Open enrollment ends May 19

No news is good news about health care plan premium costs. Premiums for medical, dental and vision plans won't increase for 2015-16, the University announced last week.

Overall, the University's costs for health plan premiums went up 2.9 percent for next year. For the plan year starting July 1, University officers decided to absorb the entire increase, says John Kozar, assistant vice chancellor for Human Resources. "I view it as a race set, personally. In this day and age you can always expect increases as costs, so it's nice to receive a break." In the past, the University has absorbed only 50 percent of such increases, passing the remaining 20 percent on to faculty and staff.

Participants will face some increases in other health plan costs: All plans will have a $2 increase in the cost of generic prescriptions. But as noted in the April 23 announcement letter from Ronald W. Finisch, associate vice chancellor for Human Resources, "You can still obtain a three-month supply for the cost of two copayments at the F&H and University pharmacies as well as through the mail-order service." "Pitt also is merging one of the PPO plans, Panther Premier, into Panther Advocate. The two plans have been virtually identical, but the move will allow those previously in Premier to have a Health Incentive Account, through which financial credits may be earned for those who undertake qualifying wellness measures, such as annual exams. Individual members can earn up to $200 in credits, while those with family coverage can earn up to $400."

"The incentives were a little difficult to track" this year, Kozar says. Thus, his department worked with UPMC Health Plan to put earned incentives on a spending account card, the FlexAdvantage Visa debit card, starting July 1. "The overall process is so much more understandable and the rewards are much more available immediately than they were previously," he says. The funds can be used for such medical expenses as prescription or physician visit copays.

As Finisch's letter notes, "If you are a current Panther Premier participant, you will automatically become a member of the Panther Advocate plan unless you make an election to do otherwise. New ID cards for former Panther Premier participants will be issued. This change should be communicated to your health care providers." The University's premium-free plan, Panther Basic, has been adjusted to become a federal certified high-deductible health plan, which required increasing deductibles from $1,000 to $1,500 for individuals and from $2,000 to $3,000 for families. The switch was made to allow participants to open a new Health Savings Account (HSA) to accu funds to cover medical expenses. Such HSA funds are not taxed when they are placed in the account, nor when they are withdrawn, and they earn tax-free interest while in the HSA. Pitt employees in this health plan with HSAs may retain them during retirement.

In addition, the federal government has increased the total funds allowed in a health care flexible spending account, up $50 to $2,500. Those with such accounts also may now roll over a maximum of $500 from fiscal year 2015 to 2016.

Open enrollment runs through May 19. The traditional paper packets of enrollment information should arrive at Pitt offices by May 4, Kozar says, but the information already is available online at www.hr.pitt.edu/open-enroll.

No action is required for employees who wish to retain current benefits; their enrollments will continue into the next fiscal year automatically. Confirmation letters will be sent only to those who elect to make any changes.

―Mary Levine

UPG's Wilson wins Senate presidency

A regional campus faculty member will preside over the University Senate for the first time in the organization's history. Frank Wilson, faculty member in administration of justice at Pitt-Greensburg, won the Senate presidency in the recently concluded election. Irene Piazza, a faculty member in the Department of Psychology who was re-elected as vice president, and Susan Stetler, a faculty member in the Department of Pharmacology and Therapeutics who ran unopposed, were re-elected as secretary.

Piazza also served as Senate vice president 2005-06 and as president 2003-04. The officers' one-year terms begin July 1.

Newly elected members serve the first year of their three-year terms on the Assembly. After that, they may run both the faculty-only Assembly and on Senate Council.


Electroencephalography for members of the Senate's standing committees continues through 11:59 p.m. May 11 on my.pitt.edu.
Making online course material accessible

Imagine that you are a student with a disability. You want to learn and your instructor has assigned homework with web-based problems from a PDF document that you can only access to on a web page. As a disability

student, have you been asked to complete your homework on a web page?

Would you consider your experience fair?

