

# THE PALETTE

DECEMBER 2021

## 2022 Training Approach and Containment Measures

INSIDE THIS ISSUE

Submitted by: Crystal Turner

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As we prepare to transition back to in-person training sessions beginning in **January 2022**, please review this important University guidance for your safety and the safety of our visitors as we continue to mitigate the spread of COVID-19. Please note, our expectations are being thoroughly communicated to county administrators and participants to ensure that everyone is aware of these expectations upon registration.

**Face coverings will be required while in the building at all times.** This applies to instructors, staff, and all visitors at any of our CWRC training locations across the state. In accordance with the [University’s COVID-19 Standards and Guidelines: Face Coverings, Personal Protective Equipment, and Personal Hygiene](#), a face covering is any type of cloth or disposable material that covers the mouth and nose and can be safely secured in place (e.g., looped around ears or around the head) while in use. For the purposes of this guidance, face coverings include masks. Individuals should properly wear face coverings that [comply with CDC guidance](#). Generally speaking, people are encouraged to wear one of the following types of masks:

- A cloth mask that has multiple layers of tightly woven, breathable fabric
- A disposable mask with multiple layers of non-woven material
- A mask designed to meet a performance standard
- A respirator, such as certain KN95s

Regardless of the type of mask you choose, it should fit properly over your nose, mouth, and chin and include a nose wire. Do not wear a mask with an exhalation valve, vent, or other openings or one that is dirty or wet. Social distancing will not be required indoors unless participants are eating in the training room together. Please ensure that participants maintain 6-feet of space between themselves and others if they stay for lunch or return with food.



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Participants will be required to register as a guest, which will happen during the normal registration process and include information related to our COVID-19 requirements. Please carefully read through the if/then scenarios provided below for clarity on how to handle situations wherein a participant is not using a face covering:

1. If participants are eating in the training room, please make sure they sit 6-feet apart.
2. If any participant is not wearing a face covering while in the classroom, please remind the participant to do so and provide them with a mask if necessary.
3. If the participant still does not wear a mask, please communicate the need to wear a mask as per University policy or they will be asked to leave the training.
4. If the participant refuses to wear a mask, you should ask them to leave.
5. In the event that the participant refuses to leave the training room, please pause the training and make the participant aware that you will need to contact CWRC. Please step out of the training room and call our main line at **717-795-9048** to make us aware. A supervisor from our Organizational Effectiveness Department will then call the county administrator for the participant in violation.
6. If no one can be reached and the person is still refusing to leave, please end the training session.

As always, please use your best judgment when deciding whether a training should be discontinued or there is a need to contact 911 for your safety and the safety of all participants. By providing detailed guidance during the registration process, we expect that all participants will come prepared with a face covering and understand that this policy is non-negotiable.

### **IMPORTANT CONTAINMENT MEASURES:**

Instructors must notify us if they test positive for COVID-19 or have been in close contact with someone who tests positive for COVID-19 after training for the CWRC by calling the RRS phone number at **717-991-8654**. Instructors must also notify the University of Pittsburgh Department of Environmental Health & Safety at **412-624-9505**.

The CWRC will notify the instructor when contacted by a training participant(s) informing CWRC they tested positive for COVID-19 after attending one of their trainings.

Instructors will be directed to follow University guidance as follows:

- Fully vaccinated University members who are notified of close contact with an individual positive for COVID-19 are not required to quarantine but should get tested 3-5 days after exposure.

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- Unvaccinated University members who are notified of close contact with an individual positive for COVID-19 or who have a COVID-19 positive individual in their household must quarantine away from others and cannot attend an in-person training for 10 days.
- If this training group has another in-person training scheduled within 10 days of the potential exposure, it will be shifted to virtual or rescheduled to a later date.

As we look back at what we have accomplished in a virtual world over the past year and a half, we continue to be grateful for your support and commitment to our organization. Thank you for all that you do to enhance the child welfare field, especially during the most difficult times. We will continue to communicate timely updates on our return to in-person training as more information is available. Sending continued well wishes for you and your families as we navigate through these changes together.



## Taking Attendance: A Quick Bridge Reminder

Submitted by: Michael Danner

### **Please remember to take attendance in Bridge for each day of your workshop.**

Also, a reminder to mark every single person who is registered for your workshop for each day.

