

Do you suffer from impostor syndrome? If so, you're not alone. See page 12.

UNIVERSITY TIMES

THE FACULTY & STAFF NEWSPAPER SINCE 1968

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UNIVERSITY OF PITTSBURGH

Open enrollment ends May 19

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

Overall, the University's costs for health plan premiums went up 2.9 percent for next year. For the plan year starting July 1, University officers decided to absorb the entire increase, says John Kozar, assistant vice chancellor for Human Resources: "I view it as a nice act, personally. In this day and age you can always expect increases in costs, so it's nice to receive a break."

In the past, the University has absorbed only 80 percent of such increases, passing the remaining 20 percent on to faculty and staff.

Participants will face some increases in other health plan costs: All plans will have a \$2 increase in the cost of generic prescriptions. But as noted in the April 23 announcement letter from Ronald W. Frisch, associate vice chancellor for Human Resources, "You can still obtain a three-month supply for the cost of two copayments at the Falk and University pharmacies as well as through the mail-order service."

Pitt also is merging one of the PPO plans, Panther Premier, into Panther Advocate. The two plans have been virtually identical, but the move will allow those previously in Premier to have a Health Incentive Account, through which financial credits may be earned for those who undertake qualifying wellness measures, such as annual exams. Individual members can earn up to \$200 in credits, while those with family coverage can earn up to \$400.

"The incentives were a little

Benefit fairs continue to be conducted in conjunction with Pitt's annual benefits open enrollment period. The remaining benefit fairs are:

PITTSBURGH CAMPUS
Thursday, April 30
11:30 a.m.- 1:30 p.m.
William Pitt Union Assembly Room

JOHNSTOWN CAMPUS
Friday, May 1
11 a.m.- 1 p.m.
Student Union Cambria Room & Boomer's lobby area

BRADFORD CAMPUS
Tuesday, May 5
11 a.m.- 1 p.m.
Frame-Westerberg Commons Mukaiyama University Room

TITUSVILLE CAMPUS
Wednesday, May 6
11 a.m.- 1 p.m.
Student Union McKinney Commons

GREENSBURG CAMPUS
Friday, May 8
11 a.m.- 1 p.m.
118 Village Hall

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

As Frisch's letter notes, "If you are a current Panther Premier participant, you will automatically become a member of the Panther Advocate plan unless you make an election to do otherwise. New ID cards for former Panther Premier

participants will be issued. This change should be communicated to your health care providers."

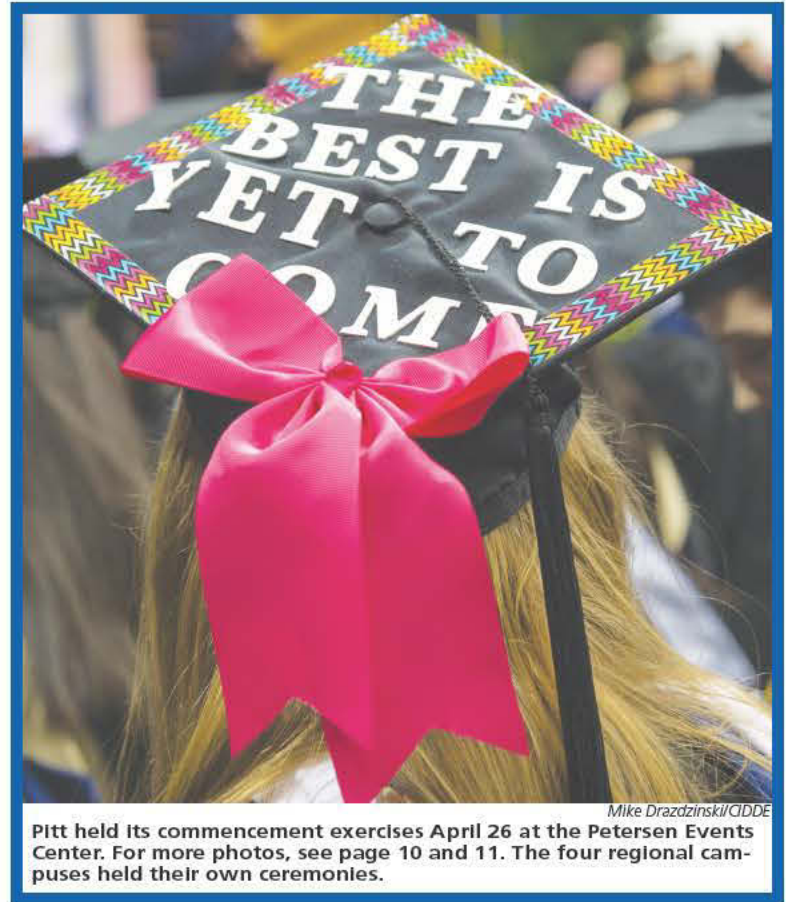
The University's premium-free plan, Panther Basic, has been adjusted to become a federal "qualified high-deductible health plan," which required increasing deductibles from \$1,000 to \$1,500 for individuals and from \$2,000 to \$3,000 for families. The switch was made to allow participants to open a new Health Savings Account (HSA) to accrue funds to cover medical expenses. Such HSA funds are not taxed when they are placed in the account, nor when they are withdrawn, and they earn tax-free interest while in the HSA. Pitt employees in this health plan with HSAs may retain them during retirement.

In addition, the federal government has increased the total funds allowed in a health care flexible spending account, up \$50 to \$2,550. Those with such accounts also may now roll over a maximum of \$500 from fiscal year 2015 to 2016.

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

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

—Marty Levine



Pitt held its commencement exercises April 26 at the Petersen Events Center. For more photos, see page 10 and 11. The four regional campuses held their own ceremonies. *Mike Drazdzinski/ODDE*

UPG's Wilson wins Senate presidency

A regional campus faculty member will preside over the University Senate for the first time in the organization's history.

Frank Wilson, faculty member in administration of justice at Pitt-Greensburg, won the Senate presidency in the recently concluded election.

Irene Frieze, a faculty member in the Department of Psychology, was re-elected as vice president, while Susan Skledar, a faculty member in the Department of Pharmacy and Therapeutics who ran unopposed, was re-elected as secretary.

Frieze also served as Senate vice president 2003-05 and as president 2005-06.

The officers' one-year terms begin July 1.

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

The following members were elected to Faculty Assembly:

Dietrich School of Arts and Sciences
Humanities: Clark Muenzer, German.
Natural Sciences: Russell Clark and Eric Swanson, both of physics and astronomy.
Social sciences: Kristin Kanthak, political science; Luca Rigotti,



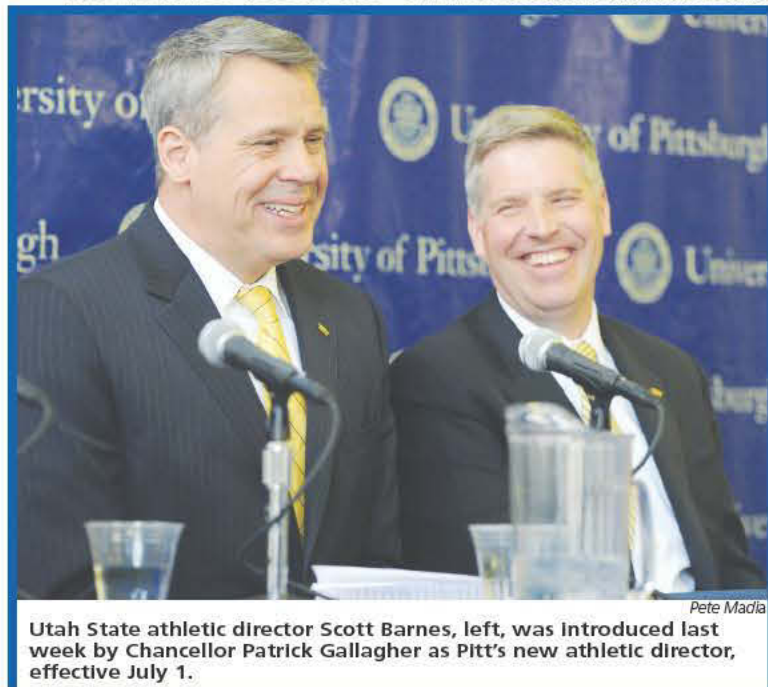
Frank Wilson

economics.

Professional schools

Business: Jay Sukits.
Education: W. James Jacob.
Engineering: Patrick Loughlin.
Information sciences: Paul Munro.
Law: Ben Bratman.
Public and international affairs: Lisa Nelson.
Social work: Elizabeth (Beth) Mulvaney.
University Library System: Clare Withers.
Schools of the Health Sciences
Public health: Wes Rohrer.
Medicine: Kelly Stefano Cole; Jim Dewar; Karen Norris.

Electronic voting for members of the Senate's standing committees continues through 11:59 p.m. May 11 on my.pitt.edu.



Utah State athletic director Scott Barnes, left, was introduced last week by Chancellor Patrick Gallagher as Pitt's new athletic director, effective July 1. *Pete Macia*

teaching@pitt

CENTER FOR
Instructional Development
& Distance Education

Jessica Knab

Making online course material accessible

Imagine that you are a student with red/green color blindness, and your instructor has assigned homework that includes selected problems from a PDF document that you are to access online. Students have been asked to complete only the problems highlighted in red. Would you feel comfortable asking for help? Might the inability to see the highlighted questions keep you from completing the assignment?

The importance of ensuring that course materials are accessible to all students has gained more attention with the widespread use of course management systems, such as Pitt's Blackboard, to disseminate content to students. As of fall 2014, 70 percent of Pitt's instructors were using Blackboard in their teaching.

According to a 2011 survey conducted by the National Center for Educational Statistics (NCES), 707,000 students with disabilities were enrolled in postsecondary institutions in the 2008-09 academic year. Of those 707,000 learners, 4 percent reported difficulty hearing, 3 percent reported difficulty seeing, 7 percent reported mobility limitations, and 31 percent reported specific learning disabilities.

Clear communication of information to students is the primary function of any college course, and both the Rehabilitation Act of 1973 and the Americans With Disabilities Act of 1990 mandate that equitable accommodations be made for individuals with disabilities to access that knowledge. Furthermore, the University of Pittsburgh is committed to providing students with "an equal opportunity to access the courses, programs, services and activities" within the institution, as the Disability Resources website states. So how can instructors be certain that their course materi-

als are universally available to all learners?

It is challenging to ensure that every conceivable need for each learner is addressed, and attempting to make all content universally available can be distressing, time-consuming and difficult for faculty. The following steps can help mitigate some of the more common accessibility issues:

1. Integrate the University's disability statement (www.as.pitt.edu/fac/teaching/disability-resource-statement-syllabi) in syllabi. However, it also is valuable to tell students that you personally take the needs of your individual students into consideration.

Know your students and make them aware of your dedication to accessibility. Ask students with special needs to make you aware of those needs as early as possible in the semester, so that you can plan to differentiate your instruction accordingly.

2. Consider how your documents will look online.
 - Use fonts and formats that enhance accessibility. For example, when constructing documents, select sans serif fonts such as Arial or Helvetica.
 - Avoid using color for organizational purposes. Instead, use clear headings and written language to explain your expectations.

3. To accommodate learners with hearing impairments, use video clips with built-in closed captioning. When closed captioning is not available, provide a transcript or notes of the content.
4. Ask questions and seek additional information if you are unsure of how to make something

workings.

- Use strong contrast between text and background colors.
- When creating new documents, use the headings that are built into Microsoft Word. Doing so will help those who use a screen reader, a software application that allows people with visual impairments to use computers.

3. To accommodate learners with hearing impairments, use video clips with built-in closed captioning. When closed captioning is not available, provide a transcript or notes of the content.
4. Ask questions and seek additional information if you are unsure of how to make something

accessible. Adobe and Microsoft Office Suite provide online support for creating accessible documents. The websites for both platforms have useful checklists and how-to articles that provide clear instruction.

5. Finally, a one-on-one meeting with an instructional technologist at CIDDE can help you to address problems you may encounter.

Making accessible documents can be a confusing and difficult task. However, it is no less confusing and difficult for the many students with special needs to engage with non-accessible media. Prioritizing accessibility ensures that the expectations of the law and the University are met. More importantly, it evidences compassion for, dedication to, and consideration of our diverse student population at a time when using online course materials is becoming increasingly common. ■

Jessica Knab is the coordinator of CIDDE's teaching support program.

Technology Corner

Technology topics and trends from Computing Services and Systems Development (CSSD)

Bryan Strope
Support Services



You have questions? We have answers.

You may not know me, but we've probably talked.

In this fiscal year alone, members of the Pitt community have reached out to the Technology Help Desk staff more than 70,000 times. You can reach the Help Desk every day of the year, every hour of the day, with questions about software, firewalls, cloud storage, passwords, PeopleSoft and more.

Some questions from staff and faculty come up more frequently than others.

How can I help a visitor to my department connect to Pitt's wireless network?

Faculty and staff members who are willing to be responsible for the visitor's activity on the University network may create a 30-day guest-wireless account for the visitor.

If the guest needs access for a longer period of time, you'll need to ask your responsibility center (RC) account administrator to create a sponsored account.

Can I change my password before 180 days?

Sure. You don't need to wait for the yellow alert box in My Pitt. While changing your password every 180 days is the minimum, changing your password more frequently is encouraged.

Log into My Pitt and choose Manage Your Account > Password Change.

Can I install Pitt departmentally purchased software on my home computer?

It depends. Some (but not all) software titles installed on your work computer may be licensed to be installed on your home computer.

Check <http://technology.pitt.edu/category/software-for-faculty-staff-depts> for a full list of software titles available. Each title

will indicate whether it includes home use rights; those with home use rights can be installed on your computer at home.

Can I download software for free?

A number of popular software packages are available to faculty and staff at no cost or for purchase at reduced costs. See <http://pi.tt/facultystaffsoftware> for a list.

In addition, faculty members have access to academic courseware, which provides free downloads of a range of software packages that then can be used on University and on personally owned computers.

We work in a team environment, and it would be helpful to be able to edit and see each other's calendars and send email messages on another person's behalf. Can I do that at Pitt?

Yes, when you're using the My Pitt email account provided to you, which is an Exchange account, you're able to set up delegates for calendar and email. An Exchange mailbox owner can grant a range of permissions to another individual, known as a delegate. A delegate can view, create and accept calendar appointments on behalf of the owner of the calendar, or can read and send mail on behalf of the owner of the mailbox.

You can also modify your own calendar settings so that others can see as much or as little detail on your calendar as you like.

Sometimes I need to work from home. How do I connect to the computer in my office?

Your first step is to ask your RC account administrator if he/she is willing to grant access. You can find your RC account administrator at <http://pi.tt/rcadmins>. Then you'll need to establish

a secure remote connection to Pitt via <https://sremote.pitt.edu>. Please test your secure remote connection several days before you require the remote desktop connection. If you run into any difficulties, contact the Help Desk and we'll walk you through any troubleshooting required.

I am away from my desk frequently and sometimes come back to find time-sensitive voicemail messages on my office phone. How can I better manage missed phone calls?

Faculty and staff who have digital or IP phones can use Send To Mobile (EC500), a service that enables mobile personnel to receive incoming calls simultaneously on their cell phones and their office phones.

The service can be requested by contacting the Technology Help Desk or submitting the University telephone services request form available at technology.pitt.edu.

I'm an adjunct or part-time faculty member and typically teach just one term a year. Is it possible to keep my computer account all year?

If you're a part-time faculty member who does not teach every term, your school's RC account administrator may be willing to

sponsor your computer account when you are not actively teaching. See <http://pi.tt/rcadmins> for the name of your RC administrator.

I worked for Pitt previously and now have returned. Will I have the same computer account and username?

If a faculty or staff member leaves the University and returns within one year, the person's former computer account typically will be reinstated. Otherwise, a new, unique computer account is created.

That's a snapshot of questions that faculty and staff often have about technology at the University. The 17 members of Pitt's Help Desk are here to help you and to give you more detail than can be captured here.

People often prefer to contact us by phone. It's easy to remember that our number is 412/624-HELP, but you also may want to put our number in your mobile phone's contact list: 412/624-4357.

We also can be reached through an online form or online live-chatting: Go to technology.pitt.edu or email us at helpdesk@pitt.edu. ■

Bryan Strope is the Technology Help Desk supervisor.

Junior wins Udall award

Junior Sage M. Lincoln has been awarded a 2015 Udall Undergraduate Scholarship for her outstanding academic record and research in environmental studies.

In addition, Pitt students Anna L. Greenberg and Alexandra L. Yingst received Udall Undergraduate Scholarship honorable mention designations.

The Udall Undergraduate Scholarship recognizes extraordinary sophomores and juniors for their leadership, public service and commitment to careers related to the advancement of American Indian nations or the environment.

Lincoln will receive as much as \$5,000 in tuition aid in addition to participating in the Udall Foundation's 2015 scholar orientation in Tucson. ■

LETTERS

Wrong comparison group = misleading faculty salary numbers

To the editor:

The April 16 University Times article on the 2015 AAUP faculty salary survey unfortunately gives a false impression that Pittsburgh campus faculty salaries are well above those of peers. The article is misleading because it used the wrong comparison group. Pitt's peer group is the Association of American Universities (AAU), not all public doctoral schools.

When one compares Pitt faculty salaries to AAU peer salaries, a completely different picture emerges. Pitt seriously lags its peers for all faculty ranks except full professors and associate professors (nominally the tenured group).

The AAUP salary survey is not the best survey for comparing salaries. It does not show lecturer and no-rank salaries, or their number, nor total number of faculty or total salary dollars. The federal government's IPEDS (Integrated Postsecondary Educational Data Systems) survey is better (<http://nces.ed.gov/ipeds/>). It shows information left out by the AAUP, and does not use an arbitrary conversion factor for 12-month salaries.

