

## UT achieves Campus Pride Index listing

By Christine Wasserman

The University of Toledo was recently included on the national Campus Pride Index for being LGBTQ-friendly and striving to continually improve its LGBTQ campus climate.

Because UT scored 3.5 out of 5.0 stars, it is now listed on the Campus Pride website at [campusprideindex.org/campuses/details/8488?campus=university-of-toledo](http://campusprideindex.org/campuses/details/8488?campus=university-of-toledo).

“While this score indicates we are doing good work at UT with our LGBTQ+ community, there is still room for improvement,” noted Dr. Willie McKether, vice president of diversity and inclusion and vice provost. “The Campus Pride Index offers campuses a way to be formally recognized as LGBTQ-friendly and accountable for continually improving their LGBTQ+ climate, and so we’re pleased to be acknowledged in this manner.”

The Office of Diversity and Inclusion, the Office of Multicultural Student Success,

the LGBTQ+ Advisory Board and other various campus partners collaborated to complete the Campus Pride Index inventory for the University.

“UT does a great job on LGBTQ+ issues, and I hope we can further coordinate to have our scores reflect an even higher score in years to come,” said Dr. Glenn Sheldon, professor of humanities in the Jesup Scott Honors College and chair of the University’s LGBTQ+ Advisory Board. “I know there are many individuals who strive to make our campus safe, welcoming and inclusive.”

“We want LGBTQ+ students, faculty and staff to be proud of being part of our diversity at UT,” said Matthew Perry, associate director for residence life. “As the LGBTQ liaison, I am excited and privileged to be a



part of this important, collaborative work on campus.”

The Campus Pride Index features LGBTQ student opportunities by highlighting the positive work within colleges and universities in the U.S. Prospective students may review its website information to choose the best LGBTQ campus for them by searching a geographic region, area of study, cost, type of campus, and LGBTQ-inclusive policies, practices and programs.

## UT to give back to community through Big Event April 14

By Ashley Diel

Nearly 1,700 students, faculty, staff and alumni from the University are expected to participate in this year’s Big Event, UT’s largest, student-run service project.

Volunteers will spend the day raking, picking up garbage, painting and more at Toledo parks, businesses, neighborhoods and UT campuses.

Students will begin gathering at the Student Recreation Center on Main Campus at 9:30 a.m. to receive their job assignments for the service event that will run from 10 a.m. to 4 p.m.

This year, Toledo Mayor Wade Kapszukiewicz will speak to the group of volunteers at 10 a.m. to thank them for their work and to get them excited for the service they will be doing to benefit the community.

The annual event is meant to show students’ appreciation and give back to the surrounding communities by completing service projects.

“It is a great way to give back to the city that has done so much for us as students and growing professionals,” said Gabrielle Latreille, the director of this year’s Big Event. “Also, providing service alongside friends and others is a great way to grow closer together and make a larger impact.”

This year, students from more than 70 different organizations will work at around 60 sites in the community providing an estimated 7,000 hours of community service.

To sign up for the event, visit [orgsync.com/104109/forms/304469](http://orgsync.com/104109/forms/304469).

## MacArthur Foundation Safety and Justice Challenge featured as part of Distinguished Lecture Series April 16

By Cathy Zimmer

The University of Toledo will host Dr. Laurie Garduque, director of justice reform with the MacArthur Foundation, Monday, April 16, at 6 p.m. in Doermann Theatre.

She will discuss the role of philanthropy in social change through this unique and powerful program.

A panel discussion and question-and-answer session will follow her remarks. Panelists will be Mayor Wade Kapszukiewicz and representatives of the Lucas County Safety and Justice Challenge Team, Commissioner Carol Contrada and Common Pleas Court Judge Gene Zmuda.

“We are thrilled to bring Dr. Garduque to campus. Her program represents one of the finest examples of social change achieved through evidence-based practices,” said Dr. Heidi Appel, dean of the Jesup Scott Honors College. “We’re also very proud to showcase the highly successful local initiative as part of the event. The evening will be a memorable demonstration

of how national and local partners can affect meaningful change.”

The Safety and Justice Challenge is providing support to local leaders from across the country who are determined to tackle one of the greatest drivers of over-incarceration in America — the misuse and overuse of jails.

The Safety and Justice Challenge elicited an overwhelming response. A total of 191 applications were submitted from jurisdictions spanning 45 states and territories. In 2015, 20 were selected to participate in the Challenge Network to develop comprehensive plans for creating fairer, more effective justice systems. In 2017, an additional 20 jurisdictions were selected to join in the Safety and Justice Network through the Challenge Innovation Fund.

Within the Challenge Network, 18 implementation sites are receiving funding and expert technical assistance to implement reforms to make local justice systems fairer



Garduque

and more effective. The 20 selected sites are receiving short-term support to design and test a single innovative reform program or project.

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## Diversity Month kickoff



Photo by Daniel Miller

Arturo Ordonez, left, and Carter McCutchan were among the students who stopped by Centennial Mall April 2 to make a tie-dye "Gay? Fine by me!" T-shirt. The event kicked off Diversity Month. Upcoming events include a screening of "Dark Girls," a documentary that centers on the topic of colorism, Tuesday, April 10, at 6 p.m. in Thompson Student Union Room 2582; a Women in Public Service Panel featuring Lucas County Auditor Anita Lopez, Lucas County Treasurer Lindsay Webb, and City of Toledo Chief of Staff Katy Crosby Tuesday, April 17, at 6:30 p.m. in Thompson Student Union Room 2591; and a performance by SouthEastern WaterSpider, an Eastern Woodland Native American drum group, Monday, April 23, at 6 p.m. in Thompson Student Union Room 2584.

