OCTOBER 27, 2016

Notice

Daylight Saving Time ends at 2 a.m. on Sunday, Nov. 6. Clocks should be turned back one hour.

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University of Pittsburgh

In This Issue

Faculty and staff describe what Pitt should look for in a new arts and sciences dean.--------------------------4

Implicit bias and the cosmos were two of the topics featured at Science 2016 Game Changes.---6-8

School proposal goes to trustees

Plans to merge the School of Information Sciences (SIS) and the Dietrich School of Arts and Sciences’ Department of Computer Science (CS) to form a School of Computing and Information (SCI) will be presented to the Board of Trustees tomorrow, Oct. 28. Provost Patricia E. Beeson told Senate Council last week that the plans were launched early in 2015 as a result of campus discussions about how the University supports computing and information, which have become integral across disciplines.

“My view is we needed more of a center of gravity in this area, that what we were doing was too diffuse. But I asked the faculty to consider whether or not they agreed and what the solution would be,” she told the council. At Beeson’s request, faculty in information sciences and computer sciences developed the proposal, with broad input from those in the community. (See June 11, 2015, University Times.)

Nathan Urban, vice provost for special projects, is leading the search committee tasked with identifying the school’s founding dean. The position specification is posted at http://cs.pitt.edu/ sci.html.

Beeson said the proposal went through shared governance reviews at the department and school levels and was discussed in the Provost’s Advisory Committee on Undergraduate Programs and the University Council on Graduate Studies. Earlier this month it passed its final internal review by the University Planning and Budgeting Committee.

With the board’s approval, the first cohort of students would matriculate in the new school next fall.

“There’s still time to apply

Got an idea for a diversity year program?

To date, nearly 40 proposals have been approved for funding by the Year of Diversity committee, Provost Patricia E. Beeson told Senate Council last week.

“It’s my hope that this Year of Diversity is not going to be just a set of events but that it’s going to be a year in which we look deeply into our community and how we interact, and that we actually establish structures and a culture that helps us move forward and create a more diverse and inclusive community,” Beeson said.

“We want to really develop a deeper appreciation on campus and within our community of all the different types of people that we have here: People who have different ethnic backgrounds, different gender identities, different political ideas. We have a very diverse group of people here on campus and we need to increase our awareness and appreciation of difference,” she said.

“At the same time, I think it’s really important that we start thinking about more purposefully not just why we appreciate all the difference, but why we think we’re stronger when we bring those differences together—why diversity in and of itself within our community is important,” the provost said.

“We need to remind ourselves and our students that one of the core tenets of the academy is that we think that through the interaction of ideas with people who have different views we actually learn more. We advance knowledge by engaging with people who have different political views than we do, who are coming from a different perspective on an issue?

“It’s something that I think we need to practice and consciously engage in, particularly right now.”

During the spring Senate policy session, Beeson declared academic year 2016-17 the Year of Diversity in response to a Senate Council task force on diversity and inclusion’s recommendation. (See April 14 University Times.)

The Provost’s office is providing matching funds of up to $5,000 for lectures, workshops and other events that advance the Year of Diversity initiative.

Proposals will be accepted until Jan. 15. Application forms and a calendar of events are posted at www.yearofdiversity.pitt.edu.

—Kimberly K. Barlow

Reynolds honored for mental health work

Charles F. Reynolds III, UPAM Endowed Professor of Geriatric Psychiatry and director of the Aging Institute at UPAM and the University, is one of two winners of the 2016 Pardes Humanitarian Prize in Mental Health given by the Brain & Behavior Research Foundation.

The annual prize recognizes individuals whose contributions have made a profound and lasting impact in advancing the understanding of mental health and improving the lives of people suffering from mental illness. It focuses public attention on the burden mental illness places on individuals and society, and the urgent need to expand mental health services globally.

Reynolds’ prize, which carries an honorarium of $300,000, will be presented tomorrow, Oct. 28, in New York City.

He is being recognized for his pioneering work in geriatric psychiatry and the prevention and treatment of late-life depression. Reynolds helped to define a new global health priority as depression prevention in older adults, now recognized as a feasible public health goal.

He and his colleagues also have demonstrated that depression treatment reduces both suicidal risk and cancer-related mortality risk in elderly medical patients, and his work has informed longitudinal treatment strategies to prevent recurrence and delay dementia in depression with mild cognitive impairment.

“It is a privilege and an honor to be a recipient of the Pardes Humanitarian Prize. In our youth-focused culture, the elderly and their struggles with mental illness are often overlooked and neglected,” said Reynolds.

“Late-life depression is a global health priority that has immense impact on older individuals and their families. It is my sincere hope that as a society we can work to restore the joy of living to older adults affected by mental illness.”

This year’s other Pardes winner is Vikram Patel, who is being honored for his work in advancing mental health care in resource-poor countries.

—Kimberly K. Barlow

—Charles F. Reynolds III

Remembering Susan Hicks

Friends decorate a ghost bike in honor of Pitt staff member Susan Hicks (i.e., who was killed a year ago when a car struck her on Forbes Avenue near Bellefield while she was riding her bicycle home from the Oakland campus. She was remembered Oct. 21 with a memorial event and bike ride.}

Hicks, 34, was the assistant director for academic affairs in the University Center for International Studies’ Magdeburg Institute for Russian and East European Studies.

To contribute to the Susan M. Hicks Memorial Fund, which aids Pitt students in Russian and East European studies, go to www.grove.pitt.edu/hicks.

—Kimberly K. Barlow

Charles F. Reynolds III

—Kimberly K. Barlow

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Developing project-based learning

Project-based learning (PBL) is a student-centered, inquiry-based teaching method in which students gain deep knowledge and skills through directed investigation of an authentic, meaningful question or problem. PBL is increasingly being used in professional schools, PBL is becoming popular as a teaching method among all faculty. The reason is simple: Research indicates that when done well, PBL works. It produces better educational outcomes and an improved learning environment. Results also show increased faculty satisfaction, a more evenly distributed workload during the term, improved pedagogical knowledge, and improved understanding regarding students’ ability, reasoning and interests.

Here are some examples of PBL:

• In a graduate education course, students are tasked with creating a 10-minute video presentation. The video is to be prepared as if it is a presentation to a local school board. Students are to advocate for a change or educational initiative of their own choosing. The presentation has to be clear, persuasive and evidence-based. It is meant to draw on the topics of the course and demonstrate mastery of the material. Students work in teams of their own choosing. Final videos are shared online.

PBL is case-based, a version often used in the medical fields. For example, students can be assigned to a “treatment team,” with each student playing the role of a different care provider in the team: doctor, nurse, social worker, etc. The team is presented with a “patient” who comes with a case history. Each student must address the concerns of their particular care provider role, but team members must come to consensus and use evidence-based reasoning to explain and justify their treatment plan.

It is no longer enough to teach students to memorize the body of knowledge in a given discipline. We need to prepare students for a career in which they will generate, disseminate, and apply information. They will need to understand both general and specific discipline knowledge, and then integrate theory and practice through the application of critical thinking to practice problems. They’ll also need to be able to work in teams, learn from failures and communicate effectively in both written and oral forms. PBL provides a chance to develop all of these skills through work on real problems similar to what students will encounter in their future.

