Research Fund.

Critical research initiatives also have been accelerated during this campaign, including efforts to identify nutritional and dietary methods of combating cancer, developing new treatments for melanoma and mesothelioma and expanding early detection efforts by identifying specific proteins in the blood responsible for cancer development and recurrence.

—Peter Hart

Dixon earns Dapper Dan 2010 honors

Headmen’s basketball coach Jamie Dixon has been named the 2010 Dapper Dan Sportsman of the Year, an award that recognizes local and regional athletics contributions.

Dixon will be honored at the 75th annual Dapper Dan dinner and sports auction Feb. 9 at the David L. Lawrence Convention Center.

Last year, despite losing four starters from the previous year’s team, Dixon guided the Panthers to 25 victories and finished tied for second in the Big East in a season where the team was picked to finish ninth in a preseason poll of Big East coaches.

The Panthers garnered a seventh consecutive NCAA tournament appearance for Duquesne and the ninth in a row for the Panthers, the longest current streak in the Big East.

On Dec. 22, Dixon coached his 200th win, reaching the milestone in his eighth season, all at Pitt.

—Peter Hart

I am inventive

I am a scientist and love doing experiments in the science lab just like real scientists » I like to be on stage and perform – last year our class did Annie » I love my Ellis teachers because they teach us to write and help us learn new things » I take yoga in Ellis’ after school program and love it!

Open House
Wednesday, January 12
9:00 am

I am an ellis girl

The Ellis School • Pittsburgh’s Only Age 3 – Grade 12 Independent Girls’ School
www.TheEllisSchool.org • 412.661.4880

Coastline Week
5 days :: $5 lunches :: Jan 24–28

Oakland Restaurants are teaming up to offer you a special $5 for $5 Menu, that’s 5 days of $5 lunches January 24th–28th!

Check www.OnlyInOakland.org for a complete list of Participating Restaurants

Get lunch at any Oakland Restaurant Week participating location and enter to win FREE LUNCH FOR A MONTH along with other GREAT PRIZES!
When you go to any poster day at the medical school or anywhere, you’ll see our pictures everywhere,” says Simon C. Watkins, director of Pitt’s Center for Biologic Imaging.

CBI provides investigators with a wide range of cellular imaging techniques that can focus their view down to a single molecule. With more than two dozen microscopes and a staff of about 20 that includes four faculty members, it is among the largest, if not the largest, such facility in the country, Watkins said. The center’s expertise in light and electron microscopy provides a glimpse into the tiniest of worlds, yielding big benefits for researchers.

Visitors to CBI’s suite in the Starzl Biomedical Science Tower need not look far for examples. One wall is a veritable library of journal covers featuring CBI microscopy images; another has row upon row of recently published articles to demonstrate CBI capabilities to prospective collaborators.

To lighten the atmosphere, poster-sized reproductions of famous works of art including Andy Warhol’s self-portrait, Grant Wood’s “American Gothic,” Gogh’s “Starry Night” and Edward Munch’s “The Scream” up close reveal themselves to be photomicrographs made up of tiny tiled images of tiny things.

The images are fascinating not only for their scientific and beauty but for their intimacy and beauty as well. Electron microscopes yield black and white images; colors are added or contrast enhanced for clarity as photos are edited, said associate director Donna Stolz, who clearly enjoys both the scientific and the aesthetic value of the images.

For some people, simply having the data provided by the images is sufficient. “I’m more picky,” she said, admitting that she enjoys working on the photos after hours just for fun.

In addition to her scientific duties, Stolz is the creative force behind the Science as Art component of the University’s annual science symposium. The CBI lounge is strewn with science-themed pillows created for Science 2010. (See Oct. 14 University Times.) The photomosaics were created for Science 2009. The periodic table of electron microscopy compiled for Science 2008 includes “elements” such as an image of an ant (for antimony) taken via scanning electron microscopy and (for copper) a high-resolution view of the Abraham Lincoln statue as seen in the image of the Lincoln Memorial on the back of a penny. Stolz already is contemplating a video presentation for next year.