Would you think that your experience...


deserves special treatment?

deserves special consideration?

deserves special help?

Based on the discussion, it’s evident that students with disabilities need quality instructional materials that are accessible. This

implies that course materials should be in a variety of formats.

Instructor assistants need to be familiar with all coursework materials.

It’s the instructor’s job to make sure...
Council approves Senate's committee reorganization

The Senate has approved the appointment of new members to the Senate's standing committees.

The Senate's standing committees are the key decision-making bodies of the Senate, overseeing a wide range of issues and policies. The newly appointed members bring fresh perspectives and expertise to their respective committees, ensuring a robust and effective legislative process.

The new committee assignments include:
- Committee on Agriculture and Rural Development
- Committee on Education and Workforce Development
- Committee on Environment and Natural Resources
- Committee on Health and Human Services
- Committee on Housing and Community Development
- Committee on Justice and Public Safety
- Committee on Transportation and Public Utilities

These committees will continue to work on various issues, including legislation related to agriculture, education, health care, transportation, and more. Their efforts are crucial in shaping policies that affect the lives of Connecticut residents.

The Senate's commitment to ensuring that its committees are well-represented helps to ensure that all voices are heard and that legislation is informed by diverse perspectives.

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Pitt to join job initiative for young people with disabilities

Pitt has joined a jobinitiative for young people with disabilities, expanding its efforts to support recruitment and retention of employees with disabilities within the University.

The initiative is part of a broader effort to increase diversity and inclusion in the workforce. By participating in this initiative, Pitt aims to create a more inclusive and accessible environment for all employees, fostering a culture of diversity and inclusion across the University.

The initiative includes a variety of strategies and support systems, such as access to accommodations, mentoring programs, and professional development opportunities. These efforts are designed to help employees with disabilities thrive in their roles, contributing to the University's success.

Pitt's commitment to this initiative demonstrates its dedication to creating a supportive and inclusive workplace for all employees.
Continuing full-time faculty averaged pay hikes of 3.9% in FY15, report to BPC says

Salary increases for full-time continuing faculty averaged 3.9 percent in fiscal year 2015. The median increase for full-time continuing faculty was 3.8 percent, in line with the FY2015 increase of 3.9 percent.

Robert Goga, president of the University of Pittsburgh, said that’s an average increase for all full-time faculty at the University of Pittsburgh, which has been the case for the past five years.

Goga also highlighted the impact of the University’s top performing departments, particularly in the College of Arts and Sciences.

The College of Arts and Sciences’ continuing faculty received a median increase of 4.3 percent, the highest increase among all departments. The College of Business and the School of Health, Physical Education, and Recreation also saw increases of 4.0 percent and 3.9 percent, respectively.

The University’s total faculty, including part-time and non-continuing faculty, received a median increase of 3.3 percent.

New features are coming to CourseWeb!

- **Yuriniti Integration**
- **Student View Mode**
- **Improved Enrollment Management**

For details, visit pt.it/courseweb
Report looks at progress of faculty/staff pay accounts

**UCSUI initiatives designed to make data access easier**

**UCSUI initiatives designed to make data access easier**

A recent University of Costa Rica’s (UCSUI) initiative allows for faculty to access their data in a more user-friendly way. The project, known as UCSUI, aims to improve data accessibility and management for University faculty and staff. The initiative involves the creation of a centralized platform for data storage and retrieval.

The project, led by faculty members, has been successful in improving data access and management. The platform has been well-received by faculty members, who have reported increased productivity and efficiency. The initiative has also helped to reduce the workload of IT staff, who were previously responsible for managing and maintaining data access.

The platform is designed to be user-friendly, with a simple interface that allows faculty members to easily search and access their data. The platform also includes advanced features such as data visualization and data sharing.

The success of the initiative has been recognized by the University administration, who have praised the faculty for their innovation and hard work. The University is considering expanding the platform to include additional features and services to further improve data access and management.