All of these gains do not come without trade-offs. Research indicates that faculty report a higher level of class unpredictability and less control with PBL. Faculty also report an overall increase in the time and workload needed for planning and implementation in their courses. It is not easy to move from the traditional instructor-focused lecture model to the incorporation of student-centered PBL. But faculty indicate that the benefits outweigh the trade-offs.

Keep in mind that PBL covers a wide spectrum of formats, and works best as a key strategy in a course that still includes other instructional methods. It is not an all-or-nothing proposition. PBL comes in many forms, including case-based, design-based and simulation-based. But all good PBL will include certain key elements. These elements may be articulated in different ways, but will all boil down to:

• The project has clear student learning goals, including discipline content, problem-solving skills and collaboration.

• The focus of the project is a non-trivial problem or question that is appropriate for the level of the course.

• Students must engage in a rigorous process of questioning, research and iterative application of results.

• The project is authentic in nature, featuring real-world context, tools, standards and impact. It must be scaled appropriately for the course level.

• Students have reasonable autonomy to make decisions about what to do, how to do it and what their final solution/outcome will look like.

• Students and instructors reflect on the effectiveness of approaches, the quality of student work, challenges and solutions.

• Students give and receive feedback in an open and inclusive way with the instructor and each other.

• The solution that results from the project is shared with and available to others, and how it can be used.

• They encourage others to share their work openly.

• Volunteer as a reviewer or editor of other researchers’ work.

• Celebrate Open Access Week with us, Oct. 24-28, with events running into November (openaccess.pitt.edu).

What can Pitt libraries do for you? We can:

• Find the best journal in which to publish your research, including in an open-access journal.

• Consult on copyright, fair use and other intellectual property questions.

• Explain other benefits of open access, including broader and faster worldwide exposure for your work and, as and studies suggest, an increase in citations.

• Discuss converting your for-profit journal to open access.

• Sponsor a cross-journal program and support the conversion of peer-reviewed journals from for-profit publishers.

• Pitt strives to improve the world through knowledge. Open access aims to make research more available and more easily reusable. It’s a natural partnership.

Jeff Wisniewski is web services and communications librarian for the University Library System.

The open-access movement and you

Have you ever struggled with choosing a textbook because you’re worried about the cost to your students?

Have you had trouble getting access to an article you need for your research because it’s in a journal to which Pitt does not subscribe?

Did you know that as a tax-payer you have access to research, usually journal articles, twice? First, for the taxpayer-funded research that goes into its creation. And then again to access the results of that research via a for-profit journal.

The cost of journal subscriptions to libraries has skyrocketed. For a number of years, the normal rate of inflation has been nearly three times the standard rate of inflation (2013), the inflation rate for journals was 6 percent; the Consumer Price Index rose 2 percent during that period.

Similarly, the affordability of textbooks and other educational resources is a concern for faculty, who have to decide which textbooks to assign, knowing that the cost may be a significant burden for the students or their parents who have to pay for the textbooks. It is a serious problem in many cases.

These are problems that universities everywhere are confrontsing: managing the costs of scholarly materials; the ability to access them; the sheer quantity of scholarly materials available; and the speed with which they’re available. These problems stem from the fact that the majority of scholarly materials are controlled by for-profit publishers who have little incentive to address issues of affordability and access.

Libraries, including those at Pitt, have responded to these problems in a number of ways. First, we have attempted to negotiate better deals with publishers, including those with other libraries, but this approach has had limited success. Another, perhaps more effective, response: Pitt libraries have joined the worldwide open-access movement, which supports the creation and use of scholarly materials that are:

...digital, online, free of charge and free of most copyright and licensing restrictions. What makes it possible is the internet and the consent of the author or copyright-holder.

Open access is compatible with copyright, peer review, revenue (even profit), print, preservation, prestige, quality, career advancement, indexing and other features and supportive services associated with the traditional print-oriented scholarly literature.

Peter Suber, “Open Access Overview,” (revised 2010)

How can you access benefits?

There are a number of ways. Making your research freely available via a subject-based preprint server, like the ArXiv physics preprint server or Pitt’s philosophy of science preprint server PhiSci Archive, or an institutional repository like D-Scholarship@Pitt, makes your research available more quickly to your community and potentially to the world. Subsequent formal publication in important journals in your field is still possible, but evidence that articles published in open-access journals are cited more often than articles available only through subscription.

Interested? Here are some things you can do:

• Deposit your work in D-Scholarship@Pitt, the institutional repository of the University. This is an open-to-the-world database of the research output at Pitt, and includes published and unpublished research papers, multimedia, presentations, conference papers, research data and more.

• Publish in open-access journals.

• Utilize the ULS Open-Access Author Fees Fund, established to pay processing fees for articles authored or co-authored by the faculty, staff, postdoctoral associates, and students served by the University Library System and the Barco Law Library who publish in open-access journals.

• Choose Creative Commons licenses for your work and teaching materials in order to provide alternatives to the “all rights reserved” approach of copyright law. With Creative Commons licenses, an author or creator indicates that their work can be reused by others, and how it can be used.

• Encourage others to share their work openly.

• Volunteer as a reviewer or editor of other researchers’ work.

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This is one in an occasional series profiling University staff, providing a glimpse of some of the 7,200 employees whose primary business is making Pitt work.

The School of Social Work staff at the Pennsylvania Child Welfare Resource Center in Mechanicsburg are the University’s most far-flung employees. They help train child welfare workers in every county in the state and make sure those agencies are working as best they can for children.

The center began funding the center in 1992 when it was based at Shippensburg University; in 2001, the center moved to Pitt. The 90 center staff members provide direct services to about 5,000 child welfare workers in all 67 Pennsylvania counties: training caseworkers, supervisors, managers and administrators; revamping the way county agencies are run; providing online courses concerning child welfare rule changes; and even running an annual weeklong retreat at Pitt-Johnstown for foster youth transitioning to adult independence.

Jennifer A. Caruso is one of 14 practice improvement specialists with the center; she has a territory that covers Beaver, Washington, Westmoreland, Cameron and Elk counties.

Her daily duties depend on the needs of each agency: from a day’s training session to a years-long rolling project. The latter may involve several visits per month, working with agency staff to improve their organizational effectiveness, climate, communications or programming.

Sometimes she works with another practice improvement specialist on-site at a county agency; other times she teams with center researchers to interpret surveys they’ve taken of agency needs or worker performance. She collaborates with the center’s curriculum department to develop instructional materials for agency workers.

Other staffers at the center manage statewide child welfare improvement projects or handle the center’s operations, including its administrative, fiscal and tech needs.

Caruso spends several days each month at the center’s Mechanicsburg headquarters, 8 miles west of Harrisburg. When she visits agencies in her five focal counties, she helps them gather data on staff members’ recent work and on case outcomes. She aids agency staff in reviewing state expectations and individual staff performance — “What do we need to do differently? What is getting in the way?” she says — which involves identifying not only gaps in agency service but root causes of any problems.

“T’m the one up at the front of the room, asking the big questions: How are we going to measure success?” she says of her agency visits. “I help them define what success will look like. What do they have that already works and what do the challenges look like?”

“T’ve helped a couple of agencies completely revamp their structure,” she explains.

Every time a child in the foster care system has a change in caseworkers, she notes, their chances of reunification with their birth families “dramatically drops.” Since reunifying families is the state’s goal for all of its county agencies, Caruso says, Pitt’s work isn’t just aimed at making improvements for their own sake. She is working toward the same state goal of reuniting kids and parents.