## UT College of Nursing moves up in U.S. News rankings

The University of Toledo College of Nursing improved its place in the U.S. News & World Report list of the top graduate nursing programs in the country.

The recently released 2019 Best Graduate Schools edition lists the master's program in nursing at 183, up 20 spots from the previous year, and the doctor of nursing practice program is ranked for the first time.

"The significant increase in rank for both our MSN and DNP programs reflects our college's growing visibility, the quality of our faculty, and the increasing excellence of our students," said Dr. Linda Lewandowski, dean of the UT College of Nursing.

U.S. News ranks programs on criteria such as acceptance rate, GPA, student-faculty ratio, and grant funding, among other indicators. Contributing factors to the UT College of Nursing's increase in the rankings are attracting more highly qualified applicants, graduating more students, and strong certification exam pass rates, Lewandowski said.

Graduate training for nurses is building momentum due to the increased complexity of patient care, national conversations about quality and patient safety, and shortages in nursing personnel. In response, UT has added two additional nurse practitioner track specialties — adult gerontology primary care and psychiatric mental health.

UT's Post-Baccalaureate Doctor of Nursing Practice Program was the first such program in the state when the Ohio Board of Regents approved it in 2012. It is designed to take nurses with a bachelor of science in nursing to the highest level of clinical practice and position them as leaders in the health-care field.



## Sexual Assault Awareness Month

President Sharon L. Gaber spoke April 2 at the opening of the art installation titled "What Were You Wearing?" The collection of 25 survivors' stories and recreations of the outfits they were wearing at the time of their assaults was on display last week in Carlson Library to kick off events for Sexual Assault Awareness Month. "The goal [of the art installation] is that survivors of assault who view this exhibit will feel heard, validated, believed, and know the abuse was not their fault. The installation also should help all of us to move away from placing blame on the victims of violence and instead place the responsibility on those who cause harm," Gaber said. "At The University of Toledo, it's our responsibility to empower everyone to help prevent such crimes." Events are planned throughout April; go to [utoledo.edu/studentaffairs/saapp/events.html](http://utoledo.edu/studentaffairs/saapp/events.html).

Photo by Daniel Miller

# UT to host inaugural Lessons in LeadHERship Conference April 17

By Brian DeBenedictis

USA Today columnist Christine Brennan will be among the speakers for The University of Toledo women's basketball program's inaugural Lessons in LeadHERship Conference Tuesday, April 17.

The event will take place from 8 a.m. to 4 p.m. in the Thompson Student Union.

The conference was designed to help grow female leadership in the Toledo community and is being sponsored by UT alumna Kelly Savage from Savage & Associates.

"I'm excited to kick off this annual leadership conference," Toledo Head Women's Basketball Coach Tricia Cullop said. "I hope any female in our community who wants to improve their leadership skill, no matter their age, will attend the conference. We have some outstanding speakers in various fields who have conquered many obstacles on their paths to success. I have no doubt this will be an inspiring day."

Brennan's talk is titled "Today is the Greatest Day to be a Woman in America: Until Tomorrow." The Toledo native is an award-winning national columnist, commentator and best-selling author.

In addition to Brennan, Savage and Cullop, speakers for the one-day conference will include UT President Sharon L. Gaber; Tonya Rider, retired Toledo detective, who joined the Bowling Green State University Health and Human Services faculty; Chrys Peterson, leadership consultant and

former news anchor; Dr. Clint Longenecker, Distinguished University Professor and director of the UT Center for Leadership and Organizational Excellence; Charlene Gilbert, dean of the UT College of Arts and Letters; and Dr. Stephanie Pannell, UT assistant professor of surgery, who specializes in colorectal surgery and surgical oncology.

Danielle Dwyer, WTOL sports anchor, will serve as the emcee.

The cost to attend is \$50 per individual and \$25 for high school and college students. The fee to attend also includes continental breakfast and lunch.

Attendees also can purchase a Layup Package (\$250), which includes four tickets and name recognition throughout the event. Another possible option is a Free-Throw Package (\$500), which includes eight tickets, name recognition throughout the event, and a booth with your company's information. The final ticket option is a Three-Point Package (\$1,000), which includes 16 tickets, name recognition throughout the event, and a booth with your company's information.

For more information or to purchase tickets, contact Lauren Flaum, UT director of women's basketball operations, at 419.530.2363 or email [lauren.flaum2@utoledo.edu](mailto:lauren.flaum2@utoledo.edu).



LESSONS IN  
**LEADherSHIP**

*Presented by Kelly Savage*

**Christine Brennan**  
*Columnist, USA Today*



Dr. Sharon L. Gaber, president of The University of Toledo, invites you to attend her State of the University address.

**Wednesday, April 18**  
**3 p.m.**

**Thompson Student Union**  
**Auditorium**

*A reception with ice cream and healthy snacks will follow the program.*

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or call 419.530.1250.

