Compensation pool hiked 2.5%

A 2.5 percent increase in the salary pool and a 3.3 percent blended tuition-rate increase are part of the University’s $1.97 billion fiscal year 2015 operating budget approved last week by the Board of Trustees executive committee.

While students have a clearer picture of their finances for the coming year, as of the University Times press time on Wednesday Chancellor Mark A. Nordenberg had yet to announce how the salary pool increase will be distributed among Pitt employees.

Typically the pool is divided with portions allocated for salary maintenance for employees whose work has been assessed as satisfactory, for merit, market, and equity adjustments at the unit level, and for distribution by senior officers to address imbalances among the various units that report to them.

John J. Baker, co-chair of the University Senate budget policies committee (BPC), which provides input to the chancellor as part of the budget process, said BPC made a recommendation on the salary pool, but declined to disclose details until after the chancellor’s pool distribution announcement.

“Chancellor Nordenberg and the Board of Trustees have approved an operating budget for the coming fiscal year that keeps tuition increases to a minimum and gives a modest 2.5 percent salary increase to employees, despite flat funding from the state and decreased federal grant funding,” Baker commented.

Baker said he hopes the pool is distributed 1.5 percent for satisfactory performance and 1 percent for merit adjustment and equity to guarantee employees who perform satisfactorily a raise close to calendar year 2013’s 1.7 percent rate of inflation.

“Whatever the final breakdown, the 2.5 percent salary increase for employees is very welcome and, like last year, is higher than what was recommended by the University planning and budgeting committee. In the official press release, Chancellor Nordenberg said: ‘This year’s modest increase amid difficult financial times, but expressed concern for how Pitt salaries keep pace with inflation.

‘At a time when the financial environment within which Pitt operates continues to provide challenges, the announcement of a 2.5 percent increase is great news. The University continues to make all the right moves and seems to always be positioned to deal with the challenges that arise,’ Nordenberg said.

‘The matter of how we divide funds for satisfactory performance and merit increases is, in my opinion, much ado about very little in the context of such small amounts,’ he said.

Senator President Michael Spring also commended the University for awarding the increase amid difficult financial times, but expressed concern for how Pitt salaries keep pace with inflation.

‘At a time when the financial environment within which Pitt operates continues to provide challenges, the announcement of a 2.5 percent increase is great news. The University continues to make all the right moves and seems to always be positioned to deal with the challenges that arise,’ Spring told the University Times.

‘The matter of how we divide funds for satisfactory performance and merit increases is, in my opinion, much ado about very little in the context of such small amounts,’ he said.

Projects included in the University’s $69.25 million capital budget for this year are:

- $40.58 million in education and general (E&G) projects.
- $23.19 million for the School of Medicine and $5.49 million in auxiliary operations projects.
- Projects are focused on renovation and upgrades with no new buildings or additions proposed in the FY15 capital budget, said Arthur G. Ramicone, chief financial officer.
- The largest project in the E&G capital budget is a $7.36 million renovation of Lawrence Hall.
- Other E&G projects are:\n  - $6.82 million for preservation, upgrades, and utility infrastructure.

Projects include Barco Law plaza roof replacement; boiler replacement and heating system upgrades at Craig Hall, Lawrence Hall roof replacement, Fitzgerald Field House restroom upgrades, control system upgrades at the Center for Biotechnology, Thackeray Hall Mechanical infrastructural upgrades; replacement of steam heating coils at Chevron Science Center; replacement of the basement motor control center and control system modifications at the Cathedral of Learning; installation of a dirt/air separator for the upper campus chilled water plant; replacement of hot water pumps and porch renovation at the William Pitt Union; exterior cornice repairs at Allegheny Observatory, and general campus sidewalk replacement and energy initiatives.

- $6 million to construct the Marilyn Horne Center on the first floor of Pitt-Bradford’s Seneca Building. A $1 million state redeveloped assistance capital program grant has been received; Pitt’s matching portion includes $1.15 million based on the building’s appraised value and $1.85 million funded with reserves.

- The project is subject to approval by the trustees property and facilities committee.
- $4 million for renovations of the 4th and 5th floors in the Cathedral of Learning to include reconfiguration of office space for humanities departments.

- The project is subject to approval by the trustees property and facilities committee.
- $2.4 million in programmatic renovations (excluding health sciences).
- $1.95 million for phase II of Pitt-Johnstown’s Krebs Hall renovation.
- $1.81 million to extend the chilled water line for Heinz Chapel and Bellefield Hall.
- $1.69 million for environmental controls at Heinz Chapel.
- $1.35 million for campus-wide security camera upgrades.
- $1.5 million for classroom renovations.
- $1.41 million for regional preservation/programmatic renovations.

- The line item includes Swarts Hall roof replacement, Fitness Center boiler and pump replacement and School Street exterior improvements at Pitt-Bradford as well as roof replacement and HVAC and lighting upgrades for Pwers Hall and the faculty office building at Pitt-Greensburg.
- $1.14 million for IT upgrades.
- $905,000 for general campus security upgrades.
- $947,932 for campus-wide card reader migration.
- $650,000 for the Schools of the Health Sciences (including programmatic renovation).

- Projects include refacing elevators and stair towers for the dental school and upgrading School of Pharmacy 5th floor research spaces in Salk Hall, Victoria Hall conference room upgrades and renovations for the School of Nursing’s acute and tertiary care department; general upgrades to Falk Library, and equipment, furniture, a freezer and dehumidifier for the Graduate School of Public Health.
- $544,000 for exterior stair rehabilitation at the Petersen Events Center.
- Non-E&G construction projects in the budget, totaling $28.67 million, are:
  - $2.26 million for housing renovations and preservation.
  - $2.14 million for other Pittsburgh campus auxiliary enterprises.
  - $1.09 million for regional campus auxiliary/ non-auxiliary projects at Pitt-Johnstown and Pitt-Bradford.
  - $1.19 million for senior vice chancellor, Health Sciences projects at BST, BST South and Scaife Hall and general repairs to the Oxford Building, Thomas Dette Hall and Bellefield Towers.

