

Interim Leader Named Permanent Provost

By Meghan Cunningham

Dr. Karen Bjorkman, a leading scholar in the field of astrophysics and The University of Toledo's most senior dean, has been named provost and executive vice president for academic affairs.



Bjorkman

Bjorkman, whose appointment to the permanent post was effective Jan. 13, had served as the interim provost since Jan. 15, 2019. She previously served as the dean of the College of Natural Sciences and Mathematics from 2010 to 2019.

"Dr. Bjorkman has demonstrated throughout her academic career a passion for our educational mission and is, above all else, committed to student and faculty success," UToledo President Sharon L. Gaber said. "We have made great progress on achieving the goals set forth in our strategic plan, including increased retention rates and record-high graduation rates. Under her leadership, I know we will continue to enhance the educational experience for our students and opportunities for faculty scholarly research and service activity."

Bjorkman, also a Distinguished University Professor of Astronomy and the Helen Luedtke Brooks Endowed Professor of Astronomy, has been a member of the UToledo faculty since 1996 when she

joined the Department of Physics and Astronomy.

"I am grateful for the opportunity to serve the University in this leadership role," Bjorkman said. "I look forward to working with our outstanding deans and faculty across all of our colleges to realize our collective vision of being a nationally ranked, public research university."

Bjorkman is a leader in the research field of stellar astrophysics, applying spectropolarimetry to better understand the variable gaseous disks around massive stars. Her research has focused on studying the physical characteristics of these disks and the mechanisms behind their formation and variability.

In 2017, Bjorkman was named a Fellow of the American Association for the Advancement of Science, the world's largest multidisciplinary scientific and engineering society, in recognition of her important contributions to scientific discovery.

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Study Examines Attitudes Toward Transgender Athletes

By Christine Billau

As several states draft legislation that would force student-athletes to play as their gender identified on their birth certificate instead of on a team that matches their gender identity, a team of political scientists investigated underlying factors that drive public opinion on transgender athletes.

The new study shows while women in general are more supportive than men of transgender athletes participating in sports by gender identity instead of biological sex, women who are sports fans are more likely to oppose it, holding views that resemble male sports fans.

The research recently published in the journal *Sex Roles* investigated public attitudes toward the participation of transgender people in sports by using data from a 2015 survey of 1,020 adults across the United States; the data was previously used by the same researchers to analyze public opinion on a variety of transgender rights issues.

Dr. Jami Taylor, professor of political science and public administration at The University of Toledo who focuses on transgender politics and policy, is part of the team who found that attitudes about transgender athletes are strongly shaped by an individual's characteristics, political values and personality traits.

Also, the study shows people who have contact with transgender, gay and lesbian people, as well as those with stronger egalitarian attitudes, are more favorable toward transgender participation, whereas those with high moral traditionalism are more opposed.

"This is a very complicated area, and there are legitimate concerns about fairness for both transgender athletes and those who are not transgender," said Taylor, author of the 2017 book titled "The Remarkable Rise of Transgender Rights." "We need to have thoughtful policies that ensure fair competitions, but also ensure that transgender athletes aren't discriminated against. As governments, nonprofits and businesses begin to craft policies that decide how and with whom transgender athletes will compete in sports, they need to avoid one-size-fits-all solutions because of the complexity of the issues."

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Growth of Craft Beer Linked to Record Number of States Harvesting Hops

By Christine Billau

Tasting terroir, or a sense of place, isn't only reserved for wine lovers drinking a glass of burgundy or champagne from France.

It's evident, too, in the U.S. craft beer boom and the growing preference for local hops.

Hops, a key ingredient in making beer, is a crop making a comeback on farms across the country thanks to the incredible rise of the craft brewing industry over the past decade.

Craft breweries and their customers' thirst for new, locally grown flavors are playing a big role in fueling an unprecedented geographic expansion of hop production across the United States, according to researchers at The University of Toledo and Penn State University.

Their findings, which were recently published in the *Journal of Wine Economics*, suggest that as more craft breweries emerge around the country, so may new opportunities for farmers.

"It is fantastic to see the re-emergence of hop production in states which, at one



Photo by Daniel Miller

LOCAL FLAVOR: Dr. Neil Reid, professor of geography and planning, co-authored a study showing the record harvesting of hops is related to the boom in the craft brewing industry.

point, had abandoned the crop," said Dr. Neil Reid, professor of geography and planning at The University of Toledo, who teaches a class titled *The Geography of Beer and Brewing*. "Hops provide aroma and bittering characteristics in beer.

Looking to differentiate themselves from Molson Coors and Anheuser Busch, independent craft brewers demand locally grown hops, experiment with different varieties of hops, and use more hops in beer production compared to mass-

Congratulations!

