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UNIVERSITY TIMES

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UNIVERSITY OF PITTSBURGH

Pitt ramps up federal outreach

In response to the Republican administration's shift in budget priorities, Pitt plans to increase federal outreach activities, Chancellor Patrick Gallagher told Senate Council March 22.

Changes were expected, but the release of the Trump administration's budget outline earlier this month (www.whitehouse.gov/sites/whitehouse.gov/files/omb/budget/fy2018/2018_blueprint.pdf) revealed what Gallagher described as "the most dramatic shift in priorities across the board that I've ever seen."

Said Gallagher: "It would probably be very good news for anybody on the defense-related research side, but on everything else, if the president's budget

were enacted, it would be very bad news."

The fiscal year 2018 federal budget proposal centers on a \$54 billion increase in defense spending balanced by cuts elsewhere—including a proposed 18 percent cut of \$5.8 billion to the National Institutes of Health (NIH), the University's largest source of sponsored research funding.

According to Pitt's fiscal year 2016 financial report, sponsored research activity totaled \$726.5 million in 2016 and \$713.9 million in 2015, with about two-thirds awarded through NIH.

"It's important to remember that the president's budget release is one step in a long process," the chancellor said. More budget

details must be filled in "and the actual appropriations are done by Congress, then sent back as a bill to the president," Gallagher said. "Early signs are it's not going to come out like this," he said.

"It is, I think, important to pay attention to. And I think it's important for not just this University, but all universities, to weigh in on the potential ramifications of this budget as it goes through so that lawmakers, as they begin their process, are aware of that."

Gallagher announced that the University has hired Anthony Gibson, National Science Foundation (NSF) senior adviser for legislative affairs, as its full-time director of federal relations, based in Washington, D.C.

"He's one of the most experienced government relations people I know in Washington," Gallagher said. Gibson has worked in policy areas at NSF since 2002, and previously worked in legislative affairs in the White House Science and Technology Office, and in several congressional offices.

"In the past, a lot of our outreach has been on the state side because of our state appropriation. I think you're going to see more activity on the federal side," the chancellor said.

State budget update

The state budget outlook is less dramatic, "but that's not to say it's smooth sailing," Gallagher said, adding that there is optimism for an on-time budget this year.

Gallagher said it appears that Pitt's appropriation will remain

flat, or be raised slightly. "My expectation is that for the state-related universities, including Pitt, the difference between last year would be small," he said.

"Nobody was talking about cuts," he said. "That allowed us to shift the focus a little to talk about lines in the budget that are not directly part of our appropriation but that we care about" including academic medical center funding, commonwealth universal research enhancement program grants and capital funding.

"We got a chance to broaden the discussion," he said.

Gallagher encouraged continued advocacy for Pitt's funding. "It really is important that we be heard and seen," he said, thanking all who participated in Pitt Day in Harrisburg March 21 (*See page 6.*)

—**Kimberly K. Barlow**



Heather Lyke was introduced by Chancellor Patrick Gallagher March 20 as Pitt's new athletic director.

She has 22 years of experience in collegiate athletic administration, most recently as athletic director at Eastern Michigan University. She also has held posts at Ohio State, the University of Cincinnati and with the NCAA.

Mike Drazdzinski/Photographic Services

Pitt to offer paid parental leave

A new paid parental leave policy for full-time regular and part-time regular staff members is rolling out July 1.

Allowing 20 consecutive work days of paid maternity/paternity leave in the 12 months following a birth, adoption or foster care child placement, the policy was implemented at Staff Association Council's suggestion. Details are at www.hr.pitt.edu/staff-handbook/paid-and-unpaid#PaidParental.

Staff members who have benefits are eligible for the new paid parental leave once they have completed six months of work at Pitt, at a minimum of 50 percent effort. They still must file for the Family Medical Leave Act and short-term disability programs.

Cheryl Johnson, vice chancellor for Human Resources, says the policy is relatively rare for universities but becoming more common.

"Too many people haven't accumulated enough sick or vacation leave" to take adequate parental leave, she notes. "They are having to come back earlier than they contemplated or they are having to take unpaid leave. We did the analysis and we really thought this was the right thing to do."

In 2016 there were 301 births among Pitt employees, spouses/partners and dependents, she says. Numbers weren't available for the number of adoptions and foster care child placements at Pitt.

The cost to the University would be more in productivity than dollars, she notes. "It's the goal of the University to do what we can to be supportive of work-life balance."

Chancellor Patrick Gallagher and Gregory Scott, senior vice chancellor for Business and Operations, are supportive of the move, she adds. Considering "total rewards" for employees, Johnson says, beyond base pay, the University's intention in creating this new benefit is "really helping people appreciate that we do care."

—**Marty Levine**

Psychologist now dedicated to faculty needs

UPMC LifeSolutions is dedicating one of its psychologists to the particular needs of Pitt faculty and the stressors inherent in teaching and conducting research—and some Pitt faculty members say that's a welcome move.

Faculty Support Services is a free, confidential program available to faculty and members of their household.

Sue Oerkvitz, the longtime LifeSolutions psychologist newly

dedicated to Pitt faculty needs, says: "Just having a place to come and talk to someone about what you have in mind, where you don't have to protect the relationship, as you would with a family member or colleague—someone who is familiar with the stress of working in an academic setting—can be helpful to listen and then brainstorm an alternative."

Oerkvitz joined LifeSolutions in 1998 after 17 years in other mental health settings. She has a

PhD in speech communications with a focus on interpersonal communications, and has conducted research at Western Psychiatric Institute and Clinic, an experience that has helped her understand faculty issues more intimately, she says.

In fact, Oerkvitz has been counseling faculty along with Pitt staff for her 18 years here. She has seen faculty for personal and family issues as well as work-related stress, including concerns

over teaching responsibilities, research tasks and the tenure process, among many issues. She has coached faculty on better communications with colleagues and supervisors, and on handling course loads.

Publication deadlines are a frequent topic for her individual meetings with faculty, she says: "I see people about that very often. That's really a big one."

Difficulty getting research funding is another common topic.

"We brainstorm about how to deal with that and what options there might be to create additional alternatives to secure funding," she says.

Of course, work-life balance predominates as a faculty stressor, she adds.

"Sometimes it's things that they can talk with me [about] and implement and come back and talk to me about how it is going, and then we can adjust the plans,"

CONTINUED ON PAGE 5



Sustainability survey runs through April 7

The University's sustainability committee is surveying the Pitt community to gauge awareness of sustainability efforts and determine where those efforts might be increased.

April 7 is the deadline to participate in what will be periodic examinations of sustainability efforts here, says Laura Zullo, senior manager of energy initiatives in the Office of Facilities Management and head of the committee.

"We're really trying to develop a strong culture of sustainability at Pitt," says Zullo. While there are already good sustainability efforts in some Pitt units, she says, "there are other areas where it isn't at the forefront of what they do." She hopes the committee's work will prompt all units "to incorporate sustainability into what they do day-to-day."

The survey (<https://pittsustainabilitysurvey.typeform.com/to/XFqahx>), for faculty, staff and students, asks respondents to describe their general ideas about sustainability, where they see it on campus and how they are involved in such efforts. It also gauges awareness of Pitt sustainability groups, what the most important sustainability issues are for Pitt, suggestions for future Pitt actions and which efforts respondents are most likely to join in.

The survey is part of the sustainability committee's effort to create a University-wide vision for Pitt. It plans to publish its report by the fall.

Zullo says the sustainability committee, which began meeting

last October, has representatives from most of the major Pitt units, including transportation and food service. "The big operations areas — these are the areas you typically look at when you're thinking about sustainability efforts," she said, since such efforts can make a big impact on their resource use.

The committee has hired BuroHappold Engineering as consultants to help write a sustainability plan, and are in the process of gathering information about Pitt efforts and benchmarking them against other universities' activities. The report will suggest both measurable goals and broader, longer-term ambitions for the University's sustainability efforts, Zullo says.

Alongside the online version, survey takers armed with iPads will be seeking answers across the Oakland campus. Participants will be eligible for a drawing for University Store giveaways.

—Marty Levine

In survey of AAU publics

Cost-of living-comparison shows some faculty pay ranking better

When adjusted for cost of living, salaries for Pitt's professors, associate professors and assistant professors rose above the median for Association of American Universities (AAU) public peers, but salaries for instructors and lecturers remained below the midrange target.

These findings are in the cost-of-living adjusted salary report presented by Amanda Brodish of the Office of the Provost to the University Senate budget policies committee (BPC) March 17.

The adjusted salaries for professors and associate professors ranked in the top 10, while the adjusted salaries for assistant professors ranked 16th. The unadjusted salaries for professors, associate professors and assistant professors ranked at or below the median for the 34 public AAU institutions.

When cost of living was considered, the ranking for instructors and lecturers moved up four spots. The unadjusted salary for instructors and lecturers ranked last out of 31 public AAU institutions.

Providing a competitive salary to instructors and lecturers is a priority for Pitt's administration, said David DeJong, executive vice provost.

"Our official target is we want to be in the median of the AAU publics on this campus, and that's

across all the ranks," said DeJong.

The salaries for the Pittsburgh campus report were derived from the American Association of University Professors' "The Annual Report on the Economic Status of the Profession, 2015-16." Cost-of-living comparisons were taken from the Council for Community and Economic Research's ACCRA Cost of Living Index 2015-16.

Regional faculty salaries

Considering the Bradford, Greensburg and Johnstown campuses as one, the salaries for professors, assistant professors and instructors and lecturers was significantly above the median when adjusted for the cost of living, but unadjusted fell below the median for a new benchmark group of 108 regional campus institutions (Nov. 10, 2016, *University Times*).

The adjusted salary for associate professors was 28th; the unadjusted pay for associate professors ranked slightly above the median.

The salaries for the regional campuses report came from the Integrated Postsecondary Education Data System Human Resources Survey, 2014-15. Comparisons were based on Bradford's cost of living, which lies between Johnstown's and Greensburg's, and determined by referencing Sperling's BestPlaces.

Pitt-Titusville, a two-year institution, was not included in the salary comparisons.

The full report is posted at www.utimes.pitt.edu/documents/costoflivingcomparisonFY16.pdf.

In other business:

- DeJong said that a salary report for part-time faculty should be available next year.

- Brodish will share an updated gender equity salary report (*for the previous report, see May 2, 2013, University Times*) at BPC's April 21 meeting. DeJong will present the facilities capital plan at BPC's May 19 meeting.

—Katie Fike

University Times letters policy

Letters should be submitted at least one week prior to publication. Persons criticized in a letter will receive a copy of the letter so that they may prepare a response. If no response is received, the letter will be published alone.

Letters can be sent by email to njbrown@pitt.edu or by campus mail to 308 Bellefield Hall.

The University Times reserves the right to edit letters for clarity or length. Individuals are limited to two published letters per academic term. Unsigned letters will not be accepted for publication.



Health Sciences Library community outreach

What does teaching workshops at a 4-H convention in western Pennsylvania have to do with Health Sciences librarians from Falk Library? And how about organizing a disaster summit with first responders and public librarians in the state of Delaware? These and other outreach activities are all part of a day's work for librarians in the National Network of Libraries of Medicine Middle Atlantic Region (NNLM MAR).

With funding from the U.S. National Library of Medicine, Pitt's Health Sciences Library System (HSL) leads the NNLM MAR. Our region, one of eight in the country, covers New York, New Jersey, Pennsylvania and Delaware, and includes more than 1,100 member hospitals, schools, libraries, community-based organizations and agencies. Membership is free.

The mission of the organization is to advance the progress of medicine and improve public health by:

- Providing all U.S. health professionals with equal access to biomedical information and
- Improving the public's access

to information to enable them to make informed decisions about their health.

As executive director of our MAR staff, Kate Flewelling is assisted by three librarian-coordinators, Michelle Burda, Lydia Collins and Elaina Vitale, with a fourth currently being recruited. They have a hectic schedule of travel, in-person and online teaching, exhibiting at regional meetings, and outreach to network members and potential members. Because the National Library of Medicine produces more than 200 databases — ranging from PubMed (an index of the world's biomedical literature), and MedlinePlus (information aimed at patients and the general public), to human genome resources and information for first responders in disasters — the training we provide attracts librarians, health professionals, researchers, public health workers and the general public. Because we are federally funded, all training is free.

MAR's annual \$1.2 million budget includes approximately \$300,000 for small awards that go to network members for their own outreach projects to special popu-

lations such as youth, veterans and senior citizens, or to support library technology improvements and professional development.

Below are some of the projects that we've funded in western Pennsylvania:

- Clinical eCompanion (<http://ecompanion.pitt.edu/>), which was developed by HSL librarians, is a point-of-care information tool that links health professionals who do not have access to costly subscription databases to free and reliable e-resources for clinical decisionmaking and patient education.

- The Family Table is a program of Focus on Renewal, a community-based organization in McKees Rocks. Families attend together and learn how to prepare healthy meals. NNLM MAR funding supports integration of MedlinePlus (<https://medlineplus.gov/>) information on food safety, nutrition and healthy meal planning into adult and children's activities.

