

President discusses initial ideas for UT's strategic plan, invites public debate

By Tobin J. Klinger

A document that Dr. Lloyd Jacobs, president of The University of Toledo, described as “purposefully incomplete” was discussed last Wednesday at a special meeting of the Executive Strategic Planning Committee.

In his remarks, Jacobs reminded the group that they had requested he outline his initial thinking on the future of the University.

“I have written down the beginning of a strategic plan,” Jacobs said. “One of my roles is to launch an agenda item so public debate can begin.”

Asking for input from the Executive Strategic Planning Committee, the president emphasized the need to:

1. Hear from every voice;
2. Avoid premature closure;
3. Understand that disagreement is natural and the truth is found through debate; and
4. Assume benign intent.

Jacobs encouraged students, faculty and staff with thoughts on directions for UT to “become a voice in this process,” noting that “diversity [of ideas] strengthens an

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Employee tests MRI breast imaging unit, discovers cancer

By Vicki L. Kroll

Two people were scheduled to test the University Medical Center's 3.0T MRI's new breast imaging unit May 3. After they canceled, Ginger Warner's phone rang.

“An hour off work to lay on a table? Sure, I'll do it,” the radiation therapist recalled.

The next day, Dr. Haltham Elsamaloty, associate professor of radiology, pulled Warner out of a meeting to show her the images. “He said he thought I needed a biopsy,” she said.

The results showed Warner had a 1-centimeter cancerous mass in her breast.

She was shocked. Her mammogram in February didn't detect anything, and she has no history of breast cancer in her family.

In June, Warner had a lumpectomy performed at the University Medical Center, where she has worked five years. She is in the middle of chemotherapy and continues to work.

“Chemotherapy is all it's cracked up to be, I'll tell you that,” said the 52-year-old who was wearing a scrub shirt with pink hearts and the words “hope, endure, believe.” “I get sick for four days after I have a treatment. But once those four days are done, I bounce right back.”



Photo by Jack Meade

Ginger Warner sits in front of the 3.0T MRI.

Warner is used to taking care of cancer patients, not being one.

“I think a lot of the patients — now that I don't have any hair, pretty much everyone knows. They just seem to be able to relate with me now,” she said. “In my mind, I think that's why I got this — so I can relate better with my patients. I've been in the field 25 years and I guess I always thought

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Photo by Daniel Miller

Head Men's Basketball Coach Stan Joplin spoke at the memorial ceremony for Haris Charalambous last week in Savage Hall. Hundreds of students, faculty and staff members paid their respects to the 21-year-old junior who died Oct. 9. Read about the service on p. 2.

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Rockets say goodbye to basketball player at memorial service

By Paul Helgren

The University of Toledo bade farewell to Haris Charalambous, a men's basketball player who died suddenly Oct. 9, at a memorial service at John F. Savage Hall last Wednesday.

The public event was attended by about 750 people and featured speakers from across the University, including President Lloyd A. Jacobs, Head Men's Basketball Coach Stan Joplin, and Athletic Director Mike O'Brien, as well as Charalambous' teammates and friends. Aristotle W. Damaskos from the Holy Trinity Greek Orthodox Cathedral in Toledo, a church Charalambous attended, offered prayers and spiritual support.

O'Brien extended condolences to Charalambous' family, his mother, Pauline, his father, Kypros, and sister, Elena, who all live in Charalambous' hometown of Manchester, England. He noted that Charalambous will be missed by the many friends he made in his two years in Toledo.



Charalambous

us. He was a member of the Rocket men's basketball team, but he was also a member of our family, our basketball family, our Athletic Department family and our University family. He will always be a Rocket."

Jacobs also conveyed condolences to Charalambous' family, noting that though

"Haris was well-liked by everyone who knew him and well-loved by those who knew him well," O'Brien said. "He will be missed by all of

their son's life was tragically short, "he had a life of meaning and joy." He also offered these words of comfort that originated from President Abraham Lincoln: "I pray that our heavenly father may assuage the anguish of your bereavement, and leave you only the cherished memory of your loved one."

Joplin referred to Charalambous as a "loving, caring, gentle giant. Haris really matured as a person, as a student and as a basketball player. The reason so many people are here today is because of the kind of person Haris is. Our players lost a teammate but they also lost a true friend. I know I'm a better person for having known Haris."

Senior forward Florentino Valencia paid tribute to his teammate, saying that the Rockets would dedicate their season to Charalambous' memory.

"Haris had something that talent can't give you. He had heart. A big heart. A bigger heart than all of us," Valencia said. "Haris'

spirit will lead us this year. He was a team player. He gave us an unselfish attitude and showed us what it means to be a team player. I will miss him. I'll miss his smile, his accent, everything about him. But his spirit lives on in all of us."

O'Brien noted that a memorial scholarship fund to be awarded annually to a member of the men's basketball team has been created in Charalambous' name. Information on how to contribute to the fund is available by contacting the UT Athletic Department at 419.530.2510.

Charalambous, a 21-year-old junior, died Oct. 9 shortly after collapsing at the beginning of morning conditioning at the UT track. Athletic trainers on the scene followed established practices, performing cardiopulmonary resuscitation until paramedics arrived after an immediate call to 911. He was transported to a local hospital where he died shortly thereafter.

