



The way to retain students is to mentor them, Alfred Moyé tells those attending a campus symposium on African-American student retention. See page 11.

# UNIVERSITY TIMES

THE FACULTY & STAFF NEWSPAPER SINCE 1968

A much-discussed issue has resurfaced: What is the appropriate group of peer institutions when comparing faculty pay at the Bradford, Greensburg and Johnstown campuses?.....2



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## Administrators: Time for action on strategic plan

Pitt's strategic direction has been set and it's time to take action, Pitt administrators said in a back-to-campus update on Pitt's strategic plan.

The University's five-year strategic plan has been defined in terms of five broad aspirational goals. The plan, covering academic years 2016-20, was unveiled at the June 19 Board of Trustees meeting. (See June 25 *University Times*.)

Those goals are to be a University that: advances educational excellence; engages in research of impact; strengthens communities; builds foundational strength; and embraces diversity and inclusion.

Chancellor Patrick Gallagher reiterated that the plan is not designed to distill everything that happens at the University. "It's designed to articulate a sense of direction — a North Star that we believe is important for this University's future and for its continued growth and improvement," he told 300 members of the University community at a Sept. 17 public meeting in Alumni Hall to hear what comes next.

"It's great to have that sense of direction but if we're not going to have this end up on a coffee

table as a pretty document we've got to make it real," Gallagher said. "We're at the stage now where we really have to roll up our sleeves and talk about in a serious way what this plan means. What does setting that direction really imply?"

### Time for action

Executive Vice Provost David DeJong, who is coordinating the strategic planning process, said: "Having been completely immersed myself in the development in the past year, I'm ready to roll up my sleeves and get down to action: And at the core of implementation is action."

"We're now to the point where we need to define the specific actions we're going to take to advance these initiatives," DeJong said. That includes identifying who will be doing what, over what time frame, and how progress should be measured, he said.

"We're going to talk to you today, but we're going to talk with you and brainstorm with you moving forward," DeJong said. "We're excited that everyone's back on campus to get that going."

DeJong said working groups have been formed around the five

strategic goals:

— Juan Manfredi, vice provost for undergraduate studies, will lead the working group on education.

— Mark Redfern, vice provost for research, will lead the group on research.

— Rebecca Bagley, vice chancellor for economic partnerships, is heading the working group on building community. She will be assisted by Laurie Kirsch, vice provost for faculty affairs, development and diversity, who will develop the Pitt community component; Paul Supowitz, vice chancellor for community and governmental relations, who will focus on the regional community component; and Ariel Armony, director of the University Center for International Studies, who will head up the global community component.

— Stephen Wisniewski, associate vice provost for planning, will head the working group on building foundational strength.

— Pamela W. Connelly, associate vice chancellor for diversity and inclusion, will lead the group on diversity and inclusion.

"You'll be seeing a lot of them in the coming weeks," DeJong

predicted.

In addition to the five working groups, others are working to advance diversity initiatives, he said.

"Early in October we'll get this fully underway. We're setting plans now. We're scheduling events. There will be broad room for participation," he said, adding that members of the University community also can offer input via a comment form on the strategic

planning website, [www.impact.pitt.edu](http://www.impact.pitt.edu).

"It's time for us all to engage together as we map out our next steps," he said.

### Implementation

"One of the most important ways this plan works is through alignment," Gallagher said, asking each area of the University to consider the direction that's been set

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## Average faculty pay here rises in survey of AAU institutions

Average salaries for most ranks of instructional faculty on the University's Pittsburgh campus moved up in the University's annual comparison of faculty pay at the 34 public Association of American Universities (AAU) institutions.

Pittsburgh campus professors ranked No. 16 in the 2014-15 academic year, the same as in 2013-14; associate professors moved up two spots to No. 17; assistant professors moved up one, to No. 26; instructors rose one place to No. 19. However, lecturers fell to No. 28, down one place from the prior year.

Librarians' salaries also continued to climb in relation to their peers at AAU/Association of Research Libraries (ARL) schools, moving up one place to No. 8, according to the annual salary report by Pitt's Institutional Research office.

Robert Goga, director of institutional research, presented the 2014-15 peer group analysis of average salaries of faculty and librarians Sept. 18 to the University Senate budget policies committee (BPC).

### Median targeted

Executive Vice Provost David DeJong told BPC the University aims to be at the median of the public AAU peer group.

He acknowledged that the University has yet to reach that target for instructor and lecturer salaries, which historically have ranked at or near the bottom of the group.

"In both of these categories we were not where we want to be in terms of the median," DeJong said, adding that the provost has prioritized boosting those salaries.

"In the past three years we've put in significant salary money earmarked to get our instructor and lecturer salaries where we're targeting," he said. "We're not done yet but we have been making progress and that will continue."

DeJong noted that a related initiative is to convert visiting professor positions that had been renewed many times into full-time positions. "We've converted about 100 positions across the University," he said. "We feel like the professors will be more connected to the school. It's more fair treatment for them and it's better for our students. It's just a win-win."

### The 2014-15 report

The annual faculty salary report includes all full-time faculty for whom at least 50 percent of their major regular assignment is instruction, including release time for research. Medical school faculty are excluded. Faculty salaries are converted to a nine-month equivalent using a factor of 0.81818 for 12-month salaries.

Not accounted for in the comparison are faculty members' age, tenure status or discipline areas, or institutions' regional cost of living differentials.

DeJong said his office's annual cost-of-living-adjusted salary report would be presented at BPC's Oct. 16 meeting.

The report presented Sept. 18 is based on data from the Association of American University Professors (AAUP) 2014-15 economic status of the profession report ([www.aaup.org/reports-publications/2014-15salarysurvey](http://www.aaup.org/reports-publications/2014-15salarysurvey)).

Librarians' salaries are based on the ARL annual salary survey.

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## Operating revenue up in FY15

An unexpected increase in grants and contracts has helped boost the University's operating revenues 2.75 percent.

The University's fiscal year 2015 financial statements, approved Sept. 24 by the Board of Trustees audit committee, showed operating revenues of \$2.06 billion, up from \$2.01 billion in FY14.

In a year when grant revenue was expected to fall approximately 6 percent, grants and contracts instead rose to \$713.89 million, up 2.3 percent from \$697.58 million in FY14.

Arthur G. Ramicone, chief financial officer, told the University Times that the increase was due in part to better-than-expected success in grant proposal awards, in addition to a conscientious effort to pursue sources of research funding from non-National Institutes of Health (NIH) sources, including other government agencies, foundations and private companies.

Approximately 59 percent of the University's sponsored research funding is awarded through NIH.

Tuition revenues increased 3.8 percent in FY15, rising to \$751.77 million before University-awarded discounts of \$171.13 million. Net tuition and fees totaled \$580.63 million, up 3.42 percent from \$561.44 million in FY14.

Other gains in revenue were attributed in part to the completion of renovations at Bruce Hall, which helped raise the auxiliary sales and services line to \$146.79 million, up \$6.6 million.

In addition, the line item for educational and other sales and services rose \$23.44 million, to \$185.22 million, as UPMC transferred higher-than-anticipated amounts from clinical practice plans to School of Medicine departments.

### Operating expenses

Total compensation, the University's largest expense, rose to \$1.15 billion, up 2.78 percent. The compensation line was made up of salaries and wages of \$883.68 million plus fringe benefits of \$269 million.

Business and professional expenses rose to \$336.64 million, up from \$298.16 million, while utilities held steady at \$48.97 mil-

lion, up only slightly from \$48.72 million. Maintenance and facilities expenses rose to \$46.41 million, up from \$44.05 million.

### Endowment performance

For the first time, endowment distributions crossed the \$100 million mark, rising to \$101.89 million in FY15 from \$96.63 million in FY14.

However, slowing global market conditions made for much lower earnings — 2.5 percent, compared to 18 percent in FY14 — pushing the University's line item for investment performance net of endowment distributions to a negative \$75.16 million (compared with a gain of \$446.57 million in FY14).

Contributions for the endowment totaled \$33.9 million.

Total endowment investments as of June 30 were \$3.6 billion, up from \$3.5 billion at the end of FY14.



In other business, the audit committee approved KPMG LLP as Pitt's independent auditor and tax adviser for FY16. The firm has held that role at Pitt since 2010.

—Kimberly K. Barlow



Issue resurfaces at BPC  
Who are peers when comparing regional faculty pay?

Members of the University Senate budget policies committee (BPC) want to revisit the group of peer schools the University administration uses to benchmark Bradford, Greensburg and Johnstown campus faculty salaries.

Senate President Frank Wilson and BPC chair Beverly Gaddy, both Greensburg campus faculty members, expressed their desire for a more appropriate regional peer group at BPC's Sept. 18 meeting, at which the administration's annual peer group analysis of average salaries of faculty and librarians was presented. (See related story, beginning on page 1.)

Since 2010, the peer group has been made up of fellow Carnegie category IIB schools (four-year central institutions characterized by an emphasis on undergraduate baccalaureate-level education, as opposed to graduate degrees) in the three American Association of University Professors (AAUP) regions bordering Pennsylvania. The peer group includes public, private-independent, church-related and proprietary institutions.

That group was born of lengthy wrangling among regional faculty and the administration that left some on the regional campuses feeling marginalized as their alternatives were rejected in favor of a group that was viewed

by some as a benchmark tailored to ensure that the University's regionals would fall at the targeted middle of the salary pack.

Although Faculty Assembly approved the new peer group with no opposition (see March 4, 2010, *University Times*), some faculty viewed it as the administration's take-it-or-leave-it choice.

Gaddy, who was president of the UPG faculty when the current benchmarking group was approved, suggested that a BPC subcommittee could produce an alternative for the committee's use.

This year's comparison group includes 219 schools in the AAUP Middle Atlantic region (New Jersey, New York and Pennsylvania); the East North Central region (Illinois, Indiana, Michigan, Ohio and Wisconsin); and the South Atlantic region (Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia and West Virginia) region.

Wilson, who was among the regional faculty involved in developing proposed peer groups, said he had no interest in reigniting the contentious and lengthy debate. (See Feb. 19, 2009, *University Times*.)

"All I was arguing all along is that we create a reasonable benchmarking group for the regional campuses," he said, acknowledging that the climate has since changed with regard to interactions with University administration.

While the Pittsburgh campus peer group — other AAU public universities — is logical given that the University recruits and competes nationally with these institutions, the regionals list of 200-plus IIB peers is too broad geographically, Wilson said.

Wilson had no complaint about including nonpublic schools. "If you look at our campus in Greensburg, the two closest schools that are certainly market competitors for us are both Catholic universities just a few miles in either direction. So that should be included

in a reasonable benchmarking group," he said.

"The point of a benchmarking tool is supposed to be so we could see how we actually compare with our competitors in the market we are drawing from," he said. "When we lose faculty that we're trying to hire at Greensburg, when they went to St. Vincent because St. Vincent was paying more money, that's something we should be concerned with. ... It's not to say we should get into bidding wars, but we need to know how we actually compare."

Among the initial motivations for regional faculty salary benchmarking was the recognition more than a decade ago that faculty on Penn State's regional campuses were earning \$10,000-\$12,000 more and had a teaching load of three courses per semester as opposed to four for Pitt regional campus faculty, Wilson said.

In other business:

- Committee members agreed to a 2 p.m. start for BPC's meet-

ings, which are scheduled for the third Friday of each month in 1817 Cathedral of Learning.

- BPC's next meeting is set for Oct. 16. The administration's annual cost-of-living adjusted faculty salary report is scheduled for presentation, as is a new preliminary report on part-time faculty salaries.

Executive Vice Provost David DeJong said BPC will see a pilot version of the report along with an explanation of how the cohort of included faculty was chosen.

He said that developing a methodology for the report proved difficult due to the broad range of part-time faculty who teach at Pitt.

The report comes in response to BPC's interest in obtaining salary information for this segment of the University faculty (see Feb. 23, 2012, *University Times*) and in conjunction with a University Senate ad hoc committee's examination of issues relating to non-tenure-stream faculty.

—Kimberly K. Barlow ■

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Meiyi Song

Teaching international students

"How can I help my international students? I'm not sure that they understand my lectures."

"How can I encourage my international students to participate in class? Some of them are quiet."

"The international students don't really mingle with the domestic students. What can I do?"

Instructors who have international students in their classes often ask these questions, and the challenges have been more evident with the increasing numbers of international students enrolling in U.S. colleges. International students come from cultural backgrounds that can be very different from what they experience in the United States. They face challenges due to limited English language proficiency, lack of familiarity with the American context of a discipline, as well as homesickness and lack of social support. Specific strategies to address these challenges will enable you to enhance your international students' learning experiences, and many of these strategies are effective for all students.

- **English language proficiency.** Despite adequate scores on the Test of English as a Foreign Language (TOEFL) and the Graduate Records Examination (GRE), international students' English language proficiency might not be enough for them to comprehend lectures and textbook readings accurately and efficiently. As an instructor, you can implement these practices to help:

- Avoid excessive use of

slang and cultural references, which tend to distract and confuse students who are unfamiliar with American literature or culture.

- Check students' understanding by asking specific questions. For example, ask students to paraphrase new information or apply knowledge in a new situation. This is an effective way to check all students' comprehension.

- At the beginning of the class, seek ways to prompt students to recall what they have previously learned through individual responses and/or paired discussions.

- Use writing as a reflection tool. International students who may not have the proficiency to speak up in class may express their thoughts more completely in writing. You also can use writing to gauge all of your students' understanding of the material. Your international students might surprise you with how much they comprehend, even though they are quiet in class.

- Confirm that students completely understand what you say. Non-native speakers of English sometimes lack awareness of the subtle nuances and hidden meanings of language that native speakers possess. For example, if you say, "I would ask Kelly to find that out," meaning, "If I were you, I would ask Kelly to find that out," some international students may think you are the one who will ask Kelly. As another example, the expression "I don't know if ..." sometimes is used to express polite disagreement in American English. For instance, the sentence "I don't know if

that material will last" could be interpreted literally by some international students to mean that you truly do not know, rather than that you are politely disagreeing. Elaboration on the meaning can help avoid confusion.

- **Familiarity with American context of a discipline.** Whereas disciplines like mathematics and science have universal concepts, this is less the case with subjects like political science and social work because international students are often unfamiliar with American institutions, education, welfare and political systems. As a result, when some topics are the subject of class discussions, international students may not have much to contribute.

- To engage all of your students in the discussion, invite international students to share what they know about similar topics in their own country. This will validate their knowledge and allow them to discuss something more familiar to them, as opposed to just listening to material they know little about. This technique also gives your domestic students a chance to learn about global perspectives and explicitly demonstrates the value brought by international students.

- **Homesickness and lack of social support.** International students can experience culture shock and severe homesickness that can lead to isolation, disorientation and even depression.

- Encouraging international students to interact with domestic students outside of class is not always effective because they tend to gravitate to people with similar backgrounds in a foreign

country. Instead, consider how you can provide opportunities to interact during the class for collaborative learning. For example, you might design class activities in which students focus on reading or listening to different parts of the learning materials, a report or an article, and then share information with each other in order to complete an observable product such as a poster or a short summary. Having a concrete goal in mind will allow all students to collaborate in groups for specific purposes, and this process helps international and domestic students to establish rapport as a byproduct of the activity.

- Direct international students to local communities they can join. There are international groups representing many different nationalities in Pittsburgh.

- Suggest local interest groups such as "Meet Up" groups. Newly arriving international students will appreciate the information and will have a chance to make friends with local Americans. This helps them get acculturated in a new society and find support.

- Make an effort to understand and recognize your international students' experiences, knowledge and cultural values by speaking with them and reading about their cultures. Doing so will empower you to make inclusive instructional decisions that draw on their culture and intellect as resources for all students. This, in turn, promotes engagement and enhances learning interest. ■

Meiyi Song is an instructional designer and teaching and learning consultant for CIDDE.

State stalemate doesn't stop FY17 budget cycle

Despite the current budget stalemate in Harrisburg, the University is preparing to submit its state appropriation request for the upcoming fiscal year 2017 budget cycle.

Pitt is finalizing its annual appropriation request to the state with plans to send the document to the Department of Education early next week, Paul Supowitz, vice chancellor for community and governmental relations, told the *University Times*.

Pitt received a short extension for submitting the document, which typically is due in late September, he said. Despite the additional time, the budget request is being submitted with no FY16 budget numbers, thanks to the ongoing state budget impasse.

The Republican-controlled legislature and Democratic Gov. Tom Wolf remain at odds in Harrisburg, unable to agree on a state budget for fiscal year 2016, which began July 1.

As expected, Wolf earlier this week rejected an \$11 billion Republican-sponsored stopgap budget proposal, branding it an "avoidance maneuver." In his

Sept. 29 veto, Wolf urged the legislature to return to the bargaining table to pass a balanced budget rather than the temporary bill that "fails to provide the long-term investment in Pennsylvania's future that this commonwealth needs."

Arthur G. Ramicone, Pitt senior vice chancellor, chief financial officer and interim executive vice chancellor, told the *University Times* that the impasse has held up the University's state appropriation of about \$11 million a month, along with tobacco settlement funds for health-related programs, and other state grant monies.

Pitt also hasn't seen approximately \$10 million in PHEAA grant money that typically would

contact her with any questions.

The AAU survey results are posted at [www.pitt.edu/aausurvey](http://www.pitt.edu/aausurvey).

The page also includes links to related resources.

—Kimberly K. Barlow ■

Pitt addresses sexual assault problem

One in five female undergraduates and one in 10 female graduate students at Pitt report they have experienced nonconsensual penetration or sexual touching involving physical force or incapacitation since entering college. Six percent of male undergraduates and 1 percent of male graduate students responding reported similar experiences in a recently released survey of student attitudes and experiences regarding sexual violence and harassment.

Pitt's results were similar to the broader results encompassing 27 Association of American Universities institutions that participated in the AAU campus climate survey released Sept. 21.

Prior to the survey's release, Chancellor Patrick Gallagher told Senate Council he's not interested in how Pitt compares to other schools. "I care how different we are from zero. And we're very far away from zero," he said.

"There just can't be any room for this on a college campus. This has to be a safe environment where everybody can feel they can live, learn, participate, without that fear."

Pitt hasn't been standing still, he said, enumerating efforts including naming a new vice chancellor for diversity and inclusion, She invited faculty and staff

hiring a new Title IX coordinator, implementing a new web site on sexual harassment and assault response education (SHARE), and incorporating bystander awareness training for incoming students as part of Arrival Survival.

"Taking a hard look at yourself is the first step to improving," he said. "This is not going to be solved overnight. It's going to take everybody. But if we aren't looking at the numbers and looking at the data then we're not serious about improving."

Katie Pope, who became Pitt's first full-time Title IX coordinator Sept. 1, told the *University Times* that additional resources, including a more comprehensive Title IX web page and a broader range of training for Pitt employees, are in the works.

She said benchmarking is underway to determine the areas in which additional training is needed. She and Pamela Connelly, associate vice chancellor for diversity and inclusion, have been gathering input on how best to engage faculty and staff.

Pope said it is important for faculty and staff to be familiar with Pitt resources in order to be of help to students who may come to them for assistance.

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UW campaign kicks off Oct. 7

Pitt's 2015 United Way campaign kicks off on Oct. 7 this year with a renewed effort to expand contact with and participation by more of the Pitt community.

This summer, according to campaign director Anne Franks, executive director of administration in Institutional Advancement, campaign leaders created an advisory council of more seasoned departmental campaign managers from across campus.

They met through the summer to plan how to conduct training for newer managers.

The campaign also plans to sell more "Yinz Give" T-shirts to publicize United Way participation.

The University's campaign has no overall monetary goal. Running through Jan. 8, 2016, it is being co-chaired by David

Eibling, faculty member in the Department of Otolaryngology in the School of Medicine, and Kannu Sahni, director of community relations in the Office of Community and Governmental Relations. Leading the effort to recruit women's participation in giving at United Way's higher leadership level is Jinx Walton, chief information officer in Computing Services and Systems Development. Elaine Meisner and Reynolds Clark are retiree co-chairs, while Kate McGlynn, manager of administration in Institutional Advancement, is the campaign's assistant director.

The opening day kickoff breakfast at the University Club will feature keynote speaker Damon Bethea, project director for the Be a Sixth Grade Mentor program of the United Way.

Regional campuses have their own campaign leadership and

efforts. Heading this year's campaign at Titusville are Stephanie Fiely, director of student activities, and her husband Chris.