- Advance African Development has developed and implemented an interdisciplinary health literacy program in Pittsburgh Public Schools over the past three

years. The program is integrated into the schools' health curriculum and includes not only training on MedlinePlus but also experiential and community service projects to promote health equity and exposure to health careers.

- Allen Place Community Services is providing health promotion services to underserved populations living on Pittsburgh's North Side, as well as in Clairton and Monessen. Along with their blood pressure screenings and lifestyle mentoring, participants are trained on how to find reliable health information on the internet.

- Through partnerships with the local YMCA of Greater Pittsburgh and the University's Clinical and Translational Science Institute, a six-week science outreach program offered low-income, underserved youth an opportunity to learn about science, research and health.

To learn more about the NNLM MAR, visit our website at <https://nmlm.gov/mar>. ■ *Barbara A. Epstein is the director of the Health Sciences Library System in addition to serving as the director of the NNLM-MAR.*

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Pitt finishing 10-year facilities plan

The University is putting the finishing touches on a new 10-year facilities capital plan that includes \$1.6 billion in strategic high-priority projects for which funding has been identified.

The University's current capital plan spans fiscal years 2007-18. (See May 17, 2007, *University Times*.) That plan, initially \$1 billion, has grown to \$1.5 billion over time, said Scott Bernotas, associate vice chancellor for Facilities Management.

Overall, the new plan includes 139 projects totaling \$3.5 billion. In addition to the \$1.6 billion in funded projects, it outlines \$1 billion in projects based on prospective funding streams, such as gifts, and \$900 million in deferred projects that could be undertaken if money is available.

The plan was presented to Pitt trustees last month and will be released following approval by the chancellor, Executive Vice Provost David DeJong said in a presentation to the University Senate plant utilization and planning committee last week.

Details on timing and funding for projects slated for the first three years of the plan are being finalized. That work should be complete by the end of April, DeJong told the *University Times*.

Among the first projects:

- A new building, One Bigelow, currently a surface parking lot on the site of the former Syria Mosque. (See March 3, 2016, *University Times*.)

University Times.)

"We're in a conceptual brainstorming phase" in plans that include a home for the new School of Computing and Information, DeJong said. "We're thinking about a vision for that building; what it needs to achieve. Broadly we know that it needs to help enhance our aspirations in data-intensive research and teaching," he said, adding that long-term plans for the Information Sciences building will hinge on One Bigelow construction.

- A Hillman Library annex is in the design phase, with construction set to begin next year. The addition initially will provide swing space during library renovations (Nov. 23, 2016, *University Times*), and eventually could house the Center for Creativity and other student-life enhancements.

- A Posvar Hall annex that will aid in the plan to cluster the social sciences together. The planned 80,000-square-foot addition will face Bouquet Street, DeJong said.
- Salk Hall renovation.

The plan was developed after a conditions assessment of every University building across Pitt's five campuses and a University-wide survey of units' anticipated needs over the 10-year horizon, DeJong said.

Projects, all of which had to align with the University's strategic plan, were prioritized as either "mission critical," "nice to have"

Curious about construction tape on campus? Wondering what's behind that barricade?

Facilities Management has created an interactive map with details on construction and renovation work on and around the Pittsburgh campus.

Click on a highlighted building or area to learn what's happening and when.

The map, currently featuring 32 projects, will be updated on a rolling basis, says Scott A. Bernotas, associate vice chancellor for Facilities Management.

Check out the new tool at:

<https://www.google.com/maps/d/viewer?mid=1pYfzVYkfrdFTvsJFS0Ub6Xpbjk&ll=40.4422241995212%2C-79.95755525959816&z=16>

or "aspirational," he said.

The plan is designed to be dynamic and subject to revision, he said, noting that at least two mid-term re-evaluations are expected.

"We're not going to put this thing on the shelf and pick it up 10 years later. We're going to systematically come back and review progress."

DeJong said 60 percent of the new plan's \$1.6 billion in priority projects are for education and general (E&G) projects; 24 percent are for preservation; 9 percent are auxiliary projects; 5 percent are regional campus projects; and 2 percent are for the School of Medicine.

Among the core elements are:

- Creating space for the new School of Computing and Information.

- Growing new research capacity and the Innovation Institute.

- Expanding capacity and consolidating social sciences disciplines in the Posvar Hall/Sennott Square area.

- Expanding space for engineering and the applied sciences.

- Preserving and renewing existing facilities.

- Enhancing student life and recreation.

Outside-the-classroom amenities for students, "including academic support, health and wellness, housing, food service and recreation," are a major need, DeJong said.

- Renewing and expanding facilities for the School of Medicine and other Health Sciences schools. DeJong singled out Victoria Hall and Salk Hall as high priorities in the plan.

—Kimberly K. Barlow



Frank Wilson is running unopposed for a third term as Senate president.

Senate elections to begin April 4

University Senate elections will be conducted electronically April 4-19. To vote, faculty should go to my.pitt.edu.

All three officers are running unopposed: Frank Wilson, Pitt-Greensburg/sociology, president; Robin Kear, University Library System, vice president; and Cindy Tananis, education, secretary.

The following faculty members are running for election to Faculty Assembly:

- Humanities (2 vacancies): Dawn Lundy Martin, English.

- Natural sciences (1): Erica McGreevy, biology.

- Social sciences (2): Meri Long, political science; John Stoner, history.

- Business (1): Paul Harper.

- Education (1): Heather Bachman.

- Law (1): Anthony Infanti; Susanna Leers.

- Computing and information (1): Alexandros Labrinidis; Kostas Pelechrinis.

- Dental medicine (1): Seth Weinberg; Adriana Modesto Vieira.

- Health and rehabilitation sciences (1): Kevin Conley.

- Health Sciences Library System (1): Julia Dahm.

- Medicine (3): Carey Balaban; A. Murat Kaynar; Ergin Kocylidirim; Maria Kovacs; David Salcido; Alexander Spiess.

- Nursing (1): Christine Feeley; Rob Kaufman; Cecelia Yates.

- Pharmacy (1): Shilpa Sant.

- Public health (1): Jeanine Buchanich; Mackey Friedman.



Among the first projects listed in Pitt's new 10-year facilities plan are Salk Hall renovations and annexes for both Posvar Hall and Hillman Library.

Also at the top of the priority list is a new building, One Bigelow, planned for the surface parking lot on the site of the former Syria Mosque.



Sexual assault awareness events set

Hundreds of T-shirts decorated by Pitt students, faculty and staff will be on display April 13 as sexual assault awareness month events conclude on the Pittsburgh campus.

The creations are a tangible display of support for Pitt's part in the It's on Us movement (itsonus.org), a national campaign to eradicate sexual assault and harassment on college campuses.

The It's on Us T-shirt project has provided a creative outlet for allies as well as for those who are survivors of rape or sexual assault. Some designs focus on issues such as consent, others aim to raise awareness of the frequency of sexual assaults on college campuses. Others depict individuals' own experiences with non-consensual actions or assault, said Alia Gehr-Selover who, with fellow Student Health graduate assistant Greg Valdisera, coordi-

nates Pitt's It's on Us campaign.

Throughout the year, members of the Pitt community have gathered in the Center for Creativity, residence halls, departmental offices and other venues to decorate shirts. The sessions foster conversation and sharing, all while raising awareness of the resources available on and near campus.

Kristy Rzepecki, senior Title IX and diversity specialist in the Office of Diversity and Inclusion, noted that conversations shared in those forums are not subject to reporting.

A final T-shirt project drop-in session is set for 2:30-4 p.m. today, March 30, in the Center for Creativity on the lower level of the University Store on Fifth. Pitt ID is required.

It's on Us task force members also will facilitate T-shirt project events for campus groups; or

individuals can arrange with organizers to decorate a shirt in the Student Health Service office during business hours. (Contact the coordinators at aag56@pitt.edu and gjv3@pitt.edu for details.)

The It's on Us unveiling event is set for 1-5 p.m. April 13 on the William Pitt Union patio and lawn (in the Assembly Room in case of inclement weather).

City of Pittsburgh Mayor Bill Peduto and Pam Connelly, vice chancellor for diversity and inclusion, will speak.

In addition to the T-shirt display and musical performances, campus and community organizations will provide activities 1-4 p.m.

Displays will include information for faculty and staff on their role in reporting under Title IX, as well as on how to access resources

CONTINUED ON PAGE 4

Bibliometrics workshop precedes Senate session

Administrators should not consider bibliometrics while evaluating a faculty member, cautioned Berenika M. Webster of the University Library System in a March 14 presentation to faculty.

In "What Bibliometrics Tells Us About the Research Enterprise," a precursor to yesterday's Senate plenary session, Webster and Andrea Ketchum of the Health Sciences Library System discussed the value of quantifying scholarly work based on publication citations and fielded questions from faculty.

"You should not use these types of tools to evaluate individual performance. These are great to show you a discipline and how it changes and what is happening within a discipline," said Webster. "When it comes to 15 publications by one person, you don't even have statistical power behind it. You should not be doing any analysis of a set less than a hundred probably."

The video of the workshop can be viewed at www.univsenate.pitt.edu/plenary-session-ay-2016-2017.

The presentation provided material that was expanded on at yesterday's Senate plenary session, "The Role of Research Metrics in Faculty Evaluation." Plenary session coverage will be published in the April 13 *University Times*.

—Katie Fike

Provost looking at recommendations from Senate on part-time NTS faculty

A provost's committee is being formed to examine ways to implement University Senate recommendations for part-time non-tenure-stream faculty.

Provost Patricia E. Beeson told Senate Council that she has appointed Laurie J. Kirsch, vice provost for faculty affairs, development and diversity, to head the committee. Additional members have yet to be named, Kirsch told the University Times.

Following Faculty Assembly's approval earlier this month (*March 16 University Times*), Council on March 22 endorsed the Senate ad hoc committee on part-time non-tenure-stream (PT NTS) faculty's report, which called for changes to practices in the areas of transparency, seniority and compensation.

Among the more than a dozen recommendations were: standardizing hiring practices and providing orientation; ensuring that PT NTS faculty have access to IDs and necessary resources; and providing performance reviews for recurring PT NTS faculty.

The committee also recommended setting a minimum pay level of \$4,000 per three-credit course for instructional faculty on all campuses; extending contract lengths when ongoing needs are foreseen; and providing some compensation when a scheduled course is canceled.

In her comments to Senate Council, Beeson commended the ad hoc committee's efforts. "This is a committee that's worked really quite well over the last four years in a really wonderful way to bring the issues forward and to address them in a constructive way," the provost said, thanking the com-

mittee leaders, administrative liaisons and members for their work.

The Senate's anti-discriminatory policies committee (now the equity, inclusion and anti-discrimination advocacy committee) gender subcommittee initially took up a review of conditions for Pitt NTS faculty.

Following the subcommittee's report in 2012 (*Jan. 10, 2013, University Times*) Faculty Assembly authorized the formation of an ad hoc committee to analyze University policies and procedures related to full- and part-time NTS faculty. (*See Sept. 12, 2013, University Times.*)

Given the complexity of the issues, the ad hoc committee, headed by Senate past-president Irene Frieze, soon chose to limit its initial focus to an investigation of full-time NTS faculty issues.

The committee issued a report in February 2015 that, in part, called for more clarity and consistency in policies for NTS faculty as well as career paths and incentives to promotion. (*See Feb. 19, 2015, University Times.*)

Changes have ensued. Among the efforts: the University has increased fulltime and multi-year contracts for NTS faculty and has made longtime NTS faculty eligible for emeritus status.

Staff Association Council Vice President of Public Relations Andy Stephany, a SAC representative to Senate Council, expressed support for the latest recommendations but voiced concern about the lack of staff representation on the ad hoc committee that developed the report.

In a prepared statement to the council, he said: "Overall the staff council is excited about and

in favor of the recommendations by the Senate ad hoc committee on non-tenure-stream faculty. These recommendations address issues that those Pitt staff members who are in regular contact with the part-time non-tenure-stream faculty witness and confront on a regular basis.

"We're particularly supportive of the call to improve timely and consistent access to University resources, improve communication and overall making the experience of PT NTS faculty more consistent across the University. The staff council philosophically and wholeheartedly agrees that addressing issues, including transparent fair compensation policies for those Pitt employees who perform essential tasks, will elevate the overall University community.

"We have had some staff concerns expressed over implementation of these recommendations. Therefore the Staff Association Council looks forward to continuing to represent the voice of staff in this matter, particularly for those who provide administrative, budgetary and other support at the school, department and unit levels for PT NTS faculty as we move these recommendations forward into specific actions."

The full report and recommendations on PT NTS faculty can be viewed at www.utimes.pitt.edu/documents/PT_NTS_fac_recommendations.pdf.

The Feb. 10, 2015, report on NTS faculty issues can be viewed in the documents section of the committee's page at univsenate.pitt.edu/committees/ad-hoc-committees.

