

4-1-2008

## Voices Raised, Issue 20

University of Dayton. Women's Center

Follow this and additional works at: [http://ecommons.udayton.edu/wc\\_newsletter](http://ecommons.udayton.edu/wc_newsletter)

---

### Recommended Citation

University of Dayton. Women's Center, "Voices Raised, Issue 20" (2008). *Women's Center Newsletter*. Book 11.  
[http://ecommons.udayton.edu/wc\\_newsletter/11](http://ecommons.udayton.edu/wc_newsletter/11)

This Book is brought to you for free and open access by the Women's Center at eCommons. It has been accepted for inclusion in Women's Center Newsletter by an authorized administrator of eCommons. For more information, please contact [frice1@udayton.edu](mailto:frice1@udayton.edu), [mschlange1@udayton.edu](mailto:mschlange1@udayton.edu).

**Page 2**

What's Going On?

- UD Seniors discuss their future as working women

**Page 3**

Women's Center Profiles

- Karen Huber
- Student Allies at UD

**Page 4**

Health & Wellness

- Ask The Doc- Finding Time to Exercise
- Making a Good First Impression

**Page 5**

10 Powerful Career Strategies

**Page 6**

Voices Raised

- Women's History Month Review

**Page 8**

From the Director's Desk

## Women's Center

Alumni Hall, 2nd Floor

9 a.m. - 10 p.m.

Monday - Wednesday

9 a.m. - 5 p.m.

Thursday - Friday

Phone: 937-229-5390

Fax: 937-229-5334

womenscenter.udayton.edu

Director

Lisa Rismiller

Administrative Assistant

Pattie Waugh

Editor

Allison Kroeger

*Awareness campaign for women's rights, advocacy and empowerment: bringing to light women's issues at the University of Dayton, in the larger Dayton community and abroad.*

Advocates for Women's Equality (AWE), is not a well known organization around campus but it's obvious to see that they are an exceptional group with a very clear mission. AWE formed a few years ago as the "Women's Week" planning committee to plan a week's worth of events to occur during Women's History Month. Over the years the organization grew as did the number of events planned and "Women's Week" formally became part of "Women's History Month" since there are now too many events for just one week.

For about 15 UD students (including 1 male) and two advisors, Pattie Waugh (Women's Center) and Sheila Hughes (Women's and Gender Studies) the year is full of preparation. It is spent in anticipation for Women's History Month (which is in March) with meetings every other week to plan AWE's events for that month. AWE plans their events around their mission statement:

## AWE, Advocates for Women's Equality All Year Long



AWE members at the Women's Advocacy Dinner in March

About ten AWE events are planned throughout March. This year's events included a panel discussion on women and a micro credit loan program in Karonga, Malawi, the 3rd annual Women's Advocacy Dinner, a dodgeball tournament and a "Take Back the Night" march through the campus to speak out against violence against women and raise awareness in the community.

The 3rd Annual Women's Advocacy Dinner was well attended this year with over 150 people and according to AWE president, Teresa Winland, "This year's dinner went very well despite the blizzard." The advocacy dinner began three years ago and has grown tremendously.

Teresa had been on the original committee for planning the dinner three years ago and was the co-chair for planning the dinner last year. This year she had become AWE's president and has great plans for next year, "We are hoping to continue to have many of our great events [next year]," she says, "but I will really need some help from the underclassmen due to many of our members graduating. We are really looking forward to getting some new people involved!"

-Allison Kroeger  
Junior  
Public Relations  
Newsletter Editor



# What's Going On?

## How to Get More “Efficient” Women in the Workplace

Kelly Wedell believes that now is the most exciting time for a woman to be embarking on a career path.

Julie Roth is anxious about the high standards set for women today and “overwhelmed” by increased competition and high standards set for her.

Both are women about to enter into careers and both are representative of how far women have come since they first began entering the workforce.

*With the help of an article published in 1943 in Transportation Magazine titled, “Eleven Tips on Getting More Efficiency out of Women Employees,” I was able to see the tremendous changes among women and their roles in the working world. The 1943 article stressed the importance of a women’s degree of efficiency and how employers can “use them to the best advantage.” I am pleased to say that after speaking with several of UD’s graduating women that it is the women who will be the ones expecting efficiency out of their employers this time around.*

“Intrigued, nervous, and excited,” were Sara Beth Garner’s words to describe her feelings about graduating and entering into the workforce. Garner also expressed concerns about the state of the economy and its possible affect on her ability to find her “dream job.” I doubt that in 1943 women were concerned with much else besides finding a job, let alone the economic factors that may affect their working lives.