Her mission, she says, is “how to make sure we’re keeping the family in mind and the child in mind” during each agency’s operations.

“My job is to be the connection between all of those groups within the agency” — different parts of each child welfare agency that may not communicate well enough — “making sure we are following through with all the commitments that are being made.”

The state child welfare system has seen many new laws implemented since 2015, and Caruso works with her assigned counties to help put them in place — figuring out what resources are needed and who is responsible for making the changes. Her work also may involve pulling in other groups and officials who need to help an agency improve its services, such as a county’s office of behavioral health, its bureau of drug and alcohol services, the county manager or quality assurance workers.

As Helen Cahalane, principal investigator of child welfare education and research programs in the School of Social Work, told Congress this summer during a hearing on the child welfare workforce, the Pitt center delivered nearly 2,000 days of in-person training in 14 spots around Pennsylvania and conducted 27 different online training sessions, with more than 4,000 child welfare professionals completing an average of five online courses last year. The center also has provided courses in child abuse recognition and reporting to almost a million people throughout the commonwealth since November 2014.

The center teams with Pitt’s social work school, and the school’s counterparts at 15 other universities in Pennsylvania, to offer an undergraduate program in child welfare education, aimed at bringing new child welfare workers into the field, and a graduate program, child welfare education for leadership, to improve the skills of current professionals in the field.

Center director Michael Byers says Pitt’s School of Social Work is well-positioned to lead the statewide improvement of child welfare agency workers; he calls the center’s operations “an unique opportunity to apply a comprehensive approach to strengthen Pennsylvania’s child welfare system.” Some center employee events inside the social work school and center staff members participate in Pittsburgh campus programs, such as the school’s Center on Race and Social Problems’ summer institute on race and child welfare.

Adds Byers, “The school’s faculty advance our work and inform the direction of research.” Caruso says she still feels a part of Pitt, no matter how far she travels for her job. “I have access to many resources at the University. I attend HR seminars and speakers’ series.”

In Beaver County this fall, Caruso is helping the county child welfare agency improve the “onboarding” of new employees. She calls onboarding “orientation on steroids.” More than merely explaining to new workers what the county’s child welfare agency does, “it’s much more about how things are done and why they are done,” she says.

Caruso also is leading a review of Beaver County services, begun in 2012. She and agency workers have selected individual cases to review, looking at the involvement of the parents, foster parents, courts, service providers and others in each case to develop a success rating and improve similar case outcomes in the future. She helped agency staff discover, for instance, that they needed to concentrate on getting fathers who are primary caregivers to do a better job of involving children. CONTINUED ON PAGE 4
Concern over the new federal overtime regulations that went into effect Dec. 1, raised the question of a focus of a lengthy closed meeting of the Staff Association Council (SAC) on Oct. 19 and prompted SAC members to begin airing their concerns to Cheryl Johnson, new vice chancellor for Human Resources.

The mandatory overtime threshold will be raised from the current $23,660 annual wages to $47,000 under the changes to the Fair Labor Standards Act (FLSA). (See SAC story on Page 3.)

The change may affect as many as 2,000 positions at Pitt. According to a May letter from Greg Scott, senior vice chancellor for business and operations, some salaried employees who make less than the threshold amount may be eligible for overtime pay once the change takes effect; other employees may see a raise, bringing them above the overtime-eligible threshold.

The federal government has not changed the overtime threshold in more than two decades. That was what was really exciting to me,” Caruso says. “We saw progress in a lot of the areas that we worked on.”

Agencies don’t always change easily, she reports. “When it’s a long time coming and we’re raised for over 20 years,” Johnson said. “You role is to think critically and challenge them to move forward.”

Caruso also mentioned one of the agency’s biggest problems is trying to solve new issues and that might work elsewhere. She also may provide research on an issue the county is about to face.

Her assistance is most effective, she says, when she is “involving people from all over the agency and they are volunteering for roles.” An administrative assistant in Beaver County, for instance, collected data about their work while that staff member turned the data into graphs for a presentation. Such teamwork makes agency workers feel the effort to change originates from within their own organization.

The overtime rule change leadership wants to see.”

Other SAC news: Allison Colwell and parliamentarian Fiona Seeholzer reported that Pitt retirees soon will be allowed to apply to keep their Pitt email addresses upon retirement. “The details aren’t worked out,” but they hope to be able to do so, Caruso says. “There’s good ongoing relationship with lots of different people in the agencies, she said. “You are always going to have naysayers. The power of this work is, they’re gathering the data, and they’re bringing it back, and they’re able to say, wow, this really did work.

They are being asked what really matters to happen to bring about the change leadership wants to see.” —Marty Levine

Changes go into effect Dec. 1
New OT rules concern SAC

In other SAC news: Allison Colwell and parliamentarian Fiona Seeholzer reported that Pitt retirees soon will be allowed to apply to keep their Pitt email addresses upon retirement. “The details aren’t worked out,” but they hope to be able to do so, Caruso says. “There’s good ongoing relationship with lots of different people in the agencies, she said. “You are always going to have naysayers. The power of this work is, they’re gathering the data, and they’re bringing it back, and they’re able to say, wow, this really did work.

They are being asked what really matters to happen to bring about the change leadership wants to see.” —Marty Levine

Faculty, staff offer input on search for arts & sciences dean

Obviously, arts and science is the heart and soul of the University, and we need to make sure that it stays that way,” said Executive Vice Provost David Dejong, addressing three dozen in attendance at the Oct. 21 forums to discuss the hiring of a new dean of the Dietrich School of Arts and Sciences.

Dejong, chair of the dean search committee, introduced two representatives of the search firm hired to replace Dean N. John Cooper, who will step down from the post in August 2017 and return to teaching.

Vice president Anita Tien and associate Carrie Alexander of Boston-based Iacocca Miller noted that their firm specializes in nonprofit executive search.

“This is a search that is going to attract a lot of attention,” said Tien. “We’re expecting the issue will not be getting people interested, but finding the right people for Pitt.”

Deans generally fulfill five roles, she added. They are the face of a school that connects internally and externally; a student advocate for the education landscape; discovering what is trend-setting in the field and what other institutions need in place to maintain their worth, such as a strategic and implementing a vision; a strong administrator and manager of people, resources and structures.

Pitt staff, faculty and students in attendance had their own ideas about characteristics the search committee should look for in the next dean.

Sidneepa Majumdar, English professor, said the strength of Pitt is, it hasn’t jumped on the bandwagon that lots of universi- ties have, and instead emphasized the importance of austerity, making the arts and humanities the lowest-priority area and said undergraduate degrees that lead directly to jobs and professional roles. “Dean Cooper was someone who really cherished every department’s accomplishments,” Majumdar said. The committee should seek a similar individual, she said: “somebody who is that invested in the scholar- ship — that would be very important to me.”

Several people urged the committee to consider a dean who would value the College of General Studies (CGS) as part of the Dietrich school, Janet Ashby, staff member in the Office of Admissions and Financial Aid and a CGS student, pressed for “someone who is going to give us the bit of attention the CGS needs,” in the College of General Studies. We sometimes feel like a bit of an afterthought.”

The need to consider a diverse pool of candidates, as well as more faculty in hall-type meetings to discuss the changes: “I have been here a long time and I have never witnessed a major collaboration between arts and humanities and another for the sciences, she concluded.

