Sr. VC for research is named

The head of the computer science department at the University of Illinois/Urbana-Champaign has been named Pitt’s senior vice chancellor for research, effective July 1.

In this new position, Rob A. Rutenbar will lead the University’s strategic vision for research and innovation, enhancing existing technological partnerships.

He will be responsible for establishing and implementing a long-term plan for research infrastructure and managing the University’s Center for Research Computing, economic partnership, the Innovation Institute, the Office of Export Controls, the Office of Research, the Research Conduct and Compliance Office and the Radiation Safety Office.

Rutenbar has nearly 40 years of experience in innovation and technology. His research focuses on three broad categories: tools for a wide variety of integrated circuit design issues; methods for managing the statistics of nanoscale chip design; and custom computer architectures for perceptual and data analytics problems.

He currently is the Abel Bliss Professor of Engineering and heads the Department of Computer Science at the University of Illinois/Urbana-Champaign, where he oversees 70 faculty members and more than 2,400 students.

Prior to assuming that position in 2010, Rutenbar was a faculty member at Carnegie Mellon University’s Department of Electrical and Computer Engineering for 25 years. At CMU, he also was the Stephen J. Tatach Chair in Electrical and Computer Engineering, 2002-10.

Rutenbar founded the tech firms NeoLine Inc. and Voci Technologies, Inc. He was the founding director for the Center for Circuit and System Solutions, a multi-university consortium that focused on next-generation chip design challenges. The recipient of 14 U.S. patent grants, he has undertaken endeavors funded by AT&T, Google, IBM, the National Science Foundation and the Pennsylvania Infrastructure Technology Alliance. Rutenbar is the author of 12 books.

Rutenbar earned his bachelor’s degree in electrical engineering at the State University of New York and master’s and doctoral degrees in computer, information and control engineering at the University of Michigan.

Larry J. Merlo
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UNIVERSITY OF PITTSBURGH

Most faculty pay here exceeds national average

A new survey by the American Association of University Professors (AAUP) shows that average salaries for female faculty members on the Pittsburgh campus, except for professor rank, exceed the nationwide average for faculty at public doctoral institutions.

The AAUP’s recently released 2017 report on the economic status of the profession finds that full professors here averaged $136,000 (male $140,400, female $125,600); associate professors averaged $98,700 (male $102,600, female $94,800); assistant professors averaged $77,200 (male $80,800, female $73,500); and instructors averaged $50,800 ($51,300 nationwide).

Across all ranks, male faculty on the Pittsburgh campus averaged $110,800; their female counterparts averaged $108,700. Average salaries for female faculty at public doctoral institutions nationwide likewise trailed the averages for men.

Across all ranks, male faculty on the Pittsburgh campus averaged $77,600; women averaged $76,700 (male $80,800, female $73,500 nationwide).

Continuing faculty raises on the Pittsburgh campus

Continuing faculty on the Pittsburgh campus saw smaller pay increases than their peers at public doctoral institutions nationwide.

Across all ranks, average salaries increased 2.7 percent in 2016-17 (compared with 2.9 percent on average for professors at public doctoral institutions); associate professors increased 2.9 percent (3.4 percent nationwide); assistant professors increased 2.4 percent (3.6 percent nationwide), and instructors averaged 1.9 percent (3.2 percent nationwide).

Average pay at Pitt’s regional campuses

• Bradford, Greensburg and Johnstown

Faculty in most ranks at Pitt’s three Carnegie category IIB (baccalaureate) campuses — Bradford, Greensburg and Johnstown — earned salaries lower than the nationwide average for public IIB schools.

The AAUP survey showed professors at public IIB schools averaged $87,139 (men $87,876; women $85,158); associate professors averaged $71,379 (men $72,783; women $67,583); assistant professors averaged $68,072 (men $69,738; women $64,900); and instructors averaged $57,179 (men $59,075; women $55,706).

In categories with three or fewer individuals, data were suppressed.

In comparison:

At Pitt-Bradford, professors averaged $86,800 (men $86,400; data for women were suppressed); associate professors averaged $71,700 (men $73,200; women $67,600); assistant professors averaged $58,500 (men $59,300; women $57,300), and instructors averaged $49,900. Data for male and female instructors were suppressed. Across all ranks combined, faculty at Pitt-Bradford averaged $64,400 (men $70,800; women $64,400).

At Pitt-Greensburg, professors averaged $81,500 (male $81,600; data suppressed); associate professors averaged $71,200 (men $71,600; women $70,600); assistant professors averaged $60,200 (men $61,700; women $59,500), and instructors averaged $45,600 (men $41,800; women $40,400). Across all ranks combined, faculty at Pitt-Greensburg averaged $63,900 (men $70,600; women $64,900).

At Pitt-Johnstown, professors averaged $92,600 (men $92,700; data for women were suppressed); associate professors averaged $71,100 (men $72,700; women $68,400); assistant professors averaged $55,600 (men $57,500; women $56,900); and instructors averaged $40,300 (men $53,300; women $48,700). Across all ranks combined, faculty at Pitt-Johnstown averaged $64,300 (men $65,700; women $62,800).

Mentors in the face of transportation in Oakland

Sara Davis

The top executive of the nation’s largest pharmacy health care company and an award-winning actress will address Pitt’s 2017 commencement ceremonies.

Larry J. Merlo, president and chief executive officer of CVS Health, will be the speaker for the graduate student commencement convocation at 4 p.m. on Saturday, April 29. Actress S. Epatha Merkerson, known for her work on the television series “Law & Order,” will address the undergraduate commencement ceremony at 8 a.m. on Sunday, April 30. Both events will take place in the Petersen Events Center.

“The University of Pittsburgh is starting a new tradition — two commencement ceremonies — to give our students and their families a more personal and engaging commencement experience,” said Chancellor Patrick Gallagher. “Our undergraduate and graduate ceremonies, while occurring on different days, will share one unchanging goal: to celebrate the accomplishments of our graduating students.”
The bias spectrum

Examining our biases can be a difficult and painful process. We avoid some things implicitly, meaning biases lurk beneath the surface in our subconscious and often shape our thoughts and behaviors in ways we don’t recognize immediately. When we eat at a restaurant with our friends, go to a concert or watch TV at home about our attitudes and beliefs we go with us. They are also with us when we write a syllabus, construct a learning activity or teach in a classroom.

There are many approaches to monitoring, altering and minimizing the biases we have. Here are a few techniques faculty can use to explore where some implicit biases may exist. It’s a personal quest to sort through some of our inner standards.

• If you want to look at some of the more hidden areas in which you may have a bias, consider visiting Project Implicit (https://implicit.harvard.edu/implicit/), an instrument developed collaboratively by researchers at Harvard, the University of Virginia and the University of Washington to help uncover unconscious biases in social attitudes. By spending a few minutes taking an online implicit association test, you can learn more about yourself. While no two people will see the exact same light on kinds of bias that you might not have considered before.

• Facebook also is a great place to start your exploration. Consider using PolitiFact (a free plug-in that works in Chrome) to analyze your connections and likes. A simple visualization will go with us.

The newspaper is available online at utimes.pitt.edu or email njbrown@pitt.edu.
Pittsburgh, PA 15260; fax to 412-624-4579
308 Bellefield Hall, University of Pittsburgh, on Thursdays by the University of Pittsburgh.

The University Times reserves the right to edit letters for clarity or length, and letters are subject to publication. A signed letter will not be published for publication.

