

## UT, community face health-care crisis

By Matt Lockwood

The University of Toledo graduates about 150 newly minted medical doctors (MDs) each year, but a blue ribbon panel of physician experts says unless more begin staying in northwest Ohio, the area will face a physician shortage of crisis proportions in five years.

The panel's preliminary report indicates a growing number of UT's new MDs opt to do their residency training at facilities outside of the area for a variety of reasons, including increasing numbers coming from outside of Ohio, impressive test scores leading to more opportunities, and graduate medical education (GME) not being as strong as it could be in Toledo.

Only about 10 percent of graduates now stay in the area compared to 30 percent five years ago.

When the UT College of Medicine graduates leave, it hurts the city because many physicians tend to practice in areas where they did their residency training.

Another issue is UT only has residency programs in 23 of 80 specialty areas. That means specialists in areas like neurosurgery can't train in Toledo, making it less likely they'll practice here.

President Lloyd Jacobs agrees with the panel's assessment that this is a problem

that needs to be fixed now.

"The improvement of our GME programs is among my highest priorities, and I believe will be among the highest priorities for the entire institution," Jacobs said.

The blue ribbon panel recently spent two days on campus meeting with legislators, University officials and business leaders, including health-care providers.

The panel then reported its preliminary findings regarding GME in northwest Ohio and its relationship to the cost and quality of health care to various community leaders.

"A community-wide effort is needed to ensure health care in Toledo is the best it can be," Jacobs said.

The panel consisted of Dr. Timothy Johnson, chair of obstetrics/gynecology, University of Michigan; Dr. Thomas McInerney, chair of pediatrics, Strong Memorial Hospital in New York; Dr. Walter Reiling, a Dayton-area surgeon and member of the Ohio Board of Regents; and Dr. David Smith, chair of plastic surgery, University of South Florida Medical Center.

The panel's final report will be made available when it is received later this month.

## New office working to help areas across UT aim for excellence

By Tobin J. Klinger

It has been said "excellence is a journey, not a destination" and a new University initiative is not only taking that idea to heart, but also working to instill the concept in a variety of areas across the campuses.

"The departure of Organization Leadership and Development in HR left a void for the training and learning opportunities that our employees need. As we looked at how we were going to fill that void, we realized that we have experts right here on campus and thought, 'Why not tap into that well of knowledge?'" said Dr. Thomas Gutteridge, dean of the College of Business Administration, one of the primary partners in the development of the new office.

"When I identified the needs," said Bill Logie, vice president for administration, "I immediately contacted Tom with the idea of partnership between administration and the college. We then sought approval from Dr. Jacobs to move ahead with a new, innovative approach to learning for our employees. We identified a leader for this initiative, Carrie Herr, director of the Executive Center for Global Competitiveness, who immediately replied, 'We're here to help.' Whether it is leadership development education, organizational development assistance or a continuous improvement project, we can help strategize the resources and expertise to assist UT's journey to excellence."

A new office under the college and Herr's leadership called the Office of Quality and Continuous Learning has been opened and has started identifying opportu-

nities and program plans.

By enlisting the assistance of UT faculty and professional staff, the Office of Quality and Continuous Learning is able to tap existing campus resources to develop programming, provide assessments and undertake strategic planning, ultimately resulting in savings for the University.

According to Herr, the Office of Quality and Continuous Learning is already servicing clients, including Building Services, which is looking to streamline processes to efficiently deliver service to the campuses through "increased teamwork, strategic awareness and passion for their work," as well as the Rocket Solution Center, which is developing an organization that "removes obstacles to customer satisfaction" through an "integrated, student-centered approach to service."

"Rocket Solutions Central was born out of the need to remove obstacles for students who need to pay bills, register for classes, and resolve a number of other common issues," said Lisa Hasselschwert, director of the center. "We're getting some great assistance from the Office of Quality and Continuous Learning as we develop our organization."

"Information Technology is also a partner in the initiative, offering technology-related training for departments and employees," Logie added.

For more information on the Office of Quality and Continuous Learning, contact Herr at 419.383.5056 or [carrie.herr@utoledo.edu](mailto:carrie.herr@utoledo.edu).

## President testifies on CORE curriculum

By William McMillen

A high school CORE curriculum is "an important next step in Ohio's continuing efforts to raise the quality of high school education," according to UT President Lloyd A. Jacobs.

Testifying before the Ohio Senate's Education Committee on Tuesday, Nov. 28, Jacobs supported passage of Senate Bill 311, which establishes a CORE curriculum of classes high school students must pass to enter an Ohio public university.

Lawmakers in both the Ohio House and Senate are hoping to complete work on the bill for Gov. Taft's signature in December during the General Assembly lame duck session.

Although aimed primarily at high school curricula, the bill also phases down over the next six years the amount of freshman remediation at universities.

Jacobs in his testimony emphasized that better-prepared high school students will fit into UT's mission.

"It is easier for The University of Toledo to accept more students into engineering and education and the health-care professions if those students arrive at the University well-prepared," he said.

Jacobs also noted that high school teachers will have to be well-trained to teach the core curriculum. He stated that UT has "an excellent College of Education and I support our departments of English, Biology, Math, Art, Music, Chemistry and all the other departments that do an excellent job in training students to become high school teachers."

The Senate Education Committee membership includes Sen. Randy Gardner (R-Bowling Green), who is a sponsor of SB 311, and Sen. Teresa Fedor (D-Toledo).

## New minimum wage for students Dec. 30

By Tobin J. Klinger

A portion of student workers will find their first paycheck in January is a little larger than expected, as an increase in the state minimum wage takes effect.

An increase from the University minimum \$5.15 to the new state minimum wage of \$6.85 per hour will have a direct impact on UT; however, the precise cost is unknown as departments determine how to deal with related workload issues.

"We have a large number of student workers who will get a raise to \$6.85 per hour," said James Sciarini, associate vice president for human resources on the Main Campus. "However, a significant portion of those workers receive work-study dollars, and the student's work-study award is not changing along with the new wage."

According to Sciarini, a student with

a \$1,000 work-study allowance will still only be able to earn \$1,000. That means the total hours he or she can work would be reduced.

"Individual departments that rely on student workers will need to find ways to either absorb the gap in hours for work-study students or identify additional resources for non-work-study students paid out of departmental funds, either by finding others to take on the remaining work or finding additional dollars to fund the positions," Sciarini said.

Communications coordinated by the Payroll Department and Financial Aid will be sent to work-study students and to each department affected by the wage hike to assist them in determining the impact of the change in the minimum wage.