

President, researchers accept \$3.6 million federal research award to start alternative energy center

U.S. Rep. Marcy Kaptur was on the Main Campus again last week, announcing a \$3.6 million award from the U.S. Department of Defense to establish a Center for Solar Energy and Hydrogen at The University of Toledo.

"This university is going to help lead America into a new day of energy independence," Kaptur said in the crowded McMaster Hall lobby. "In fact, this university is going to be a world leader.

"The Department of Defense joins as a new partner because it also understands that America has to change," Kaptur added. "The Army, Air Force, Navy and Marines know they can't depend on imported oil. They know we have to find new ways of powering the future."

UT President Lloyd Jacobs expressed the gratitude of the University community for Kaptur's efforts in securing the funding.

"This is a celebration of perseverance," Jacobs said. "It's a big dream to think we can harness the energy of the sun, but it's



Photo by Terry Fell

POWER MEETING: Congresswoman Marcy Kaptur and Legislative Assistant Richard Shordt, center, talked with Dr. Robert Collins, UT professor of physics and Nippon Electric Glass Endowed Chair in Silicate and Materials Science, left, and President Lloyd Jacobs after a press conference last week.

actually not just our democracy but all of humanity that can benefit from this kind

of work."

Establishment of a Department of

Defense research center for alternative energy was UT's top federal research priority during the current federal fiscal year, and Kaptur, a senior member of Congress, championed the project from her position on the defense subcommittee of House Appropriations.

The announcement comes on top of five previous \$1 million federal awards to support the University's photovoltaic research. Within the past year, second-generation thin-film products have achieved commercial manufacturing success, but existing designs will not meet the projected needs of the U.S. military.

In her remarks, Kaptur acknowledged the contributions of the late Harold McMaster, after whom the building the press conference was held in was named. She said McMaster was "a modern-day Thomas Alva Edison," an inventor and entrepreneur who saw the potential of glass not just for automobiles and building materials, but also for the production of energy.

Science author to speak Nov. 7

By Michelle Harvey

Award-winning science author Dava Sobel will visit The University of Toledo Tuesday, Nov. 7, to discuss and sign her newest book, *The Planets*.

The free lecture, to be held in the Law



Sobel

Center Auditorium, will begin at 7 p.m. She will sign books at 8 p.m.

In her 30 years as a science journalist, Sobel has written for many magazines, including Audubon, Discover, Life and The New Yorker. She served as a contributing editor to Harvard Magazine and a science reporter for The New York Times.

Her best-selling books *Longitude*

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Town Hall Meetings to occur monthly, starting Nov. 2

By Tobin J. Klinger

President Lloyd Jacobs will host Town Hall Meetings on a monthly basis, beginning Nov. 2, after greater frequency of the forums was requested during an event Oct. 11.

"A regular dialogue between the administration and our students, faculty and staff on the issues of the day is imperative to the success of an institution," Jacobs said.

"We want to ensure there are open lines of communication, and this is one way to accomplish that goal."

Two meetings will occur each month, one on the Main Campus and the other on the Health Science Campus, with the first meetings on Thursday, Nov. 2, on the Main Campus in the Student Union Ingman Room

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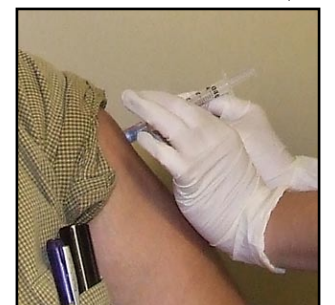
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National educational accrediting body's preliminary findings of UT positive

By Jim Winkler

Two surveyors from the Higher Learning Commission of the North Central Association of Colleges and Schools who visited The University of Toledo last month will recommend that the University's accreditation continue through 2012.

While the team's findings shared during an exit interview are unofficial, Dr. Robert Reid, emeritus provost and professor of history at the University of Southern Indiana in Evansville, and Dr. James Cicarelli, professor of economics at Roosevelt University in Chicago, told top UT administrators that they were impressed with the progress and direction of the merger between UT and the former Medical University of Ohio and integration of the Main and Health Science campuses, according to Dr. Robert Sheehan, interim provost and executive vice president for academic affairs.

The visit was required because of the big changes in the University's administrative and governing structure following the merger.

The surveyors were impressed with the speed of the merger and with the work of the 20 transition teams established to bring together the academic, research, patient-care and other components of the new university, according to Sheehan.

The commission is one of six accrediting agencies in the United States that provide

institutional accreditation on a regional basis. It accredits universities in the Midwest.

The two surveyors, who had never evaluated a major university following a merger, also told Sheehan, UT President Lloyd Jacobs, Dr. Jeffrey P. Gold, executive vice president and provost for health affairs and College of Medicine dean, and others that the merger "represents a unique opportunity for UT to reinvent itself."