—Kimberly K. Barlow ■



2 commencements planned

Pitt will have two commencement ceremonies this year.

In a departure from past years, in which only doctoral degree candidates were recognized individually, separate ceremonies are planned to permit undergraduates to be recognized individually as well. Graduate degrees will be awarded in a ceremony at 4 p.m. April 29; the undergraduate ceremony is set for 1 p.m. April 30, both at the Petersen Events Center.

Chancellor Patrick Gallagher told Senate Council March 22: "This gives us the chance to have a much more personal emphasis for all the students who are participating."

Details are at www commencement.pitt.edu. ■

SAC is developing release time policy

The Staff Association Council (SAC) is working on what it calls a volunteer and community service approved absence proposal to help govern how and when staff members can get time off for service projects, including such University-promoted events as the recent Pitt Day in Harrisburg.

At the group's March 15 meeting, SAC Executive Vice President Lindsay Rodzwick asked SAC members whether it was easy for them to secure official time off for Pitt Day in Harrisburg.

"I was told my time would be better spent in the lab," one SAC member volunteered.

SAC parliamentarian Fiona Seels said: "It would be useful for us to know how many people got pushback."

Added Alex Toner, chair of SAC's external relations committee: "If the University encourages us and wants us to attend events like that, if we get pushback... that's contradictory."

SAC is in the midst of both revising its work and rebranding itself, from its logo to the manner in which it involves staff on regional campuses. As part of this effort, Seels said the organization would begin soliciting ideas on "how to improve channels of communication for staff who want to impact the University" beyond their jobs, including "things that might affect your building but go beyond your unit."

She noted that there seems to be more incentives for faculty to work across departments, using their deans and the Provost's office as a conduit.

"How can we provide staff more ways to share great ideas and get action?" she said. "This is going to be an ongoing topic."

One SAC member, who suggested more campuswide software training and user groups, noted that she doesn't know many other people with her job title, "but wouldn't it be great if I did?" ■

In other SAC news:

- SAC has begun urging the administration to set a larger cost-of-living increase for faculty and staff salaries. In its March 22 report to Senate Council, SAC pointed to the Bureau of Labor Statistics' January inflation figure of 2.5 percent and said: "It is our hope that this year's maintenance increase can come closer to matching the current inflation rate to help staff to continue to make ends meet and not fall behind by continuing their careers at Pitt."

- At the suggestion of a SAC member, the organization also is considering urging the administration to allow staff the choice to be paid monthly or twice a month.

- SAC's April 18 brown bag seminar on women in the workplace will feature a panel discussion in the William Pitt Union Assembly Room, noon-1 p.m.

- SAC is gearing up for its next officer elections, which will see its largest change in years, since SAC bylaws dictate that long-time president Rich Colwell is not eligible to run. The election process begins in April with open positions being announced. Nominations from among the membership then will be accepted until SAC's May meeting. Online voting tentatively is set to take place between the end of May and SAC's June 14 meeting, when the results will be announced.

- SAC's spring assembly noon-4 p.m. May 23 will focus on diversity and inclusion. Vice Chancellor for Diversity and Inclusion Pam Connelly will speak, and the event will include breakout sessions as well.

- SAC is taking online applications for the 2017 Staff Professional Development Award in honor of retired HR Vice Chancellor Ronald W. Frisch through April 7 (<http://sac.pitt.edu/staff-professional-development-award-honor-ronald-w-frisch>). This will be the first time the award is offered.

—Marty Levine ■



Sexual assault awareness events set

CONTINUED FROM PAGE 3

themselves, Valdisera said.

Signatures can be added to a quilt that will hang in the Student Health Center and Pitt's It's on Us paper chain (*March 3, 2016, University Times*) will be on display.

Those who have decorated a T-shirt will be able to collect their shirt after 4 p.m.

The event will conclude with a march around the Fifth-Forbes Avenue block outside the Union.

Additional details will be posted at titleix.pitt.edu.

Faculty and staff are welcomed, Rzepecki said. "Seeing familiar faces can be encouraging

if something should happen," she said, adding that students may feel safer disclosing harassment or assault to someone they recognize as a supporter from such events. ■

Related sexual assault awareness month events include:

- "Queering Religion," a panel discussion on the intersection of religiosity and queer identity, sponsored by the Department of Religious Studies. The event is set for 6 p.m. today, March 30, in the Humanities Center, 602A Cathedral of Learning.

- "Talk Dirty to Me," a discussion of conversations on consent,

sponsored by Students Engaging in Conversations about Consent and Sexuality and Sexual Assault Facilitation & Education. The event is set for 7 p.m. April 4 in 548 William Pitt Union.

- A candlelight vigil in support of sexual assault survivors, coordinated by the Office of Sexual Harassment and Assault Response and Education and the Title IX office, is set for 7-8:30 p.m. April 6 on the Cathedral lawn.

For help or to report an incident of sexual harassment or assault, visit share.pitt.edu.

—Kimberly K. Barlow ■

Pitt employees advised: Lead where you are

Jim Earle, assistant vice chancellor for business, preached the gospel of “leading where you are” at the March 23 Staff Association Council-sponsored workshop.

The former assistant athletic director, using many anecdotes from the world of sports, coupled with views on leadership by everyone from John Quincy Adams to modern motivational speakers, aimed to show that leadership “is central to the process of any organization. We have to have leadership throughout the organization.”

The culture of an organization — essentially the collective attitudes of the people within a business toward the business’s mission — governs how well people respond to leaders, Earle noted. And leadership is embodied in a person’s actions, not bestowed on anyone by a title. He cited a quote from Adams, the sixth U.S. president: “If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

How can Pitt employees lead where they are?

Earle illustrated seven principles:

- First, knowing yourself is essential. “We have to be secure in who we are to be an effective

leader,” Earle said.

“Yet it’s really tricky,” he added, displaying a leadership definition from successful marketer and motivational speaker Jim Rohn: “The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.”

“It’s easy to talk about our strengths,” Earle noted, but equally important to know your weaknesses.

- His second principle: “Bring enthusiasm to everything you do.”

Earle said he was surprised to read Microsoft founder Bill Gates explain, in an interview, that his strength was not proven by creating companies or designing computer programs, but instead demonstrated when he shared his enthusiasm with people.

“He got so many people excited about his vision and his passion that it allowed them to create this amazing organization,” Earle noted.

He suggested Pitt employees can be leaders in their offices by displaying their own enthusiasm for the University through the way they communicate — the energy, passion and positivity they show in their work.

- Being positive and focusing on strengths form Earle’s third principle.

“When we lose — and we all lose at times — how we think at those times determines how we’ll recover,” he said. He suggested employing the power of positive recognition in Pitt offices: “How often in our workplace do we look for the negative? Let’s try to look



Jim Earle was the speaker at the March 23 Staff Association Council workshop on leadership.

for the things we’re doing right and recognize those” actions as a way of encouraging the continuation of such behaviors in the future.

- “Care unselfishly” is Earle’s fourth leadership ideal.

“Too often in our society we associate caring by a leader as showing weakness,” he said. “Do the people you lead know that you care about them? ‘We’re lucky we have you on our team’ — have you said that? It’s easy to show the boss you care. But do you show you care to everybody in the organization?”

“Who is doing their job every day and maybe not getting the recognition?” he asked. “Reach out to them and thank them for what they do. Even the toughest people want to know that you care. When we care unselfishly, it has an amazing impact on people’s lives.”

He exhorted the crowd to celebrate successes together at work, and especially to listen to coworkers’ ideas: “Let them express their thoughts, opinions and views. And when you understand them, and only when you understand them, is it time to express your views.”

- A workplace culture that is not friendly to being led in productive directions will always defeat any supervisor’s strategic planning, he cautioned; hence his fifth principle: “Be a culture champion.”

“Let’s try to be allergic to mediocrity,” Earle said. “Give it a week. I’m going to be better today. I’m going to strive for excellence. Why not?”

He also recommended building trust among office colleagues by being helpful: “Culture champi-

ons put the team first and it’s team needs that have to take priority.”

- “Be persistent and persevere,” the sixth principle, requires building bridges among colleagues, he explained. “Those who lead where they are,” he said, “reach out and connect and make other people feel better. It’s going to be hard. You can never give up.”

- Finally, he said, “Choose happiness.”

Earle recalled a trip to Miami. When the Super Shuttle pulled up to take him from the airport to his hotel, out jumped the driver, Omar Hernandez, who welcomed Earle to the city with an enthusiastic introduction and a strong handshake.

Earle was the only person on the shuttle and saw Hernandez studying him in the rearview mirror. Then Hernandez spoke up: “You seem like a happy guy,” he said. Earle replied that he saw it in Hernandez, too.

“Tell me, what’s your secret?” Earle asked.

Hernandez replied: “When I wake up in the morning, I look in the mirror and say, no matter the traffic, no matter how bad my customers may be, they can’t touch my happiness.”

Earle learned that Hernandez had lost a lot of money in real estate during the recession, making his current job a bit of a comedown.

“Omar did not want to be driving the Super Shuttle,” Earle said, “but he’s the best Super Shuttle driver the world has ever seen. Leaders who lead where they are choose positivity.”

—Marty Levine ■

Psychologist now dedicated to faculty needs

CONTINUED FROM PAGE 1

Oerkvitz says. “Also, we can look at additional resources that can be helpful to them,” either on campus or elsewhere in the community.

If a faculty member is struggling with work-life balance, Oerkvitz may even suggest inviting his/her spouse to join a session. “Sometimes having a third party available helps a couple be able to talk to each other,” she says.

“We’re excited about making our services fit more specifically with faculty needs,” she adds.

Tom Koloc, senior account manager at LifeSolutions, has been part of the group meeting for the last several months to institute this move, prompted by the mental health and wellness task force of the University Senate benefits and welfare committee. Koloc says the move is both significant and welcome:

“We’ve always seen the faculty as an important population to target our services for and this has been a great new opportunity,” he says. Oerkvitz “has a wealth of experience working with the University of Pittsburgh and the issues with which faculty and staff present.” He was particularly happy that faculty leadership already has expressed interest in receiving presentations about services for faculty: “We want to help leadership with enhancing their awareness of our program and then taking full advantage of the services we provide.”

Two Pitt faculty members,

speaking on condition of anonymity, told the University Times that faculty work has its own unique issues, and that having a mental health counselor dedicated to faculty would be welcome.

The first faculty member, who is involved in research, says balancing work and the rest of life always has been a concern: “For faculty, it’s always kind of not enough,” he says of his duties. “You always need to get more grants, publish more papers...”

He adds: “Your job security is not necessarily based on your performance as a researcher. The strategy of becoming successful as a faculty member is not really clear.” Accumulating accomplishments in one area of the faculty triad — teaching, research and service — may be seen as too narrow to signal successful job performance, while being somewhat successful in all three facets may be not be viewed in the best light either, he says.

This has caused stress in his life. “Because the expectations are so vague, I think it puts a strain on your personal life as well, because when you get home you’re thinking: What if I can squeeze another half an hour in?”

He has sought assistance from other faculty, which has been “some help, but not a hundred percent. The big challenge is to figure out how much work is enough, when to stop, when to seek out another opportunity.”

Would he see a psychologist

who understood faculty issues? “It would be a help, as long as I know that the whole thing was confidential and my seeking help would not be public knowledge.”

He isn’t aware of any fellow faculty members currently seeking help from a counselor, although of course that may be happening in private. “It might be viewed as a sign of weakness,” he explains — even to the faculty member himself. “You are dealing with people who are highly educated: You can’t figure out your own problems? How can a therapist help you out?”

“This is where the upper management of research schools should be concerned,” he adds. “Due to the stress, a lot of talented people drop out. It’s concerning, because the success of Pitt is in the people they attract.”

The second faculty member noted: “As a faculty member, you are very motivated, very driven, so more stress is self-induced. I had to put a lot of things on my plate.”

Some faculty responsibilities were his choice, he says; others were not. “If you are in a posi-

tion to manage a big project, you always have to deal with lots of different personalities. And if it is something you are learning at the same time...”

Plus, he notes, faculty often need to work toward promotion: “Junior faculty have the additional challenge of not necessarily being able to say no if they are asked to do something. There is increasing responsibility for what faculty need to oversee and do.

“Being faculty is not a 9-5 job,” he adds. “It suits me. But it may be challenging because of that to find a work-life balance. It is easy to do more. If I go home I don’t close the door on my work.”

And he has been reluctant to talk about work issues with his spouse or friends. “You don’t want to overburden them. And you may have something confidential that you cannot share with people.

“I really needed to do something, take ownership and take control of what was going on in my life.”

Twice he has sought help from Pitt’s employee assistance program to cope with the stress

concerning work-life balance, hoping to get unstuck from his previously unsuccessful attempts at coping on his own, and to discuss fresh strategies for managing the situation.

“That was extremely helpful to have a third-party that I can share confidential information with,” he said. “I can go into great detail about the situation ... and rehearse with their communication strategies.”