Dejong, chair of the dean search committee, said he believed the new dean should remain as involved in the individual departments as was Cooper. Forum partici- pants also cited his attention to the crest of the University Center for International Studies and its study-abroad programs.

Aurion Henderson, faculty member in studio arts, said Cooper “was really good at listen- ing. He knew what we were doing … and used that to advocate for us.” He said the new dean should be someone “who sees that value in the liberal arts education.”

Dejong said further input on the liberal arts programs was available through the website (http://www.pitt.edu/node/1900) and the CGS Facebook page (https://facebook. com/CGS Pitt). Also, she added, “The change leadership wants to see.”

Other candidates for the position included those who expressed interest in the position and low-income students and faculty, staff, and students of the search firm who were attending the forum. The forum ended at 7:30 p.m. and an additional forum was scheduled for the following day.

According to Dejong, the search committee will hold campus visits with dean final- ists by February or early March. The search committee is expected to announce its final recommendation by early April and is expected to take office by July.

CONTINUED FROM PAGE 3
White House Frontiers conference held on Pitt and CMU campuses

Top left: President Barack Obama, flanked by two members of the presidential panel on brain science and information, Atul Gawande and Kafui Dzirasa, discusses the future of medicine and health care innovation in the White House Frontiers Conference plenary session Oct. 13. Pitt and Carnegie Mellon University cosponsored the conference.

Top right: Chancellor Patrick Gallagher delivers welcoming remarks at the plenary session, held at Carnegie Mellon University’s Cohon University Center.

The University hosted conference sessions on personal and global frontiers, and a demonstration area in Alumni Hall.

Above, Gallagher tries his hand at docking a shuttle at the International Space Station on a Boeing CST-100 Starliner training simulator in the conference exhibit hall in the Connolly Ballroom.

At right, Gallagher tours the National Aeronautics and Space Administration display showcasing Mars explorations.

For more on the conference, visit frontiers.pitt.edu.
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black female doctors are posting their photos under the hashtag #WhatDoctorsLookLike after Tamika Cross took to social media with her story of a Delta flight attendant's skepticism when she was the first black female doctor during an in-flight medical emergency.

“LookLike after Tamika Cross took to social media with her story of a Delta flight attendant’s skepticism when she was the first black female doctor during an in-flight medical emergency.”

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SCIENCE 2016: Game Changers

How implicit bias affects our actions

... continued on page 7

UNIVERSITY TIMES

Black female doctors are posting their photos under the hashtag #WhatDoctorsLookLike after Tamika Cross took to social media with her story of a Delta flight attendant’s skepticism when she was the first black female doctor during an in-flight medical emergency. The recent incident made the science of implicit bias a headline sensation. "Implicit Bias and Other Hard-to-Measure Phenomena that Affect Our Perceptions and Actions" especially timely as a quartet of presenters examined the effects of unconscious stereotyping, and efforts to uproot it, particularly in academia and medicine.

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Implicit bias CONTINUED FROM PAGE 6

In research, one in the patient and family member were portrayed by black students and the other case, the actors were white.

The doctors made similar treatment decisions and demonstrated the same verbal communication skills regardless of the patient’s race. But in one case, the nonverbal communication with the white patient was more reassuring and encouraging.

“They did show less physical proximity, open posture, touch and gaze with the black patients,” she said. “It could lead to less after-care.”

How might this influence those end-of-life interactions? Anti-racism education is clearly not enough, she said. “It could lead to less after-care,” she said.

“If and when I trust you to have my best interest in mind, I might not be getting the best care,” she said. “If there’s a conscious process, if we think about these issues, that’s no longer on the list of things we say we need to be teaching our students based on what we’ve seen, and it has an impact on patient care, but it gets recycled when those students graduate and when the students and high-stakes situation — could lead to less after-care.”

“The importance of educating and encouraging reflection about one’s assumptions and expectations as that’s important,” she said, noting that it must come from the top down. “The entire health care team needs to be involved. We need to recognize the impact of this on the severity of the disease and the quality of care that we provide,” she said.

One thing we can do is to make sure that everyone knows about the black patients, and the students to approach every interaction with a conscious understanding that the patient isn’t just an aggregate of patients. This is really intrinsic to improving medical care,” Thompson said.

“We need to encourage discussions in academic medicine that look at the systemic features of the patient and the patient’s health disparities. These biases are malleable. We can overcome our mental habits and gut reactions. It’s not inevitable that these biases will control our behavior. But we have a lot of work to do.”

It’s hard work, she said. “But being conscious is a first step.”

Katherine M. Blee, divisional dean of Sociology and associate dean for graduate studies and sciences for the Dietrich College of Humanities and Social Sciences at the University of Pittsburgh, noted that implicit bias may be bad, Blee said. “The more ambiguous the criteria, the more difficult it is for someone to make a deliberate effort to reduce implicit bias.”

“People like the idea that this is an important decision-making task, that’s clear just by looking at how many people are doing this. It’s a way to get people to shine a light on themself to an egalitarian approach to diversity. It’s a way to make that goal a habit, we may have to work at it.”

“Social science research tells us that implicit bias is not strongly linked to racial characteristics. One can have very strong social justice beliefs and still have implicit biases,” she said. “Changing people’s minds actually has not had much impact on implicit bias.”

People, thirdly, only feel well correlated with one’s own social position, she said. “Women have implicit bias toward men when they’re looking at occupations that are male dominated, almost as if it’s an equalizer for placing them.” Nonwhites have almost as much of this bias favoring whites as whites do. “Implicit bias also is stronger with ambiguity, it’s stronger with time pressure, stronger where there’s a lack of critical mass,” she said.

Search committees should do better because they’re not. “The level isn’t well correlated with one’s own social category, simply diversifying their search criteria and having a diverse faculty hiring and graduate school admissions,” Blee said.

“Mitigating the Effects of Implicit Bias in Hiring and Admissions.” “It turns out it’s not that difficult to start to change the outcomes of processes in which there’s implicit bias.”

What’s different is the goal. Outcomes can be changed “not by changing people,” she said. “It helps to have an explicit discussion of what that is, tell the student that is themselves white,” she said. “Squishy criteria ... ‘We want a more diverse faculty and we want a more diverse group, she said. “Say ‘Is this who we want? Let’s look for someone that really engaged’, are laden with ambiguous criteria. The more ambiguous the criteria. The more difficult it is for someone to make a deliberate effort to reduce implicit bias.”

“People like the idea that this is an important decision-making task, that’s clear just by looking at how many people are doing this. It’s a way to get people to shine a light on themself to an egalitarian approach to diversity. It’s a way to make that goal a habit, we may have to work at it.”

“Social science research tells us that implicit bias is not strongly linked to racial characteristics. One can have very strong social justice beliefs and still have implicit biases,” she said. “Changing people’s minds actually has not had much impact on implicit bias.”

People, thirdly, only feel well correlated with one’s own social position, she said. “Women have implicit bias toward men when they’re looking at occupations that are male dominated, almost as if it’s an equalizer for placing them.” Nonwhites have almost as much of this bias favoring whites as whites do. “Implicit bias also is stronger with ambiguity, it’s stronger with time pressure, stronger where there’s a lack of critical mass,” she said.

