Pitt is reviewing new overtime regulations

The University is evaluating some 2,000 positions in light of new federal regulations that will make more workers eligible for overtime pay.

The U.S. Department of Labor estimates that 4.2 million workers nationwide will become entitled to overtime protection under changes to the Fair Labor Standards Act (FLSA) that will take effect Dec. 1.

The new rules raise the threshold for mandatory overtime pay from the current $23,660 per year to $47,476.

That amount represents the 40th percentile of earnings of full-time salaried workers from the lowest-wage census region in the nation. The salary threshold will be re-evaluated to that level automatically every three years.

This is the first time since 2004 that the threshold has been raised.

The Department of Labor estimates that U.S. employers will see some $1.2 billion more in earnings each year under the new rule, either in overtime pay for newly overtime-eligible workers or in the form of raises to maintain workers' exempt status.

The rule also is expected to create new jobs because it creates a financial incentive for employers to spread out the overtime hours of employees who are newly entitled to overtime pay.

CONTINUED ON PAGE 6

Trans student access guidelines explained

The University is working to comply with federal guidance regulating transgender students’ access to campus facilities, Senior Vice Chancellor and chief legal officer Gretchen Gaddy said in a brief overview to Senate Council last week.

The guidance issued May 13 by the U.S. Education and Justice Departments clarifies that schools must allow transgender students to use the facilities of their choice or risk losing federal education funding.

While most of the recent headlines in response to the controversial announcement center on the implications for elementary and secondary schools, the guidance applies to higher education as well, Washington said.

“Title IX — which prohibits gender-based discrimination in education — has been expanded to include gender identity,” she explained. “So, discrimination on the basis of one’s gender identity is prohibited by Title IX.

“We are allowed to have sex-based facilities — housing, bathrooms, locker rooms. But we have to allow transgender students the ability to access the facility that corresponds with their identity,” she said.

“If you are a transgender woman, and you want to go to the women's locker room, you get to go to the women’s locker room,” Washington clarified.

“This guidance makes clear that others’ discomfort with that decision can’t be the basis of any of our policies. And, while we can have individual-use facilities — bathrooms, locker rooms, spaces within those locker rooms — they need to be available to all students, and not just narrowly available to the transgender student,” Washington said.

The University already has been addressing these access issues, she said.

“There will be places where we have to spend time thinking about what this guidance means and how we implement it. That is particularly true in the case of locker rooms; with respect to some of our housing, we have already moved toward gender-

CONTINUED ON PAGE 6

BPC targets new regional peer group

The University Senate budget policies committee (BPC) chair Beverly Gaddy and Senate President Frank Wilson are taking the lead in developing a new peer group for benchmarking faculty salaries at Pitt’s Bradford, Greensburg and Johnstown campuses.

Wilson suggested starting with Carnegie IIB public institutions in the region. “I’m not sure how far our region really should go,” he said, adding, “I’m pretty sure that the University of Puerto Rico-Ponce, which is a IIB, is not appropriate. I would probably also say the Naval Academy, which is included on our list right now, is probably not appropriate. But I think we can look at that list objectively and say (which) are similar and would be useful.”

At least some of Penn State’s commonwealth campuses should be included, given that those in western Pennsylvania compete with Pitt’s regional campuses for students and faculty, Wilson said.

CONTINUED ON PAGE 6

Chancellor Gallagher addresses work-life tension at SMC’s spring assembly

CSSD is planning more measures to safeguard your computer

The Faculty & Staff Newspaper since 1968

University of Pittsburgh

Volume 48 • Number 19

May 26, 2016

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See pages 2 & 3.

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Senate service

Dental medicine faculty member Seth Weinberg, center, is the recipient of the 2016 University Senate Service Award.

University Senate President Frank Wilson, left, and Chancellor Patrick Gallagher presented Weinberg with the award during Senate Council's May 18 session.

The award, established in 1999, is presented each year for "outstanding contributions to the University of Pittsburgh through service in the University Senate."

In presenting the award, Wilson characterized Weinberg as "young, smart and creating his own record of important work in service to our University."

Weinberg is a faculty member of Family Medicine and Senate Council, serves on the Senate tenure and academic freedom committee and on the ad hoc committee on non-tenure-stream faculty issues.

He took the lead in organizing this year's University Senate plenary session on academic freedom and the freedom committee and on the ad hoc committee on non-tenure-stream faculty issues.

Weinberg recently was named to the Senate's special committee on diversity and inclusion and core values.

Mike Drazdzinski/CIDDE

FEATURE

improving relations between Pitt faculty and the University administration, University Senate budget policies committee (BPC) chair Beverly Gaddy and Senate President Frank Wilson are taking the lead in developing a new peer group for benchmarking faculty salaries at Pitt's Bradford, Greensburg and Johnstown campuses. (See Oct. 1, 2015, University Times.)

BPC last week gave its okay to proceed over the summer with the aim of preparing a proposal to present when Senate groups reconvene in the fall.

The existing peer group for the Bradford, Greensburg and Johnstown campuses was approved in 2010, following a contentious multiyear process in which several peer groups were proposed but ultimately discarded in favor of the administration’s list, which Gaddy said was forced on the faculty: “Accept it or else.”

Gaddy and Wilson, both Pitt-Greensburg faculty members, were instrumental in developing a peer group proposal that gained broad acceptance among regional faculty. (See Feb. 19, 2009, University Times.)

In the end, then-Provost James V. Maher rejected the so-called “Greensburg list” in favor of a proposal that aggregated salaries at the three Pitt regional campuses hindering identification of any disparities among them, Gaddy said.

In addition, the peer group includes private-independent, church-related and proprietary institutions in addition to public ones, as well as other seemingly incongruous peers including the Naval Academy and schools such as far away as Puerto Rico and the Virgin Islands.

Wilson suggested starting with Carnegie IIB public institutions in the region. “I’m not sure how far our region really should go,” he said, adding, “I’m pretty sure that the University of Puerto Rico-Ponce, which is a IIB, is not appropriate. I would probably also say the Naval Academy, which is included on our list right now, is probably not appropriate. But I think we can look at that list objectively and say (which) are similar and would be useful.”