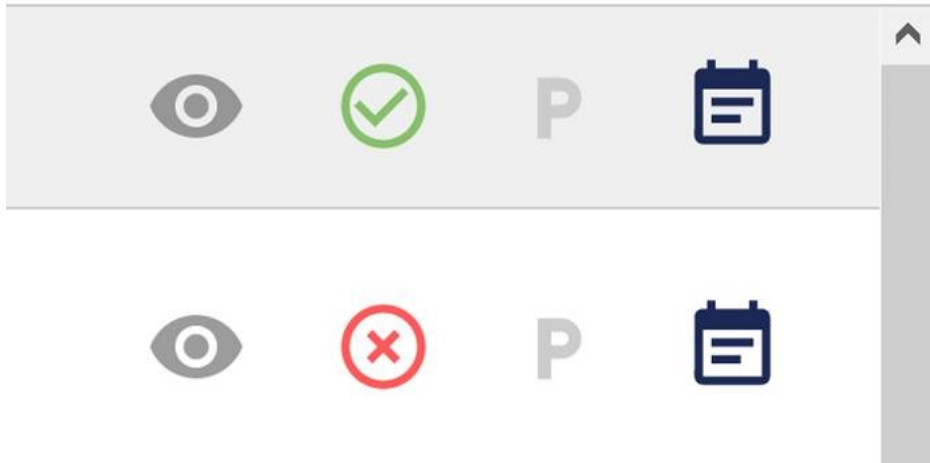
If there are any participants that are not marked (as pictured below in grey) it appears that this individual may have been skipped.



Each person, for each day, should be marked. And, those who get the red circle with an x in it should have a note in the notes section, the little blue icon below.

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Continued from pg. 3...



The details you supply us in the notes section help us answer any questions that may come in from a County Training Liaison about why a participant did not receive credit.

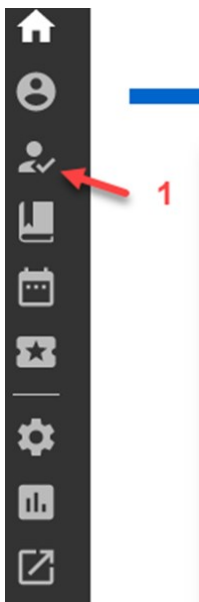
If you have any questions, please let us know. Thank you!

## Reminder: Instructor Evaluations are in Bridge

Submitted by: Michael Danner

Instructors can view their workshop evaluations in Bridge. To do so, please reference the screenshots below on how to access and view your evaluations at the conclusion of a workshop.

Please contact the Bridge Help Desk [BridgeHD@pitt.edu](mailto:BridgeHD@pitt.edu) if you are having any technical difficulty. Thanks.



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1 Instructor Profile

2 Training History

3 Instructor Survey

4 Insurance

Search by Title or ID

Search

Course Status

Active

Training History

|   |            |  |
|---|------------|--|
| 110 - Foundations Module 2: Introduction to Engagement                                | Version: 2 | Effective Date: 2/1/2021                                 |
| 110 - Foundations Module 3: Child Protective Services and General Protective Services | Version: 1 | Effective Date: 11/1/2019<br>Termination Date: 6/30/2019 |
| 110 - Foundations Module 3: Child Protective Services and General Protective          |            | Effective Date: 3/15/2021                                |

|  |                  |  |                               |                                 |                                 |
|--|------------------|--|-------------------------------|---------------------------------|---------------------------------|
| <a href="#">March 30, 2021: 9AM - 4PM</a><br><a href="#">March 31, 2021: 9AM - 4PM</a> | Statewide-Remote | 110 - Foundations Remote Module 7: Introduction to Dependency Court Practice<br>Statewide, Statewide | Open with Registration Closed | No Evaluation Available         | <a href="#">View Attendance</a> |
| <a href="#">March 11, 2021: 9AM - 4PM</a><br><a href="#">March 12, 2021: 9AM - 4PM</a> | Statewide-Remote | 110 - Foundations Remote Module 7: Introduction to Dependency Court Practice<br>Statewide, Statewide | Closed                        | <a href="#">View Evaluation</a> | <a href="#">View Attendance</a> |

## Race Equity: Becoming an Anti-Racist Organization

Submitted by: Crystal Turner

The Resource Center is committed to advancing race equity across our organization and within the child welfare system. Our internal race equity team, in consultation with the Center for the Study of Social Policy (CSSP), will continue to look for partnership opportunities to advance this system-wide effort. Program-wide commitment to this effort, including within your role as an instructor for the CWRC, is critical to our success in reaching our Desired Future State (DFS) as outlined below.