During their visit, Reid and Cicarelli met with University trustees, senior administrators, college deans, Main and Health Science campus faculty senate presidents, and students.

UT provided a report earlier this year that explained some of the merger-related changes, which the commission accepted.

Accreditation is key for colleges and universities. Without it, schools cannot participate fully in federal student financial aid programs, meaning students can't get the loans they need to pay tuition to attend. Those who graduate from unaccredited schools are often turned away from professional or graduate schools elsewhere.

According to Sheehan, Reid and Cicarelli will prepare a final report from their assessment, which will be presented to the commission's staff. The commission will issue its final decision within the next few days.



BUY THE BOOK: Jonell McKinney, left, CT technologist, and Mary Marciniak, CT/MRI technologist, checked out a holiday picture book at a book fair sponsored by the University Medical Center Satellites last week, Oct. 24-26, on the Health Science Campus. The group raised more than \$4,000, according to Lynn Brand, president of the Satellites. Proceeds from the event will go toward the purchase of a driving simulator for rehabilitation services.

Board sees data showcasing cleanliness at University Medical Center

By Tobin J. Klinger

"Your University Medical Center (UMC) is the cleanest hospital in northwest Ohio," proclaimed President Lloyd Jacobs during the Oct. 16 meeting of the Board of Trustees Committee on Health Science and Clinical Care.

"The statistics bear that out," Jacobs added.

Mark Chastang, vice president and executive director of the University Medical Center, presented statistical data during the meeting, showing that the hospital is well

below national averages in many key categories, with no instances of infection in others.

"It's everybody working as a team," remarked Chastang of the doctors, residents, nurses and others who follow all protocols to ensure that patients do not become infected following surgery or other treatment.

"These numbers are among the best I've ever seen in my 25 years of practicing medicine," said Dr. Jeffrey Gold, executive vice president and provost for health affairs and College of Medicine dean.

Science author

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(1995) and *Galileo's Daughter* (2000) have been translated into multiple languages and made into television specials. *Longitude* — about the common clockmaker John Harrison who solved one of the most serious scientific problems of his generation — quickly became an international best seller and won several literary prizes, including Book of the Year in England. *Galileo's Daughter* — based on 124 surviving letters to Galileo from his eldest and most beloved child — was a finalist for the 2000 Pulitzer Prize in biography.

Sobel's books and her writing have been noted for the human element behind the science. In *The Planets* (2005), she reaffirms her gift for weaving difficult scientific concepts into a compelling story, and reveals the planets as objects and places of beauty, sources of legends and mythology, inspirations for poems, paintings and music, settings for science fiction and other literature, and influential sources of astrology.

"*The Planets* lets us fall in love with the heavens all over again," wrote The New York Times Book Review. Here, she takes readers on a journey through the cosmos, weaving the rich history of the planets and their symbolic influences with up-to-the-minute discoveries in astronomy.

The author will give a 40-minute discussion on the planets followed by a question-and-answer session. Books will be for sale at the event.

Following Sobel's appearance, Ritter Planetarium and Ritter Observatory will hold an open house from 8:30 to 10 p.m., featuring a short planetarium program about the night sky, and tours of the observatory. Weather permitting, visitors will be invited to look through the observatory's 1-meter telescope.

For more information on Sobel's visit and Ritter Planetarium open house, contact Alex Mak at 419.530.4641.

Town Hall Meetings

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from 11 to noon, then from 4 to 5 p.m. in Health Education Room 100. The next meetings will be held Wednesday, Dec. 6.

"We are offering a meeting at the end of the day in an effort to increase participation from our students," said Lawrence J. Burns, vice president for enrollment services, marketing and communications, who serves as moderator of the events. "We are also hopeful that we can increase participation among faculty and staff by offering forums at both locations."



Photo by Daniel Miller

Q&A: President Lloyd Jacobs answered a question at the Town Hall Meeting held earlier this month.

A complete calendar of Town Hall Meetings is available on the president's Web site at <http://www.utoledo.edu/index.asp?id=219>.

Ruppert Health Center renovations draw kudos from patients, staff

By Jim Winkler

The first-ever renovations to the Richard D. Ruppert Health Center on the Health Science Campus are drawing favorable reviews from physicians, nurses and patients.

Construction crews have finished knocking out walls, hammering, laying tile and wood flooring, completing the dry-wall, installing new lighting and carpeting, moving in furniture, hooking up computers, and the 18-year-old facility's renovations, which totaled approximately \$800,000, have caught the eyes of patients and Health Science Campus employees alike.

The most visible changes, which raised the building's profile in the center of the Health Science Campus, are the new main entrance with a steel-structure canopy, and the centralized patient-waiting area and registration desk for the building's outpatient clinics.