“If there are two different kinds of people here,” she said, “I’d say some come in here to get the data and ‘pictures people’ who take a lot of time to take pictures that are more artistic. Nobody’s wrong or right, it’s just that everybody has a different way of looking at it.”

CBI’s images grace journal covers, enhance research publications and make colorful eye-catching works of art, but their real beauty lies beneath the surface — just a few millimeters deep.

The center houses some $10 million worth of equipment — some of which has come through grants, with other instruments on loan or placed for testing by industry. “When we have instrumenta- tion that we get grants for, we’re generally working at the edge of what’s possible so we’re getting things that don’t exist elsewhere or we’re doing something novel,” Watkins said. “For that reason we have all the technologies that are available. The reason we’re successful is because we’re at the edge of what you can do.”

What sets Pitt’s CBI apart is the faculty component, he said. Other centers mostly are run by technicians. “They’re not driven by academics who really have a focused interest in the application of technology,” he said.

The faculty expertise is a crucial part of putting the equipment to the best scientific use. Watkins, who was recruited from Harvard Medical School’s Dana-Farber Cancer Institute to found Pitt’s center in 1991, is a tenured professor in the Department of Cell Biology and Physiology as well as in the Department of Immunology. Stolz also holds a faculty appointment in cell biology and physiology.

Collaboration is a key aspect of CBI. Its faculty members’ research expertise comes into play when other scientists seek to use the center. Watkins is the initial contact when new users want to begin a project involving CBI resources. Strategies are devised in conversations between CBI staff and the PI or his or her student.

Often the imaging technique that researchers seek to use is based on images they’ve seen elsewhere. Many times, after discussing the proposed work, CBI staff are able to use their combined understanding of research and experience in microscopy techniques to suggest better alternatives.

“People come in here and they have an idea and they have no idea how to test it,” Watkins said. “They have this one figure from a paper and they want to do all these new ways of testing, we generally take them in a totally different direction.”

Watkins estimated that CBI faculty work with about 150 research groups per year and publish or collaborate on approximately 40 papers annually. He and Stolz each are involved in about 18 published papers per year, Watkins said.

Some collaborations have resulted in seminal work, such as the discovery that dendritic cells communicate with other distant cells by way of tunneling nanotubes. “It’s the new form of communication between cells was reported in papers published by Watkins and immunology professor Russell Salter in 2005,” Watkins noted. Watkins noted that the publications on which CBI staff col- laborate represent a just a fraction of the research that is furthered through the center. Many sci- entists who use the microscopes publish the resulting research on their own.

Although some equipment is restricted, researchers can schedule scope time on many of center’s instruments. During busy periods, some are booked 18-20 hours a day with researchers putting their names on a waiting list for time on the more popular ones.

On any given day, CBI’s microscopy suites may be filled with researchers studying problems in any number of scientific fields. While the main focus is biology and life sciences, “We work in collaboration in all areas,” Watkins said.

Pitt researchers make up the bulk of the clientele, but CBI also works with visiting researchers who don’t have access to such equipment on their home campus and offers services to biotech companies and other businesses on an hourly basis.

Microscopy appeals to Watkins’s innate problem-solving method. “I had this way I looked at the world, trying to solve the problems by pulling them apart. The imaging technologies allow you to do that. You can put in indicator molecules — beacons that tell you where things are and tell you how much there is. We can look at things in living systems so we can see where things are going and how fast they’re going. We can do it at every level of resolution, from just a cluster of a few molecules to an entire animal.”

Traditionally, science has observed slices frozen in time, but advances in microscopy have made it possible to watch on a molecular level processes in living or nonliving material as they occur in their natural environment. “It gives a very rich and rounded image of what’s going on inside,” Watkins noted.

As a field, imaging is moving rapidly on many fronts. Improved camera technologies are coming to the market and better reagents — in particular, the fluorescent proteins that enable cell processes to be observed — are being devel- oped, Watkins said. “We have molecular beacons to tell us if something’s there or not, or how much of it is there,” he said.

New reagents can change color depending on their environment and can be turned on and off — advances that Watkins likened to the difference between having a single screwdriver in the toolbox to owning the entire Snap-On Tools catalog. “We’re getting more and more colors, more things, more rapidly,” Watkins said.