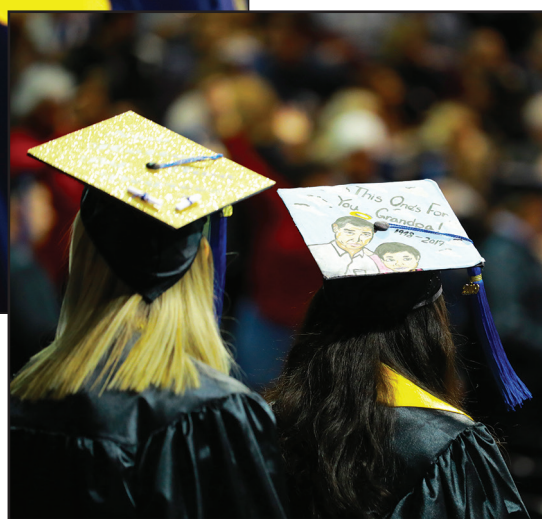


Photos by Daniel Miller

Karyl Martin, left, received a big hug from Kiaris Porterfield before fall commencement last month in Savage Arena. She was among 2,070 candidates for degrees: 1,474 bachelor's degrees, 426 master's degrees, 104 doctoral degrees, 41 associate's degrees, 15 education specialist degrees and 10 graduate certificates.



Karyl Martin received a bachelor of science degree in mathematics.



Graduates commemorated the day with special mortarboards.

UToledo Receives State Grant for Choose Ohio First Scholarships

By Christine Billau

The Ohio Department of Higher Education awarded The University of Toledo a five-year, \$787,449 grant through the Choose Ohio First program to provide scholarships to students pursuing computer science and related fields.

Ohio Lt. Gov. Jon Husted and Ohio Department of Higher Education Chancellor Randy Gardner recently announced more than \$20 million for 35 colleges and universities across the state to boost Ohio's efforts to strengthen the state's workforce in technology-related fields such as coding and cybersecurity while supporting an estimated 1,400 Ohio students.

"Careers in computer science and cybersecurity are critically important in today's technology landscape," UToledo President Sharon L. Gaber said. "This state grant will enhance our own investments to provide additional opportunities for students to receive advanced training in this area, such as our new master's program in cybersecurity and a cybersecurity graduate certificate program."

"The Choose Ohio First program is one of our state's best tools to increase the number of students preparing to work in STEM-related fields," Husted said. "In today's technology-infused economy, every industry and business has important tech-focused jobs, and training Ohioans for careers in those positions is key to growing our economy."

The Choose Ohio First Scholarship Program began in 2008 as a way to increase the number of Ohio students enrolling in and successfully completing science, technology, engineering, math and medicine programs at Ohio's public and independent colleges and universities.

"The ongoing investment in the Choose Ohio First program demonstrates the commitment of Governor DeWine, Lieutenant Governor Husted, and the General Assembly to build a talent pipeline in Ohio to the leading technology occupations," Gardner said. "This new focused scholarship will further strengthen the Choose Ohio First program and put more students on a path to success."

Choose  Ohio First

Provost

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"Our students, faculty and scholars are champions in our pursuit to improve the human condition. They are internationally recognized for their expertise in research, teaching and clinical practice. It is my honor to work with them in achieving our educational mission," Bjorkman said.

Prior to joining UToledo, Bjorkman was a scientist in the University of Wisconsin's Space Astronomy Laboratory and a systems engineer for Martin Marietta Denver Aerospace.

Associate VP of Alumni Relations to Retire

By Vicki L. Kroll

Dan Saevig has been part of The University of Toledo every day for more than half of his life, first as a student and then as an employee at the institution he loves.



Saevig

That will change soon: The associate vice president of alumni engagement and executive director of the UToledo Alumni Association will retire Monday, March 2.

"I love The University of Toledo; I know its life-changing powers," Saevig said.

The native of Oregon, Ohio, received a bachelor of arts degree in communication and a master of business administration degree from UToledo in 1984 and 1989, respectively.

Then Saevig joined the staff at his alma mater as assistant director of alumni relations in 1990. Three years later, he was promoted to executive director of alumni relations. He left the University in 1999, but returned to campus in 2002 as associate vice president of alumni relations.

"Dan has dedicated his life to The University of Toledo. With his Rocket passion and energy, he has helped grow UToledo's alumni participation, as well as alumni programs and donations," President Sharon L. Gaber said. "We thank Dan for his tremendous service to the University for 27 years."

Under Saevig's leadership, the Office of Alumni Engagement has:

- Upped its annual programs from 40 in 1990 to 200 in 2019.
- Grown UToledo Alumni Association membership five consecutive years; this includes an 8% increase last year and an 8% increase so far this fiscal year, totaling more than 27,000 members around the globe.

- Helped increase alumni donations from 2.59% in 2015 to 5.37% last year as measured by U.S. News & World Report, with a portion of membership dues as a gift to the UT Foundation; 66% of donors last year were members of the UToledo Alumni Association.

"When I started working in the alumni office, we were mostly promoting events in Toledo. Now we truly are a national program," Saevig said.

He added he is proud of the diversity of the UToledo Alumni Association Board and how the Koester Alumni Pavilion was a project that came together in six months in 2012. "The Koester Alumni Pavilion, a gathering spot just west of the Glass Bowl, is a real point of pride for alumni and friends of the University," Saevig said.

In addition, he played a pivotal role in the expansion of Art on the Mall, the UToledo Alumni Association's signature event that started in 1992 and has become a summer tradition. The UToledo Alumni

Association also is financially secure, having increased its reserves by 300% during his tenure.

"I can leave UToledo knowing we have the right person to lead the Office of Alumni Engagement for the next 20 years," Saevig said. "[William] Billy Pierce is that person. He's an alumnus, he's well-liked, he's personable – alumni will enjoy connecting with him."

Pierce, senior director of alumni engagement, will succeed Saevig.