The CWRC is an anti-racist organization committed to achieving racial equity within CWRC and across Pennsylvania's child welfare system. We hold a vision of our organization and wider community that has dismantled systemic racism as demonstrated by:

- Speaking out against all forms of systemic racism
- Creating a sense of restored community and mutual caring
- Using disaggregated race data to understand inequity and develop strategies and solutions
- Ensuring key stakeholders (representing diverse racial, cultural, and economic groups) and staff have an active role and voice in decisions that shape the organization

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- Advocating in larger communities (regional, national, global) to eliminate all forms of racial inequity and to create multicultural organizations
- Increasing representation and retention of black and brown staff at each level of the organization
- Ensuring key stakeholders (representing diverse racial, cultural, and economic groups) and staff monitor and hold accountable the CWRC in its commitment to Racial Equity and these action steps
- Reflecting upon our own practices and engaging in our own self-reflection to assure that our practices/behaviors are in line with our race equity goals

We believe our work in this area provides a framework and foundation for addressing all forms of equity. Part of becoming an anti-racist organization includes creating an inclusive environment—one where everyone can show up with their full identity and self.

In August of 2021, we began monthly instructor race equity forum meetings to advance our race equity efforts across the statewide instructor community. Recently, we began working on a strategic plan to map out our goals and objectives for this group, forming concrete action items that we can implement and monitor towards the achievement of our DFS. The goals and objectives defined below will be formalized into a living document that guides our plan of action. We will continue to prioritize the ongoing development of the plan across future meetings and make revisions as necessary. In the future, we plan to share more information regarding our race equity requirements for CWRC contractors.

**Goal 1:** That every person who interfaces with CWRC or represents CWRC takes a personal journey to embrace information from a race equity framework and commit to a willingness to incorporate race equity work into the classroom.

Objectives for all instructors:

- Balance their own biases/prejudices that may interfere in racist conversations
- Identify effective training that supports their professional development relating to race equity
- Propose opportunities for additional group learning to strengthen the race equity CWRC initiatives
- Identify their comfort level in brave spaces to improve their application of principles of race equity
- Intervene when racist words are shared in the classroom
- Support an inclusive training environment to allow the diversity of sharing
- Use the TBL™ approach effectively to achieve an effective group process
- Identify overt and covert language and behaviors that dismantle systemic racism
- Model courageous conversations within the classroom
- Utilize curriculum prompts that address race equity
- Assist participants tolerate the ambiguity of people different from them; however, they also adhere to non-negotiables relating to race equity

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Identified needs:

- Instructor competency revisions to include basic concepts and standards around race equity
- CWRC required training for all instructors
- CWRC instructor support sessions for brainstorming, sharing experiences, and peer-to-peer support

**Goal 2:** Provide instructors with a basic level of training and humility in addressing race equity issues.

- Provide instructors with opportunities to facilitate discussion within existing curriculum
- A race equity resource home on the Instructor Hub
- Instructor dialogue opportunities
- Additional training and professional development opportunities for instructors to build a more comprehensive understanding of racism in America
- Required professional development training throughout the year
- Policy change to require that all instructors take the Implicit Bias training
- Update curricula to include historical context of racism/inequity as it has impacted policy
- Enhance Foundations curricula to include discussion opportunity for equity issues and include material on equity in pre-work so participants are more prepared for nuanced discussion on these issues

**Goal 3:** Support the instructor community across a larger equitable goal: disproportionality, race equity, personal journey to learn, conversations, cultural humility.

- Develop a race equity manual to hone their conversations with others within the CWRC community
- Establish forums/discussion group spaces to discuss current events with skillful facilitation
- Increase diversity in all areas, including our Standardized Client team and instructor community

As we move forward and continue discussions around educational opportunities during the Instructor Forum, your attendance and participation is important. While attendance is optional, it is **strongly encouraged**. Please remain connected with us through our communications as we continue development and implementation of a full strategic plan. If you have any questions, thoughts, or concerns regarding this ongoing dialogue, please reach out to me at [cnt24@pitt.edu](mailto:cnt24@pitt.edu).