He also recently completed stress coaching over the phone via the UPMC MyHealth@Work, the new walk-in clinic on the Pittsburgh campus. “That was very helpful too. It gives you a variety of stress management coping skills you have a chance to practice, reflect on and decide which works for you.”

He can see himself consulting the LifeSolutions psychologist if the pressures of faculty work again seem to overwhelm: “If this person has specific insight into faculty life and issues that faculty deal with — we are a different animal, or we like to think of ourselves as different — I would ask for her [aid] to seek out help next time.

“Depending on your cultural background, it may be difficult to admit you need help, to reach out to a psychologist,” he admits. “It was a difficulty for me several years ago. But once I learned about the resources that are available, I am a big advocate for it.”

—Marty Levine ■

Faculty who want to schedule a meeting with UPMC LifeSolutions’ Sue Oerkvitz can do so by calling 866-647-3432 or going online at www.pitt.edu/lifesolutions. Oerkvitz will be available to meet for one-six sessions in her University Center office. Together, she and the faculty member can explore issues of central concern and devise a plan to ease the situation.

Pitt goes to Harrisburg



The March 21 Pitt Day in Harrisburg event drew nearly 150 students and 400 faculty, staff and others, Chancellor Patrick Gallagher reported at the March 22 Senate Council meeting. Pitt supporters traveled to the state capitol to influence state lawmakers and tell their own University of Pittsburgh stories.

“The tone was quite positive, I would say. The outlook seemed to be positive,” the chancellor said.

“We spent a lot of time talking about the opportunities for the University to make a difference in the state, particularly in the areas where Pitt can play a unique difference.”



At right: Kenny Donaldson of Alumni Relations in the Office of Institutional Advancement addresses the Pitt delegation in the capitol rotunda as Chancellor Patrick Gallagher looks on.

Below, left: Provost Patricia E. Beeson.

Below, right: Rep. Jake Wheatley Jr. meets with a group of Pitt supporters.

Bottom, left: Others in the Pitt delegation meet with Sen. Guy Reschenthaler.

Bottom, right: Members of the Pitt delegation talk in the capitol rotunda. From left are Andy Stephany, Department of Medicine and vice president of public relations for the Staff Association Council (SAC); Alex Toner, University Library System Archives Service Center and chair of SAC's external relations committee; Ed Galloway, Archives Service Center; and John Wilds, Community and Governmental Relations.



Photos by Monica Synett/Photographic Services

Solving health problems requires more than health care, CRSP speaker says

“Health doesn’t happen just in hospitals and doctors’ offices,” said social scientist Jason Q. Purnell during his March 13 presentation at the Center for Race and Social Problems. The basic conditions of life in our poorest communities must be improved to create healthier behaviors and increase life expectancy there, he said — and that won’t happen “without changing the context in which that behavior happens.”

Health care, Purnell added, thus may not be the primary remedy for America’s health problems.

A psychologist teaching public health in the Brown School of Social Work at Washington University at St. Louis, Purnell outlined his research project, dubbed For the Sake of All (FSA), as he spoke on the topic “Translating Evidence Into Action for Community Health.”

FSA, begun in 2013 and still producing results, looks at social disparities and the social determinants of health: the conditions in which people are born, live, work and play. Our culture and political decisions also affect the health of communities, he pointed out.

Purnell displayed an FSA-created map of life expectancy at birth by ZIP code in St. Louis County, which contains the city of St. Louis and 89 other municipalities. The county includes Ferguson, Missouri, site of the 2014 police shooting of Michael Brown, which began a series of nationwide protests that centered on racial inequalities. Purnell compared the residents of ZIP code 63106 in the northern part of the county with residents of 63105, near Washington University. The two places are separated by less than 10 miles, but residents of the area surrounding the university have 18 more years of life expectancy than the poorer area to its north.

He calls this “the geography of inequality.” ZIP code 63106 is 95 percent African American and they have one-sixth the median income of the 63105 residents. “These might as well be different

worlds,” Purnell said. “And just more and better health care is not going to fix these gaps.”

“Conscious decisions, both historically and in the present day, created this reality,” he noted, citing practices promulgated by real estate dealers and mortgage lenders at banks as only the latest manifestation of racial separation in the U.S. Today the St. Louis metropolitan area is among the top 10 most segregated regions in the U.S. Cardiovascular disease death rates and cancer mortality rates follow this same segregation map, with higher rates in places where more poor African Americans live.

In fact, Purnell said, another study of American life expectancy 2001-14 found that the richest people live longer than the poorest. While this might be expected, the study also found that life expectancy continues to rise as income increases, all the way from the bottom to the top of the scale.

The study also showed that, among people in the lowest quartile of income, there was a great degree of variation in longevity depending on such health factors as obesity and smoking — but also simply on where people lived.

A gap also can be seen between those of different education levels, with college graduates gaining one and a half years of life expectancy.

“Education is one of the strongest ... predictors of health outcomes that we have,” he noted. “But education is not enough.” Nationally, an African-American woman with a college education — even through graduate school — is still more likely to deliver a low birth-weight baby than a white woman with only a high school education.

In St. Louis County, he said, that translates into an infant mortality rate that is three times higher among African Americans.

Using FSA data, he said, 500 of the 3,000 deaths in St. Louis County in 2011 can be attributed to social determinants of health among African Americans 25 years and older who had higher

rates of poverty and less than a high school education. □

Researchers and academics knew about such social determinants of health prior to the FSA study, Purnell said. But they haven’t been able to communicate such facts to the public in ways that spark action.

He believes there is thus a need for civic education to influence policymakers and aid social service organizations in directing their missions toward the right solutions on the ground. The FSA project therefore has not only focused on determining what and where health disparities are found, he said, but on devising better ways to communicate these findings.

“Academics aren’t always the best at this kind of strategic communication,” he admitted — but policymakers aren’t reading academic papers.

Instead, FSA has focused its outreach to engage with people in its local communities — both those affected by the disparities and those who may not think they are involved at all.

“Treating community members as co-equals in the design, development and dissemination of public health projects” is vitally important, he added: “We’re not going to solve complex public health problems with a single organization.”

Don’t just catalog the latest health disparities, he recommended: “Actually getting into communities and implementing strategies or solutions that help move the needle” also is crucial.

Policymakers are most easily swayed by a narrative that stresses concrete community improvements that might come if health disparities are addressed, Purnell said. “It’s important not just to tell a moral story, but to tell an economic story. If the moral story would have held sway, we would have solved the problem by now.”

Thus, in reported FSA results he emphasizes a \$4 billion impact that would come to the local economy if more African Americans graduated from high school and

spent more money on everything from groceries to housing. “The business and policy people, their ears begin to perk up,” he said. FSA reports also emphasize a \$65 million savings in health care, including mental health care, that would come from local black communities fostering better lives.

Among the FSA’s recommendations are: improving the quality of early childhood development programs; bringing health intervention programs to schools, along with programs to improve students’ mental health, nutrition and physical activities; investing in quality neighborhood services such as grocery stores, banks, parks and affordable and safe housing; and expanding chronic disease prevention and management.

The 2014 Michael Brown shooting in Ferguson brought the FSA’s conclusions much greater attention than Purnell had expected: “Suddenly this work takes on broader promise. People are looking to our data to find out what happened and why it happened.”

Still, he said: “Did any of this matter, is the question. Will messages reach intended audiences?”

Can community members be engaged, mobilized to respond to this information?” And will practices and policies change?

Thus, marketing has become Purnell’s emphasis since the FSA issued its first policy papers. FSA representatives have met with more than 200 St. Louis groups as well as local officials. They have produced a website and videos to promote their results and recommendations, and are active on social media. They’ve used the FSA recommendations to form different local discussion groups, as well as “action tool kits” for community groups to use, and now are creating groups to strategize implementation of FSA recommendations.

A balance of black and white people, reflecting St. Louis County demographics, has been involved in such efforts, he said. Even the local commission charged with reporting on the Ferguson shooting said the FSA was valuable in helping reach its conclusions, Purnell noted.

Although it is still too early to measure results from the FSA, he concluded, “we believe we’re reaching the intended audience.” —Marty Levine ■



Jason Purnell delivers the March 13 lecture at the Center for Race and Social Problems. Mike Drazdzinski/Photographic Services

Faculty win science center 2017 awards

Seven Pitt faculty members are among the 2017 Carnegie Science Awards honorees:

- **Kevin P. Chen**, the Paul E. Lego Professor in Electrical Engineering in the Swanson School of Engineering’s Department of Electrical and Computer Engineering, is the winner in the Innovation in Energy category.

- **Alex Jones**, faculty member in the Swanson school’s Department of Electrical and Computer Engineering and director of the computer engineering program, is the winner in the Innovation in Technology category.

- **John Kellum**, faculty member and vice chair for research in the School of Medicine’s Department of Critical Care Medicine, director of the Center for Critical Care Nephrology and director of the Center for Assistance in Research Using eRecord, is the winner in the Life Sciences category.

- **Chandralekha Singh**, faculty member in the Dietrich School of Arts and Sciences Department of Physics and Astronomy and director of the Discipline-based Science Education Research Center, is the winner in the University/Post Secondary Educator category.

- **Kara Bernstein**, faculty member in the Department of Microbiology and Molecular Genetics, received an honorable mention in the Emerging Female Scientist category.

- **Emily Elliott**, faculty member in the Dietrich School’s Department of Geology and Environmental Science, received an honorable mention in the Environmental category.

- **Peyman Givi**, Distinguished Professor of Mechanical Engineering and Materials Science, the James T. MacLeod Professor and co-director of the PhD program in computational modeling and simulation in the Swanson school’s Department of Mechanical Engineering and Materials Science, received an honorable mention in the University/Post-Secondary Educator category. □

Carnegie Science Center established the awards program in 1997 to recognize and promote outstanding science and technology achievements in western Pennsylvania.

Winners will be honored May 12 at the Carnegie Music Hall in Oakland. ■

RESEARCH NOTES

Inclusive campuses may lower sexual assault risk

Students who perceive that their college campus is more inclusive and welcoming of sexual- and gender-minority people have lower odds of being victims of sexual assault, according to a study led by the Graduate School of Public Health that was published in *Journal of Interpersonal Violence*.

In a complementary study, the researchers found that some minority groups are at considerably higher risk for sexual assault in college than peers in majority groups. Published in *Prevention Science*, it is among the first analyses to explore how populations with intersecting minority identities have varying risks of sexual assault victimization.

Said **Robert Coulter**, a doctoral candidate in Pitt's Department of Behavioral and Community Health Sciences and lead author of both studies: "Despite the formation of the White House task force to protect students from sexual assault in 2014, few interventions have been shown to be effective in preventing such assault. Even fewer interventions are tailored for racial and ethnic minorities, and not one intervention has been evaluated with sexual- and gender-minority people. Our studies highlight the need for college prevention and treatment programs to focus efforts on sexual, gender, racial and ethnic minority groups."

Coulter and his team analyzed surveys completed by 71,421 undergraduate students from 120 U.S. post-secondary institutions in 2011-13, and found:

- Non-transgender women had nearly 150 percent greater odds of being sexually assaulted in the previous year than non-transgender men.

- But transgender people were at even greater risk: They had nearly 300 percent higher odds of being sexually assaulted than non-transgender men.

- Among non-transgender men, gay and bisexual men had higher odds of sexual assault than heterosexual men, and black men had higher odds than white men.

- Among non-transgender women, bisexual women had higher odds of sexual assault than heterosexual women. Compared with white women, black women had higher odds of sexual assault, while Latino and Asian women had lower odds.

- Among transgender people, black transgender people had higher odds of sexual assault than white transgender people.

"What is particularly unique about this analysis, aside from being one of the largest studies to examine sexual assault on college campuses, is that it provided insights into how sexual assault varies among populations with multiple and intersecting marginalized identities, such as being both transgender and black," said Coulter.

In their other study, Coulter and his team examined surveys completed by nearly 2,000 sexual- and gender-minority undergraduates from colleges in all 50 U.S. states.

Students who perceived that

their campus was more inclusive of sexual- and gender-minority people had 27 percent lower odds of having been sexually assaulted than their peers who felt their campus was less inclusive.

The researchers hypothesize that sexual- and gender-minority inclusive campus climates may embolden bystanders to stop, or attempt to stop, sexual assault of sexual- and gender-minority people. Such campuses also may dissuade perpetrators from targeting sexual- and gender-minority people. Additionally, inclusive campuses may empower people to reduce their likelihood of becoming sexual assault victims by, for example, being cautious when drinking alcohol.

Examples of potential ways to make colleges more inclusive include programs that train faculty, staff and students to be allies for sexual- and gender-minority people; establishing resource centers and student groups for these minorities; and creating/enforcing anti-discrimination policies that protect these groups.

"If sexual assault prevention efforts solely focus on heterosexual violence, they may invalidate sexual- and gender-minority people's assault experiences and be ineffective for them," said Coulter. "To overcome this, existing programs could be augmented to explicitly address homophobia, biphobia, transphobia and racism. And new interventions could be created specifically for sexual, gender, racial and ethnic minorities."