A longtime UToledo donor, Saevig is giving a \$150,000 parting gift to his alma mater – provided there is no official sendoff celebration.

"The donation is a thank-you for the University's impact on me and my family," he said. "It's important for employees to give back. We are blessed to be working at UToledo. I wouldn't be who I am without the friendships and relationships I developed here over the years. I want to show my support for the institution that I love."

UToledo Cares Campaign Celebration Breakfast Set for Jan. 30

By Joe Bellfy

During the 2019 UToledo Cares campaign, hundreds of faculty, staff and retirees collectively pledged more than \$114,000 in contributions to local nonprofit organizations.

The annual charitable campaign collects donations to United Way of Greater Toledo, Community Health Charities, EarthShare Ohio and Northwest Ohio Community Shares – which together represent more than 200 nonprofit organizations throughout the area.

"This year's theme was Supporting Community, and we're proud of our campus and retirees for generously donating to improve the lives of thousands in the Toledo area," said Dan Barbee, chief executive officer at The University of Toledo Medical Center and 2019 campaign co-chair.

"These gifts and contributions will help to educate our children, sustain our region's parks, advance important research and so much more," said Dr. Willie McKether, UToledo vice president for diversity and inclusion, vice provost, and campaign co-chair.

Each person who made a donation to the annual charitable campaign, regardless of the amount, will receive an invitation to a complimentary breakfast buffet hosted by UToledo President Sharon L. Gaber; the event is scheduled for Thursday, Jan. 30, from 8 to 9 a.m. in the Savage Arena Grogan Room.

Additionally, every donor will receive a UToledo scarf as a thank-you gift at the celebratory breakfast. If you made a donation but are unable to attend, watch for notification of how to receive your gift after the event.

Social Justice Champion



Photo by Mike Henningsen

Dr. Yusef Salaam, whose story is documented in the 2019 Netflix series "When They See Us," gave the keynote address Jan. 11 at the 36th annual Conference for Aspiring Minority Youth. He was one of five teenagers of color wrongfully convicted of the 1989 beating and rape of a female jogger in Central Park. More than a decade later, a murderer and rapist serving a life sentence confessed to the brutal crime, and DNA evidence cleared the five, who were exonerated. Salaam encouraged the seventh- and eighth-graders, high school students and parents packed in the Thompson Student Union Auditorium to turn up their lights and shine: "Our challenge is to live our lives with a purpose because we were born with a purpose. Our challenge is to rise to the occasion all the time." "Social Justice: A Community Enterprise" was the theme of this year's conference, which was sponsored by Toledo Excel and the UToledo Joint Committee.

Associate Dean Co-Authors Textbook to Encourage More Scholarly Writing Among Nurses

By Tyrel Linkhorn

At one of Dr. Robert Topp's previous institutions, nearly one in five patients scheduled for a cardiac catheterization canceled the appointment on the day of the procedure. Frequently, it was because the patient hadn't completed the necessary blood work or hadn't followed the proper preparation guidelines.



Topp

Administrators were prepared to cut staffing by 20% to offset the lower patient volume.

Instead, a group of clinical nursing staff developed a plan to call patients the night before to go through a checklist

of everything that needed done and be at the ready to provide pre-written orders for any last-minute requirements.

Topp, now a professor and associate dean for research and scholarship at The University of Toledo College of Nursing, said that solution cut the cancellation rate from approximately 20% to 3%, saving the center almost \$500,000 a year.

"It really generated a lot of positive public relations ink for the nurses in the department. Their problem was, this plan to manage patients was never

published," he said. "This great thing the nurses developed to save money and help patients was only communicated within the institution, when it could have had a wider impact."

Topp wants to encourage UToledo's nursing students, clinical staff and faculty to think about how they might be able to impact healthcare delivery through scholarly writing.

He recently collaborated with a colleague from the University of Cincinnati on a new textbook called "Pain-Free Writing for Nurses: A Step-by-Step Approach."

"Nurses have a wealth of knowledge. This book explains how to get that knowledge in a place that other people can use it," Topp said.

Available in both printed and online form from the Springer Publishing Co., the book provides a start-to-finish guide for scholarly writing and illustrative anecdotes like the one from the cath center.

The book also dispels myths about writing, including the idea that you need a doctoral degree to be published.

"Students and clinical nurses are first authors on many manuscripts I co-author because they make a significant contribution to the work. Co-authoring with students helps them to understand that their work can have a broader

