DEPARTMENTAL UPDATE

The Department of Pathology will observe the Thanksgiving Holiday and be closed on Thursday, November 28 and Friday, November 29. This will also include the PERF Administrative Offices and Billing Office.

The Department’s Administrative Office will observe the Christmas Holidays as follows:

December 24-January 1 - all offices will be closed, however, a skeleton crew will be in on December 30 from 10:00 until 3:00 p.m.

PERF Administrative Office and Billing Office will be open on Thursday, December 26, Friday, December 27, and Monday, December 30, 1996.

Both Glassware Labs (4th floor BST, 7th floor Scaife) will be open Monday, December 30.

The Photography Lab will be closed throughout the Christmas holiday break.

A NOTE FROM PAYROLL

PAY DATES NOVEMBER & DECEMBER

Due to the holidays, the pay dates for November and December have been changed as follows:

November 27 and December 13

Faculty and staff checks will be distributed with a postdated effective date of December 31. Student checks will be dated December 13.

Checks on both days will be available for pickup in S417 Biomedical Science Tower after 11:00 a.m.

Please note that if you need to see Helen Piccola regarding a payroll/personnel issue, please contact her ahead of time to schedule a meeting. She is available between 10:00 a.m. until 3:00 p.m. Monday-Thursdays. Her phone no. is 648-1038.

CENTRAL BILLING OFFICE UPDATE

Effective January 1, 1997, the billing office staff at PERF, along with the billing staff members of each of the clinical practice plans will be transitioned into the newly created University Physicians Practice Management Company (UPPMC). UPPMC will serve as the central billing office for the Federation of Clinical Practice Plans, University of Pittsburgh Physicians (UPP). Our billing staff members will remain located at the PERF Office until our practice is transitioned onto the new software/billing system, EPIC, and/or they accept a new position with the UPPMC. The ultimate goal of the centralization is the creation of a "super bill" that will indicate all physician services provided at the UPMC and its affiliates. The UPPMC will be located on the 9th floor of the Forbes Tower on Meyran Avenue. Mr. Greg Peaslee (currently the Admin Director for Radiology) has been selected as the Executive Director for the new company and Mr. John Dillon (currently the Admin Director for Orthopaedics) has been appointed as the Vice President for Administration.

By Anna Roman Koller

NEXT PATH QUARTERLY INFO DUE: January 15, 1997 - EMAIL INFO TO SZALKU@A1.ISD.UPMC.EDU
UNITED WAY CAMPAIGN

The United Way Campaign is underway! Please return your pledge cards as soon as possible. The Department is again having its own drawing in addition to the drawing that the University is sponsoring. The departmental drawing will include $25.00 gift certificates for the Olive Garden and T.G.I. Fridays. Please contribute and your name will be entered for the drawing. Any questions, call Cindy Caito at 648-9550. Your support is appreciated.

UNIVERSITY AND UPMC SETS ADMINISTRATIVE POLICY ON ADMINISTRATIVE PROCESS FOR RESEARCH GRANTS

As per Dr. Detre’s memo of August 28, 1996 to Deans of the Health Sciences, the policy for the University of Pittsburgh and UPMC for processing and managing research funds from external sources is conducted through the University of Pittsburgh Office of Research and not through clinical practice plans, unrelated foundations, the UPMC or any other unapproved entity. There are important administrative, financial and legal reasons why compliance with this policy is mandatory and must be maintained by all personnel. If you have any questions regarding this issue, Dr. Ronald Herberman, Health Sciences Associate Vice Chancellor of Research should be contacted.

UPDATE ON PATENT INFORMATION

There have been several inquiries over the last several months regarding patent rights. The following is a brief overview of the University’s policy on patent rights and technology transfer.