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What’s the biggest threat to the security of University of Pittsburgh technology infrastructure? Compromised accounts. And the University has more than 65,000 computer accounts to protect from compromise. Those are tough odds.

Because Pitt computing accounts are part of a large research university infrastructure, your account is a valuable target for cybercriminals. Password changes are a basic precaution, but do not offer enough protection in today’s security landscape. This summer, the University is rolling out several new security initiatives.

Pitt Passport: Trust your login page

As a faculty or staff member, you are asked to log in to numerous University systems: My Pitt, PRISM, PittSource, etc. This multiplicity of login pages not only is visually confusing but also an opportunity for hackers to more easily mock up malicious sites.

Pitt has designed to collect your account information using a new feature — Safe Links — that identifies whether a site you are visiting is legitimate or malicious.

New security initiatives protect your account

Phishing: A one-time password on your mobile device

In response, we are rolling out a centralized single sign-on page, Pitt Passport, to make it easier for you to know that you are offering secure access to online resources at Pitt.

People who log in to My Pitt Email (Exchange 2013) already may have seen the new login page. In June, everyone will see the Pitt Passport page when logging in to My Pitt. Eventually the new Pitt Passport login page will replace all of the different login pages you currently see when accessing key Pitt systems. You can verify the authenticity of the login page by noting the URL that appears in the address bar of your browser. The Pitt Passport login page will begin with https//pittpassport.pitt.edu.

By using this new technology enabling the Pitt Passport single-sign-on, also allows us to make changes to your authentication available to you.

Multi-factor authentication

This summer, we will offer University faculty, staff and students the ability to authenticate themselves to Pitt using both a password and a second “factor.” Options will include a choice of apps — one to send the authentication directly to your mobile device and one to generate a one-time password on your mobile device — or a text to your mobile phone or a voice message to any phone.

You will be able to select the University enterprise services (such as email) for which you want to set up multi-factor authentication. Eventually, departments will have the ability to leverage multi-factor authentication for their IT applications. People with special privileges to enterprise systems may be required to use multi-factor authentication.

Combating APT with ATP

An advanced persistent threat (APT) is a sophisticated, persistent threat that is marked by a person — rather than an automated program — actively trying to compromise a specific account, or by someone exploiting a specific vulnerability or compromising that particular account. The cybercriminal then uses the account to try to break into University systems and data.

APT attacks can be difficult to detect and defend against because they are designed to happen below the radar of traditional security controls.

In order for the University to be successful at defending against these types of attacks, we need to implement more advanced security controls, such as Microsoft’s Advanced Threat Protection (ATP).

The ATP service, which will be implemented this summer, includes two key features:

• Safe Links replaces links in emails received from the internet, giving ATP time to evaluate the threat associated with that link.

• ATP is designed to be malicious, you’ll be blocked from accessing it when you click on it. If it’s not immediately directed to the URL embedded in the link.

• Safe Attachments helps to protect against malware delivered in email attachments. Through “behavioral analysis,” ATP determines if the attachment is safe.

This process may cause some minimal (in measured times) delays in delivery to you of email messages with attachments.

Put your suspicions to the test: PhishMe

The University will never ask you to reveal your password or your password-repeating entity will, but it’s a favorite phishing tactic, along with strategies for you to open an attachment or a link.

Of all data breaches, 91 percent start with a successful phishing attack. Phishing efforts are all too often spearheaded by someone you trust, and many now are constructed to appear as though they’re from someone or some company you’re already familiar with. They incorporate elements that induce home-family elements with “Hi! dear! How about the game last night?” vs “Dear Sir, it has come to my attention that…”

Phishing messages and spam are both annoying, but they differ in one critical way: While spam contains information you don’t care about, phishing messages ask you to perform some action, such as clicking on a link. That response triggers a potential opening that can be the initial point of an attack on your online resources as well as the University’s information technology infrastructure.

Your ability to recognize and report phishing emails is an integral part of our security team’s defense. PhishMe is an immersive awareness campaign for Pitt faculty and students. In response to a specific program, you may receive simulated phishing email messages designed to imitate a real scam. If you mistakenly click on a simulated phishing message, you’ll be directed to a site that provides helpful tips to spot phishing scams in the future.

Are you receiving an email that you suspect is phishing, please forward it to an attachment to phish@pitt.edu. Your identification of phishing emails will eventually get phished or compromised. Those are tough odds.

Jeffrey Romoff

Compensation included base compensation, bonus and incentive compensation, other reportable compensation, retirement and other deferred compensation, and non taxable benefits.

Highest-paid contractors

Two hundred independent contractors were paid more than $10,000 in 2015.

The University Times is published weekly on Thursdays by the University of Pittsburgh. Selections for UNIVERTIS TIMES are made by the University of Pittsburgh’s Times Board, and those available to the University community. The University Times is available online at univtimes.pitt.edu.

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Under Pennsylvania's 2008 open records law, the University must disclose pay for its 25 highest-paid non-officers by May 31 each year.

Listed below are Pitt's top 25 in fiscal year 2015 and their total gross pay:

1. James P. Dixon II, athletics — $2,320,887
2. Paul J. Chryst, athletics — $1,645,652
3. Steven Charles Pederson, athletics — $900,000
4. Nancy E. Davidson, medicine — $766,405
5. Suzanne McConnell-Serio, athletics — $492,898
6. Donald S. Burke, public health — $473,309
7. Michael J. Becich, biomedical informatics — $471,051
8. Jeffrey L. Masiack, Schools of the Health Sciences — $469,858
10. Thomas W. Braun, dental medicine — $432,345
11. David J. Denis, business administration — $426,899
12. Joseph L. Rudolph, athletics — $403,170
13. David J. Denis, business administration — $403,170
14. Joseph D. Rudolph, athletics — $403,170
15. John Jeffrey Inman, business administration — $394,132
16. Diane K. Denis, business administration — $389,794
17. Ivet Bahar, computational and systems biology — $379,416
18. Douglass Lansing Taylor, computational and systems biology — $376,350
19. Charles A. Perfetti, Learning Research and Development Center — $375,000
20. Mark Jay Shlomchik, immunology — $376,350
21. Steven E. Reis, medicine — $371,855
22. Dennis P. Curran, chemistry — $360,232
23. Jean-Francois Richaud, economics — $365,445
24. Bruce A. Freeman, pharmacology and chemical biology — $366,045
25. Rocky Sung Chi Tuan, orthopaedic surgery — $358,110

Highest-paid contractors
Pitt reported that it paid 616 independent contractors more than $100,000 in 2014, down from 667 a year earlier. The top five in 2014 were:

• Food service contractor Sodexo, $34,781,537.
• Construction contractor Mascaro Construction, $20,131,510.
• Construction contractor BPA III, $17,622,242.
• Construction contractor Scalise Industries, $9,554,615.
• Burchick Construction, $8,531,110.