The *Journal of Interpersonal Violence* study included a co-author from Rankin & Associates Consulting. Additional Pitt authors on the *Prevention Science* study were **Christina Mair** and **Derrick Matthews**. Colleagues from Children's Hospital, the Department of Veterans Affairs and Michigan State University also contributed.

This research was supported by the National Institutes of Health (NIH), the Department of Veterans Affairs and Campus Pride.

Tissue regeneration therapies center established

The School of Dental Medicine has received an \$11.7 million grant from the National Institute of Dental and Craniofacial Research (NIDCR) to establish a resource center dedicated to advancing therapies for regenerating damaged dental, oral and craniofacial tissues.

Pitt established the center in partnership with the University of Michigan and Harvard University as part of the NIDCR's Dental, Oral and Craniofacial Tissue Regeneration Consortium. The goal of the consortium is to guide new therapies from the research stages through preclinical studies and into human clinical trials. The center is named the Michigan-Pittsburgh-Wyss Resource Center: Supporting Regenerative Medicine in Dental, Oral and Craniofacial Technologies.

Said principal investigator **Charles Sfeir**, who is associate dean for research and director of the school's Center for Craniofacial Regeneration: "There is

tremendous value in craniofacial regenerative medicine research, and our goal is to create therapies and technologies that help patients. This newly established consortium is dedicated to making the most promising research in this field a clinical reality."

Pitt, Michigan and Harvard researchers joined forces during an initial year-long organizational phase funded by an NIDCR planning grant. The current award provides funding for a second three-year phase, which will consist of researchers evaluating projects based on their clinical and commercial viability. The resource center then will match selected projects with the clinical, scientific, industrial and regulatory expertise necessary to more efficiently translate the research into clinical trials and eventually clinical practice.

Sfeir and **William Wagner**, director of Pitt's McGowan Institute for Regenerative Medicine, are the principal investigators at the resource center in Pittsburgh.

Engineering research seed grants awarded

The Mascaro Center for Sustainable Innovation has selected recipients of its 2017-18 research seed grants from the Swanson School of Engineering:

- "Protein Lithography: A Sustainable Technology for sub-5-nm Nanomanufacturing"; primary investigator is **Mostafa Bedewy**, industrial engineering.

- "High Efficiency Refrigeration and Cooling Through Additive Manufactured Magnetocaloric Devices"; primary investigator is **Markus Chmielus**, mechanical engineering and materials science.

- "Toward Machine Learning Blueprints for Greener Chelants"; primary investigator is **John Keith**, chemical and petroleum engineering.

- "H2P: HydroPonics to Pyrolysis: An Enclosed System for the Phytoremediation and Destruction of Perfectly Persistent Emerging Contaminants in Our Water"; primary investigators are **Carla Ng**, civil and environmental engineering, and **David Sanchez**, civil and environmental engineering.

Physician judgments sound for sepsis

Doctors across 138 hospitals in seven countries shared treatment protocols and harmonized data collection from three clinical trials, resulting in a comprehensive analysis on care for sepsis, the leading killer of hospital patients worldwide. The international evaluation was overseen by physicians at Pitt's School of Medicine, who expect the work to serve as a model for future research on this scale.

When combined, the trials confirm that, even in acutely sick patients, the previously accepted, standardized approach to diagnosing and treating sepsis did not change survival chances. The findings were announced at the International Symposium on Intensive Care and Emergency Medicine in Brussels, and published in *The New England Journal of Medicine*.

Said **Derek Angus**, Distinguished

Professor and Mitchell P. Fink Chair, Department of Critical Care Medicine, and principal investigator of the U.S. trial, the first of the three to be funded: "These results are reassuring because we've already been changing sepsis care based on individual findings from the three trials."

Sepsis arises when the body's response to an infection injures its own tissues and organs, sometimes progressing to septic shock. According to NIH, it may occur in more than a million U.S. patients every year, and — despite best practice — an estimated 28-50 percent of these people do not survive.

In 2008, the U.S.-based "Protocolized Care for Early Septic Shock" (ProCESS) trial, the U.K.-based "Protocolised Management in Sepsis" trial and the "Australasian Resuscitation in Sepsis Evaluation" trial, based in Australia and New Zealand, were launched with federal funding from each country. They were designed to build on a 2001 study of 263 patients at a single Detroit hospital suggesting that early, goal-directed therapy (EGDT) reduced mortality from sepsis by 16 percent.

Before enrolling a single patient, the scientists leading each trial worked together to ensure that their trials tested treatments and collected information in a way that would make the findings compatible. In doing so, the scientists effectively tripled their data, allowing more detailed analyses compared to any single trial.

The combined meta-analysis of the three trials included 3,723 sepsis patients, approximately half treated with "usual care," in which the bedside physician directs the course of treatment based on what he or she determines is best for the patient, and the other half treated with EGDT, which

requires the clinician to follow a protocol that includes placing a catheter called a central line in the jugular vein to monitor blood pressure and oxygen levels, as well as delivery of drugs, fluids and blood transfusions.

The meta-analysis determined that EGDT did not improve patient outcome and increased hospitalization costs when compared with usual care, supporting previously announced findings from the ProCESS trial. In other words, good early bedside sepsis care with therapies matched to severity is key, not the use of a singular protocol.

Said **Donald M. Yealy**, faculty member and chair of the Department of Emergency Medicine and lead author of the previous ProCESS trial publication: "Randomized clinical trials are the gold standard of medicine, but are very difficult and expensive to perform, and are best when merged with data from other trials to get the best picture possible. However, merging such data is a challenge because often the information is not collected consistently across trials. We planned ahead, two years before these three big sepsis trials started, and created an approach allowing each trial to not only stand on its own, but also be able to contribute to a whole that is greater than the sum of its parts."

Other Pitt authors were **Amber E. Barnato**, **Elizabeth Gimbel**, **David T. Huang**, **John A. Kellum** and **Edvin Music**.

This research was funded by the National Institute of General Medical Sciences, the Australian National Health and Medical Research Council, the Intensive Care Foundation, the Alfred Foundation and the U.K. health technology assessment programme of the National Institute for Health Research.



Pre-pregnancy nutrition guidelines not met

Black, Hispanic and less-educated women consume a less nutritious diet than their well-educated, white counterparts in the weeks leading up to their first pregnancy, according to a large-scale analysis of preconception adherence to national dietary guidelines.

The study, published in *Journal of the Academy of Nutrition and Dietetics* and led by Pitt's public health school, also found that, while inequalities exist, none of the women in any racial and socioeconomic group evaluated achieved recommendations set forth by the dietary guidelines for Americans.

Healthy maternal diets have been linked to reduced risks of preterm birth, fetal growth restric-

tion, pre-eclampsia and maternal obesity.

Said lead author **Lisa Bodnar**, faculty member and vice chair of research in the Department of Epidemiology: "Unlike many other pregnancy and birth risk factors, diet is something we can improve. While attention should be given to improving nutritional counseling at doctor appointments, overarching societal and policy changes that help women to make healthy dietary choices may be more effective and efficient."

Bodnar and her colleagues analyzed the results of questionnaires completed by 7,511 women who were between six and 14 weeks pregnant and enrolled in "The

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RESEARCH NOTES

CONTINUED FROM PAGE 8

Nulliparous Pregnancy Outcomes Study: Monitoring Mothers-to-Be,” which followed women who enrolled in the study at one of eight U.S. medical centers. The women reported on their dietary habits during the three months around conception.

The diets were assessed using the Healthy Eating Index-2010, which measures 12 key aspects of diet quality, including adequacy of intake for key food groups, as well as intake of refined grains, salt and empty calories (all calories from solid fats and sugars, plus calories from alcohol beyond a moderate level).

Nearly a quarter of the white women surveyed had scores that fell into the highest scoring fifth of those surveyed, compared with 14 percent of the Hispanic women and 4.6 percent of the black women. Almost half — 44 percent — of black mothers had a score in the lowest-scoring fifth.

The scores increased with greater education levels for all three racial/ethnic groups, but the increase was greatest among white women. At all levels of education — high school or less through graduate degree — black mothers had the lowest average scores.

When scores were broken down into the 12 aspects of diet, fewer than 10 percent of the women met the dietary guidelines for the whole grains, fatty acids, sodium or empty calories categories.

Approximately 34 percent of the calories — or energy — the women consumed were from empty calories. Top sources of energy were sugar-sweetened beverages, pasta dishes and grain desserts. Soda was the primary contributor to energy intake among black, Hispanic and less-educated women. Women with a college or graduate degree consumed more energy from beer, wine and spirits than any other source.

Juices and sugar-sweetened beverages combined for a much larger proportion of vitamin C intake than solid fruits or vegetables for black, Hispanic and less-educated women. The opposite was true for white women or more-educated women.

For all groups, green salad was the only vegetable in the top 10 sources of iron. Green salad and processed cereals were the top two sources of folate for all groups except black women, whose second highest folate source was 100 percent orange or grapefruit juice. Folate and iron are important nutrients for developing fetuses and healthy pregnancies.

“Our findings mirror national nutrition and dietary trends,” said Bodnar, also a faculty member in obstetrics, gynecology and reproductive sciences at the School of Medicine. “The diet quality gap among non-pregnant people is thought to be a consequence of many factors, including access to and price of healthy foods, knowledge of a healthy diet and pressing needs that may take priority over a healthy diet. Future research needs to determine if improving pre-pregnancy diet leads to better pregnancy and birth outcomes. If so, then we need to explore and test ways to improve the diets

for everyone, particularly women likely to become pregnant.”

Hyagriv N. Simhan of Pitt was an additional author on this research. Also contributing were colleagues from RTI International, the Eunice Kennedy Shriver National Institute of Child Health and Human Development, Case Western Reserve University, Northwestern University, Indiana University, the University of California-Irvine, Christiana Care Health System, the University of Pennsylvania; the University of Utah; the University of Texas, Columbia University and Ohio State University.

Funding was provided by Pitt, the Eunice Kennedy Shriver National Institute of Child Health and Human Development, RTI International, Case Western Reserve, Columbia, Indiana University, Northwestern, the University of California-Irvine, Penn and the University of Utah.

Grant to fight county infant mortality rates

The Richard King Mellon Foundation has given \$5 million to Magee-Womens Research Institute and Foundation (MWRIF) for the study of Allegheny County’s infant mortality.

Between 2008 and 2012, 434 infants died in Allegheny County within their first year of life, ranking the county slightly worse than the national average, which is well below global averages for wealthy countries. Additionally, racial disparity in the infant mortality rate is 27 percent greater in Allegheny County than nationally.

Twenty percent of the grant will be dedicated to general research on pregnancy and fetal development, which affects infant mortality, and the remaining \$4 million will be used to expand the Magee obstetrical maternal infant database, which has been collecting patient information from births at Magee since 1995. A biobank also will be created to document tissues and other pregnancy-related specimens.

Researchers from Magee-Womens Research Institute (MWRI) will use the expanded database and biobank to track risk factors for infant mortality, ultimately working to develop a predictive model for infant mortality prevention and clinical interventions.

Said **Yoel Sadovsky**, MWRI director, faculty member in obstetrics, gynecology and reproductive sciences in the School of Medicine and lead investigator on the infant mortality project: “Realizing that the most common conditions associated with infant mortality occur before birth, it is clear that a healthy pregnancy is key to prevention of an infant’s death or disease by a child’s first year of life.”

Pitt and RAND Corporation also received Richard King Mellon Foundation grants of \$725,000 and \$640,000 respectively. These funds will be used to create algorithms that predict or score infant mortality risk. After identifying those at risk, the new tool will enable physicians to connect patients with appropriate and effective interventions tailored to them.

Healthy lifestyle institute formed

The University has established an umbrella organization coordinating internal efforts to improve the health and wellness of society at large.

Said **John M. Jakicic**, founding director of the new Healthy Lifestyle Institute and chair of the School of Education’s Department of Health and Physical Activity: “The institute harnesses the collective efforts of top researchers, clinicians and thought leaders throughout the Pitt community. Bringing these thoughtful minds together under the same umbrella to collaborate and share ideas will potentially make a substantial impact on the well-being of our society.”

Housed within the school, the institute aims to integrate health-related research endeavors from Pitt centers, departments, laboratories and related divisions. University officials envision the institute becoming a leader in the development of behavioral modification interventions, a resource for understanding how lifestyle factors impact health and a model for how universities can communicate internally.

The institute will develop new approaches for modifying lifestyle behaviors that detract from overall health. It will examine how biological factors, such as genetics, influence lifestyle behaviors as well as how these factors impact chronic diseases and negative health outcomes. The institute also will innovate institutional outreach approaches and training measures for health care professionals.

Key to the success of the institute’s mission will be the implementation of new initiatives to enhance research capacity. These initiatives — centers and programs to be installed within various schools — will bring new technologies into Pitt laboratories, improve understanding of biological influences on human behavior and foster collaborative efforts between Pitt and the broader community. Additionally, the institute will forge collaborative pursuits with nonprofit organizations and public schools throughout southwestern Pennsylvania.