The University claims ownership and control of the worldwide patent rights which result from activities of its faculty, staff and students. Under the University’s patent agreements, the inventor normally receives 30% and the University 70% of the net financial returns from the sale, licensing, or other transfer of patent rights. The University proceeds are distributed as follows:

--35% to the “Patent Rights Fund” which was established to provide resources to obtain patents and maintain them.

--20% to a “Patent Research Development Fund,” to develop patentable material under the direction of the Office of Research. Any reduction in the inventor’s distribution would be added to this fund.

--15% to the department of the inventor, for use in research at the discretion of the department administrator, if the inventor is still a member of the faculty.

If the total income for a patent or group of related patent or technology rights exceeds $100,000, the above distribution may be changed in accordance with a plan approved by the President of the University, but not so as to reduce the inventor’s share.

In the event that the inventor leaves the University, the inventor will continue to receive payments as outlined above but will not be entitled to continue to receive or transfer any other rights or benefits to the department of the inventor.

If the inventor or another institution believes that the circumstances surrounding the invention warrants another distribution, the inventor or the institution may request the University Patent Committee review the circumstances. After review, the Committee may determine a different distribution of the net proceeds.

Patent rights resulting from: (1) research carried on by a student in fulfillment of requirements for an academic degree, (2) government-sponsored research grants, contracts, fellowships and other such agreements, and (3) research grants or contracts of nongovernment agencies or sources are subject to the provisions regarding the title to patents.

When an invention is made, the University requires that the inventor submit an Invention Disclosure Statement to the Office of Applied Research. Assistance in obtaining this form is available from the grants and accounting office in S417 BST. Should you have any questions regarding this specific policy, please contact Monica Tietsworth at 648-9699.

GUIDELINES FOR EMPLOYMENT INTERVIEWS

The University of Pittsburgh is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex (including pregnancy), age (40 and over), national origin, ancestry, sexual orientation, marital or family status, disability or veteran status. University employees and committees engaged in recruiting should be careful not to ask applicants questions, direct or indirect, pertaining to those impermissible criteria. Indeed, they should avoid even terms and phrases that might
appear to be related to those factors (for example, “we’re looking for new blood”). Without addressing affirmative action for the moment, they should use none of those factors as a criterion in the selection process.

Examples of questions you should NOT ask applicants:

Do not ask a candidate’s age or solicit information calculated to disclose an individual’s age (for example, high school graduate date) unless you know the candidate is under 40.

Do not ask whether a candidate has or intends to have children.

Do not ask if the candidate has a disability. If the candidate self-identifies as having a disability, ask only if he or she can perform the essential functions of the job, with or without a reasonable accommodation that would permit the individual to do the job.

Do not ask if the candidate has ever sought treatment for drug or alcohol problems.

Do not ask the candidate to characterize his or her state of health. You may, however, inquire about an individual’s ability to meet the demands of the job including long hours and high stress level.

Do not ask if the candidate has ever sought psychological or psychiatric treatment.

Do not ask a candidate’s religion or national origin.

A rule of thumb is to avoid questions that are not job related and to be consistent in interviewing and applying selection criteria to all candidates. Needless to say, the same topics that should not be the subject of interview questions, also should not be the subject of discussion or written communications in any aspect of the decision-making process.

RESIDENCY PROGRAM UPDATE

Residency interviews are scheduled for December 6 and 13 and January 10. The interviews will begin with a breakfast in the Mendelow Conference room at 8:00 a.m. with presentations given by a representative from each specialty. This will be followed by interviews in the Pathology Department at MUH. The candidates will then attend lunch with several of our residents followed by a tour of the hospital. The interview will conclude with a reception in 1104 UPMC from 5:00 until 7:00 p.m. in which all AP and CP faculty are invited to attend.

GRADUATE UPDATE

We would like to welcome two new graduate students to our program: Michael Gray who completed his B.S. in Biochemistry from the University of Arizona in 1995 and Hongmei Liang from Beijing Medical Center where she completed her B.S. in Molecular Biology in 1996.

Spring term registration is now underway. Register now! Classes begin January 6.