The results of the most recent IPEDS faculty salary survey (FY

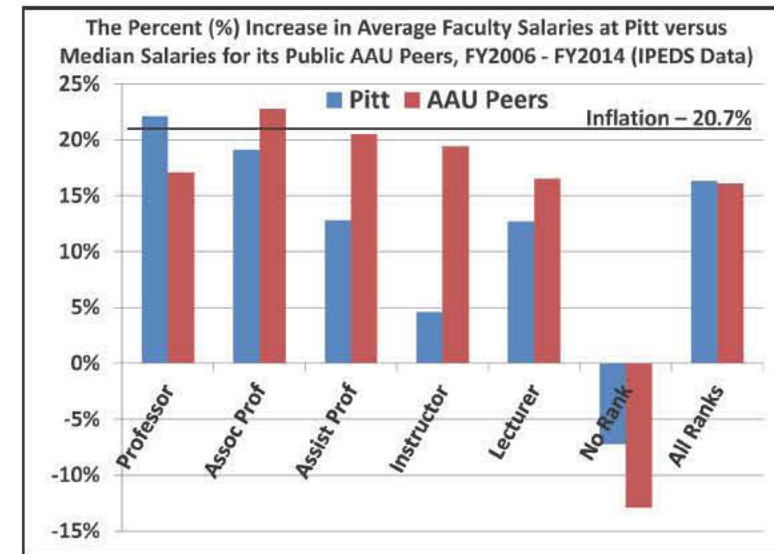
2014) are:

- Pitt professor \$134,600; public AAU median \$128,900.
- Pitt associate professor \$89,600; public AAU median \$90,000.
- Pitt assistant professor \$71,200; public AAU median \$78,200.
- Pitt instructor \$43,300; public AAU median \$49,900.
- Pitt lecturer \$45,200; public AAU median \$58,500.
- Pitt no rank \$41,000; public AAU median \$50,000.
- Pitt all ranks \$85,800; public

AAU median \$96,800.

The above numbers were taken from the Data Feedback Report that IPEDS sends to Pitt's chancellor every year, so the administration is well aware that its salaries for low-ranking faculty are grossly sub-par. Moreover, this has been true for over nine years, and these faculty constitute over half of the full-time instructional faculty.

Even more disturbing is the pattern of Pitt salary increases versus those of public AAU peers from FY 2006 to 2014, as shown below and in the graph.



Group asks that Pitt reconsider its affiliation with JanSport

To the editor:

On March 26, 2015, Penn State decided to end their licensing relationship with JanSport Apparel Corp. due to the company's refusal to sign the Bangladesh Accord on Building and Fire Safety. While JanSport claimed that they should not be required to sign the accord because its apparel is not produced in Bangladesh, Penn State begs to differ. The university's vice president for student affairs, Damon Sims, declared that JanSport is still obligated to follow the university's mandate that all of its licensees sign onto the accord because it is a subsidiary of VF Corp., a company that has had a "significant presence" in Bangladesh, according to Sims.

However, JanSport remains a licensee of the University of Pittsburgh. Since our University also requires that its licensees sign the Bangladesh safety accord, we employ Pitt to follow the lead of Penn State, another Pennsylvania state-related institution that is comparable to our own, and cut JanSport as one of our licensees. VF Corp. is one of the most notorious violators of workers' rights in Bangladesh, and as such should have no relationship with the University of Pittsburgh. Though we have mentioned the same concerns that Penn State holds to the Pitt administration, Vice Chancellor Renny Clark declared that cutting JanSport was "not on the horizon" for our University, exempting JanSport, and transitively VF, from the accord.

Over the past few years student pressure has prompted the University of Pittsburgh to make strides toward sourcing our apparel from factories that treat their workers with fairness and dignity. In 2013, the University of Pittsburgh affiliated with the Workers' Rights Consortium,

a third-party labor monitoring organization, in an effort to do its part to hold corporations accountable for the well-being of their workers. However, Pitt does not appear to be taking this matter seriously, as it continues to allow the largest producer of branded apparel in the world, VF Corp., to get away with countless workers' rights abuses. By agreeing to require licensees to affiliate with the accord, the University was making a promise to help do its part in preventing events like the 2013 Rana Plaza factory collapse, which killed 1,129 workers, by holding brands accountable. However, that promise is half-hearted and dishonest if Pitt continues to allow one of the most notorious corporations off the hook for these abuses.

We urge the University of Pittsburgh to reconsider its stance on its affiliation with JanSport apparel company. We do not want the University's alignment with the Bangladesh Accord on Building and Fire Safety to be nothing more than an empty gesture. We hope that you will discontinue your support of exploitative corporations and help make Pitt apparel sweatshop-free.

Dolly Prahbu
President
Americans for Informed
Democracy
and
Alyssa Lieberman
Incoming President

G. Reynolds Clark, vice chancellor and special assistant to the chancellor, replies:

This letter is in response to the letter sent by your committee to Chancellor Patrick Gallagher and your open letter to the editor of the University Times, regarding the fact that the University of Pittsburgh has not terminated

JanSport as a licensee because JanSport has not signed the Accord on Fire and Building Safety in Bangladesh.

Over the past several years, the University's administration has been working openly and diligently with your committee to require all licensees that manufacture Pitt-related products in Bangladesh to sign the accord. That objective has been achieved. We find it concerning that your committee views our efforts as an empty gesture. As we intended in our collaborative plan, our information is that all of our current licensees that are sourcing, producing or purchasing apparel in Bangladesh have signed the accord.

In August 2014, the University notified its licensees that engage in the manufacture, marketing, sale and/or distribution of apparel and other items that display University names and marks pursuant to licenses granted by Collegiate Licensing Co. that any such licensee that sources, produces or purchases apparel in Bangladesh under a University of Pittsburgh license as of July 1, 2014, or at any time thereafter, is expected to sign the accord. As far as the University is informed, JanSport does not source, produce or purchase Pitt-related apparel in Bangladesh.

Your letters assert that VF Corp. is a violator of workers' rights in Bangladesh and that, because JanSport is a subsidiary of VF Corp., the University should terminate JanSport as a licensee.

However, VF Corp. is not a University licensee and, in the absence of knowledge that JanSport sources, produces or purchases Pitt-related apparel in Bangladesh, the University will not terminate JanSport as a licensee. ■

• Pitt professor 22.1 percent; public AAU median 17.1 percent.

• Pitt associate professor 19.1 percent; public AAU median 22.8 percent.

• Pitt assistant professor 12.8 percent; public AAU median 20.5 percent.

• Pitt instructor 4.6 percent; public AAU median 19.4 percent.

• Pitt lecturer 12.7 percent; public AAU median 16.5 percent.

• Pitt no-rank 7.2 percent; public AAU median 12.9 percent.

• Pitt all ranks 16.3 percent; public AAU median 16.1 percent.

• Inflation for the nine-year period 20.7 percent.

Pitt's professors were the only faculty whose pay increases exceeded inflation, and their increase was significantly higher than the public AAU median. In contrast, increases for all other Pitt faculty were well below the inflation increase and public AAU medians, except for no-rank faculty.

IPEDS also reveals the total

David N. DeJong, professor, Department of Economics, and vice provost, Academic Planning and Resources Management, replies:

I am pleased to affirm Pitt's commitment to the goal of maintaining average faculty salaries at the Pittsburgh campus at or above the median for each rank of public AAU universities, and to report that the status of salaries at the assistant professor, instructor, and lecturer ranks is far more positive than a cursory view of IPEDS data indicates.

Regarding IPEDS data, these can be problematic for the purpose of benchmarking comparisons, foremost because reporting conventions are not uniform across institutions. For example, while many institutions (Pitt included) combine the salaries of instructional, research and public service faculty in their reports to IPEDS, other institutions report on these categories separately, making apples-to-apples comparisons of the salaries of instructional faculty impossible.

The gold standard for salary comparisons is the AAUP's faculty compensation survey, the Annual Report on the Economic Status of the Profession, which is published annually in the AAUP magazine *Academe*. This survey focuses exclusively on salary data for instructional faculty, and employs strict standards of uniformity to ensure its value as a benchmarking tool. That this survey reports on salaries for institutions outside of our public AAU comparison group is of no consequence: The benchmarking we conduct is based only on this select group of institutions.

Regarding that benchmarking, and beginning with the assistant professor rank, it is the case that when viewed in aggregate, the salaries of assistant professors at Pitt lie below the median of AAU public universities. However, sorting the aggregated data into the 15 disciplines we track within the AAUP survey, average salaries at Pitt lie at or above the AAU median in 11 cases; thus the impression conveyed by the aggregated data is misleading.

Average aggregate salaries among instructors and lecturers, however, do lag broadly across disciplines. This situation is being addressed by an ongoing two-

pronged academic initiative of the provost's aimed at moving average salaries in these ranks toward our policy targets, and converting long-term visiting positions into permanent instructor and lecturer positions. This is yielding substantial progress on both fronts.

Regarding the salary front, and focusing on the growth of salaries for continuing faculty over the past five years, growth in the instructor/lecturer ranks averaged 5 percent on an annual average basis at Pitt between AY10 - AY15, compared to the growth of the median salary among AAU publics of 2.9 percent. In fact, average salaries for continuing faculty at Pitt outstripped AAU median salaries across all ranks, as the following table illustrates:

John J. Baker
Emeritus Associate Professor
School of Dental Medicine

Note: The views expressed in this letter are the author's own.

Average Annual Salary Growth for Continuing Faculty, AY10 to AY15

	Averages Pitt	Medians AAU Publics
Full Professor	3.5%	2.6%
Associate Professor	3.8%	3.3%
Assistant Professor	3.9%	3.3%
Instructor	5.0%	2.9%

Incidentally, the ability to compare salary growth for continuing faculty represents another advantage of the *Academe* survey over IPEDS data, wherein the salaries of continuing faculty and new appointments are intermingled. The relatively active recruiting of assistant professors, instructors and lecturers Pitt has engaged in over the past several years drives a relatively large wedge between the salary outcomes of continuing faculty versus aggregate salary averages, further muddling the message conveyed by IPEDS data.

In sum, the quest to maintain faculty salaries at policy targets remains a top priority, as the recruitment and retention of outstanding faculty holds the key to the advancement of our mission. ■

Council approves Senate's committee reorganization

Senate Council has approved the reorganization of the University Senate committees.

Echoing the actions of Faculty Assembly, Council at its April 22 meeting approved the formation of a University Senate standing committee on research, the merger of the Senate admissions and student aid committee with its student affairs committee, and the dissolution of the University Press committee. (See April 16 University Times.) The realignment takes effect May 20.

Elections for Senate standing committee members, including the new research committee, run through May 11. (See story this page.)

Chancellor's report

Chancellor Patrick Gallagher told Senate Council that Pitt will host a regional conference, "Handling and Investigating Title IX Complaints on College Campuses," in conjunction with the U.S. Department of Education's Office for Civil Rights.

The daylong event is set for May 5 in the William Pitt Union Assembly Room.

Pitt's involvement demonstrates how seriously the University takes its responsibilities on the larger issue of sexual violence, Gallagher told the council. "I think it's really important that Pitt play a leadership role in combating sexual violence," the chancellor said. "It's something that has no place on a college campus. It's really counter to everything we're trying to do. It's also something

that takes, really, everybody playing a role."

Details are posted at www.pitt.edu/titleIXconference. Registration is required. Participation is free for Pitt faculty and staff, the chancellor said.

New efforts are underway to engage alumni, Gallagher said. Earlier this month, the University

hosted a group of 15 alumni on campus, most of whom graduated within the past 15 years, for an in-depth alumni engagement weekend.

The purpose was to find out how the University can work with them and serve younger alumni who are at a key point in their careers, he said. "We're hoping to build on this by extending similar

invitations to other groups to make sure we're providing the right kinds of experiences for all our alumni beyond the traditional forms of engagement," the chancellor said.

Gallagher praised the establishment of a new diversity council on campus. The council, which includes 22 student organizations, was launched in March "to proactively address any issues surrounding diversity and inclusion in our student body," he said.

"Due to recent events across the country, diversity on college campuses is at the forefront of a national discussion. Students here

at Pitt have decided they don't want to just be passively sitting on the sidelines of this. They've adopted a mentality of fostering inclusion and being prepared to handle or prevent problems that arise," the chancellor said. "The council intends to act as a forum to alleviate differences between different University groups and communities and help recommend policies and procedures to the administration."

"I think this is great and I think it's a step exactly in the right direction toward promoting diversity here at the University," Gallagher said. —Kimberly K. Barlow

Senate committee elections run till May 11

The slate of candidates for seats on the University Senate's standing committees has been set. Faculty voting for committee members, which will be done electronically via the Pitt portal, will run through 11:59 p.m. May 11.

For more information, contact the Senate office at 4-6505.

Athletics: Katelyn Allison, health related professions; Jacques Bromberg, classics/arts and sciences; Nancy Glynn, public health; Lorraine Novosel, nursing; Jay Rajgopal, engineering; Carma Repchek, education; Susan Westmiller, nursing.

Benefits and welfare: Balasubramani Goundappa, public health; Mike Goud, medicine; John Pat Weiss, health related professions.

Budget policies: Mackey Friedman, public health; Wesley Rohrer, public health; David Rowe, public health; Cindy Davis, education.

James Cassaro, University Library System; **Scott Nelson,** chemistry/arts and sciences; **Lenore Thomas,** studio arts/arts and sciences; **Peg Verico,** pharmacy.

Community relations: Linda Hartman, Health Sciences Library System; **Anne Hays,** education; **Andrea Kriska,** public health; **Deborah Studen-Pavlovich,** dental medicine.

Computer usage: Vincent Arena, public health; **Isabelle Wilkins,** medicine; **Fran Yarger,** Health Sciences Library System.

Educational policies: Michael Beach, nursing; **Leslie Eibl,** University Library System; **Douglas Landsittel,** medicine; **John Ozolek,** medicine.

Equity, inclusion and anti-discrimination advocacy: Ellen Ansell, education; **Claude Mauk,** linguistics/arts and sciences; **Amber Pabon,** education; **Andrew Strathern,** anthropology/arts and sciences.

Ricardo Vila-Roger, theatre arts/arts and sciences.

Governmental relations: Paul Adams, Greensburg campus; **Bob Boudreau,** public health; **Denise Chisholm,** health related professions; **Ed Galloway,** University Library System; **Mark Strauss,** psychology/arts and sciences.

Library: Sheila Alexander, nursing; **Alex Davit,** medicine; **Clark Muenzer,** German; **Mary Rautkis,** social work; **Susan Sesack,** neuroscience/arts and sciences.

Plant utilization and planning: M. Kathleen Kelly, health related professions; **Paul Munro,** information sciences; **Michael Ramsey,** geology/arts and sciences; **Patricia Roncevich,** law; **Pat Weiss,** Health Sciences Library System.

Tenure and academic freedom: Abbe De Vallejo, medicine; **Maria Kovacs,** medicine; **John Mendeloff,** public and international affairs; **Karen Norris,** medicine; **Rakesh Sindhi,** medicine; **Seth Weinberg,** dental medicine.

Research: Aaron Brenner, University Library System; **Eileen**

Chasens, nursing; **Steven Dytman,** physics and astronomy/arts and sciences; **Kirk Erickson,** psychology/arts and sciences; **Rhobert Evans,** public health; **Robert Gibbs,** pharmacy; **Michael Goodhart,** political science/arts and sciences; **Andrea Ketchum,** Health Sciences Library System; **Mary Marazita,** dental medicine; **Lindsay Matsumura,** education; **Rami Melhem,** computer science/arts and sciences; **Penny Morel,** medicine; **Douglas Reed,** medicine; **David Rothstein,** medicine; **Martin Schmidt,** medicine; **Patrick Smolinski,** engineering; **Alex Vieira,** dental medicine; **Berenika Webster,** University Library System.

Chasens, nursing; **Steven Dytman,** physics and astronomy/arts and sciences; **Kirk Erickson,** psychology/arts and sciences; **Rhobert Evans,** public health; **Robert Gibbs,** pharmacy; **Michael Goodhart,** political science/arts and sciences; **Andrea Ketchum,** Health Sciences Library System; **Mary Marazita,** dental medicine; **Lindsay Matsumura,** education; **Rami Melhem,** computer science/arts and sciences; **Penny Morel,** medicine; **Douglas Reed,** medicine; **David Rothstein,** medicine; **Martin Schmidt,** medicine; **Patrick Smolinski,** engineering; **Alex Vieira,** dental medicine; **Berenika Webster,** University Library System.

Tenure and academic freedom: Abbe De Vallejo, medicine; **Maria Kovacs,** medicine; **John Mendeloff,** public and international affairs; **Karen Norris,** medicine; **Rakesh Sindhi,** medicine; **Seth Weinberg,** dental medicine.

Pitt earns green rating

For the fourth consecutive year, The Princeton Review has included Pitt in its Guide to 353 Green Colleges.

The Princeton Review chose the schools for inclusion in its 2015 green colleges guide based on green ratings derived from a survey it conducted in 2014 of administrators at hundreds of colleges; to be eligible for inclusion in the guide, schools had to have a green rating of at least 83 out of a total score of 99.

The Princeton Review's Robert Franek, senior vice president and publisher, noted the growing interest the company has seen among college-bound students in green colleges.

The Princeton Review created its Guide to 353 Green Colleges in partnership with the Center for Green Schools at the U.S. Green Building Council. The Princeton Review is a privately held education services company and is not affiliated with Princeton University.

Being recognized again as one of The Princeton Review's 353 most environmentally responsible colleges in the United States and Canada is a great way to cap off the University's Year of Sustainability, says Daniel Marcinko, Pitt's sustainability coordinator.

Provost Patricia E. Beeson declared the 2014-15 school year the Year of Sustainability. Earlier, and to mark the 10th anniversary of the University's Mascaro

Center for Sustainable Innovation, Pitt officials announced a new \$37.5 million funding initiative comprising various endowments and current funds to support sustainability-related academics and research.