At Johnstown, Pamela Sabol, campus director of human resources, will run the campaign again this year. As an incentive there, the United Way of the Laurel Highlands is entering those donating \$180 or more into a drawing to win a new car.

On the Bradford campus, Jim Evans, vice president and dean of student affairs, is spearheading the campaign, which has already raised \$3,700 of its \$11,500 campus goal.

Greensburg's campaign, headed by Brian Root, assistant director of residence life, is planning to hold a cookie swap again this year, as well as other fund-raising events, such as last year's 3-on-3 basketball tournament.

—Marty Levine ■



Demonstrators march to the Cathedral of Learning as part of a Sept. 25 rally on Schenley Plaza that called for better training and higher pay for Pitt's security officers. Marchers crossed Forbes Avenue and waited outside the Cathedral while a delegation of Pitt students and security guards delivered to University administrators a stack of postcards signed by Pitt students in support.

Lamar Johnson, a security guard in Pitt's Sennott Square garage, told supporters on the plaza that security guards often are regarded as people who merely open doors and provide directions. "We are much more than that," Johnson said.

"Professionalized training brings respect and dignity to a job. You can put on a uniform and look like the best security guard ever," but security officers need training in order to be prepared. "Provide the training we need to protect the students and staff," he urged.

Security officers in the city recently were organized under Service Employees International Union. Sam Williamson, district director for SEIU Local 32BJ, said bargaining for a unified contract with 10 security companies that employ guards in Pittsburgh began in April. Security contractor U.S. Security employs about 200 security guards on the Pittsburgh campus. They earn an average of \$8.93 an hour, Williamson said.

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TABLE 1 Average Faculty Salaries (000's) and Ranking at Public AAU Institutions, 2014-15			
PROFESSORS			
Name of Institution	No. of Full-time Faculty	Average Salary <sup>1</sup>	Rank
University of California-Los Angeles	884	\$181.0	1
University of California-Berkeley	885	172.7	2
University of Michigan-Ann Arbor	1,076	160.9	3
University of Virginia	529	156.9	4
Rutgers University-New Brunswick	806	154.5	5
University of Maryland-College Park	673	154.2	6
University of California-San Diego	547	153.9	7
University of California-Santa Barbara	512	152.8	8
University of California-Irvine	523	152.6	9
Georgia Institute of Technology	440	151.7	10
University of Texas-Austin	988	149.4	11
University of Illinois-Urbana	806	149.1	12
State University of New York-Stony Brook	349	148.1	13
Pennsylvania State University	844	147.0	14
University of North Carolina-Chapel Hill	579	146.9	15
UNIVERSITY OF PITTSBURGH	456	144.2	16
University of California-Davis	789	144.0	17
Ohio State University-Main	965	142.2	18
Michigan State University	824	139.5	19
University of Iowa	484	136.7	20
University of Minnesota-Twin Cities	674	135.3	21
Indiana University-Bloomington	669	135.0	22
University of Florida	711	133.7	23
State University of New York-Buffalo	377	133.3	24
University of Washington	867	132.4	25
University of Colorado-Boulder	438	131.6	26
Texas A & M University	850	131.4	27
Purdue University-Main	852	130.3	28
University of Wisconsin-Madison	755	128.1	29
University of Oregon	261	126.2	30
Iowa State University	512	125.7	31
University of Kansas	407	125.4	32
University of Arizona	615	123.7	33
University of Missouri-Columbia	409	121.9	34
<sup>1</sup> Faculty salaries are reported on a 9-month equivalent basis.			
Sources: <i>Academe</i> , "The Annual Report on the Economic Status of the Profession 2014-15", March/April 2015, Vol. 101, No. 2. <i>Academe</i> , "Corrections to the 2014-15 Annual Report on the Economic Status of the Profession", July/August 2015, Vol. 101, No. 4. Data file provided by the AAUP.			

TABLE 2 Average Faculty Salaries (000's) and Ranking at Public AAU Institutions, 2014-15			
ASSOCIATE PROFESSORS			
Name of Institution	No. of Full-time Faculty	Average Salary <sup>1</sup>	Rank
University of California-Los Angeles	253	\$117.7	1
University of California-Berkeley	321	115.5	2
University of Maryland-College Park	464	107.6	3
University of Michigan-Ann Arbor	569	106.8	4
University of Virginia	352	104.9	5
Georgia Institute of Technology	293	103.3	6
Rutgers University-New Brunswick	534	102.3	7
State University of New York-Stony Brook	260	101.8	8
University of California-San Diego	205	100.9	9
University of Illinois-Urbana	555	99.3	10
University of North Carolina-Chapel Hill	400	99.3	10
Pennsylvania State University	524	99.2	12
University of California-Irvine	217	99.0	13
University of California-Davis	274	98.3	14
University of Washington	494	98.3	14
University of Texas-Austin	526	96.8	16
UNIVERSITY OF PITTSBURGH	416	96.4	17
Ohio State University-Main	756	96.1	18
University of Wisconsin-Madison	251	95.8	19
University of Colorado-Boulder	363	95.5	20
Michigan State University	606	93.7	21
University of California-Santa Barbara	163	93.6	22
University of Minnesota-Twin Cities	524	93.6	22
State University of New York-Buffalo	364	93.3	24
Purdue University-Main	576	92.5	25
Indiana University-Bloomington	512	92.4	26
University of Oregon	260	92.0	27
University of Iowa	421	91.7	28
Iowa State University	411	91.5	29
Texas A & M University	575	90.7	30
University of Florida	579	89.4	31
University of Arizona	435	85.1	32
University of Kansas	405	83.5	33
University of Missouri-Columbia	418	80.7	34
<sup>1</sup> Faculty salaries are reported on a 9-month equivalent basis.			
Sources: <i>Academe</i> , "The Annual Report on the Economic Status of the Profession 2014-15", March/April 2015, Vol. 101, No. 2. <i>Academe</i> , "Corrections to the 2014-15 Annual Report on the Economic Status of the Profession", July/August 2015, Vol. 101, No. 4. Data file provided by the AAUP.			

TABLE 3 Average Faculty Salaries (000's) and Ranking at Public AAU Institutions, 2014-15			
ASSISTANT PROFESSORS			
Name of Institution	No. of Full-time Faculty	Average Salary <sup>1</sup>	Rank
University of California-Berkeley	235	\$103.0	1
University of California-Los Angeles	235	97.1	2
Georgia Institute of Technology	192	96.9	3
University of Maryland-College Park	332	92.6	4
University of Washington	338	92.6	4
University of Illinois-Urbana	457	91.9	6
University of California-San Diego	148	91.8	7
University of Michigan-Ann Arbor	540	91.4	8
University of Virginia	212	90.6	9
University of Texas-Austin	380	89.6	10
Indiana University-Bloomington	341	87.7	11
Pennsylvania State University	395	87.2	12
University of California-Davis	216	86.8	13
University of California-Irvine	198	86.8	13
University of Colorado-Boulder	252	86.0	15
Ohio State University-Main	506	85.2	16
University of Minnesota-Twin Cities	432	84.9	17
University of Wisconsin-Madison	360	84.9	17
State University of New York-Stony Brook	308	84.5	19
University of Oregon	200	83.8	20
Texas A & M University	272	83.5	21
Iowa State University	335	82.0	22
University of North Carolina-Chapel Hill	387	81.6	23
Purdue University-Main	498	81.5	24
University of California-Santa Barbara	96	81.2	25
UNIVERSITY OF PITTSBURGH	494	80.9	26
Rutgers University-New Brunswick	480	80.7	27
State University of New York-Buffalo	360	80.6	28
University of Florida	414	79.2	29
University of Iowa	321	78.9	30
University of Kansas	216	74.7	31
University of Arizona	332	74.5	32
Michigan State University	634	74.2	33
University of Missouri-Columbia	368	67.5	34
<sup>1</sup> Faculty salaries are reported on a 9-month equivalent basis.			
Sources: <i>Academe</i> , "The Annual Report on the Economic Status of the Profession 2014-15", March/April 2015, Vol. 101, No. 2. <i>Academe</i> , "Corrections to the 2014-15 Annual Report on the Economic Status of the Profession", July/August 2015, Vol. 101, No. 4. Data file provided by the AAUP.			

# Average faculty pay rises

CONTINUED FROM PAGE 1

## Pittsburgh campus faculty salaries

• **Professors**  
The 456 Pittsburgh campus professors, who earned an average of \$144,200, ranked No. 16, the same as last year.  
Salaries for the professor rank among the 34 peer schools ranged from a high of \$181,000 at the University of California-Los Angeles to a low of \$121,900 at the University of Missouri-Columbia.  
Pitt professors' average salary increased 2.9 percent, trailing the AAU public university peer group's median increase of 3.3 percent.

• **Associate professors**  
Associate professors on the Pittsburgh campus, who averaged \$96,400, placed No. 17, up from 19th in last year's ranking. Pay for UCLA faculty again ranked No. 1, averaging \$117,700; the University of Missouri-Columbia again was No. 34, averaging \$80,700.  
Pitt's associate professors averaged a 3.7 percent increase, above the peer group's 2.7 percent median increase.

• **Assistant professors**  
Pitt's assistant professors, who averaged \$80,900, ranked No. 26, up from 27th in the prior report. Assistant professors at the University of California-Berkeley topped the listing for this rank, averaging \$103,000; the University of Missouri-Columbia was No. 34, averaging \$67,500.  
The average pay increase of 4 percent for Pitt's 416 assistant professors was higher than the rank's 3.5 percent median.

• **Instructors**  
Of 22 schools that submitted salary data for instructors, Pitt ranked No. 19 (up from No. 20) with an average salary of \$47,100. Ohio State's five full-time instructors averaged \$96,700, placing them at No. 1. The 71 instructors at the University of Arizona were at the bottom of the peer group, averaging \$38,400.  
Pitt instructors' average pay rose 2.6 percent, below the peer group's 3.1 percent median increase.

• **Lecturers**  
Pittsburgh campus lecturers ranked No. 28 among 29 schools that submitted data. In the 2013-14 ranking they were last among the 27 schools that submitted salary data for the rank.  
Pitt lecturers' average salary was \$49,800.  
The University of California-San Diego ranked No. 1, averaging \$80,800; at No. 29 was Texas A&M, where lecturers averaged \$47,500.  
Average salaries for Pittsburgh campus lecturers rose 7.1 percent, well above the peer group median increase of 3.2 percent.

• **Librarians**  
Salaries for librarians on the University's Pittsburgh campus rose to No. 8 in 2014-15, continuing a five-year climb in the rankings.  
Once among the lowest in comparison with their peers at public AAU/ARL schools, Pitt's librarians broke into the top 10 in the 2012-13 peer group survey and ranked No. 9 last year.  
The most recent survey showed Pitt's 54 librarians earned an average salary of \$81,200.  
At the top of this year's ranking was the University of California-Davis, where 33 librarians earned an average of \$99,800. At the bottom was the University of Missouri-Columbia, where 40 librarians averaged \$59,500.  
The average pay for Pitt librarians increased 4.1 percent, well above the peer group median of 2.1 percent.

## Bradford, Greensburg and Johnstown faculty salaries

Pitt compares faculty pay at its three baccalaureate regional campuses with a peer group of Carnegie category IIB schools in the three AAUP regions that border Pennsylvania. The comparison schools may be public, private-independent, church-related or proprietary. The 219 institutions are grouped by average salary into deciles, with the first decile representing the top 10 percent.  
Faculty pay at Pitt-Titusville, a Carnegie category III (associate's degree-level) school, was not compared in the report.

• **Professors**  
The 27 professors on the Bradford, Greensburg and Johnstown campuses averaged \$83,100, placing them near the bottom of the 5th decile — up from their spot near the top of the sixth decile in the 2013-14 report. Salaries in the 5th decile ranged from \$86,600 at Eckerd College and Mount Union University to \$82,700 at Knox College and Alvernia University.  
Professors at Barnard College had the highest average salary, \$154,100, among the 219 schools in the peer group. Ohio Valley University was at the bottom of the 10th decile. Its professors averaged \$49,900.

• **Associate professors**  
Pitt's 100 associate professors on the three regional campuses averaged \$69,600, tied with Spelman College, placing them near the bottom of the 4th decile — an improvement from their spot at the top of the 5th decile in the prior year's report.  
Salaries in the 4th decile ranged from \$71,300 at CUNY's three campuses to \$68,800 at Notre Dame Maryland University and Illinois Wesleyan University.  
Across the peer group overall, associate professors at Barnard College had the highest average salary, \$111,000; associate professors at Lees-McRae College were at the bottom, averaging \$43,100.

• **Assistant professors**  
The 97 assistant professors on the three Pitt regional campuses averaged \$56,700, placing them at the middle of the 6th decile — up from their place near the bottom of the 6th decile in the prior comparison.  
Average salaries in the 6th decile ranged from a high of \$57,300 at Clayton State University; Bethune Cookman University; Ohio Wesleyan University and Centenary College to a low of \$55,500 at Randolph College and Muskingum University.  
Overall, assistant professors at the University of Richmond were the highest paid, averaging \$83,500. Assistant professors at Lees-McRae College ranked lowest, averaging \$39,100.

• **Instructors/lecturers**  
A total of 143 institutions provided instructor and/or lecturer salary data.  
In this group, Pitt's 45 regional faculty — all instructors — ranked near the top of the 5th decile, tied with Knox College at \$50,300. At the top of the decile was Lycoming College, where instructors averaged \$51,000; at the bottom was Ohio Northern University, where they averaged \$49,500.  
Greensboro College's three instructors were at the top of the overall ranking, averaging \$110,400. At the bottom of the 10th decile were 15 lecturers at Belmont Abbey College, who averaged \$20,300.  
In the 2013-14 comparison, Pitt's 49 regional faculty in the instructor rank likewise placed near the top of the 5th decile.

The entire peer group analysis report is posted at [www.utimes.pitt.edu/documents/PeerAnalysisReport2014-15.pdf](http://www.utimes.pitt.edu/documents/PeerAnalysisReport2014-15.pdf).  
—Kimberly K. Barlow

# HOW PITT FACULTY SALARIES COMPARE

TABLE 4 Average Faculty Salaries (000's) and Ranking at Public AAU Institutions, 2014-15			
INSTRUCTORS			
Name of Institution	No. of Full-time Faculty	Average Salary <sup>1</sup>	Rank
Ohio State University-Main	5	\$96.7	1
University of North Carolina-Chapel Hill	8	90.8	2
University of Maryland-College Park	10	67.7	3
University of Michigan-Ann Arbor	30	66.4	4
State University of New York-Stony Brook	14	65.3	5
Purdue University-Main	8	61.5	6
University of Colorado-Boulder	315	59.4	7
State University of New York-Buffalo	9	59.0	8
University of Wisconsin-Madison	22	57.5	9
Rutgers University-New Brunswick	258	57.3	10
Pennsylvania State University	238	56.9	11
University of Illinois-Urbana	26	55.2	12
University of Oregon	291	52.9	13
University of Virginia	8	51.9	14
University of Washington	43	51.6	15
Iowa State University	3	51.5	16
University of California-Berkeley	4	49.6	17
University of Minnesota-Twin Cities	185	49.2	18
UNIVERSITY OF PITTSBURGH	78	47.1	19
University of Iowa	13	46.5	20
Michigan State University	158	44.4	21
University of Arizona	71	38.4	22
Georgia Institute of Technology	*	*	*
Indiana University-Bloomington	*	*	*
Texas A & M University	*	*	*
University of California-Davis	*	*	*
University of California-Irvine	*	*	*
University of California-Los Angeles	*	*	*
University of California-San Diego	*	*	*
University of California-Santa Barbara	*	*	*
University of Florida	*	*	*
University of Kansas	*	*	*
University of Missouri-Columbia	*	*	*
University of Texas-Austin	*	*	*
<sup>1</sup> Faculty salaries are reported on a 9-month equivalent basis.			
*These institutions did not submit salary data for Instructors.			
Sources: <i>Academe</i> , "The Annual Report on the Economic Status of the Profession 2014-15", March/April 2015, Vol. 101, No. 2. <i>Academe</i> , "Corrections to the 2014-15 Annual Report on the Economic Status of the Profession", July/August 2015, Vol. 101, No. 4. Data file provided by the AAUP.			

TABLE 5 Average Faculty Salaries (000's) and Ranking at Public AAU Institutions, 2014-15			
LECTURERS			
Name of Institution	No. of Full-time Faculty	Average Salary <sup>1</sup>	Rank
University of California-San Diego	132	\$80.8	1
University of California-Los Angeles	173	79.2	2
University of California-Irvine	169	77.7	3
Michigan State University	5	77.4	4
University of California-Berkeley	187	76.9	5
University of California-Santa Barbara	139	76.7	6
University of Illinois-Urbana	120	75.1	7
University of California-Davis	146	71.8	8
University of Washington	233	70.7	9
University of Wisconsin-Madison	81	68.0	10
University of Oregon	29	67.9	11
University of Florida	246	63.7	12
State University of New York-Stony Brook	119	63.6	13
Rutgers University-New Brunswick	30	63.4	14
State University of New York-Buffalo	45	62.8	15
University of Texas-Austin	663	61.5	16
University of Minnesota-Twin Cities	148	60.8	17
University of Maryland-College Park	273	60.7	18
Indiana University-Bloomington	316	60.5	19
University of Virginia	153	59.8	20
Iowa State University	235	58.5	21
University of Michigan-Ann Arbor	445	58.5	21
University of Arizona	123	58.1	23
Pennsylvania State University	443	57.2	24
University of Iowa	165	54.8	25
University of North Carolina-Chapel Hill	187	54.8	25
University of Kansas	135	49.9	27
UNIVERSITY OF PITTSBURGH	187	49.8	28
Texas A & M University	240	47.5	29
Georgia Institute of Technology	*	*	*
Ohio State University-Main	*	*	*
Purdue University-Main	*	*	*
University of Colorado-Boulder	*	*	*
University of Missouri-Columbia	*	*	*
<sup>1</sup> Faculty salaries are reported on a 9-month equivalent basis.			
*These institutions did not submit salary data for Lecturers.			
Sources: <i>Academe</i> , "The Annual Report on the Economic Status of the Profession 2014-15", March/April 2015, Vol. 101, No. 2. <i>Academe</i> , "Corrections to the 2014-15 Annual Report on the Economic Status of the Profession", July/August 2015, Vol. 101, No. 4. Data file provided by the AAUP.			

TABLE 6 Average Faculty Salaries (000's) and Ranking at Public AAU/ARL Institutions, 2014-15			
LIBRARIANS			
Name of Institution	No. of Filled Positions	Average Salary <sup>1</sup>	Rank
University of California-Davis	33	\$99.8	1
Rutgers University-New Brunswick	87	93.6	2
University of California-Berkeley	79	93.1	3
University of California-Los Angeles	140	87.5	4
University of California-San Diego	89	84.3	5
University of California-Irvine	46	84.1	6
University of California-Santa Barbara	62	82.9	7
UNIVERSITY OF PITTSBURGH	54	81.2	8
State University of New York-Buffalo	63	77.6	9
University of Kansas	48	77.0	10
Purdue University-Main	65	76.8	11
Michigan State University	75	76.1	12
University of Maryland-College Park	74	75.8	13
Pennsylvania State University	147	75.4	14
University of Illinois-Urbana	142	75.1	15
University of Michigan-Ann Arbor	139	74.9	16
University of Minnesota-Twin Cities	108	74.6	17
Georgia Institute of Technology	47	74.2	18
University of Arizona	46	74.2	18
University of Washington	108	71.7	20
Texas A & M University	113	70.8	21
University of Virginia	108	70.7	22
University of Colorado-Boulder	38	69.9	23
University of Florida	66	68.8	24
University of North Carolina-Chapel Hill	88	68.4	25
University of Wisconsin-Madison	132	68.4	25
State University of New York-Stony Brook	54	68.2	27
Ohio State University-Main	108	67.6	28
Iowa State University	42	67.0	29
University of Oregon	74	66.5	30
Indiana University-Bloomington	77	65.8	31
University of Iowa	73	62.5	32
University of Texas-Austin	139	62.0	33
University of Missouri-Columbia	40	59.5	34
<sup>1</sup> Librarian salaries are reported on a 12-month basis.			
Source: <i>ARL Annual Salary Survey, 2014-15</i> data provided by the Association of Research Libraries.			



# Exchanging ideas on

If the University is to succeed in meaningful, sustainable community engagement, “We have to get the right people here and mobilize their efforts right away. And once we have attracted and involved these people, we must have the infrastructure necessary to support them and the policies that are going to keep them here,” keynote speaker Lina Dostilio told nearly 70 Pitt faculty members at a recent idea exchange on academically-based community engagement.

