The Board of Trustees compensation committee in a Dec. 3 teleconference meeting recommended raises ranging from 3.7 percent to 7 percent for seven University officers, retroactive to the July 1 start of the 2015 fiscal year:

- Patricia E. Beeson, vice chancellor for finance and chief financial officer, $474,500, a 5.3 percent increase.
- Arthur G. Ramicone, chief financial officer, $387,000, a 3.9 percent increase.
- P. Jerome Riepeh, general counsel, $380,000, a 4.1 percent increase.
- Jerome Cochran, executive vice chancellor, $532,500, a 3.9 percent increase.
- B. Jean Kerckhoff, senior vice chancellor for academic affairs, $235,000, a 4.5 percent increase.
- Arthur S. Levine, senior vice chancellor, Health Sciences, and dean of the School of Medicine, $847,560, a 3.7 percent increase.
- Amy K. Marsh, chief investment officer, $447,500, a 5.3 percent increase.
- P. Jerome Riepeh, general counsel, $380,000, a 4.1 percent increase.

Separately, because Ramicone will be assuming interim responsibilities for the business, auxiliary operations, facilities, public safety and human resource functions following Executive Vice Chancellor Cochran’s retirement at the end of this month, the committee approved a 3.4 percent salary adjustment for Ramicone, effective Jan. 1, 2015, to $400,000.

While salary decisions for most Pitt employees are made in summer after the state appropriation has been finalized and the University’s operating budget is set, the officers’ salary adjustments for Ramicone, Riepeh and Cochran are effective Jan. 1, 2015, to $400,000, $380,000 and $387,000, a 3.9 percent, 4.1 percent and 3.9 percent increase.

The change is set for Feb. 9, said John Kozar, assistant vice chancellor for Human Resources. It will put both University retirement savings plans on the same footing until the time “under the same roof, which allows TIAA-CREF to manage the TIAA-CREF options and the Vanguard options,” he said.

“You can still invest as you do today,” Kozar assured, in either or both funds. However, “there’ll be one consolidated financial statement.”

In a letter to staff and faculty, Associate Vice Chancellor Ronald W. Fisch said: “By consolidating the TIAA-CREF and Vanguard investment lineups and administering all the investment options on a single recordkeeping platform, many of our retirement savings plan participants will enjoy a lower fee structure for a number of our existing funds, as well as increased efficiencies in managing their retirement savings plan account.”

The arrangement was a Pitt initiative to which Vanguard agreed, Kozar explained.

The new website still will display investments in their existing categories. But the new retirement-funds management will have several advantages, Kozar said. For instance, those who wish to move money currently from TIAA-CREF to Vanguard, or vice versa need to do a rollover procedure in several steps, using several forms. As of Feb. 9, he said, “a few clicks of your mouse and you can move money back and forth.”

“Vanguard will still have a presence on campus,” he noted, in their office in Human Resources. “They’re still our partner, but the counseling — the wealth management and field counseling with financial advisors — will all be done through TIAA-CREF.”

Their investment advice concerning asset allocation to specific investment funds and annuities will continue to be provided by an independent, third-party agency, Ibbotson Associates.

Human Resources will offer webinars and in-person sessions for those with questions about the retirement savings changes beginning in January. Dates for the seminars, as well as more information on additional investment options through TIAA-CREF, will be sent to Pitt employees in January.

—Marty Levine

Pitt employees in January.

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Pitt, GMU to explore library collaboration

Pitt and Carnegie Mellon University announced Dec. 2 that the two institutions’ library systems would “conduct a thorough review of options for collaboration” and “seek input from faculty, staff, students and other stakeholders from our two universities, the city and the region.” During the review, which will result in a preliminary report in March and a final assessment in June, the search to replace University Library System head Rush Miller upon his Dec. 31 retirement will be suspended, and the position in GMU has also placed on hold its director of collections and information access services for its libraries.

In their joint letter, Chancellor Greg Surfing Gallagher and GMU President Subra Suresh cited the “dramatic transformation” of responsibilities within university libraries as the impetus for studying possibilities for “creative collaboration.”

The review committee will be chaired by Dean Ronald Larsen, School of Information Sciences, and GMU’s Keith Webster, dean of University Libraries. At the Dec. 2 Faculty Assembly meeting, University Senate President Michael Spring said Provost Patricia Beeson “has assured me that there will be a Senate appointment to the working group.” Ken Service, vice chancellor for communication, said, “I don’t believe the working group was told, the University Times did not yet have information on other representation on the committee, nor concerning who would head the ULS temporarily upon Miller’s retirement.

—Marty Levine

Faculty Assembly discusses higher education challenges

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—Marty Levine

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An annual survey shows that when the cost of living is factored in, Pitt faculty salaries compare more favorably with other AAU publics: 8-9

Long-term Pitt staff mark employment milestone: 7-9

CONTINUED ON PAGE 5
Cleaning out closets? Help Pitt break world record

University Times

C an the Pitt community break the Guinness World Record for the most clothing collected for donation or recycle? The University has set a goal of 150,000 items—the equivalent of three Goodwill store-worth of clothing—in its Give A Thread collection, which aims to break the record of 146,411 items, set in Dubai last September by Iranian product tours Creston and CNO. Donations of large clothing items such as slacks, pants, dresses, shirts and suits will be collected on the Pitt campus through and community partners, culminating in a final count on Jan. 9 at the William Pitt Union. A kickoff event is set for tomorrow, Dec. 5, 11 a.m.-7 p.m. in the William Pitt Union Assembly.

Misti McKeever, director of the Office of PittServes, said the idea of attempting a world record was hatched in Council of Dean discussions on ways to involve the entire campus community in the Year of Sustainability efforts. As potential record-breaking attempts were discussed, “People got really excited about this one,” said as opposed to other records such as “world’s largest collection of socks,” which didn’t fit in with the sustainability aspect of creating and recycling, she said. Clean, gently used items of clothing will be donated to local Goodwill stores for Success Pittsburgh, which provides women with interview and training programs and the University Career Development and Placement Office (to provide students in need with appropriate attire for interviews and job fairs) and agencies in the Pittsburgh metropolitan communities.

In addition, “We have decided to use the inventory” to stock a new on-campus thrift clothing store for Pitt students, the University “of Thriftsburgh” concept spawned from a sustainability class project. Details are still being finalized, but the goal is to launch the thrift store in spring term, McKeever said.

Donation of smaller items such as accessories and footwear won’t count toward the world record, but those items will be logged out of hall, she said. Stained or torn items can be donated as long as the Goodwill will shred items that can’t be screened for use as filler or insulation, McKeever said.