**Staff could pay increased salaries**

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The University of Costa Rica has announced that staff members could face increased salaries in the near future. The announcement was made as part of the University’s efforts to improve data access and management for faculty and staff.

The increased salaries are expected to be implemented as part of the UCSUI initiative, which aims to improve data access and management. The initiative has been successful in improving data access and management for faculty and staff, and the increased salaries are expected to further boost productivity and efficiency.

The increased salaries are expected to be implemented in the coming months, and will be based on a range of factors, including the level of data access and management.

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COMMENCEMENT 2015

Chancellor Patrick Gallagher presided over his first Pitt commencement April 26 in the Petersen Events Center.

The University conferred approximately 6,000 undergraduate, graduate and professional degrees this year at its five campuses: Pitt-Bradford, Pitt-Greensburg, Pitt-Johnstown and Pitt-Titusville hold their own commencement ceremonies.

Astronaut Charles F. Bolden Jr., administrator of the National Aeronautics and Space Administration (NASA), delivered the 2015 commencement address. As head of NASA, he has overseen the transition from 30 years of space shuttle missions to a new era of exploration focused on full utilization of the International Space Station and space and aeronautics technology development.

At the ceremony, the degree of Doctor of Public Service Honoris Causa was conferred upon Bolden.

The University Symphonic Band, under the direction of Bradley G. Townsend, provided music for the ceremony.

Audrey-Marie H. Winn spoke on behalf of the graduating class. Winn received a bachelor’s degree in Chinese, philosophy and English writing from the Dietrich School of Arts and Sciences. Yong Song, who received a PhD in economics, addressed attendees on behalf of the graduate students.

Photos by Mike Drazdzinski/CIDDE
PittBenefits
Office of Human Resources • April 2015

Open Enrollment is Here!

The open enrollment period begins Monday, April 27, and continues through Friday, May 22, 2015. It is important that you review all the information online at www.ohr.pitt.edu/peb to make sure you get the maximum benefits available. The enrollment period will end at 5PM on Friday, May 22, 2015.

Medical Program

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PittBasics

The PittBasics Plan will remain a 50 premium plan for the Individual and parent/dependent category for the next plan year. The PittBasics Plan is designed for those who are not yet ready to make major benefit changes and for those who are looking for a low-cost option.

Open enrollment is the once-a-year opportunity to:

• Review all of the health and wellness benefit offerings
• Make a change if desired to your current health and wellness plans
• Add or remove dependents from your benefit plan

Please refer to the Pitt open enrollment materials for more information.

More information is available at www.ohr.pitt.edu/peb.

Flexible Spending Accounts

Health Care Flexible Spending Account

The flexible spending account option (FSA) has been in place without any notable changes since 2003.

Pitt Panther Plus

Pitt Panther Plus is the most cost-effective plan available. No amount is deducted from your paycheck, but you must pay for the entire plan out of pocket. This plan is the most popular plan among Pitt employees.

Pitt Panther Basic

Pitt Panther Basic is the lowest cost plan. It is a basic medical plan and does not include dental or vision benefits.

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2015-16: Year of Humanities at Pitt

Professor Patricia E. Berenson has designated 2015-16 the Year of the Humanities at Pitt in order to highlight the importance of the humanities. Finding not only in the humanities departments, but in research and educational units across the University. The provost is asking for funds to match injections in support of programs and events that highlight the role of the humanities in making the University a more exciting place for students, faculty, and staff. The provost has set aside $1 million for this purpose. The provost has set aside $1 million for this purpose.

New targets for ovarian cancer

Identifying molecular changes that occur before clinical therapy could be critical in advancing treatments for ovarian cancer, according to research from Magee-Womens Research Institute and University of Pittsburgh Cancer Institute and University of Pittsburgh Medical Center (UPMC) researchers. The researchers analyzed ovarian cancer patient samples from the University of Pittsburgh Cancer Institute.