Patients now pull up to a canopy-protected main entrance on the north side of the building and enter the building into a lobby that more resembles a hotel lobby than a medical clinic building. Colorful murals, comfortable chairs, gleaming wood flooring, plenty of lighting and artificial plants give the lobby a warm, inviting look. A large window bathes the lobby with natural sunlight. A flat-screen television soon will be installed.

"I like the renovations and the feedback I've heard indicate that the patients like them, too," said Dr. Roland T. Skeel, professor of medicine.

When the building opened in February 1988, outpatient clinics or services back



Photo by Jack Meade

NEW LOOK: Clinic patients at the Ruppert Health Center now check in for their appointments and wait in a spacious, well-appointed lobby.

then — pediatrics, internal medicine, corporate services, obstetrics-gynecology, neurology, X-ray and laboratory — had their own entrances. However, patients sometimes entered the wrong doors and ended up lost in hallways or the elevator.

"Because the building never had a main entrance, first-time clinic patients and their family members sometimes were confused and frustrated if they didn't find the correct entrance," said Chuck Lehnert, associate vice president for facilities and construction. "They often had to stop someone and ask directions. First impressions are very important. We've made changes to create a main lobby, a central registration area, and provide a more pleasant atmosphere with plenty of comfortable seating, magazine racks and better lighting."

Today, the building houses the medi-

cine, psychiatry, obstetrics-gynecology and pediatrics outpatient clinics, the Center for Neurological Disorders, University Cancer Center, X-ray and lab facilities, and academic offices.

Another innovation is a consolidated centralized check-in and registration at one main reception desk for almost all the clinics in the building, eliminating redundancies. Before the renovations, each clinic had its own patient check-in and waiting area.

Small stations at the registration desk provide a private area for filling out paperwork and forms. Patients check in and pick up a beeper similar to the kind restaurants hand out, giving them the freedom to walk away from the waiting area — perhaps step outside or use the restroom — without having to worry about missing their names being called when physicians are ready to see

them. Paging patients also ensures privacy. The pager's lighting and vibrating alert features are especially helpful for those with hearing impairments or vision problems.

Having dedicated, skilled registration specialists at the central desk eliminates the need for clerks and nurses to worry about gathering accurate health insurance and billing information and allows them to concentrate on patient care, according to Gail Brown, director of access in admitting.

A work area directly behind the registration desk helps staff conveniently print, copy and verify information. The changes help comply with new privacy requirements under the Health Insurance Portability and Accountability Act.

Two volunteers permanently stationed in the lobby assist patients and give personal attention, and a financial counselor is on hand to help with insurance and payment details.

Brown noted that a positive, hassle-free registration experience helps set a positive tone and brings patients back the next time care is needed.

Plans call for the old Department of Medicine clinics' waiting room to be converted into additional exam rooms, which will allow more patients to be seen quickly.

Children and their parents seeing UMC pediatricians check in at the registration station, but wait at the pediatric clinic because of its play area.

A plaque that commemorates the formal naming in 1988 of the building after the retired president is mounted near the main entrance.

Shared governance focus of Faculty Senate meeting

By Jon Strunk

Sating that the concept of shared governance is "absolutely essential" to excellence at The University of Toledo, UT President Lloyd Jacobs responded to questions from Faculty Senate members at its Oct. 24 meeting and asked faculty to join him in a dialogue over the next few months to evaluate and clarify both shared governance and shared responsibility.

"What we're really talking about is our responsibility to this institution," Jacobs said, calling the faculty the heart and soul of the institution. "The faculty possess the knowledge that it is our responsibility to transmit to future generations."

Jacobs said he currently views the faculty's voice in the decision-making process as represented by the Faculty Senate,

the American Association of University Professors, and provosts, deans and department chairs. He asked that a discussion begin to determine what would be the optimum distribution of decision-making rights among those groups.

"I make no conclusions at this point about the best way to distribute," he said, "but I think this needs to be put on the table for debate."

Several senators expressed concerns regarding faculty input into fiscal and facilities matters, noting that the Fiscal Advisory Committee and the Facilities Planning Committee were no longer meeting. Dr. Andrew Jorgensen, associate professor of chemistry, said that faculty have experience and institutional knowledge valuable to UT's decision-

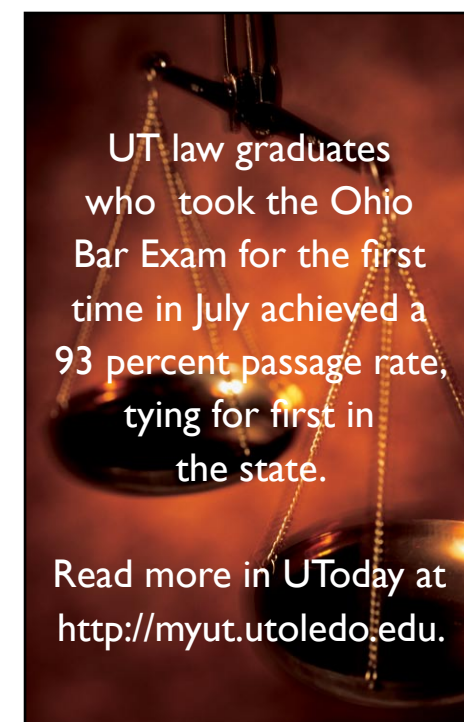
making processes.