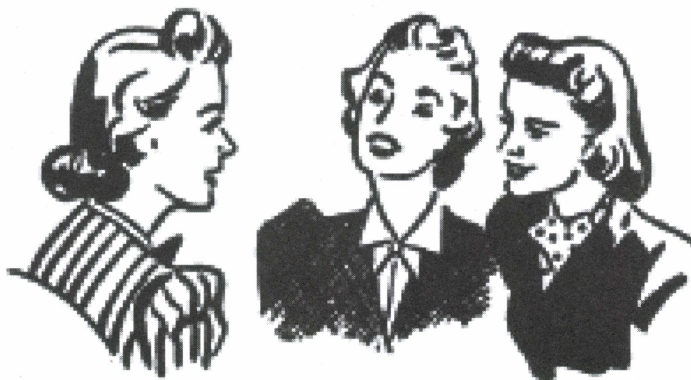
Another soon-to-be grad I spoke with, Dani Kusner, talked about her work in Malawi, Africa: “My experience of working with the Women’s Empowerment (micro-credit) loan Program in Karonga, Malawi, Africa, combined with a breadth of Women’s and Gender Studies knowledge has impassioned me to greater advocacy on behalf of women in the two-thirds of the world where they are oppressed more than we can imagine in the USA.” Kusner’s comments are proof of the tremendous gains women have made academically, personally, and professionally.

Laura Wagner, an electronic media major who recognizes she is entering into a male-dominated field, stresses the gains women have made in terms of breaking out of their housewife roles. “In the past,” Wagner states, “women may have felt less pressure to do a good job and be competitive because it was more the norm to find a husband who would be able to support them. Now, I find that more women are career-minded and putting off starting a family until later.” She goes on,

“While we have not quite reached the point of equality for men and women in the workforce, I think that we are the closest we have ever been.”

If these women are any indication of the larger picture of women in 2008 about to embark on a career, I have confidence in society’s ability to recognize, accept, and appreciate the fact that career-oriented women, equipped with knowledge, determination, and intelligence, are here to stay and men will not need “tip lists” on how to have more “efficient” women workers.

-Katie Brooke  
Senior  
English





# Women's Center Profiles

## Portrait of a UD Alumna - Karen Huber ('98)

Need a role model?

Enjoy history, France, studying and helping women?

Look no further than University of Dayton graduate Karen Huber. A successful and passionate alumna from the class of '98, Huber returned to campus recently to give the Beauregard-King Lecture, an annual presentation named after two former UD history professors. I was lucky enough to get to talk to Huber about what she's been doing since she left UD.

After earning B.A.'s in history and French at UD, Huber went on to Ohio State University where she received both a masters and Ph.D.

in history. During that time she focused on the history of modern Europe – and most specifically, France – as well as women's history and world history. Her dissertation, which she defended in August of 2007, is titled "Sex and Its Consequences: Abortion, Infanticide, and Women's Reproductive Decision-Making in France, 1901-1940."

Interestingly, Huber started out as chemistry major without much of a dedication to French or history. It wasn't until she took an honors Western Civilization class with Dr. Larry Flockerzie that she even discovered history could be interesting. She also began taking French classes without the

intention of making French a focus in her life.

"I just wanted to be able to read French literature," she said, "but then I was taking a French class every semester and it just made sense to make it a major."

Now Huber speaks French fluently, but she didn't when she went abroad her junior year at UD to Rennes, France. She loved the experience and since then she has been back to France many times. She received grants to study in France during 2001-2002 and 2003-2004 and plans to return as soon as she can. "I would tell anyone to study abroad if they can," she said, "Take advantage of the amazing resource-

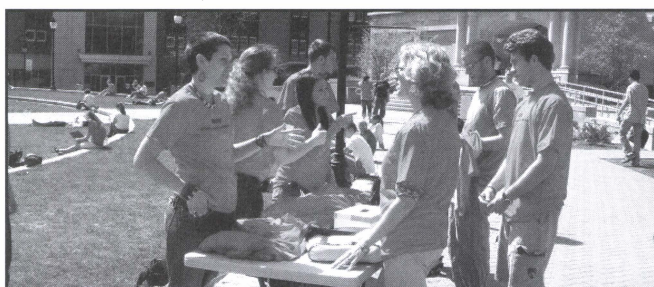
es at your disposal."