The first-ever forum of its kind drew nearly 70 faculty members to the William Pitt Union Sept. 25 for an afternoon that included roundtable discussions, a networking reception and a poster session that featured more than 30 examples of Pitt faculty members’ community engagement work.

Academic community engagement has a solid history with documented positive effects. “So, why do we struggle as a field? And how do we move this forward?” asked Dostilio, a faculty member in education at Duquesne University and director of Duquesne’s academic community engagement initiatives. Dostilio’s keynote: “The Research University in the Public Sphere: Community-oriented Teaching and Scholarship,” drew on her more than 15 years of work in consulting and community engagement.

“Why do I consult with so many campuses who are struggling to figure out how to institutionalize community engagement in their core functions of teaching and research?” And why do institutions with strong programs fail to effect cultural and systemic change? she asked.

She characterized the problem as threefold:

- “We do not induct students and faculty into the academy in a way that prioritizes community engagement.”
- “We have not developed the policies and infrastructure that are necessary to sustain and deepen community involvement over time.”
- “And we’ve missed the forest for the trees, favoring more community engagement over depth of civic involvement.”

The positive impacts of service learning on college student learning had been well documented by the dawn of the 21st century. Community-based participatory research had gained a foothold across a broad range of fields including environmental science, sociology, health science and social work. Public and private funding sources were incentivizing community-based university partnership centers.

By 2000, “Community-campus engagement, — be it volunteerism, service learning, community-based research or



Kimberly K. Barlow/University Times

community-based partnerships — had been pulled from the periphery to the mainstream of higher education,” Dostilio said.

“Most campuses had a volunteerism office and a proliferation of student-led community service initiatives. There were at least a few faculty on each college campus using service-learning pedagogy,” she said.

“We need to recognize that a student who graduated in 2000 is likely to have a community engagement experience at an institution of higher education,” she said, adding that today’s junior faculty members are products of that environment.

“Faculty are walking in the door having familiarity with this and wanting to do more of it,” Dostilio said. “We really need to get a sense of how to welcome, induct and mobilize those folks right off the bat.”

In addition, women and faculty of color are more likely to choose forms of community-engaged teaching and research, she said, adding that community-oriented faculty members are more likely to build their disciplinary expertise as a way to effect change, rather than to view it as a means unto itself.

“Those same faculty are more likely to seek out interdisciplinary

opportunities for that same reason. It has the ability to effect change,” Dostilio said.

“If we want to attract vibrant diverse faculty who are more eager to collaborate across disciplines, they are going to expect that community engagement is a pathway available to them,” she said.

The incoming generation of faculty is eager to get started, she said. “They don’t want to wait. They’re ready. And they can do it. ... They’re really good at this work.”

She said they also are likely to vote with their feet, moving on to work in other sectors if they can’t fulfill their desire to change the world in academia.

“We need to acknowledge that if we don’t have sufficient policies and infrastructure to support and retain their involvement, we will lose them.”

One signal of an institution’s commitment is the Carnegie Foundation for the Advancement of Teaching elective classification for community engagement, which requires an extensive institutional self-study. Only 361 institutions across the United States have the classification.

“It is the only national recognition of the degree to which an institution has threaded com-

“It’s difficult to create a campus culture of community engagement when there are no clearly articulated incentives for faculty to prioritize this work,” she said.

## New policies needed

Community engagement is “pretty counter-normative” to higher education, particularly in institutions where high value is placed on solitary work that’s reviewed by peer experts, she said. “If we don’t have policies that make it safe, and make it encouraged and make it accessible, we’re really going to struggle to keep faculty members involved,” she said.

Community-based research projects may require a longer timeline, may rely on assessment by peer experts outside academia and may be disseminated beyond traditional scholarly outlets.

Nevertheless, excellent community-engaged teaching and research is rigorous, it is able to withstand scrutiny by peers and it contributes to the construction and dissemination of knowledge, Dostilio said.

Proponents of policy revision as it relates to faculty rewards are “not at all suggesting that community-engaged teaching and research be privileged above, or greater than, other forms of scholarship, but that at least we create a format in which community-engaged scholarship is legitimate: It’s among the options available to us,” she said.

Faculty must step up to advocate for the necessary infrastructure and new policies, she said.

“It’s about grassroots change that also has support of top-level leadership. It’s a bottom-up/top down, both-and approach,” Dostilio said.

## Depth over breadth

While the number of community-engaged courses and community-based research projects has increased exponentially, “We most often see charitable forms of service and really apolitical forms of this work,” Dostilio said, reiterating, “We’ve missed the forest for the trees.”

She said, “The reasons why we pursue community-engaged teaching and research are that it enhances students’ disciplinary and civic learning. It keeps our scholarship current and relevant ... and it positively contributes to our local communities,” she said. “We do this work because it makes the world better. ... We do this so that we can address the systemic issues causing poverty, environmental degradation and discrimination and a general narrowing of who is effectively able to participate in our public decision-making processes.”

Dostilio argued that attention to the civil goals that animate

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# COMMUNITY ENGAGEMENT

CONTINUED FROM PAGE 6

community-engaged teaching and research has been lost. “There are a number of institutions that are ever-intent on going with ‘numbers of students and days of service,’ ‘numbers of bags of trash picked up’ and ‘numbers of service opportunities and service-learning classes.’

“Those are helpful metrics to understand the broadening of this work,” she said. “But as we attend to broadening, we also have to attend to the deepening of our impact.”

## Advice for advancing

In closing, Dostilio offered 10 recommendations for advancing the University’s civic engagement:

- The University should pursue the Carnegie classification and join groups such as The Research University Civic Engagement Network and the Coalition of Urban and Metropolitan Universities.

“Those three will provide the opportunity to have institutional reflection and to interact with peers who are struggling in the same contexts,” she said.

- Tell the story of Pitt’s community engagement throughout the recruitment, hiring and induction of faculty and enrollment of students — and mobilize people quickly when they join the University community.

• “Think about building infrastructure in your academic affairs division that can coordinate and support these efforts,” she said.

- Develop ways to measure the outcomes of engaged teaching and research, including student learning, faculty productivity and impact on the community.

• Address faculty reward policies and align what is articulated as important with the activities that actually are rewarded, she advised. And, if reward policies can’t be changed, creating models for fitting community-engaged work into those indicators — in ways that portray it as rigorous and disciplinarily relevant, seminal and peer reviewable — is a must.

- Develop principles that emphasize attention to civic development and guide research toward best practices in community engagement.

• “It’s very smart for you to think about making investments in the development of infrastructure in authentic assessment and generously to support faculty development across the spectrum of faculty who might do this work,” she said.

• “It’s important to initiate conversation about the continuum of our students’ civic development and how the civic purposes of higher education map with what we’re already doing.

“We’ve got these disparate programs, learning experiences and initiatives. We need to map those and try to figure out at a degree program level, at a school level

and at an institutional level: Are we actually creating continuums for civic development?”

• She said the University is perhaps the most sought after institution in the region among civic and community leaders who seek to collaborate. It should play to that strength and apply broad University expertise toward community projects and problem solving, she said. “I think that being able to onramp faculty into those larger multidisciplinary and interdisciplinary opportunities is really important,” she added.

• And, Dostilio said, the University already is engaging in one of the most important factors by connecting individuals who

already are involved in the area of community engagement.

“Because this work is counter-normative, and because it’s very solitary, you need to be able to provide an organizing space for people,” she said.

“You’ve got to build community amongst the institution’s early adopters — and you’re already doing that,” she said.

## Roundtable discussions

Some common themes emerged from roundtable discussions in which participants pondered the challenges and opportunities for greater University-community engagement; how Pitt could more effectively

support faculty in community engagement work; and how the University community’s collective impact might be enhanced.

Many saw the need for a University-wide investment in this area, recommending a centralized office clearinghouse and website to coordinate efforts, connect people with opportunities and raise awareness of the work that’s going on.

Some recommended inventorying current opportunities and existing expertise, and finding ways to strategically connect newcomers on campus with people already engaged in work in their areas of interest.

Others suggested finding



Photos by Kimberly K. Barlow/University Times

Above, left: Lina Dostilio, director of Duquesne University’s academic community engagement initiatives, shared her expertise with participants in Pitt’s first-ever academically based community engagement idea exchange. Her keynote address, “The Research University in the Public Sphere: Community-oriented Teaching and Scholarship,” included recommendations for advancing community engagement at Pitt. More than 70 faculty members participated in the Sept. 25 event at the William Pitt Union that included roundtable discussions, a networking reception and a poster session that highlighted the range of Pitt faculty members’ community engagement work.

Above, right: School of Education faculty member Maureen K. Porter closed the session with a poem inspired by her own international service learning experience in South America, yet applicable to all forms of community engagement. She read, in part:

... “To engage in international service learning is:  
Not to refuse to start just because the work will never be finished  
To step forward to complete what cannot wait until tomorrow to be done  
To dare to take yourself seriously, and  
To accept the consequences of the audacious truth that what you do really does matter. ...”



ways to engage students early, with some advocating for making community engagement a degree requirement.

The Sept. 25 Academically Based Community Engagement Idea Exchange stemmed from the University Honors College’s community engagement initiative and was supported by the Office of PittServes, the Office of Community and Governmental Relations and a committee of faculty from social work, business, education and nursing.

School of Social Work faculty member Tracy Soska, chair of community organization and social action concentration chair, called the event “an opportunity for faculty to network around our common engagement work and learn and deepen how we connect service work to our teaching and our research.”

He said the idea exchange “is really an important step in furthering this collaborative dialogue and a chance for strengthening our faculty work with our public service through our teaching and research — hopefully as a center of excellence here at our University.”

Paul Supowitz, vice chancellor for community relations, told faculty that the idea exchange reaffirms the importance of these efforts University-wide. He added that the timing is ideal, given the strategic planning that is underway.

“There couldn’t be a better time to have this kind of conversation,” Supowitz said, noting that academically based community engagement supports, promotes and informs all five of Pitt’s strategic goals: academic excellence; research impact; strengthening communities; building foundational strength; and embracing diversity and inclusion.

“Everywhere you look there are good things happening in this realm,” he said, citing as examples Pitt’s partnerships in the Hill District and Homewood neighborhoods, its contributions toward broadening access to public data via the Western Pennsylvania Regional Data Center and an upcoming multi-university forum on campus on the subject of addressing underage drinking.

“There are countless examples of the engagement that exists around us. That means that there are countless opportunities for us, for our students and for our communities,” he said.

The service learning idea exchange proceedings can be viewed at <https://pitt.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=04089756-14f3-4e16-95ec-869c2a0cbe1d>.

Other resources are posted at [www.honorscollege.pitt.edu/abce](http://www.honorscollege.pitt.edu/abce).

—Kimberly K. Barlow



# Trustees OK \$23 million for Murtha Center at Johnstown

Trustees have approved \$23 million in funding for a revamped John P. Murtha Center for Public Service and National Competitiveness at Pitt-Johnstown. The center will provide a multipurpose space for hosting workshops, academic symposia, student assemblies and other civic events.

The board's property and facilities committee approved the expenditure in a Sept. 28 meeting in which it also okayed \$2.6 million in elevator upgrades at Sutherland Hall and five leases, including one that will move the Office of Finance off campus to facilitate plans for a larger staff. *(See related story, this page.)*

### Murtha Center

The center is named for the late U.S. Rep. Murtha, a Democrat who served Pennsylvania's 12th District (which includes Johnstown) from 1974 until his death in 2010.

The University was chosen as the repository for the papers and memorabilia of the late congressman, a UPJ alumnus.

Plans for the Murtha Center have been in flux over the past five years, with the project at times encompassing a standalone building; at others, a building addition. *(See Sept. 12, 2013, University Times.)*

The project now has three components: a 7,400-square-foot building to be constructed on Kunk's Drive, as well as renovations in the Engineering and Science Building and the physics labs in Krebs Hall. Construction is scheduled to begin in November, with completion anticipated in December 2016.

- The new John P. Murtha Center for Public Service building will include a multipurpose room, the museum exhibit space and administrative offices. It is designed to achieve LEED Silver certification.

- UPJ's Engineering and Science Building, which houses UPJ's chemistry and engineering departments, will be renamed the John P. Murtha Engineering and Science Building.

Renovations include infrastructure and exterior upgrades, including construction of a new connector corridor to the Nursing Building and a new covered entrance, roof, windows and doors.

Inside, approximately 66,400 square feet of space will be renovated in a project designed to achieve LEED Silver certification. Existing labs, support spaces, classrooms, offices and conference/seminar rooms will be reconfigured and restrooms will be upgraded to comply with the Americans With Disabilities Act.

- Approximately 2,500 square feet of space on the lower level of Krebs Hall will be renovated for two physics labs and associated spaces. The work includes general refinishing and casework modifications, according to trustees committee documents.

□ The \$23 million project will be funded through \$12.75 million in University funds (\$6 million in bond proceeds, \$2.05 million in

UPJ plant funds, \$2 million in UPJ auxiliary reserves, \$1.7 million in depreciation reserves and \$1 million in provost reserves) plus \$10 million in state redevelopment assistance capital program grant funds and a \$250,000 gift from the John P. Murtha Foundation.

Trustees documents indicate an estimated \$57,600 in new annual operating expenses, with estimated annual operating costs totaling \$447,909 when debt service is included.

### Elevator renovations

The eight elevators in Sutherland Hall will be upgraded to improve reliability and energy efficiency and cut maintenance costs.

The 739-bed residence hall, which includes a 10-story tower and a 12-story tower, was constructed in 1992. However, the building's eight elevators use technology that's no longer supported by the manufacturers, according to trustees background documents.

Arthur G. Ramicone, senior vice chancellor, chief financial officer and interim executive vice chancellor, said: "Those elevators are not as reliable as we'd like them to be. They're old technology. We're having trouble getting replacement parts. ... There's a lot of disruption to moving the students and staff up and down."

The \$2.6 million project will be funded through auxiliary reserves.

### Lease renewals

The committee approved lease renewals for:

- Western Psychiatric Institute and Clinic's research projects housed in One Sterling Plaza, 201 N. Craig Street.

The five-year lease covers 27,011 square feet of space on the building's 2nd and 4th floors to house WPIC's Pittsburgh Youth Study; the program for military

sleep tactics and resilience and the women's health and behavior program. The initial annual cost for the space is \$823,835.50.

- University of Pittsburgh Cancer Institute projects, housed on the 3rd and 5th floors of One Sterling Plaza. The five-year lease

for 22,426 square feet of space has an initial annual cost of \$683,933.

UPCI has received sub-awards totaling \$4.16 million for work through July 2019 in support of the NRG Oncology National Clinical Trials Network statistical and data management center and the National Cancer Institute community oncology research program.

- The School of Social Work's Pennsylvania Child Welfare Resource Center, which occupies 39,670 square feet of office and

training space at 403 East Wind-ing Hill Road in Mechanicsburg.

The 10-year lease renewal has an initial annual cost of \$803,317.50.

- The School of Dental Medicine's Center for Craniofacial and Dental Genetics, which occupies the 4th and 5th floors of Bridge-side Point One at 100 Technology Drive.

The five-year lease for 21,941 square feet of space has an initial annual cost of \$561,302.

—Kimberly K. Barlow ■



Construction is scheduled to begin next month at Pitt-Johnstown on the John P. Murtha Center for Public Service and National Competitiveness. Above: The proposed Murtha Center, to be built on Kunk's Drive on the UPJ campus, will include a multipurpose room and museum exhibit space.

Below: The project includes renovations to UPJ's Engineering and Science Building, which is being renamed the John P. Murtha Engineering and Science Building. In addition to interior renovations, exterior upgrades include a new covered entrance and a connector corridor to the Nursing Building.



# Office of Finance moving out of CL

The Office of Finance is moving to a new office building off campus to prepare for future growth.

Arthur G. Ramicone, senior vice chancellor, chief financial officer and interim executive vice chancellor, said the University

intends to add a dozen people to Chief Investment Officer and Treasurer Amy Marsh's staff within the next two years, due to growth in the size and complexity of the University's endowment funds.

About 20 current staff mem-

bers in the Office of Finance, including Pitt's investment officer and treasurer's staff, will make the move to a new office building currently under construction behind Ruskin Hall, Ramicone said.

The Board of Trustees property and facilities committee

on Sept. 28 approved a 10-year lease between the University and landlord Schenley Place LP that will move the finance office from the 24th and 25th floors of the Cathedral of Learning to the new Schenley Place building.

The lease is set to begin Dec. 1 at an initial annual cost of \$448,206 for 13,852 square feet of office space.

The seven-story office building is under construction on the site of a former surface parking lot at 4420 Bayard Street.

"The lease is written for December, so they're saying it will be available," Ramicone said, adding that the move could be delayed until January if necessary.

Who will move into the vacated Cathedral of Learning space has yet to be determined, Ramicone said. He noted that the Office of the Chief Financial Officer has lost space amid ongoing elevator renovations that have reclaimed lobby areas on some of the upper floors in the Cathedral of Learning.

—Kimberly K. Barlow ■



Kimberly K. Barlow/University Times

# Police chief delivers CRSP lecture

# McLay's Rx for fixing police-community relations

"The reason that I'm here today," Pittsburgh Bureau of Police Chief Cameron McLay told a packed room in the School of Social Work's Center for Race and Social Problems, "is I realized probably in the latest seven or eight years of my career that my organization was having a struggle ... and my profession was in something of a crisis. We were experiencing a crisis of legitimacy."

His talk, "Policing Reform, Community & Ethical Leadership" on Sept. 17 opened the center's Buchanan Ingersoll & Rooney PC fall speaker series just a few days after McLay's first anniversary on the job.

McLay was introduced by Susan Yohe, Buchanan Ingersoll's chief diversity and inclusion officer, who noted that the police leader had more than 30 years' experience with the Madison, Wisconsin, force and had taught police supervision courses at the International Association of Chiefs of Police.

McLay arrived here in 2014, she said, at "that moment when we just might have a shot at getting it right" in Pittsburgh's police-community relations, police accountability and police hiring diversity.

While it may be too early to see a large impact from McLay's leadership on the ground, Yohe noted a major change in attitude from previous police leaders. A few months after McLay took over here, he visited a coffee shop and talked to local activists about unconscious racial bias among police and community members. Then he posed for a photo with their sign that read, "I resolve to challenge racism at work. #end-whitesilence." The photo was widely circulated on social media.

Some of his officers reportedly were upset at the photo, believing it was accusing the police of racism. But McLay didn't back down and never apologized for his action, simply saying he would reach out to his officers about the subject. "Chief McLay sees problems as opportunities," Yohe said, "because he sees what he is doing now is part of a long, long game."

McLay called himself "a very serious student of organizational leadership and managing the change process." He said he long ago realized that the communities most affected by police actions are those that are most frustrated with police practices.

Prior to his arrival, the attitude among Pittsburgh police too often was "we know how to be the cops, you get out of our way," McLay said.

When police note reported violent crimes by placing pins on a map, those pins mostly are in poor black communities and downtown areas. "Put the cops on the dots" — deploying them near previous crimes, and using reasonable suspicions to stop and frisk people — was the long-thought method of responding to such incidents. It took a while for McLay and his fellow cops to realize they needed to consult

community leaders and residents about their crime prevention ideas.

While police still use crime maps, they also now are "making sure we maintain those relational lines of communications," he said.

The No. 1 hindrance to police-community relations was what McLay called a "false narrative" that fueled distrust between the police and the community. He said too many community members were thinking, "The cops hate us. They're racists. They mean us harm. If they really wanted to fix the problems that plague us, they could do so," while police are thinking of the community: "They all hate us. They side with the criminals. They mean to do us harm."

McLay stressed that the majority of police, in his experience, take seriously their pledge to act professionally, but he admitted that "respecting constitutional rights for all" is one part of the pledge police too often disregard.

While society's problems don't begin or end with police-community relations, he said, "we are society's force agents ... so we are the most obvious source of friction."

"The prescription for repairing what was broken," he added, "was by restoring the integrity of the leadership system." □

McLay began to question police practices in the mid-1990s in Madison, when a crack cocaine epidemic brought open-air drug markets to this college town for the first time.

Freshly appointed to the local drug task force and not knowing what to do, McLay joined his fellow cops in continuing to patrol the neighborhoods where drugs were most prevalent. He recalled asking to expand patrols to the local university area, but his request was turned down.