"We can still do things quickly with the current committee structure," Jorgensen said.

Jacobs said faculty input into those areas would continue, and that the current lack of meetings was due primarily to new administrators still finalizing future decision-making processes and procedures.

New administrations tend to bring spikes in centralization, followed by a relaxation as people become accustomed to change and begin to develop a level of trust, Jacobs said.

"What you're seeing from me is much more centralization now than you're likely to see in a year," he said.



UT faculty surveys set to go for Foundations of Excellence project

By Krista M. Hayes

As of Oct. 30, Web-based surveys will be distributed via e-mail to faculty members and some staff to evaluate the overall effectiveness of a student's first-year experience in and out of the classroom, in collaboration with The University of Toledo's involvement with the Foundations of Excellence First College Year project.

"During this academic year, UT is one of 19 four-year institutions nationwide that was selected to participate in the Foundations of Excellence in the First College Year project, a major first-year self-study and improvement planning process," said Jennifer Rockwood, UT director of the First-Year Experience Program. "An important component of this process is a survey that will elicit the faculty's opinions about the degree to which UT implements an effective first year in and out of the classroom.

"Survey responses will be an important source of information for the Foundations of Excellence task force as it evaluates this institution's first-year effectiveness and recommends appropriate institutional improvements," Rockwood said. "Survey results will in no way identify faculty members individually, and aggregate findings will be used for internal improvements only."

She added, "The surveys will be e-mailed, Web-based, done by an outside source, completely confidential, and will help us look into the nine dimensions of the first year for college students."

Nine foundational dimensions and standards of excellence will be examined by the UT Dimension Committee: philosophy, organization, learning, faculty, transitions, all students, diversity, roles and purposes, and improvement.

The surveys will be administered via the Web and will be sent out by the UT Institutional Research Office. They can be completed in 10 to 15 minutes and will be assessed by Educational Benchmarking Inc., according to Rockwood.

"This survey is truly important to see how we measure up in faculty eyes," Rockwood said. "I am particularly interested in the effectiveness of our current first-year practices and policies."

The project is sponsored by the Policy Center on the First-Year College with support from the Lumina Foundation for Education and the Winthrop Rockefeller Foundation.

For more information on the surveys or the Foundation of Excellence in the First College Year project, contact Rockwood at 419.530.2330 or visit www.fyfoundations.org.

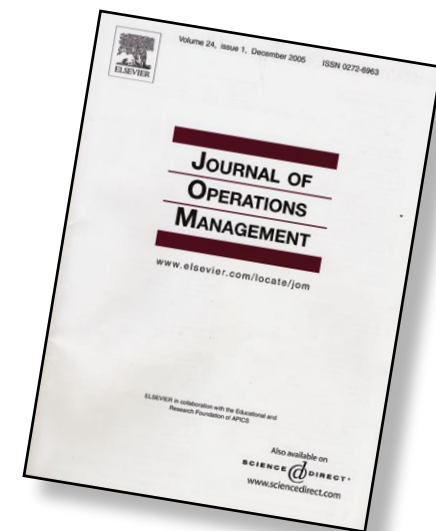
College of Business ranks ninth for publishing in prestigious journal

By Krista M. Hayes

A recent ranking of business schools worldwide revealed that The University of Toledo's College of Business Administration places ninth overall in the number of articles published in the Journal of Operations Management.

"The Journal of Operations Management is regarded by many as the top journal in the field of operations and supply chain management, which is part of most colleges of business administration," said Dr. Mark Vonderembse, UT professor of business and director of the Intermodal Transportation Institute. "The ranking considers the number of articles published in the journal since 1990. Faculty at UT were ninth in the world for publications in this prestigious journal."

Faculty whose articles were published in the journal include Vonderembse; Dr. Mesbah Ahmed, professor of information operations and technology management; Dr. William Doll, professor of management; Dr. Paul Hong, associate professor of information operations and technology management; Dr. Jeen Su-Lim, professor of marketing; Dr. Udayan Nandkeolyar, associate professor of information operations and technology management; Dr. Ram Rachamadugu, professor of information operations and technology management; Dr. Bhanu Ragu-Nathan, professor of accounting; Dr. T.S. Ragu-Nathan, chair and professor of information operations and technology management; and Dr. S. Subba



Rao, professor of information operations and technology management.