National Merit Scholarship finalists

Most faculty pay exceeds national average

CONTINUED FROM PAGE 1

Those that on the professor rank averaged a 3.1 percent pay increase in 2016-17, associate professors averaged 3.7 percent, assistant professors 4.1 percent, and instructors 5.2 percent.

In comparison:

Among continuing faculty at UPB, raises averaged 1.7 percent for professors; 1.9 percent for associate professors; 2.3 percent for assistant professors; and 1.4 percent for instructors.

Among continuing faculty at UPG, raises averaged 1.2 percent for professors; 2.2 percent for associate professors; 1.8 percent for assistant professors; and 1.8 percent for instructors.

Most faculty of assistant professors; and 1.6 percent for instructors. The average was suppressed for assistant professors.

The letters policy

Letters should be submitted at least two weeks prior to publication. Persons criticizing in a letter will receive a copy of the letter to the letter’s template may be published. No more than one letter per author will be published. Letters written by email to superintendent@pitt.edu or by campus mail to University Times, 538 Biddle Hall, University of Pittsburgh, Pittsburgh, PA 15260 or by email at njbrown@pitt.edu.

Kimberly K. Barlow
Chair
Faculty member
Department of Chemical and Environmental Engineering
Swanson School of Engineering

 Zacharias Velankar
Faculty member
University Senate benefits and welfare committee

Most faculty pay exceeds national average

Continued from page 1

National Merit Scholarship finalists

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National Merit Scholarship finalists

Most faculty pay exceeds national average
Kristen Maser Michaels works for Pitt, but she’s probably much better known outside the University.

Michaels leads CONNECT, the Congress of Neighboring Communities at the Graduate School of Public and International Affairs (GSPIA), which brings nearly all the municipalities surrounding Pittsburgh together to help coordinate their policies and public works.

CONNECT may be a bit hidden from the larger Pitt community, but it is well known throughout Allegheny County. More than 60 municipal managers, council members and mayors, along with county and city of Pittsburgh officials, showed up at its most recent meeting last month in Dormont to learn about new ways to coordinate with utilities so streets don’t have to be dug up multiple times in one year.

CONNECT is also the way GSPIA students link to jobs that use their degrees. GSPIA students from the Master in Public Administration program have worked with CONNECT and then gone on to be hired as the assistant manager in Robinson Township, the manager of Edgewood Borough and in many other local positions.

“They see what this work means out in the world and how policy is executed,” Michaels says of GSPIA students who get involved with CONNECT. “It’s been really incredible to watch that happen. And GSPIA has become the feeder to local government here.

“Being a manager of a local government is a massively important job,” she adds. “At the end of the day the buck stops there. Their job is not partisan. Their job is taking care of residents. I think these community servants should get so much credit for the work that they do.”

Michaels arrived at CONNECT in 2010, but it was only a part-time job at first, so after two years she left for a full-time job elsewhere. She returned to CONNECT full-time in 2013.

The organization began in 2009 with a focus on all 57 of the small towns that border the city of Pittsburgh, and today has all but one as members. Four nearby but non-contiguous municipalities also have asked to join the group, to take part in its work and benefits. CONNECT’s meetings regularly involve representatives from the Port Authority, the Allegheny County Health Department, the Department of Human Services and myriad other local officials who see an opportunity to bring coherence to the many simultaneous and complementary efforts undertaken locally.

“Instead of addressing this 40 different ways at 40 different times, they want to solve this in collaborative ways,” Michaels says.

“The newest and probably most hot topic we’re working on now is the opioid epidemic,” she notes. “I can’t see how there isn’t a role for local governments here.” Through CONNECT, she has created a group that includes county officials and representatives of the federal Drug Enforcement Agency, local ambulance companies, health providers and others to help determine what role local governments should play in grappling with the epidemic. A CONNECT forum on the subject is planned for this summer.

Other focal points include the ownership and maintenance of regional sewer systems, dealing with blight and abandoned properties; transportation issues; and coordination of infrastructure improvements. For the last issue, CONNECT is helping introduce municipalities to a common computer rendering of plans so they can upload detailed schematics of their intended work and allow utilities, plus state agencies that control some local streets, to work in concert.

In addition, CONNECT is collaborating with local paramedic program to target people who call 911 the most often for preventative care. These people are assigned a caseworker in their community who provides in-home services, keeping this group from overloading emergency rooms.

Michaels didn’t always think she was destined for such work. Now 34, she grew up in Pittsburgh and attended Miami University of Ohio as a journalism major, then interned after college at a large Chicago public relations firm.

“And I hated it. I didn’t fit at all,” she recalls.

Intending to move to Washington, D.C., she stopped back in Pittsburgh on the way. “Within a week of being here, I found myself with a job, an apartment, a car and a boyfriend,” she says. “The claws were in, and I was here.”

Her new job was in PR, but again, she didn’t feel comfortable working as a marketer for a nonprofit environmental group wasn’t a good match for her either.

“Even doing marketing for a cause I care about just wasn’t right,” she says.

Then she took the job as executive director of CONNECT.

“I was kind of a weird applicant,” she admits; GSPIA was likely looking for someone with a public policy background, she says.

But when the school learned about Michaels’ work volunteering with local nonprofits on her own time — at Kelly School in Wilkinsburg, for instance — they recognized her organizational skills.

“I feel like I got really lucky,” Michaels says. She has since cofounded Free Store Wilkinsburg, where

CONTINUED ON PAGE 4
Pitt’s Year of Humanities, the focus of the last academic year, lived on at the Humanities Center in 2017, with new humanities project grants being offered and newly created doctoral fellowships for placing humanities students in local nonprofits. Due Kubis, assistant director of the center, says the Pitt interdisciplinary humanities grants are singular in spirit to the Year of Humanities project grants funded by the Provost’s office for 2015–16.

Projects applying for a maximum of $2,000 in funds must involve partnerships between schools, and preferably involve the larger University community. With $30,000 or its disposal, the center will be selecting a minimum of 10 grants. Application deadline is Oct. 2, but applications are being accepted now.

Kubis says grant funding for projects may be offered twice per year in the future. The all-Pitt humanities committee, succeeded by a group that helped direct the Year of the Humanities, is sponsoring the grants and will still meet once a semester to look at new ways it can nurture humanities work at Pitt.

As an example of projects that might likely be favored by the grant program, Kubis pointed to the humanities and health conference held in spring 2016 by the linguistics department in the Dietrich School of Arts and Sciences and the family medicine department in the School of Medicine.

"He sees these grants as opportunities to connect Pitt people throughout and outside of the arts and sciences, helping them to see new ideas concerning ‘thinking in humanistic ways’," said Kubis.

The public humanities fellowship program has just finished accepting applications for three summer positions for PhD students, one each at the Kelly Struthers Theater, the Pittsburgh Parks Conservancy and City of Asylum (which hosts foreign writers from countries who persecute or place obstacles in front of artists in their own countries).

While PhD programs produce research-focused professors, “those jobs have been shrinking for a long time,” Kubis says. Giving PhD students a chance to see applications for their skills outside university settings “is a demonstration that the kinds of things they end up knowing and doing takes place in places other than academic departments.”

Adds Jonathan Arac, head of the Humanities Center: “We have had since the start a program of collaborative research grants to bring together Pitt faculty from different units, and often with colleagues from different institutions, to carry out shared work, and the new public fellows program expands this possibility by specifically aiming the award to doctoral students and also by defining the collaboration as with a local cultural institution. The institution has research ideas they’d like to realize, and we help them find capable early-career researchers to shape and carry out the work.”