--- Kimberly R. Barlow ---

N O T I C E

This is the last issue of the University Times for the summer term. Publication will resume Aug. 28. The deadline for advertising and events calendar information for that issue is Aug. 21.
Pitt employees who work under UPMC bosses may find unexpected consequences from its new no-smoking policy. Pitt’s human resources assistant vice chancellor for employee relations and labor relations, told the Staff Association Council (SAC) July 9, UPMC’s new smoking policy, instituted July 1, requires its employees, and Pitt employees under its management and in its buildings, not to smoke or smell like smoke during their time at work (see July 10 University Times).

“They’re doing what they have to do to control the environment,” said Greeno. “They’re doing what they have to do to control the environment, because they’re dealing with insurance companies. Right now, what is the cost of dealing with the insurance companies?”

Greeno said. “That’s the first thing,” he noted, since any violation of work policies will result in lesser disciplinary measures initially. But if UPMC takes such an action against a Pitt employee, “from a Pitt standpoint, that may not be considered an excused absence. … That could turn into some sort of performance issue … but I’m keeping my fingers crossed.”

Could someone be terminated for smoking or for smelling like smoke? A SAC member asked.

“Ultimately, yes,” Greeno said. “We don’t feel we’re in a position to tell UPMC how to run their space.”

He recalled the first no-smoking policies in Pitt’s history in the 1980s. “There was lots of sturm und drang … I think people being reasonable about this will prevail.”

In other news:

• SAC is attempting to insti- tute a peer-to-peer mentoring program, whereby staff members who want advice or skill training related to their jobs duties can connect with a network of fellow employees willing and able to help. Pastor presented a survey to SAC members in attendance, staff relations committee chair Tanneka Banks said. “We’re going to start with SAC in trying to match mentor and mentee. She hopes in the future to expand the idea to larger groups of staff.

• Banks said her committee also is continuing to devise a general staff survey of University issues, and hopes to present a draft to SAC membership “in a couple of months” to review and approve.

• Colwell expressed the hope that staff raises, usually announced once the state budget is finalized, “means something other than living” and the recent modest rise in the cost of health care benefits. He is particularly concerned about the level of the raise for Pitt’s lowest-paid workers, he said, since a small percentage raise may not amount to much in actual dollars.
Tuition for the 2015 academic year will rise 3.9 percent for students on the Pittsburgh campus. Trustees approved the increases for students on Pitt's regional campuses, for a blended tuition-rate across all campuses of 3.3 percent.

Nordenberg acknowledged that the rise is modest compared to the U.S. Department of Education's put Pitt at No. 1 in Pennsylvania for in-state tuition costs (see 7 Oct University Times). However, Pitt is less expensive than Penn State in in-state tuition and fee expenses and $27,268 (up $1,022) for the Dietrich School of Arts and Sciences.

The University of Pittsburgh in the past year was part of the University of Pittsburgh Health System. The chancellor said the shift to primary care has led to a $7.3 million increase in the University’s $135.99 million operating budget for the year that began July 1.

The chancellor said, “It is our obligation to the University is to do more with less, that we’ve been able to almost quadruple the University’s internal research efforts, and less in buying power. Coupled with this year’s $10 per month Medigap premium, an increase in the cost of living, as well as on a $69.25 million in-state tuition costs for students on the Oakland campus were up more than 20 percent this year at a time when the pool of Pennsylvania high school graduates is projected for the School of Medicine division.

The University's FY15 budget includes $47 million in grants and contracts, up significantly from $229.14 million in grants and contracts in the University's FY14 operating budget, but the amount is down from a year ago.

The University’s FY15 budget includes $2.2 million in capital projects and other operational activities.
HRC mediation continues in Rainbow Alliance complaint

Mediation has yet to resolve the Rainbow Alliance student group's complaint that Pitt's policy on the use of gender-specific campus facilities violates the city's anti-discrimination ordinance.

The Pittsburgh Commission on Human Relations has stood by its initial finding of probable cause for the Rainbow Alliance's complaint, despite the University's request that the commission reverse its decision and close the case. (See Oct. 24, 2013, University Times.)

Tara Pfeifer of the Women's Law Project, counsel for the Rainbow Alliance, which advocates for lesbian, gay, bisexual and transgender students, acknowledged that a mediation session earlier this month failed to yield a solution to the dispute, which has been before the commission for more than two years.

In April 2012 the Rainbow Alliance filed its complaint with the Pittsburgh human relations commission, alleging that Pitt's requirement that students use facilities that align with the sex listed on their birth certificate discriminates against transgender and gender-nonconforming people. (See May 3, 2012, University Times.)

In an accompanying release, the group stated: "These procedures create an unsafe and hostile environment for transgender students, forcing them into dorms, locker rooms and, most notably, bathrooms that are incompatible with the gender with which they identify. Forcing students into these improper facilities forces them to endure the threat of discomfort, harassment, bullying and, possibly, violence."