# UT LaunchPad Incubation Program wins monthly recognition from International Business Innovation Association

By Jessica A. Guice

The University of Toledo's LaunchPad Incubation Program has been selected as the March Incubator of the Month by the International Business Innovation Association.

This puts the program in the running for Incubator of the Year, a prestigious honor held by very few incubators across the globe.

UT's LaunchPad was selected for the monthly honor based on a longitudinal study by the U.S. Economic Development Administration and the International Business Innovation Association, which is a global nonprofit that has supported entrepreneurial organizations for more than 30 years. Their study assessed the incubators' services, economic outcome, and the number of companies graduated.

"We are incredibly honored to be given this award as the International Business Innovation Association is the lead benchmarking association within innovation ecosystems," Jessica Sattler, director of economic engagement and business development programs at the University, said. "Our outcome metrics and our mode of operation were measured against international centers much like

LaunchPad, so to be No. 1 speaks volumes about the exciting developments within our companies and the programs we've built to serve them."

"The LaunchPad Incubation Program is an essential component of the University's research, technology development and commercialization programs," said Dr. Frank Calzonetti, UT vice president for research. "As improving UT's national stature is an important element of the University's strategic plan, the recognition of our incubation program by the major international business incubation organization is a testament to the quality of the program under the leadership of Ms. Sattler."

The LaunchPad Incubation Program is a business startup and entrepreneurial assistance leader that provides a framework for companies to become innovative, thriving members of the community.

Since its inception in 2014, LaunchPad has served more than 250 entrepreneurs, creating nearly 250 jobs and nearly \$30,000,000 in sales revenue and professional investment within the northwest Ohio region, according to Sattler.



Many of these companies have been composed of UT students, faculty and staff.

"Most STEM-based research centers across the U.S. and the world are engaging and investing in innovation, entrepreneurship and commercialization," Sattler said. "UT has always been a pioneer and leader in this area, and this award illustrates this leadership to the international and academic innovation community."

She added the LaunchPad Incubation staff hopes this achievement alerts students to the opportunities available through the program.

"We hope this will help raise awareness about LaunchPad and drive students to our center, where we can help them further develop their ideas, understand the market

potential, and help them launch their venture," she said.

LaunchPad has strong experience in this area as it has helped several student companies, including Tom Burden, founder and CEO of Grypshon Industries and successful "Shark Tank" contestant.

"Tom built his company while he was a student here at UT. He would go to class and then come to the LaunchPad, and we want to help other students who have that type of entrepreneurial vision and drive," Sattler said.

The LaunchPad Incubator is located at the Nitschke Technology Commercialization Complex, 1510 N. Westwood Ave.

For more information, go to [utoledo.edu/incubator](http://utoledo.edu/incubator) or contact Sattler at [jessica.sattler@utoledo.edu](mailto:jessica.sattler@utoledo.edu).

## Interim director of Jack Ford Urban Affairs Center named

Dr. Sujata Shetty, associate professor of geography and planning, recently accepted the position of interim director of the Jack Ford Urban Affairs Center.



Shetty

Shetty, who holds a PhD in urban and regional planning from the University of Michigan, will work to increase UT's engagement with the community through research,

scholarship and education relating to metropolitan issues.

While at Michigan, Shetty won the Distinguished Dissertation Award from the Taubman College of Architecture and Urban Planning in 2003 on the topic of gender, poverty, empowerment and the promise of microcredit.

She takes the helm from longtime director, Dr. Neil Reid, professor of geography, who is focusing attention on his position as executive director of the North American Regional Science Council.

The Jack Ford Urban Affairs Center is an applied research center of the

University that supports research to inform public policy decision-making; facilitates community and economic development activities; provides technical assistance and targeted projects, such as economic impact assessments; and publishes works highlighting the Toledo region.

Shetty is an expert on the topics of shrinking cities and regional equity in urban systems. The center reports to the UT Office of Research and Sponsored Programs.

"Dr. Shetty's teaching and research already show excellent engagement with the community," said Dr. Frank Calzonetti, vice president for research, citing a recent

project she led evaluating planning efforts for downtown Toledo.

In addition, Shetty involves her classes in projects involving community needs. She is eager to engage more faculty and students in urban research projects.

"I will be reaching out to faculty members across the University to understand and encourage more engaged scholarship through the Jack Ford Urban Affairs Center on challenges facing our community," Shetty said.

The Jack Ford Urban Affairs Center is partially supported by the Ohio Department of Higher Education.

## Events planned for National Library Week

By Alyssa Jane Slotke

April 8-14 is National Library Week, and The University of Toledo Libraries will join other libraries across the country in celebrating the value and importance of libraries, librarians, library workers and library users.

“Our libraries are academic places and social spaces. Quiet and collaborative floors, study rooms, archives, online journals, special events — everyone knows we do these things,” Beau Case, dean of University Libraries, said. “But we also are experts and authorities in data and metadata, research methodology, information retrieval, scholarly communication, copyright, systematic reviews, and so much more. The University Libraries lead by leveraging our resources to enhance research, teaching, learning and health at UT.”

First sponsored in 1958, National Library Week is an observance sponsored by the American Library Association and libraries across the country each April.

Carlson Library has a week of events celebrating love for libraries. In addition, the library will unveil its 2018 READ poster campaign. The READ poster, created by the American Library Association, features a celebrity posing with a favorite book. Posters with local celebrities will be revealed Monday, April 9.