Pitt-Bradford and Pitt-Greenburg each have set a 10,000 item goal and Pitt-Timsville is seeking to collect at least one item from every member of its campus community.

Pittsburgh Mayor Bill Peduto has made an academic buildings. At Pitt-Johnstown, items may be dropped off 10 a.m.-5 p.m. at the Office of Student Life (G-61 Student Union) through Jan. 10.

At Pitt-Titusville, items may be dropped off through Jan. 6 in the Student Activites Office or in the drop-off box in the Student Union lobby. Items collected at the regional campuses will be brought to Pittsburgh for the Jan. 9 world record count, she said.

McKeever said Give A Thread organizers hope that members of the University community will use the holiday season as a time to only collect unwanted items from their own closets but to ask family and friends to donate items as well.

Throughout December, volunteers will staff the donation clothing and keep an estimated tally in anticipation of the official world record count, she said. Donated items will be stored in five-foot-tall collection bars, with Inspirus Property asking in the effort to manage the donations until the big day.

At Pitt-Greenburg, items may be dropped off 8:30 a.m.-5 p.m. weekdays through Dec. 12 at the Student Union and the front desk in Chambers Hall or donation boxes in all UPQC buildings. At Pitt-Johnstown, items may be dropped off 9 a.m.-6 p.m. weekdays through Dec. 12 at the Seneca Building in downtown Johnstown.

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Assessing students’ higher level thinking

Designing an exam that tests students’ demonstration of critical thinking and that you can grade within a reasonable amount of time can be challenging. Critical thinking, also referred to as higher level thinking, involves skills that students are likely to transfer beyond the classroom, such as analyzing, drawing conclusions or defending arguments.

Many faculty choose to use essay exams to measure critical thinking skills because they assume that students can better convey complex ideas in writing. There is a common assumption that multiple-choice tests can be guided by a Scikit machine are more appropriate when measuring lower level skills that require students to demonstrate memorization or only a basic understanding.

However, multiple-choice exams can provide a viable alternative for measuring higher level thinking skills. In fact, they have the advantage of covering more essay exams. The fatigues that result from grading numerous essays makes it difficult for instructors to consistently evaluate each. While the use of rubrics can help make the process of grading written essay exams more efficient, the sheer volume of exams still can be overwhelming. As an example, a humanities instructor decided that she only grades one question from each student of the several exams that she assigns. Critical thinking, she cannot possibly tackle all of the week. At the same time she insisted that writing exams are the only way to determine if her students had acquired the skills she had planned.

Grading fatigue is compounded when students are not prepared to respond to the essay questions. Most instructors who have assigned essays are familiar with the dreaded “blank dump” that occurs when students struggle every idea that occurs to them on a page, hoping that some counsel of information will hit a target for partial credit.

Another weakness of essay exams is that it can be difficult to differentiate between the quality of writing and the level of thinking of the writer. For example, a faculty member in the social science enjoyed organizing each lecture as a story, presenting the data concepts and then using to a compass while emphasizing the difficult choices that players made during the height of political drama. His objectives during exams was to place students in familiar situations and ask them to justify the choices that they would make. Instead, close reading indicated that many students merely eloquently parroted the “right answer” and used sound bites from class examples, demonstrating a basic understanding of the ideas but not at the critical level expected.

An alternative to essay and basic multiple-choice exams is a blended approach using primarily multiple-choice questions with a few short-answer questions to challenge students to demonstrate higher thinking. These take some time to develop but are more efficient to grade. Here are steps you can use to develop this type of test:

1. Develop a case, scenario, chart or problem that is different from those presented in class, but requires use of some of the skills to solve.

2. Prepare multiple-choice questions that address the skills leading up to the resolution of the case. These questions should assess whether or not your students have a basic understanding of the case prior to presenting in order to make further decisions. The correct answers that serve as distractors are essentially the thinking typically displayed by students. By providing these lower level questions, it is easier to assess whether students can demonstrate the prerequisite knowledge to address the problem.

3. Make one or two answer options plausible in order to provide students with a common reference point.

4. Make one or two answer options very tempting in order to provide students with a common reference point.

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Faculty pay fares well in cost-of-living comparison

Who has more buying power: The Pitt professors who make up the University of Pittsburgh and the UCLA professors who earn $130,000 or more? While the average professor's pay on the Pittsburgh campus ranked No. 16 and UCLA ranked No. 1 among 34 Associations of American Universities (AAU) public institutions, an annual report that factors the cost of living (COL) into faculty salaries shows that a dollar here goes further in many other college towns.

The University's fiscal year 2013/14 compensation report, presented Nov. 21 to the University Senate budget policy committee (BPC) by Annelise Brodsky, the Office of the Provost, used Council for Community and Economic Research cost of living index data in the compilation of Pittsburgh campus faculty salaries. Among AAU public peers' cities, only Purdue, Ohio State, Michigan State, Texas A&M, Indiana, Kansas and Iowa had a COL lower than Pittsburgh's.

And living costs are highest in Irvine, Berkeley, San Diego, Santa Barbara and Los Angeles — cities that are home to University of California schools that rank high faculty salary charts.

Pittsburgh campus professors moved up to No. 5 in the comparison of 33 other AAU institutions. Pittsburgh campus, according to the BPC, is the only one that did not change its ranking from 2012/13.

Regional faculty salaries

A different methodology was used in determining the COL, which was taken into consideration.

The adjusted report was insti-
tuted three years ago as an addition to the University's annual faculty salary comparison among Pitt, AAU public peers.

The annual salary comparison uses data from the Association of American Universities Professors (AAUP) annual economic status of the profession report. (See Oct. 23 University Times.) Pittsburgh campus associate professors rose from No. 19 in 2012 to No. 9 in 2013.

College campus Excel Best Places, which provides COL estimates for rural and suburban areas, stated that Pittsburgh dropped from No. 1 to No. 8 in the adjusted ranking.

Four sets of 2013 comparison schools — one set for each faculty rank — were selected by the institutions' average salary from lowest to highest, then selecting the lowest salaries and those at every fifth percentile between 0 and 100. The resulting sample included 65 unique comparison schools, Brodsky noted.

Pay for professors on Pitt's regional campuses rose from No. 32 of 65 comparison schools to No. 14 in the adjusted ranking. Associate professors moved up from No. 26 to No. 8; assistant professors rose from No. 38 to No. 15 in the adjusted ranking. Associate professors rose from No. 20 among 48 peer schools to No. 3.