Pitt has since clarified that individuals may use the restroom that aligns with their gender identity. A statement posted online in May 2013 as part of Student Affairs' LGBTQIQA information pages reads: "The University trusts that members of the campus community and their guests will exercise sound judgment and discretion when accessing and using the restrooms," and lists gender-neutral "single-use" restroom locations on campus. (www.studentaffairs.pitt.edu/lgbtqa/singleuserestrooms)

Ken Service, Pitt's vice chancellor for communications, said that the University has tried to balance the interests of all students in addressing the Rainbow Alliance's concerns. However, he said privacy is a concern when it comes to allowing access to community showers and locker rooms based on the gender with which an individual identifies. "Some of the Rainbow Alliance demands relating to the use of locker rooms and showers are not consistent with the privacy interests of all students and aligning the use of the restrooms and the interests before a resolution can be reached," he said.

Service told the University Times: "Over the past few years, we have endeavored, whenever appropriate, to accommodate the concerns brought to our attention by this student group. In fact, specific changes that have evolved as a result of this dialogue have included increasing the availability of single-use restrooms and locker rooms throughout campus, and dedicating portions of the Student Life and Student Health web links to identifying University resources dedicated exclusively to the LGBTQIQA community."

"We disagree with some of the other changes sought by the Rainbow Alliance, particularly those relating to locker rooms and showers," he said.

Pitt's nondiscrimination policy (Policy 07-01-03) was amended in 2008 to prohibit discrimination based on "gender identity and expression" in accord with the city's nondiscrimination ordinance. (See Sept. 25, 2008, University Times.)

The policy, which states that "the University prohibits and will not engage in discrimination or harassment on the basis of race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, gender identity and expression, genetic information, disability or status as a veteran," reflects the University's commitment to providing a welcoming and inclusive environment for all members of its community, Service said.

"In maintaining that inclusive environment, the University must consider the interests and concerns of all members of the University community, especially its students," he said, adding that the policy and related practices and environment for LGBTQIQA individuals are many cases more inclusive than, those at other leading American higher education institutions."

If the University and the Rainbow Alliance cannot reach an agreement, a public hearing will be held, with a ruling and an order to follow from the commission. Where a violation of the law is found, the commission must bring the party into compliance, remedy any harm and institute remedial measures. Both sides then would have 30 days to either comply or appeal to the Court of Common Pleas.

No additional discussion sessions on the Rainbow Alliance complaint have been scheduled, nor has a public hearing been set. "It's still an active case with confidential discussions going on," Rainbow Alliance counsel Pfeifer told the University Times.

"Obviously both parties are actively participating in the commission's process. We haven't been able to come to a meeting of the minds. We're still trying." —Kimberly R. Barlow

Matching campaign to fund scholarships for undergrads

Proceeds from the $125 million gift from William S. Dietrich II and Rauh 1 are now being used to create a fund to match pledges for scholarships for undergraduate students in the Kenneth P. Dietrich School of Arts and Sciences.

The gift — the largest in Pitt's history — already has been used for the William S. Dietrich II Chair in Political Science and the William S. Dietrich II Endowment Fund for Graduate Support.

The new Dietrich Matching Campaign for Undergraduate Scholarship Endowments marks the first time the funds will be used in a one-to-one match for undergraduate student scholarships.

The first gift in the matching campaign, launched July 1, is from actor Richard E. Rauh, who received his bachelor's and master's degrees from Pitt.

Rauh is pledging $75,000 over a three-year period. Income generated from Rauh's gift will be matched from The Dietrich Foundation Endowment Fund for William S. Dietrich II Undergraduate Scholarships.

Together, they will create the Dietrich-Rauh Endowed Scholarship, which will be available for undergraduate students majoring in the theater arts.

Said N. John Cooper, the Betty J. and Ralph E. Bailey Dean of the Dietrich school: "Richard's leadership gift is exceptionally generous and builds on his earlier call to aid the artistic strength of the Department of Theatre Arts by positioning future students to take advantage of the riches of the department."

The matching campaign is running through Dec. 31, 2015.

Rauh, who has had an extensive career on stage and in film, is the son of Richard S. Rauh, who founded the Pittsburgh Playhouse in 1934, and Helen Wayne Rauh, who acted at the Pittsburgh Playhouse, 1935-71.

Richard E. Rauh has been acting locally since 1966, ran the Playhouse film series, 1979-94, and was a drama critic for the Pittsburgh Post-Gazette, 1995-2000.

At Pitt, he was among the group of students who, in 1962, helped launch Pitt's student-run radio station, which then had the call letters WPGH.

He created the Richard E. Rauh Teaching Artist-in-Residence in the Department of Theatre and Dance at Pitt, in addition to his work as an artist, writer, actor and film director.

He created the Richard E. Rauh Teaching Artist-in-Residence in the Department of Theatre and Dance and offered his family's papers — the Pittsburgh Playhouse Collection — to the Dance Theatre Collection in the University Library System's Special Collections Department.

Rauh also teaches film at Carnegie Mellon University and film and theatre at Point Park University.
Managers should be proactive

Incivility in the workplace could spiral out of control

Studies of workplace violence show that extreme incidents such as assaults or murders don’t just happen. “They start at low levels of incivility before the violence and white collar escalate,” said business faculty member Ray Jones. “It doesn’t start with somebody walking in one day with a gun, or coming in and randomly punching somebody. When you look at it, you can always go back and see the spiral occurred. There were situations in the arguments that probably led to profanity, led to some shoving, led to some lower-level forms of incivility that got out of control.”

It’s important for managers to recognize that conflict isn’t necessarily bad, but it is inevitable and needs to be proactively monitored. “If we allow conflicts to boil and then to escalate, it creates the conditions in which things will continue to spiral and things will continue to be dysfunctional,” Jones said.