"This is a great honor. UT is ranked ahead of the London Business School, the University of Michigan, Georgia Institute of Technology and many other schools with excellent reputations," Vonderembse said.

"The College of Business is an excellent place to get an education," he added. "This is not the only area of strength. There are many other areas in the college that have received national and international recognition for excellent educational programs, centers and institutes and research. These items do not get noticed in the popular press. UT's College of Business is a well-kept secret."

Sky Bank donates \$150,000 to help create Sales Action Learning Lab

By Jon Strunk

The University of Toledo and Sky Financial Group highlighted the growing collaboration between UT and the private sector during a ceremony to recognize the financial institution for the \$150,000 it donated to help create the Sky Bank Sales Action Learning Lab.

"What business colleges teach has moved our world forward, and Sky Bank's participation in that process has been crucial," said UT President Lloyd Jacobs.

College of Business Administration Dean Tom Gutteridge said the new learning lab will help support a surging sales program that has gone from only a concept a few years ago to a robust program with some 280 students, including a sizable number of pharmacy majors obtaining a minor in sales.

The Sky Bank Sales Action Learning Lab will be located in the new annex of Stranahan Hall, currently under development. The banking institution also will partner with the college to provide intellectual resources, with their experts serving as teachers and trainers.



Photo by Daniel Miller

CHECK IT OUT: Posing for a photo last week following the check presentation were, from left, Chuck Parcher of Sky Financial Group; Vice President of Institutional Advancement Vern Snyder; Business Dean Tom Gutteridge; Sky Financial Group Regional President Sharon Speyer; UT President Lloyd Jacobs; Dr. Robert Sheehan, interim provost and executive vice president for academic affairs; Barbara Tartaglia, principal gifts officer in Institutional Advancement; and Dr. Richard Buehrer, professor of marketing.

Stranahan Arboretum garden named to honor UT alumna

By Stacy Moeller

The Stranahan Arboretum's native plant garden has been dedicated in a tribute to its creator, UT alumna Heather Carter.

Carter graduated from The University of Toledo with a bachelor's degree in recreation and leisure. While at UT, she volunteered much of her time at the arboretum and continued to do so after graduation.

"The garden is a valuable teaching tool for University students and professors," Carter said. "It is a beautiful place with a valuable purpose and showcases 60 species of flowers and grasses, all native to the Oak Openings area."

Five years ago, Carter installed the native plant garden at the arboretum and has maintained it. Recently, the arboretum dedicated the garden with a sign in her honor.

"The Stranahan Arboretum is filling a vital role in conserving vanishing native species by maintaining and expanding the garden, educating the public, and by propagating the plants," Carter said. "Some of the plants grown are dotted horsemint, prickly pear cactus and butterfly weed."

According to Sandra Stutzenstein, Stranahan Arboretum coordinator, Carter is deeply interested in people understanding the benefits of native plants since they not only provide food for native animals, but also require less water and fewer chemicals to keep alive.

"Her native garden fits well into the arboretum's new focus on urban landscape ecology research and future outreach," Stutzenstein said. "We hope to expand the garden in the future."

Carter has donated plant material from her parent's garden, as well as worked with



Photo by Daniel Miller

BLOOMING SUCCESS: Heather Carter tended to Stranahan Arboretum's native plant garden that was named in her honor.

the arboretum to purchase new plants. She also has rescued native plants from lots being developed in the area.

To get involved in native plant gardens, contact the Wild Ones Native Plant Group, which meets at the Toledo Botanical Gardens. Todd Crail, UT graduate student in the Department of Environmental Sciences, is president of the local chapter and can be reached at todd.crail.utoledo.edu, or for more information call the Toledo Botanical Gardens at 419.936.2986. The Wild Ones national Web site is www.for-wild.org.

Oct. 30 RSVP deadline for Judith Herb College of Education gala

Monday, Oct. 30, is the last day to reserve a seat for the Judith Herb College of Education 90th anniversary gala, which will take place Friday, Nov. 3.

The celebration will be held in the Student Union Auditorium on Main Campus. The evening will begin with hors d'oeuvres at 6 p.m. followed by a short video presentation and entertainment by 2003 UT alumna and well-known Toledo native and jazz vocalist Kelly Broadway. Zack Ottenstein of 13 ABC Action News will emcee the event.

Tickets are \$20 per person; checks should be made out to the UT Foundation and sent to Roxanne Ring-Spears, Mail Stop 914.

For more information, call 419.530.4370 or use the reservation form available at <http://education.utoledo.edu/doc/On-line%20RSVP%20Form.doc>.