Strategic plan

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organization."

"This proposal obviously has a higher emphasis on science and technology," said Jacobs, noting this will draw questions from the arts, humanities and other areas.

Pointing to activity at the state and federal level encouraging institutions of higher learning to focus on science, technology, engineering, math and medicine (STEM2), Jacobs emphasized the important role of the arts and humanities in world culture and expressed his belief that "we learn from the arts and humanities what it means to be a human being."

"We must engage this discussion in a responsible way," said Jacobs, asking the Executive Strategic Planning Committee to "engage the discussion in a respectful way that strengthens this institution."

The strategic planning document, PowerPoint presentation and transcription of the president's remarks are available at www.utoledo.edu/index.asp?id=219.

2006 UT Community Charitable Campaign

If you have not made a pledge to the UT Community Charitable Campaign, you will receive a personalized, secure e-pledge link in your e-mail Oct. 16 from employecharitablecampaign@unitedway-toledo.org.

President addresses issues during Town Hall Meeting

By Matt Lockwood

A few weeks ago, surveyors from the Higher Learning Commission visited The University of Toledo to make sure the merged institution continues to meet its accreditation standards. During the exit interview, UT received high marks and was informed it would almost certainly receive full accreditation.

All good news, to be sure, but it was a surveyor's comment that UT has a unique opportunity to reconsider its reason for existence and the vision for its future that stuck with UT President Lloyd Jacobs.

Jacobs acknowledged such examination "is a great opportunity; however, it will not be without stresses, strains and differences of opinion."

Jacobs hopes any bumps in the road will be addressed, among other places, during Town Hall Meetings to be held the first week of each month.

At an Oct. 11 Town Hall Meeting in the Student Union, Jacobs was asked questions on a wide variety of issues, including several related to a proposal to move the College of Pharmacy to the Health Science Campus.

Jacobs acknowledged pharmacy students make a great contribution to the Main Campus, but believes they will receive "a huge professional training advantage through a closer relationship with the hospital on the Health Science Campus."

He also reminded the full Student Union Ingman Room that a final decision

on moving the college has not been made, and any decision must be approved by the Board of Trustees.

In regard to Health Science Campus employees receiving a dependent tuition benefit on the Main Campus, Jacobs said it is his "hope and directive" that by next fall there be one University-wide policy. However, he acknowledged the issue has proven more difficult than expected due to the disparity between cost and admission standards between campuses.

While addressing the status of University Medical Center (UMC) and its impact on the Main Campus, Jacobs said the hospital is doing very well.

He cited an accreditation rating that puts UMC in the top 1 percent or 2 percent of hospitals in the country, a \$7 million margin last year and a positive first quarter this fiscal year.

When asked for an update on the provost's search, Jacobs said the search



President Lloyd Jacobs at the Campus Town Hall Meeting

Photo by Daniel Miller

committee has met several times and has created a job description, placed advertisements in publications such as *The Chronicle of Higher Education*, and hired a search firm.

Search committee co-chair Dr. Penny Poplin Gosetti added resumés will be reviewed beginning in January and somebody could be hired in July.

In regard to enrollment goals for next year, Jacobs said official numbers haven't been set, but he would like to see at least 2 percent growth.

The next Town Hall Meeting will be held on Thursday, Nov. 2, from 4 to 5 p.m. on the Health Science Campus.

Project entERprise relaunches

By Tobin J. Klinger

Staff and faculty from Project entERprise, University's enterprise resource planning project, gathered to initiate a relaunch, following significant retooling in light of the merger of UT and the Medical University of Ohio.

"We have re-evaluated our undertaking and are now prepared to tackle this endeavor together, as one institution," said Dawn Rhodes, vice president for finance and planning. "Project entERprise remains an institutional priority following the merger."

"In the next year and beyond, we will take the best of the Lawson and Banner systems and use them to the greatest benefit of the new UT," said Daniel Morissette, senior vice president for finance and strategy. "The Lawson product presents new opportunities for the Main Campus, while the Banner product shows usefulness on the Health Sciences Campus."

University leaders have decided to face the project head-on, implementing the new systems simultaneously.

The timetable includes several "go-live" dates, including the finance module on July 1, 2007, the human resources module on Jan. 1, 2008, as well as the student and financial aid modules on Jan. 1, 2008.

"By July 1, 2007, we will have a single budget for the University, and it simply makes good business sense to take this module live at the same time," Rhodes said.

"Ultimately, all data, whether generated by a Lawson or Banner system, will be housed in a single repository, the Banner Operational Data Store," said Brian Bushong, director of Project entERprise.

"This uniform reporting will help us meet our strategic decision-making needs in the future," Morissette said.

"By taking a 'best of breed' approach, using the strengths of each product to the fullest, there will not be a need to make special modifications," said Bill Logie, vice president for administration. "This will help us make a smooth transition and maintain systems into the future."

University offers free flu vaccines to employees, students

By Jon Strunk

Flu vaccines will be administered free to students, faculty and staff with IDs beginning Thursday, Oct. 19, direct patient-care providers and Friday, Oct. 27, for the general UT community.

This year there is an increased focus on building a healthy campus community and improving the immunization of students in UT's residence halls.

