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## Voices Raised, Issue 14

University of Dayton. Women's Center

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# Upholding Marianist Values

## Revised AA/EEO policy includes sexual orientation

University of Dayton policies are routinely reviewed to ensure they are aligned with the institution's mission, the law, and contemporary society. One recent review resulted in an update of the UD Affirmative Action and Equal Employment Opportunity (AA/EEO) policy.

The revised policy begins with, "Consistent with our Catholic values and traditions and our commitment to respecting the dignity of each person" and has added sexual orientation as something that people cannot be discriminated against. The policy now reads: "Every person regardless of race, color, creed, national origin, gender, sexual orientation, age or disability shall be treated with respect and dignity. No person shall be subject to any sexual, racial, psychological, physical,

verbal or other similar harassment or abuse, or be denied equitable consideration for access to employment and the programs, services and activities of the University." Prior to this change, faculty and staff could conceivably not be hired or could be fired for being perceived to be lesbian, gay, bisexual, or transgendered.

Many members of the university community played an active role in advocating for this addition to the AA/EEO policy. UD president Dr. Dan Curran appointed a high-level committee to study the issue and come up with the language that was adopted in the policy statement. Those who advocated for the change believe the policy is now better aligned with the University's Catholic and Marianist values.

Dr. Juli Burnell, Psy. D. of the UD counseling center believes that, "The addition of the words sexual orientation to the AA/EEO policy put life, for me, into the Marianist's commitment to community and to respecting the dignity of every person and contributions that each community member makes." A longtime advocate for the equal treatment of lesbian, gay, bisexual, and transgendered members of the University of Dayton community, Juli reflects on the climate change now taking place at UD, "Now UD is saying to the world, you are welcome here and we value you at our table."

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## Women's Center

LOCATION:  
Alumni Hall, 2nd Floor

HOURS:  
9 a.m. - 10 p.m.  
Monday - Wednesday  
9 a.m. - 5 p.m.  
Thursday - Friday

PHONE: 937-229-5390  
FAX: 937-229-5334

WEBSITE:  
womenscenter.  
udayton.edu

## Spread the Holiday Spirit to Local Neighbors

It seems that every year the number of Christmas trees adorned with the names of young children multiplies tenfold. Many families are eager to spread the holiday spirit to those less fortunate than themselves by donating gifts of clothing, toys and canned goods.

For Catholic Social Services (CSS) of the Miami Valley, a non-profit agency, this is the spirit year-round. CSS



provides many different services to the Miami Valley. Among those offered are programs for children, teenagers, adults and senior citizens. CSS opened a facility on Brown Street called Erma's Family Visitation

Erma's Family Visitation House which, according to the CSS website, was created to assist families who have difficulties interacting in a non-threatening manner. It is structured to provide safety to both the custodial parents and the children.

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# What's Going On?

## Mentoring Program continues with success in its fourth year

The fourth year of the Women's Center Mentoring Program has gotten off to a successful start with twenty total participants. When the program was implemented in 2003, the goal was to bring UD women faculty and staff together in a formal mentoring relationship to assist in their personal and professional development and advancement.

In September, nine UD staff and one faculty member submitted applications to participate as a mentee. The applications were reviewed by Lisa Rismiller, Director of the Women's Center, and Stacy Ingraham, the new Coordinator of the Mentoring Program, to gain a sense of why each mentee wanted to work with a mentor. Then, based upon the needs of the mentee and skills of potential mentors expressed on their applications, the pairing began. "I was so impressed by the effort to

to match mentor and mentee, and to prepare both for a productive working relationship" said Denise Taylor, mentee and Assistant Professor of Engineering.

After each mentee was assigned their mentor, each participant was encouraged to take the Myers-Briggs Type Indicator test, as well as the Mentoring Styles Indicator questionnaire in preparation for a mandatory training session in mid-October. During the meeting, Dr. Erin Shiner of the UD Counseling Center gave an interactive presentation about the Myers-Briggs. In addition, Rich Walsh of The Leaders Counsel facilitated a session on how to effectively work together in a mentoring relationship. This was an opportune time for each pair

to get to know each other in a fun and casual environment, and for the mentee to express the goals she was looking to work towards with assistance from her mentor. Taylor mentioned, "The initial meeting coincidentally came just before a critical, difficult time of the semester, which meant, for me, some immediate feedback from someone who has experience in very much the same situation. My mentor also pulled my focus out to the larger picture which was very, very helpful."