How secure is the future of the humanities? While President Donald Trump has proposed eliminating the National Endowment for the Humanities (NEH), Kubis was reassured at the recent National Humanities Alliance conference in Washington, D.C., that there is a great deal of bipartisan support for the NEH and its sister organization, the National Endowment for the Arts.

Then, an economic argument that can be made for the value of the humanities, he notes, as Fared Zakaria did in his 2015 book “In Defense of a Liberal Education.” “Businesses are looking for people who can think critically, who are adaptable ... which are the kinds of skills that are nurtured in liberal arts education,” Kubis says.

But there are better reasons for funding humanities. “I don’t think most people who believe that poetry has always driven me crazy,” Kubis said. “I think it’s about how we as a country can do our work better when they don’t forget that the imagination and creativity are present,” he said.

For more information on the interdisciplinary humanities grants, go to www.humcenter.pitt.edu/humanities-grants. Information on the public humanities fellowships is at www.humcenter.pitt.edu/public-humanities-fellows.

—Marty Levine

### Bus Rapid Transit options outlined at campus session

If Bus Rapid Transit (BRT) comes to Pittsburgh, it could change traffic on Fifth and Forbes avenues and increase the efficiency of mass transit through Oakland.

Presentations by City of Pittsburgh and Port Authority officials and Allegheny County representatives on April 5 in Alumni Hall sketched possibilities that BRT could take advantage of as the city becomes successful in its September application to the Federal Transit Administration to be considered for the next round of funding by 2021, presenters said.

BRT would place a new style of transportation vehicle on Fifth and Forbes avenues alongside the Cathedral of Learning and other buildings.

According to Joe Miklich, Pitt director of media relations, “The University hasn’t taken an official position on which route it prefers. ... The University wants to hear from students and business operators first.”

Fitzgerald noted the advantages of the BRT system over buses. BRT vehicles, arriving at stops every 90 seconds, can carry far more than the 60,000 people a day currently using Oakland’s transit system. Fifth and Forbes avenues along the route would have dedicated bus lanes for specific travel periods, with buses able to make more frequent stops, increasing efficiency.

Forbes avenues and increase the efficiency of mass transit through Oakland.

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—Marty Levine
Dental HMO rates going up

The monthly cost of Pitt's dental HMO will rise with the 2017-18 plan year while the costs of other dental plans, along with rates for vision and life insurance, will remain the same.

John Kozar, assistant vice chancellor for Benefits, reported on the rates at the April 7 meeting of the Senate Benefits and Welfare committee.

The dental HMO increase of 14.5 percent comes with a guarantee of no rate increase for 2018-19, Kozar said.

Next year's price jump was prompted by increased usage of the plan. "When utilization goes up there's not much you can do" about the resultant cost increase, he said.

Letters concerning open enrollment for the next plan year will be sent soon to employees' homes with fact sheets but without the lengthy summary guide, he noted, as part of the University's increasing efforts to save paper. A multimedia version of the guide will be available online.

Cheryl Johnson, vice chancellor for Human Resources, told the committee that her department has commenced a study of the total reward packages for staff.

The effort, including a staff survey and benefit valuation of salaries and benefits against other institutions, is aimed at adjusting Pitt's plan and benefit structure by June 2018, she said.

Johnson noted that each employee's total compensation goes far beyond salary. The study also will examine the University's paid recognition system and its career development and work-life programs to assess whether Pitt's competition does and whether there are best practices for Human Resources to adopt.

The University's most recent total reward survey was done in 2006. The new study will help Pitt adjust its pay structures in cases, for example, where current employees have raise rate restrictions that keep them less well-compensated than new hires. The effort also will look at the University's diversity hiring efforts.

Pitt seeking director for 1st community engagement ctr.

P it is seeking a director for its first community engagement center, which will be located in Homewood.

Last June Chancellor Patrick Gallagher announced Pitt's plans to fund three-five such centers, which will help coordinate and support Pitt faculty in community-based education and research programs.

In cooperation with local businesses, residents, institutions and community leaders, the center staff will help define needs and priorities, identify potential Pitt programs and guide and support their implementation.

Linda D. Dostilio, assistant vice chancellor for community engagement, reported on the Homewood center at the April 7 University Senate research committee meeting, which included several members of the Senate community relations committee (CRC). Assistant professor and chancellor for Community and Governmental Relations and a chancellor for CRC, Dostilio hopes to open the Homewood center this fall.

The center will have a director, administrative support and student workers.

The job listing for the director has been posted on PittSource. The director will need to be very familiar with Homewood, said Dostilio.

"A place-based strategy really does something very, very important: It gives us a front door," she said. "Let's think about our own front doors on our homes: They're important. It's the way people both knock on our door and invite people in. It's really interesting and good things, but it's also the way that people knock on our door when something needs to be addressed."

"So, being a part of a neighborhood and being at that fabric and scale of a neighborhood provides us a really wonderful platform to do this work in ways that are collaborative and capacity building and that's really important," Dostilio said.

She said that a community engagement center in the Hill District is expected to open 18-24 months after the Homewood center opens. Support is suggested that his staff provide an update on the community engagement centers at a fall meeting of the research committee.

—Katie Fike

Pitt joins local vets' alliance

P it has joined 18 other local academic institutions in forming the Western Pennsylvania Veterans Academic Alliance.

Edwin Hernandez, director of the Office of Veterans Services (OVS), spoke about the initiative at the March 29 meeting of the University Senate student admissions, aid and affairs (SAAA) committee.

Hernandez said the alliance will facilitate the sharing of ideas and resources.

"We're talking about best practices: how do we best support our veteran students," he said. "And also collaborative type opportunities so that we can feed from each other and really help our student veterans build bigger networks ... with their peers across the region."

Hernandez also highlighted a new yearly presentation by OVS and the Office of Diversity and Inclusion that addresses faculty and staff interactions with student veterans.

When committee co-chair Harvey Bowers expressed interest in faculty mentorship of student veterans, Hernandez said he intends to develop relationships with each college and unit.

"I think the University is truly military-friendly in a number of different ways, but we can do so much better in marketing that information out to the community and marketing it out across the University," said Hernandez.

In response to a committee member's inquiry at the Feb. 8 SAAA meeting, committee co-chair Juan Taboas reported that Pitt's economic mobility rate is not known.

Committee member Lance Davidson had expressed interest in exploring Pitt's ranking in a recent comparison of economic mobility among U.S. college students and whether Pitt has any strategic efforts for helping students move up in economic status.

Taboas said: "Mobility is calculated as a combination of access, which means 'Did you get into that school?' How many people from the lower income range are accepted into that school? Success rate is do you actually jump in quintile from the lowest to the highest," he said.

Marc Harding, chief enrollment officer and a chancellor's liaison to SAAA, suggested the committee reach out to Juan Manfredi, vice provost for undergraduate studies, to begin the process of calculating the rate.

Real-time transit info available

Transit Screens providing real-time information on multimodal public transportation to Oakland commuters have been set up in the lobbies of five area buildings. The pilot project, funded by the Office of the Vice Provost for Research, was announced by Pitt and the University of Pittsburgh Medical Center.

Pittsburgh's first publicly accessible multimodal transit screens aim to provide the public with current transportation data while attracting people to Oakland's food and retail establishments. These screens have been installed at SkyVue Apartments, Sennott Square, Falk Clinic, UPMC Montefiore and UPMC Presbyterian hospitals.