An advisory board appointed by the dean of the School of Education will guide the institute’s direction, while an executive committee composed of Pitt administrators will provide governance.



The University Times Research Notes column reports on funding awarded to Pitt researchers and on findings arising from University research.

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

For submission guidelines, visit www.utimes.pitt.edu/?page_id=6807.

Access to infertility services lacking

New research from the School of Medicine shows that nearly 40 percent of reproductive-aged women in the United States — approximately 25 million — have limited or no nearby access to assisted reproductive technology (ART) clinics, which provide services that are vital to many women aiming to become pregnant. Results of the study were published in *Fertility & Sterility*.

While basic infertility evaluations and ovulation induction treatments can be performed by a woman’s obstetrician/gynecologist, advanced procedures such as in vitro fertilization are provided only by more specialized providers in ART clinics. Study authors **John Harris** and **Marie Menke**, faculty members in obstetrics, gynecology and reproductive sciences and Magee-Womens Hospital, together with co-authors from the University of Michigan, used federal data on infertility clinics and where women live to evaluate and assess women’s access to infertility care in the U.S.

Using data from the Centers for Disease Control and Prevention to locate 510 ART clinics in the United States and population data from the 2010 U.S. census, the research team determined that 18.2 million women 20-49 years old — about 29 percent of that population — live in metropolitan areas with no ART clinics. Another 6.8 million women — or nearly 11 percent of those 20-49 years old — live in areas with only a single ART clinic, and are without choice of a provider. The remaining 60 percent of the population, or 38.1 million women, live in census regions with multiple ART clinics, allowing them to seek ART services from a provider of their choice.

“Infertility is by itself a difficult issue for couples to face emotionally and financially,” said Harris. “Based on geography, many couples who are trying to start families may have only one clinic nearby where they seek these services, and many women with infertility do not have any nearby access to these services at all, adding additional anxiety during an already stressful time of life.”

The findings raise additional questions about access to ART services that warrant further consideration and research. It is not known how far patients would be willing to travel for these services, or if the U.S. census metropolitan areas used in the study accurately reflect where patients would consider seeking treatment. It also is not known how much time and money patients are willing to invest into reproductive services, and how these barriers interact with other demographic disparities, including race, socio-

economic status and age.

Investigative support for this study was provided by the National Institute of Child Health and Human Development, the Robert Wood Johnson Foundation and the Department of Veterans Affairs.

ACA component working without added cost

A key component of the Affordable Care Act saved Medicare \$345 per person in medical costs in its first year without driving up prescription drug coverage costs, according to an analysis led by Pitt’s public health school.

Published in *Medical Care*, the study looks at how the Accountable Care Organization (ACO) model affected Medicare Part D prescription drug spending and use in 2012, the first year the ACO model was implemented in Medicare.

In an ACO, a group of providers is collectively accountable for overall costs and the quality of care for a defined group of patients. Providers’ payments are aligned with their performance in improving quality and reducing costs, giving them incentives to provide integrated and coordinated care and effective low-cost treatments to improve patient outcome.

Said lead author **Yuting Zhang** of health policy and management: “We found that Medicare beneficiaries with Part D prescription coverage with six or more chronic conditions who were aligned to an ACO had the highest savings on medical costs — \$966 per patient in 2012, compared to their peers not assigned to an ACO. This is encouraging because it demonstrates that ACO providers may be prioritizing their focus on beneficiaries with multiple chronic conditions.”

Zhang and collaborators in the Centers for Medicare and Medicaid Services compared outcomes for 316,366 Medicare Part D beneficiaries aligned with an ACO in 2012 to a random sample of 559,241 similar Medicare beneficiaries not in an ACO during the same time period.

For each group, the research team looked at per person total annual Part D spending, total 30-day prescription drug counts, percent of brand name drugs and total annual Part A and Part B spending, including all non-drug claims.

Being in an ACO didn’t significantly affect patients’ Part D spending, total prescriptions filled or the percent of claims for brand name drugs. While it is possible that the effect of ACOs on Part D spending and use is highly limited to specific classes of drugs, teasing this apart was beyond the scope of the analysis.

“In the future, we’ll need to evaluate the effect of medication prescribing and adherence on clinical outcomes for patients in ACOs compared to their peers who are not in ACOs,” said Zhang. “For example, we could link changes in medication adherence for cardiovascular drugs with heart attacks to see if there is a clear difference in prescribing practices and patient outcomes.”

This research was funded by Commonwealth Fund.

—Compiled by Marty Levine ■

James Albert Wilson

Lori McMaster remembers sitting in the classroom of her father, James Albert Wilson, who died on March 3, 2017, after a long career as a faculty member in the Katz Graduate School of Business.

McMaster, now director of the Office of Professional and Career Development in the School of Law, then was a Pitt law school student. Her father was teaching a class centered on one of his main concerns: business ethics.

He didn't just stick to the script, McMaster recalls. "He broadened the conversation" to include principles espoused by Martin Luther King Jr., placing the more expected subject alongside lessons from the nonviolent civil rights movement. "He was very proud of the work the business school did and the role he played talking about business ethics before — frankly decades before — it was a *courant*," she says.

Wilson was born on Feb. 28, 1928, in Wilkesburg. His Pitt affiliation dates back to his father, Albert, who worked as a carpenter on the building of the Cathedral of Learning.

Wilson served in the U.S. Navy (1946-48), then graduated from the U.S. Air Force School of

Administration and Logistics in 1951. He then was commissioned as a second lieutenant in the Air Force Reserve and served there until 1959, when he was a first lieutenant.

He received an AB in philosophy and social sciences in 1952 and an MEd in sociology in 1958 from Duquesne University. After continuing his graduate study part-time at Pitt for the next several years in psychology and administration, he moved to The Queen's University of Belfast in the United Kingdom, receiving his PhD in psychology there in 1964.

Wilson's early academic career included chairing the sociology department at Carlow University (1955-58), after which he joined the Katz school as an instructor and assistant to the dean. He became an assistant professor in 1962 and taught courses on organizational behavior and social performance, in addition to his business ethics classes.

While at Katz, he also served as a faculty member on the President's Executive Interchange Program in Washington, D.C., during the Nixon, Ford and Carter administrations. Alongside his many papers and presentations, he



undertook decades of consulting for the Bell, Westinghouse and IBM corporations nationally, as well as many local and international nonprofits and businesses.

His teaching career included working as a research fellow at the Educational Research Centre at St. Patrick's College of Dublin City University, Ireland, 1969-70, and as a private clinical psychologist.

Wilson was named an emeritus associate professor in 1991 and a professor emeritus the next year. "My father lived an incredibly

full life," McMaster says, "because he was always searching, always hoping to learn more, deeper into his understanding of the human condition.

"He loved teaching — it was his first and foremost calling. My father was the quintessential intellectual. He loved broadening people's perspectives through information and dialogue." Wilson felt that education, she says, "was the key to advancement and living a moral and well-informed life. He believed in the transformational power of learning.

"He had a great sense of humor," she adds, and especially appreciated British comedy, such as Monty Python's Flying Circus, because it was "simultaneously intellectual and ridiculous."

He also had a quite serious side, becoming an activist for many social justice causes. This stemmed from his conversion to Catholicism while at Duquesne, McMaster explains. "He was a very spiritual person and saw the suffering of other people very deeply. He lived his faith. He lived his morals."

His spiritual quest continued throughout life, she says, sending then-Katz Dean H. Jerome

Zoffer to his rabbi to seek answers for Wilson about Judaism as the pair — best friends, according to McMaster — probed deeply into the subject.

By the time McMaster joined the law school staff in 2011, her father was long retired. "He was really so proud of me," she says. "I park in the same parking garage my father parked in. When I come out I look at the Katz Graduate School of Business. In some small part I am carrying on my father's legacy."

Memorial donations may be sent to Sewickley Community Center, 15 Chadwick St., Sewickley 15143; Autism Connection of PA, 35 Wilson St., Pittsburgh 15223; or the Greater Pittsburgh Community Food Bank, 1 N. Linden St., Duquesne 15110.

In addition to McMaster, he is survived by children Shelley Whittier and Michael Wilson; brother David Wilson; niece Jacalyn Wolf Heinl; grandchildren Rachel Whittier, Caitlin McMaster, Morgan McMaster, Ethan McMaster and Maya Wilson, and former wives Michelle Harrison and Patricia Wilson. He was preceded in death by his first wife, Elsa Wilson.

—Marty Levine ■

PEOPLE OF THE TIMES

School of Medicine faculty members and University of Pittsburgh Cancer Institute (UPCI) researchers **Yuan Chang** and **Patrick S. Moore** are being recognized for their outstanding contributions to the advancement of medical science in the United States.

The two will be presented with the 2017 Passano Foundation Laureate Award for their groundbreaking discoveries in human virology and oncology.

The Chang-Moore Laboratory at Pitt and UPMC Cancer Center is credited with discovering two of the seven known human viruses that directly cause cancer. The researchers first discovered the Kaposi's sarcoma-associated herpes virus, or human herpesvirus 8 (KSHV/HHV8) in 1994. The virus causes Kaposi's sarcoma, the most common AIDS-related malignancy and one of the most frequently occurring cancers in Africa. In 2008, the pair identified Merkel cell polyomavirus (MCV) as the cause of Merkel cell carcinoma, one of the world's most clinically aggressive skin cancers.

Chang and Moore work together and share a laboratory. Their current research centers on viral oncogenesis with efforts specifically focused on KSHV, MCV and new pathogen discovery. They seek to use information from viral cancers to understand molecular causes for non-infectious cancers. Their pioneering work has garnered some of the highest national and international honors in medicine, infectious disease and cancer.

Chang is an American Cancer Society Research Professor and a Distinguished Professor of Pathology in the School of Medicine. Moore, director of the UPCI cancer virology program, also is an American Cancer Society

Research Professor, a Distinguished Professor of Microbiology and Molecular Genetics and the Pittsburgh Foundation Chair in Innovative Cancer Research in the School of Medicine.

The Passano Foundation's award was presented on March 27 in Baltimore.

Kenyon Bonner, vice provost and dean of students, is being honored by his alma mater, Washington & Jefferson College, with the 2017 Maurice Cleveland Waltersdorf Award for Innovative Leadership.



The award recognizes outstanding alumni and students of Washington & Jefferson College who attain a high level of achievement and exemplify the spirit and leadership qualities manifested by Maurice C. Waltersdorf, who was a professor and chairman of the Department of Economics at W&J, 1924-56.

Bonner earned his bachelor's degree in psychology and philosophy from W&J in 1994.

He came to Pitt in 2004 as the associate director of residence life. He served as associate dean of students for seven years and as the director of student life for 11 years.

He was appointed interim vice provost and dean of students in 2015 before gaining permanent appointment to the position in March 2016.

The Katz Graduate School of Business ranks No. 17 on the American Marketing Association Doctoral Student Special Interest Group (DocSIG)'s recently released University Research Pro-

ductivity in the Premier Marketing Journals list. Business schools worldwide were ranked based on the number of research articles their faculties published in the Journal of Consumer Research, Journal of Marketing, Journal of Marketing Research and Marketing Science.

Katz faculty members authored a total of 62 publications in those journals, 2007-16.

J. Jeffrey Inman contributed 17 publications, to rank No. 12, and **Cait Lambertson** contributed 13 publications, to rank No. 28, among scholars worldwide on the companion Author Productivity in the Premier Marketing Journals list.

Inman is an associate dean for research and faculty, the Albert Wesley Frey Professor of Marketing and a faculty member in business administration. His research largely focuses on consumer decision making, shopper marketing and eating behaviors. Lambertson is the Ben L. Fryrear Chair of Marketing and a faculty member in marketing. Her research focuses on consumer behavior, from both an individual and social perspective.

Education faculty member **Sean Kelly** has been chosen as a 2016 Outstanding Reviewer by the American Educational Research Association (AERA) and Educational Evaluation and Policy Analysis.

Kelly will be honored at the AERA journal publications committee reception April 28, during AERA's annual meeting.

Pharmacy faculty member **Donna Huryn** has been awarded a senior visiting fellowship at the Institute of Advanced Studies of the Alma Mater Studiorum-University of Bologna. She will be spending July in residence at the

The People of the Times column features recent news on faculty and staff, including awards and other honors, 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. For submission guidelines, visit www.utimes.pitt.edu/?page_id=6807.

university in order to collaborate with researchers in pharmacy and biotechnology.

Pharmacy faculty member **Kim Coley** was appointed as chair of the editorial board for the Pennsylvania Pharmacists Association's Pennsylvania Pharmacist publication.

The Pennsylvania Pharmacist

is a peer-reviewed publication that includes feature articles; legislative, legal and regulatory information; industry trends; association information; and peer-reviewed articles on pertinent pharmacy subjects.

Coley is a faculty member in the pharmacy and therapeutics department.