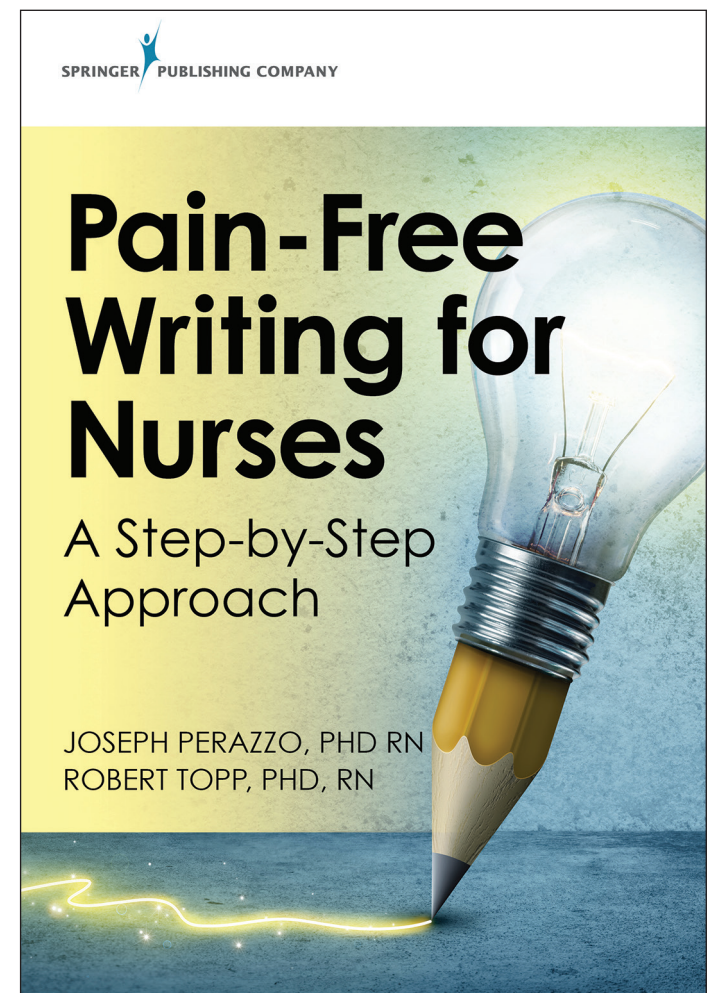
impact on improving healthcare," Topp said. "As students consider enrolling in the College of Nursing, one of the advantages here at UToledo is that they have the opportunity to work with faculty to publish a manuscript, which is a tangible deliverable of their academic experience."

Topp said scholarly writing for nurses isn't different from what microbiologists or chemists produce, it's just that many nurses aren't introduced to the concept.

By providing the guidelines for that process, students and clinical nurses are more prepared to make meaningful contributions to healthcare as future nursing leaders.

"Nursing is a clinical science. The interventions nurses develop can have an immediate impact on healthcare delivery

and the cost of care," he said. "That's one of the advantages for students and clinical nurses to learn how to write scholarly articles."



Transgender Athletes

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"Given the gendered nature of sports and the resistance to the issue among sports fans - both male and female - policymakers will likely need to tread carefully and should have a care in this area as they craft policy solutions. Our work might be helpful to inform policymakers, as well as advocates who promote inclusion."

Research contributors include Taylor; Dr. Andrew Flores, assistant professor in the Department of Government at American University and lead author of the study; Dr. Donald Haider-Markel, professor and chair of the Department of Political Science at the University of Kansas; Dr. Daniel Lewis, associate professor of political science at Siena College; Dr. Patrick Miller, associate professor in the Department of Political Science at the University of Kansas; and

Dr. Barry Tadlock, professor of political science at Ohio University.

Current policy depends on the position of governing bodies, such as the NCAA at the collegiate level, and applicable laws that may vary by location. For instance, California law requires that transgender students be treated according to their gender identity, not biological sex.

The issue, according to lawmakers proposing new legislation in New Hampshire, Washington, Georgia, Tennessee and Missouri, is whether transgender-rights protections are leading to unfair competition in women's sports, referencing male-to-female transgender students and arguing they have natural physical advantages over biological females.

However, the study cited a female-to-male case: Mack Beggs' victory in

the Texas Class 6A girls' state wrestling championship in 2017, even though the female-to-male transgender student started his transition two years prior and took testosterone injections.

"It was a ridiculous situation. He wanted to wrestle with the boys and received harsh treatment from fans when he was forced to compete with girls," Taylor said. "Due to his success, parents accused him of cheating, but the rule in Texas was he had to compete according to the gender on his birth certificate, which was a girl. If he was in California, he would've competed against boys."

The study finds that 35.6% of women agreed with allowing transgender athletes to participate in sports aligned with their gender identity, compared to 23.2% of men.

As the 2020 Olympic games in Tokyo approach, Taylor calls the Olympics

reasonably inclusive to transgender athletes and commends the International Olympic Committee for its attention to both human rights and fair competition.

"The International Olympic Committee no longer requires transgender athletes to have had surgery, but there is a strict requirement around hormonal management," Taylor said. "It's far less restrictive for female-to-male athletes than for male-to-female athletes, which seems to be a reasonable attempt to grapple with this complex issue. Importantly, the IOC's approach looks at evidence in this evolving area."

Women & Philanthropy Offering up to \$65,000 for 2020 Grant

Friday, Feb. 14, is the deadline to apply for a grant from Women & Philanthropy at The University of Toledo.

UToledo employees and students from all campuses are eligible to apply for funding up to \$65,000. To be considered for a grant, all application guidelines must be followed. Grant applications are available on the Women & Philanthropy website at utfoundation.org/give/women-philanthropy/apply.html.

The Women & Philanthropy Grants Committee will review and evaluate the applications, and the general membership will vote to determine the recipient(s). Grant amounts vary from year to year.

Grant recipients will be announced in May.