In 2014, the University received two new Leadership in Energy & Environmental Design (LEED) certifications for campus buildings: Nordenberg Hall and the mid-campus research complex renovation, both rated LEED Silver.

Pitt also has committed to incorporating stormwater management and sustainable landscaping in all design efforts.

In the academic realm, the Office of the Provost offered financial support for lectures, seminars and workshops related to sustainability.

The provost and Pitt's Mascaro Center also awarded three 2015 faculty fellowships in sustainability, enabling professors to contribute to research within and across disciplines during the fellowship period and develop new sustainability-related courses.

Also in 2014, Pitt added three green roofs on the Pittsburgh campus, bringing the total to eight green roofs. And the new Salk Hall addition has a bioswale system and rain garden to mitigate storm water. Through such energy initiatives, Pitt reports it has realized over \$50 million in energy and water cost avoidance since 1996.

Pitt to join job initiative for young people with disabilities

Pitt's plans to participate in a United Way of Allegheny County employment initiative for young people with disabilities will be detailed as part of next week's National Council on Disability (NCD) spring quarterly meeting.

The University is hosting the NCD meeting May 4 and 5 in the William Pitt Union. The event will focus on employment, education and transportation and will include panel discussions and town hall sessions.

21 and Able

Pitt will be the second area employer and the first university to participate in the United Way's 21 and Able career transition project, which assists employers and helps young people with disabilities find jobs.

The initial career transition pilot program was launched in 2013 at Giant Eagle. The United Way earlier this year received a \$378,300 grant from the Kessler Foundation to expand the career transition project, which will enable the program to expand to three-five additional large employers in the region.

The University is the first of these additional employers to commit to participating, according to United Way's Heather Sedlako.

The grant supports the hiring

of embedded employment professionals, who help prospective employees who have disabilities navigate the hiring process and connect them with any needed support once they're hired. The presence of a staff person expert in this area also benefits employers, Sedlako said.

Michelle Fullem, director of recruiting and client services in Pitt's Office of Human Resources, said that the program here would target adults with disabilities who have bachelor's or graduate degrees in addition to those who are high school graduates.

"The most underemployed population are those with disabilities," Fullem said, adding that both newer graduates and mid-career adults would be considered for various opportunities at the University.

The University has yet to set a goal for the number of individuals with disabilities it hopes to hire in conjunction with the program.

The first step is to get the liaison in place, hopefully by early summer, Fullem said.

Fullem said she and colleagues in HR are excited to launch this initiative at Pitt. "It's another piece of the puzzle to show our commitment to a diverse workforce."

In a prepared release on the Kessler grant earlier this year, Giant Eagle's Jeremy Shapira,

senior director and HR business partner for the Market District and GetGo store formats, detailed the career transition program's success there: "The key component to the success of this project is having the employment professional embedded within our organization, which is a vastly different approach than the job coach model."

Giant Eagle's embedded employment professional "is a

member of the Giant Eagle team, which promotes a deeper understanding of both our corporate culture and operational practices. This knowledge, combined with her vocational rehabilitation background and community connections, helps her to best identify the opportunities that will serve the most young people."

Giant Eagle exceeded its goal to employ 24 students in a two-year pilot that was launched in September 2013, employing 27 in the first 15 months of the program.

Shapira is scheduled to be a panelist in a May 4 NCD session on "Transition Age Youth Getting to the Marketplace."

"Ramp crawl" fundraiser planned

The Oakland community will celebrate the launch of a new accessibility initiative with a "ramp crawl" fundraiser scheduled in conjunction with the National Council on Disability's quarterly meeting on campus.

The Oakland for All: Beyond Accessible campaign advocates for increasing public awareness of accessibility for people with disabilities, the creation of accessible establishments and the transformation of Oakland into a community model for accessibility.

Organizers stated: "Together, we are opening a pathway to a community without barriers. Our main initiatives include being advocates for the creation of user-friendly buildings, commercial establishments, public spaces and communities. We have goals to

raise public awareness of accessibility in our society — thinking ADA and beyond. Overall, transforming Oakland into a model community that can be replicated in the greater Pittsburgh area and potentially throughout the country."

The social event, set for 4-7 p.m. May 5, aims to spark discussion about the importance of ensuring accessibility for all. Registration is \$20 and includes a complimentary beverage. Funds will go toward providing businesses with technical assistance and the ongoing advancement of the Oakland for All: Beyond Accessible initiative.

For details, or to register, visit www.OaklandForAll.org.

The ramp crawl will start at the tent at Schenley Plaza, served by

NCD's agenda

The NCD is an independent federal agency that advises on policies and programs that affect people with disabilities. Its members are appointed by the president and Congress.

Pitt faculty member Katherine Seelman, associate dean for disability programs in the School of Health and Rehabilitation Sciences, was appointed to the NCD in 2014. She will lead a May 5 panel session, "Renewing the Federal Commitment to Students With Disabilities."

Others with Pitt connections will participate in a panel discussion, "We are the 'ADA Genera-

CONTINUED ON PAGE 18

FACULTY & STAFF CAMPAIGN

Why they give

Law school faculty members John and Nancy Burkoff are husband and wife and have been giving to Pitt's internal campaign, separately and together, for a long time.

John has been on the faculty for 38 years; Nancy has been on the faculty for seven years, but she previously was a Pitt law adjunct professor for many years and is a Pitt law school graduate.

With 29 consecutive years of giving, they have contributed money to a wide variety of Pitt initiatives: student activities and student printing; the law school and its fellows; the Panther Club Athletic Scholarship Fund; the Lancaster Award for Public Interest; the Pitt Law Locker Initiative; the Dr. Joan G. Gaines Breast Cancer Fund, and the Bob Donnorummo Study Abroad Fund.

"We are both proud and pleased to be members of the Pitt faculty," says John, "and it seems to us that it is good to put our money where our mouths are." Sometimes the help is as simple as giving profits from the sales of books the couple has written, which their students are now using, to the student printing fund.

"We're proud of the way the University has grown and changed since we first came here," says Nancy, noting that the couple has raised two children and taken them to Pitt football and basketball games.

The pair of profs has used their donations to honor everyone from a local federal court judge to the longtime head of Russian and Eastern European studies here at Pitt.

"The things that we have contributed to," says John, "are things that we believe in, and there is no reason to believe that we will stop."



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Continuing full-time faculty averaged pay hikes of 3.9% in FY15, report to BPC says

Salary increases for full-time continuing faculty averaged 3.9 percent in fiscal year 2015. The median increase for continuing faculty members was 2.5 percent, in line with the FY2015 salary pool increase of 2.5 percent (made up of 1 percent for maintenance and 1.5 percent for merit, market and equity).

Robert Goga presented the Office of Institutional Research management information and analysis office's annual Analysis of Salary Increases for Full-Time Continuing Faculty at the April University Senate budget policies committee (BPC) meeting.

The report covered 2,044 full-time continuing faculty, representing 83.9 percent of 2,437 full-time faculty.

Excluded from the analysis were: clinical departments in the School of Medicine; faculty employed here in fall 2013 but not in fall 2014 and the reverse; faculty whose contract base changed (for instance, from nine to 12 months or vice versa); faculty on leave of absence without pay in the current or previous year; faculty changing from part-time to full-time or the reverse; visiting faculty; faculty whose responsibility center changed; faculty with a reduction in salary, and academic administrators at the level of dean or higher.

Goga said the analysis reports faculty salary increases in three ways: by "total salaries," which represents the percentage increase in the total salaries this year over last; by the average of individual faculty members' increases, and by the median of individual increases, which shows the point at which half the individual members' percentage increases were lower and half were higher.

Total salaries

Total salaries for the 2,044 faculty included in the report rose an average of 3.8 percent, up from \$201.12 million in FY14 to \$208.82 million in FY15.

Salary increase intervals

Of the 2,044 continuing faculty included in the report, 148 (7.24 percent) received raises of 0 percent-1.49 percent, below the 2015 inflation rate of 1.5 percent. Thirty-nine of those (1.9 percent) received raises below the 1 percent salary pool increase maintenance component for employees demonstrating satisfactory performance. The inference, noted BPC member Phil Wion, is that those individuals' performance was unsatisfactory.

Nearly half the continuing faculty (996 of the 2,044) received raises in the 1.5 percent-2.99 percent range while another quarter of continuing faculty (498 of the 2,044) received raises of 3 percent-4.99 percent.

Almost 10 percent of continuing faculty received raises in the 5 percent-7.49 percent range; 4 percent received raises of 7.5 percent-9.99 percent and nearly 6 percent received raises of 10 percent or more.

Increases by salary range

The report also analyzed continuing faculty salary increases by salary range (see chart at left).

BPC co-chair John J. Baker commented on the larger percentage increases for faculty in the lowest pay ranges in the humani-

ties area in the Dietrich School of Arts and Sciences.

There, according to the report, continuing faculty who earned less than \$40,000 received an average increase of 6.8 percent; those in the \$40,001-\$50,000 range averaged 5.6 percent, and those earning \$50,001-\$60,000 averaged 6.3 percent.

"I appreciate that I know that's been an issue for the Provost's office and I'm very pleased to see that's being followed up on," Baker said.

David DeJong, vice provost for academic planning and resources management and chancellor's liaison to BPC, noted the broad tendency across the salary survey for those in the lowest salary ranges to receive higher than average percentage increases.

The report showed the 25 faculty earning less than \$40,000 averaged a 4.5 percent increase, with a median increase of 3.8 percent. The 114 faculty earning \$40,001-\$50,000 had an increase of 4.4 percent, with 3.9 percent as the median. And, those earning \$50,001-\$60,000 averaged a 4 percent increase, with a median increase of 2.8 percent.

Higher increases for the lowest-paid

A breakout of salary increases for full-time faculty and staff showed a tendency toward higher percentage increases for employees in the lowest 10 percent of pay ranges, DeJong said.

While the average percentage increase for all continuing full-time staff in FY15 was 4.12 percent, those earning \$30,000 or less averaged a raise of 4.67 percent, while those earning more than \$30,000 averaged 4.05 percent.

For continuing full-time faculty, the average increase was 3.94 percent. However, faculty earning \$50,000 or less averaged a pay raise of 4.44 percent, DeJong said. Those earning more than \$50,000 averaged a 3.91 percent increase.

To view the entire salary analysis go to www.utimes.pitt.edu/documents/ContinuingFacultySalaries2015.pdf.

In other business:

• DeJong presented an updated 15-year salary cohort report for faculty and staff. (See story, page 7.)

At DeJong's request, Baker's critique of the cohort study was held for discussion in a closed portion of the meeting.

• Baker raised the subject of nominations for BPC officers. A chair (or co-chairs) and a secretary will be needed.

Term limits in the Senate bylaws preclude Baker, who is in his sixth consecutive year as an elected member of the committee, from continuing as a voting member. While he may remain on BPC as a pro-tem member, under Senate bylaws he is ineligible for re-election for a year.

• BPC's next meeting tentatively is set for May 22. Salary pool increase recommendations will be the primary agenda item, Baker said.

• Balwant N. Dixit, professor emeritus in pharmaceutical sciences, announced his retirement from BPC. In bidding farewell to the committee, Dixit, who joined the faculty in 1965 after receiving his PhD here, shared recollections of his career.

—Kimberly K. Barlow

Report looks at faculty/staff salary progress

The University Senate budget policies committee (BPC) is seeking more information on how well salaries progress for long-term faculty at Pitt.

A new Provost's office analysis of faculty and staff salaries for a cohort of long-term full-time Pitt employees showed that 92 percent of staff and 87 percent of faculty in the group received raises that exceeded inflation for the 15-year period of fiscal year 2000-FY15.

BPC received the updated report April 17 (see related story page 6) but questioned the omission of details pertaining to salary progress among faculty who were assistant professors in FY00 and associate professors in FY15.

The faculty cohort analysis was first produced five years ago at the request of then-University Senate President Michael Pinsky, who asked for a longitudinal report as an alternative to mean and median salary reports, in order to track salaries for a fixed group of long-time continuing faculty members. (See May 13, 2010, *University Times*.)

David DeJong, vice provost for academic planning and resources management and a chancellor's liaison to BPC, said the set of cohorts was discussed when the report was commissioned five years ago.

"We agreed that over 15 years if you had not advanced to full professor and you started as an assistant, that would not have been normal progress through the ranks," he explained.

BPC member pro tem Phil Wion requested that in its next report the administration provide details for the subset that moved from the assistant to the associate rank.

Wion, faculty emeritus of English, noted that cultures vary in terms of what is considered normal progress. "That really does vary school to school, department to department," noting that in English, for instance, many faculty remain "stuck" in the associate professor rank.

BPC chair John J. Baker agreed that many faculty at Pitt move from assistant to associate but never become a full professor. He observed, however, "You'd have more trouble interpreting the data, I think, if you included the assistant-to-associate" progress. "It would show you whether they make this or not, but it doesn't show you the reasons why."

Wion countered that the report likewise doesn't detail the reasons why progress from the assistant professor to the full professor rank is usual in some parts of the University.

"Cultures really vary from one part of the University to another in this respect," he reiterated.

BPC cochair Beverly Gaddy noted that the omission of the assistant-to-associate group leaves a large gap in the data.

The analysis breaks out salary progress by rank change for 532 of the 811 faculty in the cohort: 209 full professors who remained

full professors 15 years later; 154 associate professors and 86 assistant professors who became full professors by FY15; 42 instructors/lecturers who moved to one of the professor ranks and 41 faculty who remained instructors/lecturers in FY15.

A total of 279 of the 811 are not accounted for in the "select rank changes" breakouts. Said Wion, "It's the biggest category and it's left out. That doesn't seem right."

Key metrics

According to the cohort report, the Consumer Price Index rose 45 percent FY00-FY15. The maintenance component of Pitt's salary pool increase rose 29 percent; the overall salary pool (maintenance plus the merit/market/equity component) rose 52 percent, and the overall pool increase plus academic initiatives funds rose 62 percent.

A total of 1,524 full-time staff and 811 full-time faculty who were employed at the University in FY00 still were working at Pitt in FY15.

The faculty analysis included tenure-stream and non-tenure-stream faculty, faculty from the Pittsburgh campus and the regional campuses, and non-clinical School of Medicine faculty. Clinical medical school faculty were not included.

According to the Pitt Fact Book 2015, the University employs

4,442 full-time faculty (including 2,220 in the School of Medicine) and 6,642 full-time staff.

Faculty cohort pay increases

For the 811 faculty included in the cohort analysis:

- 87 percent received raises that exceeded the CPI.
- 94 percent received raises that exceeded the salary pool maintenance component.
- 80 percent exceeded the total salary pool (maintenance plus merit/market/equity).
- 69 percent exceeded the total salary pool plus academic initiatives funding.

Effects of selected faculty rank changes

Of the 209 full professors in FY00 who remained full professors in FY15:

- 84 percent received raises that exceeded the CPI.
- 91 percent received raises that exceeded the salary pool maintenance component.
- 74 percent exceeded the total salary pool (maintenance plus merit/market/equity).
- 56 percent exceeded the salary pool plus academic initiatives funding.

Of the 154 associate professors in FY00 who were full professors in FY15:

- 96 percent received raises that exceeded the CPI.
- 97 percent received raises that exceeded the salary pool maintenance component.
- 94 percent exceeded the total salary pool (maintenance plus merit/market/equity).

merit/market/equity).

• 93 percent exceeded the salary pool plus academic initiatives funding.

Of the 86 assistant professors in FY00 who were full professors in FY15:

- 97 percent received raises that exceeded the CPI.
- 97 percent received raises that exceeded the salary pool maintenance component.
- 95 percent exceeded the total salary pool (maintenance plus merit/market/equity).
- 95 percent exceeded the salary pool plus academic initiatives funding.

Of the 42 instructors/lecturers in FY00 who advanced to one of the professor ranks by FY15:

- 93 percent received raises that exceeded the CPI.
- 95 percent received raises that exceeded the salary pool maintenance component.
- 91 percent exceeded the total salary pool (maintenance plus merit/market/equity).
- 86 percent exceeded the salary pool plus academic initiatives funding.

Of the 41 instructors/lecturers in FY00 who remained instructors/lecturers in FY15:

- 93 percent received raises that exceeded the CPI.
- 100 percent received raises that exceeded the salary pool maintenance component.
- 83 percent exceeded the total salary pool (maintenance plus merit/market/equity).