In response to the epidemic, the police were concentrated in certain Madison neighborhoods, which made the residents feel as if they were under attack. "I remember being horribly perplexed, not knowing what we were doing wrong," McLay said. So police initiated discussions with community leaders, who asked whether police knew what it felt like to be the targets of such patrols.

"It was an eye opener to realize we've got to come to a shared diagnosis" about what was needed to combat the drug traffic and how it should be done, McLay said. "We were causing a lot of collateral damage. Officers are trying to do the right thing but sometimes we get it horribly wrong."

In fact, a 2013 report, "State of the Science, Implicit Bias" by the Kirwan Institute for the Study of Race and Ethnicity at Ohio State, found that Wisconsin, and Madison's Dane County in particular, had the highest rate in the United States of black arrests and black traffic stops compared to black population levels.

Sure, there is some racism among cops, McLay said, but "I do believe that is not the predominant driver behind our problem."

The top cause was unconscious bias, he discovered, based partly on the findings of Patricia Devine, a professor of psychology at the University of Wisconsin. Her research showed that police who spent all their time in black neighborhoods arresting black people came unconsciously to associate being black with being a criminal. The reverse was true as well — African Americans who saw cops only as arresting officers stopped believing that police were there to protect and serve.

"All of this occurs at the sub-intentional level," McLay said. However, training for police to overcome such biases now is available. "I went through this training and I was scared," he said, because as an officer who trained fellow police in use-of-force parameters, McLay knew such training relied on officers' reasonable judgments of threat levels. Their split-second judgments also must help them make the right decision about when to use voice, hands, pepper spray or anything else, up to and

including their guns, to control a situation.

But what if their perceptions were unreasonable due to unconscious biases? McLay asked.

To get past such biases, police officers not only will need to become aware of such biases but also must experience more positive interactions in black neighborhoods, he said.

During the next two years, McLay said, all Pittsburgh police officers will receive training to become aware of and combat unconscious bias; will be asked to get to know community members better; and will receive training in dealing with social problems that historically have received decreased support from government agencies, such as homelessness, mental health issues and substance abuse.

McLay had some familiarity with Pittsburgh before he accepted his new position: His family lived in Mt. Lebanon for a few years in the 1970s, and his mother lives there still. Research-

ing Pittsburgh's police department prior to his interview for the chief's job last year, he realized "the root cause of the problems of the Pittsburgh Bureau of Police ... it had started operating as a closed system," lacking accountability to the community. The department needed to concentrate on making neighborhoods safer, rather than increasing the number of arrests.

City officials apparently agreed with such an assessment, for soon after McLay was hired Mayor Bill Peduto asked him to create data-driven community policing and repair morale among police. "That one was tough," he said of the latter task. He realized: "I need to disperse leadership throughout the organization, [which will] have people motivated by a common vision and aiming at a common goal" — an undertaking he has begun to accomplish, he said. "I feel we are on the verge of something right," he concluded, adding: "I'm pretty sure we're going to need your help."

—Marty Levine ■



Pittsburgh Police Chief Cameron McLay.

# TIAA rep advises retirees to take smaller monthly payouts

New single recordkeeping for holders of TIAA-CREF and Vanguard retirement accounts has revealed that more Pitt employees need to annuitize their benefits — choose to receive smaller monthly payouts through their lifetime, rather than a single lump-sum payment on retirement, according to a representative of TIAA-CREF.

Jay Mahoney, relationship manager in TIAA-CREF's Pittsburgh office, spoke to a meeting of the University Senate benefits and welfare committee on Sept. 17. He said Pitt, which helped create TIAA in 1918, has a large number of employees participating in the service, with \$4.5 billion in assets invested between it and Vanguard.

The average retirement account balance for Pitt employees is \$186,933 today.

Mahoney said that new hires increasingly are investing their

retirement income in targeted-date funds, also known as life-cycle funds, which use more conservative investments as the participant gets older. But usually this more cautious approach will not produce enough interest to provide retirement income for the rest of the retiree's life, he said.

About 1,700 current retirees take annuities, with \$36.95 for million a year going to former Pitt employees. But only 70 of those people are getting monthly income from Vanguard funds; the other 1,630 of the annuities are from TIAA-CREF.

"So that's a real challenge for us: We have the education to do" to convince particularly Vanguard participants of the wisdom of annuitizing their payouts, Mahoney said.

He pointed to TIAA's traditional fund as one potential fund that will let current employees in effect create their own pension

plan. That means gaining enough interest to allow a monthly 4 percent withdrawal upon retirement, which should last the average lifetime.

TIAA-CREF participants on average live to 88, Mahoney said. If the participant is married, at least one spouse is expected to live to 95. And the median retirement age is 68 for faculty and 65 for staff, noted John Kozar, assistant vice chancellor for Human Resources.

"In general, faculty live two years longer than the general populace," Mahoney added.

In several months, the TIAA-CREF/Vanguard recordkeeping site will begin to show participants their potential income replacement — what their funds will generate as retirement income, including their Social Security — which today can only be done with the use of a special site tool. —Marty Levine ■



# Administrators: Time for action on strategic plan

CONTINUED FROM PAGE 1

as they develop their own plans. “I actually think the majority of what we’re going to be doing as a community is embedded in these alignment activities,” he said. While taking the planning process to so many different places is “messy,” he said, “that’s also good news because it means there’s a chance for a lot of people to be actively involved.” Collective activities are another aspect, he said. “There are some things that transcend and are bigger than any one part of the

University and yet impact us all. This plan can be a catalyst for which of those things are most important.” In addition, the working groups have been contemplating potentially high-impact “signature initiatives.” Gallagher said the plan’s momentum and community’s enthusiasm have continued to rise. “These things can be met with skepticism; they can be met with indifference. ... But I really think that if we do this the right way, this

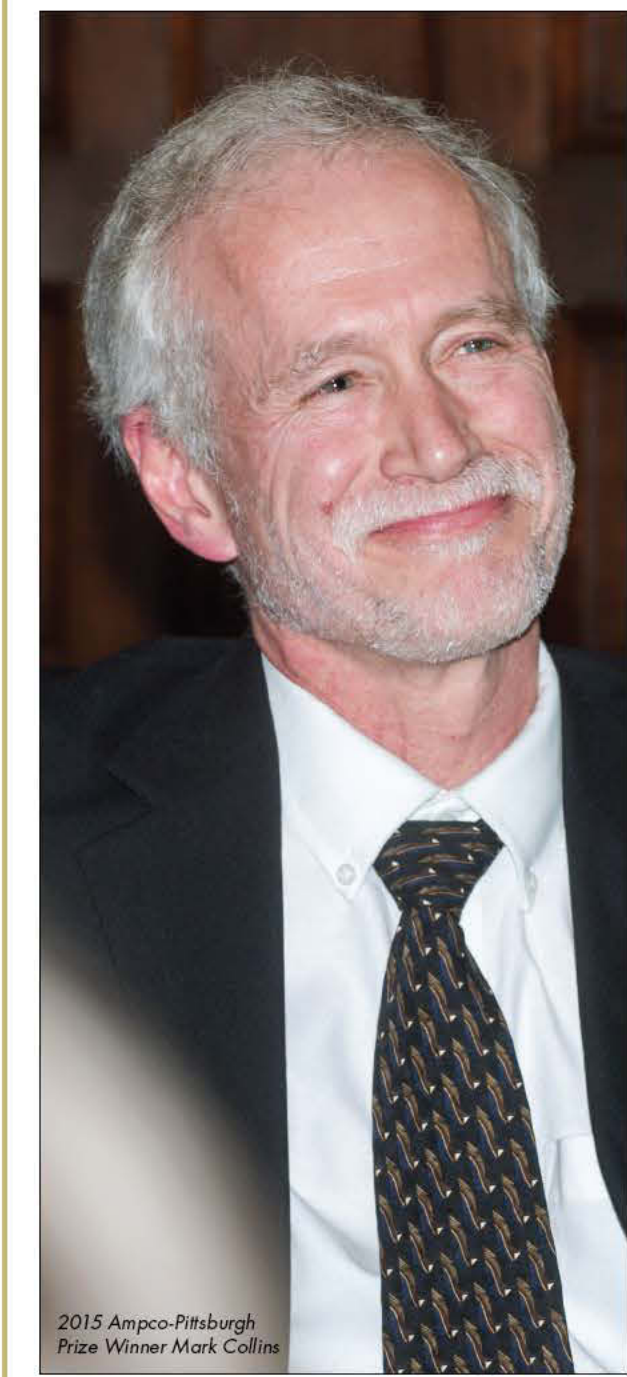
can be a powerful set of common goals that we share, that we will actually lean on and improve. “They are not things that I think are static: It’s a way of us deciding those collective things that make us all better. And if we do it that way, I really think that this messy but collective work will really pay great dividends.” **Creating an ecosystem that supports success** Provost Patricia E. Beeson elaborated on how Pitt can

be the institution it aspires to be. “It became apparent to us that for the University to continue to become stronger, to continue to be a more impactful institution, what we really were talking about was creating an ecosystem in which the faculty, the students, the staff can all attain excellence,” she said. “A great University ecosystem is one that’s going to allow individual graduates to meet their personal goals, be they professional goals, their life goals or their academic goals.

“It’s an environment that allows our faculty to teach effectively; it allows our researchers to maximize their creative potential, and it allows our staff to excel in the work that they do to support the excellence of the University,” said Beeson. “It’s an environment that is focused on the lifelong success of its students. It’s an environment that supports collaboration inside and outside the University. It’s an environment that uses evidence-based practices to support student engagement and learning. It’s an environment that’s creative and innovative,” she said. “It’s a diverse environment. It’s one that features a strong culture of mentorship for staff, faculty and students. It pays attention to individuals and supports their success. It’s a safe and welcoming and supportive environment. “It’s an environment where

**Engagement sessions targeting various University constituencies have been scheduled and plans for University-wide town hall meetings are in the works as implementation of the University’s strategic plan gets underway, David DeJong, executive vice provost, told the University Times.** • **Faculty:** DeJong is scheduled to discuss the plan at Faculty Assembly’s meeting at 3 p.m. Oct. 6 in 2700 Posvar Hall. • **Students:** An engagement session with students is set for 5:30-7 p.m. Oct. 6 in the William Pitt Union ballroom. • **Staff:** An engagement session sponsored by the Staff Association Council is set for noon-1:30 p.m. Nov. 6 in the WPU ballroom. • **PBC members:** In addition, sessions that will focus on how individual units can align their plans with the strategic plan have been tailored for members of planning and budgeting committees (and the equivalent entities in areas that have no PBCs), DeJong said. The three invitation-only sessions are set for 10 a.m. Oct. 7 and 1:30 p.m. Oct. 8 in 2500 Posvar Hall and 2 p.m. Oct. 9 in 2700 Posvar Hall. Details have yet to be finalized for University-wide town hall-style meetings that will be linked live to Pitt’s regional campuses. Two or three sessions are planned in the coming weeks but dates have yet to be set. The town halls likely will take place later in October and possibly in early November, DeJong said.

Some dates set for sessions on plan



2015 Ampco-Pittsburgh Prize Winner Mark Collins

## Nominate an Outstanding Advisor for the Ampco-Pittsburgh Prize

From October 1 through October 31, 2015, the Kenneth P. Dietrich School of Arts and Sciences will accept nominations for the **Ampco-Pittsburgh Prize for Excellence in Advising**. This annual award recognizes outstanding faculty academic advising of Dietrich School undergraduate students. The winner receives a onetime cash award of \$4,000.

### Eligibility

- ◆ Must be a Dietrich School of Arts and Sciences faculty member with a regular full-time appointment
- ◆ Must have been a departmental advisor for at least three years on the Pittsburgh campus
- ◆ Must receive nominations from the department chair and from two or more current or former undergraduate advisees

### Nominations

- ◆ Faculty and students may submit nomination letters to Dietrich School of Arts and Sciences Associate Dean for Undergraduate Studies John A. Twyning at 140 Thackeray Hall.
- ◆ A letter from the chair of the department is required explaining the advising model used, the perspective on the nominee’s advising appointment and caseload, and how the faculty member has demonstrated excellence in academic advising.
- ◆ A letter from at least two current or former undergraduate advisees is required describing how the faculty member’s advice impacted the academic and career goals of the advisees.

### Selection

The prize winner will be selected by the Dietrich School of Arts and Sciences Undergraduate Council and will be announced in spring 2016.

**For more information, contact Z Taylor at eht3@pitt.edu or visit as.pitt.edu/teaching/ampco-pittsburgh-prize.**

UNIVERSITY OF PITTSBURGH  
The DIETRICH School of Arts & Sciences

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## African-American student retention

# Retain students by mentoring them, speaker advises

**“S**tudents tend to look first to their faculty as mentors, and institutions could do more” to train mentors, advised Alfred Moyé, keynote speaker at the Dietrich School of Arts and Sciences’ Sept. 25 African-American student retention symposium.

“All mentors are teachers but not all teachers are mentors,” he added.

Moyé used his own life to illustrate the best way to be a mentor. He received his master’s degree in chemistry from Pitt and was a chemistry professor and vice chancellor of student affairs here. Today he is a Pitt emeritus trustee and a member of the boards of visitors for the Dietrich school and the School of Information Sciences.

But Moyé was born poor in small-town Maryland, growing up at first in houses without indoor plumbing or electricity and being bused past his local elementary school to attend a two-room building labeled “for colored children,” he said.

His experience with effective

mentoring began when he was 14 and his family moved to Washington, D.C. There he attended a much larger all-black public school with strict rules and high academic standards, and a principal who displayed the attitude: “You will succeed despite yourself, and we are here to make that happen.”

“I don’t remember giving college much thought, but I always knew I would go to college,” Moyé recalled. While no adult talked to him about college directly, he explained, they modeled the behavior, employing black teachers with PhDs and introducing the students to others who had gone to college.

At West Virginia Wesleyan, being poor alongside white students who were poor created a bond that bypassed race. While Moyé had never participated in sports before, at a white friend’s urging he tried out for the track team, and later joined the college choir. “These activities made me feel more a part of the campus,” he said.

He was mentored by several

faculty, including one who hired him as a lab coordinator and instructor, helped train him to be a TA and insisted he attend the University of Michigan for graduate school, where Moyé began his post-graduate studies. Another mentor helped Moyé move to Pitt to complete his graduate work.

As a dorm counselor in the Towers, he quickly learned “the value of engagement” — participating in school activities, receiving mentoring from faculty — in retaining students. “Research now shows when students are engaged, they stay,” he said.

He brought that lesson to the

corporate world. While working for Hewlett Packard designing and running career advancement training programs for their engineers, he noticed that no African Americans at HP were taking advantage of this training. He recalled cautioning them: “You’re keeping your nose to the grindstone while your colleagues are working toward the future.”

To those attending the Pitt retention seminar, he said: “I know what we’re trying to do here and I really applaud it. But I really wonder how well the faculty know of all the opportunities here.” He encouraged participants to



Alfred Moyé

Mike Draczkowski/CDDC

let faculty know “how they can make life better for all students, particularly African-American students.” It starts with simple steps, he said: Learn their names and call on them during class. “I managed the classroom so the hand-wavers didn’t dominate,” Moyé said. The young black people in his class “couldn’t hide among the 99 students.”

He said the key to retaining African-American students is modeling how to maintain a sense of self while encouraging growth and change.

“Mentoring is not telling them what to think,” Moyé said; rather, it is a method of drawing out students’ own thoughts, dreams and plans and helping them come to fruition.

Some of the best advice he has heard on mentoring: “The first thing you should do when someone comes in with a question is to not answer.” Instead, say, “What options have you considered?”

Personal attention is crucial, Moyé said: “I felt that my best teaching was done in the office, in the small groups or individually.” Some of the important lessons he learned stemmed from counseling those who received bad grades that they were not failures. He told them they were simply not meeting the expectations of this class and this professor at this time — and that there was room to try again and to improve.

“If you are an adult on a campus, you are a role model,” he concluded. “The choice is what sort of role model you want to be.” —Marty Levine

# Bellet Teaching Awards Call for Nominations

From October 1 through October 31, 2015, the Kenneth P. Dietrich School of Arts and Sciences will accept nominations for the 2016 **Tina & David Bellet Teaching Excellence Awards**. These annual awards recognize extraordinary achievement and innovation in undergraduate teaching. Winners receive a onetime stipend of \$6,000.

### Eligibility Requirements

- ◆ Must be a Dietrich School of Arts and Sciences faculty member with a regular full-time appointment who teaches undergraduate students
- ◆ Must have taught for at least three years on the Pittsburgh campus
- ◆ Must receive three or more nominations

Eligible nominees will be notified and invited to submit a dossier for further consideration by the Bellet Awards committee.

Faculty and students may submit nomination letters to Dietrich School Associate Dean for Undergraduate Studies John A. Twyning at asundergrad@as.pitt.edu.

**For more information,** contact Carol Lynch at clynch@pitt.edu or visit our Web site at **as.pitt.edu/teaching/bellet**.

UNIVERSITY OF PITTSBURGH

The DIETRICH School of Arts & Sciences

2015 Bellet Award Winners  
Michael Glass, Urban Studies Program, and Paul Floreancig, Department of Chemistry





# SCIENCE UNLEASHED! 2015



Wednesday, 7 October through Friday, 9 October

## WEDNESDAY, 7 OCTOBER

**12:30 p.m.**  
**REGISTRATION**  
ALUMNI HALL FOYER, 1ST FLOOR

**1:30 p.m.**  
**CAREER SYMPOSIUM FOR POSTDOCS AND GRADUATE STUDENTS**  
AUDITORIUM AND CATHEDRAL VIEWS GALLERY, 7TH FLOOR  
INTRODUCTION OF SPEAKER: MEGAN L. BERTHOLOMEY, PhD  
KEYNOTE SPEAKER: DONALD P. TAYLOR, PhD, MBA, Executive-in-Residence, Pittsburgh Life Sciences Greenhouse; CEO of bioStratica, LLC  
*Exploring Your Passions and Recognizing Your Potential*  
Presented by the Office of Academic Career Development, Health Sciences and the University of Pittsburgh Postdoctoral Association.



Donald P. Taylor, PhD, MBA

**4:00 p.m.**  
**MICHAEL G. WELLS ENTREPRENEURIAL SCHOLARS LECTURE**  
AUDITORIUM, 7TH FLOOR  
INTRODUCTION OF SPEAKER: MICHAEL G. WELLS, MS, MBA  
KEYNOTE SPEAKER: GERALD VARDZEL JR., Vice President of Corporate Development and Strategic Initiatives, Global Specimen Solutions Inc.  
*Today's Commercialization Partners Are Driving Tomorrow's Innovations*



Gerald Vardzel Jr.

**4:45 p.m.**  
**MICHAEL G. WELLS STUDENT HEALTH CARE ENTREPRENEURSHIP COMPETITION WINNER ANNOUNCEMENT**  
AUDITORIUM, 7TH FLOOR  
PRESENTERS: MARC S. MALANDRO, PhD, AND MICHAEL G. WELLS, MS, MBA  
This exciting competition for Pitt students and their unique technologies is in its fifth year. The winner will receive \$10,000 for continued development of the innovation.

**5:00 p.m.**  
**OPENING RECEPTION AND TECHNOLOGY SHOWCASE**  
J.W. CONNOLLY BALLROOM, 1ST FLOOR  
All Science 2015 registrants are invited to this eagerly anticipated opening reception, featuring the highly popular Technology Showcase of Pitt innovations.  
The Wells Lecture, Wells Competition, Opening Reception, and Technology Showcase are organized and sponsored by the University of Pittsburgh Innovation Institute.