A book sale will be held in the Carlson Library Concourse Monday through Thursday, April 9-12, from 10 a.m. to 4 p.m., and Friday, April 13, from 10 a.m. to 1 p.m. A wide selection of books will be available; topics include business, social sciences, sciences, children’s literature and popular titles. Prices will be 50 cents a book, or \$5 a bag, and sales will be cash only. All proceeds raised will benefit the library. For more information about the sale, contact [jessica.morales@utoledo.edu](mailto:jessica.morales@utoledo.edu).

Participate in the Love Your Library Social Media Contest Monday through Friday, April 9-13. Visit the Carlson Library Love Wall, post a selfie with your heart, and tag @UTCarlsonLib for a chance to win a prize. Winners will be contacted through direct messages on social media platforms.

Listed by date, other events hosted by University Libraries will be:

- Tuesday, April 10 — Poetry Slam, 6 p.m., Carlson Library Room 1005. There will be featured readers, and anyone is invited to share his or her work at the open mic.
- Wednesday, April 11 — Library Lockout, 6 p.m., Carlson Library Room 1005. Can you outsmart the librarians? Sign up at the Circulation Desk before 5 p.m. Wednesday to play this twist on escape rooms.
- Thursday, April 12 — BASH Game Night, 6 p.m. to midnight, Carlson Library Room 1005. Stop by to play board, card and video games.

For more details about these events for National Library Week, visit [libguides.utoledo.edu/nlw](http://libguides.utoledo.edu/nlw).

# APRIL 9-13, 2018



## NATIONAL *Library* WEEK

Visit **Carlson Library** for fun events and information about how libraries can help you!

<p><b>SOCIAL MEDIA LIBRARY LOVE</b> All week!   8:30 a.m. - 3 p.m. Visit the <b>Carlson Library Love Wall</b>, post a selfie with your heart and tag <b>@UTCarlsonLib</b> for a chance to win a prize!</p> <p><b>BOOK SALE</b> Monday - Thursday April 9 - 12   10 a.m. - 4 p.m. Friday, April 13   10 a.m. - 1 p.m.</p> <p><b>OPEN MIC POETRY SLAM with Toledo Poets</b> Tuesday, April 10   6 - 8 p.m.</p> <p><b>ESCAPE ROOM: Library Edition</b> Wednesday, April 11   6 - 8 p.m. Can you outsmart the librarians? Sign up at the Circulation Desk before 5 p.m. on Wednesday to play.</p>	<p><b>GAME NIGHT WITH BASH</b> Thursday, April 12   6 - 8 p.m. Try something new or play a classic. From Settlers of Catan to Yahtzee!, nothing but fun and games here.</p> <p><b>CONTACT US</b> <a href="http://libguides.utoledo.edu/nlw">libguides.utoledo.edu/nlw</a> <a href="http://utoledo.edu/library">utoledo.edu/library</a> 419.530.2323</p> <p>  @UTCarlsonLib   @UTCarlsonLib   @UTCarlsonLib         </p>
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**UNIVERSITY LIBRARIES**  
THE UNIVERSITY OF TOLEDO

## Distinguished Lecture

continued from p. 1

The Challenge Network sites represent 34 counties, four cities and two statewide systems. They are geographically distributed throughout the country and have a diverse jail capacity size, ranging from 140 beds in Campbell County, Tennessee, to as many as 21,811 beds in Los Angeles County. Collectively, the Challenge Network holds a jail capacity of approximately 130,000 and accounts for 16 percent of the total confined jail population.

Lucas County, Ohio, is in the process of comprehensive criminal justice reform, including pretrial risk assessment, enhancing community-based behavioral health and drug-dependency diversion resources, and expanding re-entry-based programming. To continue building upon these reform efforts, Lucas County was awarded \$1.75 million from the Safety and Justice Challenge in 2016 to invest in effective strategies to further reduce the average daily jail population over the next two years while addressing racial and ethnic disparity.

Working with law enforcement personnel, Lucas County will launch a series of pre-arrest educational and training programs addressing implicit bias, procedural justice and crisis de-escalation, while providing meaningful jail alternatives, including on-demand access to behavioral health resources.

To further address racial disparity and underserved populations, pretrial diversion programs will be expanded and enhanced. Lucas County also will establish a population review team comprised of a variety of stakeholders who will conduct weekly case-by-case assessments of the entire pretrial population to identify and recommend individuals who are suitable for release or expedited case resolution. In addition, judges and court personnel will manage pretrial risk through tiered supervision options and community-based resources such as GPS electronic monitoring, and will implement coordinated probation protocols throughout all county jurisdictions.

The John D. and Catherine T. MacArthur Foundation supports creative people, effective institutions and influential networks building a more just, verdant and peaceful world. MacArthur is placing a few big bets that truly significant progress is possible on some of the world's most pressing social challenges, including over-incarceration, global climate change, nuclear risk, and significantly increasing financial capital for the social sector. In

addition to the MacArthur Fellows Program, the foundation continues its historic commitments to the role of journalism in a responsible and responsive democracy, as well as the strength and vitality of its headquarters city, Chicago.