Bryon Peterson a graduate student working in Dr. Michalopoulos’ lab, successfully defended his Ph.D. for Environmental and Occupational Health Graduate Program on October 16. Congratulations!

DIVISION OF INFORMATICS

The Division of Informatics is hosting a national conference on November 8 and 9 in the South Wing of the Biomedical Science Tower entitled: Anatomic Pathology Informatics, Imaging and the Internet.

Registration is $250 for faculty and $100 for residents and fellows. This is a discounted rate which is being offered to UPMC faculty and staff. At this rate, general session seating will be in an adjacent conference room linked through video and audio. All break-out programs and workshops will be interactive. This price includes the registration fee and course materials, as well as a continental breakfast, refreshments and lunch each day. The Friday evening dinner cruise is optional for an additional $45. The dinner cruise will be aboard the Gateway Liberty Belle boarding from the Station Square dock at 6:30 p.m. November 9.

Registration is limited to 75 people. Please register immediately on-line or by mail. Parking is available at the UPMC garage directly across from Salk Hall on Terrace Street.

For more conference information, please see URL=http://www.pathology.pitt.edu/apiii. This home page will be updated daily and will provide all information concerning registration and general conference news.

SEMINAR SERIES

The Department of Pathology seminar series will continue at 4:00 p.m. on Wednesdays in room 618 Scaife Hall unless otherwise stated.

The following seminars have been scheduled:
November 6, 1996
**Pat Levitt, Ph.D.**, Professor and Chairman, Department of Neurobiology, “Molecular mechanisms that control development of the cerebral cortex.”

November 20, 1996
**Thomas V. Colby, M.D.**. Professor of Pathology, Visiting Totten Professor, Mayo Clinic, Scottsdale, Arizona, “Pathologic approach to diffuse lung disease --recent advances,” Lecture room 3 Scaife Hall.

December 4, 1996
**Amal Kanbour-Shakir, M.D., Ph.D.**, Associate Professor, Magee-Womens Hospital, “The role of the pathologist in a multidisciplinary breast care consultation center.”

December 18, 1996
**David Bahler, M.D., Ph.D.**, Assistant Professor, MUH, “Antigen selection in the development of salivary gland MALT type lymphomas.”

January 22, 1997
**Robert E. Lee, M.D.**, Professor of Pathology, PUH, “Advantages to the study of medical history,”

January 29, 1997
**Jiang Qian, M.D., Ph.D.**, Department of Pathology and Lab Medicine, University of Rochester Medical Center, Rochester, NY, “Gene therapy for Parkinson’s disease - A viral vector-mediated gene transfer in a rat model.”

Please be advised that beginning January, individual hard copies of seminar notices will not be sent to each faculty member. Notices will be sent to division secretaries for posting. Upcoming seminars can be viewed on the internet via: HTTP://Path.upmc.edu/showcase.html.

**STAFF HIGHLIGHTS**

**Madelaine Dusseau** has accepted the grants coordinator position in our department effective October 1, 1996. Maddie has worked full time for Dr. Gill and the CMP Division since September 1993. She will continue to work for the faculty on the 7th floor of Scaife Hall Mondays, Wednesday mornings and Fridays. On Tuesdays, Wednesday afternoons and Thursdays she will be working in S417 BST. You can reach her in Dr. Gill’s office on 648-9530 or in the Grants and Accounting Office on 648-9474.

**Janice Christy** has accepted the position of Accountant II effective October 7. Jan came to us from Research Accounting where she worked for two years. Jan previously worked for five years at CMU as an assistant office manager in the Department of Biology. Jan’s phone number is 648-9509.

**Katie Seiders**, Grants Coordinator, left our Department on September 30 to join the Department of Medicine as an Accountant II.