CONTINUED ON PAGE 9

Responsibility Center	# of Continuing Faculty	Salaries of FY 2014 to FY 2015 Continuing Faculty		Percent Increase Based on:		
		Salaries in FY 2014	Salaries in FY 2015	Total Salaries	Average of Individual Faculty Members' Percent Increases	Median of Individual Faculty Members' Percent Increases
Provost and Senior Vice Chancellor						
Dietrich School of Arts and Sciences: Humanities	242	\$18,336,106	\$18,996,534	3.6%	4.0%	3.0%
Dietrich School of Arts and Sciences: Natural Sciences	260	\$23,597,186	\$24,601,809	4.3%	4.3%	3.0%
Dietrich School of Arts and Sciences: Social Sciences	112	\$10,776,189	\$11,088,363	2.9%	3.2%	2.2%
Katz Graduate School of Business	71	\$12,148,124	\$12,538,980	3.2%	3.3%	2.9%
School of Education	95	\$7,737,881	\$7,978,853	3.1%	3.0%	2.5%
Swanson School of Engineering	131	\$14,729,341	\$15,381,974	4.4%	4.5%	4.0%
School of Law	38	\$4,656,142	\$5,135,938	3.6%	4.0%	3.1%
Graduate School of Public and International Affairs	28	\$2,973,301	\$3,104,833	4.4%	4.6%	3.0%
School of Social Work	31	\$2,615,209	\$2,700,946	3.3%	3.4%	2.5%
School of Information Sciences	29	\$2,958,324	\$3,055,925	3.3%	3.3%	2.8%
University of Pittsburgh at Johnstown	120	\$7,517,251	\$7,802,188	3.8%	3.9%	3.0%
University of Pittsburgh at Greensburg	72	\$4,412,143	\$4,553,180	3.2%	3.2%	2.8%
University of Pittsburgh at Titusville	18	\$1,105,229	\$1,133,809	2.6%	2.5%	2.5%
University of Pittsburgh at Bradford	62	\$4,068,969	\$4,187,396	2.9%	3.0%	2.5%
University Library System	50	\$3,607,411	\$3,768,553	4.5%	4.9%	3.0%
Other	35	\$5,813,415	\$6,142,619	5.7%	5.9%	3.0%
Senior Vice Chancellor for Health Sciences¹						
School of Dental Medicine	68	\$7,944,131	\$8,198,218	3.2%	3.2%	2.5%
School of Nursing	78	\$6,872,163	\$7,410,200	7.8%	8.0%	3.8%
School of Pharmacy	62	\$7,297,498	\$7,655,485	4.9%	4.8%	2.5%
Graduate School of Public Health	128	\$15,645,360	\$16,217,460	3.7%	3.8%	2.5%
School of Health and Rehabilitation Sciences	114	\$9,808,858	\$10,174,819	3.7%	3.4%	2.5%
Other	24	\$1,673,148	\$1,752,662	4.8%	5.0%	3.5%
School of Medicine						
School of Medicine - Basic Science Departments	176	\$24,523,663	\$25,244,003	2.9%	3.0%	2.5%
Summaries						
University Total ²	2,044	\$201,117,043	\$208,822,547	3.8%	3.9%	2.5%
University Total ² excluding School of Medicine - Basic Science Departments	1,868	\$176,593,379	\$183,578,544	4.0%	4.0%	2.7%
Provost and Senior Vice Chancellor	1,394	\$127,352,222	\$132,169,699	3.8%	3.9%	3.0%
Dietrich School of Arts and Sciences: Humanities, Natural Sciences, and Social Sciences	614	\$52,709,480	\$54,686,705	3.8%	4.0%	3.0%
Senior Vice Chancellor for Health Sciences ¹	474	\$49,241,158	\$51,408,845	4.4%	4.5%	2.5%
Senior Vice Chancellor for Health Sciences ¹ and School of Medicine - Basic Science Departments	650	\$73,764,821	\$76,652,847	3.9%	4.1%	2.5%

Source: Office of Management Information and Analysis

Salary Ranges	Number of Full-Time Continuing Faculty and Salary Increase Interval							% Increase Based On:			
	0.00% to 1.49%	1.50% to 1.99%	2.00% to 2.49%	2.50% to 2.99%	3.00% to 3.49%	3.50% to 3.99%	4.00% to 4.99%	Total	Total Salaries FY 2015 vs FY 2014	Avg of Indiv. Fac. Members' % Increase	Median of Indiv. Fac. Members' % Increase
Less than \$40,000	0	2	2	8	3	10	1	25	4.5%	4.5%	3.8%
\$40,001 - \$50,000	4	7	11	29	34	20	13	114	4.4%	4.4%	3.9%
\$50,001 - \$60,000	6	13	19	92	41	31	5	203	3.9%	4.0%	2.8%
\$60,001 - \$70,000	5	11	16	113	47	33	4	222	3.5%	3.5%	2.5%
\$70,001 - \$80,000	4	23	27	132	49	12	7	235	3.2%	3.2%	2.5%
\$80,001 - \$90,000	4	17	21	138	55	24	9	257	3.3%	3.4%	2.5%
\$90,001 - \$100,000	3	10	13	79	51	15	10	201	4.5%	4.7%	3.0%
\$100,001 - \$110,000	1	5	6	87	38	8	4	147	4.1%	4.2%	2.5%
\$110,001 - \$120,000	0	8	8	50	25	7	3	100	3.5%	3.5%	2.5%
\$120,001 - \$130,000	2	5	7	40	21	5	5	88	5.1%	5.5%	2.8%
\$130,001 - \$140,000	4	1	5	42	24	11	7	91	3.6%	3.7%	2.6%
\$140,001+	6	7	13	186	110	25	10	384	3.9%	4.0%	2.7%
All Ranges	39	109	148	996	498	201	82	2,044	3.8%	3.9%	2.5%

¹University Total, by definition in this analysis, excludes clinical departments of the School of Medicine.



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At Senate community relations meeting

Humphrey focuses on Pitt's community service efforts

“What we want to do is pair better,” senior administrator Kathy Humphrey told some of Pitt’s community partners in a recent meeting of the University Senate community relations committee.

Humphrey, who was named senior vice chancellor for engagement and chief of staff earlier this year, elaborated on the strategic planning currently underway (see April 2 University Times), with an emphasis on efforts to streamline how the University organizes its community service.

“Pitt is serving all over the place in so many locations and so many areas, but we really don’t have a centralized way of deploying the service,” she said. “We really want to create an engine to focus efforts” on making Pitt’s engagement “even stronger and mightier.”

In addition to providing an “incredible environment” for students and for researchers, Humphrey said the University is focused on building community strength. Citing longstanding partnerships facilitated by the Office of Community and Governmental Relations, Humphrey said, “We want to continue everything we’re doing in that respect,” adding that the University also is looking at building and strengthening partnerships that will keep the city and the state strong.

“What happens to those entities is crucial to us and crucial to our success,” she said.

Pitt already is having a dramatic effect on the city and on the region, Humphrey said. “We want to take another step in that ... one to be much more concrete in going out to the community to say ‘How would you like us to help you?’”

Pairing better will be part of the work for Rebecca Bagley, Pitt’s new vice chancellor for economic partnerships, Humphrey said. (See March 19 University Times.)

“If we know that there’s a concern that you have and there are researchers on our team or people in our areas that are looking into that area, what we want to do is do a better job of mapping those two pieces of the puzzle together to make that economic impact ... more directed, more concrete and more developed.”

Some community partners attending the meeting raised the issue of facilitating communication between the University community and community partner groups, which CRC leaders said could become a planning item for the committee’s agenda in the coming year.

In other business at CRC’s April 21 meeting:

Service learning event date set Service learning and community engagement will be the focus at “Academically Based Community Engagement: An Idea Exchange,” set for 2-4 p.m.

Sept. 25 in the William Pitt Union Kurtzman Room.

CRC co-chair Tracy Soska said Lina Dostilio, who teaches service learning pedagogy in Pitt’s School of Education, will be the featured speaker.

The event will include discussion roundtables, networking and an idea showcase. A call for proposals, abstracts and posters will be coming soon, Soska said.

University partner reports

The Office of PittServes, which connects students with service opportunities, is marking the end of its first year and planning for the upcoming academic year, said director Misti McKeen.

Among its most recent projects is the start of a food pantry for Pitt students. The Pitt Pantry has served both graduate and undergraduate students in the four weeks since it opened.

“If you know a student dealing with food insecurity, please feel free to encourage them to visit the pantry at Bellefield Presbyterian Church,” McKeen said.

Planning is underway to develop a sophomore year service corps, which would pair students with ongoing service opportunities with community partners, McKeen said. The goal is to provide students with opportunities for leadership roles within community organizations.

Community and governmental relations representatives reported that nascent efforts online to re-establish the SempleFest block party were quelled with the cooperation of landlords, city and Pitt police.

When talk of a potential SempleFest ’15 arose on social media, a team was assembled to prevent plans from coalescing, said John Wilds, assistant vice chancellor for community relations.

Paul Supowitz, vice chancellor for community and governmental relations, said, “It’s still a big social party week in Oakland” but the goal was to prevent a centralized party with large crowds from outside the neighborhood.

Wanda Wilson of the Oakland Planning and Development Corporation (OPDC) said the group reached out to landlords, who informed student tenants that the huge party would not be tolerated.

Despite cold and rain, about 225 students, faculty, staff and alumni volunteered at 15 project sites as part of March 28 Be a Good Neighbor Day efforts, said Kannu Sahni, director of community relations.

Wilds said Pitt will take the lead in working with the Pittsburgh Council on Higher Education to present a conference this fall on underage and dangerous drinking. In addition, the University is seeking a Pennsylvania Liquor Control Board grant to help fund planned programming on underage and dangerous drinking.

Community partner reports

OPDC’s Wilson outlined her group’s efforts to provide affordable housing in Oakland neighborhoods. OPDC has applied for state housing finance agency support for a project that would enable the group to rehab 24 housing units and construct 25 more for low- and moderate-income residents, she said.

On a related topic, Wilson noted that efforts to step up code enforcement and reduce disruptive behaviors, undertaken in conjunction with neighbors, the University and city authorities, is aiding in making Oakland more attractive to homeowners, a factor that is critical to the long-term health of the neighborhood.

UCSUR initiatives designed to make data access easier

A pair of University Center for Social and Urban Research (UCSUR) initiatives aims to make it easier for students, researchers and other users to access the wealth of public and community data so they can spend less time finding information and more time making use of it.

UCSUR’s Robert Gradeck and Liz Monk outlined the southwestern Pennsylvania community profiles and regional data center initiatives in an April 21 presentation to the University Senate community relations committee.

The community profiles initiative (https://profiles.ucsur.pitt.edu), currently in beta form, groups data in 11 areas: arts and culture; civic vitality and governance; demographics; economics; education; environment; health; housing and properties; human services; public safety, and transportation.

The information can be viewed at multiple geographic levels: by state, county, municipality, neighborhood, census tract, block group, zip code or council district, for example.

Gradeck said the community profiles site will be helpful for users who need quick facts or figures, and particularly those who lack experience in working with information or spreadsheets. He said the site will help students, especially those conducting research for the first time, find information on communities quickly so they can spend their time using data rather than on trying to find data.

UCSUR is training students, faculty and staff, as well as external users in libraries and nonprofit organizations, in using the site.

“We want to encourage people to adopt this broadly,” he said.

A users conference is set for June 5, Gradeck said, adding that input is being accepted on which indicators are important to users and what information is available. “We want to make sure we’re

she said.

Georgia Petropoulos of the Oakland Business Improvement District (OBID) outlined the launch of Oakland for All accessibility efforts (see related story, page 5).

She noted as well that five representatives from Oakland, including Chancellor Patrick Gallagher and faculty member Rory Cooper, will be part of the advisory committee for the city’s recently announced Envision Downtown endeavor. The \$32 million, five-year plan aims in part to redesign streets to focus more on pedestrians.

The Forbes Plaza digital gallery at Forbes Avenue and South Bouquet Street (see Oct. 25, 2012, University Times) is fully funded and construction bids will be requested soon, she said.

Adrienne Walnoha of Community Human Services announced that the Oakland Community Food Pantry, located at 307 Lawn Street, has grown from one of the smallest in the county when it was established in 2009, to the largest

distributor of fresh foods among pantries in Allegheny County, serving more than 1,400 people each month, she said.

Panther Hollow history

The committee distributed a brief history of Oakland’s Panther Hollow neighborhood produced by Carlino Giampolo, a descendant of some of the original Italian immigrants who began settling in the South Oakland neighborhood in the late 1800s. A related website (www.PantherHollow.us) includes old photos and details about the neighborhood’s early residents plus links to an oral history by a longtime resident and a WQED video segment on Panther Hollow.

CRC’s next meeting is set for noon, May 19, in 272 Hillman Library. The agenda will include planning for the upcoming academic year and a farewell to committee liaison Renny Clark, vice chancellor for community initiatives, who is retiring from the University.

—Kimberly K. Barlow

not just throwing data up willy-nilly. We want to make sure it’s meaningful,” he said.

UCSUR also is creating a regional data center, which Gradeck described as “a regional infrastructure for data.” Just as bridges are infrastructure, “It’s important to think of data as part of the infrastructure and data as an asset,” he said.

The project is an outgrowth of UCSUR’s Pittsburgh Neighborhood and Community Information System (PNCIS), which aggregates data important to community development efforts.

UCSUR increasingly is receiving requests for raw data, Gradeck said, explaining that it’s been deemed best to work with the producers of the data to make the information available rather than for UCSUR itself to be the data publisher. UCSUR will aid in automating publication of critical data, he said.

UCSUR will work with Allegheny County and the City of Pittsburgh as its initial partners, and other public data producers are being encouraged to join in, Gradeck said. “We’re going to do a lot of workshops and a lot of training,” he said.

Users will be able to skim

through a list of publishers of data when searching the data center. For instance, a user searching on “crime” can view, chart, map or download the city police incident blotter, Gradeck demonstrated with a few clicks. In addition, individuals can build applications and tools using the data through an application programming interface. “We’re excited about the potential,” he said.

He noted that while other cities including Chicago and Philadelphia post open data, the local initiative will be different because the focus will be on the end-user. “We’re going to engage with users ... we’re going to organize monthly data user groups so people can come together and learn from each other,” he said.

User groups will be organized around the data they use: property data users or health data users will be able to come together to share information and to detail how they use the data, Gradeck said.

The regional data center project will go live once legal agreements are in place and the city passes enabling legislation, Gradeck said, estimating that the project is expected to be ready to launch in about a month.

—Kimberly K. Barlow

Pitt, SEIU near agreement

The University and its service workers union are nearing agreement on a new contract after months of negotiations. Approximately 400 custodians, mechanics, groundskeepers and maintenance workers represented by Service Employees International Union (SEIU) Local 32BJ have been working under an extension to an agreement that expired in December.

Ken Service, vice chancellor for communications, said an “agreement in principle” on major contract issues has been reached. “Everyone is pleased with the progress,” he said, adding that a bargaining session was set for today, April 30, to work on ironing out the finer details.

An SEIU spokeswoman told the University Times that a tentative agreement has been reached.

Neither side would discuss the terms in detail.

Earlier this week, workers received notice that informational meetings and a contract ratification vote had been set for May 5.

—Kimberly K. Barlow



Artist’s rendering of the Korean Nationality Room.

Report looks at progression of faculty/staff pay

CONTINUED FROM PAGE 7

• 66 percent exceeded the salary pool plus academic initiatives funding.

Staff cohort pay increases Salaries for a cohort of long-term staff were added in a report

up in pay grade over the 15-year timeframe. The new report includes 1,524 staff members who were employed at Pitt in FY00-FY15. Of those, 557 remained in the same pay grade, while 627 were in a higher pay grade in FY15 than in FY00.

According to the cohort analysis, for the 557 staff who had no change in pay grade:

• 91 percent received raises that exceeded the salary pool

• 99 percent received raises that exceeded the salary pool

up in pay grade over the 15-year timeframe.

The cohort of 1,524 represents 23 percent of the 6,642 full-time staff employed at Pitt in FY2015.

According to the cohort analysis, for the 557 staff who had no change in pay grade:

• 91 percent received raises that exceeded the salary pool

• 99 percent received raises that exceeded the salary pool

maintenance component.

• 73 percent exceeded the total salary pool (maintenance plus merit/market/equity).

• 52 percent exceeded the salary pool plus academic initiatives funding.

For staff who rose in pay grade:

• 98 percent received raises that exceeded the CPI.

• 99 percent received raises that exceeded the salary pool maintenance component.

• 95 percent exceeded the total salary pool (maintenance plus merit/market/equity).

• 91 percent exceeded the salary pool plus academic initiatives funding.

—Kimberly K. Barlow

Work set to begin next month on Korean Room

Construction on the Korean Heritage Room in the Cathedral of Learning still is set to begin construction on May 15, says Nationality Rooms Director E. Maxine Bruhns — despite that fact that “five big piles” of pine arrived deeply mildewed from Korea in mid-April.

The lumber already had been cut into shape to construct the traditional 17th-century wooden beams, pillars and ceiling materials in what is scheduled to become Pitt’s newest Nationality Room. However, the wood can’t be used, Bruhns said. “It has to be destroyed.”

Organizers will need \$54,000 to purchase more wood, and now are looking at a West Virginia supplier. Because the wood apparently became wet in transit, insurance will not cover the costs, Bruhns said.

Nonetheless, six Korean carpenters, three Korean supervisors and a translator still are poised to begin 12-hour construction days in the middle of next month.

Approved in 2007, the Korean Heritage Room was slated to cost \$650,000 and received much of its funding from the Korean community, including the Korea Foundation and Poongsan Corporation of Korea. The room’s design was patterned after Myung-ryoo-dang (the Hall of Enlightenment), the main lecture hall of Korea’s Royal Academy in Seoul.

“It’s going to be beautiful if we ever get it started,” Bruhns said.

—Marty Levine

Graduates to retain University email accounts

Beginning with spring 2015 graduates, graduating students automatically will retain their My Pitt email mailbox, including all of the contents.

This means they will be able to continue to send and receive email messages from their username@pitt.edu email address, as well as from any email aliases that they created as a student at Pitt. Each graduate’s mailbox storage space still will be 50 GB, and the University’s spam and virus filtering service will continue to protect their email against viruses and junk messages.

However, alumni will not have access to all the computing services they had as students.

For example, they will not have access to files stored on pitt.box.com, and most of the software titles they obtained as students (including Microsoft Office) will expire upon graduation.