**SCIENCE AS ART**  
J.W. CONNOLLY BALLROOM, 1ST FLOOR  
THROUGHOUT SCIENCE 2015

## SCHEDULE OF EVENTS

### THURSDAY, 8 OCTOBER

**8:00 a.m.**  
**REGISTRATION**  
ALUMNI HALL FOYER, 1ST FLOOR

**9:00 a.m.**  
**SPOTLIGHT SESSION 1: ABOUT THE BRAIN**  
SCIENCE LECTURE HALL, 3RD FLOOR  
MODERATOR: PETER L. STRICK, PhD  
• SUSANNE E. AHMARI, MD, PhD—Windows on the Mind: Seeing Compulsive Brain Patterns Emerge in Mice  
• ROBERT M. FRIEDLANDER, MD, MA—Protect the Brain  
• DAVID A. LEWIS, MD—Cannabis, Cognition, and Schizophrenia: The Role of Cortical Circuitry Development  
• J. TIMOTHY GREENAMYRE, MD, PhD—Genes and Gene Therapy in Parkinson's Disease

**SPOTLIGHT SESSION 2: IMMUNOTHERAPY**  
ROOM 531  
MODERATOR: JOHN M. KIRKWOOD, MD  
• BERNARD J.C. MACATANGAY, MD—HIV Cure—Can DC Vaccines Lead Us to the Promised Land?  
• DARIO A.A. VIGNALI, PhD—Targeting Inhibitory Mechanisms in Cancer  
• WALTER J. STORKUS, PhD—Tweaking Tumors for Improved Immunotherapy Benefit  
• GREG M. DELGOFF, PhD—Marching on Its Stomach: Feeding a T Cell Army in the War on Cancer

**SPOTLIGHT SESSION 3: WE'RE ONLY HUMAN**  
ROOM 532  
MODERATOR: SUSAN M. MEYER, PhD  
• EDOUARD MACHERY, PhD—Is Morality Universal?  
• SCOTT F. KIESLING, PhD—Why We Say "Dude," "Yinz," and "Dahntahn" and Other Mysteries of Human Language  
• ANNE-MARIE OSWALD, PhD—Capturing the Circuitry that Underlies Odor Learning  
• JAPA PALLIKKATHAYIL, PhD—A Matter of Life and Death: How Society and Technology Shape Our Choices

**10:30 a.m.**  
**EXHIBIT BREAK**  
J.W. CONNOLLY BALLROOM, 1ST FLOOR

**11:00 a.m.**  
**PLENARY SESSION 1: DICKSON PRIZE IN MEDICINE LECTURE**  
AUDITORIUM, 7TH FLOOR  
WELCOME: PATRICK D. GALLAGHER, PhD  
INTRODUCTION OF SPEAKER: ARTHUR S. LEVINE, MD  
KEYNOTE SPEAKER: KARL DEISSEROTH, MD, PhD  
Optical and Chemical Tools for High-Resolution Investigation of Intact Biological Systems



Karl Deisseroth, MD, PhD

**12:30 p.m.**  
**EXHIBITS & LUNCH**  
J.W. CONNOLLY BALLROOM, 1ST FLOOR

**LUNCHTIME LEARNING 1: THE SCIENCE OF LEARNING SCIENCE**  
ROOM 532  
MODERATORS: JUAN J. MANFREDI, PhD, AND AMY L. BURKERT, PhD  
PANELISTS: CHANDRALEKHA SINGH, PhD, GRAHAM HATFULL, PhD, MARSHA LOVETT, PhD

**LUNCHTIME LEARNING 2: CODE BLACK**  
SCIENCE LECTURE HALL, 3RD FLOOR  
Join us for a screening of the riveting, ER-style documentary *Code Black*, directed by 2009 Pitt School of Medicine alumnus Ryan McGarry, MD.

## WEDNESDAY—FRIDAY, 7–9 OCTOBER • All Science 2015 events will take place in Alumni Hall.

**1:00 p.m.**  
**POSTER SESSION 1**  
J.W. CONNOLLY BALLROOM, 1ST FLOOR  
• Basic Life Science—From Molecule to Mouse  
• Translational Life Science—From Animal to Human to Community  
• Physical Science and Engineering  
• New Research Tools and Techniques

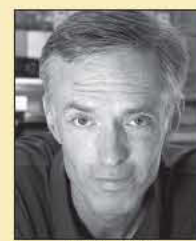
**2:00 p.m.**  
**SPOTLIGHT SESSION 4: NEW STRATEGIES FOR DEALING WITH OLD FOES**  
ROOM 532  
MODERATOR: SIMON M. BARRATT BOYES, BVSc, PhD  
• JOANNE L. FLYNN, PhD—Reactivation Tuberculosis: Predicting the Future with Imaging  
• JON P. BOYLE, PhD—A Genomic "Elephant in the Room" Approach To Understanding the Evolution of Parasite Virulence  
• WILBERT VAN PANHUIS, MD, PhD—Using Data from the Past To Improve Population Health Now: The Impact of Vaccination  
• RONALD C. MONTEJARO, PhD—New Drugs for Bad Bugs: Engineered Cationic Antimicrobial Peptides (eCAPs) To Overcome Bacterial Resistance

**SPOTLIGHT SESSION 5: FREE RADICALS UNDER CONTROL**  
SCIENCE LECTURE HALL, 3RD FLOOR  
MODERATOR: WILLIAM C. (CHET) DE GROAT, PhD  
• BRUCE A. FREEMAN, PhD—Fat Phoenix—Signaling Mediators Rising from the Fires of Inflammation  
• VALERIAN KAGAN, PhD, DSc—FATAL Signaling by Oxygenated Mitochondrial Cardiolipins  
• MARK T. GLADWIN, MD—Gases and Globins: Designing New Hemoglobin-Based Therapeutics for NO Delivery and CO Scavenging  
• ADAM C. STRAUB, PhD—"I'm Positive I Lost an Electron": Transferring Signaling Mechanisms from Red Cells to Vascular Cells

**SPOTLIGHT SESSION 6: MECHANISM MATTERS: SYSTEMS BIOLOGY IN AN AGE OF TOO MUCH INFORMATION**  
ROOM 531  
MODERATOR: JEREMY M. BERG, PhD  
• DANIEL M. ZUCKERMAN, PhD—Why Nature Let Rube Goldberg Engineer Its Most Important Machine: The Rotary Mechanism of ATP Synthase Examined by Structure-Informed Systems Biology  
• PATRICIA OPRESKO, PhD—How the Very Tips of Chromosomes Influence Biological Systems  
• ROBIN E.C. LEE, PhD—Molecular Circuits at the Crossroads of Cell Fate  
• LI LAN, MD, PhD—*In Situ* Oxidative DNA Damage Response: Mechanisms and Human Diseases

**3:30 p.m.**  
**EXHIBIT BREAK**  
J.W. CONNOLLY BALLROOM, 1ST FLOOR

**4:00 p.m.**  
**PLENARY SESSION 2: PROVOST LECTURE**  
AUDITORIUM, 7TH FLOOR  
WELCOME AND INTRODUCTION OF SPEAKER: PATRICIA E. BEESON, PhD  
KEYNOTE SPEAKER: JAMES J. COLLINS, PhD  
Life Redesign: The Emergence of Synthetic Biology



James J. Collins, PhD

**5:00 p.m.**  
**UNDERGRADUATE RESEARCH POSTER RECEPTION**  
J.W. CONNOLLY BALLROOM, 1ST FLOOR  
At a special reception open to all Science 2015 registrants, undergraduates from across the University will exhibit faculty-mentored posters in science and engineering.

Admission to all Science 2015 events is free and open to the public, but registration is required: [www.science2015.pitt.edu](http://www.science2015.pitt.edu). On-site registration will be available.

### FRIDAY, 9 OCTOBER

**8:00 a.m.**  
**REGISTRATION**  
ALUMNI HALL FOYER, 1ST FLOOR

**9:00 a.m.**  
**SPOTLIGHT SESSION 7: ON THE SURFACE: IT'S "COMPLEX"**  
ROOM 531  
MODERATOR: THOMAS E. SMITHGALL, PhD  
• GARY THOMAS, PhD—Adapting to Life's Complexity: Endosome Trafficking Meets the Nuclear Transcription Machinery  
• ROBERT J. BINDER, PhD—Heat Shock Proteins Exposed!—It Is Complex but Necessary for Immunity  
• HASSANE M. ZAROUR, MD—Manipulating the Tumor Microenvironment with Potent Immunotherapies of Cancer  
• LIN ZHANG, PhD—Placing a Bid on Stem Cell Death: A Lethal Interaction that Prevents Cancer Initiation

**SPOTLIGHT SESSION 8: "ONE HEALTH"**  
ROOM 532  
MODERATORS: DONALD S. BURKE, MD, AND MICHAEL T. LOTZE, MD  
• JOAN C. HENDRICKS, VMD, PhD—From Felines to Fruit Flies to Faculty: Evolving "One Health" Careers  
• NATHAN L. CLARK, PhD—Exploring Evolution through Genomic Variants in Mammals  
• WILLIAM A. BELTRAN, DVM, PhD—Retinitis Pigmentosa in Animals and Humans  
• SIMON M. BARRATT BOYES, BVSc, PhD—Nonhuman Primate Models to Understand HIV/AIDS and Influenza in Humans  
• MICHAEL T. LOTZE, MD—Closing: Honors "One Health" Program in Veterinary Medical Education

**SPOTLIGHT SESSION 9: STUFF YOU CAN'T SEE**  
SCIENCE LECTURE HALL, 3RD FLOOR  
MODERATOR: A. PAULA MONAGHAN-NICHOLS, PhD  
• THANOS TZOUNOPOULOS, PhD—Tracking the Course and the Role of a Metallic Neuromodulator  
• SARAH E. ROSS, PhD—Why Does Itch Make You Scratch?  
• YANG LIU, PhD—Visualizing Nanoscale Genome Organization in Cancer Progression  
• ARTHUR KOSOWSKY, PhD—Seeing the Invisible with Gravity

**10:30 a.m.**  
**EXHIBIT BREAK**  
J.W. CONNOLLY BALLROOM, 1ST FLOOR

**11:00 a.m.**  
**PLENARY SESSION 3: MELLON LECTURE**  
AUDITORIUM, 7TH FLOOR  
WELCOME AND INTRODUCTION OF SPEAKER: ARTHUR S. LEVINE, MD  
KEYNOTE SPEAKER: PAMELA J. BJÖRKMAN, PhD  
A Molecular Arms Race: The Immune System versus HIV



Pamela J. Björkman, PhD

**12:30 p.m.**  
**LUNCH & LAST CALL FOR EXHIBITS**  
J.W. CONNOLLY BALLROOM, 1ST FLOOR

**LUNCHTIME LEARNING 3: WHAT'S APP WITH MOBILE HEALTH CARE?**  
ROOM 531  
MODERATOR: EVAN FACHER, PhD, MBA  
PANELISTS: NED RENZI, MBA, BRIAN SUFFOLETTO, MD, DAVE ZYNN, STEVEN ROTH, MBA  
**LUNCHTIME LEARNING 4: DOES IT (QUANTUM) COMPUTE?**  
ROOM 532  
MODERATOR: JEREMY LEVY, PhD  
PANELISTS: MICHAEL HATRIDGE, PhD, DANIEL S. LAMBRECHT, PhD, PEYMAN GVI, PhD

**1:00 p.m.**  
**POSTER SESSION 2**  
J.W. CONNOLLY BALLROOM, 1ST FLOOR  
• Basic Life Science—From Molecule to Mouse  
• Translational Life Science—From Animal to Human to Community  
• Physical Science and Engineering  
• New Research Tools and Techniques

**2:00 p.m.**  
**SPOTLIGHT SESSION 10: EPIGENETICS**  
ROOM 531  
MODERATOR: GREGG E. HOMANICS, PhD  
• JIANHUA XING, PhD—One and Only One: How Does an Olfactory Sensory Neuron Count?  
• JAMES G. HERMAN, MD—Cancer Epigenetics from Genomics to Applications  
• RODERICK J. O'SULLIVAN, PhD—Devious Variants: Deregulated Histone Assembly at Telomeres in Cancer  
• JENNIFER J. ADIBI, SCd, MPH—Plastics, Placentas, Genitals, and Small Nuclear RNAs

**SPOTLIGHT SESSION 11: INFLAMMATION: THE GOOD, THE BAD, THE UGLY**  
ROOM 532  
MODERATOR: RAMA K. MALLAMPALLI, MD  
• ANDREW F. DUCRUET, MD—Complement Activation in Stroke: A Double-Edged Sword  
• JOSEPH A. CARCILLO, MD—Inflammation Pathobiology in Very Sick Children—From Infection to Cancer  
• YORAM VODOVOTZ, PhD—Dynamics of Inflammation in Trauma: Modeling Life, Death, and Disease  
• MANDY J. MCGEACHY, PhD—Th17 Cells in Autoimmune Disease: Of Mice and Women

**SPOTLIGHT SESSION 12: SCIENTIFIC SERENDIPITY**  
SCIENCE LECTURE HALL, 3RD FLOOR  
MODERATOR: BRUCE A. FREEMAN, PhD  
• ZOLTÁN N. OLTVAI, MD—Biomarkers for Proper Drug Selection: Omics May Not Be Enough  
• TIMOTHY R. BILLIAR, MD—Mechanistic Studies Reveal Novel Therapeutic Targets for the Treatment of Sepsis  
• MASAHIRO SHUDA, PhD—Merkel Cell Polyomavirus Small T Oncoprotein Reveals CDK1-Regulated Cap-Dependent Translation during Mitosis  
• JAMES L. FUNDERBURGH, PhD—A Tooth for an Eye —And Other Unexpected Ways To Restore Vision with Stem Cells

**3:30 p.m.**  
**BREAK**  
ALUMNI HALL FOYER, 1ST FLOOR

**4:00 p.m.**  
**PLENARY SESSION 4: KLAUS HOFMANN LECTURE**  
AUDITORIUM, 7TH FLOOR  
WELCOME AND INTRODUCTION OF SPEAKER: EDWARD CHU, MD  
KEYNOTE SPEAKER: ANDREW P. FEINBERG, MD, MPH  
Epigenetics at the Intersection of Genes and the Environment in Common Human Disease



Andrew P. Feinberg, MD, MPH

**5:00 p.m.**  
**CLOSING HAPPY HOUR**  
CATHEDRAL VIEWS GALLERY, 7TH FLOOR  
After three intense days of terrific science, it will be time to kick back and enjoy a little food, drink, and rock'n roll.



University of Pittsburgh



Oakland Forever festival set

The third annual Oakland Forever festival is adding a day dedicated to technology and startups and another day focusing on fashion and art, closing down Oakland Avenue for some of the free event.

The Oct. 8-10 happening "opens people's eyes to what's around town here," says Jonathan Winkler, spokesperson for the Oakland Business Improvement District. OBID (www.OnlyinOakland.org) is teaming with Pitt, the City of Pittsburgh, Community Human Services, the Pittsburgh Parks Conservancy, the Oakland Task Force and the Oakland Transportation and Management Association to put on the event.

Tech Thursday on Oct. 8 partners with Revv Oakland, a startup membership community, to host a "tech crawl" 5-8 p.m. in Revv's office (3710 Forbes Ave.), allowing local residents to tour its 18 companies, and offering hors d'oeuvres and drinks. The day also includes visits to the offices of NoWait (122 Meyran Ave.), Stitch Fix (115 Atwood St.) and the Institute for Entrepreneurial Excellence (3520 Forbes Ave.).

Fashion Friday, on Oct. 9, turns Oakland Avenue into a runway with models, celebrity judges and DJs. Artist Baron Batch will be creating pop art on site, alongside fashion trucks such as The Vintage Valet, Broke Little Rich Girl, The Style Truck and Highway Robbery Vintage.

The plans for Saturday, Oct. 10, are still in flux, due to the late announcement of the Pitt football game kickoff time.

—Marty Levine



Institutional Review Board (IRB) Meet & Greet Reception

Wednesday, October 14, 2015 12:00 - 2 pm

O'Hara Student Center Ballroom 4024 O'Hara Street

Take some time out of your busy schedule to enjoy some snacks, beverages, and conversation with the IRB.

Alzheimer grants available

The Alzheimer Disease Research Center (ADRC) seed monies grant program funds pilot grants to stimulate new and innovative research relevant to Alzheimer's disease. Types of research proposals can range from basic science to psychosocial in methodology, with priority given to novel approaches. Proposed research may involve humans, other animals or in vitro studies. The patient registry, clinical and neuropathological databases of the ADRC are available resources for approved proposals. Additional resources include the database from the National Alzheimer Coordinating Center.

Full-time faculty and post-doctoral fellows who have not previously received ADRC seed monies are eligible.

A brief description of the proposed pilot study should be e-mailed to Leslie Dunn (dunnlo@upmc.edu) by Oct. 2. Include title of the proposal, names of investigators/co-investigators, description of project and a statement of relevance of the proposed research to the field.

Investigators invited to submit a full proposal will be notified by Oct. 7.

Funding will start April 1, 2016.

For more information, call Dunn at 412/692-2731.

Trial rescheduled in stalking/burglary case

The September trial of Pitt-Greensburg graduate Mustafa Al-Gasas, who was charged with stalking Greensburg campus biology faculty member Kerry Holzworth and burglarizing his Pittsburgh home, has been delayed until Nov. 23. The defense is attempting to qualify Al-Gasas for Allegheny County's Mental Health Court, according to a court official.

Mental Health Court, begun in 2001, allows those with non-violent criminal charges and mental health diagnoses to have greater access to treatment and services in the community. It lets those sentenced to incarceration be released to a mental health treatment facility instead of doing jail time, and receive special services while on probation.

Al-Gasas, 23, of Stanton Heights, was arrested for the Jan. 16 burglary in Brookline after turning himself in on Jan. 23. He had been charged with burglary, stalking and two counts of theft by unlawful taking.

Earlier this year, a Greensburg campus spokesperson said Al-Gasas' backpack, found in Holzworth's home, and other evidence at the scene identified potential targets beyond Holzworth. These people were notified, but the spokesperson did not confirm whether other UPG faculty members were among this group.

—Marty Levine

PEOPLE OF THE TIMES

The Pitt-Bradford Alumni Association will give this year's Teaching Excellence Award to Jean Truman, faculty member in nursing.

Truman will be recognized at the PBAA alumni awards dinner and Athletic Hall of Fame induction at 5 p.m. Oct. 3.

Truman is the coordinator of the associate of science in nursing program at Pitt-Bradford, where she has taught since 2003. Her two research interests are student success with the National Council Licensure Examination-Registered Nurse exam and the use of standardized patients in nursing simulations.

Prior to teaching at Pitt-Bradford, she worked as a critical care nurse, coordinator of staff education and nursing supervisor.

She continues to work as a nursing supervisor at Bradford Regional Medical Center and is a volunteer with the American Cancer Society.

Anne M. Robertson, faculty member in mechanical engineering and William Kepler Whiteford Professor at the Swanson School of Engineering, was named a recipient of the 100 Women in STEM Award by INSIGHT Into Diversity magazine.

According to the magazine, the award is being presented "as a tribute to 100 women whose work and achievements not only encourage others in their individual STEM fields, but also

The People of the Times column features recent news on faculty and staff, including awards and other honors, accomplishments and administrative appointments.

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

For submission guidelines, visit [www.utimes.pitt.edu/?page\\_id=6807](http://www.utimes.pitt.edu/?page_id=6807).

inspire a new generation of young women to consider careers in science, technology, engineering and math. These remarkable women continue to make a significant difference through mentoring and teaching, research, and other efforts worthy of this national recognition."

Robertson was the first woman hired into a tenure-track position in the Department of Mechanical Engineering and served as director of the graduate program in mechanical engineering 2004-08. She currently is director of the Center for Faculty Excellence in the Swanson school.

Robertson leads a research team that investigates cerebral aneurysms, which are pathological outcroppings of brain arteries that can lead to fatal brain hemorrhages.

She is the recipient of two National Institutes of Health grants to study the link between hemodynamics and wall structure in cerebral aneurysms.

Community Living and Support Services has named Katherine D. Seelman, faculty member in rehabilitation science and

technology and associate dean of disability programs in the School of Health and Rehabilitation Sciences, as one of its 2015 community heroes.

Seelman and three other winners will be honored at an awards dinner Oct. 14.

Patrick Smolinski, faculty member in mechanical engineering and materials science in the Swanson school, has been named

director of the school's engineering science program. He will succeed John Barnard.

Launched in 2011, the program expanded the interdisciplinary reach of the Swanson school's engineering physics program, offering new curricula combining science, mathematics and engineering in new ways. The program attracts students interested in in-depth exposure to science and engineering. Students learn how to think analytically across disciplines and tackle technical challenges that require a thorough understanding of combining engineering with disciplines in the physical sciences and mathematics.

Smolinski's primary research interests include the development of new computational simulation methods and the application of computational methods to

problems in manufacturing and biomechanics. He currently is involved with research projects in the extended finite method for modeling solidification processes, the finite element modeling of sheet metal forming, modeling the flow of granular material, stress analysis and design of ankle replacement components, and the study of the wear of polyethylene joint components.

He earned his bachelor's degree in applied mechanics from the University of Illinois and his master's and PhD in applied mechanics from Northwestern University.

He also holds an appointment in orthopaedic surgery.