Pitt's full 2015 disclosures are posted at www.cfo.pitt.edu/ disclosure.html.

---Kimberly K. Barlow

Jamie Dixon
Do you want to have some fun while getting more fit and, while you’re at it, have the opportunity to win a raffle prize? We have the game for you! Home Run for Health is a 9-week wellness program where you “earn” home runs by being physically active.

Participants log their activity and the online tool assigns “steps” for more than 200 activities. It’s fun. It’s interactive. And you don’t have to go to PNC Park to play it. The only equipment you need? An all-star attitude and a way to track your steps.

For more information and to register, visit www.my.pitt.edu > My Resources > UPMC Health Plan > MyHealth Access. Register now through Friday, May 27, 2016.

• When does Home Run for Health start? It starts Monday, June 6, and runs through Sunday, Aug. 7.

• Who can participate? Home Run for Health is open to all regular full-time and part-time faculty and staff members.

• Do I need to register? Yes. Anyone who signs a waiver can participate. Completing the waiver is part of the registration process. To register, visit www.my.pitt.edu > My Resources > UPMC Health Plan > MyHealth Access, and click on the Home Run for Health button on the left side of the MyHealth OnLine home page.

• What if I’m not a member of a University-sponsored health plan? Contact the Benefits Department at 412-624-8160 to obtain an enrollment form for the program.

• When can I register? Register until Friday, May 27.

What can make you smarter, more productive, and boost your mood? Exercise!

A 30-minute cardio session pumps extra blood to your brain, allowing it to perform at maximum efficiency. Here are some fun facts that may inspire you to get moving.

Cardiovascular exercise can:
• Generate new brain cells.
• Release brain chemicals that prevent cognitive decline.
• Help you be more productive (compared to more sedentary peers).
• Reduce stress and anxiety, which can affect the ability to think clearly.

Many studies have shown that parts of the brain that control thinking and memory increase in size for people who exercise compared to those who don’t. Not a fan of walking or running? Try other types of cardiovascular exercise, such as swimming, biking, or dancing.

Try any or all of these ideas to keep you motivated:
• Join a class or workout with a friend to help you feel accountable.
• Track your progress. Use a smartphone app or a fitness device to help.
• Work out with a personal trainer.

Keep the fun in your summer & UV rays OUT of your eyes.

UV protection tips for summer safety:

UV (ultraviolet) rays are constantly emitted from the sun and not only cause damage to your skin, but eyes as well. Wear wide-brimmed hats, caps, sunglasses with UV coating or Transitions lenses to provide protection for your eyes.

Know the different types of UV rays which can be harmful to your eyes. UV-A rays are more likely to cause long-term damage, increasing the chances of vision loss. UV-B rays can cause minor burns to your skin and surface of your eyes which is painful though not permanent. The preventative measures listed above offer a safe and easy way to maintain your eye health in the sun.

Stay aware of your environment. Although the sun is an obvious indicator that UV rays are present, many of them still travel through clouds and fog. UV rays even reflect off bright surface such as snow, pavement, water, and white sand. Be mindful of sun protection year-round.

Don’t Strike Out!

Boost Your Brain Power


My Activity Tracker connects with a number of wearable trackers and fitness apps such as Fitbit, Jawbone, Withings, Misfit, and Garmin devices that provide a step count.

To connect yours, follow the path above and click on Physical Activity Monitors.

How will I get information about Home Run for Health? You will receive a weekly informational email once the challenge starts. You can also get the latest scoring stats, set weekly goals, and check your progress toward your next home run by going to the Home Run for Health website. Starting June 6, you can click on the Home Run for Health button on the left side of the MyHealth OnLine home page.

Do I need my physician’s clearance to participate? We recommend that all participants seek the advice of their physician prior to participating in Home Run for Health and any time they plan to start or increase their physical activity.

What if I need extra support? Sign up to receive text messages by texting HOMERUN to 876247. Messages will begin the very first week! Standard text message rates may apply.

Are there prizes? Yes! If you log your activity three days a week, you will be eligible to win a great prize!
Work-life tension focus of Gallagher's SAC assembly talk

"T
technology has actually
disrupted how we live
and how we work,"
Chancellor Patrick Gallagher
told a packed William Pitt Union
Assembly Room for the luncheon
address at the Staff Association
Council's May 10 spring assembly.
"We all need to make the tension
explicit. There needs to be a very
open discussion between you and
your supervisor, you and your
colleagues," he said, "because it's
not reasonable to assume that
any time that phone rings you
should be ready to drop one role
... and be ready to respond to this
at any time."

"We've all been involved in
email threads at ridiculous hours
that we wish we weren't involved
in," Gallagher acknowledged.
"I'm not going to tell you never
to be available, but ... just
be patient just as much as I
expect you to be patient with
me when I'm at home in the
morning. He won't acknowledge
his own work intruding on home
and community life.

At any one moment, "are you
representing the University you
work for or are you representing
yourself or some other organiza-
tion?" he asked.

Sometimes there are rules,
such as during political campaigns,
when Pitt, as a tax-exempt institu-
tion, can't play an active role in
elections, whereas individuals are
encouraged to be civically engaged.

"There's no one easy answer
here," Gallagher said, but he
encouraged people to maintain
a vibrant home life "because it
enriches the community as well.
When we're at the heck and
call of the institution we work for
... we do run the risk of making
a major mistake" ignoring our
own needs and well-being. "A happy,
healthy, fulfilled and engaged
person — the people in this
team — that's best for you, your
supervisor, your work, the work
itself, the institution we work for
and your work, he said. "It turns
out that simple discussion really
does make a difference.