The future “is all about speed, imaging faster,” he said.

“Science generally likes to make things bigger so you can see things you couldn’t see with the naked eye or with some other method of measuring,” he noted. Cameras and microscopes alone often aren’t enough to create meaningful results. Heavy computing power is needed to crunch the vast data that not long ago would have been too unwieldy to manage. Watkins’s desktop computer has eight processors, 48 gigabytes of RAM and 24 terabytes of hard drive space. “If you didn’t have
Two regional campuses have announced winners of annual staff awards.

At Pitt-Johnstown, Janet Hoffman and Carrie Owens are this year’s recipients of the President’s Staff Award for Excellence in Service. Hoffman, a financial aid assistant, has been a staff member for 23 years. She received the President’s Staff Award for Excellence in Service to the Community. She volunteers at the Women’s Help Center, the Pitt-Johnstown @ Your Service/Weekend Society clean up and the Salvation Army red kettle campaign. She also has been a Bethel United Methodist Church volunteer for more than 20 years.

Owens, who has been a member of the UPJ staff for 33 years, received the President’s Staff Award for Excellence in Service to Pitt-Johnstown. Owens is the Business Office student account specialist who handles student transactions and bank reports. She is involved with students and parents, helping them with their accounts and tuition payments. She also assists various Pitt-Johnstown offices with their cash deposits, including training staff members on these reports.

At Pitt-Greensburg, Cynthia Genard, administrative secretary of the Natural Sciences Division, received the 2010 President’s Distinguished Service Award, which recognizes staffers who have demonstrated dedication to the campus above and beyond their job responsibilities.

UPG President Sharon P. Smith called Genard calm, cheerful, and looking for ways to improve and never sees any challenge as too great to overcome. She is building a better world.”

—Peter Hart

DEAN, UNIVERSITY HONORS COLLEGE

The University of Pittsburgh invites applications and nominations for the position of Dean of the University Honors College (UHC). A major research university and member of the Association of American Universities, the University currently serves more than 23,000 undergraduate and 10,000 graduate students across 16 undergraduate, graduate, and professional schools on its Pittsburgh Campus and four regional campuses.

THE OPPORTUNITY: The Dean of the UHC leads the University’s flagship undergraduate program. He or she works with (i) the Office of Admissions and Financial Aid to enroll individuals with outstanding academic potential and to award scholarships and fellowship support; (ii) a staff of academic advisors and other support personnel to nurture students’ aspirations and develop their capabilities, and (iii) a select group of faculty members to develop specialized courses that target these students’ unique intellectual abilities. The Dean reports directly to the Provost/Senior Vice Chancellor and partners with her, the Chancellor, and other senior University officials to maintain the UHC’s high academic standing.

THE HONORS COLLEGE: The UHC serves the academic needs of exceptionally talented and motivated undergraduates at all of the University’s schools of the Pittsburgh Campus. It provides enriched educational experiences for these students and encourages study in both breadth and depth in the undergraduate schools’ curricular programs. It advances this mission through UHC-specific courses, individualized academic advising, and intellectual community. The combined strength of the UHC’s academic programs has produced noteworthy numbers of named scholars, including three Rhodes Scholars in just the past five years. The UHC also offers research funding through the Brackenridge Summer Research Fellowship Program, unique prospects for independent scholarship. The UHC also offers research funding through the Brackenridge Summer Research Fellowship Program, unique prospects for independent scholarship. The UHC also offers research funding through the Brackenridge Summer Research Fellowship Program, unique prospects for independent scholarship. The UHC also offers research funding through the Brackenridge Summer Research Fellowship Program, unique prospects for independent scholarship.
Women need to be their own advocates in the workplace

Recognizing opportunities to negotiate comes first, followed by laying the groundwork, preparing — which, depending on the nature of the negotiation, can be quick or can take a long time — then actually engaging in the negotiation, Arnet said.

"If you're feeling nervous about engaging in a larger negotiation, you're going to start working out in your 'negotiation gym' more and more," taking opportunities to practice by negotiating on small issues such as chores.