— Kimberly K. Barlow

Note: Values in thousands

SAT being revised, again

A new SAT will debut in 2015, and the College Board is in the process of redrafting the SAT to make it more relevant to today's students. The changes are intended to make the test easier to understand and to better reflect the skills needed for college success.

The College Board, which administers the SAT, has been working on the redesign for several years, but the decision to proceed with the changes was made in 2013.

The new SAT will have a longer essay section, a new math section that will focus more on algebra and less on geometry, and a new reading section that will focus more on comprehension and less on vocabulary.

The essay section will be optional, and students will have 20 minutes to write a response to a prompt. The reading section will have 80 passages, and the math section will have 40 questions.

The SAT will also include more questions that are based on real-world scenarios, and the College Board is preparing to release sample questions and practice tests.

The new SAT is expected to be administered for the first time in March 2015.
AUDUBON DAY
Tale of the passenger pigeon encourages conservation

On the afternoon of Sept. 1, 1914, a 29-year-old passenger pigeon named Martha died in her enclosure at the Cincinnati Zoo. Her remains were shipped in a block of ice to the Smithsonian Institute, where her preserved body was put on display.

"It was a sad and telling end to a species that was so important and so large that no one thought could actually go extinct," said historian Chris Kubis of the Audubon Society of Western Pennsylvania in a presentation at Hillman Library.

"It's very rare in history that we can pinpoint the exact time and the exact place that a species went extinct," he said, noting that the local Audubon group is part of a wider "Project Passenger Pigeon Pittsburgh" (http://passengerpigeonpittsburgh.org/).

The initiative is part of a national effort to honor the 100th anniversary of the extinction of what once was the continent's most numerous bird species as an opportunity to encourage conservation and a sustainable relationship with the natural world.

Kubis was the featured speaker at the University Library System's Nov. 21 Audubon Day celebration. The annual event showcases the most valuable holding in the library's collection: one of only 120 known complete sets of John James Audubon's "Birds of America."

The book was produced 1827-38 as a four-volume set, based on extensive fieldwork. It contains 435 plates, depicting 497 species in large-format "double elephant folio" by 40 plates. A set similar to Pitt's sold for the equivalent of about $3.5 million at Sotheby's in 2010. The University's set has been digitized and can be viewed at audubon.pitt.edu.

The "Birds of America" depiction of a pair of passenger pigeons was made in 1834, the only bird Audubon is known to have painted in Pittsburgh.

Despite his reputation for meticulous detail and extensive fieldwork, Audubon's engraving, while beautiful, is biologically inaccurate, Kubis said.

The life-size depiction of a pair of passenger pigeons shows the female feeding the male — the opposite of the birds' true mating ritual, in which the male would cuddle up to the female and feed her.

Kubis said, "It's amazing that a bird that was this abundant and played such an important role in the lives of early Americans was never really studied in a scientific manner," he said.

"This bird that numbered in the billions — no one really thought to think about what its biological life and death was until the bird was gone."

Passenger pigeons were beautiful birds, about twice the size of a mourning dove. Males had slate-blue backs and a cinnamon-colored chest. The same passengers comes from the French "passager," meaning to pass by in a fleeting manner. "These birds were built for speed," flying at an estimated 60 miles per hour, Kubis said.

Not everything about them was beautiful, however. They traveled in huge, noisy flocks, prompt- ing evocative descriptions such as one account from the 1830s that appeared in the Foul du Lac, Whitouan, Commonwealth newspaper: "Imagine a thousand thundering machines rumbling under full headway, accompanied by as many steamboats, growing off steam, with an equal quota of railroad trains passing through covered bridges — imagine these masses into a single flock, and you possibly have a faint conception of the terrific roar..."

Kubis said, "You could hear these birds from miles and miles away. When they roosted, sometimes the trees would be so heavy with pigeons that the tree branches would come crashing down, killing millions of trees. This was a huge colony that had significant impacts on the land on which they lived."

One so-called "pigeon city" in Wisconsin was estimated at 800 square miles — the size of 37 Manhattan. "They said you could smell it from 20 miles away," said Kubis.

"Their number were astounding," totaling an estimated 1 billion-2 billion in the mid-1800s, said Kubis. "In the mid-19th century it's possible that up to almost half the birds in North America were passenger pigeons."

In comparison, the colobus number around 300 million and rock doves — today's common city pigeons — number about 250 million.

Audubon recounted his observation of a flock he encountered while traveling in Kentucky in 1813. "The air was literally filled with pigeons; the light of noon was obscured as by an eclipse; the dung fell in spots, not unlike melting flakes of snow; and the continued buzz of wings had a tenacity to hurry all noises to repose..."

Before sunset I reached Louisville, distant from Hurst- burgh fifty-five miles. The pigeons were still passing in uncounted numbers and continued to do so for three days in succession."

"Audubon himself estimated this particular flock was roughly about 1.5 billion birds. It's amazing to think that within 100 years this species could be gone."

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The Opinion of Teaching Survey period has begun!

Survey links were sent to students via e-mail and appear on their CourseWeb/Blackboard landing page.

- Ask students to complete the survey.
- Allow time in class for students to complete the surveys on their laptop, tablet, or smartphone.
- Deadline for students to respond: December 7

Last day to respond is Sunday.

Questions?
Go to cidde.pitt.edu/omet or call us at 412-624-6440.

Office of Measurement and Evaluation of Teaching
Native Americans viewed the passenger pigeon in very important religious terms, with the Seneca’s name for the bird meaning “big bread” and the similar Lenape name translating to “great food source.” It “was the bird they couldn’t keep around. They didn’t want to lose it.” 

Within the average, 2.5 percent increase in the salary pool was allocated to the University faculty to meet with University relations office leaders to plan a community networking event planned for later in the year.

Trustees approve raises for University officers

CONTINUED FROM PAGE 1

• Co-chair Maggie Folan of the University Senate Standing Committee on University Affairs and Student Life (SEEAL), said the committee has continued discussion of the issue.

• Member Heidi Donovan of the University Senate Standing Committee on University Affairs and Student Life (SEEAL), said that she is hopeful people will want to preserve the species we have now so we don’t even have to have this debate.

“Nature doesn’t stop because we do,” he said. “We have a responsibility to the natural world around us,” he said. “Humans caused this issue, humans can help change it.”

There have been calls for conservation efforts, but will this bird?

“Unfortunately we have lost a species, we’ll just clone them and bring them back,” a danger to “great food source.”

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“We have a responsibility to the natural world around us,” he said. “Humans caused this issue, humans can help change it.”

There have been calls for conservation efforts, but will this bird?

“What is the worst thing you can do is not pay attention and not be involved,” he said.