"And be patient enough to let
the learning occur on both sides" on
the specific role balance
that's best for you, your supervisor
and your work, he suggested.

"Who knows?" he added, "in
give years they may have a new
app and we'll have to figure this
out together."

—Marty Levine

Workshop targets classroom inclusivity

Susan Marine of Merrimack
College is bringing her inclusive
classroom workshop to Pitt once
to help faculty across all disciplines.
"The kind of language we use,
the kind of materials you hand out,
classroom must learn to
demonstrate appropriate
respect for gender and sexual
identity," Marine said.

"More than simply learning to
use certain language appropriately,
Marine explained, faculty who wish
to create an inclusive classroom
must learn to demonstrate appro-
perate sensitivities to the issues of
sexuality and gender identity, and
include everyone in the classroom
discussion.

In her workshop, Marine
begins by talking with the group
about their own experiences and
whether they are familiar with the
termology and concepts of
gender and sexual identity.

Faculty members often discover
gaps between the experiences of
younger and older individuals,
says, declaring themselves not only
les-
bian, gay, bisexual or gender
(LGBTQ) but Queer (Q), Asexual
(A), Intersex (I), or (intersex, those
born without a specifically binary sex
designation), and they want to see
their experiences reflected everywhere they go.

"When it comes to learning about
issues of gender and sexuality,
Marine says. However, she adds,
"when it comes to learning about
issues of sexual identity ... it's not
something most of us think about
with much regularity."

"Your supervisor is just as wor-
ted about the system as you are,"
Gallagher said. "You have that
commitment to take care of
yourself starts with you," he said.

"The kind of context we explore in our
classroom dialogue.

Faculty who wish to create an
inclusive classroom must learn to
demonstrate appropriate
sensitivities to the issues of
sexuality and gender identity, and
include everyone in the classroom
discussion.

—Susan Marine
Trans student guidelines explained

Continued from page 1

neutral housing and we’ll have to fine-tune some of those things. We’ll be working on that.”

She said additional guidance is expected in the coming weeks and months.

Additional litigation is likely as well. “There will be many attempts to block this over time,” Washington predicted. “We will continue to work toward making sure that we are consistent with the guidance existent to the extent that we need to make adjustments, we will do that.”

In other business:
• Council endorsed an updated University sexual misconduct policy and sexual harassment procedure. Faculty Assembly approved the documents May 10. (See May 12 University Times.)

The documents were approved in March by the Council of Deans and last month by the Senate equity, inclusion and antidiscrimination advocacy committee.

Continuing to convey the Senate’s recommendation that the University adopt the policy and procedure is being sent to the chancellor this week.

Senators: including chief enrollment officer,批示 that Pitt is on track to enroll a larger-than-expected group of freshmen on the Pittsburgh campus for the second year in a row. (See Sept. 17, 2015, University Times.)

“Pretty much on all the metrics we’re seeing, it’s very strong, the brand strong, is really a competitive market,” he said. "If you want to block this over time," Wash-

Virginia predicted. "We will just have to fine-tune some of those things."

In May 20 memo to employ-

• In addition to strengthening overtime protections, the FLSA changes are expected to improve workers’ health, productivity and work-life balance.

• In May 20 memo to employ-

You must return your permit to the Parking Office in 204 Brackenridge Hall within

If you are going on a University approved leave...

• You may have your parking permit reinstated when you return to the University.

• Complete a parking permit reinstatement application, your permit will be held for your current lot/garage until your return.

• You must return your permit to the Parking Office in 204 Brackenridge Hall within the first three business days of the month (in order to stop charges for that month).

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

Office of Measurement and Evaluation of Teaching
Center for Instructional Development & Distance Education

Pitt reviewing OT regulations

Continued from page 1

In addition to strengthening overtime protections, the FLSA changes are expected to improve workers’ health, productivity and work-life balance.

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Office of Measurement and Evaluation of Teaching
Center for Instructional Development & Distance Education

New regional peers?

Continued from page 1

And, he says, the regional campuses should be consulted in order to identify who the nearby competitors are. “So, for Greens-

burg, our list would have to/does include two religious schools: Seton Hill University and Saint Vincent College, which are just several miles on either side of us and are literally our main competition for all kinds of things.”

Campus size also might be taken into account in establishing new peer groups, he said.

Said Wilson, “What we would like to do now, since we’ve got a different kind of relationship going on (under Provost Patricia E. Beeson and BPC liaison David Long), executive vice presidents are just sit down and say ‘If we were being objective and we were someone from search, what would be an appropriate benchmark group?’

In other business:
• Gaddy previewed BPC’s agenda for the coming year, noting that work on a first-ever report on the BPC’s mission and purpose will continue this fall. Salary equity issues will be a matter of concern, and the committee will allotted its duty to ensure that units are in compliance with the University’s planning and budgeting document, he said.

In addition to the annual regular committee, typically we will have this fall. Salary equity issues will be a matter of concern, and the committee will allotted its duty to ensure that units are in compliance with the University’s planning and budgeting document, he said.

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3 Pitt teams earn academic honors

The Pitt men’s basketball team, men’s swimming and diving team and women’s tennis team are among this year’s National Collegiate Athletic Association (NCAA) Public Recognition Award recipients for superior academic performance.

The awards go to teams with multiyear academic progress rates (APRs) in the top 10 percent for their sport. The APR measures eligibility, graduation and retention each semester.

The women’s tennis team, which earned the award for a second straight year, posted a perfect score of 1,000.

This year’s award was the third in a row for the Pitt men’s basketball squad.

In recent years, team APRs, scholarship student-athletes receive one point per semester for remaining academically eligible and one point for staying in school or graduating. Former college athletes who return to school and graduate earn back a lost APR point for their team.

The APR is calculated by dividing the team’s points by the number of possible points.

The most recent multiyear APRs are based on scores from the 2011-12 through 2014-15 academic years.

Thirteen of Pitt’s 17 NCAA teams — six men’s teams and seven women’s teams — scored above the multiyear APR average for their sport.

They are:

- Men’s teams: swimming (997);
- Women’s teams: tennis (1,000); basketball (955); soccer (976); and, softball (970).