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Greek Food

Festival

St. Nicholas Greek Orthodox Cathedral, Oakland

Sunday, May 3
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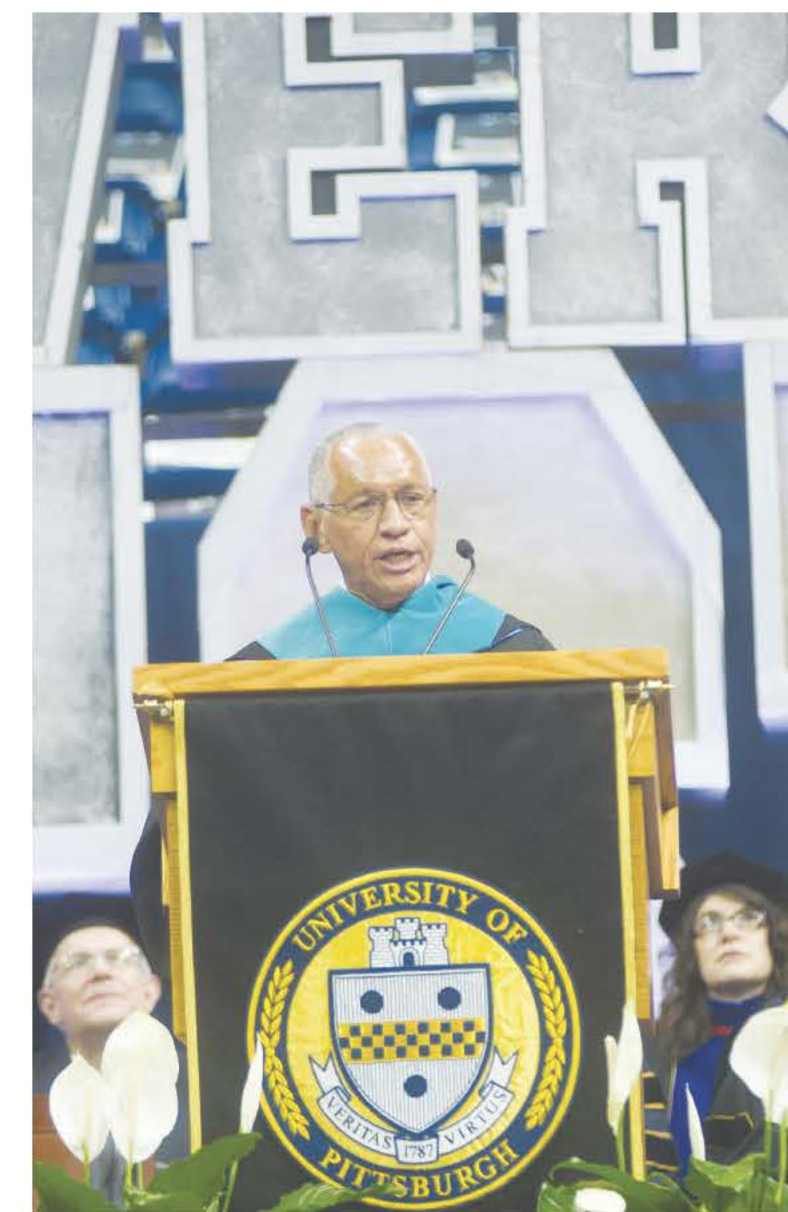
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*St. Nicholas Cathedral is located on the corner of S. Dithridge St. and Forbes Ave., across from The Carnegie Museum.



NASA head Charles Bolden delivered the keynote address. Pitt awarded Bolden an honorary doctorate in public service.



Chancellor Patrick Gallagher presided over his first Pitt commencement since taking over as chancellor last August.



COMMENCEMENT 2015

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

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

Astronaut Charles F. Bolden Jr., administrator of the National Aeronautics and Space Administration (NASA), delivered the 2015 commencement address. As head of NASA, he has overseen the transition from

30 years of space shuttle missions to a new era of exploration focused on full utilization of the International Space Station and space and aeronautics technology development.

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

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

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

Photos by Mike Drazdzinski/CIDDE

“How many of you have ever had that ‘I’m in over my head and they’re going to find out’ feeling?” asked author Valerie Young, eliciting nervous laughter from an audience of nearly 200 women at the University’s annual Women in Medicine and Science Forum. “Despite evidence to the contrary — often overwhelming, compelling evidence to the contrary: degrees, status, awards, raises, advances — a lot of bright capable, successful, high-achieving people have a difficult time internalizing and really owning their accomplishments.”

Instead they credit good luck or good timing. “The thinking here is: ‘Sure I’m successful, but I can explain all that,’” said Young, author of “The Secret Thoughts of Successful Women: Why Capable People Suffer From the Impostor Syndrome and How to Thrive in Spite of It,” who opened the two-day professional development event with an April 23 keynote in Scaife Hall.

The impostor phenomenon was named by psychologists Pauline Rose Clance and Suzanne Imes, who coined the term in the 1970s to describe their observations on how bright, capable people felt like they were somehow fooling people.

“For a lot of us, our accomplishments don’t register very well,” Young said. “If we push away and negate the evidence of our abilities, the next time we succeed, we don’t know how we got there.”

Impostor phenomenon is not a fancy term for low self-esteem, she said. “Self-esteem has to do with a global sense we have about ourselves. Impostor feelings are very specific to achievement arenas — to academics, to work, to career,” Young said.

“You probably don’t feel like you’re an impostor when you’re walking your dog or you’re doing your laundry.” Instead, the feelings surface at a job interview, in conferring with an adviser, when conducting research or making presentations.

“We fooled them” leads to fear of being unmasked. “For some people there’s almost a sense of relief — at least the jig will be up. I can stop this pretense of being a scholar or academic and I can always go back to saying ‘Would you like fries with that, sir?’” Young said. “But for most people there’s no relief. There’s just that anxiety of always waiting for the other shoe to drop.”

While impostor syndrome initially was thought to affect only women, subsequently it has been found to affect men as well, she said.

Comedian Mike Meyers admits he’s waiting for the no-talent police to come arrest him and actress Jodie Foster has labeled her acceptance to Yale and her Academy Award as flukes, Young said.

Women do experience impostor feelings in greater numbers. And “it holds us back more,” she said.

“The research shows that boys and men are more likely to externalize failure and mistakes and women and girls are much more likely to internalize it and blame ourselves.”

Why do so many people feel this way?

Impostor feelings have some

IMPOSTOR SYNDROME

Own your accomplishments, speaker urges

roots in childhood, Young said. “What messages did you get growing up from family members and teachers? How was success defined? How was mistake-making addressed?”

Were you labeled the smart one in your family? “That’s a lot of pressure.” Or were you competing with a sibling who was the smart one?

But childhood experiences don’t explain it all. There are situational factors. “Just being a student, period, will make you more susceptible to impostor feelings,” she said. “You’ve signed up and you’re paying to be tested over and over, and to have your knowledge and intellect tested.”

Actors, authors and others in creative fields often admit to impostor feelings. Their vulnerability is understandable, she said. “You’re being judged by subjective standards by people whose job title is professional critic.”

While women more often are affected by impostor syndrome, academia presents a more level playing field for these feelings. “The only study I’m aware of where a higher percentage of men identify impostor feelings than women did was a study conducted with professors,” Young noted. “I think that speaks directly to organizational culture.”

Organizational cultures that fuel self-doubt — academic culture and medical culture are prime examples — can leave individuals more susceptible to impostor feelings, she said. Competition, hierarchies within disciplines and constant exposure to critical feedback all contribute.

“It’s worth being mindful that I am in an organization that can foster impostor kinds of issues,” she said.

Belonging
A sense of belonging fosters confidence, she said. “The more people who look like you the more confident you are going to feel. The less people look like you the less confident you are going to feel,” she said.

Impostor feeling may be higher among immigrants. “You’ve got all the same pressures as everyone else, but you’re also doing it in another culture and perhaps even in a second language,” Young noted.

Belonging also may be harder for first-generation college students, or other “firsts” to do something: the first woman, first person of color, first person with a disability in an area. “There’s a pressure really to ‘represent,’” she said. Being the sole woman in a traditionally male environment or the oldest or youngest in a group can have an effect.

“Whatever the stereotypes about a group’s intellect — and you know those stereotypes and everybody knows those stereotypes — then you are more susceptible to impostor thoughts,” she said.

Myths about competence

While cultural expectations play a role, we also share multiple subconscious myths about what it means to be competent, qualified or intelligent — a litany of shoulds and woulds.

“We all have these unsustainable, unrealistic self-expectations for competence,” she said. “We beat ourselves up when we break one of these rules... about failure, mistake-making and intellect.”

Audience members easily filled in the blanks:
• “I should” ... manage my time perfectly, be able to answer any question, publish only in Nature and Science, know my next grant idea.

• “I would never” ... have to say no, question my path.

• “I would always” ... feel confident in my decisions, finish what I start.

“When you hear these out loud, it’s crazy. No human being could do that,” Young said.

The role of shame

“What the research shows is that while no one likes to fail or make a mistake, people who feel like impostors experience shame when they make a mistake or fail,” she said.

“We don’t all experience shame the same way. Where we feel shameful has everything to do with how we define competence,” she said, identifying five competence “types.”

Shame, for “the perfectionist,” is any tiny flaw — 99 instead of 100 on a test.

A corollary is “the expert” — the “knowledge version of the perfectionist,” for whom shame comes with not knowing everything, Young said.



Valerie Young

There’s the “natural genius” for whom competence equates to ease and speed. “If it takes longer than you think it should to master, you’re very, very hard on yourself,” she said, adding that this is commonly seen in graduate students who have sailed through their undergraduate years.

There’s “the soloist” who feels shame in having to ask for help. “I should be able to figure this all out by myself,” is the mindset.

Then there’s “the superhero/superwoman” who feels he or she must perform perfectly across all roles.

“The bad news is we have these crazy expectations for ourselves,” Young said. “Here’s the incredibly good news: This is also the solution.”

Unlearning the impostor syndrome

It’s important for individuals to understand how the impostor syndrome plays out in their own life.

Impostors use unconscious coping strategies to manage the stress of waiting for the other shoe to drop and to avoid detection, Young said.

Keeping a low profile, procrastinating, never starting or finishing projects, self-sabotage, putting on a “game face” of uber-confidence or using workaholicism to cover up one’s supposed ineptitude — are strategies that work, at a price.

“What opportunities or experiences am I missing out on” by not recognizing and changing these strategies? Young asked.

The cost isn’t just to the individual, Young said. It’s expensive to organizations as well.

The cure

There is no pill to fix impostor feelings. “You just have to do it yourself,” Young said, enumerating three non-negotiable things that must be done to unlearn impostorism:

• **Normalize impostor feelings.**

“You’re not special” in feeling like an impostor, Young said, citing a study that showed that up to 70 percent of high achievers at some point experienced impostor feelings. “It’s incredibly normal. And just to know that some of the most talented and accomplished people on the planet share these feelings can be tremendously helpful,” Young said.

You’re not alone. It’s not a mental health issue. It’s a way of thinking that can be changed, she said.

“When you think about it, there’s a certain amount of arrogance to the impostor syndrome,” she said. “What you’re really saying is, ‘Other people are so

stupid that they don’t realize I’m incompetent,” Young said.

It’s especially hard when you’re surrounded by brilliance as you are at an institution like Pitt to not have impostor syndrome, she said.

But it’s important to recognize most people have impostor feelings and that some brilliant colleagues are faking their way through theirs, she said.

• **Reframe impostor thoughts**
“People who don’t feel like impostors are no more intelligent or competent or capable than you and I,” Young said. They simply think differently.

“We need to learn to think those different thoughts,” asking ourselves, “What would a non-impostor think under these circumstances?” she said.

“We need to think different thoughts about failure, mistakes, criticism, to take some of that shame out of it,” Young said.

“We all know in the sciences you learn a lot more from failure than you do from success. It’s mostly a series of failures on your way to success,” she said.

“It’s how you handle failures and mistakes that matter. We don’t get out of life without failures and mistakes and it’s where so much of the learning can take place.”

We need to redefine what it means to be competent, she said.

“You will never know everything about your field. It’s a constant moving target,” Young said. “To be able to put that in perspective is very powerful.”

Asking for help is a sign of competence, she said. “Competent leaders surround themselves with people who know more than they do and they call on them.”

• **Reframe fear**
“What we want is to feel confident 24/7,” she said. “But that’s not how confidence works. We have moments of confidence and we have moments when we don’t feel so confident.”

Instead of beating yourself up when you lack confidence, “recognize instead that the body doesn’t know the difference between fear and excitement,” Young advised.

When fear manifests with sweaty palms, nervous stomach or dry throat, repeat to yourself, “I’m excited, I’m excited,” she said.

Change won’t come immediately, Young noted.

“You have to change how you think,” she said. “Then you have to change how you behave. Do the thing that scares you, even though you’re scared. And over time your feelings will catch up with you.”

Reframing isn’t instant. “You won’t believe the new thoughts. You’ve got the old rulebook going on. And that’s why you have to keep saying it and you have to keep going regardless,” Young said.

“You have to keep going regardless of the messaging you got growing up. You’ve got to keep going regardless of the organizational culture that you’re functioning in. You’ve got to keep going regardless of whether you’re still working on your coping mechanism ... whether people around you are making assumptions about your competence,” Young said.

“You have to keep going, regardless. For you. But also it’s not about you,” she said.

“Everyone loses when bright people play small.”
—Kimberly K. Barlow ■

PittBenefits

Office of Human Resources • April 2015

Open Enrollment Is Here!

Medical Program

The open enrollment period began Monday, April 27, and extends through Tuesday, May 19. There are very few changes overall. The most important and appealing news is that there will be no increase in employee contributions for the upcoming plan year!

During this annual open enrollment period and in future years, your open enrollment packet is available anywhere, anytime, online at: www.openenroll.hr.pitt.edu

Identical hard copy paper packets will be delivered to departments for distribution starting the week of May 4.

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

- Review all of the health and welfare benefit offerings
- **Make a change if desired to your current health and welfare plans**
- Add or remove dependents from your benefit plans

If you would like to make changes to your current benefit elections, please do so through Employee Self Service on the University portal at my.pitt.edu. Step-by-step instructions to access the self-service module may be found at the open enrollment site as well as in the mailed packets.

Please note that if you do not want to make changes to your current benefit elections, no action is needed. Re-enrollment in the medical plans is not required for the new Plan Year.

Outside of the open enrollment period, you can only change the plans you have selected and the dependents that you are covering on the plans if you experience a qualified change in status (e.g. marriage, divorce, birth of a child, change in spouse/partner’s employment, etc.). Changes must be made within 60 days of the event.

Changes to the PPO Plans

The three primary Preferred Provider Option (PPO) plans have been in place without any notable changes since 2003.

Panther Premier and Panther Advocate Are Merging

Beginning July 1, 2015, PPO Panther Premier and Panther Advocate plans will be merged. Since the plan designs are virtually identical, by merging these plans we are able to offer the former Panther Premier participants the opportunity to take advantage of a Health Incentive Account (HIA).

In the past, the HIA only was offered with the Panther Advocate option. The merged plan will adopt the Panther Advocate name. For the new plan year, participants in Panther Advocate can earn \$200 in credits if they have single coverage and \$400 if they have family coverage. To simplify the administration, starting in July, any wellness incentives that you earn will be loaded onto a UPMC FlexAdvantage Visa debit card. Your “earnings” will be more accessible and easier to track. The new process will be much easier to follow. You may use your current flexible spending account card to access the incentive credits. You will be issued a FlexAdvantage card for the Panther Advocate plan if you currently do not participate in the flexible spending account program. We hope you will take advantage of this great opportunity and actively participate in wellness activities!

Please Note: If you are a current Panther Premier participant, you automatically will become a member of the Panther Advocate plan unless you make an election to do otherwise. New ID cards for former Panther Premier participants will be issued. This change should be communicated to your health care providers.

The out of pocket maximum for this plan is increasing as follows:

Individual:	\$1,500 to \$2,000
Family:	\$3,000 to \$4,000

Panther Plus

The out of pocket maximum for this plan is increasing as follows:

Individual:	\$2,250 to \$3,000
Family:	\$4,500 to \$6,000

Panther Basic

The Panther Basic Plan will remain a \$0 premium plan for the individual and parent and child(ren) tier levels for the new plan year.

The plan will be modified to qualify as a high-deductible health plan in accordance with IRS guidelines. This results in the individual deductible increasing from \$1,000 to \$1,500, while the family deductible changes from \$2,000 to \$3,000.

This modification allows the University to offer a Health Savings Account (HSA) with Panther Basic. There are annual limits on the amount that can be contributed to an HSA. For calendar year 2015, the contribution limit for an individual is \$3,350 and for a family is \$6,650. Individuals 55 years old or over can make an additional \$1,000 contribution. Additional information regarding the HSA option is available at:

www.upmchealthplan.com/pitt

The intent behind high-deductible plans also known as consumer-driven plans involves offering a lower premium in exchange for a higher deductible. The savings derived from having a lower premium can be placed into the HSA account, which is tax-exempt. Savings placed into this account can become an investment vehicle with earned interest which also is tax-exempt. Finally, the funds can be withdrawn tax-free for eligible expenses or even retained for use in retirement.

Flexible Spending Accounts

Health Care Flexible Spending Account

The annual maximum for the health care flexible spending account has increased to \$2,550. If you would like to increase your deduction to meet the annual maximum, you will need to go through the self-service process. Additionally, the federal government now allows participants to roll over a maximum of \$500 from the FY15 plan year to the FY16 plan year. The rollover is effective on July 1, 2015. This effectively minimizes the “use it or lose it” provision, but only for health care flexible spending accounts. The 2½-month extension (until September 15) to incur a claim and file it against the former plan year is no longer available.

Upcoming Training Sessions

Through the Faculty and Staff Development Program, many interesting and helpful training sessions are offered. The menu includes benefits and non-benefit-related courses.

Title	Day	Date	Time	Location
An Introduction to Social Media: Networking on the Web	Wed.	May 20	9 - 11 am	342 Craig Hall
Veterans on Campus	Fri.	May 22	9 - 11 am	342 Craig Hall
Online Tools: Connect to Financial Clarity	Thur.	May 28	9 - 10:30 am	342 Craig Hall
Writing with Style — Official University Style	Tue.	June 2	9 - 11 am	342 Craig Hall
Please Respect My Generation	Tue.	June 16	9 - 11 am	342 Craig Hall
Inside Money: Managing Income and Debt	Thur.	June 18	9 - 10:30 am	342 Craig Hall

For more information on the Faculty and Staff Development Program and to register for these workshops, please visit: www.hr.pitt.edu/fsdp

UPMC HEALTH PLAN

PAID ADVERTISEMENT



Dental and Vision Programs

The dental and vision programs remain unchanged for FY 2016. Both the plan designs and the premiums remain the same.