“It makes the case for why we should pay attention to civility,” Jones, one of the business school faculty who lead workshops for faculty and staff in the University’s Leadership Institute, said. “If you can avoid escalating leadership and ethics (COLE) program, recently updated the session “Ethical Leadership: Within the Hyper-Competitive Workplace” to focus more on helping managers understand workplace interactions and how to deal positively with conflict.

Jones described the content of the new workshop, “Managing Incivility and the Bystander Effect in the Workplace,” after its debut last month.

“It’s much more of a managerial focus — it’s more about avoiding conflict and—violence focus,” Jones said. “It’s really hard to get people to talk about where they’ve seen civility and incivility in the workplace because it’s a sensitive topic,” he said. “If the frame is just civility, it’s too high and too heavy to get people to participate.”

More effective is to start the discussion with building relationships, then to move on to talk about managing conflict and fostering civility.

“Relationships are important and realize that conflict occurs, the job of the manager is to understand conflict and manage conflict in ways that are positive for the organization. That’s a good mindset to get into,” Jones said.

“How much conflict and violence you experience is a function of the type of job you have,” Jones noted. Unlike police officers, corrections workers or even taxi drivers, even the most inexperienced store workers, when it comes to the risk of workplace violence, “the safest people there are being college professor,” Jones said.

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It’s important for managers and employees to recognize that conflict isn’t necessarily bad, but it is inevitable and needs to be proactively managed.

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“Howard University’s certificate program in organizational leadership and ethics (COLE) is part of Human Resources’ faculty and staff development program. Cosponsored by the David Berg Center for Ethics and Leadership, COLE is a series of six workshops lead by business school faculty (Ralph Kilmann, Jeffrey Murrell and Ray James and director of administration Ron Magnussen) designed for supervisors and administrators in leadership or management positions.

Certificates of completion are awarded to individuals who attend all six sessions — in any sequence — over the course of five years. COLE topics are Mentoring and Leading Others; The Ethical Use of Power, Solving Problems and Ethical Dilemmas; Principles and Practices of Servant Leadership; Leadership and Effective Talent Development; and Managing Incivility and the Bystander Effect in the Workplace.

Since the program’s inception in 2011, 1,023 Pitt employees have attended COLE sessions and 101 have earned certificates, said Kelly Hardon of Human Resources’ organization development.

Participation is voluntary. Attendees typically are new leaders or management positions.

The way that we approach conflict should be driven by not just solving the conflict or rationalizing or embracing the conflict. It should be done in a way that’s functional,” Jones said. “It should be resolved in a way that’s consistent with the goals of the organization, or maybe even improve the way things are done within the organization.”

Given that conflict is inevitable — “I learned in my life that conflict is inevitable,” Jones said — “it can get intense, and even negative and avoidant,” Jones noted. The manager of this kind of employee may need to “take a proactive approach and crank him down,” Jones said. Managers of conflict-avoidant individuals, on the other hand, need to consider “how do you get them to step up and actually address the conflict?”

Competence and likability

Another way to view team interactions is in terms of an individual’s competence and likability. “If you are perceived as high in likability and high in competence, you are a ‘lovable star,’ which means people seek out ways to work with you,” Jones said. “Not only are you really good at what you do, but you’re really nice and a team player and great to have around.”

Jones said, citing research published in the Harvard Business Review, “Sometimes people like that get overwhelmed because every one wants to get around them,” he said.

At the other end of the spectrum is the “incompetent jerk,” who likely is at risk for being fired. “You’re probably not long for the place if you’re low in competence and low in likability among your peers,” Jones said.

More interesting are the relationships between the “lovable jerk” and the “competent jerk” who, although difficult, have crucial expertise; and “lovable fools,” who may not be competent but who are pleasant to be around.

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Women in combat? Pitt studies Marines’ physical requirements

T he U.S. Army, Navy, Air Force and Marines have until Jan. 1, 2016, to offer women combat roles. The Pentagon’s decision, acting on a recommendation of the Department of Defense for integrating women into all military jobs, including combat units previously closed to women. Pitt researchers from the School of Health and Rehabilitation Sciences (SHRS) are at the center of the Marines Corps’ decision, conducting a study begun this month to determine the physical criteria needed for each combat task, whether gender does it — and who is more prone to training-related injuries.

Four SHRS faculty have their own research facility at Camp Lejeune, North Carolina, through the study’s end next summer, including Katelyn Allison of Pitt’s Neuromuscular Research Lab, part of the Department of Rehabilitation Medicine and Nutrition.

Says Allison: “We’re hoping our research will help determine if there are gender-neutral standards that need to be met to accomplish certain tactical demands. With all of our experience … we are probably one of the few institutions outside of the Department of Defense that is able to provide a thorough scientific approach to the issue of gender and tactical requirements and physical profiles.”

Scott M. Lephart, head of the lab and department and primary investigator of the study, notes that his researchers have been doing such work for a decade, with seven studies currently underway as part of their DOD-sponsored Warrior Human Performance Research Center work looking at injury prevention and performance optimization.

“We’ve been studying these very questions as it relates to men in Special Operations all these years,” he said. “Pitt’s research has involved Navy SEALs and the other branches’ Special Ops groups.

The Marines are taking “a very proactive approach,” he says, to studying how well likely combatants will perform what are “very heavily physically taxing new roles and jobs.

The research will establish physical criteria — aerobic capacity, upper body strength and other physiological factors — that the Marines Corps could use to screen men and women applicants for each combat activity.

The Pitt study participants are part of a larger study conducted by the Marines of psychological and social aspects of integrating combat forces. “It’s something the Marines have never been able to go through before,” Allison notes.

Other SHRS faculty working on the study at Camp Lejeune are John Abe, Tim Sell and Kim Beals.