"It's to everyone's benefit to increase the number of vaccinations," said Norine Wasielewski, senior director of health and wellness on Main Campus. "When a majority of a population is immunized, it helps greatly reduce the spread of a virus."

This is particularly relevant in residence halls where students live in proximity to one another, she said, but it also applies to the campus as a whole.

University Health and Wellness Services will partner with the UT College of Nursing to administer vaccines.

Direct Patient Care Providers/High-Risk Clinics:

- Thursday, Oct. 19, and Thursday, Oct. 26, from 8:30 a.m. to 5 p.m. in Dowling Hall Room 2410 on the Health Science Campus

Main Campus General Clinics:

- Friday, Oct. 27, from noon to 4 p.m. at the

Student Recreation Center during Welloween

- 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

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

"Unfortunately, we are unable to serve beyond the campus community," Wasielewski said. "If supplies remain after the clinics have been conducted, additional offerings will be made available."

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

Opening doors across continents: UT faculty member traveling to China for social work conference

By Jim Winkler

For UT faculty member Dr. Janice Carson, social work has a global reach. Poverty, homelessness, crime, substance abuse, domestic violence and discrimination are universal, which is why social work educators like her need to learn about and study social and economic justice issues around the world.

Carson, assistant professor in the Department of Social Work, has been selected as a delegate to the U.S.-China Joint Conference on Social Work from Oct. 28 to Nov. 5 in Beijing. It will be the first time she has visited China.

She is excited about the six-day

standing of the interdependence of all nations and the global village," Carson added.

While there, she hopes to meet with officials at a Chinese college, which could lead to more exchange programs and international field agency sites in China for UT students and new curriculum content for students on social problems and innovative services. She also plans to recruit Chinese students for UT's Social Work Program.

"Poverty, care of the elderly and end-of-life issues are global issues," explained Carson, who has spent eight summers doing missionary work in Haiti. "I'm honored to represent The University of Toledo

Social Work Department and meet colleagues from the other side of the world. We are going there to promote brotherhood, harmony and good will. The diversity of social work specialties represented at this forum



Dr. Janice Carson teaches a field practicum class.

program that is sponsored by the National Association of Social Workers, the People to People Ambassador Programs, and the Beijing Mental Health Association.

During workshops and meetings, she will meet her Chinese counterparts face-to-face to share knowledge, discuss common problems, compare recent research, and examine areas for further collaboration in such fields as aging, child welfare, children and families, end-of-life care and health.

On the conference agenda are topics such as delivery of social work services in China; physical and mental health of the elderly; family services; orphans and disabled children; and the role of non-governmental organizations and the Chinese government in providing social services to the population.

She thinks that international experiences make her a better teacher by giving her new insights into common problems faced by social workers around the world that she can share with students in the classroom and other educators and human-service professionals.

The trip also will broaden her "under-

standing of the interdependence of all nations and the global village," Carson added.

Her trip is part of the People to People Ambassador Programs established in 1956 by President Dwight D. Eisenhower to promote international cooperation and ease Cold War tensions. Seeking to promote harmony, peace and brotherhood between American citizens and other people of the world, the program sponsors trips around the globe for students and professionals.

The U.S. delegation will arrive back in the United States Nov. 5.

Carson received a Kohler grant for international studies to participate in the professional and cultural program. In addition, Dr. Jerome Sullivan, dean of the College of Health Science and Human Service, and Dr. Terry Cluse-Tolar, associate professor and chair of social work, supported and helped to sponsor her trip.

Before departing for China, Carson will present a paper titled "Resiliency of Black Males Reared in Father-Absent Families" Oct. 26 at the Association of Baccalaureate Social Work Program Directors Conference in Los Angeles.

University Medical Center physical therapists treat Rocket athletes on Main Campus

By Jon Strunk

Physical therapists from University Medical Center are working with Rocket student-athletes in the Savage Hall Athletic Training Room to help speed the rehabilitation process and return them to play.

“Our goal in establishing this service was to ensure that it was student-centered. By bringing therapists to them, students are more easily able to fit treatments between classes while they are getting the care they need,” said David Kujawa, director of rehabilitation services, who helped create the new collaboration.

UMC physical therapists Dr. Clayton Holmes and Jennifer Miller are seeing a combined 15 to 20 patients a week, focusing mainly on rehabilitation for student-athletes following surgeries or dealing with chronic conditions.

“In a short period of time we’ve established a very solid working relationship with UT’s Athletic Training Department, and I know that that’s not always the way things work at a lot of schools,” said Holmes, who is also chair of the academic Physical Therapy Department.

Miller added improved communication was another benefit of the new relationship.

“Having the athletes, the athletic trainers, the therapists — having all the care providers in one location helps facilitate communication and ensure everyone is in the loop,” she said.

Brian Jones, UT associate head athletic trainer, explained why Miller’s and Holmes’ work is important to help return injured athletes to play.