# Lunch and Learn Series: Finding the Instructor Voice

## REMOTE LEARNING EVENT

# 26

JANUARY, 2022  
12 PM - 1 PM

*Presenters:*

**DR. LIZ WINTER  
AND  
JENNY  
GARDNER**

**VIA ZOOM**

Using the simulation from Foundations of Supervision (FOS) Module 2: Supervisory Roles and Professional Boundaries as an example, this remote learning discussion will focus on how to use your voice to bring participants around to best practice, including:

- WHEN to use practice examples
- WHAT stories to share
- HOW to tell the story



## InteDashboard FAQs for Remote Trainings

Submitted by: Jess Humer

Instructor link to access InteDashboard: <https://app.intedashboard.com/admin/login>

1. A participant is having difficulty logging into InteDashboard.

- When the participant says this, they are having difficulty with the steps to log into E-Learn since InteDashboard is accessed via E-Learn. Please refer to page 1 of the *Remote Instructor Guide* and to access this link that provides step-by-step instructions on how to access InteDashboard: <http://www.pacwrc.pitt.edu/InstructorHub/InteDashboardParticipantLogin.pdf>
- If the participant ultimately cannot get into InteDashboard, they can still participate in the training. Please refer to page 7 of the *Remote Instructor Guide* where it describes in detail if InteDashboard is not working/not accessible. Manual copies of the InteDashboard activities can be e-mailed to the participant to complete. You or the moderator can obtain this from the participant after completion and then e-mail it to: [intedashboardsupport@pitt.edu](mailto:intedashboardsupport@pitt.edu)
- Please check to ensure that the participant has completed all pre-requisite requirements before joining training/if student is having issues with getting into training. **Please have your moderator call the main CWRC line (717-795-9048) for assistance with this issue.**

2. InteDashboard is not working/has glitches/participant(s) is not able to see certain items/etc.

- Let the participant know that Chrome is the recommended browser where InteDashboard works best. Switching to Chrome solves this issue a majority of the time. If this still does not work, refer to FAQ #1, second bullet point.

3. Participant says that it shows that they completed training.

- **Please have your moderator call the main CWRC line (717-795-9048) for assistance with this issue.**

4. You are seeing names of participants under the “Students” section in your training that should not be there that day.

- Click “Delete” on the student to be removed and then click “Disenroll student from this course.”

5. You are having difficulty putting participants into Teams.

- Please refer instructor to page 5 of the *InteDashboard for CWRC Instructors* document: <http://www.pacwrc.pitt.edu/InstructorHub/Intedashboard.pdf>

6. You are not able to see a participant or participants on their end.

- Ensure that all participants are put into Teams. Most likely, the participant(s) that you are not able to see is an “Unmapped Student,” which just means that they have not been placed on a team yet. Refer to FAQ #5.

7. IRAT/TRAT/Application Activities “timed out,” and there are some participants who have not finished answering.

- Refer to FAQ #1, second bullet point. E-mail responses that were not put into InteDashboard to [intedashboardsupport@pitt.edu](mailto:intedashboardsupport@pitt.edu)

If any other issues arise that are not listed above, the go-to response is to complete activities manually, i.e., FAQ #1, second bullet point, in this document. You will be able to resolve issues that may arise with the resources and guides linked in this document.

THE PALETTE  
INSTRUCTOR  
*Spotlight*

CELEBRATING YOU AS WE  
APPROACH 2022!



The CWRC strives to recognize all instructors for your ongoing commitment to the efficient and effective delivery of training sessions to Pennsylvania's child welfare professionals. Through changes in our delivery methods to adjusting in real-time during a worldwide pandemic, we are deeply appreciative of your hard work and dedication. Your important role functions as a key to successful training sessions across the state.

Thank you to our entire instructor community for all that you do! As we prepare to return in-person next year, this is a great time to meet or learn more about your peers. I would like to extend an additional thank-you to all instructors who sent in a submission for this article.



IF YOU WOULD LIKE TO SHINE THE SPOTLIGHT ON AN INSTRUCTOR, PLEASE SEND AN EMAIL TO CRYSTAL TURNER AT [CNT24@PITT.EDU](mailto:CNT24@PITT.EDU) AND INCLUDE A BRIEF DESCRIPTION OF YOUR ACCOLADES.

DECEMBER, 2021



## June Fisher

**Agency/Position:** Founder of Dynamic Training Solutions

**Passionate About:** Opening people's minds to want to learn and be the best they can be for all types of children, youth, and families

**A fun fact about me:** People get excited and a bit nervous when they go on adventures with me. as we have a plan and often have to use the concurrent plan B, C, or D!