MacArthur is one of the nation's largest independent foundations. Organizations supported by the foundation work in about 50 countries. In addition to Chicago, MacArthur has offices in India, Mexico and Nigeria.

Garduque joined the MacArthur Foundation in 1991 after serving as director of the National Forum on the Future of Children and Families, a joint project of the National Research Council and the Institute of Medicine. From 1984 to 1987, she was the director of governmental and professional liaison for the American Educational Research Association in Washington, D.C. This position followed the year she spent, from 1983 to 1984, as a Congressional Science Fellow in the U.S. Senate. From 1980 to 1985, Garduque held a faculty position as an assistant professor of human development at Pennsylvania State University.

She previously served on the boards of the American Psychiatric Association Foundation; Asian Americans and Pacific Islanders in Philanthropy; Grantmakers for Children Youth and Families; and the Youth Transition Funders Group Juvenile Justice Working Group, as well as on the federal Center for Mental Health Services National Advisory Council, under Substance Abuse and Mental Health Services Administration. She currently serves on the Federal Coordinating Council on Juvenile Justice and Delinquency Prevention.

Garduque received her bachelor's degree in psychology and her PhD in

  
 Jesup Scott  
**HONORS COLLEGE**  
*Distinguished Lecture Series*  


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**2018**  
 AT THE UNIVERSITY OF TOLEDO  


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*The MacArthur Foundation Safety + Justice Challenge*



**Laurie Garduque**  
 Monday  
 April 16, 2018  
 DOERMANN  
 THEATRE,  
 UNIVERSITY HALL  
 6 P.M.

Dr. Garduque, Director - Justice Reform at the MacArthur Foundation, will discuss the role of philanthropy in social change through this unique and powerful program.

Following her remarks, Dr. Garduque will join a panel discussion and Q&A with Toledo Mayor Wade Kapszukiewicz and representatives of the Lucas County Safety + Justice Challenge team, Commissioner Carol Contrada and Common Pleas Court Judge Gene Zmuda.

Co-sponsored by The University of Toledo College of Law

**FOR INFORMATION, VISIT [UTOLEDO.EDU/HONORSLECTURE](http://utoledo.edu/honorslecture) OR CALL 419.530.6030**

*Join us for a reception outside the theatre following the lecture.*

educational psychology from the University of California at Los Angeles.

Guests are invited to stay for a reception following the lecture, which is co-sponsored by The University of Toledo College of Law.

The event marks the third of this year's Jesup Scott Honors College Distinguished Lecture Series.

Tickets are free to students and the public by visiting [utoledo.edu/honorslecture](http://utoledo.edu/honorslecture).

For more information, contact the Jesup Scott Honors College at [honors@utoledo.edu](mailto:honors@utoledo.edu) or 419.530.6030.

## Law student wins two national writing competitions for health law research

By Diana Case

**M**ark Fadel, a student in the College of Law pursuing the joint doctor of medicine/juris doctor, won first place in both the American College of Legal Medicine and the Epstein Becker Green Health Law writing competitions.

Fadel was named the Hirsh Award winner in the American College of Legal Medicine (ACLM) Student Writing Competition.

The ACLM is the preeminent national organization for law and medicine. As the first-place winner, Fadel presented his research for “360 Years of Measles: Limiting Liberty Now for a Healthier Future” at the ACLM 2018 Annual Meeting in Charleston, S.C.

“State-based school immunization laws form the bedrock of compulsory vaccination efforts in the United States,” Fadel said. “However, a spectrum of these mandates permitting exemptions exists and has been shown to contribute to measles incidence. My goal in this research is to show how the permissiveness of these laws drives medical

outcomes, and how different laws produce different population health statistics during outbreaks.”

Fadel also won first place in the Epstein Becker Green Health Law Writing Competition for a different paper, “Insurance Practices and Disparities in Access to Assisted Reproductive Technologies.”

His second article focused on variation in state laws related to insurance coverage for infertility treatments and the disparities between groups able to access such procedures.

“Mark’s work exemplifies the power of our joint-degree curriculum,” said Associate Professor Elizabeth McCuskey, who co-directs the University’s juris doctor/doctor of medicine and juris doctor/master of public health joint degree programs. “His legal education informs his perspective on health care, and his medical education informs his perspective on law as a health-care intervention.”



Fadel

“Interdisciplinary work is essential to health-care regulation and reform, and Mark is poised to be among the next generation of health-care leaders. I am so pleased that Mark’s work has attracted national attention from top practitioners in both fields. It is well-deserved.”

Fadel recently was accepted to present his insurance disparities research at the 41st Annual Health Law Professors Conference in Cleveland in June. His research paper also was accepted for publication in the Florida Coastal Law Review this summer.

## Donate Life Month



Davarone Jackson, who received a kidney transplant at UT Medical Center, and Laurie Clemons, whose son, Brandon Morris, donated his liver after his death, held the Donate Life flag April 3 during a ceremony on Health Science Campus. The two helped raise the banner near the main entrance of the hospital in honor of Donate Life Month. Kristin Calkins, director of trauma services at UT Medical Center, right, spoke about organ donation prior to the flag-raising ceremony. The Donate Life flag will fly throughout the month to raise awareness about the need for organ and tissue donors in northwest Ohio and around the country, as well as to encourage more people to register as donors. To learn more about organ and tissue donation, visit [donatelifeohio.org](http://donatelifeohio.org).