Corporate Wellness Challenge

In a unique interdepartmental effort to promote wellness, the Benefits Department and the Department of Health and Physical Activity, working in partnership with the Pittsburgh Business Group on Health (PBGH), launched the Move It & Lose It Corporate Wellness Challenge on March 2. The eight-week competition based on step tracking ended on April 26.

The PBGH Corporate Wellness Challenge is associated with the American Heart Association’s Walking Program, a physical activity initiative to fight heart disease and stroke by reaching people through workplace walking programs. A kickoff event was held on March 3 in the WPU Kurtzman Room with University of Pittsburgh interns presenting information on health and nutrition topics, various physical activities and raffle door prizes.

This challenge enabled faculty and staff to compete with each other, on teams and with other local corporations’ employees. With the goal of health and wellness, the competition tracked one’s physical activity and turned it into miles for individuals or their team. Physical activity was not limited to walking; employees were encouraged to track activities such as gardening, golfing, biking, cleaning and more! The Department of Health and Physical Activity’s graduate students played a key part in making the PBGH Corporate Wellness Program a success.

The program also was supplemented by the workplace activity program, Be Fit Pitt, a subscription-based text or email reminder to get up and get moving during the work day.

You can subscribe to Be Fit Pitt by following five steps:

1. Go to my.pitt.edu.
2. In the far upper right hand corner, click on “Profile.”
3. Click on “Pitt Text Message Updates” on the left hand side of the page.
4. Check the box “Contact Me By.”
5. Check “Health and Fitness Program” from the menu.

Over 130 University Faculty and Staff participated in this year’s challenge. The final results have not been released.

SHRS dean installed as distinguished service prof

Clifford E. Brubaker, dean of the School of Health and Rehabilitation Sciences (SHRS), was installed as distinguished service professor of health and rehabilitation sciences and delivered a provost's inaugural lecture April 23 in Posvar Hall.

Provost Patricia E. Beeson credited him with transforming what had been the youngest and smallest of Pitt's schools into a "world-recognized powerhouse of research and education in the health related professions."

Brubaker's "forward thinking and passion for advancing technology as related to disability has also led to an explosion of research in the School of Health and Rehabilitation Sciences," Beeson said, noting that under Brubaker, annual research funding for the school has increased from less than \$200,000 to more than \$23 million a year.

Brubaker will retire as dean on June 30, exactly 24 years after his start at Pitt on July 1, 1991. In his talk he outlined his career—from graduate school and a faculty position at Oregon, to the University of Virginia and then to Pitt—and traced SHRS's growth from the tiny School of Health Related Professions to SHRS, which today is Pitt's fourth-largest school.

The school had about 300 students in five departments when Brubaker arrived here. Today, enrollment is nearly 1,500. Research support is \$23.4 million to date this fiscal year, Brubaker said, with 34 percent coming from the Department of Defense, something the dean said he "never would have anticipated."



Clifford Brubaker

2015-16: Year of Humanities at Pitt

Provost Patricia E. Beeson has designated 2015-16 the Year of the Humanities at Pitt in order to highlight the importance of humanistic thinking not only in the humanities departments, but in research and education University-wide.

The provost is making available \$100,000 in matching funds in support of programs and events that highlight the role of humanistic thinking across the University. Faculty, staff and students are invited to apply for matching funds of up to \$5,000 in support of events or programs that bring together multiple schools or units and that fit the overarching theme of "Being Human."

The Year of the Humanities organizing committee has developed a number of questions that could be addressed in alignment with the theme:

- How can studying the arts and humanities improve creativity and innovation in other fields?
- Many disciplines study aspects of being human. What aspects do they focus on? What do they have to say to one another?
- Some disciplines study worlds other than the human. How do their inquiries engage in/with humanistic thinking?
- How do the professions understand being human? What can the various professional schools learn from the humanities? What can the humanities learn from the professions?
- How can the values, methods and opportunities of the humani-

ties be made visible, legible and exciting to Pitt undergraduates, the Pittsburgh community and the wider public?

• What are the most urgent questions now for human beings/being human and how are the disciplines and professions at Pitt addressing them? How could they collaborate more fruitfully?

Funding requests are being accepted on a rolling basis via a call for proposals posted on the Humanities Center website at www.humcenter.pitt.edu/YearoftheHumanities-call-for-proposals.php.

Members of the organizing committee are: Don Bialostosky and Jonathan Arac, English; Geri Allen, music; Randall Halle, German; Arthur Kosowsky, physics and astronomy; Scott Morgenstern, political science, and Terry Smith, history of art and architecture, all in the Dietrich School of Arts and Sciences. Also, Mary Besterfield-Sacre, Swanson School of Engineering; John Camillus, Katz Graduate School of Business; Vivian Curran, School of Law; Maggie McDonald, School of Medicine; Susan Meyer, School of Pharmacy; Angela Miller-McGraw, Office of Student Affairs; Lisa Parker, Graduate School of Public Health, and Alberta Sbragia, vice provost for graduate studies.

The provost declared academic year 2014-15 the Year of Sustainability at Pitt, with programming focused on sustainable practices and on sustainability as a focus of research and education. (See Sept. 11, 2014, *University Times*.)

RESEARCH NOTES

Inflammation-cancer feedback loop discovered

At the American Association for Cancer Research (AACR) annual meeting, researchers from the University of Pittsburgh Cancer Institute (UPCI), partner with UPMC Cancer Center, presented new findings hidden within the complex machinery behind the vicious cycle of chronic inflammation and cancer.

Inflammation is an important immune system tool that helps the body rid itself of foreign invaders, such as bacteria. However, chronic inflammation can fuel tumor growth by facilitating formation of cancer blood vessels, supplying nutrients and setting cancerous cells free to colonize other parts of the body.

The basic research into the specific mechanisms promoting cancer inflammation is a critical step in the development of drugs that could interrupt this process.

Said lead author Sandra Cascio, a research associate in the School of Medicine's Department of Immunology: "In the last 20 years we've recognized that chronic inflammation and cancer are connected — long-term inflammation leads to the development of dysplasia and tumor progression. Recently, scientists have provided detailed insights into molecules and cellular pathways linking inflammation and cancer. In our study, we found a new mechanism that had previously escaped us."

The mechanism is driven by a complex of MUC1, a molecule long studied in the laboratory of senior author and Pitt immunologist Olivera Finn, and p65, a molecule belonging to a protein complex family known to be activated in inflammation.

Cascio and Finn looked for MUC1/p65-mediated epigenetic modifications affecting inflammatory genes. Epigenetics refers to outside factors that modify the activity of a gene, but do not cause a more obvious genetic mutation. They discovered that this complex, found specifically in cancer cells, was causing DNA to be transcribed differently than expected.

"Normally MUC1 is covered in sugar molecules, like leaves cover a tree in spring," said Cascio. "When it is made by a tumor, it lacks sugar and is more like a tree in fall. Our research shows that this form of MUC1 associates with p65 and regulates transcription of pro-inflammatory cytokine genes in tumor cells. This leads to the recruitment of inflammatory cells into the tumor site. Inflammatory cells, including macrophages, produce additional cytokines that enhance the activity of MUC1 and p65, establishing a continuous positive feedback loop, or a vicious circle, resulting in tumor progression."

In order to pinpoint this altered pro-inflammatory mechanism in cancer cells, Cascio and her team combed through more than 20 types of epigenetic modifications and 300 factors that allow for the remodeling of chromatin, which are macromolecules in cells that control gene expression and DNA replication.

Specifically, the researchers found that MUC1 and p65 involve an enzyme called the Enhancer of Zeste homolog 2, or Ezh2, known to induce epigenetic modifications, in order to prompt chromatin remodeling on cytokine gene promoters.

"Developing drugs that could keep these genes from being improperly turned on and off could interrupt this cancer-inflammation process and stop the tumor growth and spread," said Cascio. "It's a promising avenue for future exploration."

Joshua Sciurba, formerly of Pitt, also participated in this work.

The National Cancer Institute (NCI) of the National Institutes of Health (NIH) and Fondazione RiMED of Palermo, Italy, provided funding.

The results will be explored further in a human clinical trial, which later this year will recruit participants at high risk for head and neck cancer recurrence.

This research is funded through Pitt's specialized program of research excellence grant in head and neck cancer from the NCI.

Said lead author Julie Bauman, medicine faculty member and codirector of the UPMC Head and Neck Cancer Center of Excellence: "People who are cured of head and neck cancer are still at very high risk for a second cancer in their mouth or throat and, unfortunately, these second cancers are commonly fatal. So we're developing a safe, natural molecule found in cruciferous vegetables to protect the oral lining where these cancers form."

Previous studies, including large-scale trials in China, have shown that cruciferous vegetables that have a high concentration of sulforaphane—such as broccoli, cabbage and garden cress—help

mitigate the effects of environmental carcinogens.

Bauman collaborated with Daniel E. Johnson, a medicine department colleague and senior scientist in the UPCI head and neck cancer program, to test sulforaphane in the laboratory. For several months, Johnson and his team gave sulforaphane to mice predisposed to oral cancer and found that it significantly reduced the incidence and number of tumors.

Said Johnson: "The clear benefit of sulforaphane in preventing oral cancer in mice raises hope that this well-tolerated compound also may act to prevent oral cancer in humans who face chronic exposure to environmental pollutants and carcinogens."

Bauman treated 10 healthy volunteers with fruit juice mixed with sulforaphane-rich broccoli sprout extract. The volunteers had no ill effects from the extract and protective changes were detectable in the lining of their mouths, meaning the extract was absorbed and directed to at-risk tissue.

These findings prompted a clinical trial that will recruit 40 volunteers who have been curatively treated for head and neck cancer. The participants will regularly take capsules containing broccoli seed powder to determine if they can tolerate the regimen and whether it has enough of an impact on their oral lining to prevent cancer. From there, larger clinical trials could be warranted.

"We call this 'green chemoprevention,' where simple seed preparations or plant extracts are used to prevent disease," said Bauman. "Green chemoprevention requires less money and fewer resources than a traditional pharmaceutical study, and could be more easily disseminated in developing countries where head

and neck cancer is a significant problem."

Additional Pitt authors on this research were Yan Zhang, Malabika Sen, Daniel P. Normolle, Thomas W. Kensler, Sumita Trivedi and Siddharth H. Sheth; Jennifer R. Grandis, of Pitt at the time the study was conducted, and a Johns Hopkins researcher.

Will anti-amyloid antibody prevent Alzheimer's disease?

School of Medicine researchers will be part of a multicenter trial that will test for the first time whether a drug that treats brain plaques can prevent later development of memory loss in Alzheimer's disease.

Studies have shown that brain changes in Alzheimer's begin many years before disease onset, and that all patients have deposits of beta amyloid in their brains, said Oscar Lopez, neurology faculty member in the School of Medicine and codirector of the Alzheimer's Disease Research Center. He is the principal investigator of the Pittsburgh arm of the Anti-Amyloid Treatment in Asymptomatic Alzheimer's (A4) study.

Said Lopez: "This is the first study to assess whether an experimental antibody that counteracts amyloid will have long-term impact that can prevent Alzheimer's." He noted that many people have beta amyloid deposits in the brain but never develop dementia. "We suspect that these plaques have a role in disease development, but it's not been proven that they affect memory and cognition. The A4 study could shed light on that."

For A4, the researchers will

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For A4, the researchers will

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- 7:30 am Poster viewing
- 8 am Richard L. Simmons Lecture in Surgical Science "The Challenges and Rewards of Translational Research: One Surgeon's Journey" Melina Kibbe, MD, FACS
Professor and Vice Chair of Research
Edward G. Elcock Professor of Surgical Research
Department of Surgery, Northwestern University
- 9 am Poster Viewing/Break
- 9:30 am Oral Presentations
- 10:45 am Poster Viewing/Break
- 11:15 am Oral Presentations
- 12:30 pm Buffet Luncheon



RESEARCH NOTES

CONTINUED FROM PAGE 15

perform a baseline PET scan on otherwise healthy volunteers, ages 65-85, to determine if brain plaques are present. If so, participants will be assigned randomly to receive monthly intravenous infusions of the experimental anti-amyloid antibody or a placebo. All participants will have regular assessments and blood tests for three years.

"Because of the nature of the disease, a friend or family member also must be willing to answer questions annually about how the participant is doing at home," Lopez explained. "This study could help us find ways of predicting who might be at greater risk for progressing to Alzheimer's."

Those interested in participating in the study should contact coordinator Katy Orchowksi Zorich at 412/624-2730 or orchowskik3@upmc.edu.

3 win awards for research papers

Three scientific papers published in 2014 by research teams from the School of Medicine and Children's Hospital each have won a Clinical Research Forum Annual Top 10 Clinical Research Achievement Award.

The winning papers were chosen based on their degree of innovation from a pool of more than 50 nominations from 30 research and academic health centers nationwide. The papers chosen are believed to represent the best and brightest work in the field, and are expected to lead to advancements in medicine that will change lives and patient outcomes worldwide.

The three winners are:
 • "Upper-Airway Stimulation for Obstructive Sleep Apnea," published Jan. 9, 2014, in the New England Journal of Medi-

cine (NEJM), showed implanting a device called Inspire Upper Airway Stimulation led to a 70 percent reduction of severe obstructive sleep apnea symptoms. Project investigators included lead author Patrick Strollo, faculty member in medicine and clinical and translational science and medical director of the UPMC Sleep Medicine Center, and Ryan Soose, Department of Otolaryngology faculty member.

• "A Randomized Trial of Protocol-Based Care for Early Septic Shock," published May 1, 2014, in NEJM, showed that a structured, standardized approach to diagnose and treat sepsis in its early stages did not change patient survival rates. Project investigators included Derek Angus, faculty member, and Mitchell P. Fink, chair, Department of Critical Care Medicine, and Donald M. Yealy, chair of the Department of Emergency Medicine.

• "Antimicrobial Prophylaxis for Children With Vesicoureteral Reflux," published June 19, 2014, in NEJM, showed that children with abnormal flow of urine from the bladder to the upper urinary tract, called vesicoureteral reflux (VUR), can avoid recurrent urinary tract infections by taking daily low-dose antibiotics.

Project investigators included senior author Alejandro Hoberman, pediatrics faculty member and chief, Division of General Academic Pediatrics at Children's Hospital.

Improving function after stroke

A technique that removes blood clots from large brain blood vessels reduced disability after stroke in a trial co-led by an expert from the School of Medicine. The findings of the study, conducted in Catalonia, Spain, were announced

at the annual meeting of the European Stroke Organisation (ESO) and published online in NEJM.

The results of the trial, known as REVASCAT, echo findings from other recent large studies that were stopped early when the technique, called endovascular therapy or stent retriever thrombectomy, appeared to be highly effective, noted co-principal investigator Tudor Jovin, faculty member in neurology and neurological surgery and director of the UPMC Stroke Institute. Originally, the REVASCAT trial expected to enroll nearly 700 patients.

Said Jovin: "This is a giant step forward that will change the way we approach triage and treatment of stroke patients. After an interim analysis once 25 percent of the original participant sample size were enrolled, the data safety monitoring board of the study recommended stopping the trial as it became clear that it was no longer ethically justified to randomly assign patients to receive only conventional therapy. And, as other studies found, removing blood clots from the brain did indeed lead to better outcomes for patients."

Endovascular therapy is performed by inserting a thin tube into the aorta and into the brain vessels using X-ray-guided imaging. A retrievable stent opens the blocked vessel to restore blood flow and then is withdrawn, pulling the clot out with it.

For the study, conducted at four large designated stroke centers in Catalonia November 2012-December 2014, the researchers treated and monitored 206 patients whose stroke symptoms began not more than eight hours earlier and who had evidence of vessel blockage in imaging studies. For the 70 per-

cent of patients who received an intravenous dose of the clot-busting drug tPA, or alteplase, imaging studies conducted 30 minutes after tPA administration had to confirm the vessel was still blocked. Half the patients were assigned randomly to receive medical therapy alone and the other half to medical therapy plus stent retriever thrombectomy.

The researchers found a 1.7-fold reduction in disability and a 15.5 percent increase in the rate of return to functional independence in the endovascular therapy group compared to the medical intervention-alone group.

Because the Catalan Department of Health keeps a registry of all stroke patients treated with clot-busting therapies (intravenous or intra-arterial), the researchers were able to determine that nearly all eligible patients who were treated at participating centers and in Catalonia over the duration of the trial actually were enrolled in REVASCAT. This unique feature distinguished the trial from other similar recently published randomized studies, removing any lingering concerns that endovascular therapy for stroke is only beneficial for a minority of eligible patients, Jovin noted.

The researchers say that more work needs to be done to determine whether the technique is effective when performed more than eight hours after stroke onset, in vessels that are smaller and in different locations in the brain than those treated in REVASCAT, and in the very elderly.

Published the same day in the NEJM and presented at the EJO meeting, researchers announced further results of another large stroke trial of nearly 200 patients called SWIFT PRIME. That study showed endovascular treatment within six hours of stroke onset led to increased functional recovery and decreased 90-day disability. The Pitt arm of SWIFT PRIME, led by Jovin, was the second-leading enroller in the trial.

The REVASCAT study team included researchers from Barcelona; the University of Calgary, and the Dresden University of Technology.

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

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

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

The project was funded by the Fundació Ictus Malaltia Vascular through a grant from device manufacturer Covidien, and by a grant from the Spanish Ministry of Health cofinanced by FEDER (Instituto de Salud Carlos III).

Grant to investigate iron deficiency

Vinayak Sant, faculty member in the pharmaceutical sciences department at the School of Pharmacy, has received a grant from North American Hoganas to develop color-masked iron powder.

The study's objective is to evaluate the feasibility of masking the black color of ultrafine iron powder without causing particle agglomeration. Another objective is to incorporate suitable additives with food grade polymers to enhance iron absorption.

Powdered iron is used widely to fortify various food products. However, the black color of iron powder restricts its use only in certain food products such as cereals, wheat flour, etc. If successful, the color-masked iron powder can be used in other food products such as rice, noodles, milk, yogurt, salt and sugar. This will help in reducing iron-deficiency anemia in various parts of the world.