As an American woman in France, Huber had some interesting experiences. "If you're a blonde American woman traveling in France, you better [know how to] keep your mouth shut or know how to speak French. Over there, they watch all our movies and TV and they expect American women to be exactly like Paris Hilton or Ally McBeal."

According to Huber, although French society  
Continued on P.7

## "Gay? I'm Cool With That" Led by Student Allies

For one day a year, countless students at the University of Dayton are spotted sporting bright orange t-shirts. A closer look reveals an important message on the vivid shirts. They say "Gay? I'm cool with that". The students who wear them proudly support the gay, lesbian, bisexual, and transgender (GLBT) students on campus and throughout the community. For the past three years, those supporting the GLBT community have been wearing the t-shirts to raise awareness of the issues these people face. This year, Student Allies is spearheading the event, passing out t-shirts to stu-



dents on April 15th. The event had originally been organized by students in a Sexual Diversity class, but the Allies have taken over the project. Student Allies is also planning to hold various events for National Coming Out Day (Oct.11) to support those who may have a difficult time coming out to friends and family. National Coming Out Day is intended to celebrate the

GLBT community and raise awareness of the problems these people may face on a daily basis.

Student Allies consists of not only GLBT students, but students concerned with GLBT issues. They meet every Tuesday in the Women's Center to discuss various GLBT concerns and problems. Co-president Laura Graving states that

she wants to build a closer group and to "be able to approach one another individually should they have a problem they want to discuss, but not with a group of people". Graving hopes to take the group even farther for next year by holding pride marches, hosting GLBT speakers, hanging fliers and planning social events. Most importantly, Student Allies wants to serve as a place for those questioning or wary about their own sexual orientation as a place where they can feel comfortable in coming out. Support for those coming out is es-

Continued on P.7



# Health & Wellness

## Ask The Doc

*Help, Dr. B!*

*I know I need to start exercising but I just can't find the time. Any advice?*

- Shannon

Hi Shannon-

It's definitely a challenge as a busy college student, perhaps involved in extra-curricular activities and/or working (and, in a few years, as a busy working professional) to make time to exercise. If I told you that I had a pill I could give you that would reduce your risk of heart attack, stroke, obesity, diabetes, cancer, high blood pressure, high cholesterol, and arthri-

tis, as well as help your body and mind deal with stress, would you take it? Who wouldn't? Those are among the many benefits of regular aerobic exercise yet people have trouble making exercise part of their lives.

Not sure what to do? Fit exercise into your regular schedule by going for a walk at lunch, always taking the stairs instead of the elevator, and parking in the far parts of the parking lots (well, S2 lot probably gives most folks a pretty good walk to their houses...). Do something you enjoy: ride your bike, dance to your favorite tunes, put an exercise DVD on, swim laps.

Need others to help moti-

vate you? Join one of the great Group Fitness classes at the RecPlex, or join an intramural team. Just have time to study and not workout? Bring your book or laptop and sit on an exercise bike, or some papers to read while stair-stepping or using the elliptical.

Good luck! Have fun with your chosen exercise, and see how great you'll start feeling!

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). This e-mail is NOT checked daily. Do NOT send personal or emergency questions; please come to the health center or dial 911 for emergencies! This service is not intended to replace a visit with a physician*



## The Do's and Don'ts of Making a Good, Professional Impression

*Since many UD women are on their way out into the "real world", or planning an internship this summer, or are already secure in their careers, there's never a bad time to have a refresher on the do's and don'ts for making a good impression and securing respect. Below is just a sampling of important rules to keep in mind when wanting to make a great and professional impression.*

**DO** flex your business savvy and skills with a smile. According to Time columnist Andrea Sachs, the idea that a woman needs to be bossy, tough-minded, highly critical, and decidedly unfeminine is rapidly going out of style. Instead, successful women are those who integrate kindness, consideration, cooperation, and acute listening skills into their daily business activities.

**DO** dress to impress. Though dress codes vary among workplaces, women have several options for appropriate dress beyond the traditional suit. According to Forbes columnist Tara Weiss, these include slacks, skirts that fall at or below the knee, and shirts that have sleeves. Weiss also indicates that there are certain things that should never be worn: "flip-flops, skin-tight tops or pants, and short skirts or tops that don't cover the middle area." The best advice is to observe the office climate and take cues from one's co-workers.

**DON'T** be afraid to be the initiator of a conversation. With the greater mix of men and women in business, it no longer matters who extends their hand first, says Sachs. Greater concern should be placed on maintaining eye contact and making the handshake firm.