What do you want?

Before negotiating, think about what you want and what could happen during the negotiation, she advises. High-stakes negotiations, such as for a raise or promotion, require careful consideration. "What is it that you really want?" It's money, leadership opportunity, time flexibility, office space, vacation time. Those or all may factor into the negotiation, she said, advising women not to ask for just one thing when they negotiate. Would a raise alone cover your wants or are there other issues that could be discussed at the same time? These are important because you want to be sure at the end of this negotiation that you get what you need to feel valued and housed," she said. When negotiating with an employer, "The reality is they might not be able to give you everything on your list, so it's really important to come up with a really robust list and prioritize that list. And think about how the things that you want overlap with the things that they want."
Jeffrey Schwartz, a faculty member in anthropology and in history and philosophy of science, led a study that refutes longstanding claims of mass infant sacrifice in ancient Carthage culture. The study was named one of the top 10 most notable finds in 2010 by Archaeology magazine, the world’s largest general-interest publication for archaeology with a readership of more than 750,000.

As director of the Laboratory of Molecular Biology at the National Institute of Diabetes and Digestive and Kidney Diseases, his research focuses on molecular recognition processes and the structural and functional roles that metal ions, especially zinc, play in protocells. Schwartz is a recipient of the American College of Radiology Imaging Network.

He will join the Department of Radiology, School of Medicine, as a faculty member in March.

Pitt-Johnstown President Jen Spector is being recognized by the South Asia Literary Association (SALA) as a recipient of the organization’s Certificate of Honor.

In announcing Spector’s selection for the honor, SALA President Pradyumma Chauhan remarked, “But for your able guidance, it would not have been possible for the journal to grow into a forum of first-rate critical exchange, useful to students and scholars working in the field of South Asian studies.”

K. D. Verma, editor of the South Asian Review and Pitt-Johnstown English faculty member, added, “Dr. Spector is being recognized for his vision of multiculturalism and diversity in higher education and for his support of the South Asian Review.”

The South Asian Review, an international journal, has been housed at UPJ since 2001. It is published three times annually.

Tamra “Tami” E. Minnier, UPMC chief quality officer since 2008, has been appointed for a three-year term to the board of Joint Commission Resources (JCR), which sets quality and safety standards for hospitals and other health care organizations worldwide. JCR is a not-for-profit affiliate of the Joint Commission, the independent organization that accredits U.S. hospitals.

As chief quality officer at UPMC, Minnier oversees quality improvement and safety initiatives throughout UPMC’s 20-hospital system. She also has helped lead UPMC’s hospitals in Italy and Ireland through the Joint Commission International accreditation process.

Minnier, who earned both her bachelor’s and master’s degrees in nursing from the University of Pittsburgh, has served as a member of the American College of Healthcare Executives and the Institute for Healthcare Improvement. Previously, she served on the faculty for the Institute for Healthcare Improvement.

She recently was named to the editorial board of the Agency for Healthcare Research and Quality. She also serves on the editorial board of the Agency for Healthcare Research and Quality Innovation Exchange, part of the U.S. Department of Health and Human Services.

Andrea V. Cotter will join the executive staff of UPMC as chief communications officer on July 1. Cotter earned a master’s degree in public relations from the University of Baltimore, where she has more than 30 years of experience in various sales and marketing divisions. Most recently, she served as director of global health care marketing.

In her new role, Cotter will have responsibility for national, regional and clinical marketing, advertising and public relations divisions of UPMC. She will implement marketing, advertising and media efforts to support those offices.

Sandra N. Danoff, who has been serving as chief communications officer for strategic planning and special projects at UPMC, in her new role, Danoff will focus on issues of importance to UPMC’s senior leadership and board of directors.

Raman Venkataramanan, a faculty member in pharmaceutical sciences, School of Pharmacy, was awarded the American Pharmaceutical Association’s 2011 Tyler Prize for Stimulus of Research.

As a scientist for three years, the Tyler Prize recognizes individuals for their research and development efforts in the fields of pharmaceutical sciences.