According to the World Health Organization, 2 billion people — almost 30 percent of the world's population — is anemic. Iron deficiency is the most common nutritional disorder causing anemia globally. —Compiled by Marty Levine

PEOPLE OF THE TIMES

Rory Cooper, faculty member in the School of Health and Rehabilitation Sciences and director of the Human Engineering Research Laboratories, and Chancellor Patrick Gallagher are among 25 members of the newly formed Envision Downtown advisory committee.

The civic and community leaders will help to develop and guide implementation projects that will improve mobility, accessibility and livability in Downtown Pittsburgh.

Envision Downtown is a privately funded, independent public/private partnership created by Mayor Bill Peduto and the Pittsburgh Downtown Partnership to craft a 21st-century vision for the sustainable and efficient development of a Downtown for all.

William M. Carter Jr.,

dean of the law school, has been appointed a new member of the Pennsylvania Commission on Judicial Independence (PCJI). The state Supreme Court established PCJI in 2005 amid growing concerns over unwarranted criticism of courts across the country. Membership has included leaders from Pennsylvania's state and federal courts, attorneys and academicians.



The commission has led initiatives highlighting the importance of an impartial and independent judiciary, including:

- Sessions to explain Pennsylvania's merit retention system and why reviewing the body of a judge's work can help voters make selections in retention elections.
- Forums to improve judiciary/media relationships, including discussions on court funding in the context of an independent, functioning judicial system.
- Programs to help enhance civics education through daylong programs across the state with K-12 social studies teachers.
- A forum, co-hosted with the National Constitution Center, based on the book, "Blindfolds Off: Judges on How They Decide," featuring local and national jurists discussing how they presided over difficult high-profile cases.

The commission's goals will continue to be vigilance in recognizing threats to judicial independence; work to promote fairness, impartiality and accountability in the judicial branch, and efforts to improve civics education.

Ronald Mattis, faculty

member in engineering at Pitt-Bradford, has received UPB's 2015 Chairs' Faculty Teaching Award for excellence in teaching. Yong-Zhou



Chen, faculty member in mathematics, who nominated Mattis for the award, said: "Over his nearly 30 years of service on our campus, Ron has proven himself to be a dedicated and talented teacher."

Mattis was chosen for the award by the chairpersons of Pitt-Bradford's five academic divisions.

The chairpersons review letters of recommendation, student evaluations of teaching, syllabi and grade distribution. They also consider the teachers' knowledge of subject matter and their advising and dedication in working with students beyond the classroom in activities such as internships and research projects.

The award is open to any full-time faculty member who has taught at Pitt-Bradford for at least three consecutive academic years.

"Ron's teaching evaluations are always well above the engineering school mean," Chen said. "He always pays attention to students' understanding of the material, problem-solving ability and class participation."

As director of the two-year engineering program, Mattis helps students find internship opportunities and assists them in transferring to the University's Pittsburgh campus to complete their degrees. He regularly communicates with the Swanson School of Engineering to coordinate the UPB engineering program and keep its curriculum up-to-date.

Mattis has taught at Pitt-

Bradford since 1985. He was a W.C. Foster Fellows Visiting Fellow at the U.S. Department of State Verification and Compliance Bureau, Office of Nuclear Affairs, and has served as a consultant for the department.

William C. de Groat, distinguished professor in the Department of Pharmacology and Chemical Biology, has received the Ferdinand C. Valentine Award from the New York Academy of Medicine. He was recognized for his studies of the neural control of the lower urinary tract and the mechanisms underlying voiding dysfunction after spinal cord injury.

The Valentine Medal and Lectureship has been awarded annually for more than 50 years to those who have advanced the science and art of urology.

Edward M. Stricker, dean of the University Honors College, Bernice L. & Morton S. Lerner Chair and University Professor of Neuroscience, has won the 2015 Distinguished Career Award from the Society for the Study of Ingestive Behavior.

The society is an international organization of scientists who are interested in the biological bases of food and fluid intakes.

Stricker had an active research laboratory for 41 years (1967-2008), during which time his work was funded continuously by Canadian and U.S. federal agencies. His research focused on the brain mechanisms that integrated control of water and NaCl con-

sumption with complementary neuroendocrine secretions and kidney function. He also helped formulate and published widely on a popular model of recovery of function following brain damage that relates closely to Parkinson's disease.

Anthony A. Grace has won the William K. Warren Research Award, which is given every two years to a senior investigator who has made outstanding contributions to the understanding of schizophrenia.

Grace is a distinguished professor of neuroscience and a faculty member in psychology and psychiatry.

His research interests lie at the interface of neurobiology and psychiatry. Experiments conducted in his laboratory combine in vivo and in vitro electrophysiological recordings of identified neurons with behavioral and neuroanatomical techniques to study central dopaminergic systems, with the ultimate goal of determining the neurobiological correlates of mental disorders and the modes of action of psychotherapeutic drugs.

His ongoing studies into the neurobiology of schizophrenia involve study of the interaction of the prefrontal cortex and anti-psychotic drugs with subcortical dopamine systems, and examining the impact of developmental disruption on limbic system function, as a model for the pathophysiological changes underlying schizophrenia in humans.

CONTINUED ON PAGE 18

PITT PARKING PERMIT REINSTATEMENT PITT

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From May 1 to August 15, temporary faculty & staff parking permits will be available for the Posvar garage. Call 412/624-4034 for more information.

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Research Assistant Professor of Surgery
 Department of Surgery, Division of Pediatric Surgery

The University of Pittsburgh, Department of Surgery, is seeking a highly talented applicant to join an active and well-funded research group. The successful candidate will have a PhD degree, and expertise in cell culture, histology and molecular biology. Experience with viruses is a plus. The ability to work as part of a highly productive team is critical to the success of this position.

Closing date is **May 31, 2015**. Reply with CV, a statement of research activities and interests, and key research accomplishments, as well as the names and email addresses of three referees to:

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 Benjamin R. Fisher Chair of Pediatric Surgery and Surgeon-in-Chief, Children's Hospital of Pittsburgh of UPMC
 Director, Pediatric Surgical Research and Professor, Department of Surgery, University of Pittsburgh School of Medicine
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COMPUTING SERVICES AND SYSTEMS DEVELOPMENT

Nancy Coleman Mickle's marriage to Marlin Mickle, an emeritus professor of electrical and computer engineering who died April 14, 2015, seemed to have a storybook quality, as seen from both inside and out.

Nancy had been widowed in 2004 and moved to Pittsburgh part-time the next year to be near her son and his family. Marlin Mickle lived across the hall from her, but the two didn't meet until 2011.

"It's really because I came crashing out of the elevator and nearly knocked him down," she recalls. "He kept saying there was something about my 'Oops!'" That's when he approached her for a first date. They were married Dec. 12, 2012, exactly a year later.

It was Marlin Mickle's first marriage, recalls friend and colleague Albert J. Novak Jr., vice chancellor for Institutional Advancement, "and he was like a teenager. They were holding hands and walking up and down Fifth Avenue. He sure had a happy last few years with Nancy."

Born July 5, 1936, in Windber, a suburb of Johnstown, Marlin Mickle began his first degree studying at Pitt-Johnstown in 1958 before transferring to the Pittsburgh campus after two years. "He was indebted to Pitt," Nancy Mickle says, having earned all his degrees here: a BS in electrical engineering in 1961, followed by an MSEE in 1963 and a PhD in 1967. He had already joined the Pitt faculty in 1962.

"He had no money for college but he wanted an education," Nancy says. So he enlisted in the Air Force, then a branch of the Army, as a radar technician, stationed on Cape Cod, Massachusetts. He was supporting his mother at the time. He had been helping to do so since the age of 10, when she was widowed; some of his early jobs included long-

time gigs as a drummer in local dance bands, beginning at age 12.

In his academic career, Mickle was author, co-author or co-editor of more than 20 books and more than 200 other publications. He had more than 40 patents for such innovations as a magnetically levitated gyro and a gyro optical sensor, which resulted in seven spin-off companies following University licensing. One of his inventions won the Best of Show for Emerging Technologies at the Consumer Electronics Show in Las Vegas in 2007.

Before reaching emeritus status, Mickle was the Bell of Pennsylvania/Bell Atlantic Professor and previously the Nickolas A. DeCecco Professor in the Swanson School of Engineering, holding his primary appointment as professor of electrical and computer engineering, with secondary appointments in computer engineering, biomedical engineering, industrial engineering and telecommunications.

His awards included the 1988 Systems Research and Cybernetics Award from the International Institute for Advanced Studies in Systems Research and Cybernetics, the Carnegie Science Center Award for Excellence in Corporate Innovation in 2005, a Life Fellowship from the IEEE (Institute of Electrical and Electronics Engineers), Pitt's 225th Anniversary Medallion Award, the 2011 Ted Williams Award from the Association for Automatic Identification and Mobility and the Pitt Innovation Award, 2005-12.

His work was supported by more than 135 grants through the years, from private companies and foundations as well as such federal agencies as the Department of Housing and Urban

Marlin H. Mickle



Development, the National Science Foundation, the U.S. Army, NASA and the National Institutes of Health.

In more recent years, Mickle was best known for pioneering the application of radio frequency energy waves to create wireless devices such as communication networks, battery chargers and radio frequency identification (RFID) tags for use in retail technology. He oversaw several laboratories for developing practical radio frequency applications and directed the RFID Center of Excellence.

In 2004 he endowed a pair of faculty chairs in his department to honor his parents, Ruth E. Mickle and Howard T. Mickle. His \$2.5 million bequest was one of the largest gifts a faculty member had made to the University at that time.

He retired from the Swanson School of Engineering in 2013. Tom Cain, also an emeritus Swanson professor, was one of Mickle's most frequent collaborators. They met when Cain was working on his master's thesis in 1965-66 and Mickle was working on his PhD thesis. Mickle later was co-advisor on Cain's PhD thesis. Cain joined the school as an

assistant professor in 1990; the pair co-advised students and worked together when their research coincided. That included working on RFIDs and writing books.

"Over his entire career, he had a tremendous impact on research," says Cain. "He was a tremendous faculty member. There's no other way to phrase it."

IA's Novak had known Mickle since 1997, when Novak came to Pitt from Carnegie Mellon University. He and Mickle had exchanged emails about an upcoming visit of Hewlett-Packard scientists to Mickle's lab. When Novak joined the visitors, he met Mickle in person for the first time. "I was used to working with much younger researchers," Novak recalls. Mickle was 58 at the time. But, Novak says, "I heard all this drive in his voice, all this energy. I thought, 'Whoa!' He had these HP people eating out of the palm of his hand. I thought, if everyone at Pitt was like Marlin Mickle, I'm going to be just fine."

Novak became so friendly with Mickle that he purchased a condominium in Mickle's building. "He was just a good citizen," Novak says, noting Mickle's support for everything from their condo association to ShadySide Presbyterian Church, where Mickle was an elder. Mickle also helped the Asbury Heights assisted-living facility in Mt. Lebanon build the Ruth E. Mickle Library. He was a good citizen of the University, too, Novak says: "He was active on committees, programs and projects outside his laboratory and his discipline."

"Marlin was a beloved figure and we are truly going to miss him," he adds. "He was just an outgoing, dedicated person. When I grow up I want to be like him."

Novak says, "I don't know anyone who cared so much about people and always did the right thing. He was a gem."

After inviting the local Boilermaker Jazz Band to play at their wedding — Nancy's son is the band's drummer — she surprised attendees by asking Marlin to play a song with the band. "He hadn't picked up a pair of drumsticks in 50 years, but he had no problem," she says.

"No matter what the issue, he would give it his profound attention, creativity and intelligence," she says. "Apart from all those academic honors and awards, he was just a really sweet man."

Besides his wife, Mickle is survived by her son, Richard Strong, and his wife, Melissa Kalarachian, and their children Max and Kate. A memorial service will be held at 11 a.m. May 15 at ShadySide Presbyterian Church.

Donations may be made to the Marlin H. Mickle Scholarship Fund in the Swanson School of Engineering, c/o Albert J. Novak Jr., Institutional Advancement, 270 Park Plaza, Pittsburgh 15260. —Marty Levine

Even following his retirement, Nancy Mickle and her husband loved going to "everything at Pitt," she recalls. "We used to say, 'All you have to do is get dressed up and you will find a Pitt event to go to.' He loved parties and having someone on his arm." Previously, he joked, at events at then-Chancellor Mark A. Nordenberg's home, he had ended up mainly talking to the Nordenbergs' large German shepherd, Bear.

Nancy Mickle says her husband especially enjoyed running into former students who had "so many marvelous memories of courses with him" and who had gone on to prominent careers. "He was a researcher, a scholar, an inventor, but I always think of him as a teacher."

"I don't know anyone who cared so much about people and always did the right thing. He was a gem."

After inviting the local Boilermaker Jazz Band to play at their wedding — Nancy's son is the band's drummer — she surprised attendees by asking Marlin to play a song with the band. "He hadn't picked up a pair of drumsticks in 50 years, but he had no problem," she says.

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CALENDAR

CONTINUED FROM PAGE 20

Pharmacology & Chemical Biology Seminar
"The Metabolic Effects of Keap1/Nrf2 Pathway Manipulation in Obesity & Type 2 Diabetes: Signaling Crosstalk & Beyond," Dionysios Chartoumpakis; 1395 BST, 3:30 pm

Wednesday 13

• Summer 4-week-1 & 6-week-1 sessions add/drop period ends.

Surgery Research Day
"The Challenges & Rewards of Translational Research: One Surgeon's Journey," Melina Kibbe, Northwestern; UClub ballrm. A & B, 7:30 am

Clinical Oncology & Hematology Grand Rounds
"Development of Immunotherapy in Colorectal Cancer," James Lee; UPMC ShadySide west wing aud., 8 am (miller5@upmc.edu)

Faculty & Staff Development Programs
"Time & Attendance Record Keeping," 342 Craig, 9-11 am; "Leadership & Effective Talent Development," Ron Magnuson, 532 Alumni, 9 am-noon (register: www.hr.pitt.edu/training-development/faculty-st)

Pathology Seminar
"Insights From Sequencing the Melanoma Exome," Ruth Halaban, Yale; Scaife lect. rm. 3, noon (8-1040)

HSL Workshop
"Genome Browsers," Ansuman Chattopadhyay; Falk Library classrm. 2, 1-3 pm (ansuman@pitt.edu)

Oral & Maxillofacial Surgery Lecture
"Dentoalveolar Surgery Complications," Mark Sosovicka, G33 Salk, 4 pm

A&S/English
"The Politics of Desire: English Women Playwrights, Partisanship & the Staging of Female Sexuality, 1660-1737," Loring Pfeiffer, May 1, 501 CL, 9 am

Public Health/Biostatistics
"Behavior of Statistics for Genetic Association in a Genome-wide Scan Context," Hui-Min Lin, May 1, A425 Crabtree, 2 pm

Medicine/Molecular Virology & Microbiology
"Manipulation of Host Cells Death & Innate Immune Signaling Pathways by Coxsackievirus B3," Katharine Harris, May 4, 503 Bridgeside Pt. II, 9:30 am

A&S/Biological Sciences
"The Evolutionary Ecology of Ultraviolet Floral Pigmentation,"

Thursday 14

Faculty & Staff Development Programs
"Myers Briggs: Understanding Your Personality in the Workplace," Mark Burdall & Maureen Lazar, 342 Craig, 9 am-12:30 pm; "Everything You Wanted to Know About Capital Assets but Were Afraid to Ask," Kevin Starke, 116 Atwood 2nd fl. conf. rm., 10 am (register: www.hr.pitt.edu/training-development/faculty-st)

ADRC Lecture
"Amyloid-Beta Deposition in Non-demented Elderly: A Role for Lifestyle?" Ann Cohen, psychiatry; S439 conf. rm. Montefiore, noon (412/692-2721)

CTSI Workshop
"Responsible Use of Animals in Biomedical Research," Zhen Zeng, May 6, A216 Crabtree, 2 pm

A&S/Philosophy
"Material Inferential Modal Expressivism & a Descriptive Metaphysics of Kinds," Preston Stovall, May 6, 1001B CL, 3 pm

Business/Strategic Management
"The Value of Productivity in Emerging Market Firms" (EMFs) Cross-Border Acquisitions of Developed Market Firms (DMFs)," Yinuo Tang, May 7, 101 Mervis, 9 am

A&S/Sociology
"Measuring the Social-ecological Resilience of Coastal & Small Island Communities to Inform Policy, Planning & Practice," Maria Dillard, May 7, 2431 Posvar, 1 pm

Exhibits
Falk Library
"Public Health Posters From the Great Depression," through April 30; "Native Voices: Native Peoples"

Matthew Koski; May 4, A219B Langley, 10 am

A&S/Philosophy
"Generics, Epistemic Luck & Knowledge," Joseph Milburn; May 4, 1001B CL, 1 pm

A&S/Communication
"Models of Judgment Rhetoric & the Public Philosophies of Law," Joseph Sery; May 5, 1128 CL, 10 am

A&S/History & Philosophy of Science
"The Epistemological Implications of the Causes of Moral Beliefs," Elizabeth O'Neill; May 5, G28 CL, 10 am

A&S/Communication
"Models of Judgment Rhetoric & the Public Philosophies of Law," Joseph Sery; May 5, 1128 CL, 10 am

Public Health/Biostatistics
"A Pipeline for Classifying Close Family Relationships With Dense Snp Data & Putative Pedigree Information," Zhen Zeng; May 6, A216 Crabtree, 2 pm

A&S/Philosophy
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Exhibits
Falk Library
"Public Health Posters From the Great Depression," through April 30; "Native Voices: Native Peoples"

Concepts of Health & Illness," through May 31; M-Th 7 am-mid., F 7 am-10 pm, Sat 9:30 am-10 pm, Sun 11 am-mid.