Allison expects Pitt’s association with the Marines will help them get the criteria needed to handle women in combat but women’s transitions to these new Marine Corps roles.

—Marty Levine

Alumni named to head international studies

Ariel Armony has been appointed senior director of international programs and director of the University Center for International Studies (UCIS). Armony earned a PhD from Pitt’s political science department in 1998 and a certificate in Latin American studies from the Pitt center that he now will direct. Armony, who has directed the University of Miami’s Center for Latin American Studies since 2010, will assume his role at Pitt on March 1, 2015. In addition to overseeing Pitt’s international programs, Armony will hold faculty appointments in the Graduate School of Public and International Affairs and the Department of Political Science in the Dietrich School of Arts and Sciences.

Provost and Senior Vice Chancellor for Academic Affairs, Armony’s vision is well matched to our international efforts at the University. Pitting our commitment to deepening both student and faculty interest in international studies across the University, and his vision for cross-regional scholarly research and activity will both strengthen and expand the University’s global dimension.”

UCIS houses the Center for Latin American Studies, Center for Russian and East European Studies, Global Studies Center, European Union Center of Excellence and European Studies Center, Asian Studies Center and the Urban Studies program, as well as the Study Abroad Office and the Nationality Rooms and International Exchange Program.

UCIS also operates an office in Shanghai, China, focused on expanding undergraduate recruitment, developing internship experiences in China for Pitt students, and expanding the University’s alumni network and programming in China.

Pitt’s hiring its tenure as director of the Center for Latin American Studies at the University of Miami, Armony has encouraged Pitt a hub for adaptive sports and recreation in or paralympic sports.

Plans are in the works to host a wheelchair basketball exhibition on campus this fall, and perhaps establish a wheelchair basketball league, he said.

And grant applications are being prepared in conjunction with SHRS seeking funding for projects that will recruit and train veteran student-athletes.

“Where this goes will take time, but we’ll see where it goes from here. “As a result of simply bringing people together, it’s already naturally happening that people are making connections,” he said.

Pittsburgh Adaptive Sports Network is on Twitter (@AdaptPgh) and Facebook (www.facebook.com/AdaptPgh). Links to local adaptive sports groups are on activepittsburgh.com/adaptive/.

—Kimberly K. Barlow

Pitt leads effort to organize adaptive sports network

John Miller, Pitt’s assistant director for intramurals, is leading an effort to connect organizers of groups that offer sports to people with disabilities through a new consortium, the Pittsburgh Adaptive Sports Network.

“I think adaptive sports need more attention and more support,” said Miller, noting that while there are several dozen such groups in the area, there had been little in the way of bringing those groups together for networking and increasing their collective visibility.

“Pitt is really the unifying force,” Miller said, adding that the intramurals office, the School of Health and Rehabilitation Sciences (SHRS), Disability Services, and disability advocacy student groups are among the groups on campus with interest in adaptive sports.

Miller has made connections with numerous organizations, including adaptive sports groups through his own project, ActivePittsburgh.com, an online directory of local sports, fitness and recreation opportunities. He has found a kindred spirit in Larry Gioia, founder of Dynamic Paddlers, which offers adaptive kayak-paddling instruction.

“They began to ponder: ‘Can we, through our leverage and the network we already have established, bring people together, allow them to start to interact, and give them a greater voice?’” Miller said.

With the help of Pitt’s Marilyn Hall, director of intramurals and conflict resolution, and Sam Vescovi, recreational sports coordinator, Pittsburgh Adaptive Sports Network was launched with a meeting at the Petersen Events Center last month.

“What would happen if you had a formal gathering where people could meet and network about potential options on campus?’” Miller said. “If you get like-minded people together in a room, you get some real planning and partnerships.”

The event, which drew nearly two dozen from a contact list of some 50 local organizations, was a bigger success than they’d envisioned, Miller said. “We had to chase people out of the building that night.”

Miller said a “lot of people got connected,” resulting not only in increased awareness of the range of adaptive sports opportunities, but budding partnerships as well.

Although there is no stand-alone adaptive sports program and recreation program on campus, Miller said there is a vision for making Pittsburgh a hub for adaptive sports and recreation in or paralympic sports.

In addition to overseeing Pitt’s international programs, Armony will hold faculty appointments in the Graduate School of Public and International Affairs and the Department of Political Science in the Dietrich School of Arts and Sciences.

Provost and Senior Vice Chancellor for Academic Affairs, Armony’s vision is well matched to our international efforts at the University. Pitting our commitment to deepening both student and faculty interest in international studies across the University, and his vision for cross-regional scholarly research and activity will both strengthen and expand the University’s global dimension.”

UCIS houses the Center for Latin American Studies, Center for Russian and East European Studies, Global Studies Center, European Union Center of Excellence and European Studies Center, Asian Studies Center and the Urban Studies program, as well as the Study Abroad Office and the Nationality Rooms and International Exchange Program.

UCIS also operates an office in Shanghai, China, focused on expanding undergraduate recruitment, developing internship experiences in China for Pitt students, and expanding the University’s alumni network and programming in China.

Pitt’s hiring its tenure as director of the Center for Latin American Studies at the University of Miami, Armony has encouraged Pitt a hub for adaptive sports and recreation in or paralympic sports.

Plans are in the works to host a wheelchair basketball exhibition on campus this fall, and perhaps establish a wheelchair basketball league, he said.

And grant applications are being prepared in conjunction with SHRS seeking funding for projects that will recruit and train veteran student-athletes.

“Where this goes will take time, but we’ll see where it goes from here. “As a result of simply bringing people together, it’s already naturally happening that people are making connections,” he said.