Barbara Epstein, director of the Health Sciences Library at the University of Pittsburgh, was appointed as chair-elect of the Joint Commission’s National Library of Safety and Quality Assurance (JCR) and will serve as chair-elect for a three-year term.

As a reminder, all University of Pittsburgh employees have access to a toll-free, confidential and confidential one-line service that makes it comfortable and convenient for employees to report irregular or troublesome workplace issues so that these issues can be investigated and resolved.

• Available to all full-time and part-time faculty, staff, and research associates at the Oakland and regional campuses and other off-campus work locations
• Enables callers to remain anonymous
• Answers 24 hours a day, seven days a week
• Can be accessed from any telephone in North America, including pay telephones

Issues that can be reported on AlertLine
• Financial improprieties, including fraud, theft, falsification of records, and improper use of University assets
• Human resource matters, including perceived harassment, discrimination, misconduct, and other workplace issues
• Research compliance concerns, including conflict of interest, improper charging of grants, violation of human subject research regulations, and violation of other research compliance rules
• Other legal or regulatory matters, such as those pertaining to environmental health and safety

Issues that are best reported in other ways: Many specific workplace issues can be best handled by bringing them to the attention of the workplace manager or supervisor. Problems concerning employee benefits are most readily resolved through the benefits staff in the Office of Human Resources. AlertLine is not intended to replace existing compliance bulletin or established grievance procedures. Note that calling AlertLine is not an acceptable substitute for filing a formal and documented complaint. Anyone seeking legal advice concerning any matter should contact their own legal counsel.
Microbes thrive in A-C systems

Researchers have found that nonchemical treatment systems pitch the "green" alternatives to chemical water treatment for commercial air-conditioning systems can allow dangerous bacteria to flourish in the cooling systems of hospitals, commercial offices and other water-cooled buildings.

The study of five nonchemical treatment devices (NCDs) found the NCDs swallowed bacterial growth at about the same rate as untreated water.

Of the devices tested, none significantly prevented bacterial growth. But researchers found that standard chlorine treatment controlled these organisms even after bacteria had been allowed to proliferate.

Co-investigator Janet Stout, a research associate in the Department of Civil and Environmental Engineering and director of the Pittsburgh-based Special Pathogens Laboratory, said: "Our results suggest that equipment operators, building owners and engineers should consider technologies that rely on NCDs to control microorganisms."

Stout worked with fellow lead investigator Youmasu Siewe, chair and William Kepler Cameron, Clarion, Jefferson and Punxsy civil engineering graduate student Scott Duda.

These cooling systems are energy efficient and, if properly treated, very safe," Stout continued. "But based on our results, nonchemical devices alone may not be enough to control microbial growth."

One possible measure is to add chemical treatment as needed to prevent a potential biocidal hazard.

The air systems the team investigated work by piping chilled water through out a building. The water warms as it exchanges temperature with the surrounding air and becomes a hotbed of microorganisms. After returning to a central cooling tower to be cleaned and re-chilled. If the returning water is not thoroughly cleaned, bacteria can spread throughout the system, imperiling building to possible infection and hampering the system's energy efficiency.

The team constructed two scale models of typical cooling towers. The model remained untreated, while the other was treated with five commercially available NCDs installed according to the manufacturers' guidelines.

Each device was tested for four weeks. Chlorine was administered three times during the study to demonstrate that an industry-standard biocidal device could kill bacteria even in a heavily contaminated system.

The five devices tested represented different classes of NCDs, Stout said. Pulsed-field electric devices emit electromagnetic energy that, in theory, ruptures bacterial membranes and activates particles that ensnare the bacteria. Electrostatic devices function similarly by producing a constant static field. Ultrasonic devices pass a mixture of untreated water and high-pressure air through a chamber that purportedly disintegrates the bacteria with sound waves. For hydrodynamic cavitation devices, two one-shaped water streams collide to form a vacuum region filled with high-friction bubbles that collide with and presumably deactivate the bacteria.