He is a fellow of the American Society of Mechanical Engineering and a founding member of the United States Association for Computational Mechanics.

Geriatric workforce program is funded

The graying of America presents unique challenges to the delivery of quality health care services to seniors throughout southwestern Pennsylvania. Pitt is helping regional health care providers meet those challenges with a new geriatrics workforce enhancement program, through a \$2.5 million grant from the U.S. Health Resources and Services Administration.

Richard Schulz, director of the program as well as director of the University Center for Social and Urban Research (UCSUR), said: "Through this geriatrics program,

the University of Pittsburgh will play a significant role in better preparing our region's health care workforce to respond to the unique needs of older patients and their families. In the coming years, we will be able to advance dementia-care competency and preparedness across multiple disciplines, enhance the care of elderly veterans, and improve the mental health care of older adults in primary-care facilities.

We also will establish a regional, community-based outreach and resource center."

The program will partner with

area primary-care facilities and community-based organizations to carry out training that addresses the care needs of older adults. It also will assist local health facilities with implementing national directives regarding geriatric care and education.

Pitt's program will be implemented by the Geriatric Education Center of Pennsylvania, part of UCSUR. Collaborating partners include the Aging Institute of UPMC Senior Services and the University, the Center for Healthy Aging at Penn State and the VA Pittsburgh Healthcare System.

PittBenefits Office of Human Resources • October 2015

A Reminder to get your flu shot without leaving campus!

Flu shots are covered by the University's medical plans for members at no out-of-pocket cost. Simply present your University ID, and your UPMC Health Plan membership card at the clinic to obtain your flu shot. You will need to complete a consent form at the time of service.

In addition, members also may obtain a flu shot at a participating provider at no out-of-pocket cost. However, if members obtain a flu shot from a clinic or pharmacy that does not participate with UPMC Health Plan, then they will need to pay for the flu shot at the time of service and file a claim for reimbursement. Reimbursement forms can be obtained from the UPMC Health Plan Web site under "Commonly Used Forms."

Listed below are the remaining flu shot clinics:

Pittsburgh Campus Clinics			
Date	Building	Room	Time
Oct. 5	Posvar	Galleria	10 am-2 pm
Oct. 7	Salk	Atrium	11 am-1 pm
Oct. 12	Bridgeside Pt.	503	11 am-1 pm
Oct. 19	Benedum	102	10 am-2 pm
Nov. 9	Craig	342	11 am-1 pm

Regional Campus Clinics			
Date	Campus	Room/Building	Time
Oct. 6	Johnstown	Cambria Rm./Student Union	11 am-2 pm
Oct. 13	Greensburg	TBD	TBD
Nov. 10	Mechanicsburg	Computer Rm. 2	noon-2 pm
TBD	Titusville	219 Student Union	TBD

\*Falk Pharmacy flu clinics will be held every Tuesday and Thursday 9 am-3 pm from now until November. After that, flu shots will be available on a walk-in basis during normal pharmacy hours of 8 am-5 pm.



How to avoid a bout with the flu

Six of its tricks...

- Flu comes to work. In one recent survey, nearly 80 percent of office workers polled come to work even when they know they are sick.
- Flu can be spread by people 24 hours before they know they have it.
- Flu lives about 20 minutes to 2 hours on surfaces like doorknobs, counters, and phones.
- Flu spreads quickly among children at day-care centers because of close contact and toy-sharing.
- Only the three types of flu virus most likely to occur are covered by the annual flu shot.
- Immunity takes about 2 weeks to build once a flu shot is received.

...and what you can do

- Get an annual flu shot as soon as it is available.
- Take flu precautions even after you've had a flu shot.
- Avoid contact with people who are coughing or sneezing or who say they are sick. At work, use email and only your own phone.
- Wash your hands with soap frequently — and always before you eat or touch your mouth, nose, or eyes. Use gel hand sanitizer when you can't wash.
- Wipe down your desk, counters, and other surfaces with antibacterial wipes.
- Have each of your children for whom a flu shot is recommended receive one. Teach your children about flu precautions.

UPMC HEALTH PLAN

The information contained herein is the property of UPMC Health Plan and/or its affiliates and is intended solely for use by UPMC Health Plan employer groups.

If you are a UPMC Health Plan member, a Health Care Concierge will be happy to help you find a doctor and make an appointment. Call 1-888-876-2736. Visit [www.upmchealthplan.com](http://www.upmchealthplan.com) to learn more.

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## RESEARCH NOTES



Jonathan Pruitt

### Popular Science reveals the 2015 "Brilliant 10"

Pitt biologist Jonathan Pruitt has been named one of Popular Science magazine's Brilliant 10, honoring the brightest young minds in science and engineering.

Those on the list are networking cars, decoding the brain, preventing plagues — and, in the case of Pruitt, using spider societies to explain evolution, providing the first proof that individuals in the wild sometimes sacrifice their own genetic survival for the sake of the group, a topic of hot contention among biologists for 40 years.

Said Pruitt: "It's a simultaneously startling and exciting experience to be listed among this year's Brilliant 10. To know that our work has been able to pique the interest of such an audience is a dream come true. Our work on societal demise and the role this plays in evolution is very exciting to us and controversial in our discipline. I suspect people would be startled to know how much spider societies resemble our own."

Pruitt, a faculty member in behavioral ecology in the Department of Biological Sciences in the Dietrich School of Arts and Sciences, became the first to empirically demonstrate group selection acting in the wild. His findings were published in *Nature*.

The notion of group selection — that members of social species exhibit individual behavioral traits that render a population more or less fit for survival — has been bandied about in evolutionary biology since Darwin. The essence of the argument against the theory is that it's a fuzzy concept without the precision of gene-based selection.

Pruitt said that the theory of group selection argues that competition among groups should be a potent force in the evolution of animal societies, ranging from insects to humans and everything in between. While to a layperson this makes perfect sense (for instance, imagine all the ways that inter-tribal conflicts or wars among nations have influenced human society), in evolutionary biology the concept of group selection has been one of the most contentious topics in the field. Pruitt used a rare kind of animal society, a social spider, to experimentally demonstrate that the rise and fall of societies is contingent on their ability to exhibit the perfect behavioral mix.

Female social spiders exhibit one of two behavior types, either docile or aggressive. Pruitt's work

demonstrated that the ratio of docile to aggressive females is a major determinant of colony success and different environments call for different mixtures. Colonies that exhibit the wrong mixture collapse.

However, with the proper mixture, colonies flourish and quadruple in size. Never before has anyone demonstrated such dire consequences of group composition in any animal.

Pruitt also demonstrated that societies have evolved the ability to maintain their optimal mixtures. When the mixtures of societies were experimentally altered, Pruitt demonstrated that societies can remedy their ailing mixtures by individuals selectively halting their reproductive output: whichever personality type is overabundant decreases (or ceases) reproduction. Pruitt's work further provides evidence that the mechanisms colonies use to regulate their mixtures are genetically determined. In other words, group selection caused colonies to evolve mechanisms to maintain the perfect mix.

Both projects will examine the efficiency of exoskeleton technology for manufacturers hoping to develop new hybrid models that take advantage of FES technology, powered frames and robotics.

"Current exoskeleton research is using devices completely powered by electric motors," said Sharma. "They have huge battery packs and can only provide a maximum of about an hour of continuous walking. With FES, you are using a person's own muscles to make that person walk. FES also has been shown clinically to improve cardiovascular fitness, increase muscle strength and prevent atrophy."

Sharma also heads the Neuro-muscular Control and Robotics Laboratory, where researchers also are developing similar structures for upper limb stimulation. These devices may benefit rehabilitation and therapy services by performing repeated or extended tasks — often consuming several hours — for physical therapists. Researchers may be able to apply an algorithm similar to the one balancing external power and electrical stimulation in walking exoskeletons to devices that help patients recovering from a stroke learn skills lost to brain damage.

Nitin Sharma, mechanical engineering and materials science faculty member, will lead the research on walking exoskeletons, mechanical frames placed over parts of the human body. They work in unison with the body, like armored insect shells, to facilitate or enhance tasks such as walking and lifting heavy objects. Researchers are beginning to find applications for powered and unpowered exoskeletons in a variety of fields, including rehabilitation science, the military and general consumer technology.

Sharma will focus on optimizing the potential of two prevalent technologies used for mechanically assisted walking: functional electrical stimulation (FES), which uses low-level electrical currents to activate leg muscles, and powered exoskeletons, which use electric motors mounted on an external frame to move the wearer's joints. The resulting hybrid aims to capitalize on the best of both systems.

Said Sharma: "We are trying to combine electrical stimulation with robotics to design a control system for a hybrid exoskeleton. It's like a hybrid car switching between a gas engine and an electric motor depending on circumstance. The algorithms we are developing determine when to use power from FES and when to use the power from the motors on the frame."

The first grant comes from the General and Age-Related Disabilities Engineering Division of NSF "UNS: Optimal Adaptive Control Methods for a Hybrid Exoskeleton" will investigate a new class of control algorithms that adapt to allocate optimized control inputs

### Astronomers exploring dark energy

Two hundred physicists and astronomers, including Jeffrey Newman and Andrew Zentner of the Department of Physics and Astronomy in the Dietrich school, are one step closer to a deeper understanding of dark energy, the unknown phenomenon causing the expansion of the universe to accelerate rather than slow down because of gravity.

Astronomers at the University have been working on developing a new project known as DESI, the Dark Energy Spectroscopic Instrument. The U.S. Department of Energy (DOE) has approved the project's scientific scope, schedule and funding profile, enabling work on DESI to begin.

Newman and colleagues have developed new techniques for selecting which galaxies DESI should observe in order to map out the underlying structure of dark matter most efficiently. This work focuses on finding a class of objects known as luminous red galaxies, which are among the oldest and most massive galaxies in the universe. These galaxies are found only in the most massive concentrations of matter, serving as visible signposts of where dark matter can be found. Meanwhile, Zentner is working on improving the theoretical underpinnings and developing new methods for the measurements DESI will make.

Said Newman: "DESI will enable a revolutionary step forward in our ability to solve some of the greatest problems in physics today."

Fundamentally, DESI will help reveal how dark energy and gravity have competed over time to shape the universe. DESI will make a three-dimensional map of

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

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For submission guidelines, visit [www.utimes.pitt.edu/?page\\_id=6807](http://www.utimes.pitt.edu/?page_id=6807).

more than 30 million galaxies and quasars, using them to trace the underlying distribution of dark matter and to chart the largest structures in the universe. With DESI's precision measurements of how the pattern of matter clustering has expanded over time, scientists can probe the nature of dark energy in detail. Simultaneously, DESI will determine how efficiently gravity attracts galaxies into higher-density regions of the universe, which provides a strong test of whether Einstein's general theory of relativity is accurate on cosmic scales.

These measurements will be made using a new, state-of-the-art instrument mounted on the 4-meter Nicholas U. Mayall Telescope at Kitt Peak National Observatory near Tucson, Arizona. DESI will use robotically positioned fiber optics to gather light from nearly 5,000 objects at a time, allowing it to rapidly map out the universe as it appeared up to 12 billion years in the past (more than 85 percent of the way back to the Big Bang).

Key to DESI's present and future success is its scientific collaboration, incorporating 31

CONTINUED ON PAGE 18

## WHAT DOES YOUR CHILD BUY AT CONVENIENCE STORES?

The RAND Corporation, in Pittsburgh, is conducting a research study to learn about what children, **ages 11-17**, purchase at convenience stores.

Participation requires a 20 minute phone or web survey and one 90 minute visit to the RAND study center.

Children who complete the study will be compensated for their time and effort with **\$50** in gift certificates. Parking and travel compensation is provided.



If you are interested and want to find out more about the study, please call **412-545-3005** or [c-storestudy@rand.org](mailto:c-storestudy@rand.org).

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## RESEARCH NOTES

CONTINUED FROM PAGE 17

universities and 18 governmental and private institutions in the United States and other countries. DOE and NSF soon will begin joint support for Mayall Telescope operations, preparatory work and installation of the DESI instrument, paving the way for DESI to begin taking data by 2019.

Work on the DESI project is supported by the DOE Office of Science and Office of High Energy Physics.

### How do mammals localize odors?

Researchers in the School of Medicine and the Department of Mathematics in the Dietrich school are part of a multicenter team that has been awarded a \$6.4 million, three-year federal grant to figure out how animals localize the smell of mates, food and other significant scents.

As part of its efforts under the federal BRAIN initiative, the NSF is providing more than \$15 million for 17 scientists collabora-



rating in three multi-institutional projects designed to explore the sense of smell. **Nathan Urban**, neurobiology faculty member in medicine and associate director of the University of Pittsburgh Brain Institute, is co-principal investigator of the Pitt arm of the effort.

Said Urban: "We don't really

understand how the nose and brain enable a bloodhound to track a missing person, or rats to find landmines in Angola. If we could understand how the olfactory system accomplishes this task, it could lead us to strategies to create artificial chemical detection systems. It also could be a model for understanding other sensory systems and the integration of multiple sensory cues."

Localizing where a smell is coming from is a very difficult problem to solve because it requires sampling odors at a distance from the source in turbulent air.

Thus the team includes experts in mathematics, the physics of airflow, neuroscience and evolutionary biology to build models that quantify odors and develop algorithms of how they distribute in the environment, as well as to measure how animals and their brains react when exposed to odor plumes.

Said co-principal investigator **Bard Ermentrout** faculty

member in mathematics: "We can localize sound in part because of differences between what the right and left ears hear. Perhaps animals can orient by smell because of concentration differences picked up by each nostril, as well as incredibly rapid detection of increasing or decreasing intensities of odors. We intend to design mathematical models to examine these strategies."

The researchers said such models could potentially be useful for national security and law enforcement through improved methods for the detection of explosives, olfactory robots to replace trained animals and advances in robotic control. They also could lead to the development of technologies that interfere with the ability of flying insects, such as disease-carrying mosquitos and crop pests, to locate their odor target.

In humans, about one in five cases of anosmia — the inability to smell properly — develop after an upper respiratory tract infection.

"Anosmia can be a complication on neurodegenerative disorders including Alzheimer's disease

and Parkinson's disease," Urban noted. "In the future, we want to connect the dots and figure out why brain diseases can have these consequences."

The project's other principal investigators are from the University of Colorado, the University of California-Berkeley, Weill Cornell Medical College, New York University Medical Center and the John Pierce Laboratory.

### HIV cure, better therapies studied

A husband-wife team researching a cure for HIV/AIDS at the Center for Vaccine Research (CVR) received \$6.3 million total in two grants from the National Institutes of Health (NIH).

The grants are the latest in the team's successful run garnering NIH support for their HIV research, now totaling \$23 million since they came to Pitt six years ago.

Said **Ronald Montelaro**, microbiology and molecular genetics faculty member in the School of Medicine and co-director of Pitt's CVR: "These grants further cement the critical role our researchers will continue to play in developing a cure."

**Ivona Pandrea**, molecular virology and microbiology faculty member, is principal investigator on a \$3 million grant to look at the relation between accelerated aging characteristics linked to HIV infection and the non-AIDS comorbidities, or coexisting conditions, associated with this process.

She will investigate the relation between hypercoagulation — which is excessive blood clotting strongly associated with death in HIV-infected patients on antiretroviral therapy — and accelerated aging, testing therapies to tackle both these processes.

Understanding and controlling comorbidities associated with HIV, particularly in patients receiving antiretroviral treatments, are among the most important priorities of current AIDS research.

People with HIV who take medication can live for decades without progressing to AIDS, but they are far more likely than their peers without HIV to have cardiovascular, lung, kidney and liver diseases as well as osteoporosis, and to experience accelerated aging — where their bodies more closely resemble those of someone years or decades older.

"Modern medicine has made incredible strides in helping people with HIV to live nearly normal lifespans," said Pandrea. "However, until we can develop a cure, we need to improve the quality of life and health for people on HIV medications."

**Cristian Apetrei**, microbiology and molecular genetics faculty member, is principal investigator on a \$3.3 million grant to look at the cellular reservoirs for HIV in the body in order to find ways to reactivate the virus from these reservoirs and help the immune system clear reactivated virus.

Current HIV medications control HIV by making it difficult for the virus to replicate, but if patients stop taking the drugs, the virus harbored in these reservoirs can bounce back quickly.

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There have been a few high-profile cases where it appeared that people had been cured of HIV. One was a Mississippi baby who later was discovered to still have the virus, and another was a Berlin man who had many medical interventions, including stem cell transplants, and now does not have the virus.

"His case is being thoroughly studied," said **Apetrei**. "But we do not know for sure which of his treatments worked, or why. My research will carefully deconstruct various treatments that could be responsible for a cure to find out if there is one that could be replicated."

### Children with mental disabilities missing benefits

Many low-income children with mental disorders who are eligible for federal benefits may not be receiving them, according to a new report from the National Academies of Sciences, Engineering and Medicine that was co-authored by **Any Houtrow**, faculty member in physical medicine and rehabilitation and pediatrics at the School of Medicine, who served on the committee that wrote the report.

The findings of "Mental Disorders and Disabilities Among Low-Income Children" also noted that the number of children who do receive assistance has been rising in accordance with overall mental health trends and rising poverty rates.

Said Houtrow: "Federal assistance programs for children with mental disabilities are being underutilized when they could help cover the costs to improve the health and well-being of the child and family. It appears that more kids could benefit from available funding, and the medical community could help eligible families become aware of the benefits and how to apply."

For the report, the committee examined the Social Security Administration's supplemental security income (SSI) program, which provides benefits to low-income people with disabilities.

The percentage of poor children who received federal disability benefits for at least one of 10 major mental disorders increased only slightly, from 1.88 percent in 2004 to 2.09 percent in 2013, the report said.

While 20-50 percent of potentially SSI-eligible kids with autism spectrum disorders received benefits, just 4 percent of potentially SSI-eligible kids with oppositional defiant disorder or conduct disorder and 3 percent of those with mood disorders received benefits — depending on their state of residence.

"We also found that the percentage of American children living in impoverished households has increased, particularly during the economic recession from 2008 to 2010," said Houtrow, who also is chief of the Division of Pediatric Rehabilitation Medicine at Children's Hospital.

"Further, the proportion of children who have disabilities has increased every decade since the 1960s. This means that more children should qualify for federal

benefits."

### Improving lives of people with HIV/AIDS

A center in the Graduate School of Public Health was awarded a four-year, \$10.7 million grant from the U.S. Department of Health and Human Services' Health Resources and Services Administration, Bureau of HIV/AIDS, to continue its work preventing the spread of HIV and improving care to people infected with the virus.

The MidAtlantic AIDS Education & Training Center (AETC) serves health professionals in Pennsylvania, West Virginia, Virginia, Maryland, Delaware and Washington, D.C., and has been headquartered here since 1988.

Said principal investigator **Linda Frank**, faculty member in infectious diseases and microbiology: "Though great strides have been made in antiretroviral drug therapies that improve clinical

outcomes, HIV/AIDS is still a significant public health issue. Health professionals must make HIV testing routine to reduce disparities in access to prevention and treatment and thus reduce stigma associated with the disease. The center educates and provides consultation and technical assistance to individual clinicians, agencies, clinics and programs to increase capacity within the region to provide prompt care to people who need it."

The center provides on-site and distance-based interventions for health professionals and targets physicians, nurses, nurse practitioners, advanced practice nurses, physician assistants, dentists, pharmacists, social workers and other members of the treatment team.

"We give clinicians the knowledge and skills to offer and conduct HIV testing and provide proper treatment for not only the infection itself, but also for other co-occurring disorders and issues, such as hepatitis, sexually

transmitted infections, substance use, psychological issues and homelessness," said Frank.

The training also helps clinicians and team members to develop skills to support people with HIV and those at risk for infection.

The Pitt center is one of eight AETC programs established around the country.

### \$10.9 million funds head and neck cancer research

Pitt researchers have received renewal of their head and neck cancer research through the National Cancer Institute's (NCI) competitive specialized program of research excellence (SPORE). The five-year, \$10.9 million grant includes a new project to study differentiated thyroid cancer, a malignancy whose incidence is rising at the fastest rate of all cancers worldwide.

The award is one of four grants awarded to Pitt through SPORE, which requires the assembly of a team of scientists and clinicians to translate critical findings

from the laboratory to the clinic and the community. The other University of Pittsburgh Cancer Institute (UPCI) SPORE grants are in melanoma, lung and ovarian cancers.

The head and neck SPORE consists of four study projects, headed by co-principal investigator **Robert L. Ferris**. He is vice chair and chief of the Division of Head and Neck Surgery for the departments of otolaryngology, immunology and radiation oncology.