Pittsburgh Adaptive Sports Network is on Twitter (@AdaptPgh) and Facebook (www.facebook.com/AdaptPgh). Links to local adaptive sports groups are on activepittsburgh.com/adaptive/.

—Kimberly K. Barlow
The Staff Association Council's 23rd annual Pitt Day at Kennywood attracted 1,900 people this year for a basket raffle, face painting (that's Sophia Michelle Colwell, SAC President Rich Colwell's 7-year-old granddaughter, above), balloon animals, bingo and a coloring contest. They also enjoyed a picnic lunch.

Basket winners this year were Jesse Nicholson, John Kozar, Malik Abrams, Camille Burgess, Erin Cosa, Jill Ruempler, Jia Guo, Cam Evans, Idalyn Evans, Marian Huhn, Don Zoffol, Dave Geragi, Jolina Graranita, Patricia Powell, Cal Morgan and Steven Pague.

Andrew Stephany, head of SAC's external relations committee (top, hanging the welcoming sign) says more pictures are available at https://pitt.app.box.com/PittDayatKennywood.

While Kennywood Day is over, SAC still is offering discounted tickets to Idlewild, SoakZone and Sandcastle Waterpark at www.sac.pitt.edu.
Continuous improvement research gets $2.5M grant

Researchers in the Learning Research and Development Center (LRDC) have been awarded a $2.5 million grant to partner with the LRDC’s Institute for Learning and the Tennessee Department of Education to test and refine a training model that supports teachers transitioning into teaching the common core state standards.

These standards are a national initiative aimed at increasing the quality of education in English language arts and mathematics. In the training model, coaches are trained in common core teaching and coaching methods, then work closely with teachers in a small number of schools to assist the teachers with implementing the new standards.

The grant, awarded by the U.S. Department of Education’s Institute of Education Sciences, will support a three-year effort in which the Pitt research team will evaluate the model that was part of a comprehensive improvement research— a strategy pioneered in the business and health care sectors at companies such as Toyota, and which is gaining momentum in the education arena. This new approach calls for the researchers to conduct frequent evaluations of the coaching work in Tennessee, incorporating coaches’ feedback and other data to make rapid ongoing changes to the training to improve the overall process.

The principal investigator of the LRDC’s Jennifer Lin Russell, principal researcher and faculty member in learning sciences and policy in the School of Education. "Typical research can go on for years before there is an adequate sample of educators. This research model is different. We don’t just drop in, collect data and leave. We have deep engagement with practitioners. We are supporting improvement along the way."

During the project, continuous improvement cycles will each last about four months. Russell said each cycle will be launched with in-person network meetings between the research team and the coaches. Monthly phone conferences will allow the coaches to provide feedback, and researchers to tweak their model, on an even more frequent basis. Along with participating in meetings and telephone conferences, coaches will work with researchers by keeping logs, and using other tools that support their coaching conversations for the researchers to analyze.

Russell’s team is beginning its work this summer. The first two years of the three-year project will entail coaches training a group of 30 coaches to train them in common core-aligned coaching practices. The coaches will then train math teachers who are implementing new math teaching methods in their classrooms. These coaches will relay feedback from the teachers, serving as a critical conduit between the researchers and the coaches.

At the end of the second year, the research team will review the changes that were made during the continuous improvement cycles, and then use a refined model to train a new group of coaches. They will conduct a formal pilot study with the results of the refined model being tracked and compared to the results of a group receiving “business as usual” coaching.

Russell’s hands-on coaching has become a popular model for states implementing the common core state standards because it is designed to help implement the standards under varying conditions, including differing levels of teacher knowledge and experiences, differences in past curricula, and differing levels of support available to teachers. This is moving beyond the thinking that there is a single solution for all, said Russell. “There are strategies that work better under different conditions. Tennessee is a state with a commitment to the common core state standards and significant momentum around implementation.”

Co-investigator Mary Kay Stein, a faculty member of learning sciences and policy in education, notes that the common core state standards stand to be a game changer in education. “At no other time in our nation’s history have so many individuals and organizations agreed on the direction for change in America’s classrooms. Although there are lots of pieces to work out, there is no doubt that Tennessee is one of the states that has grasped the significance of this moment of change and is leading the way toward supporting teachers to be able to teach in more focused, coherent, and cognitively demanding ways.”

This grant builds on recent partnerships between LRDC and the Tennessee Department of Education. This project builds on two previous LRDC awards in Tennessee, one focused on the implementation of the Common Core Standards in grades K-3, and the other focused on the Common Core Standards in grades 4-12. In addition, the LRDC and the Tennessee Department of Education has conducted summer trainings for teachers over the past three years using a “common core Coaching Model” developed in partnership with University of Pittsburgh. Russell’s project aims to extend this initiative by deepening the training of mathematics coaches as a way of networking a high of trained coaches that can be expanded over time to reach across the entire state.

In co-investigators from LRDC and education are Richard Correnti and Lindsay Clare Masumura, along with Institute for Learning fellow Victoria Bill.
Cystic fibrosis could be 2 diseases

Cystic fibrosis (CF) could be considered two diseases, one that affects multiple organs including the lungs and one that does not affect the lungs at all, according to a multidisciplinary team led by researchers at the School of Medicine.

The research, published online in PLOS Genetics, showed that nine variants in the gene associated with cystic fibrosis can lead to pancreatitis, sinusitis and male infertility, but leave the lungs unharmed.