The inaugural grant, in the amount of \$15,000, was awarded in 2008 to Carlson Library to commission a glass sculpture by artist Tom McGlauchlin. That sculpture

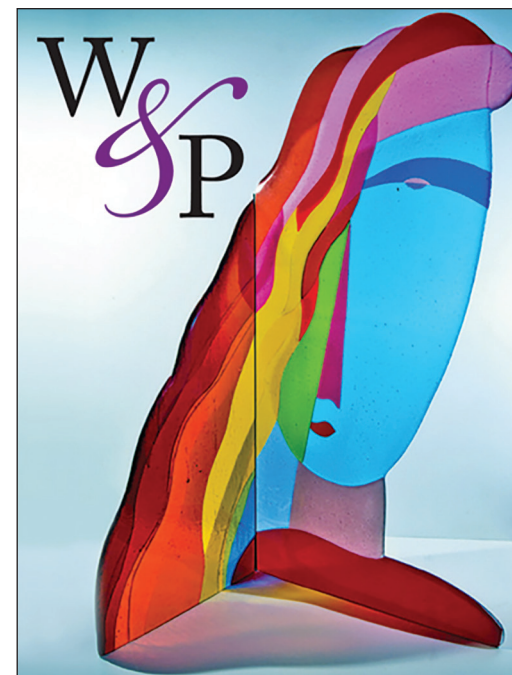
titled "A University Woman" is on display in the library concourse and has become the model for the Women & Philanthropy logo.

Since then, Women & Philanthropy has funded classrooms; an art gallery; locker room enhancements; a sensory-friendly medical examination room; the hospitality area in the William and Carol Koester Alumni Pavilion; renovations to the Savage Arena media room; computer-based educational displays in Ritter Planetarium and Lake Erie Center; a computer lab in the Catharine S. Eberly Center for Women; a playground at the Kobacker Center; a student family room in University College; an interactive periodic table display; a Genetics Analysis Instrumentation Center; the Thrombosis and Hemostasis Research Center; and a Germ-Free Facility for Biomedical Research.

A complete list of awards and winners is available at utfoundation.org/give/women-philanthropy/support.html#testimonials.

Since 2008, Women & Philanthropy has gifted \$558,687 in 20 grants to a wide array of programs and initiatives to The University of Toledo. Women & Philanthropy is able to give substantial gifts to the University by pooling its members' resources and making monetary awards in the form of grants.

For more information, contact Sarah Metzger in the Office of Alumni Engagement at sarah.metzger2@utoledo.edu or 419.530.4237.



Craft Beer

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produced beers."

According to the Brewers Association, between 2007 and 2017, the number of breweries in the U.S. increased from 1,459 to 6,490.

The researchers found that the number of breweries in a state is associated with more hop farms and hop acres five years later. The number of hop farms grew from 68 to 817, and hop acreage expanded from 31,145 to 59,429 acres.

Before 2007, hop production in the country was limited to only three Pacific Northwest states – Oregon, Washington and Idaho. Hops are now produced in 29 states, according to the Hop Growers of America.

"Our study is the first to systematically show that the number of hop farms in a state is related to the number of craft breweries," said Claudia Schmidt, assistant professor of agricultural economics in Penn State's College of Agricultural Sciences. "It suggests that in areas where hop production is possible and not cost-prohibitive, breweries are expanding markets for farmers and providing an opportunity to diversify farm income."

In fact, the growth positioned the U.S. as the largest producer of hops globally, both in terms of acreage and production.

Working with farm, brewery and climate data, the researchers developed a statistical model to determine whether

new craft breweries in a state between 2007 and 2017 resulted in a larger number of hop producers and hop acres planted, by both new and existing growers in that state. They built a time lag into their model to identify the effect of new breweries over time. They also controlled for other variables that may influence farmers to start growing hops, such as average farm size, average net farm income and climate.

Their findings are correlational and do not point to a clear cause and effect. However, the time lag built into the model indicates that the growth in breweries preceded the growth in hop farms.

If more brewers are looking for hops grown nearby, then more farmers may be willing to try growing them, even if only on a small scale. For instance, in Pennsylvania, only 17 farms reported hop production in 2017, and their combined acreage is small – only 21 acres in all, according to the U.S. Census of Agriculture.

In contrast, in 2017, there were 100 acres of farmland devoted to hop production in Ohio. According to the Ohio Hop Growers Guild, there are more than 70 farms in Ohio that are growing hops.

While the growing of hops in states like Ohio and Pennsylvania is a relatively recent phenomenon, many Midwestern and Northeastern states have historical connections to the hop industry.

"In 1870, the three leading hop-producing states were New York,

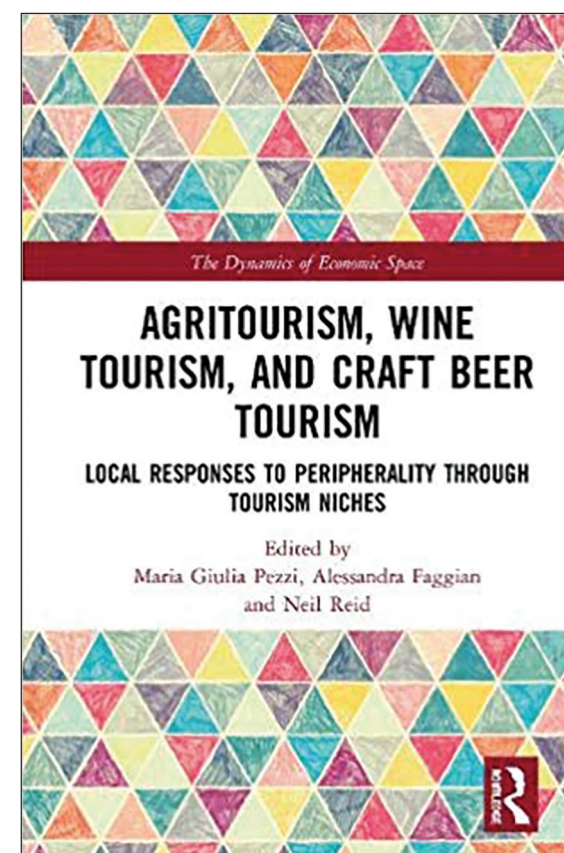
Wisconsin and Michigan," Reid said. "A number of factors, including declining yields, disease outbreaks, high production and processing costs, and an inability to achieve economies of scale, contributed to the decline and disappearance of the hop industry in the Midwest and Northeast."