Finally, the team tested a magnetic device, although magnetic NCDs are intended to prevent metallic buildup, not control bacterial growth. Graphs showing the bacterial growth within the untreated and NCD-treated towers, as well as microbial growth after chlorine treatment, are available at www.news.pitt.edu/pr/news/Vidic-Stout-non-chemical-treatment.

The study was funded by the American Society of Heating, Refrigerating and Air-Conditioning Engineers.

UPB center gets 2 grants

The Center for Rural Health Practice at Pitt-Bradford recently announced it has been awarded two grants: one aimed at promoting walking, another that could be used to train public health employees in northeastern Pennsylvania.

The Center announced a $700 grant to fund its "WalkWorks" program, which will identify and promote walking trails in the communities of Bradford, Kane, Port Allegany and Smethport. The walkways must be no more than two miles long and accessible to the community. The project will be ongoing through February 2012 and will allow the center to hire a part-time coordinator to administer the grant.

Youmasu Siewe, director of the center, said, "The overall goal is to increase physical activity for young people and adults through community-based walking programs, reap the benefits of physical activity and improve the overall health of our communities."

The grant is part of a larger grant awarded by the Centers for Disease Control and Prevention and the Pennsylvania Department of Health to the Graduate School of Public Health. GSPH will provide the UPB center with training and assist with signs and publicity for the designated routes.

• The center also received a $175,000 grant that will be paid over five years to train public health workers on topics of public health and safety.

Siewe said, "Issues that could affect the health of many individuals within our target counties will be identified, prioritized and addressed from a prevention and intervention perspective through education."

The grant will be used to hire a part-time program coordinator and a student intern.

The coordinator will train workers including school nurses, county health department staff and state health improvement partners in the target counties of McKean, Warren, Potter, Forest, Elk, Cameron, Clarion, Jefferson and Clearfield.

The grant is funded by the Health Research Service Administration, a division of the Department of Health and Human Services, to support the Pennsylvania Public Health Training Center. The health training center is managed by GSPH, the Center for Rural Health Practice and Drexel University.
Thursday 11
EOH Seminar
“Eugenics in Breast Cancer,” Nancy Davidson; 540 Bridgilde Point, noon

Pathology Seminar
“Pathology-Directed MALDI Mass Spectrometry Imaging for Identifying Tissue Biomarkers of Prostate Cancer & Renal Cell Carcinoma,” Richard Drake, F. VA Medical School; 1104 Scaife, noon (8-3944)

SAC Mig.
512 Alumni, 12:15-2 pm

GSIP Seminar
This event has been canceled. Contact the Office of Student Affairs for more information.

Friday 14
ULS Concert
Squard Hilliars, Capt & Chorus, ground fl. Hillman, noon

C A L E N D A R
should be sent by email to: utcal@pitt.edu, by FAX to: 412/624-4579, or by campus mail to: 308 Bellefield Hall. We cannot guarantee publication of events received after the deadline.

Tuesday 13
CIDDIE Workshop
“CourseWeb Level 2,” B23 Alumni, 8-11 am (3-9729)

HSLS Workshop
“EndNote Basics,” Patricia Weiss, Folk Library class, 2 pm, 11 am (4-8100)

Tuesday 20
EOH Seminar
“Telemedicine & Idiopathic Pulmonary Fibrosis,” Mary Armanious; 540 Bridgilde Point, noon

Saturday 8
Geology & Planetary Science Colloquium
“Synthesis of Layered Double Hydroxide Nanosheets by Laser Ablation & Viscoelasticity of Thixo- tropic Clays,” T. Kogou, Thu, 4 pm
Books, Journals & More
annual supplement

In 2010, did you:
Write a book?
Edit a journal?
Produce a play?

Tell us about it.

Important guidelines:
- Furnish information on peer-reviewed books, journals, CDs, electronic publications, art exhibitions, films, plays or musical compositions you wrote, edited or produced during 2010 only.
- Books must have a 2010 copyright.
- No individual articles, short stories, poems, chapters or self-published works will be accepted.

Questions?
412/624-4644
delraso@pitt.edu

Fast and easy submission form on the University Times website:
www.utimes.pitt.edu/

SUBMISSION DEADLINE:
January 31