This first phase of the project also will install screens in retail tenants.

Alexandros Labrinidis, Department of Computer Science in the Dietrich School of Arts and Sciences, and Nikolaos Dostilio, School of Information Sciences, are leading the initiative.

"The TransitScreen technology combines information from Uber of Lyft, Healthy Ride, Pitt Shuttles, UPMC Shuttles, ZipCar and Port Authority," said Labrinidis. "The information shown on the screens is customized for each location giving information relative only to where you are and a few moments in the future where we integrate all this data into a multimodal trip information and planning mobile app."

Businesses interested in having a TransitScreen display should contact Labrinidis at labrinidis@cmu.edu.

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—in other news . . .

A year to the end of February, UPMC MyHealth@Work, Health and Wellness Center, the walk-in care clinic for Pitt employees, has had nearly 1,500 visits since its opening in April 2016. February was its busiest month, with 191 people using the facility. In total, three quarters of its users have been women, and three quarters have been staff members. The list of ailments most often cited by patients for Pitt employees: chronic respiratory complaints, followed by concerns involving the circulatory system, injuries and skin issues. A one-year anniversary event at the clinic will be held 11 a.m.-2 p.m. April 19; healthy snacks will be available, says Lori Carnvale, director of Benefits in Human Resources.

• Committee member Linda Tashbrook was elected chairperson without opposition, replacing Sachin Velankar at the end of his term. Tashbrook takes office in the fall.

—Marty Levine
Senate considers new faculty committee

Staff-led group yields productivity gains

A staff-led initiative is building support and yielding gains in productivity for administrators who use Department Manager software.

Many departments use the system, which is made up of multiple modules for tasks such as managing and tracking grants, personnel and budgets. “User group is very common with software products and we thought it made sense to start one here,” said Bev Savage, a research administrator in the Department of Anesthesiology, who is spearheading the DM user group here in conjunction with her supervisor, Yvonne Brewer.

An initial survey, conducted a year ago, showed that 26 departments used DM in fiscal year 2016. Each area negotiates its own contract, chooses the modules it wants, and customizes them to meet its needs, Savage said.

“Various departments within the University don’t even communicate,” and we learned that some departments have functionality that other parts don’t know about. “If you have the ability to import data from Pitt’s general ledger system, the said. DM can be used to expand on University level reports to provide more meaningful reports to investigators, particularly with regard to projecting budget encumbrances.

“The goal is to provide the best support we can to the (primary investigators), not to make one system balance to another,” said Savage.

The downside to customization is a lack of uniformity, which can be problematic when administrators change departments or when experienced users leave the University.

Users pass down information they’ve learned over the years to colleagues or to newcomers. There’s a support site online, in most areas there are no user manuals, and the users learn to make it work,” she said.

“We all self-trained here,” Savage said. “Our current DM groups have different practices.”

The DM user group’s initial goals focused on sharing user knowledge in order to improve the reports that can be generated and to explore the possibility of uniting users under a master agreement, in hopes of saving money.

Efforts to pursue a uniform contract appear to be at a standstill, but that hasn’t slowed progress on the group’s goal of creating a network for staff who use the software, in hopes of streamlining knowledge and encouraging best practices to eliminate duplication of effort and create more uniformity across the board.

“It’s about trying to get the best and most functionality out of the modules,” Brewer said. “People don’t know the capabilities.”

One huge timesaver revolves around automating the import of level reports into the DM account module — turning a task that could take weeks to do by hand into a five-minute job.

That frees up staff time for more analytical work, compliance analyses, “which is what these administrators are supposed to do and are extensive,” said Savage. The result: better, more timely reports.

The user group’s inaugural meeting last August was well received. More than 100 people responded, Savage noted. In addition to quarterly large-group meetings, smaller groups meet more regularly for hands-on sessions that may focus on specifics of various modules, including grants, accounting and personnel modules.

“We broke it down in order to have more meaningful meetings,” said Savage, who coordinates most of the group’s Webinars, which meet for an hour every month.

The time is filled with “aha” moments when participants share their tips, tricks and expertise and get help with problems. “We’ve had a lot of informal handouts from the subcommittees are shared via a DM Group Box account.”

Meetings are kept short and to the point, given that everyone has their own daily work to get done. “We want to make sure that this is as productive and meaningful to people as possible,” she said.

Among the proponents of the group is Mary Lou Benedetti, who supervises administrators in pathology.

Department Manager is a resource we use, and we use more of the modules than many areas do,” she said.

She’s made a point to try to attend all the meetings, sometimes accompanying the subgroup meetings in the research areas she supervises. They always come back with new ideas.

“We’re always looking for ways to do things: There’s input from information technology, we hear advice from Webinars, and we try to get information out of the agenda so that we don’t know about,” she said. “We also get a better understanding of the connections between modules, she said.

This group is very helpful,” she said, adding that she’s also benefited from connections made across the broader campus.

Benedetti said she was surprised to discover many DM users on the lower campus. (“Savage’s survey found that nearly 60 percent of DM users are in the School of Medicine.) “It’s a great way to connect,” Benedetti said.

Another supporter is Jim Kaczynski, executive administrator in the medical school’s Department of Pharmacology and Chemical Biology. He first encountered DM when he took over administration for developmental biology nearly two years ago. “You’d think you’d have pretty much the same system — How complicated could it be?” he thought — only to find it to be nothing like what he was accustomed to.

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“There’s no way we can exist as a serious educational institution if we’re not focused always on appropriate ways of evaluating all we do and all we do to others,” said University Senate President Frank Wilson in opening remarks at the Senate’s spring plenary session, “The Role of Research Metrics in Faculty Evaluation.”

“Evaluation in and of itself is not enough. It’s do we evaluate using appropriate tools, with appropriate frames of reference?” Chancellor Patrick Gallagher agreed. “We need to understand the limitations, both good and bad, for these new tools and enlighten ourselves so we can use them appropriately,” he said in welcoming remarks to the audience of more than 100 at the March 29 event.

“With the advent of interconnected computers, internet-based and web-based portals, we have gone from, in many cases, being in data-poor environments to being surrounded by easily readily available data and information. There are ways that we can use this information to improve what we do,” Gallagher said.

However, he cautioned, “You can be dazzled by those things that are readily measurable and take your eye off the things that are important but may be more difficult to measure: things that are in fact best measured with human judgment, and through experience, and through expertise, and in areas where we have not reduced them into quantifiable, distributable tools.”

“With all the power that comes from data and information, it often comes with the potential for misuse and even abuse,” Gallagher said. “We need to understand the limitations, both good and bad, for these new tools and enlighten ourselves so we can use them appropriately.”

Keynote speakers

One response, the Leiden Manifesto for research metrics, underpinned the keynote addresses.

Diana Hicks, the manifesto’s first author, provided an overview. Hicks, a faculty member in Georgia Institute of Technology’s School of Public Policy, said some or all of the principles have been adopted by four universities, only one of which is in the United States: Ghent University (Belgium), Indiana University-Bloomington (United States), Loughborough University and University of Bath (United Kingdom).

“I think the challenge for us going forward is to make the manifesto a living document so that it can evolve and accommodate the learning that happens through experience over the years,” said Hicks.

The second keynote speaker, Cassidy Sugimoto, was instrumental in incorporating the Leiden Manifesto into policy at Indiana University-Bloomington, where she is a faculty member of informatics.