Reid, who is affectionately known as "The Beer Professor," is an expert on the craft brewing industry and its economic geography. His research is focused on the industry's growth in the United States and its potential role in helping to revitalize neighborhood economies.

His previous research found that the craft brewery boom is good for home values. That study showed single-family homes in the city of Charlotte, N.C., saw their value increase by nearly 10% after a brewery opened within a half mile of the property, and center-city condos got a nearly 3% bump.

Reid will give the opening keynote address at the 2020 Beer Marketing and Tourism Conference Wednesday, Feb. 5, in St. Petersburg, Fla.

His new book, "Agritourism, Wine Tourism, and Craft Beer Tourism: Local



Responses to Peripherality Through Tourism Niches," will be published later this month. The book is co-edited with Maria Giulia Pezzi and Alessandra Faggian of the Gran Sasso Science Institute in L'Aquila, Italy.

Changes to Federal Tax Code Affects W-4 Form

By Christine Wasserman

Signed in December 2017 and taking effect last year, the Tax Cuts and Jobs Act was the largest overhaul of the national tax code in more than three decades. As a result, UToledo employees are encouraged to check their W-4 form early in 2020 to ensure it accurately reflects their information to avoid owing additional taxes in April 2021.

The new W-4 form has a five-step approach that determines your tax withholdings based on the filing status you choose and the dollar amounts you enter when completing steps two through four, which are optional. Allowances are no longer used because they were tied to personal exemption, which has been eliminated in the new tax law.

The IRS is not requiring all employees to fill out a new W-4 form; however, any new employee with a hire date on or after Jan. 1, 2020, as well as UToledo employees wanting to make withholding changes for 2020 – such as those changing their marital status or number of dependents – must use the new form. The W-4 form's five-step process is:

1. Enter personal information and filing status (required).
2. Account for multiple jobs (optional).
3. Claim dependents (optional).
4. Other adjustments (optional).
5. Sign and date/certify changes (required).

Filling out only steps one and five (minimum required) will result in tax withholding based on your standard

deduction and tax rates with no other adjustments. Per the IRS, also filling out steps two through four, which target your personal financial situation, will more accurately reflect your tax liability when this extra data is entered.

To access and review your W-4 form, log in to the myUT portal using your username and password. Select the Employee Self-Service Dashboard (at top, upper left of screen) and use the drop-down menu for Taxes. Choose the W-4 Employee's Withholding Allowance Certificate to review your current information.

If you want to make changes after reviewing your current W-4 form, select Update, enter your changes, and then submit for Payroll to process.

For additional information, the Payroll website has step-by-step instructions to assist in filling out the new W-4, located in the FAQ section titled "Deduction FAQs," How do I change my tax filing status/exemptions/allowances? Go to utoledo.edu/offices/controller/payroll/pdfs/taxupdate.pdf.

IRS instructions and a W-4 form worksheet can be found at irs.gov/pub/irs-pdf/fw4.pdf. Frequently asked questions also are available at irs.gov/newsroom/faqs-on-the-2020-form-w-4.

If you still have questions about the new tax code or how to fill out or update your W-4 form, consult a professional tax preparer; UToledo Payroll cannot provide employees tax advice.

Tuition Waiver Policy Changes Announced

By Christine Wasserman

The University of Toledo's tuition waiver policy has been updated, with changes going into effect beginning summer semester.

The University will continue waiving 100% of employees' tuition for graduate and undergraduate courses; however, fees (such as general, application and miscellaneous) will no longer be covered.

The revised tuition waiver policy also requires submission of the tuition waiver request form earlier – now prior to the payment due date, posted on the treasurer's webpage at utoledo.edu/offices/treasurer/ImportantDates.html in advance of each semester.

"Given our educational mission and the institution's commitment to lifelong learning, it was important to preserve the policy's core benefit – waiver of tuition," said Matt Schroeder, executive vice president for finance and administration, and chief financial officer. "Changes were needed, however, because some components of the previous policy were simply not sustainable because of our fiscal realities."

Other highlights of the updated policy include:

- Employees seeking a juris doctor through the College of Law are ineligible for the tuition waiver after spring semester; however, those currently pursuing a juris doctor will be grandfathered in per details specified in the new policy.

- Courses taken by an employee's spouse or dependents must be taken for credit and toward completion of a degree to receive 100% of their undergraduate tuition waived by the University.
- The minimum of 12 credit hours per semester has been removed from the policy.