Throughout the academic year, the pairs will meet on a regular basis based upon their own schedules. The Women's Center hosts two interim meetings for the participants and the program will conclude with a formal dinner in May.

• Stacy Ingraham  
Mentoring Program  
Coordinator

### Meet the Mentoring Program Coordinator

Stacy Ingraham, the new face of the Mentoring Program, is a first year graduate student in the Community Counseling program at UD. Ingraham applied for the position of coordinator for the Mentoring Program because she said that the tasks she would be involved in with the program fit her deep interest in counseling. Ingraham was also attracted to the idea of working with other faculty and staff at UD. She says that her favorite part of her experience as the Mentoring Program coordinator thus far is seeing a program such as this becoming so successful in just three years at a university women's center. She also enjoys helping other women and watching people meet new friends. Ingraham's future goals for the Mentoring Program are for the program to continue to grow and to get more faculty and staff involved.

• Katie Brennan  
Junior  
Journalism

### 2006-07 Participants:

**Lora Bailey**  
LTC

**Laura Bistrek**  
Engineering

**Angela Couser**  
UDIT

**Susan Culbertson**  
RI-IT Office

**Joyce Dean**  
Alumni Relations

**Kathy Harmon**  
Financial Aid

**Mary Helme**  
Alumni Relations

**Jaci Jackson**  
UDIT

**Amy Lopez**  
Kennedy Union

**Terri Matthews**  
Office of the President

**Susan McCabe**  
UDIT

**Julie Mitchell**  
Continuing Education  
and Special Programs

**Amber Rose**  
LTC

**Mark Sisson**  
Career Services

**Christina Smith**  
Residence Education

**Denise Taylor**  
Civil and Environmental  
Engineering

**Karil This**  
Administrative Services

**Joan Wagner**  
Office of the Rector

**Troy Washington**  
Human Resources

**Shirley Wright**  
Biology



# Women's Center Profiles



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## Students empower women in Africa

This past summer, nine University of Dayton students and one campus minister traveled to Lubwe, Zambia in Africa as part of a seven-week summer immersion program.

Four of the students, Seniors Sarah Hampton and Meredith Effler, sophomore Grace Finn and graduate student Caitlin Bortolotto focused specifically on designing empowerment programs to help improve the lives of the women in Lubwe.

The student group also

raised money for new books and shelves for a library in Lubwe, had sporting equipment and uniforms donated for a sporting league, and founded an HIV Health Awareness Day that will now be a yearly event.

One way the students raised money for the trip was through a Women's Advocacy Dinner held last year. Hampton was on the Women's Advocacy Dinner Committee, in which she organized an art auction that featured artwork of UD students. The auction alone raised \$1200 for their trip.

The dinner, which raised around \$12,000 all together, helped fund the four women's trip.

The best part of the trip for Hampton was interacting with a group of six young boys, whom she said she can never forget. "To be honest, I learned more from them," She said. "They really let me into their lives."

"Our main focus is our relationship with their community," Hampton explained. "Our biggest accomplishment of the summer was creating that."

Hampton is currently

working on establishing a MicroLending Program for the women of Lubwe. The program would loan money to a woman to start her own business and then give her a two year period to pay the money back.

• Kaitlin Delaney  
Senior  
Journalism

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## Main identity of professor is engineer, not female

"I am just one piece of the UD community," emphasized Dr. Denise Taylor, hired in January 2006 as the University of Dayton's first woman professor in the department of Civil and Environmental Engineering (CEE).

But this isn't her first time at UD.

"I took some courses here about 15 years ago," Taylor said, "At the time, we joked about how long it might take CEE to hire a female and my husband laughed, saying 'Yea, and it'll be you.' Pretty funny!"