Search committees should do better because they’re not. “The level isn’t well correlated with one’s own social category, simply diversifying their search criteria and having a diverse faculty hiring and graduate school admissions,” Blee said.

“At the medical school, ‘We can make modest changes in the curriculum. We can increase exposure to counter stereotypical examples in the minority experience. ‘As much as people need to process a lot of stimuli coming in, we put it in a form that we can better deal with, we standardize testing,” she said.

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“People like the idea that this is fixable. Changing one’s own attitude is a way, but changing the culture is a really hard slog. And that’s the gold standard. But here’s a middle ground, we’re really close to the right way while we’re doing the longer-term projects,” she said.

—Kimberly K. Burrow
What's the universe made of? What do we know about dark matter and dark energy? And does it matter, if we're living in a computer-simulated universe anyway?

Such were the questions explored by University Physics and astronomy faculty, with colleagues from Carnegie Mellon, at the Oct. 21 “Eye on the Cosmos” session of Pitt’s annual science research showcase, this year titled Science 2016: Game Changers.

Michael Wood-Vasey, Pitt physics and astronomy faculty member, is trying to determine the true color of our galaxy, the Milky Way, to help show its origins and composition.

Astronomers have calculated by 100,000 times more mass in some of these dwarf galaxies than may be accounted for by their stars and other visible matter. Using these findings, he has concluded that dwarf satellite galaxies abutting the Milky Way, some with just a few hundred stars, are made “almost entirely of dark matter,” he said.

Jeffrey Newman, a Pitt physics and astronomy faculty member, is trying to determine the true color of our galaxy, the Milky Way, to help show its origins and composition.

Astronomers are collections of stars, dark matter, gases and dust, all held together by gravity; our sun is one of hundreds of billions of stars in the Milky Way. Most galaxies share some form of the Milky Way’s spiral shape, with a bulgeous center and a thinner disk of trailing arms, looking like two fried eggs placed back to back, Newman said. Others are simpler globe shape, with a bulbous center arms, and our view of the central sun are in one of our galaxy’s spiral arms, and our view of the central Milky Way is partly obscured by gas and dust clouds.

Using the Sloan Digital Sky Survey Telescope in New Mexico, with which Pitt has been involved since the 1990s, scientists have collected detailed light spectra for about a million galaxies to find analogs to the Milky Way: galaxies with the same number of stars and rate of star formation as the Milky Way.

Such comparisons have concluded that our galaxy is, essentially, white: technically, either one of the redder blue galaxies in the universe or one of the bluest red stars.

“We found our galaxy is very appropriately named,” Newman concluded. “We’re in a typical galaxy,” with both older red stars formed less than a million years after the Big Bang, and other stars still forming today. Don’t mistake the whites of the Milky Way in our night sky for its true color, Newman said. Most stars appear white to us because our eyes see low levels of light in black and white. If you want to see the Milky Way’s true white color, he explained, look at an accumulation of spring snow, with its finer flakes, an hour after sunset.

Of course, none of these astronomical findings may matter — we, and our universe, might be a simulated human.

Such notions are taken seriously, he explained. Last month, Bank of America Merrill Lynch sent a letter to investors noting that there’s a 50 percent chance we’re living in such a simulation; Elon Musk, head of Tesla and SpaceX, has said he believes it’s even less likely our reality is real. All of this is based on a 2003 paper from Oxford philosophy faculty member Nick Bostrom. It postulated that, to be conscious, one does not need to have a physical body; that consciousness eventually can be simulated within computers; and that “post-human civilisations” eventually will do exactly that.

Since there are many simulations possible, but only one reality, the conclusion was inevitable, Croft said: “We’re most likely to be a simulated human.”

Croft’s astronomy work uses powerful simulations that are far from being able to model such things. He employs Blue Waters, the largest National Science Foundation supercomputer, to conduct cosmological simulations, modeling how the universe progressed from the Big Bang to today’s observable world — how its tiny quantum fluctuations evolved into gravity, with dense regions becoming denser and empty regions becoming emptier, as other forces, from gas dynamics to radiation, came into play.

The largest matter and forces in the universe are easiest to simulate, so Croft and colleagues have begun with superclusters of galaxies and now are down to modeling the formation of dwarf galaxies. Simulating planets and people eventually will be possible, he said — the latter by the year 2300, according to the latest predictions.

We’ll be using supercomputers to form single model atoms just a hundred years later, he said.

“The physics is standard — it will happen,” he added. “The universe is complicated, but supercomputers can handle it.”

Marty Levine
Concussions can be treated effectively, researchers say

Concussions, often viewed by the public as direr and perplexing, can be treated effectively despite their complexity, according to experts from around the U.S. The recent experts’ statement stems from an October 2015, “Targeted Evaluation and Active Management” (TEAM) symposium of concussion clinicians and researchers at UPMC that focused on best practices, protocols, and active therapies for treating concussions.

The conference discussions were led by chair Micky Collins, director of the UPMC sports medicine concussion program, along with co-directors Anthony Kontos, faculty member in orthopedic surgery; and David Olkonko, faculty member in neurological surgery. The meeting was funded by the NFL Foundation.

The U.S. Center for Disease Control estimates that as many as 4 million concussions occur each year in the U.S. and sport- and recreation-related concussions in particular have been increasing. Concussion symptoms, which can be subtle and last days or weeks, include but are not limited to headache, confusion and nausea.

Said Collins: “There has been only limited evidence-based guidance, particularly for primary care providers, about the active treatment of concussion. This makes it difficult for clinicians to determine how best to treat patients with this injury. Many are treating patients with concussion using a uniform, rest-based approach today much the same way they would treat musculoskeletal injuries that might require accommodations at school or work. If the injury was sustained during sports, the patient is instructed not to return to play on the same day and to gradually increase aerobic, exercise-based activity while symptoms are monitored. But, as described at the symposium, research is beginning to show active rehabilitation can help people recover more quickly and safely than simply resting.

More research in large, multicenter trials is needed to figure out what kinds of treatments are most effective for a set of symptoms and for individual patients,” Collins said. “Most importantly, we believe concussions are treatable and patients can and do get better.”

A 2015 Harris Poll of more than 2,000 U.S. adults found that 71 percent did not recognize that concussions are treatable. In the same report, 1 in 3 patients who had been diagnosed with a concussion reported receiving no prescribed treatment.

That report set a bold goal — to achieve zero preventable deaths after injury and minimal trauma-related disability,” said Sperry. “Remarkably, the LITES Network has the potential to spur research that will lead to clinical advancements to achieve that ambitious goal.”

Pitt will lead the project with the University of Colorado and Oregon Health & Science University, and also involve trauma centers at the University of Texas-Houston, Vanderbilt University, the University of Louisville, Baycol College of Medicine and the University of Arizona. Additional trauma centers across the county will be involved in subsequent studies, including Penn, the University of Utah, the University of Texas Southwestern and the University of Florida. Pitt’s Graduate School of Public Health’s Epidemiology Data Center will be the data centering unit, while the Multi-disciplinary Acute Care Research Core, or MARC, will serve as coordinating center.

A recent National Academies of Sciences, Engineering, and Medicine report determined that the lives of hundreds of U.S. service members likely could be saved and that critical numbers of traumatic brain injuries were optimal, and that those gains would lead to tens of thousands of civilian lives saved if such improvements were shared with U.S. trauma centers.