IU worked to solidify its policy after learning that a Rutgers University faculty member had discovered inconsistencies in his productivity data provided by Academic Analytics, a company whose IU uses. After much debate, the faculty council approved a policy last year (www.indiana.edu/~bic/docs/circulars/15-16/B47-2016Amended.pdf).

During her presentation, Sugimoto pointed out some shortfalls regarding research metrics. Gender differences can be observed in scientific research, she noted.

“About 30 percent of production is coming from women, and men tend to produce lower, each individually, as well. This has to be taken into account when we’re evaluating individual scholars at the institutional setting,” she said.

Men are more likely to be cited in journals with the highest impact factor and to have senior author roles in studies.

“Women are significantly more likely to be associated with performing experiments, a middle author role, whereas men are given authorship for designing the study or contributing reagents for the study,” said Sugimoto. “Simply put, women are the hands of science while men are choosing which questions to ask.”

Sugimoto warned faculty about the pitfalls of altmetrics, which measures tweets and Facebook posts, among other things. Many tweets about research come from scientists in the same discipline as a paper. About 48 percent of tweets about research are sent by social scientists. Geography also may skew results. Most researchers on Twitter are from North America and Europe. They tend to promote North American and European research, causing research from other continents to be underrepresented.

Attention isn’t the same as impact. She illustrated the difference with a story about a paper that had an altmetrics score of 3,668. “Can apparent superhuman neutrino speeds be explained as a quantum weak measurement?” had 4,446 retweets not for its findings but for its blant abstract: “Probably not.”

“Those things that have the highest altmetrics scores are humorous. They’re topical. They were written by Obama. Right, these are the kinds of things that make something highly tweeted: not quality, not social impact. And so, we have to be more discerning, more critical; take the tools of our science to evaluating scientists themselves; and make sure that we remain critical,” she said.

Panel discussion

Pitt faculty panelists Gordon Mitchell, Sanjeev Shroff and Stephen Wisniewski responded to the keynote talks with prepared remarks.

Mitchell, assistant dean of the University Honors College and a faculty member in the Department of Communication in the Dietrich School of Arts and Sciences, called on Pitt to follow in IU’s footsteps and develop its own policy on the use of research metrics.

“It’s my long-term view that the University Senate should strive to hone its own version of Indiana’s policy on faculty scholarly activity systems, creating a shared governance framework that will position Pitt at the forefront of an intensifying national and global discussion of responsible use of scholarly metrics in academia,” he said.

He suggested several initial steps.
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revisions to the IU document, advocating first for closing "a huge loophole" in the principle that addresses the role of quantitative indicators in evaluating faculty research.

The IU policy's section on complementary methods states: "Indicators are inherently reduc- tionist and should be used to supplement, rather than replace, other forms of review (such as peer review) that more fully con- textualize the varied nature of academic performance.

Calling attention to the con- cept of supplementing rather than replacing, Mitchell offered alternative language: "Methods of qualitative, expert assessment (such as peer review) should anchor judgments about the quality and impact of academic research. Quantitative indicators should be used to supplement, not overshadow; these qualitative assessments.

The term "supplement, not replace" would seem to speak most clearly in instances where only a quantitative indicator is employed to assess research," he said, citing examples in the Diers- rich school's 2017 strategic plan. There, he said, some 14 outcomes related to making progress toward the University's strategic goal of "engaging in research of impact" are measured solely using Acad- emic Analytics, to functionally supplant others forms of assess- ments," he said.

In other parts of the Diersch school plan, although a quantita- tive indicator is among multiple metrics for assessment, he said there still is cause for concern. He likened the case to an assembly line worker being reduced from a 40-hour workweek to a two-hour week after the line is automated. "Good news," says the manager. "You're not going to be replaced because the new machines will only be supplementing, not replacing, your labor."

"Technically, one can satisfy 'supplement, not replace' with an approach that shrinks the thing being implemented down to the level of an inconsequential token," Mitchell said.

He also advocated for a revi- sion to the IU policy that would allow faculty to recommend changes on the use of faculty activity systems, rather than only to allow for a vote on whether to recommend discontinuing the system.

Shroff, Distinguished Profes- sor of and Gerald McGinnis Chair in Bioengineering, outlined some of the Swanson School of Engi- neering's methods of evaluation.

Transparency and inclusion are key when it comes to deter- mining the school's strategic plan goals as well as the protocols for evaluating individual faculty and departments, he said, noting that those are decided collectively.

Regarding individual evalua- tions, Shroff said faculty aren't expected to excel in all aspects. Instead, the department as a whole must collectively deliver on the goals of the strategic plan — in much the same way that a basket- ball team needs some ball handlers but must have guards, centers and forwards, he said.

"We really, really believe it's futile to ask every faculty member to do every 'i' and cross every 't' as far department goals are concerned," he said. "It's much better to have a faculty member being passionate about and out- standing in selected areas."

Shroff. "In our view, trying to do every 'i' and cross 't's potentially leads to mediocrity, not excellence."

The engineering school also considers the strategic goal of impact. Measuring real impact — does your work matter? — as opposed to traditional bean count- ing is by definition a long-term measurement, he said. "In con- trast, the decisions you're trying to make in terms of evaluation are on a different time scale."

"So, while it makes sense conceptually that impact analysis and evaluation is a good thing to do, operationalizing that may be a problem," Shroff admitted. "The question is: Can we have surrogate measures, early predic- tors of impact? And how can that be incorporated into evaluation supplement other metrics of evaluation?"

Wisniewski, vice provost for data and information and professor of epidemiology in the Graduate School of Public Health, said that the exponential growth in access to bibliometric tools is magnifying the importance of the first commandment of data analysis: Know thy data.

"You need to understand how the data were collected, any inher- ent biases or confounds associated with the collection process. You need to understand how your data are coded so when you analyze it, you can analyze it appropriately. Also, if you're using a tool you have to understand that tool and what the process is," he said.

"If you don't follow this com- mandment, it's going to lead to errors... You're going to make some false conclusions, which can be problematic in the long run," he said.

It's important that all of our end users — individual faculty, administrators — understand these tools and what they mean, what the numbers mean, how the data were collected, how they were analyzed," Wisniewski said.

For example, an H-index — a measurement of an author's scholarly publications and citation impact — can be calculated using many different online tools, but each may yield different results due to the way each tool retrieves these citations, Wisniewski said.

"It's not clear that a lot of people are aware of that. We need to make this information available." Wisniewski said the University Library System (ULS) biblio- metrics page (library.pitt.edu/ bibliometric-services) provides in-depth details on using and interpreting the output of bib- liometric tools.

In addition, he advocated for using bibliometric tools' creators "not to just produce numbers but produce numbers in context... Don't just provide an H-index, but provide that H-index and explain what it means," Wisniewski said. "Any of these bibliometric tools can easily do that, but it requires a little bit of effort. But it should be done in order to help others and everyone understand what the tools are doing and that we are all in agreement on the interpretation of results."

Audience discussion

Speakers Hicks and Sugimoto joined the panel and took ques- tions from the audience in a wide- ranging hourlong conversation. Wisniewski asked Sugimoto to elaborate on why bibliometrics shouldn't be used on an individual level.

The tools were created for aggregate decisionmaking, col- lection development and retrieval mechanisms, she said. "They weren't really intended for the individual level, and I don't think they're well-suited for it."