But Taylor says her primary identity is as an Environmental Engineer and she feels that gender

does not play a significant part in her education or her employment here at UD. Her desires and commitments as a professor have been to sustain the sense of community support she

provides wonderful opportunities to develop professional relationships and friendships between departments," said Taylor. She also notes that many of the other women engineering

She has enjoyed offering her experience to help guide students in the learning process. Taylor hopes to continue her role at the University of Dayton as an Environmental Engineer and remain an active participant in the UD community for years to come.

Just because she was the first female faculty member among the CEE program, Taylor says that her primary success as a student, educator, and Environmental Engineer define her most important accomplishments.

• Lauren Roberts  
Junior  
Philosophy

### Did You Know?

- Of UD's 1250 Undergraduate engineering students, 232 (18.56%) are female
- Of UD's 179 Undergraduate CEE students, 37 (20.67%) are female

received as a student and continue to enhance her relationships with other faculty members.

"The University of Dayton

faculty were also students at UD at some point in time. "We know the environment, and we wanted to come back," said Taylor.



# Health

## Ask the Doc

Mary Buchwalder, M.D.

*What can I do to keep from gaining my usual 5 pounds during the holidays?*

- Kristin

Hi Kristin-

The holidays can be wonderful, but very stressful too, especially if you tend to gain weight. Here are a few hints to help your weight stay steady:

1. Keep up your normal exercise routine as much as possible. On days where you can't find time, try to get out at lunch and walk, or park in the farthest parts of the parking lot when Christmas shopping.
2. Eat regularly most of the time. Don't try to "save calories" for late in the day, or arrive starving to a party. Keep some healthy snacks handy for when you are hungry. Starving yourself is a great set-up to eat everything in sight!
3. When holiday treats are at work or a party, be choosy. Eat foods that you *really* enjoy, and skip the ones that are holiday musts that you only mildly appreciate. Or cut just a taste of that interesting cake or pie. And skip the foods that you can have any time of year, like chocolate chip cookies.

4. Emphasize lean cuts of meat (e.g., white meat instead of dark turkey). Limit gravies and sauces. Enjoy the wonderful veggies (cooked or raw). But don't deprive yourself of something that is your favorite!

5. Be careful with alcohol. It not only contributes many calories (particularly mixed drinks and eggnog), but may decrease your normal control and sabotage any effort to be choosy about food too.

6. Get enough rest.

7. Take time to relax and de-stress (see #1 above also!). Even before the holidays arrive, a) write down things that you love about the holiday season. b) Then write down the things you feel you need to do to prepare for

the holidays. c) Consider, how much does part b contribute to a? For many of us, not much at all. Don't pressure yourself to make five kinds of cookies, two pies and a cheesecake. Spend time with your family. Take a quiet bath. Meditate. Pray for those who are less fortunate. Better yet, give a half day to your favorite charity or help at a "Toys for Tots" program or food pantry. *Unplug the Christmas Machine* (that's also the name of a book by Jo Robinson and Jean Coppock Staeheli that can be very helpful for prioritizing and reducing these stresses too).

8. Make time to put the "holy" in holidays; nurture your spiritual side. (See

"de-stress #8 above).

9. Finally, remember that there are actually only a few holidays—and they're days, not weeks. The day before Christmas Eve isn't a holiday. Eat normally those many other days, and give yourself permission to enjoy those (few) truly special days.

Take care!  
Dr.B

"Ask the Doc" is a service of the University of Dayton Health Center. If you have any questions that would be of general interest, please send them to:

[askthedoc@notes.udayton.edu](mailto:askthedoc@notes.udayton.edu)

Note: the e-mail address above is NOT checked daily. Do NOT send personal or emergency questions; please come to the health center or dial 911 for emergencies!

Judge this book by the back cover...

### *Unplug the Christmas Machine*

In the pages of *Unplug the Christmas Machine*, Jo Robinson and Jean Coppock Staeheli answer the questions they have heard most often in their many years of talking with people about Christmas, such as: "How can I reduce the stress of preparing for Christmas?" "How can I make our celebration more spiritual and less materialistic?" "How can I get my husband to be more enthusiastic about Christmas?" "How can I get my wife to relax and enjoy the celebration?" and "How can I help my children see that Christmas is more than just presents?" Readers will turn to this book for inspiration and practical advice year after year.