—Kimberly K. Barlow

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“This is a very important crossroads we are at right now in the biological world,” said Kubiak in his conservation-oriented message. “You have to re-connect with this species as the passenger pigeon — that numbered in the billions by the 19th century — it was vanishing in the wild 30 years later, and by 1914 was completely gone.”

Passenger pigeons’ key breeding grounds centered on the mast forests of the northeastern United States, including the beech forests that stretched across the northern tier of Pennsylvania. Evidence of the birds’ impact in northeastern Pennsylvania is reflected in place names such as Forest County’s village of Pigeon, Pigeon Hill Church and Pigeon Hill School. Elsewhere in the region are Pigeonroost Gap in Bedford County, Pigeon Creek Cemetery and numerous Pigeon Run, said Kubiak. The species’ range extended along the Rocky Mountains north into Manitoba, Labrador, and the short, and forested Bay, and south to Louisiana, Texas, the shores of the Hudson Bay, and into Manitoba, Labrador, and the extreme west.

Birds fed mainly on mast trees, favoring beeches, oaks, chestnuts and hemlock, white pine and maple seeds. They also ate cherries, grapes, cherries, earthworms and insects.

They also were a serious agricultural pest with a taste for buckwheat, wheat, rice, oats and corn — able to clean out acres of grain fields in minutes. The birds themselves were a key source of food for people on the frontier, Kubiak said.

As is typical, a compensation consultant advised the committee. “Based on that consultant’s comparative assessment, the committee noted that some of Pitt’s officer group lagged behind appropriate benchmarks, particularly given the seniority and demonstrated effectiveness of its members,” Tritch said.

Chancellor Patrick Gallagher, who recommended the officers’ salary increases, said he met with the compensation consultant and sought recommendations from the foundation’s “Great Passenger Pigeon Comeback” project uses DNA from museum specimens as well as from passenger pigeons’ bones. “It’s the tallest order,” he said. “But get their butts in gear, had no similar taboo on hunting adult birds, contributing to the decline in the passenger pigeon population.

Most commonly, passenger pigeons were trapped in nets in large numbers, Kubiak said, but one good shot into a massive flock would bring down hundreds of birds.

By the late 1860s passenger pigeon populations began to decline due to hunting. Passenger pigeons were scarce in the wild, said Kubiak. By the 1890s were scarce, in the wild, said Kubiak. By the 1930s passenger pigeons were still scarce, in the wild, said Kubiak.

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By the late 1860s passenger pigeon populations began to decline due to hunting. Passenger pigeons were scarce in the wild, said Kubiak. The last one was shot in 1902, although unconfirmed sightings in the wild were reported up until 1912.

If there is a positive side to the species’ extinction, it’s that conservation began to rise in response. And while other species have become extinct including the California parakeet and Eskimo curlew — technology has advanced to the point where “de-extinction” may be possible.

The Long Now Foundation (www.longnow.org) is using genomic technology in its first “Revive and Restore” effort to bring back an extinct species. The foundation’s “Great Passenger Pigeon Comeback” project uses DNA from museum specimens and numerous Pigeon Runs, said Kubiak. Pigeon Hill Church and Pigeon Hill School. Elsewhere in the region are Pigeonroost Gap in Bedford County, Pigeon Creek Cemetery and numerous Pigeon Run, said Kubiak. The species’ range extended along the Rocky Mountains north into Manitoba, Labrador, and the short, and forested Bay, and south to Louisiana, Texas, the shores of the Hudson Bay, and into Manitoba, Labrador, and the extreme west.

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WALK AWAY FROM THE CHAIR

Programs encourage staff, faculty to be more active

Sedentary lifestyle increases all sorts of health problems, lecturer notes

“W hen you hear the word ‘exercise,’ what does it mean to you?” Renee Rogers, faculty member in the Department of Health and Physical Activity, asked the 70 people who turned out for her Staff Association Council-sponsored talk on wellness Nov. 10.

Attendees quickly volunteered the reactions she expected: “Time consuming…hard work…pain.”

“The word ‘exercise’ is more of a negative term than a positive term out there,” Rogers allowed. For many people, it conjures up memories of being uncomfortable, sore or having to take part in unappealing physical activity.

“There’s no flexibility in my life schedule to fit in another 30 minutes,” said another attendee. Rogers thought she was going to change the world after enrolling her daughter at Pitt in exercise physiology and joining the School of Education. Instead, she discovered the lack of her own methods of encouraging fitness in people.

“Everybody says they want to lose weight,” but perhaps an easier goal might be to simply “center yourself around your health,” she said. “If you are the person who is sitting all day long, I’m not going to ask you to exercise. I’m going to ask you to move from sedentary to light activity.”

“Weight management and fitness,” she manages the University Club fitness center and Pitt’s health and fitness program, but having a fitness center and keeping faculty and staff will take its courses “isn’t enough,” she realized.

“How can I change the perception of exercise?” she said. One way to change people’s viewpoint is to replace the word, and the idea, with “being active,” since simply moving around more often is associated with better health.

Of course, she admitted, these also sound a lot healthier because if we could be changing our eating habits and body weight, but too many people find getting up on all those changes at once “completely overwhelming. Maybe we just need to take a step back.”

The key to helping us be more active, she said, is practice (repeated actions that create efficiency). “Exercise is a way to engage our muscles and attention, (flow a greater awareness of our actions), and mindfulness (an inner sense of flow of everything that is going on around us).”

Rogers’ efforts are aimed at developing the practice of activity in people, prompting them to “engage in mindful behavior that is beyond the flow of everyday life, in which we are too often sedentary.

Rather than jumping from no activity to the intensity of exercise, Rogers aims to pull people up a notch along the activity spectrum, at least to light activity, then perhaps to moderate activity, and finally to exercise.

“Exercise physiologists measure our activity in METS — units of metabolism. One MET represents our resting energy expenditure; the MET’s increase as our energy level increases. Just by standing up and moving around, people expend up to three MET’s. Moderate to vigorous activity expenditure equals three MET’s,” Rogers said.

“We’ve got to get up out of our chairs to increase energy level and decrease health,” Rogers said. That’s because the more we are sedentary, the more blood vessels become desensitized to activity. The sedentary lifestyle — which is developing into a full-fledged medical condition — Sedentary Lifestyle Syndrome, she said — increases the incidence of cardiovascular, musculoskeletal and pulmonary diseases as well as cancers and earlier deaths in people. Obesity is leading to increases in the prevalence of diabetes; in fact, any body mass index, or BMI, above 25 increases a person’s mortality risk.

“We’ve got a problem,” she said.