Photos by Katie Miller

# UT, AAA to host seminar on cybersecurity and autonomous vehicles April 13

By Christine Billau

The University of Toledo College of Engineering and AAA Northwest Ohio are hosting the second in a series of free, public talks to educate consumers about how smart cars will impact the world.

The seminar focused on cybersecurity and autonomous vehicles will take place Friday, April 13, from 3 to 5 p.m. in UT's Nitschke Auditorium.

"We understand drivers have questions about the impact of artificial intelligence on transportation, and this is a great opportunity to talk about autonomous-vehicle technology and the work to prevent self-driving cars from being hacked," said Dr. Jared Oluoch, UT assistant professor of computer science and engineering technology.

Taylor Kia will have a 2018 Stinger on site that is equipped with forward collision avoidance; forward collision warning system; smart cruise control with stop and go; lane-keep assist system; lane-departure warning system; driver attention warning; high-beam assist; blind-spot collision warning; rear cross-traffic collision warning; and auto-ran sensing windshield wipers.

Speakers will include Jennifer Dukarski, attorney with Butzel Long in Ann Arbor, who represents suppliers of autonomous vehicle technology, and Mike Krajecki, director of emerging technology risk consulting at KPMG in Chicago. Both speakers will participate in a panel discussion featuring UT engineering researchers and cybersecurity experts Oluoch and Dr. Ahmad Javaid.

An autonomous vehicle will be on display for students to view inside the Nitschke Technology Commercialization Complex in the Brady Engineering Innovation Center from 1 to 2:30 p.m.

Register for the free, public seminar at [utoledo.edu/engineering/webforms/technologytakesthewheelform.html](http://utoledo.edu/engineering/webforms/technologytakesthewheelform.html).



2018 BI-MONTHLY SEMINARS ON AUTONOMOUS VEHICLES

Please join us for a free, educational series exploring autonomous vehicles and their societal impacts. Co-sponsored by The University of Toledo's College of Engineering and AAA Northwest Ohio, this series will address how autonomous vehicles will impact the engineering world, as well as the world at-large. Upcoming topics include infrastructure, government regulation and accessibility.

## Cybersecurity and Autonomous Vehicles Friday, April 13, 2018 • 3–5 p.m.

Nitschke Auditorium on UT's Main Campus (1600 N. Westwood Ave.),  
with reception to follow in adjacent Brady Center

### Guest speakers

- **Emcee Lissa Guyton**, 13abc
- **Jennifer Dukarski**, Butzel Long Attorney and Shareholder, Ann Arbor, Mich. Ms. Dukarski also is a former design engineer and quality manager in the automotive industry.
- **Mike Krajecki**, KPMG Director of Risk Consulting, Chicago. Mr. Krajecki also is a Certified Public Accountant (CPA) and Certified Information Systems Auditor (CISA).
- **Panel discussion** with speakers and UT researchers Dr. Ahmad Javaid and Dr. Jared Oluoch

### Register for the seminar online at [utoledo.edu/engineering](http://utoledo.edu/engineering).

This series is free and open to the public.

Co-sponsored by  
The University of Toledo College of Engineering  
and AAA Northwest Ohio



COLLEGE OF ENGINEERING  
THE UNIVERSITY OF TOLEDO



2 continuing professional development credits available upon completion

## New performance evaluation form launched

By Christine Wasserman

**B**ased on feedback from employees and leaders, The University of Toledo Human Resources Department is pleased to announce it has developed a new performance evaluation form that was implemented April 6 for use with all employees.

Aligned with the University's mission and values, the new user-friendly tool offers automatic calculations of core performance behavior ratings, plus open-ended sections for customizing department, organization and college-specific performance goals, as well as for sharing comments.

"What's great about this new evaluation form is that it incorporates what employees suggested," said Wendy Davis, associate vice president for human resources and chief human resources officer. "It's much simpler

to complete because it no longer requires lots of narrative, plus it automatically calculates scores."

The new streamlined evaluation form still enables employees to receive specific feedback on multiple dimensions of performance, including how well they achieve results, their professional competence, and their communication and interpersonal skills.

Further, it enables a leader to share specific ways in which an employee may improve his or her performance. Any rating of "1" must include a performance improvement plan in order to establish clear expectations and assist the employee with making improvements.

As part of revising the performance evaluation process, human resources also

has developed additional tools, such as an employee self-evaluation form that mirrors the new evaluation form, and an annual performance tracking tool that evaluators can use to routinely document specific, observable behavior for each employee. These details can then be used to provide valuable feedback to employees during their annual performance review.

"These updated tools are really useful at putting examples at the evaluator's fingertips that may be referred to when completing an evaluation, such as how the employee achieved outstanding results on a complex project, earned special recognition, or perhaps implemented a cost-saving measure for the department," noted Davis.

"For the employee, an annual performance review is a great opportunity to formally discuss ways in which you may want to develop professionally or grow within the organization. This new evaluation form and related materials should be a win-win for our employees, as well as for our supervisors. They spoke, and we listened by updating our materials accordingly."

The new employee performance evaluation form and schedule of when evaluations are due, as well as links to supplemental documents, are available at [utoledo.edu/depts/hr/evaluations.html](http://utoledo.edu/depts/hr/evaluations.html).