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UT negotiates agreement with Hospice of Northwest Ohio to continue association

By Krista M. Hayes

A new agreement that took effect Oct. 1 between the UT College of Medicine and Hospice of Northwest Ohio will continue to provide valuable experience for medical students.

Third-year medical students will benefit from a clinical experience at hospice with clinical instruction in palliative and end-of-life care and precepting from hospice physicians, according to Bryan Pyles, UT associate vice president of finance and strategic planning.

"The College of Medicine has had a collaborative relationship with Hospice of Northwest Ohio since 1998," Pyles said. "The relationship provides third-year medical students a clinical experience at hospice."

Under the Liaison Committee on Medical Education, the accrediting organization for medical schools, medical students are

required to have, in the committee's words, "clinical instruction in all aspects of preventive, acute, chronic, continuing, rehabilitative and end-of-life care."

"Hospice of Northwest Ohio's mission is to provide specialized care to persons with end-stage illnesses. It is the largest provider of hospice care in the Toledo area," Pyles said.

"The medical student experience at Hospice of Northwest Ohio will allow the students to observe and understand the art and science of end-of-life care as demonstrated and taught by experts," said Dr. Mary Smith, UT associate dean for clinical and graduate medical education and professor of medicine and pathology. "All physicians need this experience to assure that the young physician has the knowledge, skills and professional attributes to provide optimal end-of-life care to all patients."

UT to downsize fleet by 20 percent

By Krista M. Hayes

The University of Toledo is downsizing its fleet — or licensed vehicles — on the Main, Scott Park and Health Science campuses by 20 percent.

As part of the process improvement, Steve Wise, UT manager of transit and motor operations, and Diana Ganues, UT associate vice president of facilities operation, are working with various departments on the campuses to make sure that the vehicles are being utilized and serve their purpose.

"We do not want this to affect their operation but want to remove the vehicles that are costly to maintain," Ganues said. "We are fortunate to have some newer vehicles in the facilities maintenance and operations area."

Currently, there are 125 vehicles on the Main Campus and 35 vehicles on the Health Science Campus that are in the fleet.

"We'd like to decrease by 30 vehicles

between both campuses," Ganues said. "We are working with the various departments on their needs."

According to Ganues, an example of becoming more efficient is the Steam Plant on Main Campus. The plant turned in its van and now uses a utility vehicle in



Photo by Daniel Miller

READY TO ROLL: Arnold Cole, stationary engineer in the Steam Plant, grabbed some tools from the plant's new utility vehicle.

its place. The van will go to a department that needs it, and other vehicles that are too costly to maintain will be sold.

"By doing this, we are targeting a 20 percent reduction," Ganues said.

Hispanic Heritage Month huge success despite vandalism

By Matt Lockwood

Hispanic Heritage Month, which wrapped up Oct. 15, was a huge success with events such as tamale-making classes and Latino poetry readings almost every day, and more participants on campus than ever before.

However, one negative did surface. Police are interested in identifying the vandal who defaced several posters around campus that promoted the celebration. If you have any information about this, you are asked to contact UT Police or fill out an anonymous reporting form at www.police.utoledo.edu.

Drs. Johnnie Early and Samuel Hancock, co-chairs of the President's Commission on Diversity, say such acts will not be tolerated and in a letter reiterated, "The University's firm commitment to providing

programming, education, employment, and a safe and welcoming environment to all."

Sabina Serratos, director of the Office of Latino Initiatives, said many students were hurt and angered by the vandalism; however, through Latino Student Union meetings, the students were able to get together, discuss the incident and move forward.

"We will continue to celebrate our cultures every year in an effort to raise awareness and to educate others," Serratos said.

Hispanic Heritage Month is held from Sept. 15 through Oct. 15 because it is during this time of year that many Latino countries gained their independence.

Reminder: Review employee benefits by Nov. 15 deadline

By Matt Lockwood

Just a reminder that time is running out to make sure you are properly enrolled for employee benefits.

This year's open enrollment period for both campuses started Oct. 16 and runs through Wednesday, Nov. 15.

Open enrollment is the one time each year employees can enroll or make changes in their health-care benefits, and enroll or re-enroll in an IRS Section 125 Flexible Spending Account (FSA).

Health Science Campus employees must complete a mandatory review of their benefits and return the necessary paperwork to the Human Resources Office in Dowling Hall.

Main Campus employees must re-enroll if they want to continue to participate in the FSA; however, they don't have to do anything else if they have no benefit changes. All necessary paperwork should be returned to Human Resources on Main Campus.

"We encourage all employees to take this opportunity to review their benefits and to pick a plan that maximizes the value of their benefits," said James Sciarini, associate vice president for human resources on Main Campus.

This year, Health Science Campus employees and nonunion employees on the Main Campus also are being given the

option of enrolling in consumer directed health-care plans (CDHP) administered by Aetna.