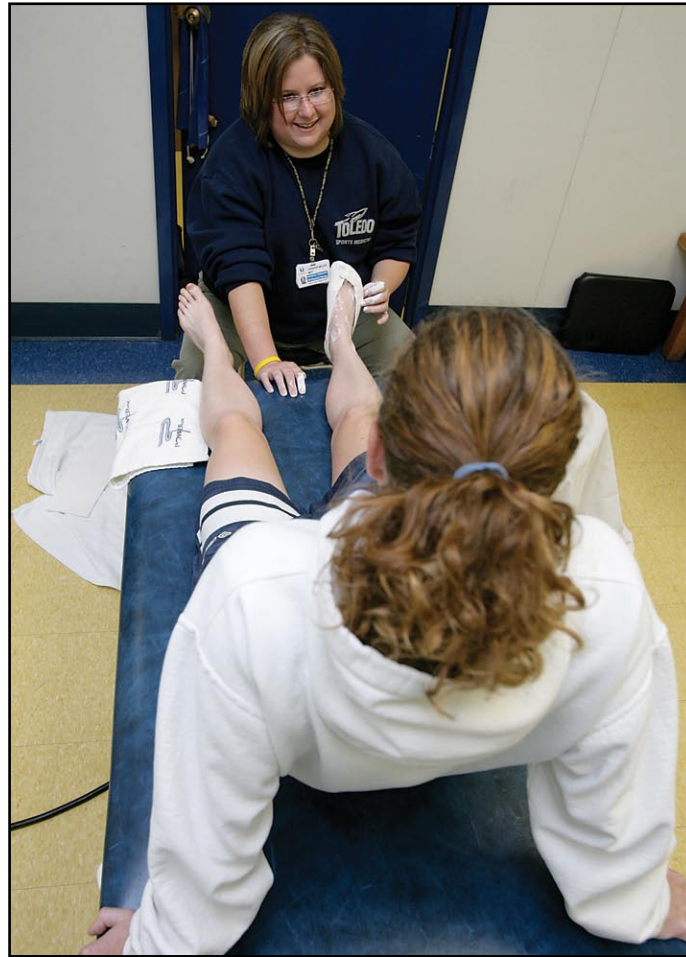


Photo by Daniel Miller

Physical therapist Jennifer Miller worked with UT soccer player Sarah Schulte in Savage Hall.

“Athletic trainers generally focus more on prevention and on the immediate triage following an injury,” Jones said. “The long-term, one-on-one interactions with athletes to help rebuild strength and range of motion

during the healing process is where Dr. Holmes and Jennifer have become an essential part of the team.”

Miller added that athletes’ treatments often differ from patients injured in other ways.

“Athletes rarely have one distinct problem,” she said. “Usually injuries result from overuse and one injured area can affect another.”

For Holmes, the addition of working with student-athletes on top of his teaching and administration duties offers a partial return to the past.

“It’s a wonderful thing for me personally,” said Holmes, who worked for a number of years as a physical therapist in college athletics at Louisiana State University and Purdue University before he started teaching

full time. “This experience fits well with my teaching and research responsibilities and it is well worth the additional time to work with the athletes, athletic trainers and coaches, as well as the physicians.”

GUIDELINES FOR BREAST CANCER DETECTION

For more than 20 years, women have been educated about the importance of early detection, diagnosis and treatment during October, which is National Breast Cancer Awareness Month.

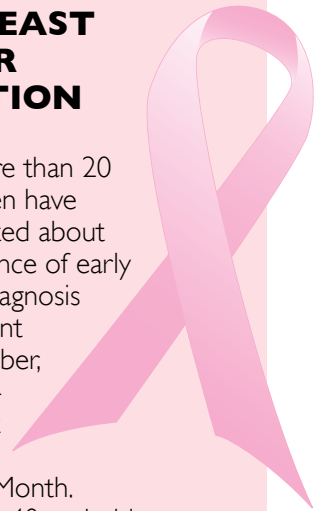
Women 40 and older should have a mammogram once a year.

Women in their 20s and 30s should have a clinical breast exam as part of their regular health exam.

Starting in their 20s, women should conduct regular self-exams.

Women with a history of breast cancer in their families or who have the gene for breast cancer should speak with a physician about screening procedures.

Source: American Cancer Society



MRI breast imaging unit

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I knew what they went through, but I didn’t have a clue.”

Warner agreed to share her story because she was amazed by the power of the 3.0T MRI’s breast imaging unit.

“They say early detection is the best protection, and I’m just fortunate because I’m not sure if it would have shown up on my next mammogram,” she said.

Fran Cassell, director of radiology at University Medical Center, said use of the 3.0T MRI for breast imaging has increased. “The images are incredible. It’s given the radiologists another method, or part of a combination of applications, in detecting breast cancer, one of the deadliest diseases in women’s health care. It’s really all about better patient care.”

About 100 patients have used the breast imaging unit since June, according to Kathy Sbrocchi, lead MRI technologist in the Radiology Department. “We average one a day,” she said.

Breast MRI is a non-invasive procedure that uses magnetic resonance imaging to take thousands of cross-sectional side-to-side, top-to-bottom and front-to-back images of the breast. A patient lies on her stomach with her breasts suspended into a cushioned recess where the signal receiver, or breast coil, is located. The patient is advanced into the tube-like magnet and must lie still for several five- to 10-minute scans so the computer can acquire images. The exam takes about 60 minutes.

“An IV is started and we inject a dye,”

Sbrocchi explained. “The dye goes into the breast tissue and if there’s a suspicious lesion, the contrast will wash in and wash out. The rate of wash in/wash out determines if the lesion is potentially malignant.”