The NCAA’s annual academic report card found the overall average four-year APR for Division I teams nationwide rose to 979 in 2014-15, up one point from a year ago, with three-point improvements in men’s and women’s basketball and football contributing to that increase.

Teams generally must achieve a 930 APR or higher in 2017 to be eligible to compete in the 2016-17 post-season. (The NCAA gives limited-resource schools more flexibility in meeting APR standards.) The 930 standard predicts a graduation rate of about 50 percent.

According to the NCAA, 23 Division I teams will be ineligible for the post-season in 2016-17 due to their low APR, compared with 21 teams last year. Thirty-one teams are subject to penalties in addition to the postseason requirement for not meeting the minimum academic standard. Last year, 28 teams took penalties.

A searchable APR database is posted at ncaapostgraduation.com.

— Kimberly K. Barlow

$11.7M in capital budget additions recommended

The Board of Trustees budget committee has recommended an additional $11.7 million in fiscal year 2016 capital budget project spending.

Reflecting earlier action of the board’s property and facilities committee (see April 14 University Times), the budget committee on May 24 recommended that the full board approve:

- $5.3 million for interior renovations at the Cost Sports Center, including replacement of the playing surface that is used by Pitt intramural teams, club sports and the varsity track and field, baseball, softball and soccer teams.
- Nearly $4.35 million for renovations and mechanical upgrades on the 12th floor of the Cathedral of Learning.
- An additional $300,500 for the replacement of high-voltage electrical equipment at the Chevron Science Center.
- Previously approved $2.5 million in funding; the total project cost now is over $2.8 million.
- An additional $1.56 million for the Space Research Coordination Center exterior and roof renovation project. Trustees previously had approved $1.05 million as part of the FY14 capital budget, said Arthur G. Ramacine, senior vice chancellor and chief financial officer.

The additional funding will be used to rebuild chimney structures that were found to be structurally deficient. The total project cost now is $2.6 million.

The Board of Trustees is scheduled to meet June 24.

— Kimberly K. Barlow

Pedaling to Pitt

More than 230 cyclists visited the commuter cafe hosted by Pitt’s Parking Services Office as part of National Bike to Work Day.

Kevin Sheehy, director of Parking, Transportation and Services, said 42 riders registered their bicycles with Parking Services and received bicycle safety inspections by the Pitt Police during the May 20 Bike to Campus event on Schenley Plaza.

Hillman University Librarian & Director, University Library System

The University of Pittsburgh invites nominations and applications for the position of the Hillman University Librarian and Director, University Library System (ULS). This is an exceptional opportunity for an accomplished, visionary, and innovative leader to continue to advance one of the nation’s leading academic research libraries and serve as a strong advocate for the essential role of the library in learning, teaching, and research at Pitt.

One of the top research universities in the country, Pitt is a state-related research university and part of the Commonwealth System of Higher Education in Pennsylvania. A member of the Association of American Universities, current enrollment in Pitt’s 16 undergraduate and graduate schools and 4 regional campuses is 34,970 (25,074 undergraduate and 9,896 graduate students).

In 2015, the University’s federally funded research summed to almost $600 million. Pitt is ranked 80 overall and 9 among public institutions in the most recent U.S. National Science Foundation’s rankings of federally funded research at universities and colleges. Pitt is currently ranked 66th in their National Universities Ranking and 24th among public research universities by the U.S. News & World Report.

The ULS has long been an integral part of Pitt’s academic life and consistently ranks in the top 40 research libraries in the world as indicated by the Association of Research Libraries’ (ARL) Library Investment Index. The ULS has embraced new technologies, such as digital scholarship support services, enhanced library resources for students and faculty, and has been at the forefront of the open-access publishing initiative for scholarly publishing.

Pitt’s libraries’ global reach also includes an extensive international document delivery service with more than two dozen libraries in China, Taiwan, and South Korea and a staff exchange program with libraries in China.

The ULS is comprised of 11 libraries and holdings of nearly 7.2 million volumes and employs a total FTE count of 180. The director oversees the ULS budget, which in 2015 was approximately $32 million. The ULS is a member of the ARL, the Center for Research Libraries, the Pennsylvania Academic Library Consortium Inc., HathiTrust, NorthEast Research Libraries, and the Coalition for Networked Information.

The director is responsible for the leadership and administration of the ULS, overseeing the innovation and development of the libraries in the areas of user services, collections and resources, management and infrastructure, cooperative initiatives and outreach, and support and funding. The new director will provide visionary leadership for the ULS and implement the libraries’ strategic plan in support of the University’s academic priorities, curricula, and research; keep the ULS collections vital and accessible for the University community; and support and continue to develop open-access initiatives; increase awareness on campus of what the ULS has to offer; leverage and augment the resources of the ULS wisely; and lead and further develop a strong, service-oriented staff.

The director reports to the provost of the University of Pittsburgh and sits on the Council of Deans.

Among the required qualifications for the position are demonstrated leadership experience in academic scholarly communities and proven managerial ability in a complex organizational setting; an understanding of the major challenges facing academic research libraries today; a proven ability to develop and sustain relationships both on campus and in the external community; and demonstrated clear evidence of success in creating and working well within a diverse and inclusive environment.

Review of submitted credentials will begin immediately and will continue until the position is filled. Applicants should include a current vita and cover letter reviewing his or her experience, strengths, and accomplishments, as well as names and contact information for three professional references. Inquiries, nominations, and applications should be submitted electronically to:

Beverly Brady, Isaacson, Miller, 263 Summer Street, Boston, MA 02210

http://www.isaacsonmiller.com/search/3839

For more information about the University Library System, please visit: www.library.pitt.edu
Researchers also surveyed the physicians caring for the patients for which the surrogates were making decisions.

The researchers asked both the surrogates and the doctors to estimate the chances that the patient would survive hospitalization on a scale of 0 (no chance of survival) to 100 (definite survival). They did not know each other’s answers.

In 53 percent of cases, the answers differed by more than 20 percent. Doctors and surrogates usually were more optimistic than the doctors; however, the doctors’ estimates of the patient prognosis ultimately were far more accurate.

The researchers then asked the surrogates to guess what the patient’s doctor answered. Generally, the surrogates would say they guessed somewhere in between their estimate and the doctor’s real estimate. That revealed that the surrogates usually understood they were being more optimistic than what the doctor had been communicating to them.