## Deborah Gadsden

**Agency/Position:** Training Specialist for Voce in the SWAN program

**Passionate About:** Race equity and making lasting systemic change

**A fun fact about me:** I am an avid needle crafter





## Lisa Mahoney

**Agency/Position:** Social Work Supervisor at Philadelphia County

**Passionate About:** Mental health issues that affect children and providing high quality training to foster and kinship parents who are caring for at risk youth.

**A fun fact about me:** I returned to school during the pandemic as I truly believe "knowledge is power".

## John Amato

**Agency/Position:** Director of Training and Consultation Services at Familylinks

**Passionate About:** Helping people develop competencies in the area of leadership

**A fun fact about me:** I have been with the agency for 42 years!





### **Greta Boffemmyer**

**Agency/Position:** Training Resource Specialist at Allegheny County Children, Youth, and Families

**Passionate About:** Helping the world to better understand trauma

**A fun fact about me:** I am an avid Twin Peaks fan!

### **Nancy Clemens**

**Agency/Position:** Children and Youth Director at SAM Inc.

**Passionate About:** My six grandchildren!

**A fun fact about me:** I am addicted to shoes (especially boots)!





## Sherrian Carthy

**Agency/Position:** Human Services Director at Philadelphia Department of Human Services

**Passionate About:** The work I do in child welfare and helping to find permanency for dependent children. I miss working closer with families and my current role allows me to advocate in a new way.

**A fun fact about me:** I was born and raised in the Caribbean, Jamaica and came to the United States at age 14!

## Kathleen Donson

**Agency/Position:** LCSW for a private practice in Pike County

**Passionate About:** Supporting my clients and anyone who will listen to get their needs and wants met for their mental health and well-being.

**A fun fact about me:** I have a four-legged co-worker, Henry my Pomeranian, who can do more work sometimes with clients than me!





## Christina Kirkland

**Agency/Position:** Attendance Officer at PACyber

**Passionate About:** Giving selflessly to others to aid in their success

**A fun fact about me:** I am highly competitive and enjoy beating my family in games such as Spades, Scattergories, Yahtzee, and volleyball at family gatherings. I struggle to win in Monopoly, but that is no reflection on my budgeting skills!

## Tracy Leet

**Agency/Position:** Therapist in Erie and Crawford Counties and Adjunct Faculty at Slippery Rock and Edinboro Universities

**Passionate About:** Social Justice

**A fun fact about me:** I have two hole-in-ones in golf!





## Kurt Miller

**Agency/Position:** MSW Program Director in Lancaster County

**Passionate About:** Training BSW and MSW students to engage in quality social work

**A fun fact about me:** In 2020, I donated a portion of my liver to my cousin who had a rare genetic liver condition. She is doing remarkably well and it has bonded our families together in amazing ways, specifically the scars that we share physically, emotionally, and spiritually.

## Amy Bass

**Agency/Position:** Assistant Director at Wayne County Children and Youth Services

**Passionate About:** Ensuring our workforce is sufficiently equipped with knowledge, tools, and support to best serve the children and families of PA

**A fun fact about me:** I enjoy traveling and have made it to all 50 states!







### Lynette Drawn-Williamson

**Agency/Position:** Director at Kingsley Association East Liberty Family Center

**Passionate About:** Spending time with family and in my church where I serve as a Deacon. One ministry that I am very active in is the Youth Ministry.

**A fun fact about me:** I was part of the opening team for Pittsburgh Wendy's and met Founder, Dave Thomas. Through Junior Achievement, I also met the founder of KFC, Colonel Sanders!

### Chris Renda

**Agency/Position:** Case Manager for Beaver County

**Passionate About:** My German Shepherd dogs and spending time training dogs

**A fun fact about me:** Over 20 years ago, I ran our local humane society and I am still licensed as a Humane Agent!





## Sakia Foster

**Agency/Position:** Social Work Supervisor

**Passionate About:** Spending time with my baby! We are cherry picking in this photo. She reflects the Older Youth population. I've been in specialized units as a project lead and feel inspired by the YAB youth and their beautiful complexity!

**A fun fact about me:** I am a Drama Ministry Director for my church and performing arts is my first love. I enjoy performing in plays and movies!

## Joan Mosier

**Agency/Position:** Independent Contractor; Previously held positions as a caseworker, supervisor, and administrator for over 16 years

**Passionate About:** Helping learners grow in their skills and confidence in serving children and families as an instructor for the Resource Center for more than 30 years!