Rogers displayed a chart showing activity levels trending down for U.S. residents, noting that computer-centered occupations have been a large contributor to this decline. A recent survey of people in academic occupations shows that they spend about 13 hours a day sitting, and “we’re not including sleep,” she said. Forty-one percent of Americans get an insufficient amount of physical activity and 17 percent get none at all.

As a result, she said, sedentary behavior begins to develop within seven days, including metabolic changes. Not putting our heart rates up to our full potential can turn into a full-fledged medical condition — Sedentary Lifestyle Syndrome, she said — increases the incidence of cardiovascular, musculoskeletal and pulmonary diseases as well as cancers and earlier deaths in people. Obesity is leading to increases in the prevalence of diabetes; in fact, any body mass index, or BMI, above 25 increases a person’s mortality risk.

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Long-term staff mark milestones

Long-term Pitt staff members will be honored at the University at a 3 p.m. awards ceremony and reception Dec. 12 in the William Pitt Union. The lists of staff members who marked 5, 10, 20, 30, 40, 40+, 50, 50+ and 60+ years of service to Pitt during 2014 were provided to the University Times by the Office of Human Resources.

60+ years
Office of General Counsel
Rosenberg, Jerome — 61

School of Medicine
Division Administration
Ellis, Ethel — 54

50+ years
School of Pharmacy
Haberle, Gary — 46

50 years
School of Business
Katz Graduate School of Business
Evans, Charmaine
Koroly, Patricia
School of Education
School of Dental Medicine
Cancer Institute
Steele, Christine — 41

40 years
Student Affairs
Sosso, Mary Louise — 45
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Milani, Terence — 42
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Stracci, Anna — 44
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Owens, Ralph — 42
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Deible, Gina — 41
Katz Graduate School of Business
Nonnring, Donald — 42
University of Pittsburgh
McNerney, J.A.
Office of the Provost
Nagy, Lorraine
Katz Graduate School of Business
Evans, Charmaine
Koroly, Patricia
School of Education
Danchenko, Rebecca

30 years
Dietrich School of Arts and Sciences
Mahoukou, Regina
McNerney, J.A.
Office of the Provost
Foster, Debra
Galway, Mark
Henderson, Donald
McClain, Paul
Research Conduct and Compliance
Yost, Ron

20 years
Office of the Chancellor
Foster, Debra
Galway, Mark
Henderson, Donald
McClain, Paul
Research Conduct and Compliance
Yost, Ron

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Dinh, Dianne E.
Ross, Marilyn
Dietrich School of Arts and Sciences
Springel, Elaine M.
Office of the Provost
Coyne, Sharon A.
Kovalchick, Karen
School of Law
Driscoll, LuAnn
Graduate School of Public and International Affairs
Gehet, Mary Ann
School of Dental Medicine
Hohmann, Sharon
School of Medicine
Brunner, Janet
University of Pittsburgh at Johnstown
Beardsley, Suzann
Heidkamp, Thomas T.
Graduate School of Public Health
Berger, Kimberly
Hardison, Regina
Kulk, Kathleen
Lauri, Deborah C.
Tranchine, Mary
School of Medicine
Cubanhar, Sharon
Seco-Brooks, Elaine
Szczepaniak, Mary
School of Health and Rehabilitation Sciences
Lavey, Marsha
University of Pittsburgh at Johnstown
Becker, Glenen
Freedman, Paul
Gregory, Mark
Hofman, Gary
Moxim, Joseph N.
University of Pittsburgh at Titusville
Prenatt, Lawrence
University of Pittsburgh at Bradford
Kline, William
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Hinkle, Vivian L.
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Johnson, Guy L.
Business Operations
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Pampena, Michael A.
Johnson, Guy L.
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Johnson, Guy L.
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Haines, Kathryn Miller

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Avons, Nir
Dubbs, Jennifer

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Carr, Ralph
Gable, Charles
Kinsel, Durrell
Mays, Larry
Miller, Ronald
Smith, Mark
Thomas, Betty P.

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Einzig, Timothy
Hamiel, Felisha

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Miklos, Melissa

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Osorukw, Flannery
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Pristas, Marth
Schmuck, Marlene

University Times
20 years

10 years

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work milestones

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School of Information Sciences
Belleau, Brandi

Office of the Chancellor
Mihok, Brian Papillou, Tracy Zalar, Brian

Research Conduct and Compliance
Barrett, Cristin Soncinii, Margaret Steiner, Cynthia
RESEARCH NOTES

Pathology faculty earn multiple grants

Pit faculty have secured several grants this year from UPMC's Department of Pathol-

gy.

- Andrew Donovan, $2,174,309 from the National Institute of Di-
abetes and Digestive and Kidney Diseases, part of the National Insti-
tutes of Health (NIH), for "Mechanisms of Polyoidy and An

epitheliales in the Liver.

- Yuri Nikiforov, $1,586,605 from NIH, for "Translational Eval-
ation of Angiogenesis and Activation and HIV in Long Dysfunc-
tioning.

- Alejandro Soto-Gutierrez, $1,299,952, for "Mini-brains Derived From Human iPS Cells for Modeling Stressosis and Therapy."

- Szasz Wheeler, $460,029, for "Regulation of Metastatic Breast Cancer Dormant Term."

- Jennifer Piccirillo, collaborating with Her Royal Highness, faculty member in surgery and immunology, as a pathology consultant on a Roche Cygnus Transplantation Research Foun-
dation Grant, "Proprietary Value and Function of IL-23/STAT3 in Pediatric Heart Transplant Recipients With Infection, and"

- Michael Shoun, for "Microenvironmental Control of Pre-
malignant Lestins in Ovarian Cancer.

Improving diabetes control in world's poorest children

A nonprofit program that brings diabetes care and education to some of the world's poorest children has improved control of the disease, according to a

Graduate School of Public Health analysis published in Diabetes Research and Clinical Practice. It is the first scientific evidence to show that improvement in long-
term blood sugar control in type 1 diabetes is possible in sub-Saharan African youth.

The International Diabetes Federation Life for a Child (LFAC) program's approach to provid-
ing care to children with type 1 diabetes in Rwanda led to major reductions in HbA1c, a long-term measure of blood sugar. The proportion of children who had an HbA1c level of more than 14 percent, which was previously lethal, fell from 31 percent to 9 percent. The improvement was greatest in the children who had access to blood sugar testing supplies and regularly monitored their blood glucose levels.

Said senior author Trevor Orchard, epidemiology faculty member, "Type 1 diabetes can be a very difficult disease to manage, and, if not properly controlled, it is deadly. When coupled with poverty, food insecurity and severely limited health-care provi-
sion that many of these sub-Saharan Africa faces, the need for proper programs to help these children learn how to manage their diabetes becomes vital."