The surrogates explained this in many ways, the most common being that they believed the patient had strong religious beliefs. They also had an optimism grounded in religious beliefs.

“As doctors, we want to provide the best possible care for our patients,” said White, who also holds a joint appointment in the Department of Critical Care Medicine and is the John P. Mulvaney Jr. Chair for Ethics in Critical Care Medicine. “In critically ill patients, that means we must do a better job communicating with the people who are making decisions for our patients. Given the results of this study, we’re working to develop and test interventions both to improve the comprehensibility of the prognosis doctors give to surrogates and to better attend to the emotional and psychological factors that may influence the surrogate's expectations for their loved one's outcome.”

Additional Pitt researchers on this study were Natalie Ernecoff, Pooja Ravpoo, Buddhama- ruk and Seyonon Hong. Also contributing were colleagues in an International Collaborative on Patient-Centered Care, the University of California-San Francisco, and the University of Washington.

This research was supported by the National Institutes of Health (NIH) and the Greenwall Foundation.

Coils improve lives of patients with emphysema

The minimally invasive implantation of tiny coils into the lungs improves exercise ability, lung function and quality of life for patients with severe emphysema, according to a recent trial presented by School of Medicine researchers at the American Thoracic Society international meeting and published in the Journal of the American Medical Association.

Pitt and RAND representatives on the trial included Natalie Ernecoff, Pooja Ravpoo, Buddhama-ruk and Seyonon Hong. Also contributing were colleagues in an International Collaborative on Patient-Centered Care, the University of California-San Francisco, and the University of Washington.

Researchers randomized patients with emphysema to receive either a percutaneous lung volume reduction therapy or the usual care. Participants randomly were assigned to either standard care, which included optimal inhaler use and treatment for exacerbations, or an intervention consisting of an initial diagnostic test and, if the test was positive, a further minimally invasive procedure called coil implantation.

The trial was funded by PneumRx Inc. Representatives of the company attended the meeting in the design of the trial.

Center for Medicine and the Microbiome debuts

The Schools of the Health Sciences and Medicine are partnering to launch a first-of-its-kind program focused on understanding how the microbiome, a group of microorganisms inhabiting the human body, influences health, wellness and disease.

The launch of the National Microbiome Initiative, announced by the White House Office of Science and Technology Policy in Washington, D.C., the Center for Medicine and the Microbiome brings together scientists and clinical partners to launch the program on a joint venture dedicated to better understanding the trillions of microorganisms that constitute a human’s body and to develop tools to study microbiomes.

The center will be led by Andrew McFall, MD, PhD, chair of Translational Pulmonary and Critical Care Medicine in the School of Medicine, and a member in the Department of Medicine’s Division of Pulmonary, Allergy and Critical Care Medicine. The center will be based in the UPMC and UPMC Heart and Lung 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.

"Overall, the coils provided a modest improvement in exercise ability, lung function and quality of life, but with a very clinically important improve- ment in quality of life, but with a..." Sciurba said. This provides an evidence-based clinical decision tool for surrogate patients with few options.”

"The U.S. Food and Drug Administration will determine whether the coils are ready for widespread use, he added."

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**Online therapy effective for depression, anxiety**

A new study from the University of Pittsburgh Medical Center shows that technology can be used to help people receive affordable care.

Researchers, led by Jordan F. Karp, assistant vice chancellor for Technology and Health, said, "Our study found that online therapy is effective for depression and anxiety."

They analyzed data from 704 patients who were randomized to either the Center for Behavior and Technology (CBT) or the Internet self-help group (ISG). Patients in both groups were given access to a website that provided self-help resources.

Patients were randomized to either the CBT or ISG, and were asked to use the website for six months. At the end of the six months, patients were asked to rate their improvement in mood and body image.

Results showed that patients randomized to the CBT had greater improvements in mood and body image compared to those randomized to the ISG.

"These findings suggest that online therapy is effective for depression and anxiety," said lead author Brian A. Pri-mack, assistant vice chancellor for technology and health.

The study was funded by the National Institute of Mental Health and the National Institute of Biomedical Imaging and Bioengineering.

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**Social media fuels body image concerns**

Logistics on to social media sites frequently throughout the day, looking at the latest posts from their favorite celebrities. However, social media use has been linked to body image concerns, according to a School of Medicine study.

"These findings suggest that social media use is associated with higher body image concerns," said lead author Jaime E. Ferris, associate professor of psychology.

The study was funded by the National Institute of Mental Health and the National Institute of Biomedical Imaging and Bioengineering.

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**Skin cancer screenings**

New research from the School of Medicine suggests that social media can be used to improve skin cancer screenings.

"These findings suggest that social media can be used to improve skin cancer screenings," said lead author Laura Ferris, assistant professor of dermatology.

The study was funded by the National Institute of Health and the National Institute of Biomedical Imaging and Bioengineering.

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**Mystery of smell answered**

Researchers have uncovered the mechanism behind the sense of smell, a process that had eluded scientists for decades. In an article appearing online in the Proceedings of the National Academy of Sciences, the team reports that, surprisingly, the mechanism involves a group of genes known as a "superfamily" of receptor proteins.

"These findings suggest that the sense of smell is mediated by a superfamily of receptor proteins," said lead author Neil Houston, assistant professor of neuroscience.

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neurons to the brain, where the smell is deciphered.

Individual neurons have only a single type of receptor and, therefore, recognize only specific odor molecules. However, the hundreds of different types of olfactory receptors are found, or expressed, in approximately equal numbers across the entire population of neurons, which allows a person to detect a wide variety of smells, explained senior investigator Jianhua Xing, faculty member in computational and systems biology in the school.

Said Xing: “Over the past decades, neuroscientists have been trying to uncover how nature represents in the whole population, which olfactory receptors are found, hundreds of different types of neurons to the brain, where the olfactory receptor gene expression that follows a basic principles into cooperativity, in which elements in a system influence the behavior of one another rather than function independently. Cooperativity can explain many phenomena, such as the transition between liquid and vapor states, why oil and water do not mix and even other biological processes such as how a protein folds.