"Consumer directed health-care plans are the wave of the future," said Laura Miller, director of compensation and benefits on the Health Science Campus. "Instead of directing employees on where to go for health care, it lets them make decisions on their own. It's a way to help consumers become more knowledgeable about their own health care and the important role that wellness plays in maintaining health or becoming more healthy."

To learn more about CDHP options, employees on both campuses are encouraged to attend remaining information meetings on the Health Science Campus:

- Wednesday, Nov. 1, at 11 a.m. and 3 p.m. in Dowling Hall Room 2315;
- Thursday, Nov. 2, at 7 and 10 a.m. in Health Education Building Room 105; or
- Thursday, Nov. 9, at 10 a.m. in Ruppert Health Center Room 0009.

For more information on employee benefits, Health Science Campus employees can visit http://monitor.meduohio.edu/depts/hr/open_enrollment.html and Main Campus employees can visit <http://hr.utoledo.edu/benefits>.



Photo by Daniel Miller

REMEMBERING: Jamie Genter, a sophomore in the College of Business Administration, recently stopped at the Silent Witness Project and read about a local woman who was murdered by an intimate partner. Each figure represented a woman from the area and her story of how she was killed in an act of domestic violence. The display was on the Main Campus Oct. 19 to raise awareness for Domestic Violence Month.

Union, administration continue to look after mutual interests

By Matt Lockwood

In June, more than 1,750 employees of the American Federation of State, County and Municipal Employees Local 2415 on the Health Science Campus agreed to a three-year labor contract that was reached through interest-based negotiations. The method included the union and administration talking about mutual interests, separately rating the importance of options, and then coming together and compromising.

The two sides are continuing to work together to ensure the contract is administered effectively through a weekly seminar that provides management team members a more detailed overview of the agreement and builds their leadership skills.

"Many of the managers are new to supervisory roles or have never managed in a unionized environment, so this training assists them in more equally applying the contract across the institution," said Connie Rubin, director of labor and employee relations.

The 10-week seminar covers topics such as sick leave, the hiring process, and coaching and counseling.

Rubin added the voluntary program has been proven to reduce grievances and help solve problems for both the union and administration.

More than 40 managers are attending the program.

2006 UT Community Charitable Campaign

UT is about half way to its goal of \$195,000. As of Oct. 27, a total of \$97,000 had been raised.

"Thank you for your generosity if you have already pledged," said Campaign Co-Chair Dan Saevig, adding that those who had not yet had a chance will receive a personalized, secure e-pledge link in their e-mail Oct. 30 from employeecharitable-campaign@unitedwaytoledo.org.

For more information on the campaign, visit charitablecampaign.utoledo.edu.



Team aims to increase workplace safety

By Tobin J. Klinger

The Main Campus now has a special team to intervene in difficult situations in a way that Health Science Campus employees have had for several years.

The Threat Management Team (TMT) has been working on the Health Science Campus to defuse escalating and potentially violent situations, and the model is being adopted across the new University of Toledo.

"Our team responds to incidents or potential incidents where tensions between employees are rising and becoming a possible threat," said Gary Jankowski, director of safety. "Our goal is to intervene and defuse those tensions before anyone gets hurt."

The TMT conducts interviews with employees involved in situations and makes recommendations for resolution that include everything from anger management classes

to termination, depending on the severity of the issues.

"Most situations of workplace violence just involve employees, not outsiders," Jankowski said.

The team includes a forensic psychologist who specializes in such situations.

"We are fortunate to have Dr. Douglas Smith on the TMT," Jankowski said. "He has been a tremendous asset in many of the cases we've reviewed on the Health Science Campus."

Jankowski estimates the TMT has been activated 25 times since its creation on the Health Science Campus, with three situations that led to terminations.

"Employees should report problematic situations to Human Resources or UT Police," Jankowski said. "Our team will work with those offices to determine the best course of action for resolving the issues."

Diversity commission seeks volunteers

By Tobin J. Klinger

The next phase of the diversity assessment being conducted on behalf of the President's Commission on Diversity by the Kaleidoscope LLC is about to get under way, and volunteers are needed to participate in focus groups.

"Through the first round of data collection, we were able to gain some insights on what members of the campus community hope to see in terms of diversity, as well as build our understanding of how specific groups feel we embrace them as members of the campus community," said Dr. Carol Bresnahan, vice provost for academic programs and convener of the commission.

"We will enlist the assistance of focus groups to help us delve deeper into the data and broaden our understanding," Bresnahan added.

The focus groups being established will

be made up of African-American, Arab-American, Asian-American, Latino and Latina, Native-American/Alaskan native, white, lesbian, gay, bisexual and transgender, and disabled representatives.