Type 1 diabetes, usually diag-
nosed in children and young adults, happens when the body does not produce insulin, a hor-
mones that is needed to convert

sugar into energy.

LFAC supports the provision of insulin, sugar monitoring, supplies, diabetes education, advice and training to children and youth with diabetes in developing countries. In Rwanda, the pro-
gram provides assistance through the Association Rwandaise des Diabétiques (ARD) in the city of Kigali.

Orchard and his team fol-

lowed and regularly measured the

HbA1c levels in 214 people under age 25 who enrolled in the program between June 2009 and November 2010. HbA1c levels developed when sugar bind-

a heavy metal, a protein within red blood cells, in the blood. The higher the HbA1c, the greater the risk of developing diabetes-related complications, like heart disease, blindness and nerve damage. Those without diabetes typically have an HbA1c level of less than 5 percent. People with diabetes, an HbA1c level of less than 7 percent is considered good control.

In the Rwandan children that

Orchard's team followed, the

average HbA1c initially was 11.2 percent. After two years in the program, the average fell to 9.8 percent.

Orchard became involved in the program in Rwanda in 2007 when it had only 52 children. LFAC has now enrolled more than 1,000 children and youth. However, health needs at least one graduate student every year to assist with the program and report on annual assessments of the children enrolled. Orchard and a colleague from Northwest-
ern University also visit Rwanda regularly to help develop and provide care and education to children.

More work is needed," said Orchard. "Only about 12 percent of the Rwandan children met American Diabetes Association glycemic control goals, compared with 33 percent of U.S. children.

A key part of controlling type 1 diabetes is regular blood sugar monitoring, which allows patients to adjust their insulin levels based on their health. Children who were better able to monitor their blood sugar had better HbA1c levels. This is a major step toward reducing the risk of potentially lethal complications.

This is troubling," said Orchard. "Many of our partici-
pants, particularly in the young children during the Rwandan genocide of 1994 and grew up malnourished and traumatized. It is very difficult to attribute some of the increasing blood pressure to weight gain and adiposity after enrollment in the program. Salt also often is used in food preparation and preservation in sub-Saharan Africa, so this may be a factor as well. Unfortunately, very few participants are able to afford blood pressure medicine due to limited supplies and pro-
hibitive prices."

Calculated needed that continu-
ined study is needed to better understand the causes of the higher blood pressure and finding new Rwandan children receiving care for type 1 diabetes, as well as to increase the resources available to a sustainable program to maintain this improved care.

Additional Pit researchers on this project were Sara L. Marshall, Vincent C. Arena, Christopher J. Becker, Claremore H. Bunker, Ronald E. LaPorte and Laurien Stoborna. Also contributing were researchers from LFAC, the Austrian Di-
abetes Council and the Association Rwandaise des Diabetiques.

This work was largely funded by donations to the Life for a Child Pitt-Initiative.

Revealing barriers to public health data sharing

Barriers to the sharing of public health data hamper deci-
sion making efforts on local, national and global levels and stymie attempts to contain emerg-
ing local health threats. In a study, an international team led by Pit researchers found.

The study, analysis, published in BMC Public Health, classifies and examines the barriers in order to open a focused international dialogue on solutions.

Said lead author Willem G. van Pauwels, faculty member in public health's Department of Epidemiology: "Data on disease surveillance, intervention coverage, vital statistics and mortality represent some of the most wellestablished, but also some of the most understudied data. Innovative methods for collection of new data are on the rise, but the price of data in health data systems will better position health officials to address ongoing challenges as well as new public health threats, such as the current Ebola epidemic in West Africa."

Van Pauwels and his team which included experts in ethics and law as well as public health, socio- and economic sciences analyzed a series of 1,400 scientific publications related to public health data-sharing, ultimately winnowing them down to the

The University Times Research Notes column on funding awarded to UPMC researchers with findings arising from Uni-

versity research.

For submission guidelines, visit www.uitimes.pitt.edu/page/8697.

Getting childhood cancer research to more patients

A model for obtaining and sharing information about childhood cancers, Jean M. Tesor, a pediatric faculty member in the Department of Hematology and Oncology, has developed a cancer, $50,000 grant from the St.

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RESERCH NOTES

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Babitch's Foundation.

The research team will go on to sup- port efforts to enhance web-based communication of research activities that are more easily accessible to potential patients, families and referring physicians. Babitch will support the transition to a new database to increase efficiency and refine the ability to query the database as a more effective tool to conduct institutional research.

To become a member of the American Academy of Dermatologists in the Division of Pediatric Hematology Oncology at Children's Hospital, “we need to do what we do and it’s a very important role for us to fill,” says Babitch. “It's a good way to ensure that we have a strong presence in the community and that we are able to provide the best possible care for our patients.”

The study also found that the number of patients with a history of skin cancer was increasing, with more than 50,000 new cases diagnosed each year. The researchers noted that early detection and treatment are key to improving outcomes for these patients. Overall, the findings support the importance of ongoing research into skin cancer prevention and treatment.

The study was funded by a grant from the National Cancer Institute and was published in the Journal of the American Medical Association. For more information, please visit the American Academy of Dermatologists website.

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Child abuse linked to poor health, unemployment later

People who frequently fall into low-income and low-education bands are five times more likely to have faced abuse and adversity during childhood as people who fall into higher socio-economic groups, according to a public health analysis of Allegheny County residents.

The findings, presented at the American Public Health Association (APHA) annual meeting, support the merit of whole-family programs that seek to improve the mental, emotional, and social well-being of children through intervention programs or other means that treat the whole family, including children.

Eliminating childhood abuse and adversity significantly improves physical and psychological outcomes in later life.

Babitch's Foundation.

CHEMISTS DEVELOPING 3-D MOLECULE QUANTUM REPOSITORY

PREVENTING BRAIN DAMAGE FROM RARE INHERITED DISEASE

UNILABILE COLD BLOOD FROM UNRELATED DONORS CAN HELP TREAT THE PROGRESSION OF THE PROGEROGENIC DISEASE HUGLER SYNDROME, IF PERFORMED BEFORE THE AFFECTED CHILD IS LESS THAN 10 MONTHS OLD, ACCORDING TO A CHILDREN'S HOSPITAL STUDY THAT APPEARS IN ANALS OF NEUROLOGY. THE FINDINGS EMPHASIZE THE NEED FOR EARLY DIAGNOSIS OF THE CONDITION.

The youngest babies in the study were diagnosed due to family history of the condition.