All of the images are processed by a computer program, CADstream (Computer-Aided Detection for breast MRI). “The computer takes everything and assimilates it into a format that doctors can readily read,” Sbrocchi said. “There’s actually a graph that shows how quickly the contrast comes in and how quickly it goes out in the program. It’s like a warning already tagged for the radiologist to look at more closely.”

The 3.0T MRI’s breast imaging unit also can be used to take biopsies. “Using the MRI images, the doctor can line up the

biopsy gun with the suspicious lesion and insert the needle in to extract the tissue,” Cassell said. Sbrocchi said, “We put a titanium marker in to localize the biopsied area, place a small dressing on the site, and the patient is good to go.”

Breast MRI is a developing technology and should not replace standard screening procedures and self-exams, according to Cassell and Sbrocchi.

“It’s not really used as a general screening because of the cost, but if there’s any kind of inconclusive finding on a mammogram, patients might want to consider this,” Sbrocchi said.

“Ginger proved how valuable this procedure is,” Cassell said. “All of us are convinced we want one.”

Digital hospital project at UMC moving forward

By Jim Winkler

Several years ago, University Medical Center administrators laid out a vision to make the 26-year-old nonprofit hospital less reliant on paper and to expand the role of new computer technologies in the facility.

In its three-year, \$14 million, high-tech makeover called Quantum Leap, doctors, nurses and other health-care professionals would be able to access patient information — from medical records to doctors' orders to patient billing data — via computers, without ever having to touch a piece of paper. Such an environment would increase efficiencies, improve patient care and safety, cut costs, and provide a high degree of patient confidentiality.

Today, UMC's vision of digitizing its health-care delivery is slowly becoming a reality. The hospital is:

- Implementing digital imaging for its Picture Archiving Communication System (PACS) to reduce the costs of film-based processes and more effectively diagnose illnesses through advances in imaging technologies;
- Installing document-imaging software, the first step toward developing an electronic patient record and reducing the amount of paper health records;
- Linking electronically 15 UMC outpatient clinics to allow them to share patient files and other information; and
- Improving its clinical portal, which links different computer applications used throughout the hospital, to allow quicker Web-based access to nurses for certain kinds of data about patients' multiple visits to the hospital.



Julie Christy, director of clinical informatics, and Churton Budd, clinical informatics systems analyst, discuss some of the new applications that are part of University Medical Center's Quantum Leap information technology initiative.

"The benefits for doctors, nurses, patients and others that will be realized in the upcoming months and beyond are many," said Joseph Sawasky, UT chief information officer, who is overseeing the project. "Safety, confidentiality and quality of care will be all positively impacted through the Quantum Leap project. Information will be available in real time, in multiple locations, allowing physicians, nurses and others to share information and prevent duplication of services. This will really transform the way the hospital will do business in the years to come and will provide a digital foundation for the 21st century. The clinical informatics team in IT, led by Julie Christy, is working closely with clinicians to bring these systems to reality."

The PACS system, which represents an early phase of the hospital's technology strategy, digitizes X-rays, magnetic resonance images and ultrasounds, and allows images to be seen and analyzed on monitors throughout the hospital. The goal is to have the system, which is manufactured by General Electric Healthcare Inc., up and running next spring.

Over the next 12 months, UMC will work to make significant portions of its document

storage and retrieval electronically based. The hospital has entered into an agreement with McKesson Inc., a San Francisco-based health-care services and information technology corporation, to use its document-imaging software, which is marketed as Horizon Patient Folder, to scan paper documents and convert them into electronic images that can be stored on computers, just as text files are stored.

The first step, which will be done over the next year, will be to develop a scanning method to automate as many forms as possible.

Later, an electronic medical records system will be instituted so that most documents will be electronically generated rather than scanned into the system. The

move to digital patient records makes it easier for more than one doctor to treat the same patient, eliminating the need for health-care professionals to copy paper records and then pass them back and forth between each other.

Traditionally, patients have medical records used at a hospital or clinic. The information inside comes from a number of places — patients' paperwork, physician notes or results from a lab. As the information builds, it creates a permanent record of a person's health. However, the paperwork system allows that history to become disjointed.

File sharing by outpatient clinics will allow appointments to be coordinated and arranged between several clinics so patients can avoid making multiple trips. It also will allow health-care professionals to retrieve information about registration, treatment, diagnostic procedures, pharmacy and bill paying. Linking the clinics electronically is being accomplished through a software licensing agreement between UMC and Misys Healthcare System, Raleigh, N.C.

The portal improvements will allow physicians to read EKGs from their computers, give nurses more access to information on patients in the hospital, and allow resident physicians to select patients by medical service, which will improve attending physician-resident communication. In addition, as part of a pilot program, 10 northwest Ohio physicians who refer patients to UMC will have access to their patients' records, allowing them to see the results of lab and radiology tests.

Lott Industries employees help clean UT

By Krista M. Hayes

You might have seen them on campus as early as six in the morning, picking up trash and litter in the parking lots and garages, or maybe you caught a glimpse of them cleaning up Glass Bowl Stadium after home football games.

Who are these people? They are members of Lott Industries, a local nonprofit corporation that provides employment opportunities to persons in Lucas County with mental retardation and developmental disabilities.

According to Diana Ganues, UT associate vice president of facilities operations, a little over a year ago, Lott employees and their supervisors were brought to the UT Main Campus as a process improvement to help clean up the litter in the parking lots, parking garages and on the turf.