The results, reported in Nature, build on a recent discovery from the School of Medicine showing that the virus encourages biofilm growth and point to a new way to treat drug-resistant biofilms, including so-called "superbugs" that are resistant to almost all existing antibiotics and have become the focus of worldwide efforts to limit their spread.

Said senior author Jennifer M. Bomberger, faculty member in the Department of Microbiology and Molecular Genetics: “To the best of our knowledge, other antibiotics out there work on both the bacteria and the virus during a co-infection. Antibiotics, which are for chronic infections are an urgent public health threat, and the development of new therapies has been painfully slow. So to see something work on a virus and the incredibly resistant biofilms that bacteria form is very exciting.”

Chronic infections, such as those in cystic fibrosis patients, resist the body's efforts to clear them from the lungs, sinuses and other areas. Often these infections are characterized by biofilms, which are bacteria that stick together to form water-resistant colonies that are as much as 400 times as strong as the bacteria and the virus during a co-infection. Antibiotics, which are for traditional treatment, but did not do as well as eCAP in its evolution ... Since the BiRM program is not central to any one department, it provides students with both fundamental knowledge and problem-solving skills as well as interdepartmental didactic and research experiences, and special- ly in the areas of innovation and entrepreneurship.”

“Any intervention that can be used against tough bacterial biofilms, which are bacteria that form a first line of defense harm the airway cells. The eCAP also worked against bacterial biofilms grown on human airway cells and tested the biofilm growth and point to a new way to treat drug-resistant biofilms.”

The UC research was funded by NIH and the Cystic Fibrosis Foundation.

Pitt, CMU set up joint regenerative medicine program

With the goal of advancing regenerative medicine therapies, a partnership between Pitt and Carnegie Mellon University (CMU) has received a five-year, $1.4 million grant from NIH to provide training in biomedical engineering principles and biology to students pursuing a doctoral degree in bioengineering.

“Training in Biomechanics in Regenerative Medicine” (BIRM) is funded through NIH’s National Institute of Biomedical Imaging and Bioengineering’s T32 grant program. The program director and principal investigator is Savio L-Y. Woo, Distinguished University Professor of Biomedical Engineering, and member and co-director of the Swanson School of Engineering, and director of the Musculoskeletal Regenerative Medicine Program.

“BIRM is designed to train the next generation of engineers that aids in moving innovations through multiple stages of development toward commercialization,” said Woo. “A $400,000 in additional support for this initiative over the next two years will allow for continued support of BIRM summer research experiences, and special- ly in the areas of innovation and entrepreneurship.”

To develop these diverse skills, BIRM incorporates faculty from the departments of bioengineering, civil and environmental engineering, and mechanical engineering, and medical and materials science in the Swanson school; CMU’s department of Orthopaedic Surgery, and Department of Dental Medicine, Department of Orthopaedic Surgery, and Department of Dentistry. BIRM faculty also have appointments in the joint Pitt-CMU Clinical and Translational Science Institute and the McGowan Institute for Regenerative Medicine.

Woo noted that during BIRM’s first two cohorts, 30 students gained a solid foundation for productive and independent careers in academia, industry and medicine spanning a wide range of fields including orthopedics, vascular surgery, dentistry and urology. This year’s cohort was comprised of 14 additional fellowships over the course of the program, as well as to allow further development of the curriculum and increase the emphasis on clinical translation of biomaterials and regenerative medicine research.

Funds to accelerate research to market

Pitt has dedicated $1 million in gap funding over the next two years to Pitt entrepreneurs looking to commercialize their research discoveries.

Coordinated through the Innovation Institute, the Chancellor’s Innovation Commercialization Funds will assist faculty and students with Pitt discoveries in identifying unmet needs in the market for their innovations, developing prototypes, identifying potential commercial partners or forming new companies.

The Chancellor’s Innovation Commercialization Funds will be distributed over the next five years, the Pitt-CMU partnership seeks to sponsor six predoctoral fellowships per year corresponding to approximately 14 additional fellowships over the course of the program, as well as to allow further development of the curriculum and increase the emphasis on clinical translation of biomaterials and regenerative medicine research.

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

We welcome submissions from all areas of the University for research publication via email to utimes@pitt.edu, by fax to 412-624-5795 or by mail to 308 Bellefield Hall.

For submission guidelines, visit www.utimes.pitt.edu/page_id=6807.
The Press Club of Western Pennsylvania awarded its annual Golden Quill Awards May 12 at the Sheraton Station Square. The awards recognize outstanding professional excellence in written, photographic, broadcast and electronic journalism in western Pennsylvania.

Gary Kohr-Craveren, an editor at the University of Pittsburgh’s Voice of University Communications, and photographer Scott Goldsmith, of the Swanson School of Engineering, took first place in the category for a Pitt Magazine photo, “The Hope Maker.”

The award was created to recognize a faculty member who exemplifies the passion and commitment to innovation and entrepreneurship of the late Dr. Martin Mickle of the Swanson School of Engineering. Mickle was one of the founding members of the University’s history.

Patrick M. Kochanek, Ale N. Grevenik, Professor of Critical Care Medicine and director of the School of Medicine’s new Center for Resuscitation Research, has been selected to receive the 2017 Lifetime Achievement Award from the American College of Critical Care Medicine, Kochanek, who focuses his research in anesthesiology and pediatrics, as well as in the Swanson school’s bioengineering departments, with

CONTINUED FROM PAGE 70

The first Chancellor’s Innovation Commercialization Funds have been distributed to the four institutions that entered the Ventures’ latest “1st Gear” stage in April.

—Manual Wheelchair Virtual Seating Coach (Rory Cooper and S. Andrea Sundaram, Human Engineering Research Laboratories/HERL): Pressure sore results from individuals sitting in manual wheelchairs and not performing frequent-enough weight shifts due to reduced or absent nerve function. Emotio is a solution designed to mitigate this interface that empowers users by alerting them to stress-level changes. The Emotio can be used to stimulate nerves in the head and neck shown to relax the body or improve alertness.

—Working for Kids: Building Skills (Judy Cameron and Alixandra Miraglia, Clinical and Translational Science Institute): This is an educational platform designed to build the social and emotional skills in children in their first five years of life through video games. While the HERL team previously developed a robot to assist those in seated wheelchairs, the Emotio is now a solution for those in manual wheelchairs was not available.