The issue boils down to basic principles of statistics. "The indi- vidual N is too small," with too little data, and too much variabil- ity and variability in it, she said.

"You'd have to account for such deviations in variance in one's produc- tion that the artifact left behind would be almost meaningless. Once you account for subscri- ber categories, topics, age, gender, background, institution, what's left? There's very light signal that's not noise at that point."

"What are the compelling sto- ries to you when you're evaluating somebody?" Lauren Colister, a ULS scholarly communications librarian, asked. Col- lister, who assists University users with almetrics, said they're often overwhelmed with the results.

"What do I do with this stuff?" she asked. "I always encourage them to use it to tell a story about their own research — whether it's in a grant proposal, a CV or job applica- tion or tenure portfolio. But they struggle with what kind of stories to tell, and they're so used to cita- tions and impact factor," she said.

Sugimoto said information on research that's been downloaded, rather than research that's been cited, can be especially useful in telling the story of a scholar's

From left: Senate plenary session panelists Stephen Wisniewski, Sanjeev Shroff and Gordon Mitchell and keynote speakers Cassidy Sugimoto and Diana Hicks

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The role of research metrics in faculty evaluation

Senate spring plenary session

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University Times.

A proposed University statement of core values could be presented at Faculty Assembly's March 22 meeting.

A working draft is being circulated among members of the University's special committee on diversity, inclusion and core values, Wilson said, adding that broad input from the faculty, staff and community at large would be sought.

In other business:

March for Science

Hicks took action to urge faculty to be aware of and consider participating in the March for Science-Pittsburgh, set for noon April 22 on Bigelow Boulevard outside the Cathedral Learning.

Faculty member Lance Davison of the Swanson School of Engineering, who is among the organizers of the Pittsburgh event, said more than 400 satellite marches are included in conjunction with an Earth Day science march on the National Mall in Washington.

"There's no better place to signify the importance of science in Pittsburgh than the Cathedral of Learning," he said, adding that the intent of the march is non-political.

Bigelow Boulevard will be closed between Fifth and Forbes avenues for a "science fest" featuring speakers and science presentations, in addition to the march on the Cathedral Learning block.

The march's stated goals are:

• Science that serves the common good.
• Support for scientific research and its applications.
• Evidence-based policy and regulations.
• Diversity and inclusion in STEM.
• Open, honest science and inclusive public outreach.


Year of Diversity retrospective

Kacey Marra, co-chair of the Senate equity, inclusion and anti-discrimination advocacy committee (EIADC), called attention to a Year of Diversity year-end poster presentation set for noon-5 pm, April 13 in the William Pitt Union lower lounge. The event is sponsored by EIADC.

University Times leadership change

Wilson commented on the impending departure of University Times editor Nancy J. Brown following the paper's April 27 issue.

"Under her direction, the Times, as the independent faculty and staff newspaper, provided a source of objective reporting about issues, sometimes controversial, important to the entire Pitt community."

"This is not something that is typically found in higher education. We think Pitt should be proud of this and we are committed to helping maintain that tradition going forward. While styles may change, it's important that we maintain and try to further the standard of journalistic excellence that has defined the Times," he said.

"We welcome the new editor, Ellie Graves, and pledge to work collaboratively with her and Vice Chancellor Susan Rogers to that end," Wilson said.

---Kimberly K. Barlow

Senate considers new faculty affairs committee

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impact in practice, particularly in such fields as nursing, social work or education.

Hicks encouraged searching online for “REIF impact case studies” posted by universities in the United Kingdom as part of a 2014 Research Excellence Framework exercise aimed at demonstrating the economic and societal impact of academic research. "There's this amazing wealth of stories across every field of scholarship about research and the evidence for it changing some aspect of society," she said.

Several audience questions focused on the use of, as well as the limitations of, bibliometric evaluation tools.

Wisniewski said tools are available online and through ULS, adding that, "as far as we know, no department, no school is using any type of bibliometric tool as an evaluation for individual faculty.”

The University primarily uses Academic Analytics at the unit level, he said, noting that individual departments have to decide whether it’s useful for benchmarking themselves in comparison with other institutions.

He acknowledged weaknesses, citing, for instance, problems that may arise in benchmarking the physics and astronomy department against peers with departments devoted solely to physics or solely to astronomy.

Wisniewski said the provider has also told them to work in such cases to develop appropriate peer groups. Department chairs also can adjust weighting for various factors, such as awards or grants, to best represent what’s valuable for developing a full story, rather than a limited one.

Communication department chair Lester Olson raised concerns about the use of Academic Analytics in his area of scholarship.

"For me it's virtually useless," he said, citing multiple issues. "If we're genuinely concerned about impact, I would hope that we would be interested in the long-term impact as well as short-term impact," he said.

Discussions of an academic cultural, we value single-authored books. That's true across a lot of the humanities, but in my field, if you publish a book that is used today but was written 20 or 30 years ago, I would be in admiration of the abiding impact of that scholarship, but the book doesn't exist in Academic Analytics” after 10 years, he said.

Also problematic in his field is that edited collections are counted as equivalent to single-authored books, he said.

Olson said using Academic Analytics presents a difficult situation for a department chair. "To use this, I have to agree not to show my colleagues the data — they cannot check. I cannot let them see how they're represented, as I'm in violation of the contract," he said.

He said last year's departmental activity report found no citations for seven of 12 faculty members, although in actuality most of them had hundreds of citations, and that found, he said, using such standard resources as Google Scholar.

"Is it really the way we're going to meaningfully evaluate output?" he asked.

Provost’s comments

In her opening remarks, Provost Patricia E. Beeson thanked the speakers for helping inform what will be an ongoing conversation at Pitt, adding that committees are being formed to examine data governance and data analytics in the governance here.

"Data are with us, we're not going to be able to avoid them, so we should embrace and use them appropriately," Beeson said.

She reiterated principles that are important to remember:

• Numbers shouldn't substitute for judgment.
• We should be transparent in what we're doing.
• We should recognize the importance of developing a full story, rather than a limited one.
• We should develop accurate data of our own, "which is something we've been trying to do here through our online faculty evaluation system, for those who use it," Beeson said.
• We must be knowledgeable about the tools, and use them appropriately.

"This is important not just for administrators," Beeson said. "I think it's important for all of us when we go into tenure and promotion cases. Those cases are put together by the individual faculty. They're evaluated by the faculty of the department. And they come up through the structure as something that has been developed and evaluated by the faculty.”

Beeson said she is seeing increasing — but still limited — use of data in tenure and promotion cases. "The judgment in a tenure and promotion case is still overwhelmingly a peer evaluation, where, as we've discussed, some of these metrics may come in as part of the supporting evidence. "But we really have to understand what sort of evidence is it that's coming in," she said. "And we know that's not just for the administration but for all the faculty.”

The provost noted that Wisniewski already has led conversations at Council of Deans meetings on the meaning and use of evaluation metrics, adding that he brought a data ethic to talk about the proper use of data. "Not just what they mean, but when should you be using them, in an ethical sense," Beeson said.

Wisniewski’s data analytics governance committee will include faculty governance representatives and administrators in discussion, she said.

"I think what we're talking about now are really the same sort of guidelines and principles that have been set out in the discussions today, and that's in addition to what we've already begun working on."

"I think this conversation is really setting us up well for that ongoing conversation about developing the principles for data analytics governance here at the University of Pittsburgh," she said.

The plenary session can be viewed in its entirety via a link at www.universeenate.pitt.edu.