Special Collections
"Building Global Networks: The Habsburg Monarchy's Contribution to the Age of Discovery & Exploration," through June 30, 363 Hillman, M-F 9 am-4:45 pm

Barco Library Exhibit
"The Only Perfect Quiet"; May 1-June 20, M-Th 8 am-6 pm, F 8 am-5 pm, Sat 9 am-5 pm

Deadlines

Turkish Studies Fellowship
Application deadline is May 1. (<http://pittsburgh.tccpenn.org/tccp-fellowship>)

University Senate Standing Committee Election
Faculty voting runs through 11:59 pm May 11. (my.pitt.edu)

Benefits Open Enrollment
Deadline for changing benefit selections is May 19. (openenroll.hr.pitt.edu)

NIH Biosketch Format Grant
Application deadline is May 25. (<http://grants.nih.gov/grants/guide/notice-files/NOT-OD-15-032.html>)

Business/Strategic Management
"The Value of Productivity in Emerging Market Firms" (EMFs) Cross-Border Acquisitions of Developed Market Firms (DMFs)," Yinuo Tang, May 7, 101 Mervis, 9 am

A&S/Sociology
"Measuring the Social-ecological Resilience of Coastal & Small Island Communities to Inform Policy, Planning & Practice," Maria Dillard, May 7, 2431 Posvar, 1 pm

Exhibits
Falk Library
"Public Health Posters From the Great Depression," through April 30; "Native Voices: Native Peoples"

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• \$8 for up to 15 words; \$9 for 16-30 words; \$10 for 31-50 words.

• For University ads, submit an account number for transfer of funds.

• All other ads should be accompanied by a check for the full amount made payable to the University of Pittsburgh.

• Reserve space by submitting ad copy one week prior to publication. Copy and payment should be sent to University Times, 308 Bellefield Hall, University of Pittsburgh, Pittsburgh 15260.

• For more information, call Barbara DellRaso, 412/624-4644.

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Pitt to join job initiative for young people with disabilities

CONTINUED FROM PAGE 5

Pitt alumnus Gabe McMorland, co-founder of the Pittsburgh-area Accessibility Meetup, will moderate the discussion. McMorland, a 2013 graduate of the Coro fellows program in public affairs, has a degree in urban studies from Pitt.

Panelists include Pitt sophomore Dan McCoy, USA Paralympics sled hockey gold medalist, and SHRS grad student Jonathan Duvall, a founding member and president of Pitt's Students for Disability Advocacy.

Individuals interested in participating in public comment

sessions must register by May 1. Details on participating in person, by phone or in writing are posted as part of the quarterly meeting agenda at www.nec.gov/events.

Thornburgh to be honored for ADA efforts
Dick Thornburgh, former

Pennsylvania governor and U.S. attorney general, will be honored for his efforts toward the passage of the Americans With Disabilities Act (ADA) at a May 4 reception on campus.

NCD in 1986 recommended enactment of ADA and drafted the first version of the bill, which was introduced in Congress in 1988.

The ADA, which provides equal opportunities for people with disabilities in employment, transportation, public accommodations, government facilities, public services and telecommu-

nications, was signed into law in July 1990.

A celebration in Washington, D.C., is planned to coincide with the July 26 anniversary of the ADA's signing. Anniversary celebrations are set around the nation as well, with a series of local events and initiatives scheduled to mark the landmark legislation's 25th anniversary.

Visit www.fisafoundation.org to view a calendar of community-wide ADA 25th anniversary events in Pittsburgh and Allegheny County. —Kimberly K. Barlow

PEOPLE OF THE TIMES

CONTINUED FROM PAGE 17

School of Education staff member and Pitt student **Teresa Phipps Lane** has won the 2015 Newman Award for International Intergenerational Project Initiatives.

The grant provides funding for students in the University Center for International Studies (UCIS) to pursue programmatic development or research initiatives that enrich the lives of the citizenry of a developing country.

Lane will use the grant to travel this summer to Bolivia, where she will work with indigenous Quechua children and elders on a trilingual children's book.

Lane also is a linguistic anthropology major—concentrating on rural indigenous populations—in the College of General Studies and is pursuing certificates in global studies and Latin American studies in UCIS.

Sandra L. Kane-Gill, a faculty member in pharmacy and therapeutics in the School of Pharmacy, has been appointed to a three-year term as an editorial board member of Pennsylvania Patient Safety Advisory, a peer-reviewed quarterly journal.

The University's Innovation

Institute has appointed **Robert Stein** as director of its Institute for Entrepreneurial Excellence (IEE). Stein had been serving as interim director since early 2014.

He joined the IEE in 2005 and has held various senior leadership roles serving Pittsburgh's growing entrepreneurial, family and closely held businesses.

Under Stein's leadership, the IEE expanded its service offerings to help economically depressed communities in the region through grants from the Small Business Administration and the Economic Development Administration.

Pamela Ondeck, faculty member in management at Pitt-Greensburg, has won the Pitt-Greensburg Alumni Association's Outstanding Faculty Award.

The award recognizes excellence in classroom instruction, as well as devotion to the development of students. Ondeck combines 15 years of experience in corporate accounting with more than 25 years of classroom interaction to create a learning environment that develops the ability of her students to think in an independent and logical manner. She teaches the range of accounting classes, including intermediate

accounting, advanced accounting, financial accounting, corporate financial accounting, accounting information systems and auditing.

Elizabeth Skidmore, a faculty member in the School of Health and Rehabilitation Sciences' Department of Occupational Therapy, has been inducted into the American Occupational Therapy Association Roster of Fellows, which recognizes occupational therapists who have made a significant contribution to the continuing education and professional development of AOTA members.

The Marshall S. Levy, MD, Memorial Lecture presents

Betty Diamond, MD

Head of the Center for Autoimmune and Musculoskeletal Diseases

Feinstein Institute for Medical Research

"Induction and Pathogenicity of Lupus Antibodies"

Friday, May 1, 2015, at 9:00 a.m.

UPMC Presbyterian, Scaife 1105 AB

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314 Bellefield Hall, May 28, noon
Bring a bag lunch and learn camp details.

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To contact the Collegiate YMCA:
412-648-7960 • ymca@pitt.edu

For more details about YMCA daycamps:
ydaycamps.org

CALENDAR

April

Thursday 30

Faculty & Staff Development Program
 "Creating a Civil Workplace Culture," Debra Messer, 342 Craig, 9-11 am (register: www.hr.pitt.edu/training-development/faculty-st)
Structural Biology Seminar
 "Novel Approaches in X-ray Crystallography," Guillermo Calero, 6014 BST3, 11 am
TIES Workshop
 1105A Scaife, 11 am (juc61@pitt.edu)
Open Enrollment Benefits Fair
 WPU Assembly Rm., 11:30 am-1:30 pm
Chemistry Seminar
 "What Do I Want to Be With My PhD?" Kenny Gibbs, NCI, 150 Chevron, 2:30 pm

May

Friday 1

SBDC Workshop
 "The 1st Step: Mechanics of Starting a Small Business"; Mervis, 7:30-10 am (register: iee@innovation.pitt.edu)
Greensburg Campus Children's Literature Conf.
 Keynote: Marc Nobleman & Benjamin Sapp; Millstein Library, UPG, 8:30 am-3:30 pm (register: <http://library.pitt.edu/other/files/pdf/greensburg/2015%20Registration-Form.pdf>)
Faculty & Staff Development Program
 "Different Like You!" Kristy Rzepecki & Warren McCoy, 342 Craig, 9-11 am (register: www.hr.pitt.edu/training-development/faculty-st)
Levy Memorial Lecture
 "Induction & Pathogenicity of Lupus Antibodies," Betty Diamond, Feinstein Inst., 1105AB Scaife, 9 am (hjp4@pitt.edu)
Bradford Campus Admissions Program
 UPB, 10 am (www.upb.pitt.edu/visit)
Johnstown Campus Open Enrollment Benefits Fair
 Student Union Cambria Rm. & Boomer's lobby, UPJ, 11 am-1 pm

DBMI Lecture
 "Sub-visual Image Mining & Computer Assisted Prognosis of Cancers," Anant Madabhushi, Case Western; 407AB Baum, 11 am (tls18@pitt.edu)
Health Services Research Seminar
 "Vaping: Lifesaving Remedy or Public Health Nightmare?" Brian Primack; G23 public health aud., 11 am (reedja3@upmc.edu)
Psychiatry Lecture
 Nora Volkow, NIH; WPIC aud., noon
Design/Biostatistics/Epidemiology Journal Club
 109 Parran, noon
Hispanic Lecture
 "Celebrating Hispanic Comics in Academia," Ana Merino, U of IA; UClub, 4:30 pm (www.hispanic.pitt.edu)
Barco Library Exhibit Opening Reception
 "The Only Perfect Quiet"; Barco Library, 5-8 pm

Sunday 3

- Summer term: Residence halls open.

Bradford Campus Southern Tier Symphony Concert
 "Fabulous Finales"; Blaisdell Broomeley Family Theater, UPB, 3 pm

Monday 4

- Summer term enrollment period ends & classes begin.

Flow Cytometry Workshop
 Hillman Cancer Center 2.42 pod lunch area, 9 am
Nat'l Council on Disability Mtg.
 WPU, 9:30 am-5 pm (also May 5, 9 am-12:30 pm; tina.calabro@verizon.net)
Russian Film Festival Screenings
 "Cuckoo," 10 am; "First on the Moon," 2 pm; 1500 Posvar (padunov@pitt.edu)
Chemistry Lecture
 "The Supramolecular Chemistry of Beta-sheets," James Nowick, UC-Irvine; 150 Chevron, 4 pm

Tuesday 5

Title IX Conf.
 "Handling & Investigating Title IX Complaints on College Campuses"; WPU Assembly Rm., 8:30 am-3:30 pm (register: <http://www.pitt.edu/titleIXconference>)
Faculty & Staff Development Programs
 "Immigration Services: US Lawful Permanent Resident Status," Genevieve Cook, 342 Craig; "P-card Administration," Rachel Walsh, 116 Atwood 2nd fl. conf. rm.; 9-11 am (register: www.hr.pitt.edu/training-development/faculty-st)
Russian Film Festival Screenings
 "Star," 10 am; "Harvest Time," 2 pm; 1500 Posvar (padunov@pitt.edu)
Lilly Open Innovation Drug Discovery Program Lecture
 Sharon Semones, 456 Salk, 11 am (azb5@pitt.edu)
Bradford Campus Open Enrollment Benefits Fair
 Frame-Westerberg Commons Mukaiyama Rm., UPB, 11 am-1 pm
Cell Biology Seminar
 "Cilia in Vivo Functions & Connections to Disease," Bradley Yoder, U of AL-Birmingham; E&EI 5th fl. boardrm., 11 am (cspokora@pitt.edu)
Basic & Translational Research Seminar
 "Endonucleases in DNA Repair Pathways: From Molecular Mechanisms to Antitumor Therapy & Inherited Disorders," Orlando Schärer, Stony Brook; Hillman Cancer Ctr. Cooper conf. rm. D, noon (toyg@upmc.edu)
MMR Seminar
 "Computational & Systems Medicine: From Data Models to Advancing Health Care," Takis Benos; Rangos aud., noon (linda.cherok@chp.edu)
Chemistry Lecture
 "Exploring the Structures of Amyloid Oligomers With Chemical Model Systems," James Nowick, UC-Irvine; 150 Chevron, 2:30 pm
Pharmacology & Chemical Biology Lecture
 "Interplay of Phosphodiesterases Controls Synaptic Response," Susana Neves; 1395 BST, 3:30 pm
Oakland Ramp Crawl
 Schenley Plaza, 4-7 pm (412/683-6243)

Wednesday 6

Clinical Oncology & Hematology Grand Rounds
 "Comprehensive Genomic Profiling of Squamous Cell Carcinoma of the Head & Neck," Neil Hayes; UPMC Cancer Pavilion Herberman aud., 8 am (miller5@pitt.edu)
Faculty & Staff Development Programs
 "The Respectful Workplace," Jane Volk & Cheryl Ruffin, 342 Craig, 9 am-noon; "Navigating the University Library System," Leslie Eibl, Hillman Library lower level, 9-11 am; "Interviewing Skills," Sherry Miller Brown, 1400 Posvar, noon (register: www.hr.pitt.edu/training-development/faculty-st)
Russian Film Festival Screenings
 "Franz+Polina," 1500 Posvar, 10 am; "Fragment of an Empire," Pgh. Filmmakers' Melwood screening rm., 477 Melwood Ave., 7:30 (padunov@pitt.edu)
Titusville Campus Open Enrollment Benefits Fair
 McKinney Commons, UPT, 11 am-1 pm
MMG Seminar
 Lora Hooper, U of TX; 503 Bridge-side Pt. II, noon (kmd78@pitt.edu)
CTSI Workshop
 "Managing Conflict of Interest: Protecting the Integrity of Research"; 7039 Forbes Twr., noon (www.ctsi.pitt.edu/RCR/workshops.shtml)
Health Sciences Lecture
 "Intratumor Heterogeneity in Breast Cancer: Clinical & Functional Relevance," Kornelia Polyak, Harvard; Scaife lect. rm. 6, 3:30 pm
Oral & Maxillofacial Surgery Lecture
 "Dentoalveolar Surgery"; Mark Sosovicka; G33 Salk, 4 pm
City of Pgh Transit Improvements & Community Development Forum
 WPU Kurtzman Rm., 6-8 pm
Rachel Carson Talk
 "The Power of One Voice," Patricia DeMarco, CMU; U Store on 5th, 7 pm

Thursday 7

Faculty & Staff Development Programs
 "My PITT Video Powered by Panopto," Vernon Franklin, 302 Bellefield, 9-11 am; "Behavioral-based Interviewing," Mark Burdsall & Michelle Fullem, 342 Craig, 9 am-12:30 pm (register: www.hr.pitt.edu/training-development/faculty-st)
HSLs Workshop
 "Painless PubMed," Rose Turner; Falk Library classrm. 1, 9 am (rlt@pitt.edu)
Russian Film Festival Screenings
 "Stalingrad," 10 am; "The Test," 7:30 pm; 1500 Posvar (padunov@pitt.edu)
Book Signing
 "Rac(e)ing to Class: Confronting Poverty & Race in Schools & Classrooms," Richard Milner, education; U Store on 5th, noon
Chemistry Lecture
 "Metal Catalysis of Nontraditional Electrophiles," Mary Watson, U of DE; 150 Chevron, 2:30 pm

Friday 8

Faculty & Staff Development Program
 "University Archives & Records Management," Zach Brodt; 342 Craig, 9-11 am (register: www.hr.pitt.edu/training-development/faculty-st)

Russian Film Festival Screenings
 "Escape From Afghanistan," 1500 Posvar, 10 am; "The Thief," 1500 Posvar, 2 pm; "Ordered to Forget," Pgh Filmmakers' Melwood screening rm., 477 Melwood Ave., 7:30 pm (padunov@pitt.edu)
Maggie & Stella's Secret Sale
 11 am-3 pm
Greensburg Campus Open Enrollment Benefits Fair
 118 Village, UPG, 11 am-1 pm
Psychiatry Lecture
 "Measuring the Context of Healing in Integrative & Conventional Health Care," Carol Greco; WPIC aud., noon
Sr. VC's Research Seminar
 "B Cells in Alloimmunity & Chronic Rejection: Beyond Antibodies," Geetha Chalasani, medicine/immunology; Scaife lect. rm. 6, noon

Saturday 9

Russian Film Festival Screening
 "The Hope Factory"; Pgh Filmmakers' Melwood screening rm., 477 Melwood Ave., 7:30 pm (padunov@pitt.edu)

Monday 11

- Summer 12-week, 6-week-1, 4-week-1 sessions enrollment period ends, classes begin.

HSLs Workshop
 "Painless PubMed," Ester Saghafi; Falk Library classrm. 1, 11 am (esaghafi@pitt.edu)
HSLs Workshop
 "EndNote Basics," Pat Weiss; Falk Library classrm. 2, 11 am-1 pm (pwf@pitt.edu)
Psychiatry Lecture
 "Pathological Brain Aging & Late-life Depression: Considerations of Stress & Allostatic Factors," Warren Taylor, Vanderbilt; WPIC aud., noon (murphreea@upmc.edu)
Provost's Inaugural Lecture
 "From a Global to Personalized Approach for Cancer Prevention," Jian-Min Yuan, epidemiology; Scaife lecture rm. 6, 4 pm

Tuesday 12

Faculty & Staff Development Programs
 "Microsoft Word 2010 Fundamentals," Vernon Franklin, 302 Bellefield, 9 am-noon; "Title IX: Understanding Compliance at the University of Pittsburgh," Kristy Rzepecki, 342 Craig, 9-11 am (register: www.hr.pitt.edu/training-development/faculty-st)
HSLs Workshop
 "PowerPoint for Conf. Posters," Julia Dahm; Falk Library classrm. 2, 10 am (jdahm@pitt.edu)
Basic & Translational Research Seminar
 "New Functions for the Autophagy Pathway in Cancer Progression," Jayanta Debnath, UC-San Francisco; Hillman Cancer Ctr. Cooper conf. rm. D, noon (toyg@upmc.edu)
Sr. VC Laureate Lecture
 "The Genetic Basis of Innate Behaviors," Leslie Voshall, Rockefeller; Scaife lect. rm. 6, noon
MMR Seminar
 "B cells in Alloimmunity & Rejection: It's More Than Antibodies," Geetha Chalasani; Rangos aud., noon (linda.cherok@chp.pitt.edu)
Faculty Assembly Mtg.
 2700 Posvar, 3 pm

UNIVERSITY TIMES publication schedule

Events occurring	Submit by	For publication
May 14-28	May 7	May 14
May 28-June 11	May 21	May 28
June 11-25	June 4	June 11
June 25-July 9	June 18	June 25
July 9-23	July 2	July 9
July 23-Sept. 3	July 16	July 23

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.

CONTINUED ON PAGE 19