—Ventilator Safety and Hyun Ka, HERL): The VIP Wheelchair is a control system to improve patient monitoring and accessibility, adherence and safety for patients with vision and neurological impairments. The wheelchair incorporates a number of feedback and control mechanisms to help visually impaired users avoid obstacles and drop-offs.

—Emotion Prosthetics (Greg Siegle, Program in Cognitive and Computational Neuroprosthetics, School of Medicine): Emotio is a wearable device that detects emotion from facial and vocal cues in real-time and provides feedback to the user.

—Accelerated Licensing: For technologies that lead to commercialization of innovations that impact industry and education, funding will be available to strategically de-risk technologies and secure industry investment.

Up to $150,000 will be available annually in increments of $25,000.

For more information on how to apply for Chancellor’s Innovation Commercialization Funds or the Ventures Student Challenge Competition, contact Jennifer Ireland, Stirrups, or Campen.

In the post-doctorate category for “Depressive Symptoms and Bacterial Toxin in Aged Rats.”

Saw graduated from Pitt’s School of Medicine Department of Psychiatry received an honorable mention in the same category for “Detoxification of Methanol in Adulthood: An Early Life-Loss Event.”

Beckman Scholars chosen

A new cohort of Beckman Scholars will begin their research under a three-year, $150,000 Beckman Scholars Program Award granted to the University in 2015 by the Arnold and Mabel Beckman Foundation. The program, overseen by the University Honors Colleges, is designed to support faculty and staff members who are leading graduate-level study and careers in the life sciences.

Each scholar receives an $80,000, two-year stipend in supply and travel money. Faculty mentors receive $5,000 to use toward research costs for the scholar’s research experience.

The students’ capstone expe- riences include other large events, including the Beckman Scholars Symposium.

Compiled by Marty Levine

For submission guidelines, visit www.utimes.pitt.edu/?page_id=6807.
Wednesday 7

Proovic’s Diversity Inst. for Faculty Development “An awareness of classroom Practices: Lessons & Techniques for Constructing a Truly Open Learning Environment for LGBTQIA Students,” Susan Marine, Merrick College, UCL/Gold, Rm 8:30-9:30 pm (also June 8; www.eddick.pitt.edu/imp/occupation-events) Faculty/Staff Development Program “Working Through Conflict,” Maureen Lair; 342 Craig, 9-11 am (register.edu)/training-development/faculty-st)

Thursday 8

Hepatology Lecture “Multivariate Small Bowel Transplant, Roy Cruz, transplant surgeon. Monograph 7 east, pathology conf rm., 4 pm.

Faculty/Staff Development Program “Clinical Cultural Awareness & Understanding,” 342 Craig, 9-11 am (register.edu)/training-development/faculty-st)

Mid Atlantic Directors & Staff of Scientific Cores Conf. “Innovation Through Collaboration,” WPU lower lounge, 11 am-3:30 pm (runs through June 12; www.madssci.abrf.org)

CSITE Workshop “Enabling & Managing Multidisciplinary Research Teams,” Mindy Sim, transplantation; 7039 Forbes Tbr, noon

Dental/Oral & Maxillofacial Surgery Lecture Mark Ochs, G33 Salk, 4-6 pm

Tuesday 3

UPCI/Flow Cytometry Workshop Hillman 2.42 pod lunch area, 9 am (meyerj@upmc.edu)

Psychiatry Grand Rounds “Telepsychiatry: Innovative & Evidence-Based Strategies in the Delivery of Health Care & Medical Education,” Shahana Khan; WPIC aud., noon (parthik@gmpc.upmc.edu)

CRSP Workshop “Base & Child Welfare: National & Local Perspectives in Race/Dispositional,” 2017 CL, 8:30 am-4 pm (www.crsp.pitt.edu)

Faculty/Staff Development Program “Please Respect My Generation,” Warren McCoy, 342 Craig, 9-11 am (register.edu)/training-development/faculty-st)

SAC Year of the Humanities Workshop “Work-Life Balance,” Cit. for Creativity, U Store on 5th gr. fl, 11:30 am-1:30 pm (www.madssci.abrf.org)

HSLS Workshop “Taintless Pub,” Pat Weiss; Falk library classroom, 1:30 pm (pweissf@pitt.edu)

Wednesday 6

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Thursday 9

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Faculty/Staff Development Program “Writing With Style — Official University Style, Th Qu” Sarah Rosenson; 342 Craig, 9-11 am (register.edu)/training-development/faculty-st)


Critical Care Medicine Grand Rounds Nilosh Mehra, Harvard 11035 SC, noon

UPCI Rare Disease Forum Lecture “Move Over Mice: How the Integration of Systems Biology With Organoids or Chips May Humanize Drug Development,” Linda Goldberg, MIT, 1104 SC, noon (412-624-4644)

Dental/Oral & Maxillofacial Surgery Lecture Mark Ochs, G33 Salk, 4-6 pm

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Tuesday 7

Proovic’s Diversity Inst. for Faculty Development “An awareness of classroom Practices: Lessons & Techniques for Constructing a Truly Open Learning Environment for LGBTQIA Students,” Susan Marine, Merrick College, UCL/Gold, Rm 8:30-9:30 pm (also June 8; www.eddick.pitt.edu/imp/occupation-events) Faculty/Staff Development Program “Working Through Conflict,” Maureen Lair; 342 Craig, 9-11 am (register.edu)/training-development/faculty-st)

Thursday 8

Hepatology Lecture “Multivariate Small Bowel Transplant, Roy Cruz, transplant surgeon. Monograph 7 east, pathology conf rm., 4 pm.

Faculty/Staff Development Program “Clinical Cultural Awareness & Understanding,” 342 Craig, 9-11 am (register.edu)/training-development/faculty-st)

Mid Atlantic Directors & Staff of Scientific Cores Conf. “Innovation Through Collaboration,” WPU lower lounge, 11 am-3:30 pm (runs through June 12; www.madssci.abrf.org)

CSITE Workshop “Enabling & Managing Multidisciplinary Research Teams,” Mindy Sim, transplantation; 7039 Forbes Tbr, noon

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