# & Wellness

## Minimize Your Holiday Pitfalls

For some, the holiday season is about family, good food, and good cheer; but for others, the holiday season brings unwelcome guests like stress, and even depression. Being aware of potential pitfalls will help ensure that your holiday season is not as hard to swallow as mom's overcooked turkey (sorry Mom!).

**Remember: Perfection Does Not Exist!** Many people let their pursuit of perfection interfere with their ability to actually enjoy all the hard work they've created. Not every holiday scene is going to replicate a Norman Rockwell painting. After all, his paintings were a "snapshot" and did NOT include dinner rolls you could chip a tooth on or a festive fire in the kitchen. Try to remember what really matters to

you over the holidays and don't get caught up in making a meal or decorating a dining room to Martha Stewart perfection.

**Stick to a Budget.** It's easy to get sucked into the belief that the more gifts you buy for the people you love, the more you must love them. WRONG! In gift giving, it truly is the thought that counts, and loved ones will appreciate a gift specially chosen for them. Make up a budget ahead of time and stick to it so that you don't suffer from post holiday debt or financial difficulty.

**Navigate the Family.** College students returning home may feel that family members are not recognizing them as the adults they are growing into,

so they may feel bound by old expectations and rules. Similarly, adults who have been away from home for years may also feel forced back into their "family role" and feel weighted down by old expectations.

Finding a way to deal with this struggle that works for you is important. Just remember, our families often have the power to stir up our most intense emotions –

good AND bad. Ignoring this fact will only set you up to feel disappointed, sad, angry or anxious during the holidays.

**Learn to Say NO.** Yes it's okay! You can't be everything to everyone and learning to set limits for yourself will make for a peaceful and joyous holiday season. If you are feeling buried under a mound of

expectations, chores and lists, you'll have less energy to connect with friends and family. If you're feeling overwhelmed ask for help! In the end, not only will you feel more relaxed and less burdened, but your family will also get to enjoy the more relaxed and emotionally available you.

During the blur that is often the holiday season, my wish is that each of us finds some joy, some peace, and a moment to reflect on the gifts that we are most thankful for. Happy Holidays!

• Tari Mellinger, Ph.D.  
UD Counseling Center



### What Do You Enjoy Most About Holiday Traditions?

- "Just spending time with my whole family. I don't see them that often." - Kory, Sophomore
- "I especially cherish [Christmas] traditions now that I am in college and am not home a lot during the school year." - Jenni, Junior
- "Being with my family and being able to look forward to it each year." - Jessie, Sophomore
- "It's fun for everybody to get together without any other distractions like friends, school work, etc." - Anna, Freshman



# Voices Raised

## Giving Thanks to Women In Your Life

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**It's the season of giving thanks and the Women's Center wanted to help share what is in your heart, but difficult to express. We asked you to share with us something about a special woman and why you wanted to thank her for having an impact on your life. Below are the inspiring messages to these women.**

"I have six wonderful women to thank in my life: my housemates. They've shown me how to have faith in God, in other people and myself. They are truly amazing women and I'm blessed to call them housemates and friends!"

- Jenna Connor

"Thank you, mother, for beating breast cancer, for you have taught me how to live strong without fear."

"I would like to give a special 'thank you' to my mother, Terry Lupp. She has been my role model throughout my life. Mom always had the dream of pursuing a career in acting, but she sacrificed her desires to raise 6 children. (At one time, there were 3 of us kids in diapers!) She worked tirelessly as a housewife and mother and not once did I hear her complain. Her faith in God is very strong; and she drew upon this faith to pursue the most important job of all - being a mom!"

- Anita M. Middleton

"I am thankful for Dr. Molly Schaller's ability to empower others to become agents of change! She is truly an amazing and influential woman!"