During the fall and spring semesters, members of the organization work Monday through Friday from 6 to 10 or 11 a.m., depending on how much litter is on the ground. In the summer months, they are on Main Campus Monday and Friday and Scott Park Campus on Friday.

The group consists of three crews that work in zones on the Main Campus. One of those crews also cleans the grounds and parking lots at Scott Park.

"By utilizing Lott employees, it frees up time for the Grounds and Parking Maintenance personnel to do more tree trimming, pruning, mowing, replacing street lighting and cleaning parking lots," Ganues said.

"The Lott employees are a hard-working, dedicated group who add so much to the beauty of the campuses," she said.

Diversity commission seeks input on Main Campus

By Tobin J. Klinger

Friday, Oct. 20, is the deadline to reply to the President's Commission on Diversity survey.

The survey is available at <https://www.applybyweb.com/webapp/default.asp?compkeyword=toledostaff>.

The online survey is being conducted on the Main Campus to assess how students, faculty and staff perceive campus diversity and measure the climate for different groups.

"There is a strong sense among commission members that we simply don't know how people feel about diversity at The University of Toledo," said Dr. Carol Bresnahan, vice provost for academic programs and convener of the commission. "We not

only want to see how we're doing, but also set a baseline from which we can work to improve."

The Kaleidoscope Group LLC has been retained to assist with the project, which will include focus groups and meetings with institutional leaders to create a vision for diversity at UT.

"It is important for the University to know what it hopes to be in terms of diversity," said Bresnahan, "as well as understand how specific groups feel the University embraces them as part of the campus community."

The commission is expected to deliver a final report in January.

Plague o'all your characters: Director's new take on favorite romance

By Cynthia Nowak

Quick! "Romeo and Juliet" — what do you think of? "Star-cross'd lovers"? Manslaughter and a secret wedding ultimately followed by a double suicide?

Of course, said Vladimir Prahcharov, visiting assistant professor of theatre, who's directing UT's new production of Shakespeare's romantic tragedy. "It's so familiar that it's not worth doing a production just to tell a story everyone knows."

Instead, in this streamlined version where seven actors juggle 20-plus roles, the back story takes center stage — events are told looking back by the wise and kindly Friar Laurence, who as Prahcharov sees him, commits more than a little sin and is revealed as less than kind.

In fact, in the revisionist approach that marks this "Romeo and Juliet," it's not the stars that doom the two lovers; it's the self-obsessed nature of nearly everyone around them. Prahcharov said, "The friar puts the blame for the tragedy on accidents and bad luck. Yet we see in his actions that he's not wholly willing to help the couple, even though he's supposed to be Romeo's mentor."

Perhaps drawing on his own studies in chemistry and biology as a student in his native Bulgaria, the director added, "Then when [the friar] gives Juliet the potion [that will make her sleep], he hopes it will work, but he's not even sure about that. And why does he leave Juliet — this 14-year-old girl

— alone with her husband's corpse? Then he's surprised that she commits suicide?"

Prahcharov was equally scathing about the other characters: "Nobody truly listens to these two young people — not their parents, not even Romeo's friends Mercutio and Benvolio, who make fun of him for being in love. It's like a news story I read recently about male high school students who formed a club solely for the purpose of tallying how often they 'score' with the ladies. If Romeo openly shares his love for Juliet with his friends, you know they'll respond by trash-talking."

Shakespeare makes such psychological deductions easy, he said. "He borrowed the story, of course, using a French translation of an Italian novella, but he was the first one to go so deeply into the relationships. And there's the comedy, too — Shakespeare was at the height of his powers in creating comic characters. Even the balcony scene has some great comedy."

Like Shakespeare, Prahcharov, who before coming to UT was a master teacher with and director of the Professional Acting Training Program at Actors Theatre of Louisville (Ky.), uses comedy to good effect. "The students are using comical acting tools to build toward the tragedy, which I don't believe is caused by fate," he said. "One human action starts like a small snowball that eventually becomes unstoppable."

Add the poetry of the words ("Shake-



EN GARDE! Montague (Brad Amer), left, and Mercutio (Mike Yearly) draw swords as Friar John (Kevin Little) tries to intercede.

speare wrote most of his sonnets at the same time that he wrote this play," Prahcharov noted), the well-paced action (check out the swordplay) and the irony that makes the Bard of Avon seem so incredibly modern. "Everyone in the play has an obsession," Prahcharov said. "Several young lives are wasted, and building monuments to them aren't enough. People who should take responsibility for the tragedy don't. Does it all start to sound familiar?"

Performance dates for "Romeo and Juliet" are Oct. 20-22 and 25-29 in the Center for Performing Arts Center Theatre on Main Campus. Curtain time for Wednesday through Saturday performances is 7:30 p.m. Sunday performances begin at 2 p.m. Ticket prices are \$13 general admission; \$11 for seniors and UT faculty, staff and alumni; and \$9 for UT students.

For more information, call the Department of Theatre and Film at 419.530.2202.

'Dinner at the Movies' Wednesdays this fall

By Deanna Woolf

It's a cinematic chow down.

Devour your nightly meal and the best Hollywood has to offer at the UT Honors Program's "Dinner at the Movies."