—Kimberly K. Barlow and Katie Fike

The role of research metrics in faculty evaluation
**RESEARCH NOTES**

**Virus can trigger celiac disease**

Infection with reovirus, a common but otherwise harmless virus, can activate the immune system response to gluten that may lead to celiac disease, according to new research from the University of Medicine and the University of Vermont.

The study, published in Science, further implicates viruses in the pathogenesis of celiac disease, which is characterized by an immune response against gluten. Celiac disease is a chronic autoimmune disorder that affects the small intestine, leading to a loss of nutrient absorption and other health issues.

The study suggests that reovirus infection could trigger a cascade of events that lead to the activation of immune cells, resulting in inflammation and tissue damage in the small intestine. The researchers found that reovirus infection could trigger the production of pro-inflammatory cytokines, which are involved in the development and progression of celiac disease.

**Treatment options for depressed older adults studied**

The current study, a collaboration between Brown University, Sainte-Justine Research Center, Centre Hospitalier Universitaire de Montréal, and Stanford University, and the lead author of the study, Peter Dermody, said: “We have identified a potential link between reovirus and celiac disease. Using two different and closely related but genetically different viruses, we showed how genetic differences contribute to the immune system than other viruses, and therefore more likely to engage in a host-viral interaction that first exposure to gluten could create the right conditions for developing celiac.

The Chicago team is collaborating with researchers at Brown and additional members of Dermody’s team at UPMC, to identify the viral factors responsible for the induction of this immune system that sets the stage for a lifetime autoimmune response.”

The study suggests that infection with a reovirus in a susceptible person could set off a chain of events that lead to the induction of an autoimmune response against gluten, even though the virus is present in the body only temporarily.

The study also suggests that the immune system may be more susceptible to gluten-induced inflammation in children and young adults, who have had a prolonged exposure to gluten, than in older adults, who have had a shorter exposure.

**Brain pathway for hand movements identified**

Picking up a slice of pizza or opening a screwdriver—movement scientists have long believed that the brain signals for those tasks are carried out by a network of neurons in the frontal lobe of the brain, which controls voluntary movement. But that belief has been challenged by new research, which found that a new brain pathway exists for controlling hand movements.

The new pathway, identified by neuroscientists at the University of Pittsburgh, University of Brown and the University of Pittsburgh Brain Institute (UPBI) that could underlie our ability to make the coordinated and skilled movements needed to perform tasks like opening a screwdriver or picking up a slice of pizza.

The research was supported by NIH and the Pennsylvania Department of Health.

**Telomere length may predict cancer risk**

The length of the telomere “caps” of DNA that protect the tips of chromosomes may predict cancer risk and be a potential target for future therapies, University of Pittsburgh Cancer Institute (UPCI) scientists reported at the American Association for Cancer Research (AACR) annual meeting.

Longer-than-expected telomeres— which are associated with repeated sequences of DNA and are shortened every time a cell divides— are associated with an increased cancer risk, according to research led by scientists from Pitt and Singapore.

Said Jian-Min Yuan, Arnold Palmer Endowed Chair in Cancer Prevention at UPCI and lead author on two studies presented at AACR: “Telomeres and cancer clearly have a complex relationship. Our hope is that by understanding this relationship, we may be able to predict which people are most likely to develop cancer.”

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The winners of the 2017 David and Tina Bellet Teaching Excellence Awards were honored April 4 at a dinner. They are: • Lilian T. Chong, an associate professor in the Department of Chemistry. • Gianna Downs, lecturer in surgery and assistant director of undergraduate studies, Department of Theatre Arts. • Alison Slinsky Legg, director of outreach programs, Department of Biological Sciences.

Established in 1998 by alumna Lisa Nelson and her husband, David T. Tina, this annual award recognizes outstanding and innovative teaching in undergraduate studies in the Dietrich School of Arts and Sciences. Award recipients each receive a cash prize of $400.

Brent Doiron, faculty member in the Department of Mathematics, has been named a 2017 Vannevar Bush Faculty Fellow by the U.S. Department of Defense.

“The fellowship program provides our nation’s best and brightest researchers from U.S. universities to conduct research in high-impact science and technology, which is of strategic importance to the Department of Defense,” said Mary J. Miller, acting assistant secretary of defense for research and engineering.

Fellows conduct basic research in core science and engineering disciplines that underpin future Department of Defense science and technology. This includes quantum information science, neuroscience, nanoscience, novel engineering and applied mathematics, statistics and fluid dynamics. Fellows directly engage with the DoD research enterprise to share knowledge and insights with DoD civilian and military leaders, researchers in DoD laboratories, and the national science and engineering community.

Audrey Murrell, associate dean for undergraduate curriculum and executive vice dean of the School of Business, is the winner in the education category of the 2017 UPS Extraordinary Women Leadership Awards. Winners will be honored at a luncheon May 25 at the Westin Hotel, Downtown.

The awards recognize women who exemplify the YWCA Greater Pittsburgh’s mission of eliminating racism and empower- ing women.

“Dr. Murrell’s research, taught and served in capacities that addressed issues of gender, diversity, equity and inclusion, engaging with corporations, universities and other entities to develop diverse talent pipelines,” said the YWCA. “The School of Medicine has honored fellow faculty and members, standing contributions to medical education. • Evan C. DeSouza, a professor in the Department of Medical Education, has been named a 2017 Alisa Brunovska Award Recipient for Education and Leadership in the School of Medicine. • Jennifer Lee, a faculty member and professor, told the University Times that the 2017 Alisa Brunovska Award is a high honor that recognizes leadership and contributions to the School of Medicine curriculum. • Antoine Douady, a professor in the School of Architecture, has been named a 2017 Alisa Brunovska Award Recipient for Education and Leadership in the School of Architecture. • Ray K. Fisher, a professor in the Department of Computer Science and Engineering, has been named a 2017 Alisa Brunovska Award Recipient for Education and Leadership in the School of Engineering.

The School of Medicine has honored fellow faculty and members, standing contributions to medical education.

• The Kennedy E. Schutt Dean’s Master Educator Award recognizes basic science and clinical faculty who have made outstanding contributions to the School of Medicine curriculum.

The Sheldon Adler Award for Innovation in Medical Education recognizes individual achievement in innovation in medical education.

• The Donald S. Fraley Award for Medical Student Mentoring recognizes faculty members who share their expertise as mentors to medical students.

• The Alfred G. Nolting Award recognizes basic science and clinical faculty who have made outstanding contributions to the School of Medicine curriculum.

The Excellence in Education Awards, chosen by the Class of 2018 for valued contributions and dedication to teaching of the organ systems: course director — Dr. John McDonald, obstetrics, gynecology and reproductive sciences; small group facilitator — Dr. Robert Rojas.

The excellence in Education Awards, chosen by the Class of 2018 for valued contributions and dedication to teaching of the course:

• The Dean’s Award for Medical Student Mentoring recognizes faculty members who share their expertise as mentors to medical students.

• The W. C. “Bill” Redmond Award recognizes basic science and clinical faculty who have made outstanding contributions to the School of Medicine curriculum.

The Excellence in Education Awards, chosen by the Class of 2018 for valued contributions and dedication to teaching of the organ systems:

For more information, visit the University Times website at uetimes.pitt.edu or by campus mail to 5410 S. Rankin Street, Pittsburgh, PA 15232.