Much more information – including the revised tuition waiver policy and frequently asked questions – is available on Human Resources' tuition waiver website at utoledo.edu/depts/hr/benefits/new-tuition-waiver-policy.html.

"Employees who enrolled for fall or spring semester classes using the tuition waiver, as well as those whose spouses or dependents enrolled for fall or spring semester, already have been sent email notification about these changes," said Wendy Davis, associate vice president and chief human resources officer.

Specific questions about the tuition waiver benefit may be sent to benefits@utoledo.edu.

Employees in collective bargaining units should refer to their specific collective bargaining unit agreement for any details related to the tuition waiver benefit.

Purchase UToledo Beanie to Support Fight Against Pediatric Cancer

By Alexis Razo

The University is selling UToledo-branded Love Your Melon beanies to support a good cause.

When you buy a beanie, another beanie will be donated to a child battling cancer.

In addition, for every UToledo beanie sold, \$10 will be donated to the University Student Food Pantry.

Love Your Melon is an apparel brand dedicated to supporting the fight against pediatric cancer; 50% of net profits are given to support charitable programming and research through the Love Your Melon Fund and other nonprofits in the fight against pediatric cancer.

Since 2012, Love Your Melon has given away 191,425 beanies and \$7,186,239 to nonprofit organizations that support the fight against

pediatric cancer, conduct cutting-edge research, create therapeutic experiences, and fund programming initiatives for children and their families battling cancer.

The UToledo Love Your Melon beanie is for sale at The University of Toledo Copy Center for \$35; accepted payment methods are cash and credit. The Copy Center is located in Thompson Student Union Room 1550 next to Chick-fil-A and is open Monday through Friday from 8 a.m. to 5 p.m.

To learn more, visit loveyourmelon.com.



IN MEMORIAM

The Rev. Langston C. Bannister, Toledo, professor emeritus of education, died Nov. 22 at age 85. He joined the faculty in 1971 and retired in 2002.

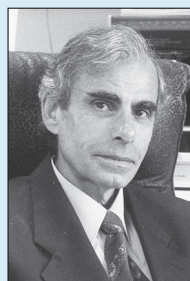
Patty Belle (Tilley) Dempsey, Swanton, a library media technical assistant who retired from the University in 1996, died Dec. 18. She was 83.

John G. Dobson Sr., Sylvania, a former MCO employee who retired as an electrician, died Jan. 5. He was 92.

Fred Folger, Toledo, who taught local history classes at the University from 1976 to 1992, died Dec. 6 at age 80. The UToledo alumnus received a bachelor of education degree in 1961 and taught social studies for 31 years in Washington Local Schools in Toledo. Tributes are suggested to the History Progress Fund through The University of Toledo Foundation; go to give2ut.utoledo.edu.

David N. Gillmore, Houston, a former instructor in the Communication Department, died Oct. 30 at age 82. He received bachelor's and master's degrees in education with a speech major from the University in 1960 and 1965, respectively. He taught television and broadcasting classes at his alma mater from 1963 to 1966.

Eddie-Jean Harris, Toledo, a food service worker at the hospital from 2000 to 2019, died Jan. 5 at age 59.



Horowitz

Dr. Irwin A. Horowitz, Corvallis, Ore., a faculty member in the Psychology Department for 28 years, died Dec. 23 at age 80. He joined the University as an assistant professor in 1966. Four years later, Horowitz was promoted to

associate professor and received tenure. He was a professor when he left in 1994. His research supported by the National Science Foundation focused on jury selection and jury nullification, as well as the effect of group norms on bystander intervention.

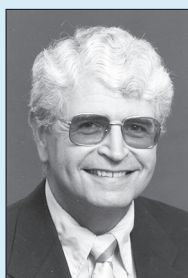
Cindy E. Klostermeier, Toledo, who worked at the University 28 years, died Dec. 19 at age 63. She was hired at MCO in 1982 and retired from UToledo in 2010 as housekeeping manager in Environmental Services.

Dr. Raymond D. Otto, Toledo, a longtime area dentist who was a clinical assistant professor at MCO/MUO from 1980 to 2006, died Nov. 15. He was 91.

Dr. John A. Pigott, Toledo, a local pediatrician who was a clinical associate professor at MCO/MUO/UToledo from 1970 to 2009, died Dec. 1 at age 85.

John C. Rider, Toledo, a former MCO/MUO employee who retired in 2006, died Nov. 24 at age 80.

Donald J. Seeman, Toledo, a former instructor in the Music Department, died Jan. 5 at age 92. A UToledo alumnus, he received a bachelor of arts degree in English in 1951 and a bachelor of education degree in education and English in 1955. In addition, Seeman was a piano technician who tuned pianos at the University and area venues.



Sherman

Dr. Michael D. Sherman, Toledo, associate professor emeritus of finance who was a faculty member at the University 36 years, died Jan. 2 at age 78. He joined the College of Business in 1979 and taught finance

classes and Executive MBA Program courses. Sherman served as an economic adviser for the natural gas industry and appeared as an expert witness in regulatory hearings before the Federal Power Commission, Federal Trade Commission, and state regulatory bodies. He served as a consultant for several companies, including Eli Lilly & Co., Standard & Poor's Compustat Services Inc., and United Energy Resources Inc. In 2015, Sherman retired from the University and was named associate professor emeritus.