Ferris also is associate director for translational research and co-leader of the University of Pittsburgh Cancer Institute's cancer immunology program. Three of the four projects focus on head and neck squamous cell carcinoma (HNSCC), a frequently lethal cancer with few Food and Drug Administration-approved drugs available for treatment.

Said Ferris: "Building on our past research, we are excited to continue our work into novel treatments to attack cancer-promoting proteins that have been

CONTINUED ON PAGE 20



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The University of Pittsburgh

## Chancellor's Distinguished Research, Public Service and Teaching Awards

*Office of the Provost and Senior Vice Chancellor*

Patricia E. Beeson  
Provost  
Senior Vice Chancellor

October 1, 2015

Dear Colleagues:

This year, the University of Pittsburgh will once again present the Chancellor's Distinguished Teaching, Research, and Public Service Awards to accomplished members of the University's faculty. These awards are designed to highlight exemplary teaching, research, and public service achievements.

I encourage you to nominate outstanding members of the University's faculty for these awards. Please note the nomination deadline for each award.

- Nominations for the Chancellor's Distinguished Teaching Awards should be sent electronically to Vice Provost for Faculty Affairs, Development, and Diversity, Laurie Kirsch (lkirsch@pitt.edu). The closing date for letters of nomination is Friday, October 16, 2015. Please see the provost's website for guidelines.
- Nominations for the Chancellor's Distinguished Research Awards should be sent electronically to Vice Provost for Research, Mark S. Redfern (mredfern@pitt.edu). The closing date for letters of nomination is Friday, October 16, 2015. Please see the provost's website for forms and guidelines.
- Nominations for the Chancellor's Distinguished Public Service Awards should be sent electronically to Interim Vice Provost for Research Conduct and Compliance, George Huber (ghuber@pitt.edu). The closing date for letters of nomination is Friday, October 16, 2015. Please see the provost's website for guidelines.

Should you have any questions on how to proceed, please call Laurie Kirsch, Mark Redfern, or George Huber as appropriate. In preparing your nominations, you also may wish to (but need not) enlist the help of the Office of the Dean in your school. We look forward to hearing from you.

Sincerely,

Patricia E. Beeson

801 Cathedral of Learning  
4200 Fifth Avenue  
Pittsburgh, PA 15260  
412-624-4223  
Fax: 412-383-9640  
E-mail: beeson@pitt.edu  
Website: www.provost.pitt.edu



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resistant to drug intervention and an exciting immunotherapy strategy to counteract inhibitory immune cells in HNSCC. We've also added a new project looking at chemoprevention to reverse oral cancer development, which is a promising area of study."

The thyroid cancer project will focus on using next-generation sequencing to reduce unnecessary surgeries for those with less aggressive tumors, while identifying individuals with more aggressive disease who need additional therapy.

Collaborating with Ferris is a faculty member at the University of California-San Francisco.

Hookah use increasing, more study needed

Nearly 1 in 5 recently surveyed high school seniors report having smoked tobacco from a hookah in the past year, and more than a third of them reported smoking hookahs often enough to be considered regular users, an analysis led by the Center for Research on Media, Technology and Health (CRMTH) revealed.

The findings, published in the American Journal of Preventive Medicine, add to evidence that hookah use among adolescents is increasing in both prevalence and frequency. They also suggest that it is important to add hookahs to tobacco surveillance and intervention efforts.

Said lead author **Brian A. Primack**, director of CRMTH and assistant vice chancellor for health and society in the Schools of the Health Sciences: "Hookah smoking does not seem to be just a fad; it seems to be a practice that is increasing steadily over time nationwide. And, among hookah smokers, it's not just something they do once and that's it. A substantial and increasing proportion of people, particularly adolescents, seems to be smoking hookahs with enough regularity to create a significant public health concern."

Primack points out that,

despite indications that hookah use is increasing, the long-term surveillance efforts necessary to target interventions have not kept pace. For example, the 2015 Youth Risk Behavior Surveillance Survey for U.S. high school students asks about smokeless tobacco, cigars and electronic cigarettes. However, it does not ask about hookah tobacco use.

Hookahs, also known as water-pipes or narghiles, are devices that allow users to smoke tobacco. Users are exposed to many of the same toxicants in cigarettes—including tar, nicotine, carbon monoxide and polycyclic aromatic hydrocarbons. While it is hard to quantify relative exposures because there is so much variability, comparisons suggest that an hour-long hookah smoking session exposes the user to about 20-40 times the tar of a single cigarette. Consistent with this, preliminary reports associate hookah use with cancer, cardiovascular disease, decreased pulmonary function and nicotine dependence.

Primack and his team analyzed data collected through the University of Michigan's Monitoring the Future study, which obtains a nationally representative sample of students attending public and private schools in the 48 contiguous U.S. states.

They focused on the 8,737 high school seniors who were asked between 2010 and 2013 about hookah smoking.

When asked how many times they'd smoked tobacco from a hookah in the past 12 months, 19 percent replied that they had at least once.

Of those, 38 percent reported smoking tobacco from a hookah at least six times in the past year, an amount that the researchers defined as "sustained use" because it indicated use beyond isolated events and corresponded to tar inhalation equivalent to smoking at least one pack of cigarettes per month.

Sustained hookah smokers were more likely to be male and Caucasian and to live in single-

parent households. Compared to their peers, they were more likely to have poorer grades, more truancy and more active social lives.

Among those who reported hookah use at least once in the past year, 54 percent reported that they were not current cigarette smokers.

"While traditional cigarette smoking is decreasing, use of other forms of nicotine and tobacco is increasing," said Primack.

"If we want to counteract this potentially problematic trend, tobacco prevention and intervention efforts must also address hookah use, and we must continue to collect data specific to hookah use."

Other Pitt researchers on the project were senior author **John Wallace**, **Jaime Sidani**, **Daniel Rosen**, **Ariel Shensa** and **A. Everett James**. A colleague from the University of Michigan also contributed to the work.

The research was funded by the National Institute on Drug Abuse and NCI.

Additive manufacturing = stronger materials

Engineering faculty are leading a national research effort to use additive manufacturing in developing stronger coatings for materials used in harsh environments, such as the super heated interior of a gas turbine.

**Minking Chyu**, who is the Leighton and Mary Orr Chair and Professor of Engineering in the Swanson school, will head a cooperative effort funded with \$798,594 from the Department of Energy's National Energy Technology Laboratory (NETL) and \$216,896 from Pitt.

One of only nine projects selected nationwide, this project plans to improve thermal protection for materials exposed to intense heat in modern and future gas turbines.

Chyu will make use of an oxide dispersion strengthened (ODS) coating layer with embedded cooling channels within or beneath the ODS layer to achieve a process called near-wall cooling. The project will employ additive manufacturing (AM) processes, a more accurate way to describe the professional production technique commonly referred to as "3-D printing."

Apart from significant cost reduction in raw materials, AM offers enormous design freedom and an innovative approach compared to conventional techniques, which imposed certain limitations in having the ODS layer on top of the turbine components.

Said Chyu: "Even though ODS has many superb properties for protecting substrate material from oxidation and deteriorated strength in a very high temperature environment, it is very hard for traditional machining or cutting. Therefore, this technology would not be realizable" without AM.

Chyu also is the associate dean for international initiatives in the Swanson school and dean of Sichuan University-Pittsburgh Institute (SCUPI) in Chengdu, China.



Long EMS shifts lead to on-the-job injuries

Emergency medical services (EMS) personnel who work 12-24-hour shifts may be at significant risk for fatigue that could lead to occupational injury, according to research led by the School of Medicine.

The findings, published online in the journal Occupational & Environmental Medicine, found that shift length is associated with occupational injury.

Said lead author **Matthew Weaver**, who conducted the research while employed in the Department of Emergency Medicine: "The nature of the EMS clinician's job requires physical strength to lift and move patients, cognitive capacity and temperament to deliver medical care in uniquely stressful and uncontrolled situations, and often requires operating a motor vehicle."

"There are many factors that may impact safety," he added. "Our study identifies a preventable exposure—extended shift length—associated with injury, warranting trials to test potential interventions, such as periodic assessments of worker fatigue during shifts or adjusting work hours to accommodate on-shift rest periods."

Weaver and his colleagues examined three years of occupational safety and illness records of nearly a million work shifts for 4,382 EMS employees across the country. The risk of an occupational injury or illness increased as shifts got longer.

Compared with shifts of less than 12 hours, shifts of 12 hours or more increased risk of an injury by 50 percent after controlling for other relevant factors, such as employer, night vs. day shift, employment status and how often the EMS crew previously had worked together.

Shifts of 16-24 hours more than doubled the risk of on-the-job injury compared to eight-hour shifts.

Since they performed an observational study that analyzed existing records, the researchers caution that no definitive conclusions

can be drawn about cause and effect. Injuries to patients were not collected as part of this study.

"There is little evidence in this area to guide scheduling practices," said Weaver.

"Future research should involve a wide variety of EMS agencies in different settings to determine how to structure staffing to deliver care in a safe and effective manner."

Additional study authors were **Thomas J. Songer** and **Anthony Fabio**, both of public health, along with researchers at the Carolinas HealthCare System Medical Center and the Vanderbilt University School of Medicine.

The research was supported by the Centers for Disease Control and Prevention's National Institute for Occupational Safety and Health.

Test identifies cancerous thyroid nodules

A next-generation sequencing test is predicting which thyroid nodules are cancerous and require surgical removal, reducing the need for multiple invasive diagnostic procedures, according to researchers at the University of Pittsburgh Cancer Institute (UPCI) and School of Medicine. Their findings were published in *Thyroid*.

In up to 80 percent of cases, examination of cells collected with a fine needle from a suspicious lump in the thyroid, a gland in the front of the neck, typically can tell a pathologist whether it is benign or malignant, said lead investigator **Yuri Nikiforov**, faculty member in pathology and director of the Division of Molecular and Genomic Pathology.

Added Nikiforov: "However, in 20 percent of cases, the result is indeterminate, meaning we can't say for certain whether the nodule is cancerous. That means the patient might have a repeat needle biopsy, or will go to the operating room to have the affected thyroid

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CONTINUED FROM PAGE 20

lobe removed for further assessment. If it turns out to be cancer, the patient has to have yet another surgery to have the rest of the thyroid taken out."

Three-quarters of such diagnostic surgeries are performed on what turn out to be benign nodules. Such patients could have avoided surgery if physicians had been confident without surgical excision that the nodules were

very likely to be harmless.

In the new study, the researchers used the latest version of the test they developed, called ThyroSeq v2.1, to look for more than 300 cancer-associated mutations in 56 genes using cells obtained from fine-needle aspiration biopsies in more than 440 patients. Of that group, 96 patients had established diagnoses through surgery, allowing the team to assess ThyroSeq's

predictive power. The team found the test was able to correctly classify 20 out of 22 cancers with high precision and accuracy.

Most importantly, when the test was negative, the residual risk of cancer in those nodules was so low that surgical excision was not needed.

"We finally have a test that offers high accuracy in predicting whether a nodule is cancerous or

if it is benign," Nikiforov said.

Said co-author **Sally E. Carty**, faculty member and chief of endocrine surgery in medicine, and co-director of the UPMC/UPCI Multidisciplinary Thyroid Center, which has been offering the test since 2014: "This molecular testing panel holds great promise for streamlining and eliminating unnecessary surgery, not just here, but nationwide."

The test also is available to and used by thyroid clinics around the country.

"Thyroid cancer now is the fifth most common cancer diagnosed in women, and it is one of the few cancers that continues to increase in incidence," Carty noted.

"It's important to get to the diagnosis quickly and correctly." The team included other researchers from Pitt and UPCI.

The research was supported by UPCI, UPMC and the Richard A. & Leslie A. Snow Fund for Thyroid Cancer Research.

—Compiled by Marty Levine

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# PROVOST'S AWARD for EXCELLENCE in MENTORING

## Nominations due October 9, 2015

Nominations are being solicited for the Provost's Award for Excellence in Mentoring. The eleventh annual award serves to acknowledge graduate faculty members for excellence in the mentoring of doctoral students. Up to four awards will be made. Each award will consist of a cash prize to the faculty member of **\$2,500**, and the recipients will be honored publicly.

**Eligibility:** Any current, active graduate faculty member who supervises graduate students pursuing PhD degrees or other research doctoral degrees, such as the EdD or the DrPH, and who has graduated and placed five or more doctoral students is eligible to be nominated.

**Nominations:** Written nominations may be made by any individual or group of faculty, graduate students, or alumni who have evidence of the nominee's mentoring capabilities. For more information about the nomination process and the award itself, please see the award guidelines online at [www.pitt.edu/~graduate/maguidelines.pdf](http://www.pitt.edu/~graduate/maguidelines.pdf).

The deadline for receipt of nomination letters is **October 9, 2015**. Letters should be sent to: **Dr. Alberta M. Sbragia, Office of the Provost, 801 Cathedral of Learning, Pittsburgh, PA 15260.**

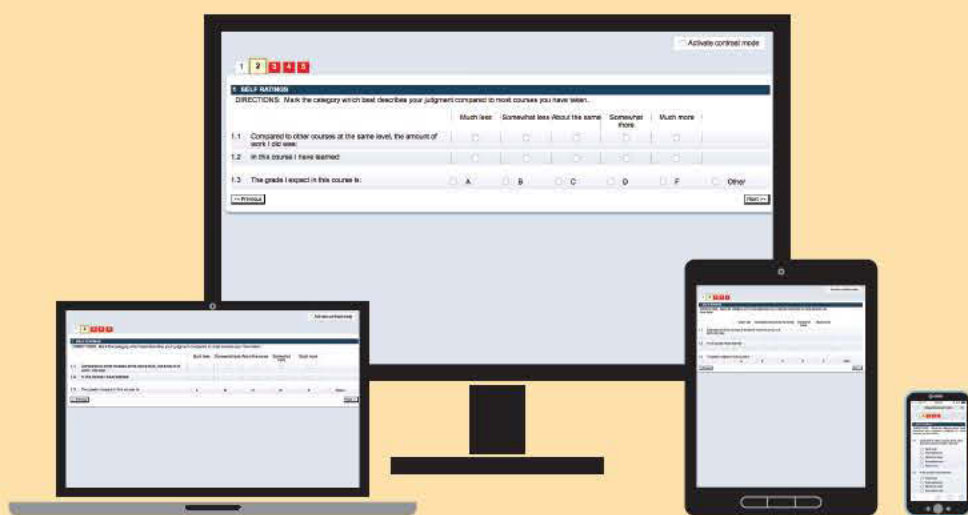


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## Fall 2015 Student Opinion of Teaching Surveys will take place from November 23 to December 13



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## CALENDAR

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### HSLS Lecture

"Erythropoietin, a Case History: The Promise & Perils of Harnessing Nature," Jamie Johnston; 1105 Scaife, 6pm

### Friday 9

#### Hispanic Languages & Literatures Grad Student Conference

"Representation, Mediation & Dialogues Between Text & Image"; 5th & 6th floors CL, 8 am-8 pm (also Oct. 10 9:15 am-8 pm; [www.hispanic.pitt.edu/event/desar-ticulaciones-2015-5th-biennial-international-symposium](http://www.hispanic.pitt.edu/event/desar-ticulaciones-2015-5th-biennial-international-symposium))

#### CIDDE Workshop

"Encouraging Student Participation"; 815 Alumni, 10 am ([www.cidde.pitt.edu/workshops](http://www.cidde.pitt.edu/workshops))

#### Science 2015 Mellon Lecture

"A Molecular Arms Race: The Immune System vs HIV," Pamela Björkman, CalTech; 7th fl. aud. Alumni, 11 am

#### Science 2015 Klaus Hofmann Lecture

"Epigenetics at the Intersection of Genes & the Environment in Common Human Disease," Andrew Feinberg, Johns Hopkins; 7th fl. aud. Alumni, 4 pm

### Saturday 10

#### Football

vs. VA; Heinz Field, 12:30 pm

### Monday 12

#### Flu Shot Clinic

503 Bridgeside Point, 11 am-1 pm

#### CIDDE Workshop

"Using Mid-Semester Student Surveys to Improve Your Course"; 815 Alumni, noon ([www.cidde.pitt.edu/workshops](http://www.cidde.pitt.edu/workshops))

### Tuesday 13

#### Basic/Translational Research Seminar

"Understanding Mechanisms of Herpesvirals Oncogenesis to Facilitate Early Diagnosis & Targeted Therapies," Ethel Cesarman, Cornell; Cooper conf. rm. D, noon ([toyg@upmc.edu](mailto:toyg@upmc.edu))

#### Global Health Film

"A Path Appears"; 109 Parran, noon

#### Philosophy of Science Talk

"On Stuff," James Weatherall, U.C. Irvine; 817R CL, 12:05 pm ([www.pitt.edu/~pittentz](http://www.pitt.edu/~pittentz); 4-1052)

#### CIDDE Workshop

"Designing a Syllabus"; 815 Alumni, 2 pm ([www.cidde.pitt.edu/workshops](http://www.cidde.pitt.edu/workshops))

#### Humanities Ctr. Film

"The Desktop Documentary," Kevin Lee; 407 CL, 5 pm ([jrl16@pitt.edu](mailto:jrl16@pitt.edu))

#### Tibetan Chant Ceremony

Heinz Chapel, 7 pm

#### Greensburg Campus St. Clair Lecture

"PA's Role in Presidential Politics: Past & Present," Terry Madonna; Ferguson Theater, UPG, 7:30 pm

#### Faculty Development Seminar

"Tenure Track Checkpoint: Strategies to Stay on Target"; S120 BST, 8:30-10:30 am (register: [www.oacd.health.pitt.edu](http://www.oacd.health.pitt.edu))

#### UPCI Anniversary Symposium

"Cancer Drug Development"; Heiberman conf. ctr., 9 am-5 pm

#### Grand Rounds

"Extracorporeal Therapies in AKI:

40 Years in 40 Minutes," Claudio Ronco; S120 BST, noon

#### HSLS Workshop

"Painless PubMed," Barb Folb; Falk Library classrm. 1, noon ([folb@pitt.edu](mailto:folb@pitt.edu))

#### SAC Mtg.

102 Benedum, noon

#### IRB Meet & Greet

O'Hara ballrm., noon-2 pm

#### Pathology Seminar

"Advances in the Molecular Pathogenesis of Lung Cancer," Adi Gazdar; 1104 Scaife, noon

#### Senate Council Mtg.

2700 Posvar, 3 pm

#### Chemistry Kaufman Lecture

"Ozone Depletion: A Science & Policy Success Story," Susan Solomon, MIT; O'Hara 1st fl. dining rm., 4 pm

#### Oral/Maxillofacial Surgery Lecture

"Maxillary Surgery," Mark Ochs; G33 Salk, 4-6 pm

### Thursday 15

#### Family Medicine Grand Rounds

"Family Medicine & Academic Medical Centers: Strangers in a Strange Land," Thomas Schwenk, U of NV; Scaife lect. rm. 3, 7:30 am (412/383-2248)

#### Adolescent/Young Adult Health Research Symposium

Children's Hospital, 8 am-4 pm (register: <https://www.ctsiredcap.pitt.edu/redcap/surveys/?s=RyEnjWM2Qk>)

#### Health Services Research Seminar

"Computation for Decision Support in Population Health"; 305 Parkvale, noon ([jareed@pitt.edu](mailto:jareed@pitt.edu))

#### HSLS Workshop

"EndNote Basics," Pat Weiss; Falk Library classrm. 2, 10 am ([pwf@pitt.edu](mailto:pwf@pitt.edu))

#### Studio Arts Conversations With Artists

"Reverberations," Delanie Jenkins & Barbara Weissberger; FFA Gallery, noon

#### Humanities Ctr. Colloquium

"Connecting the Dots: Making Air Pollution Visible in Pgh," Olga Kuchinskaya; 602 CL, 12:30 pm ([www.humcenter.pitt.edu](http://www.humcenter.pitt.edu))

#### Chemistry Kaufman Lecture

"Emerging Signals of Climate Change: Where in the World Will Local Climate Change First?"; Susan Solomon, MIT; 150 Chevron, 2:30 pm

#### CGS Open House

1400 Posvar, 3-6 pm ([cgs.pitt.edu/OpenHouse/Pitt](http://cgs.pitt.edu/OpenHouse/Pitt))

#### Geology/Planetary Science Colloquium

"Triple Oxygen Isotopic Variation in Continental Waters & the Utility for Paleoclimate Research," Naomi Levin, Johns Hopkins; 11 Thaw, 3:50 pm

#### Heinz Chapel Talk

"Death & Dying: The Tibetan Tradition"; Heinz Chapel, 7 pm

#### Titusville Campus Concert

"Gone With the Wind," Lake Erie String Quartet; Henne aud., UPT, 7 pm (tickets: 814/827-4431)

### Defenses

#### Medicine/Molecular Pharmacology

"NHERF1/EBP50 Regulation of WNT Signaling in Epithelial Tissues," Anny Treat; Oct. 1, E1395 BST, 2 pm

## CALENDAR

CONTINUED FROM PAGE 22

### A&S/Hispanic Languages & Literatures

"Boyscoutismo as Chilean National Literature: Masculinities, Militarism & Nationhood," Parker Shaw; Oct. 12, 910 CL, noon-2 pm

### Public Health/Epidemiology

"Negative Male Partner Influences on Reproductive Health & Contraceptive Use Among Adolescent & Young Adult Women," Kelley A. Jones; Oct. 13, 309B Crabtree, 2-4 pm

### Medicine/Clinical & Translational Science

"Cost Effectiveness Analyses of Radiation Therapy Treatments," Hayeon Kim; Oct. 14, 142 CL, 8 am

### Exhibits

#### Bradford Campus

Works by arts faculty & staff; KOA Gallery, Blaisdell, UPB, through Oct. 16, M-F 8 am-6 pm ([www.upb.pitt.edu/thearts](http://www.upb.pitt.edu/thearts))

#### Falk Library

"From DNA to Beer: Harnessing Nature in Medicine & Industry"; through Oct. 10, M-Th 7 am-mid, F 7 am-10 pm, Sat 9:30 am-10 pm, Sun 11 am-mid. ([info.hsls.pitt.edu/update-report/?p=8658](mailto:info.hsls.pitt.edu/update-report/?p=8658))

#### FFA

"Reverberations," studio arts & music faculty members; FFA Gallery, through Oct. 23 ([www.studioarts.pitt.edu/content/reverberations](http://www.studioarts.pitt.edu/content/reverberations))

#### Barco Library

"Panoptica," by Jessica Kalmari; through Nov. 6, M-Th 8 am-10 pm, F 8 am-5 pm, Sat 10 am-6 pm, Sun noon-10 pm (8-1376)

### Deadlines

#### ADRC Call for Proposals

Letter of intent due Oct. 2; proposals due Oct. 30. ([dunlno@upmc.edu](mailto:dunlno@upmc.edu))

#### Sleep Medicine Institute Poster Presentations

Abstracts due Oct. 5. ([willrichl@upmc.edu](mailto:willrichl@upmc.edu))

## CLASSIFIED

- \$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 DelRaso, 412/624-4644.