People with CF inherit from each parent a severely mutated copy of a gene called CFTR, which makes a protein that forms a channel for the movement of chloride molecules in and out of cells that produce sweat, mucus, tears, semen and digestive enzymes. Co-senior author Min Goo Lee, of Yonsei University College of Medicine in Seoul, Korea, conducted tests of CFTR in pancreatic cell models and determined that a molecular switch inside the cell called WINK1 made CFTR channels secrete bicarbonate rather than chloride molecules.

"Pancreas cells use CFTR to secrete bicarbonate to neutralize gastric acids," Whitcomb said. "When that doesn't happen, the acids cause the inflammation, cyst formation and scarring of severe pancreatitis."

The team found nine CFTR gene variants associated with pancreatitis after testing nearly 1,000 patients with the disease and a comparable number of healthy volunteers. They also learned that each variant could impair the WINK1 switch to prevent CFTR from becoming a bicarbonate-secreting channel. Co-senior author Ivet Bahar, Distinguished Professor and John K. Vries Chair of Computational Biology in the School of Medicine, built a computer model of the CFTR protein's structure and determined that all the nine variants alter the area that forms the bicarbonate transport channel, thus impairing secretion of the molecule.

"It turns out that CFTR-mediated bicarbonate transport is critical to thin mucus in the sinuses and for proper sperm function," Whitcomb said. "When we surveyed pancreatitis patients, there was a subset who said they had problems with chronic sinusitis. Of men over 30 who said they had tried to have children and were infertile, nearly all had one of these nine CFTR mutations."

He added that identification of the mechanisms that cause the conditions make it possible to develop treatments, as well as to launch trials to determine if medications that are used by CF patients might benefit those who do not have lung disease, but who carry the other mutations.

"Our goal is to recognize the onset of ARDS and treat it before it can do serious harm to the lung," Whitcomb said.

Other collaborating and clinical PETAL centers include Penn State University-Hershey Medical Center, University of Colorado, University of California-San Francisco, Harvard, Tufts, University of Washington-Seattle, University of Utah-Intermountain Health Center, Wake Forest, Vanderbilt, Mount Sinai Medical Center, University of Michigan, Cleveland Clinic and Ohio State.

Cite this: Science Transl. Med. 2014, 6, 927 (doi:10.1126/scitranslmed.3009058)
Joanne J. Viano, assistant professor of French at Pitt-Greensburg, died July 2, 2014, at age 70.

Joanne was one of the most widely read people I have ever known. As with any faculty member, she knew her subject, she cared deeply about a few things — her areas of expertise — but she also knew at least something about everything else. Still, she always had time for the newest mystery series, her favorite genre of literature. She also had a great sense of humor and an infectious laugh. One of the things my father always remembered about her was, “deeply, hearty laughter.”

Viano earned her BA in French, Italian and Russian at Pitt and her MA in comparative medieval literature and French at the University of Wisconsin in 1966. She completed postgraduate work in Italian at the University of Fribourg in Switzerland and higher education at Pitt and in medieval studies at Cambridge University, England. She landed one of her first academic jobs at Pitt, including as a language lab assistant in 1964.

Viano received the Chancellor’s Distinguished Teaching Award in 2000 and the Greensburg campus’ Academic Distinguished Teacher award in 1996. She was director of special programs for women, co-founder of Pitt’s College of Arts and Humanities + Women’s Leadership Council and Pitt’s Women’s Leadership Council, providing opportunities for community involvement and academics.

In the Greensburg area, she did community work with Seton Hill College, Saint Vincent College, the Roman Catholic Church and local hospitals.

She received the Geraldine Bellefonte and 1877 Award in 2011 for her work in the region and was awarded the Roman Catholic Church and local hospitals. She received the Geraldine Bellefonte and 1877 Award in 2011 for her work in the region and was awarded the Woman of the Year Award in 2013.

Viano served on the Pitt-Montour Board of Directors and the Board of Directors of the Pittsburgh Women’s Foundation. She was a member of the American Association of University Women, the American Association of University Women of Greensburg and the American Association of University Women of Western Pennsylvania. She was the recipient of the American Association of University Women of Western Pennsylvania’s Centennial Award in 1996.

Joanne was the devoted mother of her son, Brian, and the devoted wife of her husband, Jack. Joanne will be missed by her family and colleagues. She will be remembered with great fondness and respect by all who knew her.

Joanne J. Viano — Marty Levine

The People of the Times column features recent news on faculty and staff, including appointments, accomplishments and administrative appointments.

We welcome submissions from all areas of the University. Send information via email to: utimes@pitt.edu, by fax at 412/624-4579 or by campus mail to 308 Bellefield Hall.

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UPG wins competition

Pitt-Greensburg collected more than 1,400 pounds of non-perishable food to claim another win in the annual food drive among UPG, Seton Hill University and Westmoreland Community College.

A total of 1,967 pounds of food was donated to the food bank by these institutions.

During the past six years, Pitt-Greensburg has donated more than 2,500 pounds of food to the food bank as a result of this event.

Said Brian Root, UPG assistant director of student life, “Our students, faculty and staff are always so supportive of this annual event each year. We’ve watched our food collection double since we started this back in 2010.”

Food will be distributed through the Westmoreland County Food Bank.
Thursday 28

HLSL Workshop
“Painless PubMed,” Andrea Ketchum. Falk Library classroom 1, 11 a.m. (ketchum@pitt.edu)

ULS Hillman Afroco
“Party on the Plaza,” Hillman Library plaza, 11 a.m.-3 p.m.

Defenses
Thursday 28
CONTINUED FROM PAGE 12

Monroeville: 412/373-4235; email michael@markselderlaw.com. Squirrel Hill: 412/421-8944; & estate administration; real estate; assessment and economic impact analysis.