- Jenna Davis

"A thousand thanks to my granddaughters: Addison (Addy) Elizabeth Youngkin (three years old on January 6, Epiphany, 2007) Faith Abigail Youngkin (4 months old on November 10, 2006). At the moment, you are a pre-school woman (Addy) and a baby woman (Faith) and already you personify the adult women you will be: determined, mindful, elegant, joyful, and full of wonder and spirit. How blessed I am to see the future for women in you!"

- Your loving grandmother (Granny), Betty Youngkin

"I would like to thank my daughter, Michelle Slattery, a UD engineering student for being the driving force for my return to the academic world. An Eleanor Roosevelt quote she has on her emails is "You must do things you think you cannot do". This is how she views the challenge of this world and she passes this inspiration on to me. Thank you, Michelle, for the inspiration."

- Karen Archer Slattery

"Mom, I thank you for your support and encouragement as I prepare for a new chapter in my life. I appreciate all of your love, kindness, and the hard work that you do every day in order to help me succeed."

- Danielle Meinhardt

"I would like to give thanks for my wife, Jennifer. She supports me in so many ways including being my lover, friend, confidant, advisor, etc. She is the mother of our 2 daughters and provides a great example to them of kindness, love, spirituality, morality, and generosity."

- John V. Courtney

"Prof. Emeritus Carroll Schleppi has a generous spirit inside her that touches many people. She fights for what she believes in and inspires people to do better than their best. She has seen my soul and loved me anyway. Students and faculty seek the advice of Associate Prof. Rebecca Blust because of her patience, kindness, sensitivity and understanding. Her sense of humor keeps all laughing. Becky is a special gift in my life."

"Sister Bernadette Marie, SNDdeN was principal of Julianne High School for many years. Sister was legally blind but was able to recognize each girl by her speech pattern. I can recall a day when I was on the first landing of the steps and she was in the main hall and called me by name—I was a freshman. Womanliness, gentleness, fairness, strictness, happiness are some of the attributes I remember best besides being a woman of prayer. Hundreds of women who attended Julianne High School sing the praises of Sister Bernadette Marie. Thank you, our very good God, for allowing us to have such a woman during our formative years."

"Every woman I know at UD has impacted my life in some way; a welcoming smile, cheery hello, helpfulness, and concern are gratefully appreciated. I would like to thank those women who make my life better daily, the ladies of Alumni House, Kathy Harmon, Heidi Haas, and especially Pattie Waugh and Julie Shelley."

- Kelli Holmes

"I want to thank my mom for being the woman I look up to. Since being diagnosed with breast cancer last May, she has proven to be one of the strongest women I know and I'm so proud to have her as my mother, my best friend, and a part of my life. I couldn't do it without her and I hope she knows just how important she is to me and how much I love her."

- Kayleigh Moriarty

"I give thanks for my sister. She has always been the person I could turn to for anything and get sound advice."

"I want to thank my mother Jean Hutsell. When I was growing up, the parents of many of my friends would not consider sending their daughters to college because they 'were only going to be mothers.' Mom (and Dad) supported my education and told me I could be **anything** I wanted to be, a truly liberating thought. Thanks, Mom!"

- Carol S. Lewellen

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# AA/EEO policy change well-received by students

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Some students here on campus have also received the policy addition with open arms. Jennifer Miller, a sophomore and the president of Student Allies, a group concerned with the equal treatment of all, including lesbian, gay, bisexual and transgendered community members, is currently

writing a letter to President Curran and the AA/EEO committee thanking them for their recognition of this important topic. Miller says, "A lot of students look up to staff and faculty members such as professors here at UD, and if the professors are afraid of losing their jobs due to their sexual orientation then the students feel like

they have no one to talk to about this topic." This policy also "affects students because it is nice to know that it is OK to be open on campus" said Miller. Another active member of Student Allies, sophomore Bridget Reibeling, summed up her approval in short, "this kicks ass, thank you."

• Jessica Smith  
Graduate student

# CSS provides many volunteer opportunities

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During the Holiday months CSS is swamped with extraordinary efforts to reach out to everyone in need. One way to help is to volunteer in the "Adopt a Family" program. CSS will be in need of volunteers to sort through gifts so that they go to the families they were intended for. Distribution of these gifts will take place on December 13.