If you have questions about the new performance evaluation form, talk with your supervisor or human resources consultant.

### UT employees may schedule graduate photos

Faculty and staff or members of their families who will graduate from UT this semester may contact the University Marketing and Communications Office if they wish to have a photo taken and published in UT News.

Contact Kelsi Rooks at [kelsi.rooks@utoledo.edu](mailto:kelsi.rooks@utoledo.edu) or 419.530.2299 to schedule an appointment before Friday, May 4.

Photos will appear in the paper after commencement.

## UT NEWS

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ASSOCIATE VICE PRESIDENT FOR MARKETING AND COMMUNICATIONS:  
Barbara J. Owens

DIRECTOR OF UNIVERSITY COMMUNICATIONS: Meghan Cunningham

EDITOR: Vicki L. Kroll

GRAPHIC DESIGNER: Stephanie Delo

PHOTOGRAPHER: Daniel Miller

CONTRIBUTING WRITERS:

Christine Billau, Ashley Diel, Jessica A. Guice, Christine Wasserman

EDITORIAL ASSISTANTS: Laurie Flowers, Kelsi Rooks

DISTRIBUTION ASSISTANT: Tyler Mattson

Read UT news at [utnews.utoledo.edu](http://utnews.utoledo.edu) and [myut.utoledo.edu](http://myut.utoledo.edu).

### In memoriam

**Carolyn R. "Gigi" Boyle**, Toledo, who was a secretary in the Department of Theatre and Film from 1989 until 2012, died March 6 at age 55.

**Amy L. (Burdasz) Geiger**, Toledo, who was a nurse at MCO/MUO/UTMC for 17 years, died March 27 at age 48. She received an associate's degree in nursing from UT in 1992.

**James C. "Jake" Judkins**, director of the Human Donation Science Program in the College of Medicine and Life Sciences, died March 28 at age 37. The UT alumnus received a certificate in 2008 and a master of science degree in 2015 and began working at the University in 2016 as an assistant professor in physician assistant studies.

**Elizabeth A. "Betsy" (Keska) Traber**, Perrysburg, a nurse who worked at the University in 2006, died March 21 at age 66. The alumna received a master's degree in nursing in 1994.

The University of Toledo is committed to a policy of equal opportunity in education, employment, membership and contracts, and no differentiation will be made based on race, color, religion, sex, age, national origin, sexual orientation, veteran status or the presence of a disability. The University will take affirmative action as required by federal or state law.



# Director of freshwater research at Chicago's Shedd Aquarium to speak at UT April 11

By Christine Billau

Dr. Andy Casper, director of freshwater research at the Shedd Aquarium in Chicago, will speak at The University of Toledo about invasive Asian carp in rivers around the Great Lakes Wednesday, April 11, at 4 p.m. in Bowman-Oddy Laboratories Room 1049.

The free, public event is titled "The Contrasting Ecological Influence of Pollution, Policy and Invasive Species: Long-Term Data Sets Reveal Complex Trends in the Ecology of the Illinois River."

"The Illinois River has been impacted by two species of invasive carp, the silver and bighead, which do not have populations in the Great Lakes," said Dr. Christine Mayer, aquatic ecologist and professor in the UT Department of Environmental Sciences. "A related species, grass carp, has recently been found spawning in Lake Erie tributaries."

"The University of Toledo is doing important work on key issues in the ecosystem," Casper said. "I am excited about the possibility of sharing information and potential collaborations on important Great Lakes concerns, like the influence of urban development and invasive species on our common Great Lakes resources."

In 2015, a UT graduate student was the first researcher to discover grass carp eggs in the Sandusky River providing the first proof of spawning in a Great Lakes tributary. Grass

carp are a type of invasive Asian carp. Last year, a UT researcher also found grass carp eggs in the Maumee River.

Although considered a species of Asian carp, wild adult grass carp pose significantly different risks to the Lake Erie ecosystem than bighead carp and silver carp. Both bighead carp and silver carp consume plankton, and if these species were to make their way into the Great Lakes basin, they would compete for the same source of food that ecologically and economically important native fish species need to survive. Silver carp are well-known for their jumping ability and are a hazard to boaters.

Grass carp pose a risk to waterfowl habitat and wetlands, but they do not eat plankton and are unlikely to compete directly with native fish. Grass carp do not jump and are primarily herbivorous.

Later this spring, Mayer will give a seminar in Chicago at the Shedd Aquarium about the importance of healthy river habitat to Lake Erie fish and the need for tailored restoration in each river. She targets the Maumee, Sandusky and Detroit rivers.

"The rivers and river mouths are a small area compared to the whole lake, but they hold some key habitats for fish, such as the type of environment required for reproduction," Mayer said. "Some fish species, such as



Casper

Photo courtesy of Shedd Aquarium

walleye, spawn both in the lake and in the rivers, but having river stocks helps increase the diversity of our 'fish stock portfolio,' just like your financial portfolio."

While the river habitats are important to native fish to Lake Erie, Mayer said there also is potential for invasive species, such as grass carp, to use rivers for spawning.

"Rivers are highly affected by human alteration of habitat and inputs from the land," Mayer said. "It is important to try to envision what kinds of conservation or restoration are

best suited for the three big rivers entering western Lake Erie to contribute the most benefit to Lake Erie fisheries. Each river has unique issues."