Escalating turf wars in the Oakland area are threatening social services in the area, according to the Pittsburgh Post-Gazette. The report stated that the turf wars have led to a decrease in funding for social services, which are already struggling to meet the needs of the community.

Mild Stress on Adolescent Rats,” Gregory A. Miller; July 25, 6014 BST3, 11 am

Classified
For $8 for up to 15 words; $9 for 16-30 words; $10 for 31-50 words.
For University ads, submit an account number or transfer of funds.
All other ads should be accompanied by a check for the full amount made payable to University of Pittsburgh.

Housing/SAE
SOUTHERN NEW HAMPSHIRE
Perfect for vacation/retirement. 11-room house + 2-story barn on 4.5 acres. Easy access to Boston, ski resorts, hiking/trails. $890,000.

Pitt noted for economic development
Pitt has been designated as an Innovation and Economic Prosperity University by the Association of Public and Land-grant Universities (APLU). The designation acknowledges universities working with public and private sector partners in their states and regions to support economic development through a variety of activities, including innovation and entrepreneurship, technology transfer, talent and workforce development and community development.

The universities received the designation after conducting a thorough self-review with outside stakeholder input and subsequently submitting an application that went through a rigorous review process. Pitt was recognized for its economic development initiatives such as the Pittsburgh Life Sciences Greenhouse, neighborhood revitalization projects in Oakland and other city neighborhoods as well as in the communities of its regional campuses, and workforce development efforts that have stimulated Pittsburgh’s new “eds and meds” economy.

Pitt will work with the APLU’s Commission on Innovation, Competitiveness and Economic Prosperity to assess and further develop its efforts by using the commissioner’s “Economic Engagement Framework” tools for self-assessment and economic impact analysis.

2nd Annual Hillman Afroco
PARTY ON THE PLAZA
Thursday 8/28
Hillman Library Plaza
1pm - 3pm

Food
Raffles

Music

S E R V I C E S
MARKS•ELDER LAW

Engineering Sustainability 2015 Call for Abstracts
Submission deadline is Oct. 27. (http://eswpregpage.com/ESCIPapers)

Help Wanted

Child Care Provider Needed
Student needed to stay/go around with older children in the afternoon. Starting immediately through the end of August. Call Cassandra: 412/291-4085.

Classified
For $8 for up to 15 words; $9 for 16-30 words; $10 for 31-50 words.
For University ads, submit an account number or transfer of funds.
All other ads should be accompanied by a check for the full amount made payable to University of Pittsburgh.

BSIKES
2 unisex TREK road & trail comfort bikes, 14.5” & 16.5” frames, great condition. $150 each or best offer. Contact Autumn at fawkes72@yahoo.com for photos & more info.

Help Wanted
Child Care Provider Needed
Student needed to stay/go around with older children in the afternoon. Starting immediately through the end of August. Call Cassandra: 412/291-4085.
Wednesday 30
OSHER Lifelong Learning Inst. Open House
1400 Poynter, 10 am-noon (also Aug. 11, 5:30-7 pm; osher@pitt.edu)

Thursday 31
Medical Grand Rounds
Update in Neurology, Neil Bainton; west wing aud. UPMC-Shadyside, 8 am (prusinoj@upmc.edu)
HSLS Workshop
“Paediatrics PubMed,” Melissa Ratagijski; Falk Library classroom 1, 8:30 am (mar@pitt.edu)

Friday 1
GI Lecture
“Diarrhea & Malabsorption,” Jana Al Hashash; Presby conf. rm. M2, 7:30 am (joj2@pitt.edu)
HSLS Workshop
“Paediatrics PubMed,” Andrea Khetani; Falk Library classroom 1, 4 pm (ketchani@pitt.edu)

Saturday 2
• Summer 12-week, 6-week-2, 4-week-3 sessions end; final exams scheduled during last class meeting.

Monday 4
HSLS Workshop
“EndNote Basics,” Linda Hartman; Falk Library classroom 2, 2-4 pm (hartman@pitt.edu)

Tuesday 5
GI Lecture
“Evaluation of Mobility Disorders,” Klaus Bielefeldt; Presby conf. rm. M2, 7:30 am (joj2@pitt.edu)

Scheduled for publication:

Friday 7
Building Evacuation Exercises
BST; 8:10 am
HSLS Workshop
“Prezi for Presentations,” Julia Dahn; Falk Library classroom 2, 1-3 pm (joj2@pitt.edu)

Saturday 9
• Summer term ends; final exams scheduled during last class meeting.
• Official date for awarding degrees.

Sunday 10
• Residence halls close.

Monday 11
Building Evacuation Exercises
WPU, 7:35 am; IS, 9:15 am; UClub, 10 am; Chevron, 8:30 am; Alumni, 9:15 am
Bradford Campus Admissions Program
“Exploration Day,” UPR, 9 am-2 pm (www.upp.pitt.edu/visit)

Tuesday 12
GI Lecture
“Management of Ingested Foreign Bodies,” Kevin McGrath; Presby conf. rm. M2, 7:30 am (joj2@pitt.edu)
Building Evacuation Exercises
BSTM, 8:30 am; GSPH, 9:15 am

Wednesday 13
• Summer term grades must be approved by instructors by 11:59 pm before final posting can begin.

The University Times events calendar includes Pitt-sponsored events as well as non-Pitt events held on a Pitt campus. Information submitted for the calendar should identify the type of event, such as lecture or concert, and the program’s specific title, sponsor, location and time. The name and phone number of a contact person should be included. Information should be sent by email to: atcal@pitt.edu, by FAX to: 412/624-3479, or by campus mail to: 308 Bellefield Hall. We cannot guarantee publication of events received after the deadline.

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