New study reveals potential blood test for ovarian cancer

Researchers at the University of Pittsburgh Cancer Institute and University of Pittsburgh School of Medicine have found a new blood test that can detect ovarian cancer, a disease that is often difficult to diagnose in its early stages.

The test, called OVGAL, is a blood test that can detect a protein called CA-125, which is often elevated in women with ovarian cancer. The test is able to detect the presence of the protein even before symptoms are visible.

The researchers say the test could be used to screen women for ovarian cancer, and potentially catch the disease at an earlier stage when it is more treatable.

The study, published in the journal Cancer Research, tested the OVGAL test on 100 healthy women and 100 women with ovarian cancer. The researchers found that the test correctly identified 98% of the women with ovarian cancer and 95% of the healthy women.

“This is the first test that can detect ovarian cancer in women before symptoms appear,” said lead researcher Dr. Donald P. Ingleson. “This is a significant step forward in the diagnosis and treatment of ovarian cancer.”

The test works by detecting a specific protein in the blood that is associated with ovarian cancer. The researchers say the test could be used as a screening tool for women at high risk for ovarian cancer, and potentially catch the disease at an earlier stage when it is more treatable.

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The University Times Research Notes column on award-winning Penn study covered in the April 26, 2013, issue. The column highlights the important contributions of the study to the understanding of the disease, and encourages the community to read the research in more detail. The column also highlights the impact of the study on the field of medical research and treatment, and the potential for new discoveries in the future. The article also includes a link to the full research paper, providing a valuable resource for those interested in learning more about the topic. Additionally, the column offers tips for reading research papers, making it easier for readers to understand and appreciate the significance of the study. Overall, the column provides a valuable resource for those interested in the latest developments in medical research and treatment.
Marlin H. Mickle

Marlin H. Mickle, MD, is professor of medicine
and chief of the Division of Rheumatology at the
University of Pennsylvania. He is also the director
of the Division of Rheumatology at Pennsylvania Hospital.

Mickle is a graduate of the University of Pennsylvania School of Medicine, where he received his
M.D. degree in 1967. He completed his internship and
residency in internal medicine at the University of
Pennsylvania Hospital and received his fellowship in
rheumatology in 1970. He is a member of the American Society of Rheumatology and the
American College of Rheumatology. He is also a
fellow of the American College of Physicians. He
has served on the editorial boards of several medical journals and is a member of the
American Board of Internal Medicine's Board of
Examiners in Internal Medicine. He is currently
president-elect of the American College of Rheumatology.

Mickle's research interests include the clinical
management of rheumatic diseases, particularly
rheumatoid arthritis and systemic lupus erythematosus. He has published over 200 articles
and chapters in medical journals and books.

Mickle has received numerous awards and
honors, including the American College of Rheumatology's Distinguished Service Award in
1985, the Arthritis Foundation's Research Award in
1990, and the American College of Rheumatology's
Excellence in Research Award in 1998. He is a
fellow of the American College of Physicians and
a member of the American Society of Rheumatology.

Mickle is married to Doreen Mickle, and they
have two children, John and Mary. He is a
dedicated father and husband, and he enjoys
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golf. He is also an avid reader and enjoys
traveling to new places with his family.

When not working, Mickle enjoys spending
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degustating fine wines. He is a long-time
supporter of the Philadelphia Eagles and enjoys
taking in the games with his family.

Pennsylvania University School of Medicine

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Thursday 30

**Faculty & Staff Development Programs**

- "Creating a Civil Workplace Culture," Debra Mercurio. 342 Craig, 9-11 am (reg: univtimes@pitt.edu)
- "Training
development (faculty-st)"

**Structural Biology Seminar**

"New Approaches in X-ray Crystallography." Guillaume Cadieux. 6014 BSTL, 11 am

**TIES Workshop**

1105 SSA, 11 am (not@pitt.edu)

**Open Enrollment Benefits Fair**

WPJ-Analyser, 11-30 am & 3-10 pm

**Chemistry Seminar**

"What Do I Want to Be With My PhD?" Kenny Gibbs, NCI, 150 Ceramic, 2:30 pm

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Friday 1

**SDBC Workshop**

"The Step-by-Step Method of Starting a Small Business." Merrin, 7:30-10 am (reg: ism@pitt.edu)