Lorraine K. Smith, Perrysburg, who worked at the University from 1977 to 2010, died Nov. 23 at age 66.

Anna "Jean" Vaughan, Whitehouse, an office manager of the outpatient clinics at MCO for many years, died Jan. 5 at age 89. In 1992, she graduated magna cum laude from the University with a bachelor's degree in business administration majoring in information systems. She and her husband established the Anna Jean and William Vaughan Scholarship Fund at The University of Toledo Foundation. Tributes are suggested to the fund that benefits nontraditional students going back to school later in life; go to give2ut.utoledo.edu.

Winter weather policy reminder

In the rare event of a major snow or ice storm or other inclement weather that makes it necessary for UToledo to delay or suspend classes or campus events, the University will announce this information through several communications vehicles:

- UT Alert text message and email: Sign up at utalert.utoledo.edu;
- Social media: Facebook and Twitter; and
- Local media.
- Web: myut.utoledo.edu and utoledo.edu/weather;

UTOLEDONNEWS

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ASSOCIATE VICE PRESIDENT FOR MARKETING AND COMMUNICATIONS: Dr. Adrienne King

EXECUTIVE DIRECTOR OF MARKETING AND COMMUNICATIONS: Meghan Cunningham

EDITOR: Vicki L. Kroll

GRAPHIC DESIGNER: Stephanie Delo

PHOTOGRAPHER: Daniel Miller

CONTRIBUTING WRITERS: Joe Bellfy, Christine Billau, Tyrel Linkhorn, Bailey Sparks

EDITORIAL ASSISTANTS: Laurie Flowers, Megan Hilbert

DISTRIBUTION ASSISTANT: Ahmed Tijani

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FOR BREAKING NEWS, GO TO
NEWS.UTOLEDO.EDU

Rockets Earn 3.302 Grade Point Average Fall Semester

By Paul Helgren

UToledo student-athletes earned a combined grade point average of 3.302 in 2019 fall semester. It is the highest semester GPA in a fall term for the Rockets, and the second-highest mark ever, trailing only last spring's 3.306.

It is also the 10th consecutive semester in which UToledo student-athletes have earned a semester GPA of 3.2 or higher, according to Vice President and Athletic Director Mike O'Brien.

Softball recorded the highest semester team GPA with a mark of 3.723. Men's golf (3.709), women's golf (3.708) and women's soccer (3.705) were each above the 3.7 mark, the first time in school history that four teams had GPAs above a 3.7.

Other highlights from this past semester include:

- 48 student-athletes earned president's list honors with a perfect 4.0 GPA.
- 46.6% (173 of 379) were on the dean's list by garnering at least a 3.50 GPA.
- 71.0% (269 of 379) made the honor roll by securing a 3.00 GPA or higher.
- A record-high 17 student-athletes competed in their sport while enrolled in graduate school courses.

"The superior academic achievements of our student-athletes have become an expected part of what it means to be a Rocket," O'Brien said. "We have had consistently

spectacular academic success in our program, winning the Mid-American Conference Academic Institutional Achievement Award for highest GPA in the conference in six of the last eight years. Our student-athletes can be very proud they have maintained and even exceeded the academic tradition that has become a hallmark of our program.

"I would also like to express my deep gratitude once again to the Student-Athlete Academic Services staff, dedicated University faculty, coaches and parents who support and nurture the efforts of our student-athletes," O'Brien said. "Special congratulations goes to Head Coach Joe Abraham and our softball program for posting our highest team GPA just six months after winning the 2019 MAC Championship."

Associate Athletic Director for Academic Services Ericka Lavender added, "Congratulations to all of our student-athletes for another outstanding semester in the classroom. The same dedication and determination to be successful in their sport also drives our student-athletes to excel academically. I am also grateful for the support and great work of my staff, as well as our head coaches and administration that makes these achievements possible. I would also like to thank our faculty and staff for all of their continued and outstanding efforts on behalf of our student-athletes."

Toledo 2019 Fall Semester Team GPAs Overall Department GPA: 3.302

Team	GPAs
Baseball	3.200
Men's Basketball	3.155
Women's Basketball	3.189
Men's Cross Country	3.375
Women's Cross Country	3.615
Football	2.916
Men's Golf	3.709
Women's Golf	3.708
Softball	3.723
Women's Soccer	3.705
Women's Swimming and Diving	3.439
Men's Tennis	3.599
Women's Tennis	3.374
Women's Track and Field	3.413
Women's Volleyball	3.581

Toledo Women's Basketball to Host Wine Night Jan. 29

By Brian DeBenedictis

The Toledo women's basketball program will host Rockets' Wine Night in Savage Arena before its showdown against Eastern Michigan Wednesday, Jan. 29.

Cost for this event is \$30 and includes a game ticket, wine samples and appetizers. Tickets are \$20 for fans who have already purchased their game tickets. The cost for designated drivers is \$20 and includes a game ticket and appetizers with soft drinks.

Attendees for the event will be required to show a valid photo ID upon entry. No refunds or exchanges will be provided for failure to provide ID or failure to attend.

Wine Night will take place in the Fetterman Gym from 5:30 to 7 p.m. and is for fans 21 and older.

For more information, visit the Rocket Ticket Office in Savage Arena, call 419.530.GOLD (4653), or go to utrockets.com.