On December 18, CSS will put on a Santa Shop for anyone who has not been served through the Adopt a Family Program. Volunteers will pick out one toy and one clothing item for the children.

Marilyn Horton, the Coordinator for these events, expressed that they are always in need of gifts for older children and teenagers. Anyone wishing to be a child's Santa by either making clothing, toy or time donations is encouraged to call Marilyn at 937-223-7217 ext. 1144.

Another important year-round service that CSS does is helping out refugee families who settle in the Dayton area. Lynn Adams, who works with the refugee program, places these families into apartments, furnishes the apartments and gets the children into schools. Lynn says a great way of helping is by donating any food items or personal items such as diapers, bathroom items, clothing and diabetic items. Instead of dealing with the hassle of selling furniture, kitchen supplies, and other household goods at the end of the school year, UD

students, faculty, and staff may want to consider donating them to Catholic Social Services. Such items are accepted all year, not just at the holidays. Refugee Service also provides young children with backpacks filled with school supplies, welcome packs for adults including household items, and a map of Dayton and Montgomery County. To donate to the Refugee Services contact Lynn Adams at 937-223-7217 ext. 1104.

• Melissa Pickerel  
Sophomore  
Undecided Business

## Get involved with CSS

• Food Pantry • Senior Services • Interfaith Care Teams/Interfaith Mentors • Erma's House Family Visitation Center • Refugee Resettlement • Teen LifeLink • Development / Fundraising • Donating Furniture & Household items

For more information on how to get involved, contact the CSS offices or visit the website at [www.cssmv.org](http://www.cssmv.org)



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## Women's Center Newsletter

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### Subscribing

To subscribe to our free newsletter, e-mail us at [meinhadc@notes.udayton.edu](mailto:meinhadc@notes.udayton.edu) and include your mailing address.



"I'd like to thank the woman who stopped me one morning when I was heading to school in a grumpy mood. Her words, 'Remember, things happen that you never expect' have stayed with me for years. Now I know something is always waiting for me just around the bend."

"I would like to thank Joyce Carter for encouraging all of us not to settle for the status quo and to stretch beyond our comfort zone. She is an exemplary woman who has shown me as well as others how to embrace ALL people, as well as ongoing change. She has made a positive difference in my life."

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# Giving Thanks to Women In Your Life

*Occasionally I give up the space normally occupied by my column to a more important message. **Clearly**, this is one of those times...*

• Lisa Rismiller  
Women's Center Director

"Susan Ferguson has been the woman in my life for over 30 years. She is beloved as an educator, mentor, mother, daughter and friend. But as my spouse, lover and best friend, she is most special to me and appreciated far beyond these simple words. Thanks, Susan."

-Dick Ferguson

"Diana- Thank you for bringing life into our world. Not only have you delivered our beautiful son (and daughter in the coming days!), but you have given birth to a better husband in me. You dawn new love every day."

- Brad

"To Ricki Huff, Assistant Dean, College of Arts and Sciences: Our students refer to you both as an angel and one of the pillars of the College of Arts and Sciences. I call you friend, mentor and role model. Thank you for all you do."

- Paula Braley

"I have hundreds of stories about Ms. Charnetta, my Godmother, to whom my teenaged birth-mother tried to give me, and they each hold more than memories. They hold a key to the life lessons she taught - from learning that trash is really supplies for creating wonderful art projects to how to care for and serve others. These things and so much more she taught, not always in words, but through the way she lived each day - genuine, giving, loving, honest, with deep faith in God. May my life return the honor."

-Dr. Donna M. Cox

"I have so many women in my life to give thanks to, first my family is filled with great examples of strong women who have cared for the sick, buried their children and used their sorrows to assist others in need. Next my friends and supporters at UD especially, those who have been with me since my Development days and those students who work with the Women's Center itself or address women's issues. I wish everyone could be touched by the inspiration and dedication this group provides for me daily. Thanks to all of you and your place in my life."

- Pattie Waugh

"I'd like to thank Fran Evans for teaching me to accept and work with what the Universe brings."

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