**Greensburg Campus Children’s Literature Club**

Keynote: Marc Nelson & Benjamin Sapp. McKibbin Library, 11:30 am, 1-hour session (reg: http:// library.pitt.edu/events/dgf/pit/ greensburg/2015/02/regeneration-Fab.png)

**Faculty & Staff Development Programs**

- "Different Like You!" Kristy Barretta & Warner McGry. 342 Craig, 9-11 am (reg: www. lu.pitt.edu/training-development/faculty-st)
- Lexy Memorial Lecture
  - "Infection & Pathogenicity of Lassa Amyloids," Betty Diamonds, Feinberg, 11:30 am-1:30 pm, 5-hour session (reg: http://library.pitt.edu/events/dgf/pit/training/ development-faculty-st)

**Bradford Campus Admission Programs**

- UTP, 10 am (www.pitt.edu/visit)

**Johnstown Campus Open Enrollment Benefits Fair**

Student Union Catharsis Rm. & Boomer’s lobby; UTP, 11 am-1 pm

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Saturday 9

**Russian Film Screening**

"The Hope Factory." Pgh Filmaktny. 150 Ceramic, 6-8 pm

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Monday 11

- **Summer 18-week, 4-week, 4-semester session enrollment period ends, classes begin.
- HLSL Workshop**
  - "Powerful Publics." Estee Sagafi, PHL Library classroom, 11 am, 1 hour (reg: www.h pistols.com/)

**HLSL Workshop**

"Foundations Basics," Peter Whitt, PHL Library classroom, 2-5 pm (reg: www.h pistols.com/)

**Psychology Lecture**

"Pathological Brain Aging & Late-Life Depression: Considerations of Alzheimer’s Disease." Wimien Tijssen, Vanderbilt, 2:30 pm, 1 hour (reg: www.h pistols.com/)

**Psychology Seminar**

"Psychoanalytic Interventions & Community Development." RUP, 3-5 pm (reg: www. h pistols.com/)

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Tuesday 12

**Faculty & Staff Development Programs**

- "Microbes: 2015 Fundamentals," Veronica Franklin, 2:30 pm (reg: www.h pistols.com/)

**HLSL Workshop**

"Powerful Publics." Rose Ticek, PHL Library classroom, 11 am (reg: www.h pistols.com/)

**Russian Film Festival Screenings**

"Stalingrad," 10 am & "The Test," 3:30 pm; 1.5-hour session (reg: www. h pistols.com/)

**Parody Assembly Mtg.**

2:00 PM, 3 pm

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Wednesday 6

**Clinical Oncology & Hematol-ogy Grand Rounds**

"Comparative Genomic Profiling of Somatic Genes and Cell Cancers of the Head & Neck," Neil Hayes, UPMC Cancering Hematology and Melanoma, 10 am (not@pitt.edu)

**Faculty & Staff Development Program**


**Russian Film Festival Screenings**

"Five Plus One," 10:30 am, Free & "Empire," 1 pm (reg: www.h pistols.com/)

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Thursday 7

**Faculty & Staff Development Programs**

- "My PITT Video Produced by Facebook," Penny检察, 302 Bedford, 11-12 pm (reg: "What’s Happen ing?&#8211;Best Practices for Social Er-ary Social Media.), 11-11 am (reg: www. h pistols.com/)

**Pharmaceutical & Chemical Biology Lecture**

"Interplay of Policies Pharmaceutics Community: Synoptic Response," Susana Naves. 10:30 am (reg: www. h pistols.com/)

**University Archives & Records Management**

"Early Bird," 11:30 am (reg: www.pitt.edu/training-development/faculty-st)