The genre film series features a different movie each week, and you can bring your dinner to the screenings.

The movies will be shown Wednesdays at 5 p.m. in Sullivan Hall Room 2010 on Main Campus. The schedule is:

- Oct. 18 — "Star Wars: Episode VI — Return of the Jedi" (1983)
- Oct. 25 — "Nosferatu: The First Vampire" (1922)
- Nov. 1 — "Psycho" (1960)
- Nov. 8 — "The Big Lebowski" (1998)
- Nov. 15 — "M" (1931)
- Nov. 29 — "Fistful of Dollars" (1964)
- Dec. 6 — "Harry Potter and the Goblet of Fire" (2005)

For more information on the free, public screenings, contact the Honors Program at 419.530.6030.



Photo by Daniel Miller

ONCE MORE WITH FEELING: Dean Janssens, 1995 UT graduate, left, and Mauro Virgini worked with Barbara Rondelli Perry, UT professor of music, who gave some guidance on singing a musical piece in French. Janssens and Virgini are members of the Florence Opera Company in Italy and were in town recently visiting family and friends. "I still come back and ask Barbara for some advice on roles and performing aspects," Janssens said. "It always feels good to get her advice and to know I'm on the right track with my singing." Following their vacation, Janssens and Virgini traveled to Japan to perform in an opera conducted by Zubin Mehta.

UT Main Campus working spousal health-care provision to take effect Jan. 1

By Krista M. Hayes

The University of Toledo is requesting any employee wanting to or having already enrolled his or her spouse for coverage under UT's Main Campus Health-Care Plan to complete a working spousal questionnaire.

According to Deithra Glaze, UT director of benefits for Human Resources, "The spousal provision, which will go into effect Jan. 1, 2007, determines whether a working spouse is eligible to participate in the University health-care plan."

Under the plan, medical, prescription, dental and vision health care are covered. The provision only applies to spouses who are working and eligible for coverage. If a spouse is retired or self-employed, then the provision does not apply.

For the provision to apply, the spouse must be working and must be eligible for health-care coverage where he or she works. Under this requirement, the spouse must not have accepted cash or other incentives or elected alternative coverages or benefits in lieu of health-care coverage. The spouse may have single coverage through his or her employer.

In clarification, if the spouse is eligible for health-care coverage where he or she works and provides written verification of single coverage, he or she may be covered as secondary under the UT plan, based upon payment of the applicable two-party or family premium.

If a spouse is not working, he or she may be covered as primary under the provision, based upon payment of the applicable two-party or family premium. However, if the spouse is not eligible for health-care coverage where he or she works, provided that the ineligibility is not due to taking cash or other incentives or electing alternative coverages or benefits in lieu of health care-coverage, he or she may be covered as a primary under the applicable two-party or family premium.

If the spouse is eligible for health-care coverage where he or she works and has not

accepted cash or other incentives or elected alternative coverages or benefits in lieu of health-care coverage, and he or she does not elect such health-care coverage or fails to provide written clarification of such coverage, he or she may be covered as a primary based upon payment of the applicable two-party or family premium plus an additional monthly working spouse premium.

Monthly working spouse premiums for 2007 are:

- Less than \$40,000 — \$10
- \$40,000 to \$89,999 — \$20
- \$90,000 to \$129,999 — \$40
- More than \$130,000 — \$60

"No spouse shall lose coverage as a result of a requirement to wait for an open-enrollment period," Glaze added.

To enroll a spouse or verify current spouse enrollment under the plan, employees are asked to complete the annual working spousal questionnaire on the Human Resources Web site at www.humanresources.utoledo.edu/forms. Under the documentation, the employee must identify whether his or her spouse is working, and if he or she is, the name, address and telephone number of the establishment must be provided. An employee also needs to provide information on whether his or her spouse has enrolled for single health-care coverage where he or she works or whether he or she has accepted cash or other incentives or elected alternative coverages or benefits in lieu of health-care coverage.

"The spousal provision was negotiated through union and management negotiations," Glaze said. "It was established to encourage spouses to elect coverage at their employer if eligible. Some local employers are incenting their employees not to take coverage through offering cash or benefit incentives and leaving other employers to pay for health-care expenses that should be paid by the spouse's employer."

For more information on the working spousal health-care provision, contact Glaze at 419.530.1475 or at dglaze@utnet.utoledo.edu.

Welloween to help build a healthier campus Oct. 27

By Krista M. Hayes

It's back. The University of Toledo's Welloween Health Fair will take place Friday, Oct. 27, from noon to 4 p.m. in the Student Recreation Center on Main Campus.

According to Angela Green, UT assistant director of fitness, "The last Welloween event was held in 2003. Since then we have not had the event due to budgetary and resource constraints. In 2003, we had about 1,700 students, faculty and staff attend. This year our goal is to get more than 2,000 participants from the University community."

Welloween is a Halloween-themed health and wellness fair. The event will feature interactive and educational booths, health screenings, flu shots, group exercise demonstrations, tug-of-war contest, costume contest, most spirited booth contest judged by the UT cheerleaders, food concessions, music by a disc jockey, door prizes and giveaways.

"Several University departments and organizations will be providing interactive activities and educational information to help build relationships among the UT community, provide educational opportunities for students, and build a healthier campus," Green said.