Water quality is a major research focus at UT. With more than \$14 million in active grants underway, UT experts are studying algal blooms, invasive species and pollutants. Researchers are looking for pathways to restore our greatest natural resource for future generations to ensure communities continue to have access to safe drinking water.

## Roll up: Rocket Wheels is back

As spring weather returns, students and employees are beginning to spend more time outside. Suddenly, that walk to Rocket Hall from Carlson Library doesn't seem so bad.

For those who may not prefer to walk everywhere, however, another option exists: Rocket Wheels bike sharing program offers UT students and employees an alternative to trekking across campus and looking for parking spots.

"It is free and easy to use. Current students, faculty and staff can sign up online on the bike share website [bikeshare.utoledo.edu] and check out a bike that day as long as the ID is valid," said Diana Watts, UT transit and Rocket Wheels bike share coordinator. "It's a healthy way to get around campus. Most campus buildings have bike racks very close to an entrance; it's better than circling around for the nearest parking spot."

Designed by Facilities and Construction, Rocket Wheels has a station at every corner of Main Campus. Users can check out and return

a bike at corrals outside the east and west parking ramps, and by Rocket Hall near the horse sculptures, North Engineering/Palmer Hall, and Ritter Planetarium.

Watts said borrowing a bike is easy: "Rocket Cards are used for swipe access at the key box machines. Then select a bike number on the screen, the key area will light up, and the door will make a sound for the user to open. The keys can be returned to any location. All you have to do is hold the key up to the scanner and the door will unlock. The user then returns the key back to the slot that is lit up. You don't even have to swipe your card to return a bike."

She also emphasized bike safety. "We would like everyone to follow the rules of the road and wear a helmet for protection," Watts said. "The Campus Safety Committee would like to remind everyone to lock bikes up at designated racks and corrals on campus. Please do not block walkways or doorway areas with locked bikes that



Photo by Rachel Nearhoof

may prevent accessibility to persons with disabilities."

Signing up for the bike share program takes only seconds and can be done at bikeshare.utoledo.edu. Those with a valid

UT ID need their username and password to enroll.

For more information on Rocket Wheels, visit [utoledo.edu/rocket-wheels](http://utoledo.edu/rocket-wheels).

## Rockets to hold annual spring football scrimmage April 14

By Paul Helgren

The Toledo Rockets will hold their annual Blue and Gold Spring Football Scrimmage at the Glass Bowl Saturday, April 14.

Kickoff is set for noon. Admission is free.

Fans may enter the Glass Bowl via gate A, located on the west side of the stadium near the press tower. Fans can park in either lot 9 or lot 10.

Prior to the game, the Rockets will hold a football clinic for youth in eighth grade and younger from 10 to 11 a.m. Registration will begin at 9:45 a.m. at the Glass Bowl.

After the clinic, there will be activities such as poster making, corn hole, football toss and photo opportunities with the Toledo mascots and the 2017 MAC Championship trophy from 11 a.m. to noon on the West Concourse.

The scrimmage will use a running clock and is expected to last about one hour. All kicks will be dead balls — no blocks, no returns.

Former Toledo greats and current NFL players Michael Roberts (Detroit Lions) and David Fluellen (Tennessee Titans) will serve as honorary coaches.

The Rockets were 11-3 in 2017, defeating Akron in the Mid-American Conference title game.

Toledo returns 14 starters, plus two other starters who missed most of 2017 due to injury. UT returns three All-MAC wide receivers — seniors Cody Thompson and Jon'Vea Johnson, and junior Diontae Johnson — to an offense that averaged 36.4 points per game last season.

#ThisIsToledo

2018 TOLEDO FOOTBALL  
**SPRING GAME**

SATURDAY  
**APRIL 14**  
 NOON

FREE  
**ADMISSION**  
 YOUTH CLINIC STARTING AT 10:00 A.M.

## Watch Rockets play Madonna Crusaders at Comerica Park April 11

By Chris Cullum

Tickets are still available for Toledo's game against Madonna University at Comerica Park, home of Major League Baseball's Detroit Tigers, set to take place Wednesday, April 11.

First pitch is set for 7 p.m. with gates opening at 6 p.m..

Tickets for the game are \$10 for adults and \$5 for students and children; they are available through the UT Athletic Ticket Office. Fans can visit utrockets.com, call 419.530.GOLD (4653), or stop by the ticket office at Savage Arena.

"It's such an exciting thing for our team to be playing in a major league stadium," Head Baseball Coach Cory Mee said. "Especially with so many guys on the team who are from Michigan and grew

up as Tigers fans. It will be a really neat experience for everyone."

Seating will be available as general admission on a first-come, first-served basis for sections 118-137, located behind home plate from dugout to dugout.

Parking for the event will be available in lots 1 and 2 located in front of gate A for \$6 per car.

The concession stand located in section 132 will be open during the game.

The contest will provide the student-athletes the chance to experience life at an MLB facility with the use of team clubhouses, batting practice on the field, infield and outfield practice, as well as use of the dugouts and bullpens.

Comerica PARK

**TOLEDO ROCKETS**  
 vs.  
**MADONNA CRUSADERS**

WEDNESDAY, APRIL 11, 2018 | 7:00 P.M.  
 Comerica Park | Detroit, MI