The University Times Research Notes column reports on funding arising from University research. Please communicate all news and announcements from all areas of the University. Submit information to the University Times by email to utimes@pitt.edu, by fax at 412-624-8279 or by campus mail to 5410 S. Rankin Street, Pittsburgh, PA 15232.

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Monday 17
Pitt Sports Dome Grand Opening: Behind Cour Center, 11:15 am-6 pm (www.facebook.com/events/255341426388381)
Senate EPC Mtg. 626 CL, 7:30 pm
Ctr. for Creativity Workshop “De-Tangle Finals Show” Ulstrom 9, 6 pm (http://creativit.pitt.edu/workshop-de-stress-de-tangle)

Tuesday 18
Pathology Lecture: “Pathology 6-Pancreas”, Aamir Singh, fel.scrip.Aising, 7:00 am
Ctr. for Molecular Imaging/ Image-Guided Therapeutics Conf. “Visualizing the Future of Molecular Imaging: Cancer, Cardiovascular & Pulmonary Diseases, Ultrasound, B, 7 pm (register: www.thoroborghforum.com)
Greensburg CoBerten Lecture “Public Relations, Public Policy & Crisis Communications in a World That Relies on Social Media,” William Chou, retired COO of Ogilvy Public Relations Worldwide/ Fergusson Theater, UCP, 7 pm
Pgh. Writers Series Reading Edubridge, Caitheall, FFA aud., 8:30 am (pgwhriterseries.wordpress.com)

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.
**Wednesday 26**

**Clinical Oncology/Hematology Grand Rounds**

“UPMC Head & Neck Survivorship Clinic: Opportunity for Enhanced Patient Care,” Jonas Johnson & Tamara Winick, Hillman Cancer Ctr; Herberman Aud., 8 am

**Teaching Ctr. Workshop**

“Graduate Student Teaching Initiative,” Susan Pease, 13100 Craig, 9 am

**HSLS Workshop**

“Endnote Basic,” Pat Weiss; Falk Lib, 9 am

**GI Grand Rounds**

“Cancer Prevention & Treatment; Ctr. of Excellence: Gastrointestinal GI Grand Rounds” pitt.edu

**Basic/Translational Research Seminar**

“A Novel Immune Checkpoint Pathway Linking p53, Tumor Cell Immunogenicity & the PD-1 Receptor,” Sam Lee, Harvard; Hillman Cancer Ctr; Cooper Conf.Ctr. rm; D, noon

**Pharmaceutical Sciences Seminar**

Xiaoyuan Chen; 416 Salk, noon

**GI Journal Club**

“Jaguar’s 47” Cynthia Chefarne & Shre Dixati; Preby M2 conf. room; noon

**Molecular Medicine Research Seminar**

“Sex Differences in UTI Pathogen Mechanisms,” Xiaoyuan Chen; 456 Salk, noon

**Molecular Biophysics/Structural Biology**

Linda Pereram, 6014 BST, noon

**Pharmacology/Chemical Biology Seminar**

“Histone & Non-Histone Targets of Dietary Docosahexaenoic Acid Inhibitors,” Rohini Dasbhandhu, TX A&M; 1395 Crabtree, 9 am

**Chemistry**

“Avoiding Challenges in Physics With Inorganic Chemistry,” Dana Freedman, Northern U; 150 Chevron, 2:30 pm

**Chemistry Lecture**

“Novel MS-Based Chemical & Enzymatic Methods to Globally & Site Specifically Characterize Glycoproteins,” BongHo Wu, Ga Inst. of Technology; 150Chevron, 4 pm

**Defenses**

**Medicine/Cell Biology & Molecular Physiology**

“Substrate Insolubility Dictates Hop104-Dependent Endoplasmic Reticulum Associated Degradation” G Michael Preston; April 13; 1101 Scal, 10 am

**Public Health/Human Genetics**

“Filial Love in Zebrafish Development,” Sankep Kathuri; April 13, 1140 Paragon, 10 am

**A&S/Anthropology**

“Bone Age Settlement Patterns & the Development of Complex Societies in the Southern Ural Steppes (3500-1400 BC),” Dennis Sharapov; April 14, 3008 Paragon, 10 am

**Information Sciences/Information Science & Technology**

“Understanding, Modeling & Supporting Cross-Device Web Search,” Shuguang Han; April 14, 1140 Paragon, 10 am

**Public Health/Environmental & Occupational Health**

“Potential Greens-Green Mesophilic Optimization of Cellular Memory & Fate Decisions,” Amin Chehel; April 17, Bridgewater Point 1, 5th fl, 1 pm

**Public Health/Computational Biology**

“Genomic Integrative Analysis to Improve Fusion Transcripts Detection, Liquid Associations & Biomar- kers,” Shuchang Liu; April 18, A522 Center, 9 am

**A&S/Anthropology**

“Linguistic Social Organization in the Chaozhu Region, China: A Comparative Perspective;” Weijing Wang; April 18, 3007 Paragon, 10 am

**A&S/Music**

“Empirics & Cohesion in the String Trios of Jonathan Harvey,” Ramiren Szargut; April 18, 114 Music, 2 pm

**Education/Instruction & Learning**

“An Investigation of a Cross-Content Academic Vocabulary Intervention in an Urban Middle School,” Michelle Rimbey; April 19, 5131 Paragon, 10 am

**A&S/Biological Sciences**

“The Evolution of Color Polymorphisms in Calias Butterflies: Preferences, Learning & Sensory Limitations,” Lisa Limeri; April 20, 150 Chevron, 9 am

**A&S/Arts**

“Mosaics of Lenten Opera: Naples, 1818-1830,” Jonathan Shold; April 21, 1140 Paragon, 10 am

**Music**

“Mesais of Lanzar/Opera Naples, 1818-1830,” Jonathan Shold; April 21, 1140 Paragon, 10 am

**A&S/Science**

“Unanticipated Student Utterances in an Adult ESL Grammar Classroom,” Ida Chevalier; April 19, 3140 Paragon, 2 pm

**Public Health/Environmental & Occupational Health**

“Detection of Colorectal Polyps in Calas Butterflies: Preferences, Learning & Sensory Limitations,” Lisa Limeri; April 20, 150 Chevron, 9 am

**A&S/Arts**

“Mosaics of Lenten Opera: Naples, 1818-1830,” Jonathan Shold; April 21, 1140 Paragon, 10 am

**Business**

“Let it Go? How Agency & Power Impact the Consumption of Uncertain Products & Group Experi- ences,” Aleksandra Kovacheva; April 27, 201 Mervis, 10 am

**De rodents**

**Honors College Peer Mentor Program**

Application deadline is April 14. pittcollmentorlink.net

**Pitt Innovation Challenge 2017**

Application deadline is May 15. pittinnovation.com

**Exhibits**

**German Student Projects Exhibit**

“Do You Care About Your Future? Study German,” O’Hara Student Ctr. ballrm., April 13, 1-4 pm

**Public Health**

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

**Bauce Law Library**

“Cartographic Abstractions & Maps,” Janice Morris; 1st fl. gallery, through April 25, M-Th 8 am-10 pm, F 8 am-5 pm, Sat 10 am-6 pm, Sun noon-8 pm (8-1376)

**Studio Arts Student Exhibits**

FPA Gallery, through April 29; M-Sat 10 am-4 pm

**Theatre**

**Stages Production**

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

**Stages Production**

“Peter & the Starecase”; seat Randal Theatre, through April 9, Tue-Sat 8 pm & Sun 2 pm (www.pitt.pn.edu)