### HOUSING/RENT

**OAKLAND/SCHENLEY PARK**  
2-BR house, equipped kitchen, AC, parking \$1,000/ mo. inc. utilities. 412/477-1992.

### SOUTH SIDE FLATS

2 BR, equipped kitchen, AC, covered deck. \$700/ mo. + security & utilities. 412/477-1992.

### SERVICES

#### TUTORING

Improve your pronunciation. Speak American English clearly. Be understood easily. Private tutor. Certified & licensed speech-language pathologist, 25 years experience. Will meet at your convenience. Call Pam: 412/841-1502.

### SUBJECTS NEEDED

#### ADULTS WANTED

Researchers at the University of Pittsburgh are recruiting adults with diabetes to participate in a study. The purpose is to determine if treatment of obstructive sleep apnea (OSA) improves glucose control. To qualify, you must have type 2 diabetes.

### Provost's Award for Excellence in Mentoring

Submit nominations to 801 CL by Oct. 9. ([www.pitt.edu/~graduate/maguidelines.pdf](http://www.pitt.edu/~graduate/maguidelines.pdf))

### Academic Entrepreneurship Course

Register by Oct. 15 for course on Thursdays Oct. 22-Dec. 3 ([bcaryer@innovation.pitt.edu](mailto:bcaryer@innovation.pitt.edu))

### Chancellor's Distinguished Teaching Awards

Nominations due Oct. 16. ([lkirsch@pitt.edu](mailto:lkirsch@pitt.edu))

### Chancellor's Distinguished Public Service Awards

Nominations due Oct. 16. ([ghuber@pitt.edu](mailto:ghuber@pitt.edu))

### Chancellor's Distinguished Research Awards

Nominations due Oct. 16. ([mredfern@pitt.edu](mailto:mredfern@pitt.edu))

### Coulter TPII \$100K Awards for Translational Research

Letter of intent due Oct. 19. ([www.engineering.pitt.edu/coulter](http://www.engineering.pitt.edu/coulter); [coulter1@pitt.edu](mailto:coulter1@pitt.edu))

### Ampeco-Pittsburgh Prize for Excellence in Advising Award

Submit nominations to 140 Thacker by Oct. 31. ([eh3@pitt.edu](mailto:eh3@pitt.edu))

### A&S Bellet Teaching Excellence Awards

Submit nominations to 140 Thacker by Oct. 31. ([clynch@pitt.edu](mailto:clynch@pitt.edu))

### ICRE 2016 Admission

Applications due Oct. 31 ([www.icre.pitt.edu/degrees/degrees.aspx](http://www.icre.pitt.edu/degrees/degrees.aspx))

### Blavatsnik Awards for Young Scientists

Nominations due by 9 am Oct. 19 for physical sciences, engineering & chemistry to [rkcl2@pitt.edu](mailto:rkcl2@pitt.edu). Send nominations for life sciences to [sac32@pitt.edu](mailto:sac32@pitt.edu).

### Event deadline

The next issue of the University Times will include University & on-campus events of Oct.15-29. Information for events during that period must be received by 5 pm on Oct. 8. Send information to [utcal@pitt.edu](mailto:utcal@pitt.edu).

You will be evaluated for OSA. Participants are compensated. For information, call 412/624-3597 or email [diabetes.sleep.treatment.tul@gmail.com](mailto:diabetes.sleep.treatment.tul@gmail.com).

### STUDENTS WANTED

Undergrads needed to test a tutoring system: 18 or older, native English speaker, adequate academic background as determined by a brief questionnaire. 2-5 hrs, \$10/hr, possible \$20 bonus. Contact [sumac@pitt.edu](mailto:sumac@pitt.edu).

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## HOME COMING 2015

### OCTOBER 6

#### Oakland Community Service

CHS Community Pantry, 370 Lawn St., 11:30 am or 5:30 pm (4-0048)

### OCTOBER 7

#### Business Webinar

"The Business School Within the University: A Changing Role?"; noon ([www.cba.pitt.edu/20](http://www.cba.pitt.edu/20))

#### Social Work Alumni Panel Discussion

2017 CL, noon-2 pm ([gtony@pitt.edu](mailto:gtony@pitt.edu))

#### Science 2015 Wells Lecture

"Today's Commercialization Partners Are Driving Tomorrow's Innovations," Gerald Vardzel Jr., VP Global Specimen Solutions; 7th fl. aud. Alumni, 4 pm ([innovate@pitt.edu](mailto:innovate@pitt.edu))

#### Science 2015 Opening Reception/Technology Showcase

Connolly Ballrm. Alumni, 5 pm ([innovate@pitt.edu](mailto:innovate@pitt.edu))

#### Social Work Alumni Recognition/Reception

PAA Schenley Lounge, 6-8 pm ([gtony@pitt.edu](mailto:gtony@pitt.edu))

#### Personalized Medicine Lecture

"Extending the Healthy Human Lifespan: War Stories From the Valley of Death," Dietrich Stephan; UClub ballrm. A, 6:30-8:30 pm (register: [www.alumni.pitt.edu/dietrich-stephan-lecture](http://www.alumni.pitt.edu/dietrich-stephan-lecture))

### OCTOBER 8

#### Blood Drive

WPU ballrm., 9 am-2 pm ([www.centralbloodbank.org](http://www.centralbloodbank.org))

#### Conversations With the Artists: Reverberations

Aaron Henderson, Michael Morrill & Matthew Rosenblum; FFA gallery, noon

#### PBAN Welcome Seminar/Reception

Bridges Lounge Wyndham U Ctr., 100 Lytton Ave., 6-8 pm ([goo.gl/forms/NQcPhZvjfF](http://goo.gl/forms/NQcPhZvjfF))

#### Young Alumni Mixer

Mario's E. Side Saloon, 5542 Walnut St., Shadyside; Peter's Pub, 116 Oakland Ave., 7-10 pm

### OCTOBER 9

#### AAAC Apple Seed Community Service Project With Pgh Public Schools

School locations to be assigned, 9 am-noon (register: [pittaaachc2015.typeform.com/to/yB2UD3](http://pittaaachc2015.typeform.com/to/yB2UD3))

#### Studio Arts Faculty Show

"Reverberations" FFA gallery, 10 am-4 pm

#### Veterans Alumni Open House

1400 Posvar, 10 am-4 pm ([rya7@pitt.edu](mailto:rya7@pitt.edu))

#### A&S 50+ Alumni Luncheon

WPU lower lounge, 11:30 am-1:30 pm ([jpb38@pitt.edu](mailto:jpb38@pitt.edu))

#### PBAN Lunch/Panel Discussion



CALENDAR

October

Thursday 1

**MolecularBiophysics/Structural Biology Seminar**  
James Schneider, CMU; 6014BST3, 11 am-noon

**Epidemiology Seminar**  
“Use of Linked Birth Certificates, Cancer Registry, PHC4 & Vital Statistics for the Surveillance of Health Outcome Effects of Marcellus Shale Drilling in PA,” Zhen-qiang Ma, PA Dept. of Health; A115 Crabtree, noon (eot@pitt.edu)

**Studio Arts Conversations With Artists**  
“Reverberations,” Becky Slemmons & Lenore Thomas; FFA Gallery, noon

**Humanities Ctr. Colloquium**  
“The Poetry of the Americas From Good Neighbors to Countercultures,” Harris Feinsod, Northwestern; 602 CL, 12:30 pm (www.humcenter.pitt.edu)

**CIDDE Workshop**  
“Role of the TA”; B23 Alumni, 2 pm (register: www.cidde.pitt.edu/workshops)

**Geology/Planetary Science Colloquium**  
“Discovering the World’s Youngest Exhumed Ultrahigh-Pressure Terrane,” Suzanne Baldwin, Syracuse; 11 Thaw, 3:50 pm (www.geology.pitt.edu/event/fall-2015-colloquium-series)

**Provost’s Inaugural Lecture**  
“Etch-a-Sketch Nanoelectronics,” Jeremy Levy, physics; 2500 Posvar, 4 pm

**Chemistry Seminar**  
“Mapping Conformational Changes in Proteins Using EPR Spectroscopy,” Stefan Stoll, U of WA; 150 Chevron, 4 pm (chemrcpt@pitt.edu)

**CNBC Alumni Lecture**  
“Correlations & Causes of Alzheimer’s Disease in Molecular & Brain Networks,” Chris Gaiteri, Rush U; 6014BST3, 4-5 pm (412/383-9872)

Friday 2

**Philosophy of Science Workshop**  
“Effective Theories, Mixed Scale Modeling & Emergence”; 817 CL, 1 pm (through 11 am Oct. 4; www.pitt.edu/~pittcntr)

**Greensburg Campus Golf Outing**  
Ligonier Country Club, 8 am (register: www.greensburg.pitt.edu/about/golf-outing)

**Pitt United Way Day of Caring**  
Various locations, 8:30 am-3:30 pm (www.unitedway.pitt.edu/dayofcaring)

**CIDDE Workshop**  
“Developing a Teaching Portfolio”; B23 Alumni, 10 am (www.cidde.pitt.edu/workshops)

**CIDDE Workshop**  
“Class in Ruins”; 815 Alumni, noon (www.cidde.pitt.edu/workshops)

**Writers Workshop**  
“The Fatal Flaw,” Elizabeth Kadetsky; 317B O’Hara, 3:30-5:30 pm

**Health Disparities Conf.**  
“A Long Journey to Health Equity in America,” Louis Sullivan, Natl Health Museum; Public Health aud., 4 pm

**Film Studies Conf.**  
“Screening Politics: Affect, Identity & Uprising: Film Studies GSO Conference,”; FFA aud., 7 pm (also Oct. 14, 1 pm; www.fsgso.pitt.edu/conference/screening-politics/)

**Bradford Campus Ballet**  
Pgh. Ballet Theatre; Bromeley Theater, UPB, 8 pm (www.upb.pitt.edu/TheArts)

**Family Weekend Concert**  
Heinz Chapel, 8pm (www.heinzchapel.pitt.edu)

Saturday 3

**Greensburg Campus 5K Run/ Fun Walk**  
UPG, 7:30 am (register: www.greensburg.pitt.edu/blueandgoldweekend/5k)

**Bradford Campus Book Sale**  
Hanley Library, UPB, 11 am-3 pm

**Pitt Arts Fest**  
WPU porch & lawn, 11 am-4:15 pm

Sunday 4

**Pitt Choirs Showcase**  
Women’s Choral Ensemble, Men’s Glee Club & Heinz Chapel Choir; 1st Baptist Church of Pgh., 4 pm (concerts@pitt.edu)

Monday 5

**Flu Shot Clinic**  
Posvar Galleria, 10 am-2 pm

**CIDDE Workshop**  
“Developing a Lesson Plan”; 815 Alumni, 2 pm (www.cidde.pitt.edu/workshops)

Tuesday 6

**Research Coordinator Orientation**  
120 BST, 8:30 am-4 pm (also Oct. 7, 8:30 am-3:45 pm; register: www.ctsi.pitt.edu/registrationrco.shtml)

**HSLS Workshop**  
“PowerPoint for Conference Posters,” Julia Dahm; Falk Library classrm. 2, 9 am (jdahm@pitt.edu)

**Johnstown Campus Flu Shot Clinic**  
Student Union Cambria Rm., UPJ, 11 am-2 pm

**Basic & Translational Research Seminar**  
“UPCI Retreat Poster Winners,” Nancy Davidson; Hillman Cancer Ctr. Cooper conf. rm. D, noon (toyg@upmc.edu)

**Philosophy of Science Talk**  
“Attribution, Prediction & the Causal Interpretation Problem in Epidemiology,” Alex Broadbent, U of Johannesburg; 817R CL, 12:05 pm (www.pitt.edu/~pittcntr; 4-1052)

**CIDDE Workshops**  
“Gamifying the Classroom”; 815 Alumni, 1 pm; “Audience Response Systems”; B26 Alumni, 2 pm (www.cidde.pitt.edu/workshops)

**Faculty Assembly**  
2700 Posvar, 3 pm

**Green Roof Walking Tour: Oakland**  
Soldiers & Sailors, 4-6:45 pm (jonathan@oaklandbid.org)

Wednesday 7

• **Science 2015 runs through Oct. 9; see pages 10 & 11 for schedule.** (www.science2015.pitt.edu)

• **Homecoming runs through Oct. 11; see Homecoming calendar p. 19.** (www.alumni.pitt.edu/alumni/homecoming/homecoming-2015/)

**Flu Shot Clinic**  
Salk Commons, 11 am-1 pm

**Stimulating Pgh Research in Geoscience Seminars**  
“Synuclein Binds Tom20 & Inhibits Mitochondrial Protein Import in Parkinson’s Disease,” Paul Barrett; “Molecular Jekyll & Hyde: The Opposing Roles of TCER-1/TCERG1 in Regulating Lifespan & Stress,” Francis Amrit Raj Gandhi Das; 1695 BST, noon

**Pathology Seminar**  
“Membrane-Cytoskeletal Dynamics in Tumor Cell,” Mark McNiven; 1104 Scaife, noon (8-1040)

**Career Symposium**  
7th fl. aud. & gallery Alumni, 1:30-3:30 pm (register: www.oacd.health.pitt.edu)

**HSLS Workshop**  
“Gene Regulation: TRANSFAC, NextBio, ENCODE,” Ansuman Chattopadhyay; Falk Library classrm. 2, 1-3 pm (ansuman@pitt.edu)

**Oral/Maxillofacial Surgery Lecture**  
“TMJ & Myofascial Pain,” William Chung; G33 Salk, 4-6 pm

**Science 2015 Michael G. Wells Entrepreneurial Scholars Lecture**  
“Today’s Commercialization Partners Are Driving Tomorrow’s Innovations,” Gerald Vardzel Jr., Global Specimen Solutions; 7th fl. aud. Alumni, 4 pm

**Science 2015 Opening Reception/Technology Showcase**  
Connolly Ballrm. Alumni, 5 pm

**Pitt Symphony Orchestra**  
Bellefield Aud. 8 pm (concerts@pitt.edu)

Thursday 8

**Developmental Affective Neuroscience Symposium**  
“The Fear System: Developmental & Translational Research”; S120 BST, 8:30 am-5 pm (also Oct. 9, 8:30 am-1:30 pm)

**Dickson Prize in Medicine Lecture**  
“Optical & Chemical Tools for High-Resolution Investigation of Intact Biological Systems,” Karl Deisseroth, Stanford; 7th fl. aud. Alumni, 11 am

**TIAA-CREF Tech Showcase**  
Parklet, 5th & Oakland Ave., 11 am-4 pm

**Farmers’ Market**  
WPU driveway, 11:30 am-2:30 pm

**Health Services Research Seminar**  
“Using Ecological Momentary Assessment in Clinical Research,” Claude Messan Setodji, RAND; 305 Parkvale, noon (www.crhc.pitt.edu/hsr-seminar.asp)

**Bradford Campus Piano Concert**  
Xak Bjerken & Miri Yampolsky; Studio Theater, Blaisdell, UPB, noon

**CRSP Lecture**  
“Black/White Differences in Inter-generational Economic Mobility in the US,” Bhashkar Mazumder, Fed. Reserve Bank; 2017 CL, noon (crsp.pitt.edu)

**Studio Arts Conversations With Artists**  
“Reverberations,” Aaron Henderson, Michael Morrill & Mathew Rosenblum; FFA Gallery, noon

**Hispanic Lecture**  
“Juan Bosch: El último cuentista dominicano,” Fernando Valerio; Colorado St. U, 1 pm (plocante@pitt.edu)

**Chemistry Seminar**  
“Self-Assembled Nanomaterials: Using Basic Science to Move Toward Solution to Practical Problems in Energy Harvesting & Storage,” Sarah Tolbert, U of CA; 150 Chevron, 2:30 pm

**HSLS Workshop**  
“Painless PubMed,” Charlie Wessel; Falk Library classrm. 1, 3 pm (cbw@pitt.edu)

**Geology/Planetary Science Colloquium**  
“Coastal Change at Fire Island, NY: Influences of Storms, Geology & People,” Cheryl Hapke; 11 Thaw, 3:50 pm (www.geology.pitt.edu/event/fall-2015-colloquium-series)

**Chemistry Seminar**  
“Design & Application of New Reagents for Signal Amplification,” Scott Phillips, PSU; 150 Chevron, 4 pm (chemrcpt@pitt.edu)

**Science 2015 Provost Lecture**  
“Life Redesigned: The Emergence of Synthetic Biology,” James Collins, MIT; 7th fl. aud. Alumni, 4 pm

**TIAA-CREF Tech Crawl**  
Revv Oakland offices, 3710 Forbes Ave., 5-8 pm (www.onlyinoakland.org)

CONTINUED ON PAGE 22

UNIVERSITY TIMES

2015-16 publication schedule

Events occurring	Submit by	For publication
Oct. 15-29	Oct. 8	Oct. 15
Oct. 29-Nov. 12	Oct. 22	Oct. 29
Nov. 12-25	Nov. 5	Nov. 12
Nov. 25-Dec. 10	Nov. 19	Nov. 25 (Wed.)
Dec. 10-Jan. 7	Dec. 3	Dec. 10
Jan. 7-21	Dec. 23	Jan. 7
Jan. 21-Feb. 4	Jan. 14	Jan. 21
Feb. 4-18	Jan. 28	Feb. 4
Feb. 18-March 3	Feb. 11	Feb. 18
March 3-17	Feb. 25	March 3
March 17-31	March 10	March 17
March 31-April 14	March 24	March 31
April 14-28	April 7	April 14
April 28-May 12	April 21	April 28
May 12-26	May 5	May 12
May 26-June 9	May 19	May 26
June 9-23	June 2	June 9
June 23-July 7	June 16	June 23
July 7-21	June 30	July 7
July 21-Sept. 1	July 14	July 21

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](mailto:utcal@pitt.edu).