"So far, we have a wide variety of over 20 booths providing free health

screenings, educational information and free goodies," Green said.

"In the past we have had body composition testing, vision and hearing screenings, blood pressure, cholesterol, flexibility, spinal screening, skin damage and much more," Green added. "We are hoping to provide those same types of assessments this year."

Flu shots will be administered by the Student Medical Center staff free of charge to all UT students, faculty and staff. A University ID is required.

"The purpose of Welloween is to increase the health and well-being of our students, faculty and staff," Green said. "The free screenings provided will assist participants in identifying possible health risks. The event gives University departments and organizations the opportunity to promote their programs and services and also provides excellent opportunities for student development, education and leadership."

The health fair is co-sponsored by the Student Recreation Center and University Health Services on the Health Science Campus.

For more information on the free, public event, contact Green at 419.530.3702 or at angela.green@utoledo.edu.

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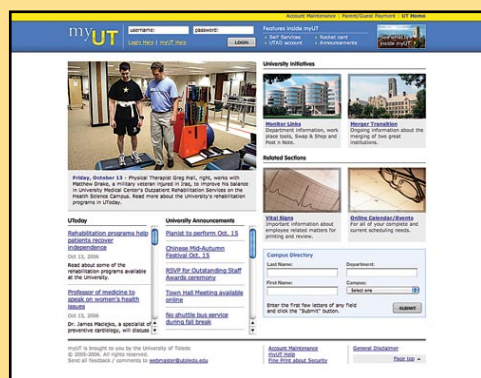
UTNEWS

UT News is published for faculty and staff by the Marketing and Communications Office biweekly during the academic year and periodically during the summer. Copies are mailed to employees and placed in newsstands on the Main, Health Science, Scott Park and Toledo Museum of Art campuses. UT News strives to present accurate, fair and timely communication of interest to employees. Story ideas and comments from the UT community are welcome. Send information by campus mail to #949, Marketing and Communications Office, Vicki Kroll. E-mail: vicki.kroll@utoledo.edu. Fax: 419.530.4618. Phone: 419.530.2248. Mailing address: Marketing and Communications Office, The University of Toledo, Toledo, OH 43606-3390.

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SAY "CHEESE": Terry Fell, computer graphics design artist in Audio-Visual Services, and Sandra Drabik posed for a photo last month at her retirement party. Drabik, vice president and general counsel in the Office of Legal Affairs, worked at UT since 1999. Prior to coming to Toledo, she worked at Ohio State University 15 years and for the State Government of Ohio 11 years. "In retirement, I intend to slow down a little and spend time with my family and extended family, read books, work on my family genealogy, and continue to serve on two public boards," Drabik said. She is chair of the Ohio Building Authority, which constructs, finances and manages state buildings, and a member of the Capitol Square Review and Advisory Board, which oversees the State House in Columbus.



Photo by Daniel Miller

SAYING GOODBYE: Al Libby, software specialist for College Computing in the College of Arts and Sciences, right, talked with Ted Hubler, manager of computer repairs for Educational and Information Technology Operations and Desktop Support. Libby was one of many who stopped by to wish Hubler well at his retirement party Sept. 29. Hubler worked at the University for 20 years.

THANK YOU: Tim Halko, UT accountant in the Accounting Department on the Health Science Campus, and his wife, Marla, thanked more than 360 walkers and runners who participated in the Race for Progeria Sept. 30 to help raise funds for the Progeria Research Foundation on behalf of their daughter, Kaylee, shown here in the stroller with her cousin, Cody, left, and brother, Jacob. As of Oct. 12, \$39,600 was raised at the walk and silent auction, which took place in Monclova. "This event was a huge success," Tim said. "Checks are still coming in the mail every day." The final total will be matched by an anonymous donor, he said. "We are very optimistic about the future of children with progeria, especially after talking to doctors over the past few weeks. The drug trials are going to start before the end of the year." In 2004, Kaylee was diagnosed with progeria — a rare, fatal disease characterized by accelerated aging. For more information or to make a donation, go to www.sweetkaylee.com.



Photo courtesy of Collins Photography



Photo by Terry Fell

STRIKING ART: Sandy Tiell, administrative secretary in the Dean of Students Office, helped Emma Waite, daughter of Dr. Zauyah Waite, associate vice president of student affairs and dean of students, make a piñata last week in the Multicultural Student Center. The special class covered the history of the piñata and how to make the papier-mâché container for sweets. It was one of UT's events to celebrate and honor the history and culture of Latinos during Hispanic Heritage Month.

In memoriam

Dr. James R. Gress, Cincinnati, who was part of the College of Education for 24 years, died Sept. 5 at age 63. He joined UT in 1978 as associate professor and was promoted to professor in 1984. He served as the college's interim associate dean of undergraduate studies from 1999 to 2001, as chair of the Department of Curriculum and Instruction from 1995 to 1999, as chair of the Department of Elementary and Early Childhood Education from 1983 to 1985 and from 1991 to 1995, and as the department's coordinator for the National Council for Accreditation of Teacher Education. While at UT, he directed three major collaborative projects with area public and parochial schools. Retiring in 2002, he was granted emeritus status the following year. Until health issues forced him to resign in 2003, he was dean of the College of Education at Northern Kentucky University.