—Compiled by K. Barlow ■



Winning shot

Mike Drazdzinski, a digital image specialist/photographer in the University Center for Teaching and Learning, was a winner for the second year in a row in the annual International Color Awards. His Pitt basketball image, "Jumpmen," received an honorable mention in the sport category. Winners were selected from 6,178 entries from 75 countries. Entries are posted at www.colorawards.com/10thphotoshow/.

CALENDAR
March

Thursday 30

Hispanic Conf.

"Migrations of Culture"; UClub conf. rm. A & B, 8:30 am-7:45 pm (also March 31, 8:30 am-2:45 pm; keynote: "Words & Images Across Borders: Reflections on World Literature & World Cinema," Sheldon Lu, UC-Davis, 1:45 pm)

HSLs Workshop

"Mendeley Basics," Jill Foust; Falk Library classrm. 1, 9:30 am (register: www.hsls.pitt.edu/calendar)

FSDP Workshop

"Veterans on Campus: Understanding Resources & Opportunity"; WPU dining rm. B, 10 am (www.hr.pitt.edu/training-development/faculty-staff-development-program-fsdp/fsdp-registration)

Molecular Biophysics/Structural Biology Research Seminar

"Mechanisms That Regulate Diverse Signaling Flow in Bacterial Signaling Proteins," W. Seth Childers; 6014 BST3, 11 am

Pharmacology/Chemical Biology Seminar

"Structural & Functional Studies of GPCRs in Neurons by Single Molecular Approaches," Yang Xiang; 1395 BST, noon

HR LifeSolutions Workshop

"Managing Stress & Fostering Personal Resilience," Tom Koloc; WPU ballrm., noon

CTSI Workshop

"Responsible Data Visualization," Lee Bash & Karen Schmidt; 7039 Forbes, 1 pm (register: www.ctsievents.pitt.edu/Events/CurrentEvents)

It's on Us T-Shirt Project

Ctr. for Creativity, U Store lower level, 2:30 pm

Biostatistics Seminar

"High-Dimensional Multivariate Mediation With Application to Neuroimaging Data," Martin Lindquist, Johns Hopkins; G23 Public Health aud., 3:30 pm

Women's History Month Book Discussion

"Bad Feminist," Roxane Gay, author; WPU lower lounge, 4 pm

Chemistry Lecture

"Enzyme-Responsive PEG-Dendron Amphiphiles: The Power of Molecular Precision," Roey Amir; 150 Chevron, 4 pm

Religious Studies Lecture

"Queering Religion: The Student Perspective"; 602 CL, 5:30 pm

Pittserves Global & Cultural Awareness Seminar

"Hunger Simulation," WPU ballrm., 6:30 pm (rsvp: pantry@pitt.edu)

Honors College Panel Discussion

"Truth or Consequences: Journalism's Challenge in the Trump Era"; Alumni 7th fl. aud., 6:30 pm

Italian Film Festival Screening

"Like Crazy"; FFA aud., 7 pm

Music on the Edge Concert

Quartetto di Venezia; Andy Warhol Museum, North Side, 8 pm

Sunday 2

Concert

Aeolian Winds; Heinz Chapel, 3 pm

Monday 3

Cardiovascular Epidemiology Conf.

UClub ballrm. B, 8 am-5 pm (plenary lecture: "Cardiovascular Disease in Women, 1970-2016: What Have We Learned? Also a Few Men! What Next?" Lewis Kuller, noon (www.publichealth.pitt.edu))

Nursing Year of Diversity Luncheon/Discussion

"Understanding Bias"; S100BST, 11 am-3 pm (registration: www.nursing.pitt.edu/event/understanding-bias-luncheon-presentations)

Global Studies Ctr. Forum

"Backlash: The Rise of Populism in Global Perspective"; 2501 Posvar, noon (register: <https://www.ucis.pitt.edu/global/backlash>)

Health Sciences Event

"Health Disparities Poster Competition"; S100 BST, noon-4 pm, (diversity@hs.pitt.edu)

Teaching Ctr. Workshop

"Developing a Teaching Portfolio"; B23 Alumni, 1 pm (www.teaching.pitt.edu/workshops/)

French/Italian Tucci Lecture

Jane Tylus, NYU; 602 CL, 6 pm

Tuesday 4

FSDP Workshop

"Microaggression: Recognizing & Challenging a Subtle Form of Bias," Warren McCoy; 342 Craig, 9 am (www.hr.pitt.edu/training-development/faculty-staff-development-program-fsdp/fsdp-registration)

FSDP Workshop

"Using lynda.com for Professional Development," Vernon Franklin; 302 Bellefield, 10 am (www.hr.pitt.edu/training-development/faculty-staff-development-program-fsdp/fsdp-registration)

Friday 31

Ctr. for Bioethics/Health Law Medical Ethics Conf.

"Ethical Issues in Caring for Diverse Patient Populations"; 11th fl. Scaife Conf. Ctr., 8 am-4:30 pm (register: <https://ccehs.upmc.com/live/FormalCourses.jsf>)

Teaching Ctr. Workshop

"Teaching With Prezi"; B23 Alumni, 10 am (www.teaching.pitt.edu/workshops/)

Psychiatry Lecture

"Unique Molecular Regulation of the Newly Evolved Prefrontal Circuits Afflicted in Schizophrenia: Exposing Vulnerabilities," Amy Amherst, Yale; S120 BST, noon

East Asian Lecture

"San Mao: Oasis or Mirage? The Phenomenon of 'The Chinese Woman of the Desert,'" Sandi Ward, 4130 Posvar, noon

OACD Workshop

"McKinsey & Company Information Session"; S100 BST, 3 pm

Public Health Int'l Dinner

O'Hara Student Ctr., 4:30-8 pm (tickets: <https://publichealth.pitt.edu/home/life/signature-events/international-dinner>)

Italian Film Festival Screening

"They Call Me Jeeg"; FFA aud., 9:30 pm

April

Saturday 1

Be a Good Neighbor Day

Various locations; 9 am-3 pm (register: Volunteer.pitt.edu)

Italian Film Festival Screening

"Daddy's Boys"; FFA aud., 7 pm

CTSI Workshop

"High Stakes Consenting," Michael Green, Pat Karausky & Karen Schmidt; 7039 Forbes, 10 am (register: www.ctsievents.pitt.edu/Events/CurrentEvents)

Pharmaceutical Sciences Seminar

"Translating microRNA Pharmacogenetics Into Therapy," Aiming Yu, UC-Davis; 456 Salk, noon

Pitt Cycling Forum

548 WPU, noon (rsvp: www.facebook.com/events/1121297451315670/)

Public Health Lecture

"Pain & Politics in the Heart of America," Jennifer Silva, Bucknell; G23 Public Health aud., noon

Pathology Lecture

"DDSEP 6-GI Cancers," Jorge Machicado; 6th fl. Scaife A wing, noon

Basic/Translational Research Seminar

"Considerations for Development of Cancer Immunotherapy," Mario Sznol, Yale; Hillman Cancer Ctr., Cooper Conf. Ctr. rm. D, noon

Teaching Ctr. Workshop

"Teaching Abstract Concepts"; B23 Alumni, noon (www.teaching.pitt.edu/workshops/)

Teaching Ctr. Workshop

"Digital Participation: Using Audience Response Systems to Enhance Your Classroom"; B26 Alumni, 2 pm (www.teaching.pitt.edu/workshops/)

GSPIA Years of Service Event

Recognizing former dean Carolyn Ban; UClub Gold Rm., 5 pm (RSVP: jmh73@pitt.edu)

Ctr. for African-American Poetry & Poetics Interactive Community Workshop

"Sites of Memory: A Language for Grieving," M. NourbeSe Philip; Kelly-Strayhorn Theatre Alloy Studios, 5530 Penn Ave., Downtown, 7 pm (www.caapp.pitt.edu/events/sites-memory-language-grieving)

Wednesday 5

Clinical Oncology/Hematology Grand Rounds

"Endoscopic Endonasal Surgery for Skull Base Malignancy," Paul Gardner; Hillman Cancer Ctr., Herberman Aud., 8 am

Teaching Ctr. Workshop

"Qualtrics Online Survey System"; B26 Alumni, 10 am (www.teaching.pitt.edu/workshops/)

Dean's Day Poster Competition

G23 Public Health aud., 1-3 pm (also April 6 & 7, 9:30 am-3 pm)

CTSI Workshop

"Authorship Conflict," Tetsuro Sakai; 7039 Forbes Twr., 2 pm (register: www.ctsievents.pitt.edu/Events/CurrentEvents)

Morbidity/Mortality Conf.

Kevin McGrath; 1105C Scaife Conf. Ctr., 5 pm

Lecture/Student Panel Discussion

"Paying the Price," Sara Goldrick-Rab, Temple; WPU lower lounge, 4:30-6:30 pm

Bradford Campus Lecture

"Greek Physician Galen & Andreas Vesalius: The Body in Depth in the 16th Century Through Dissection," Orin James; 205 Fisher, UPB, 6:30 pm (register: ojames@pitt.edu)

Ctr. for African-American Poetry & Poetics Reading/Presentation/Discussion

"Sites of Memory: A Language for Grieving"; FFA aud., 7 pm (www.caapp.pitt.edu/events/sites-memory-language-grieving)



Mayor Bill Peduto will deliver the American Experience Lecture, "Pittsburgh: The Resilient City," on April 13 at 7 p.m. in University Club ballroom B. To register, go to www.thornburghforum.pitt.edu.

Thursday 6

FSDP Workshop

"Talent Acquisition: Understanding the Staff Hiring Process at Pitt for Supervisors," Sarah Morgan; 342 Craig, 9 am (www.hr.pitt.edu/training-development/faculty-staff-development-program-fsdp/fsdp-registration)

Molecular Biophysics/Structural Biology Research Seminar

Carlos Camacho; 6014 BST3, 11 am

Pharmacology/Chemical Biology Seminar

"The Ever-Evolving Role of MALT1 Protease: A New Drug Target in Inflammatory Disease," Linda Lucas; 1395 BST, noon

Provost's Inaugural Lecture

"French Colonialism & the Crusades: 14th & 19th Centuries," Renate Kosinski, French & Italian; UClub ballrm. A, 4 pm

Italian Film Festival Screening

"Where the Clouds Go," 121 Lawrence, 7 pm

Candlelight Vigil

In support of sexual assault survivors; CL lawn, 7 pm

English/Alexandra L. Rowan Foundation Presentation

Meghan Daum, author; FFA aud., 8:30 pm (www.writing.pitt.edu/node/685)

Friday 7

SBDC Workshop

"The 1st Step: Mechanics of Starting a Small Business"; Mervis, 7:30-10 am (register: <http://entrepreneur.pitt.edu/events/>)

Neurobiology Seminar

"Studies in Locomotor Learning Toward Advancing Gait Rehabilitation Post-Stroke," Gelsy Oviedo; 6017 BST3, 9 am

FSDP Workshop

"Int'l Students at Pitt"; 342 Craig, 9 am (www.hr.pitt.edu/training-development/faculty-staff-development-program-fsdp/fsdp-registration)

Teaching Ctr. Workshop

"Developing a Philosophy Statement: Graduate Student Teaching Initiative"; B23 Alumni, 10 am (www.teaching.pitt.edu/workshops/)

GI Research Rounds

"T32 Trainee Presentations," Tirthadipa Sundd & Celeste Shelton; Presby GI admin. conf. rm. M2 C-wing, noon

UNIVERSITY TIMES
publication schedule

Events occurring	Submit by	For publication
April 13-27	April 6	April 13
April 27-May 11	April 20	April 27
May 11-25	May 4	May 11
May 25-June 8	May 18	May 25
June 8-22	June 1	June 8
June 22-July 6	June 15	June 22
July 6-20	June 29	July 6
July 20-Aug. 31	July 13	July 20

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: utcal@pitt.edu.

CALENDAR

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Sr. VC Lecture

“Small RNAs & Small Kidneys: A Role for the miR-17~92 Cluster,” Jacqueline Ho, medicine; Scaife lec. rm. 6, noon (www.svc-seminar.pitt.edu)

HSLs Workshop

“Painless PubMed,” Andrea Ketchum; Falk Library classrm. 1, 1 pm (ketchum@pitt.edu)

Senate Research Com. Mtg.

156 CL, 1 pm

Neurobiology Seminar

“Circuit Organization of Mouse Motor Cortex,” Gordon Shepherd; 6014 BST3, 4 pm

Italian Film Festival Screening

“The Confessions,” 121 Lawrence, 7 pm

Greensburg Campus Reading

Steve Henn, author & poet; 102 Lynch, UPG, 7 pm

Concert

African Music & Dance Ensemble; Bellefield aud., 8 pm (tickets: www.music.pitt.edu/tickets)

Saturday 8

UCIS EuroFest

1st fl. Posvar, 11 am-5 pm

Concert

Men’s Glee Club; 1st Baptist Church, 159 N. Bellefield, 4 pm (tickets: www.music.pitt.edu/tickets)

Concert

“Inspired by Gamelan: Music by Indonesian & Western Composers,” student performers & Endang Sukandar & Endang Rukandi; FFA aud., 8 pm (tickets: www.music.pitt.edu/tickets)

Sunday 9

Engineering Sustainability Conf.