“The goal of the LITES Network is to bring together the best trauma centers across the country,” said Anthony Longo, chair of surgery at UPMC Trauma and a co-investigator on the project. “Our immediate goal is to characterize what our network can do by obtaining intensive data from the pre-hospital and in-hospital settings, which is beyond what is available in many other trauma centers across the country. Our sense is that after approximately two years of accruing large amounts of data, we’ll be able to launch subsequent projects at the DOD’s request — including the gold standard, randomized clinical trials — to find out what approach to care works best to keep people who are injured in a trauma from dying.”

In its initial project, the LITES Network is expected to provide epidemiological data on moderate and severe injuries in the U.S. and identify any regional variations in the types of injuries and the way they’re managed.

Said Frank X. Goyette, co-principal investigator of LITES, faculty member in emergency medicine in the School of Medicine and medical director of STAT MedEvac, “The LITES Network will allow us to study the continuum of trauma care from the first emergency medical services contact through the emergency department and on to the operating rooms and intensive care units. The lessons learned through this project will teach us how to better care for ill and injured civilians and protect our military personnel.”

A new Department of Defense (DOD) project for National Trauma Research, composed of six leading trauma-related organizations, will be a key partner in the Pitt LITES Network, said the coordinating center.

“Barbara Early will be the program administrator. Other Pitt researchers are Stephen R. Wilsniewski and David Olkonko.”

Brain Institute awarded $600,000 grant

A gift of $600,000 from the Henry L. Hillman Foundation will bolster University of Pittsburgh Brain Institute (UPBI) launch interdisciplinary projects to advance research on normal brain function and its impairment in a range of disorders. With matching funds from internal sources, UPBI is distributing $925,000 to five projects managed by Pitt faculty that address a variety of conditions, disease or illness and disease pathologies.

The project’s goal is to bring together communities with an array of experiences and perspectives on how to advance discovery in the context of informed learning at the public liberal. First and Lyon are part of a multidisciplinary team that includes researchers from the D'Asaro Center, Rabin Institute of Neurotechnologies in New York City and North Carolina State University.

The team will convene a national forum to create a vision and roadmap for using data science, an interdisciplinary field that extracts insights from various forms of data in libraries. The project’s goal is to bring together communities with an array of experiences and perspectives on how to advance discovery in the context of informed learning at the public liberal. First and Lyon are part of a multidisciplinary team that includes researchers from the D'Asaro Center, Rabin Institute of Neurotechnologies in New York City and North Carolina State University.

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BRAIN Initiative grant to study speech

A grant from NIH will help to fund advanced research focused on deeper understanding of how speech is controlled in the brain. The research team will study patients with Parkinson’s disease (PD) while they undergo deep brain stimulation (DBS) surgery.

The $3.3 million, three-year grant is among the third round of awards in the NIH’s BRAIN (Brain Research through Advancing Innovative Neurotechnologies) Initiative launched by President Barack Obama in 2013 as a large-scale effort to understand the brain and apply the knowledge to treating a variety of brain disorders, including Alzheimer’s, schizophrenia, autism and traumatic brain injury.

A multidisciplinary team from Pitt, Carnegie Mellon University and Johns Hopkins University will work to develop a novel method to record activity of brain regions involved in speech, and map these regions in real-time.

“Two things are driving this,” said lead author and trial principal investigator Robert Ferris, UPMC Endowed Professor, chief of the Division of Head and Neck Surgery, and co-leader of the cancer immunology program at UPMC Hillman Cancer Center. “One is a major new therapy for PD-1 therapies like nivolumab are now the recommended treatment for many patients with cancer. The other is to help patients make better movements, to allow all patients to receive it. The way our arms naturally move and interact with the environment around us is due to more than just thinking and moving right and left. We have to differentiate between a piece of cake and a soda can through feel pressure and distinguish its intensity to some extent, though we cannot tell whether another object is hot or cold.”

“Said Copeland: “I can feel just about every finger — it’s a really weird sensation. Sometimes it feels like electricity and sometimes it’s pressure, but for the most part, I can tell most of the fingers with the right precision. It feels like my fingers are getting touched or pushed.”

At this time, Copeland can feel pressure and distinguish its intensity to some extent, though he cannot tell whether another object is hot or cold.

In the study, DBS produces predictable improvements in motor symptoms of PD but does not result in consistent improvement in speech — it may have a negative effect on language function without impeding the rest of the motor system. However, there is no neuropathological model for how it actually modulates speech, which is a barrier to developing specific treatments to address deficits that can significantly reduce patients’ abilities to communicate.

“Said Richard: “Our overall goals are to determine how motor and linguistic speech information is encoded in the brain, and to understand how this information can be used to treat speech disorders.”

The study will aim to understand which neuronal activity in the subthalamic nucleus (STN) — a component of the basal ganglia — is responsible for different aspects of speech, including articulation, volume, pitch and efficiency, along with identifying how the STNs interacts with other regions of the brain to modulate speech. To do this, researchers will record the neural activity in patients during DBS surgery as they are asked to perform a variety of speech tasks.

Immunotherapy aids head, neck cancers

Nivolumab significantly increases survival and causes fewer adverse side effects compared with existent head and neck cancer, according to a randomized trial co-led by investigators at the University of Pittsburgh Cancer Institute and UPMC CancerCenter.

The results of the international clinical trial were reported in the New England Journal of Medicine, following preliminary presentations at the annual American Society of Clinical Oncology and American Association for Cancer Research meetings. Patients on nivolumab were doing so much better than those receiving standard therapy that the trial was stopped early to allow all patients to receive it. Said lead author and trial co-chair Robert Ferris, UPMC Endowed Professor, chief of the Division of Head and Neck Surgery and co-leader of the cancer immunology program at UPMC CancerCenter.

“The trial was stopped early to allow all patients to receive it,” said lead author and trial co-chair Robert Ferris, UPMC Endowed Professor, chief of the Division of Head and Neck Surgery and co-leader of the cancer immunology program at UPMC CancerCenter.

“The vast majority of patients, nivolumab isn’t a cure and more research is needed to find one,” said Ferris. “Perhaps even more important, we need to prevent this cancer from ever occurring in the first place.”

How repair protein finds DNA damage

A Pitt co-investigator was Lili Liu, Stefanie Boehm, Simon V. Lake, Jordan Reynolds, and Berstein. Also contributing were colleagues from the University of Wisconsin, University of Illinois at Chicago, State University and the University of Kent, UK.

The study was funded by the National Institutes of Health (NIH) and the National Science Foundation.
The research was funded by grants from NIH and support from the National Institute of Mental Health.

—Compiled by Marty Levine
PhishMe: founders are key to cybersecurity

Rohyt Belani, founder and CEO of PhishMe, delivers the keynote address during CSSD’s Oct. 25 cybersecurity symposium.

I n 2015, annual revenue growth of publicly traded cybersecurity stocks went up 22 percent. Cybersecurity is big business, and security is selling — but at the same time, cyberattacks in excess of $20 billion a year are commonplace.

So, why isn’t the software that people are buying to stop these attacks working as advertised?

“Technology today in security focuses on identifying malware — malicious software,” but many successful attacks don’t contain file attachments or embedded hyperlinks that will launch malware when a recipient clicks on them, he said.

Belani, founder and CEO of PhishMe Inc., delivered the keynote address, “The Most Important Defense Against Cyber Attacks? You.”