**Lynda Sorch**, Accountant II, left our Department to join the Department of Pharmacology as an Accountant III.

**Becky Gibson** will be leaving the Department of Pathology on November 8 to accept a position at Massachusetts General Hospital as a Research Grant Manager. Becky has worked in Pathology since April, 1992 and most recently in the Division of Neuropathology since April of 1994.

We wish all good luck and best wishes for future success!

**FACULTY HIGHLIGHTS**

**Michael Becich, M.D., Ph.D.** *presented “The impact of informatics in the practice of surgical pathology,” Medical College of Virginia, Richmond, VA, October 11. *presented “The impact of informatics in the practice of anatomic pathology,” Electronic Visiting Professorship, University of Michigan, Ann Arbor, MI, October 9. *presented “Digital imaging in anatomic pathology,” audio anatomic pathology conference, between the University of Michigan, Ann Arbor, MI and the University of Pittsburgh, Pittsburgh, PA. *new member on the following committees: ASCP’s Council on Medical Informatics, Investment Committee of the Board of Trustees, UPMC: Informatics Services Tactical Planning Group and Clinical Support Integration Steering Committee, Operations Committee, Center for Biomedical Informatics.

**Garth Ehrlich, Ph.D.** *Director of the Center for Genomic Sciences with his colleagues Dr. David Whitcomb and Dr. Christopher Post identified the gene for hereditary pancreatitis.


Randall Lee, M.D. *named to the Editorial Board of the American Journal of Surgical Pathology

Robert E. Lee, M.D. *presented “J.H. Wright, the First Director of the Massachusetts General Hospital Labs,” at the Centennial Celebration of the Massachusetts General Hospital, October 12-13. *presented “Maude Menten, one of the Founders of Pediatric Pathology,” at the Congress of the International Academy of Pathology, Budapest, Hungary, October 25.


A.W. Pasculle, Sc.D. *as a member of the University Biological Hazards Committee, successfully eradicated the the source of the Legionnaires disease at the University’s Towers Dormitories.


Theresa L. Whiteside, Ph.D. *presented “Transfection experiments with NK cells as a therapeutic strategy” at the International meeting on the Biology of Maternal Fetal Interactions, Paris, France, September 2-4.

Clayton Wiley, M.D., Ph. and Cristian Achim, Ph.D. received a grant award from the NIH for their grant entitled Neurotrophic Factors in HIV Encephalitis in the amount of $901,608 for July 1, 1996-April 30, 2000.

ON THE PERSONAL SIDE...

Darrell J. Triulzi, M.D. had a son in April, Benjamin Joseph. His daughter Leah is three.

Deiter and Dorothee Runge, of Dr. Michalopoulos’ lab, had a baby boy on August 14, Johannes Franziskus. Congratulations!

RESIDENTS AND FELLOWS UPDATE

Steve Ruhoy, M.D. *presented “Angiogenesis and cathepsin B, Cathepsin D, BFGF and CD44 in Follicular Adenomas and Carcinomas of the Thyroid,” coauthored by Martha Clarke at the American Society of Clinical Pathology and College of American Pathology Fall meeting, San Diego, CA, October 1.

Tadeo Asai, M.D.*joined Dr. Whiteside’s laboratory as a fellow. He is an Otolaryngology surgeon and in the next two years he will be involved in studies of vaccine development for oral cancer.

Long Qu, M.D.*joined the Information Services Division as a fellow for 1996-97. His focus for the upcoming year will be on telepathology and decision support.

PUBLICATIONS


Schoonover S, Davis P, Bowser R. Immunolocalization and increased expression of the FAC1 protein in Alzheimer’s Disease, J.


Fernandes SP, Penchansky L. Tumorlike clusters of immature cells in cerebrospinal fluid of infants, Pediatric Pathology and Laboratory Medicine 16:721-729, 1996.


Reddy RT, Achim CL, Sirko DA, Techranchi S, Kraus FG, Wong-Staal F, Wiley CA. Sequence analysis of the V3 loop in brain and spleen of