“Identification of symptoms early through state-wide newborn screening programs is the only way to diagnose early and begin treatment to battle this disease with no family history of Hugler syndrome,” Babitch said.

“Unfortunately, early diagnosis is often difficult as their initial symptoms may be common in the general population,” added Babitch. “Therefore, there is a need for newborn screening for the disease and the creation of a repository of disease-related genes that can identify children before symptoms appear, giving the best opportunity for prompt intervention and optimal outcomes.”

For more information, contact the Office of Enterprise Development at 412-647-3160.

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The Innovation Institute presents

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What Every Scientist Needs to Know

For scientists and physicians who want to translate basic research discoveries for the benefit of the patient.

Starts January 2015

Tuesdays from 5-8 p.m., Benedum Hall

Space is limited. Scholarships available for those who qualify.

Apply online at: www.innovation.pitt.edu/education/benchtop-bedside

For more information, contact the Office of Enterprise Development at 412-647-3160.

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Course Highlights

• Develop your own ideas in workshop format

• Analyze the market potential of your discovery

• Maximize the full value of your intellectual property

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The Innovation Institute facilitates the commercialization of technologies developed by University of Pittsburgh health sciences faculty, so that the public may benefit from University discoveries and inventions.
Carol M. Anderson

Carol M. Anderson, professor emerita of psychiatry and social work, retired in Nov. 2014, after 40 years of teaching and research at the University of Pittsburgh. She was 75.

Known for developing the psychoeducational model of intervention for individuals with schizophrenia and their families, she developed approaches that educated families and allowed them to play a supportive role in the treatment of individuals with mental illness.

In addition to her focus on the impact of mental illness on families, Anderson's research interests included access to mental health care, barriers to services and issues related to engaging low-income mothers and other individuals in mental health treatment.

A native of Minnesota, Anderson earned a bachelor's degree in child development and psychology in 1961 and master's in social work in 1964 at the University of Minnesota. She earned a PhD in interpersonal communication at Pitt in 1967.

She joined the faculty at the Yale University School of Medicine in 1968 and rose to become the chief psychiatric social worker in its psychiatry department.

She was among the faculty who followed Thomas Detre when he left Yale in 1973 to head Western Psychiatric Institute and Clinic (WPIC), and chair the School of Medicine Department of Psychiatry. Detre invited Anderson to help establish a family therapy clinic at WPIC.

Anderson joined the Pitt faculty as an associate professor of psychiatry in 1973 and received a joint appointment in social work in 1977. She was promoted to professor in 1987. She was awarded professor emerita status in 2010.

While a faculty member here, Anderson taught various courses as director of WPIC's family therapy clinic family therapy institute, director of family research-affiliated disorders, director of family studies and social work, director of the brain treatment center for children and families and director of child and adolescent outpatient services.

She served as WPIC associate administrator 1987-89, then as administrator: 1989-94, before becoming WPIC's vice president for patient and family psychiatric services.

In a prepared statement, Jef

fery Roffman, UPmc president and CEO, commented: "Carol's intelligence, warmth and kindness have guided her as an accomplished professional and a wonderful friend. I feel so fortunate to have collaborated on the contributions she made to UPMC and the community personally and professionally."

Anderson served the field of family psychology in a variety of roles, including as a member of the board of directors of the American Family Therapy Academy and Family Therapy: The Greens Conference on Marriage and Family Therapy.

Among numerous honors, Anderson received an award for Distinguished Contribution to Research on Families and Children from the American Psychological Association. She was named a fellow of the American Psychological Association in 1998.

She served as co-chair of the APA's National Task Force on Children and Youth, which produced the report "Youth in Peril: America's Missing Children." She received the Fulbright-Schuman Prize from the American Psychological Association and the International Union of Psychological Science for her work in child abuse prevention.

Anderson received an award for Distinguished Contribution to the Field of Human Rights from the American Psychological Association, and the American Psychological Association's Award for Distinguished Contributions to the Field of Human Rights.

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**Additional Flu Shot Clinic Scheduled for December 9**

If the thought of not being able to move off of the couch because of muscle aches, extreme fatigue, alternating chills and sweats, a sore throat, headache and persistent cough makes you sick just thinking about it, consider getting a flu shot! While outbreaks of the flu can begin as early as October, casually flu activity peaks between December and February. An additional on-campus flu shot clinic has been scheduled at the William Pitt Union lower lounge on Tuesday, December 9, from 10 a.m. to 2 p.m. Flu shots are covered by the University’s medical plans for members at no out-of-pocket cost. Simply present your University ID, and your UPMC Health Plan membership card at the clinic to obtain your flu shot. You will need to complete a consent form at the time of service. Individuals who do not carry the University’s medical insurance also may obtain a flu shot at the on-campus clinic for a $25 charge.

Flu shots also are available at Falk Pharmacy Monday-Friday, from 8 a.m. to 5 p.m. Members also may obtain a flu shot at a participating provider at no out-of-pocket cost. If members obtain a flu shot from a clinic or pharmacy that does not participate with UPMC Health Plan, they will need to pay for the flu shot at the time of service and file a claim for reimbursement. Reimbursement forms can be obtained from the UPMC Health Plan website (www.upmc.com) or by calling 1-888-699-6885.

**W.H.A.C.K.**

- **Wash** or sanitize your hands often
- **Home** is where you stay when you are sick
- **Avoid** touching your eyes, nose, and mouth
- **Cover** your coughs and sneezes
- **Keep** your distance from sick people

**Symptoms of the Flu**

- Fever or feeling feverish
- Headache
- Muscle or body aches
- Fatigue
- Cough
- Sore throat
- Runny or stuffy nose

**Symptoms of Ebola**

- Fever
- Severe headache
- Muscle pain
- Fatigue
- Vomiting or diarrhea (develops after 3-6 days)
- Weakness (can be severe)
- Stomach pain
- Unexplained bleeding or bruising

**Winter Recess Coverage**

During the winter recess, the Office of Human Resources, including the Benefits Department, will remain open with limited staffing and hours to assist you. Please contact us during the open hours if any issues arise that require immediate attention.

The recess schedule for UPMC Health Plan is listed below as well. You can expect that the other carriers will be closed on December 26 and January 1. Generally most will have limited hours or will be closed on December 26 and December 31 as well.

**Last Opportunity to Submit Flexible Spending Account Claims**

December 31 is the last day to file claims against your Fiscal Year 2014 flexible spending account (July 1, 2013 - June 30, 2014). This deadline applies for health care, dependent care, parking, and mass transit accounts. The claims must have been incurred between July 1, 2013, and June 30, 2014. The only exception to this involves health care-related claims that were incurred through September 15, 2014. The Benefits Department, in compliance with Internal Revenue Code, is not permitted to grant extensions for Plan Year 2014 expenses submitted after December 31, 2014. This provision has long been known as “the 90/120 Rule.”