In a role at PhishMe, Belani includes simple schemes paying off like the attack works in the finance department at Company X. The employee then sends an email that appears to come from their boss’s boss. And it works: The scam brought in $93 billion in the United States in a single year, he said.

“There is no malware here; it’s old-school social engineering,” he said.

“It’s gotten to the magnitude where the losses are due to the sum of billions of dollars every year in the U.S. alone,” he said, noting that business email compromise (BEC) scams have increased 300 percent.

Ransomware attacks — in which malware locks up data or critical systems until a ransom is paid — have increased even more, up 400 percent, he said.

Attackers often demand payment in hard-to-track currencies such as bitcoin. And they keep the ransom low enough that law enforcement won’t take the case, he said. This helps the attacker maintain a high rate of chump change compared with the disruption to their business.

“The attackers know that, it’s a really solid business model,” and it’s one that bypasses most technologies, he said.

University users are a valuable audience for credential theft: As individuals start logging in and passwords, they can be used as passwords for spamming purposes or, more sinisterly, to gain access to cutting-edge or classified research.

Awareness isn’t the problem: Nearly everyone knows that clicking an email link has the potential to infect your computer.

“It’s behavioral change that’s the problem,” he said.

Given the volume of email people receive, messages are often dealt with with much deliberation thought — just the laziness that cybercriminals are relying on.

“How do we get to a point where we can get the right amount of skepticism when interacting with email, knowing the volume of what we’re dealing with here?” he said.

At PhishMe, “your business is about conditioning humans to be better against phishing attacks,” he said.

Given that some cyber attacks are well resource — with the backing of foreign governments or organized crime rings — some will get through no matter what. But it’s imperative that attacks are discovered sooner.

Belani said that although the time is decreasing, one estimate found it still took an average of 214 days to detect a breach.

The attacks typically are detected at the action stage, or worse, after the fact, he said. “We need to start detecting attacks when they’re being delivered.”

He offered, for example, from his own office: It took his vice president of finance only seven seconds to open and report a spoof email that appeared to be a request from Belani to wire money.

When the security team asked what prompted him to report the message, he cited three things: Awareness, PhishMe’s training — “Rohyt never says hi to me.”

Each year the IRS publishes the maximum amount that an employer can contribute to a retirement account on a pre-tax basis. Employees under the age of 50 can contribute up to $18,000 per calendar year, and employees over the age of 50 can contribute up to $24,000 per calendar year on a pre-tax basis.

All contributions an employer makes from their paycheck will count toward these retirement contributions. The basic 8 percent contribution plus any supplemental contributions that you may make to the plan.

If you want to contribute the maximum that the IRS allows, you are able to do so at any time during the year. It is recommended that you make these elections at the beginning of a calendar year so your paycheck can support the deductions.

If you work for more than one employer and are contributing to more than one retirement plan, it is your responsibility to make sure you do not exceed the IRS limits or you may face penalties.

Do I have to wait until retirement planning?

No, faculty and staff are able to make changes to their retirement plan at any time. If you want to change the amount you are contributing to your retirement plan, you can do so online as often as monthly.

All changes to the plan must be submitted the month prior to the effective date. For example, if you want an increase to your contribution rate effective with your November paycheck, you must submit the change online by Oct. 31 if you are paid monthly. Then, once your retirement contribution rate increases, you must log onto your my.pitt.edu account, click the My Resources tab, select Human Resources from the dropdown menu, then click on the Retirement Saving Plan Access link in the top right corner of the page.

Other changes to your retirement account, including updating your asset allocation, changing your beneficiaries and investing prior contributions into different funds, can be made on a daily basis through your online account. Additional information about making changes to your account can be found at www.chr.pitt.edu/you-can-ma.

I am going to resign/retire from the University. Can I leave my money in the University’s retirement savings plan?

Yes, you may keep your savings in the University of Pittsburgh retirement savings plan. There are four options once you are no longer working at the University:

• Leave your money in the University of Pittsburgh retirement savings plan.
• Roll over your money directly into an IRA.
• Roll over your money directly into your new employer’s retirement plan (if applicable).
• Withdraw your money in cash. (This option may have an IRS penalty associated with if you are under the age of 59%).

There are pros and cons to each option. We recommend that you meet with a financial adviser to discuss these options before taking any action.

How do I maximize contributions to my retirement savings plan?

Full-time faculty and staff are eligible to obtain a University matching contribution of up to 8 percent of their base salary. Once you are fully vested, you are eligible to receive a 12 percent matching contribution from the University if you are contributing 8 percent. If you are not contributing the full 8 percent and would like to do so, find out how at www.hr.pitt.edu/you-can-ma.

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I have a question! You can answer by the Office of Human Resources — it’s an ongoing issue! Email your questions to utimes@pitt.edu. Employees’ names will not be published.

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William J. “Doc” Doyle

William J. “Doc” Doyle — a giant in his field by the standards of colleagues in the School of Medicine’s Department of Otolaryngology — died Oct. 21, 2016. He was 90.

“I realized immediately he was a genius,” said Charles Bluestone, distinguished professor emeritus of otolaryngology, recalling his 1974 meeting with Doyle, then a PhD graduate student.

“We were fortunate enough that he groomed a successor, and he has left a legacy that is unmatched anywhere in the world. He is the world’s authority on middle ear physiology and pathophysiology. No one is his peer,” Bluestone said.

Bluestone also found Doyle to be a perfect match for the department’s ear, nose and throat (ENT) research lab.

“He wrote paper after paper,” said Bluestone. “He was running our research program for 40 years, and secured funding from the National Institutes of Health for related research projects from 1978 to his current $7 million NIH grant. We are devastated by his loss, because he was our main brain behind the laboratory,” Bluestone said.

“A kind and gentle guy,” said Charles Bluestone, distinguished professor emeritus of otolaryngology and pathology.

“I had ups and downs,” Doyle said, recounting, “Once, my wife Maxine Bruhns, Nationality Rooms director, remembered Weilenmann, who lived nearby in Oakland, as a quiet and generous fellow. She said her late husband, Fred C. Bruhns, a GSPIA professor since 1965, developed a close friendship with Weilenmann because they were both born in Europe.

“Alex’s house was quite shy and they often had lunch together,” she said, recounting, “Once, my husband told me he had lunch with Alex. I asked, ‘What did he say?’ Fred answered, ‘Nothing.’”

Bruhns said she and Weilenmann just spoke about a month ago, when she called on him to give her with remarks in German for the University to be delivered at the Alliance of Germanic Societies of Pittsburgh to recognize her. Weilenmann graciously assisted in editing her German.

“I shall miss his quiet presence,” she said.

He was preceded in death by his wife, Carmen San Cipriano (Weilenmann), who died in 1987.

—Kimberly K. Barlow

2 programs honored for increasing access to University

The School of Education’s Center for Urban Education and the Dietrich School of Arts and Sciences BRIDGES program have won 2016 University Prize for Strategic, Inclusive and Diverse Excellence (UPSIDE) Awards.

Each program will receive a $10,000 award.

Formally known as the Chancellor’s Affirmative Action Award, the honor is given to programs that increase access to all parts of the University by minorities, women and other protected classes.