“Innovation & the Triple Bottom Line”; Convention Ctr., Downtown, 8 am-5 pm (through April 11; www.engineering.pitt.edu/MCSI/_Content/Conference/Conference/)

Concert

Women’s Choral Ensemble; Heinz Chapel, 3 pm (tickets: www.music.pitt.edu/tickets)

Concert

Carpathian Music Ensemble; Bellefield aud., 7 pm (tickets: www.music.pitt.edu/tickets)

Monday 10

Teaching Ctr. Workshop

“Graduate Student Teaching Initiative: Teaching a 6-Week Class”; B23 Alumni, 1 pm (www.teaching.pitt.edu/workshops/)

Public Health Panel Discussion

“OJO Latino Photo Exhibition”; A115 Public Health lect. hall, 2 pm

Biological Sciences Seminar

“ADARS, Dicer & the dsRNAome,” Brenda Bass, U of UT; 169 Crawford, 4 pm

Tuesday 11

FSDP Workshop

“My Pitt Video Quick Start,” Vernon Franklin; 302 Bellefield, 10 am (www.hr.pitt.edu/training-development/faculty-staff-development-program-fsdp/fsdp-registration)

Pharmaceutical Sciences Seminar

“Developing a Drug for an mRNA Splicing Disease: Can We Get to the Clinic?” Susan Slangenaupt; 456 Salk, noon

GI Research Rounds

“DDSEP 7-Pancreatic & Biliary Tract Diseases,” Shiv Desai; Presby GI admin. conf. rm. M2 C-wing, noon

French/Italian Colloquium

Louis-Philippe Dalember, Haitian poet/novelist; 602 CL, 12:30 pm

Teaching Ctr. Workshop

“Blackboard: Using the Grade Ctr.”; B26 Alumni, 2 pm (www.teaching.pitt.edu/workshops/)

Faculty Assembly Mtg.

2700 Posvar, 3 pm

Bradford Campus Forum/Presentation

Sarah Dessen, author; Wick Chapel, UPB, 6 pm (presentation at 7 pm; reservations: wjb27@pitt.edu)

Bradford Campus Lecture

“No End of a Lesson: The Boer War,” Marvin Thomas; Fisher Rice Aud., UPB, 7 pm (register: ojames@pitt.edu)

Concert

Small Ensemble Jazz; FFA aud., 8 pm

Wednesday 12

Clinical Oncology/Hematology Grand Rounds

“Immunotherapy Trials Within the Spore,” Robert Edwards; Hillman Cancer Ctr. Herberman Aud., 8 am (millerc5@upmc.edu)

FSDP Workshop

“Mentoring & Leading Others,” Audrey Murrell, business; 531 Alumni, 9 am (www.hr.pitt.edu/training-development/faculty-staff-development-program-fsdp/fsdp-registration)

FSDP Workshop

“An Introduction to Social Media: Networking on the Web,” Dan Carmarda & Tyler Perrion; 342 Craig, 9 am (www.hr.pitt.edu/training-development/faculty-staff-development-program-fsdp/fsdp-registration)

Teaching Ctr. Workshop

“Syllabus Construction”; 815 Alumni, 11 am (www.teaching.pitt.edu/workshops/)

Critical Care Medicine Grand Rounds

“Transfusion Medicine,” Darrell Triulzi; 1105AB Scaife, noon

Gastroenterology/Hepatology Seminar

“Guidelines & Literature Review”; Diana Jaicyola & Anna Evans; 1105C Scaife Conf. Ctr.; 5 pm

Thursday 13

FSDP Workshop

“Problem Solving Skills for the Workplace,” Mark Burdsall; 342 Craig, 9 am (www.hr.pitt.edu/training-development/faculty-staff-development-program-fsdp/fsdp-registration)

Teaching Ctr. Workshop

“Effective Teaching With & Without PowerPoint”; B23 Alumni, 10 am (www.teaching.pitt.edu/workshops/)

FSDP Workshop

“Microsoft Word 2013 Fundamentals,” Vernon Franklin; 302 Bellefield, 10 am (www.hr.pitt.edu/training-development/faculty-staff-development-program-fsdp/fsdp-registration)

HSLs Workshop

“Painless PubMed,” Jill Foust; Falk Library classrm. 1, 11 am (jef2@pitt.edu)

Molecular Biophysics/Structural Biology Research Seminar

“Disentangling the Knotted Protein Folding Problems: From Physics to Medicine,” Shang-Te Hsu; 6014 BST3, 11 am

Sonis Lecture

“Restoring Public Trust in Professional Self-Regulation,” Thomas Gallagher, U of WA; 120 BST, noon (412-692-4853)

Bradford Concert

Vocal Arts Ensemble; KOA Spear Lobby Blaisdell, UPB, noon

Provost’s Inaugural Lecture

“The Cardiovascular Complications of Type 1 Diabetes: A 30-Year Pittsburgh Perspective,” Trevor Orchard, epidemiology, G23 Public Health aud. A, noon

Teaching Ctr. Workshop

“Teaching Int’l Students”; B23 Alumni, 2 pm (www.teaching.pitt.edu/workshops/)

OACD Doctoral/Postdoc Seminar

“Life After Postdoc: Pathways to Careers in Industry & Other Fields”; S100 BST, 3-5 pm (register: www.oacd.health.pitt.edu)

Honors College/Dick Thornburgh Forum for Law & Public Policy American Experience Lecture

“Pittsburgh: The Resilient City,” Mayor William Peduto; UClub ballrm. B, 7 pm (register: www.thornburghforum.pitt.edu)

Defenses

SHRS/Prosthetics & Orthotics

“Skin Inspired Hydrogel Elastomer Composite With Application in a Moisture Permeable Prosthetic Limb Liner,” Esteban Ruiz; March 30, 6081 Forbes, 9 am

A&S/Chemistry

“Stimuli-Responsive Materials & Structures With Electrically Tunable Mechanical Properties,” Jeffrey Auletta; March 30, 307 Eberly, 9 am

SHRS/Sports Medicine & Nutrition

“The Effect of Consecutive Softball Windmill Pitches on Coordination Patterns & Variability, Muscular Strength & Pitching Performance,” Erin Pletcher; March 30, 104 Neuromuscular Research Lab, South Side, noon

A&S/Chemistry

“Rapid Computational Discovery of Pi-Conjugated Materials,” Ilana Kanal; March 30, 307 Eberly, 3 pm

A&S/Music

“From Pittsburgh to the Pershing: Orchestration, Interaction & Influence in the Early Work of Ahmad Jamal,” Michael Mackey; March 31, 302 Music, 10 am

A&S/English

“In the Aural Traditions: Cultural Pedagogies of Black Music,” Daniel Barlow; March 31, 512 CL, 10 am

A&S/Economics

“Environmental Regulation, Pollution & Public Health,” Xiaoxi Zhao; March 31, 3415 Posvar, 10 am

SHRS/Health Information Management

“Data Analytics of Codified Patient Data: Identifying Factors Influencing Coding Trends, Productivity & Quality,” Zahraa Alakrawi; March 31, 6081 Forbes Twr., 10 am

A&S/Communication

“Feminine Twang: Rhetorical Strategies of Country Music’s Legendary Second-Wave Women,” Emily Crosby; March 31, 1128 CL, 10 am



Sara Goldrick-Rab of Temple will lecture on “Paying the Price” April 5 in the William Pitt Union lower lounge. The event will include a student panel discussion on college costs and financial aid.

A&S/Geology & Environmental Science

“A 25,000 Year Lake Level History of Lake Junin, Peru, From Stratigraphic & Oxygen Isotope Studies,” Nicholas Weidhaas; March 31, 214 SRCC, 1 pm

A&S/Economics

“Learning About Preference,” Evan Piermont; March 31, 4716 Posvar, 1:30 pm

A&S/Physics & Astronomy

“3-Dimensional Coherent Photoemission Spectroscopy,” Cong Wang; March 31, 319 Allen, 4:30 pm

Biomedical Informatics

“Enabling Data Driven Evaluation of Bioinformatics Workflow Quality,” Kevin McDade; April 3, 536 Baum, 5607 Baum Blvd., 10 am

Medicine/Neurobiology

“The Contribution of Functional Brain Networks & Oscillations to the Development of Cognitive Control,” Scott Marek; April 3, 1495 BST, noon

Public Health/Behavioral & Community Health Sciences

“Detecting, Understanding, Reducing Substance Use, Mental Health & Violence Disparities for Sexual & Gender Minority Youth & Emerging Adults” Robert Coulter; April 3, Keystone 2nd fl. Stoner Conf. Rm., 2 pm

IS/Library & Information Sciences

“Ontology of Accessible Wayfinding for People With Disabilities,” Jessica Benner; April 4, 522 IS, 9 am

Medicine/Bioinformatics

“Computation Methods for the Functional Analysis of DNA Sequence Variants,” Lucas Santos; April 4, 3073 BST3, noon

GSPIA

“Strategic Action Fields & the Context of Social Entrepreneurship Organizations Going to Scale,” Jonathan Livingston; April 4, 3930 Posvar, 12:30 pm

A&S/Anthropology

“Animal Socialities: Healing & Affect in a Japanese Animal Café,” Amanda Robinson; April 4, 3106 Posvar, 1 pm

A&S/Sociology

“Re-envisioning Kinship & the State in Pakistan,” Mehr Latif; April 5, 2432 Posvar, 10:30 am

Public Health/Biostatistics

“Nonparametric Inference & Regression on Quantile Lost Lifespan,” Lauren Balmert; April 5, A216 Crabtree, noon

A&S/Neuroscience

“To Intertemporal Neurons: The Whole Is Not the Sum of the Parts,” Erin Crowder; April 6, 328 Mellon Inst., CMU, 9 am

Business

“Social Media Influence on Firms’ Market Performance: Through the Lens of Experts’ Opinion &

Wisdom of the Crowd,” Jing Sun; April 6, 101 Mervis, 10:30 am

Medicine/Immunology

“Lymphocyte Activation Gene-3 Maintains Metabolic & Mitochondrial Quiescence in Nive CD4+ T Cells,” Dana Previte; April 7, Rangos Research Ctr. 5th fl. conf. rm., 8:30 am

A&S/Chemistry

“The Impact of Monomer Sequence & Stereochemistry on the Bulk Properties of Repeating Sequence Poly(lactic-co-glycolic acid) Matrices,” Michael Washington; April 7, 307 Eberly, noon

A&S/Neuroscience

“The Role of Somatostatin Cells in Anterior Piriform Cortex,” Adam Large; April 7, A219B Langley, 1 pm

A&S/Geology & Environmental Science

“A 4,000 Year Lake Sediment Record of Atmospheric Pb Pollution, Northwestern Spain,” Melissa Griffore; April 7, 214 SRCC, 2 pm

Medicine/Cell Biology & Molecular Physiology

“ENaC Regulation in the Kidney: The Role of Ankyrin G,” Christine Klemens; April 11, 946 Presby, 10 am

Medicine/Cell Biology & Molecular Physiology

“Substrate Insolubility Dictates Hsp104-Dependent Endoplasmic Reticulum Associated Degradation,” G. Michael Preston; April 13; 1101 Scaife, 10 am

Public Health/Human Genetics

“Fibulin-4A in Zebrafish Development,” Sandeep Khatri; April 13, 4140 Parran, 10 am

Deadlines

GSPIA Years of Service Event

RSVP due April 1 for April 4 event. (rsvp: jmh73@pitt.edu)

Sustainability Survey

Deadline is April 7. (https://pitt-sustainabilitysurvey.typeform.com/to/XFqahx)

Ronald Frisch Staff Development Award

Application deadline is April 7. (http://sac.pitt.edu/event/staff-professional-development-award-honor-ronald-w-frisch)

Exhibits

Public Health

“OJO Latino Photo Exhibition”; Public Health Commons, April 10-24

Barco Law Library

“Cartographic Abstractions & Maps,” James Morar; 1st fl. gallery, through April 23, M-Th 8 am-10 pm, F 8 am-5 pm, Sat 10 am-6 pm, Sun noon-8 pm (8-1376)

German Student Projects Exhibit

“Do You Care About Your Future? Study German”; O’Hara Student Ctr. ballrm., April 13, 2-4 pm

Theatre

Greensburg Campus Production

“Shakespeare in Hollywood”; Ferguson Theater, UPG, through April 2, Th-Sat 7:30 pm, Sun 2 pm (https://allevents.in/greensburg/shakespeare-in-hollywood-third-performance/1856750791232348)

Stages Production

“Baltimore”; Henry Heymann Theatre, through April 9, Tue-Sat 8 pm & Sun 2 pm (www.play.pitt.edu)

Stages Production

“Peter & the Starcatcher”; Charity Randall Theatre, through April 9, Tue-Sat 8 pm & Sun 2 pm (www.play.pitt.edu)