You can view your claims history, submit claims online and obtain claim forms by accessing your MyFlexAccount Advantage online account. Remember, you have single sign-on access through my.pitt.edu. Follow these steps:

1. Select UPMC Health Plan from the Resources tab.
2. Select MyHealth.
3. Select Spending Accounts on the UPMC site.

Any questions regarding your healthcare flexible spending account(s) should be referred to UPMC Health Plan at 1-888-699-6885.

**Important Information Regarding Your Flexible Spending Account**

MyFlexAdvantage Flexible Spending Account (FSA) has changed its name to UPMC FlexAdvantage – and this change affects your FSA.

- Starting January 1, your new FSA debit card will be a Visa card (the current debit card is a MasterCard). To ensure a smooth transition, you will not be able to use your current FSA debit card December 22 - December 31. During this 20-day period, you will still can incur eligible expenses. However, you will need to submit paper claims for expenses during this period.
- New FSA Visa debit cards will be mailed out mid to late December. You can start using the new debit card on January 1, 2015.

**UPMC FlexAdvantage**

- Upgrades to the UPMC FlexAdvantage member portal will go live on January 1, 2015. UPMC is updating the site’s design and functionality. It will be easier to navigate the site and track your expenses. You’ll also find easy-to-use instructional videos.
- The implementation of the UPMC FlexAdvantage mobile app is underway. This enhanced app makes it quick and easy to view balances and transactions, file claims, upload receipts, and track expenses.

Look for additional information regarding this transition in the coming weeks.

**UPMC Health Plan**

Office of Human Resources • December 2014
Health Services Research Seminar
“The Eleven Search for Quality in Our Health Care System,” John Mali, Harvard, 305 Parkade, 11 am (www.hsph.harvard.edu/sri-seminar).—

Recall-Electrolyte Gastro Ronds

UCSF Seminar
“Innovations In Endocrine: Reshaping the 5th Amendment Tongue Class With Affordbly Housing, Urban Development & Planning Dept,” Gerald Dickenman, Reed Smith; UCSF 345 Farm St, noon (www.ucsf.edu).

East Asian Languages & Literatures Colloquium

Brady & Stafford Campus Organ Program

Philosophy of Science Seminar

Science Communication Green Lecture

Office of Academic Career Development Workshop
“Writing the Path to Opportunities,” Steven Wendell, 3:30 pm (registrar@berkeley.edu).

Epidemiology Seminar
“Prospectives on Ebola,” public health, 1-22 am, 3:30 pm (Bozhi@berkeley.edu).

Hispanic Languages & Literatures 50th Anniversary Alumni Speaks Lecture
“Est un movimiento — y una voz — objeto de desenlace, a Heleno en América: El alfabeto y las conquistas sociales,” Doris Ge, U of VA, 6:00 PM, 4 pm.

Men’s Basketball
Vs. University of Chicago, 7 pm, 4-729.

Saturday 6
• Releasing day.
• CCS, Saturday, grad & evening classes continue to meet through Dec. 13, final exams for those classes should be held within the last scheduled class meeting.

A HOLIDAY REMINDER FROM THE OFFICE OF FACILITIES MANAGEMENT

All faculty, staff and students are reminded to turn off computers, radios, printers, scanners, automatic coffee machines, lights & other items in their area before leaving for Winter Recess.

Please take a moment to shut these items off. This will help reduce University utility costs and lessen the potential for physical damage to this equipment.

Facilities Management thanks you for your consideration and wishes you a Happy Holiday!

Psychology Lecture

San Francisco Police Policies Committee Meeting
1817 CL, 10:00 pm

Saturday 9
• Full term ends; official date for degrees awarded in full term.

Men’s Basketball
Vs. St. Bonaventure, 7 p.m.

Sunday 14
• Roundball rules class.
• Winter recess for students through Jan. 4.

Women’s Basketball
Vs. Demar, 5 pm.

Patriotic Holiday Concert
“Brassoon,” Soldiers & Sailors, 3 pm (415/401-8755).

Monday 15
Senate Educational Policies, Committee Mtg. 8:00 pm
Oakland Leadership Celebration & Panel Discussion
Leslie Davis, UPFC, Patrick Callaghan, Gill, Susan Meilen, Cadby, Jo Ellen Padar, Casagrande Mannos, Salter Searls, G. A., Ahern, 5:30-7:30 pm (registration required: https://docs.google.com/forms/d/1p0y0sgZcNY-Cbjz6X3v9xkXo-5fsvy5uZJ).—

Tuesday 16
Senate Educational Policies, Committee Mtg. 8:00 pm
“Plan to Prepare, Plan for Success: A Look at the UC, X,” Zeth Pastore, Dept of Theater, 12:30 pm (http://collaborate.berkeley.edu/collaborate/cp1530000).

Oral & Maxillofacial Surgery Lecture
“TMJ & Dental Pain,” William Chung, G-35 South, 4 pm (also Jan. 7).

Saturday 11
Faculty & Staff Development Program
“Please Respect My Generation,” Women’s MCY, Kay King Researcher, 9:45 am (registration requested: www.ucsf.edu/tdp)

Global Health Film Screening
“A Doctors of My Own,” 120 Panama, noon-2 pm

A WEEKEND REMINDER FROM THE OFFICE OF FACILITIES MANAGEMENT: All faculty, staff and students are reminded to turn off computers, radios, printers, scanners, automatic coffee machines, lights & other items in their area before leaving for Winter Recess.

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Facilities Management thanks you for your consideration and wishes you a Happy Holiday!

Continued on page 15
In 2014, did you:

- Write a book?
- Edit a journal?
- Produce a play, CD or film?
- Exhibit art?
- Publish a musical composition?

Tell us about it!

A few important guidelines:

- Furnish information on peer-reviewed books, journals, CDs, electronic publications, art exhibitions, films, plays or musical compositions written, edited or produced during 2014 only.
- Books must have a 2014 copyright.
- Do not submit information about journal articles, short stories, poems, book chapters or self-published works.
- Submission deadline is Jan. 31.
- All fields of the submission form must be completed.
- Complete a separate electronic form for each submission.
- Questions? Contact 412/624-4644 or delraso@pitt.edu

Fast and easy submission form on the University Times website:

www.utimes.pitt.edu

SUBMISSION DEADLINE: Jan. 31