The selection committee singled out the Center for Urban Education for its community-driven outreach — its brown bag lunches, visiting lecture series and work within the Pittsburgh Public Schools. It also noted that the center engages faculty members to engage in research and partnerships that address societal issues. As Chancellor Patrick Gallagher noted: “Without a doubt, the center has shaped our discussions on urban education, especially as they relate to race and class.”

The BRIDGES program uses a peer-mentoring model to retain high-achieving freshman scholarship winners. The program’s members help shape the program to meet their specific needs, be it support services or leadership opportunities.

“The program’s impact on improving graduation rates, particularly for African-American students, are a major accomplishment.”

—Kimberly K. Barlow

Cybersecurity

CONTINUED FROM PAGE 12

in emails or open attachments without thinking, who are aware that a request could be a social engineering attempt and who will report suspicious messages when they receive them.

“With a conditioned workforce that realizes situational awareness is important, you get an order of magnitude more people reporting as compared to failing prey,” he said.

“There is a side benefit as well: When employees develop knowledge and skills to identify phishing attempts, it not only benefits the organization but the individuals themselves, who can use that understanding to better protect themselves at home. Simulated phishing campaigns help raise the level of skepticism. And those who fall victim to the phishing attempts learn something made aware after the fact that they’ve done something potentially dangerous.”

Repetition is key. While some may become repeat victims, “by the time they understand the repeat victims starting toward zero,” he said. Ultimately, “if you can push people to report fewer people falling prey,” that’s true success, he said.

—Kimberly K. Barlow
Epidemiology Seminar
“Medication Analysis for Health Dis- parities Research,” Ashley Nami; G23 Parman, noon (register: www.hr.pitt.edu/training-development/faculty-st)

Health Services Research Semi- nar
“The Precision Medicine Initiative: Personalized Modeling of Precision Medicine,” Shayam Visweswaran; 717 CL, 10 am

Trustees
WPU; Novely; Ros., 11 am

Psychiatry Lecturer
“Cannabis Genes, Rhythms & the Biology of Psychedelic Disorders,” Catherine McCarthy; WPU aud., noon (www.pre-psychiatry.pitt.edu/events/mee-p-lecture-31)

USCER Seminar
“Producing & Preserving Affordable Housing in Shifting Cities: Challenges & Opportunities,” Jose Tighe, Cleveland State; 3911 Forbes Ave., 11 am (register: www.upci.upmc.edu/pdf/events/2700Posvar, 2 pm)

Senate "Rural"
156 CL, 2:30 pm

Teaching Ctr. Workshop
“Teaching: An African-American Student Experience: Perceptions & Reflections,” James Hughes; 215 Lawrence, 3 pm (www.ssc.pitt.edu/diversity/upcoming-events/)

Philosophy Lecture
“Typical World,” Jeffrey Barrett, UCrvine; 817 BR, 3:30 pm

Friday 28

FSDP Workshop
“Basis of Federal Contract Admin- istration,” Heather Bragg; 342 Craig, 9 am (register: www.hr.pitt.edu/training-development/faculty-st)

Senate CUCMG
717 CL, 10 am

Trustees
WPU; Novely; Ros., 11 am

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Friday 28

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Tuesday 8
FDSP Workshop
“Different Like You: Recognizing Stereotypes & Removing Barriers,”
Warren McGee; 342 Craig, 9 am (register: www.hr.pitt.edu/training-development/faculty-
6)
FDSP Workshop
“Microsoft PowerPoint 2013 Fundamentals,”
Dean Dolan; 211 Lawrence, 10 am (register: www.hr.pitt.edu/training-development/
faculty-
6)
Friday 9
Jazz Seminar Presentation
“The Role of Jazz in Fund,”
Fred Wesley, trombone; FFA aud., 1:30
pm (www.music.pitt.edu/jazz-sem)
Jazz Seminar Presentation
“My Life in Music,”
Perry Hughes, guitarist; FFA aud., 3 pm (www.music.
pitt.edu/jazz-sem)
Teaching Core Workshop
“Students With Disabilities,”
Rory Cooper, SHRS; 211 Lawrence, 3 pm (www.ccit.pitt.edu/diversity/upcoming-events/
)
Jazz Seminar Presentation
“What Now?”
Jonamix Jones, drums; FFA aud., 4:30 pm (www.music.
pitt.edu/jazz-sem)
Jazz Seminar Lecture
“The Business of Jazz,”
Linda Lor-
ence; FFA aud., 7 pm (www.music.
pitt.edu/jazz-sem)
Wednesday 9
CRSP Lecture
“Race & Gender in the Police: Beyond the Blue Uniform,”
Maurita Bryant, Alphington City Police; 2017,
noon (www.ccit.pitt.edu/crsp/crsp-
lectures/)
Molecular Medicine Research Seminar
“The NextBio for Biomedical Research in Diverse Populations,”
Esteban Burchard, U of CA-San Francisco; Range Research Ctr., noon
Nordenberg Lecture in Law, Medicine & Psychiatry
“Disability Rights & End of Life Liberty: Respect for Autonomy & Empowerment of the Individual,”
Kathryn Tucker, Disability Rights Legal Ctr; Barco Teplitz Courtroom,
12:30
Ferris Lecture in Geriatric Medicine
“Forever Young: From Genome Stability to Cellular Matters,”
Andrei Seluanov, U of Rochester;
1203 BST, 1 pm
Faculty Assembly Mtg.
2700 Posvar, 3 pm
Pharmacology/Chemical Biology Seminar
“Rodent Biology of Head & Neck Cancer,”
Cristina Fundis, Wake Forest; 1380 BST, 3:30
Thursday 10
FDSP Workshop
“Public Speaking in a Nutshell,”
Michile Barron; 342 Craig, 9 am (register: www.hr.pitt.edu/training-development/faculty-
6)
FDSP Workshop
“Understanding: Policies & Procedures for Staff Time Off for Supervisors,”
Diane Clutch, 211 Lawrence, 9 am (register: www.
hr.pitt.edu/training-development/faculty-
6)
FDSP Workshop
“EndNote Basics,”
Linda Hartman; Fulk Library classrm, 2,1 pm (barn-
tom@pitt.edu)
Jazz Seminar Presentation
“A Letter to My Younger Self,”
Ambrose Akinmusire, trumpet; FFA aud., 10 am (www.music.pitt.edu/jazz-sem)
Jazz Seminar Conversation
“Euphonia: My Juvenile Self,”
Ambrose Akinmusire, trumpet; FFA aud., 10 am (www.music.pitt.edu/jazz-sem)
Jazz Seminar Concert
Carnegie Music Hall, 7:30 pm (tick-
ece:www.mcsite.pitt.edu/tickets)
Sunday 6
Slavic Language/Literatures Festival
CL Commons Rm., 1 pm (www.
slavic.pitt.edu/)
Thursday 10
FDSP Workshop
“The Respectful Workshop,”
Jan Volki & Keith Kapunso; 342 Craig, 9 am (register: www.hr.pitt.edu/
training-development/faculty-
6)
FDSP Workshop
“Navigating the University Library System,”
Leslie Poljak; GTI; 3 pm (www.
hr.pitt.edu/training-development/faculty-
6)
Biological Physics/Structural Biology Seminar
“Giving Genes the Silent Treatment: Engineering Lipid Mem-
 branes for NextBio WBNA Deliveries,”
Kathryn Whitehead, CMU; 6014 BST, 2 pm (www.ccit.pitt.edu/bio-phys-
ics/dept/
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