**A fun fact about me:** I love live, in-person music and am known as the "purple lady" and the "pencil lady"!





### Lisa Smith

**Agency/Position:** Alumni of Montgomery County in their Intake and Quality Assurance divisions

**Passionate About:** Policy and the intersection of policy and practice between systems that serve children and families

**A fun fact about me:** I ran for school board and was elected into office this year! I traveled to Italy this summer to the ancestral home of my grandparents and it was an extraordinary experience!

### Aminata Simbo

**Agency/Position:** Social Work Supervisor at Philadelphia County

**Passionate About:** Serving in communities domestically and internationally through mentoring, career coaching, and leadership development

**A fun fact about me:** I love singing and traveling as much as I can!





### Mark Castrantas

**Agency/Position:** Retired from Bucks County Children and Youth

**Passionate About:** The outdoors, whether it be hiking, boating, swimming, motorcycling, or traveling

**A fun fact about me:** When I retired in 2018, I treated myself to a cross country trip, which was a lifelong desire. I drove my car for 7.5 weeks and traveled over 14,000 miles through 38 different states and visited 19 national parks. The photo is from Glacier National Park, MT.

### Trudi Krick

**Agency/Position:** Retired from Chester County Children Youth and Families

**Passionate About:** Helping others in all aspects of my life

**A fun fact about me:** I enjoy doing humanitarian work in Haiti. Another fun fact about me is that I drive motorcycles and boats!





### Adella Dixon

**Agency/Position:** Child Welfare Trainer for Allegheny County Department of Human Services

**Passionate About:** Taking theory and putting it into practice

**A fun fact about me:** I have four great-grandsons!

### Lucretia Moye

**Agency/Position:** Retired from Philadelphia County Children and Youth

**Passionate About:** Developing competency, confidence, and commitment in social work practitioners

**A fun fact about me:** I am a Docent at the Barnes Foundation, home of one of the largest collections of Impressionist works of art.





## Kaci Griffin

**Agency/Position:** Professor at Temple University since 1999

**Passionate About:** Making a positive impact on all who know me and being a beacon of life for all youth and young adults that cross my path.

**A fun fact about me:** I love to volunteer, travel, go to spas, and shop! I am the proud mother of Keenan Jared, a current first-year student playing football at Howard University!

## Donna Wyche

**Agency/Position:** Social Worker at Philadelphia Department of Human Services for 29 years

**Passionate About:** Advocating for parents' rights and providing support to parents as they navigate the child welfare system

**A fun fact about me:** I love watching pageants of all kinds and was finally a participant in Philadelphia in 2015! I didn't win, but my lifelong wish came true!





## John Fritts

**Agency/Position:** Deputy Administrator at Fayette County Children and Youth Services

**Passionate About:** Outside of my community and family (wife, Rachael and 8-year-old son, Cameron), I always find time to golf.

**A fun fact about me:** As an avid Steelers fan, I was at the Superbowl in 2009 when they beat the Cardinals. I've bungy jumped in Mexico twice and parasailed in Panama City!

## Daniel Gittins

**Agency/Position:** Consultant and Full-time professor at Duquesne University running drug and alcohol programs

**Passionate About:** Learning

**A fun fact about me:** My two sons and I were each an "extra" in different motion pictures filmed in Pittsburgh over the course of the summer: Jack Reacher, Perks of Being a Wallflower, and Dark Night Rises.





### Deilia McLaughlin

**Agency/Position:** Full-time professor at Lincoln University teaching Psychology and Human Services

**Passionate About:** Teaching and instruction

**A fun fact about me:** I just bought a house and have an almost 13-year-old!

### Mary Kennedy

**Agency/Position:** Social Worker at Hanover Area School District

**Passionate About:** Advocating for the students in the area to achieve their goals and helping the underserved population of students.

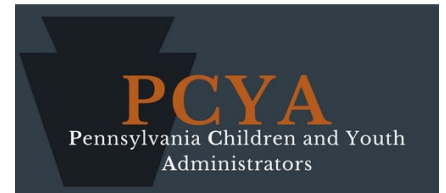
**A fun fact about me:** I have been to over 266 Bon Jovi concerts, I am a collector of Superman memorabilia, and a western TV show buff!





*The Pennsylvania Child Welfare Resource Center is a national leader in advocating for an enhanced quality of life for Pennsylvania's children, youth, and families.*

*In partnership with families, communities, public and private agencies, we prepare and support exceptional child welfare professionals and systems through education, research, and a commitment to best practice.*



### PALETTE CONTRIBUTORS

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