"We are sending out targeted invitations at this point, but are also putting out the call across campus to anyone interested in participating to let us know," said Dr. Penny Poplin Gosetti, executive assistant to the president and coordinator of the focus groups.

Anyone interested in participating is asked to forward contact information, gender, whether they are a student, faculty or staff member, and the affinity group they are associated with to focusgroupcoordinator@utoledo.edu.

The focus groups will begin meeting Nov. 6.

Take a shot at staying healthy

University Health and Wellness Services is partnering with the College of Nursing to administer free flu vaccines to UT students, faculty and staff.

Vaccines will be offered to the campus population until the supply is exhausted.

Main Campus General Clinics:

- Wednesday, Nov. 1, from 8:30 a.m. to 5 p.m. in Student Union Room 2591

- Wednesday, Nov. 8, from 8:30 a.m. to 5 p.m. in the Student Union Ingman Room

- Tuesday, Nov. 14, from 5:30 to 7:30 p.m. in Parks Tower

- Wednesday, Nov. 15, from 8:30 a.m. to 5 p.m. in the Student Union Ingman Room

- Monday, Nov. 20, from 5 to 7 p.m. in the Law Center

Health Science Campus General Clinics:

- Thursday, Nov. 2, from 8:30 a.m. to 5 p.m. in Dowling Hall Room 2410

- Thursday, Nov. 9, from 8:30 a.m. to 5 p.m. in Dowling Hall Room 2410

- Thursday, Nov. 16, from 8:30 a.m. to 5 p.m. in Dowling Hall Room 2410

- Thursday, Nov. 30, from 8:30 a.m. to 5 p.m. in Dowling Hall Room 2410

For more information, call the UT Flu Shot Hotline at 419.383.6131.



SHOT IN THE ARM: UT nursing student Heather Boigegrain administered a flu shot to Dr. Deepak Malhotra, professor of medicine and chief of nephrology, at the Employee Primary Care Clinic on the Health Science Campus.



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UTNEWS

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Photo by Daniel Miller

SO LONG: Joe Suffety, refrigeration mechanic journeyman in Maintenance, and Cheryl Karnikowski, administrative assistant in Facilities Management, right, talked with Cheryl Marquette last week at her retirement party. Since 1987, Marquette worked at UT, starting in the Chemistry Department and moving to Safety and Health, where her most recent title was senior health and safety specialist. "I am very happy to have had the opportunity of acquiring both my bachelor's and master's degrees during my employment," Marquette said. "Walking through graduation last May for my master's made me feel accomplished!" Her future plans include traveling, spending more time with her grandson, volunteering for community projects, and taking some art classes.



Photo by Terry Fell

THANK YOU: Karen Bell, executive secretary 3 in the Office of the Provost, handed Dr. Alan Goodridge a gift last week at a reception to honor him for his service to the University. Goodridge resigned from his post as provost and executive vice president for academic affairs in August. He served as provost since 2002. Goodridge plans to return to teaching spring semester in the UT College of Medicine as a professor of biochemistry and cancer biology.



Photo by Daniel Miller

PSYCHING UP: Sophomore guard Jonathan Amos went up for a dunk during the recent Rocket Basketball "Meet the Team Night." The men's and women's basketball teams were featured during the event. About 500 fans showed up for the autograph session, slam-dunk exhibition, and three-point and half-court shooting contests. The women's team will play an exhibition game Tuesday, Oct. 31, in Savage Hall at 7 p.m., and the men will take on Ferris State in an exhibition game Tuesday, Nov. 7, at 6 p.m. in Savage Hall. For complete schedules, go to <http://utrockets.cstv.com>.

In memoriam

Dr. Byron E. Emery, Lambertville, Mich., who served as the founding chair of UT's Department of Geography, died Oct. 15 at age 77. He joined UT in 1963 as department chair and assistant professor, with promotions to associate professor in 1966 and to professor in 1970. In 1971, he became director (dean) of the newly created University College, which he headed until 1974 before returning to teaching. At his 1986 retirement, he was granted emeritus status and the same year received a special recognition award from the Ohio Planning Conference.

Dr. Ivan G. Harvey, Toledo, who taught at UT more than three decades, died Oct. 14 at age 82. From 1954 to 1962, he worked in broadcasting and taught

communication and speech classes part time at the University. He joined the faculty full time as an instructor in speech arts in 1962 and was named assistant professor in 1966 and associate professor in 1969. That year, Harvey helped establish the speech-communication department, later renamed the communication department, and was appointed chair, a position he held until 1975. He was promoted to professor in 1974. He served on several University and departmental committees, as well as Faculty Senate. Harvey was named professor emeritus when he retired in 1986. He received bachelor of arts, bachelor of education and master of arts degrees from UT in 1949, 1950 and 1951, respectively.