**DON'T** forget your manners. In all situations, it is important to remember to show respect and behave in a manner that demonstrates attentiveness and professionalism, especially with new technology. Cell phones and BlackBerries should not be answered or used during meetings, and emails should not contain shorthand or "slang" abbreviations. It is important to remember as well that voice mail and emails are essentially public information, even if they are sent in private. If it should not be repeated or would be defamatory if it became gossip, don't say it or write it.

-Katie Zabriskie  
Senior

English, Religious Studies



# 10 Powerful Career Strategies for Women

The general consensus is that women are becoming incrementally more successful in the workforce -- and some of the news is good.

- Women are represented in the workforce in greater numbers than ever and holding a higher percentage of managerial and executive jobs than in the past.
- Women-owned businesses have doubled in the last dozen or so years.

Some of the news is not so good.

- Full-time female managers earned less than full-time male managers in 10 industries.
- Lack of pay equity and the ever-present glass ceiling continue to be obstacles to women's career success.

What strategies can women use to highlight their strengths in an effort to 'level the playing field' in a work world that has been inequitable for so long?

## 1. Get as much education and training as you can

Education is, by far, women's most powerful secret weapon. The workplace may not have quite caught up, but women are making serious inroads in the "knowledge is power" equation. You should strive to get the highest degree you can possibly manage.

## 2. Keep surfing

In an age where the amount of information available to us by 2010 is expected to be 10,000 times what it is today, it's hard to avoid the notion that knowledge is power, and women are well positioned for the power afforded by their efficient use of the information super-highway.

## 3. Leverage communication and interpersonal skills

So-called "feminine attributes," such as the ability to build relationships with customers, strike up joint ventures, and partner with suppliers are increasingly important. Interpersonal competence is moving front and center as a requirement for organizational success today.

## 4. Plan your career

Build flexibility into your career plans to allow for changing circumstances. Your plan may need to change to accommodate life changes, but your core plan will better equip you when that happens.

## 5. Network

The number of all-women networking groups is increasing enormously, in part to create the same kind of networks that are already entrenched for men. An all-woman networking group can be enormously beneficial to women seeking mentors and contacts who've already succeeded in breaking through the glass ceiling. These groups also can be an efficient way to deal with the time crunch that curtails women's networking.

## 6. Find a mentor

If you do no other kind of networking, at least find

Continued on P.7

**We're losing some of our student staff to post-graduation jobs, so we'll need to hire several new people for next year.**

Positions open are:

- Communications manager / newsletter editor
- Mentoring program coordinator
- On-site night manager(s)
- Student programming assistant(s)

Go to "<http://womenscenter.udayton.edu/news>" for descriptions and instructions on how to apply.



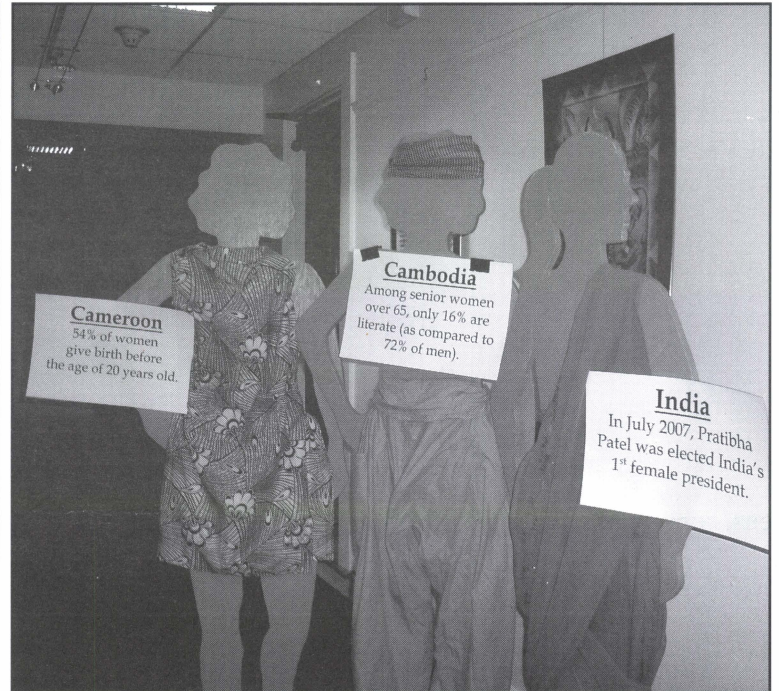


# Voices Raised

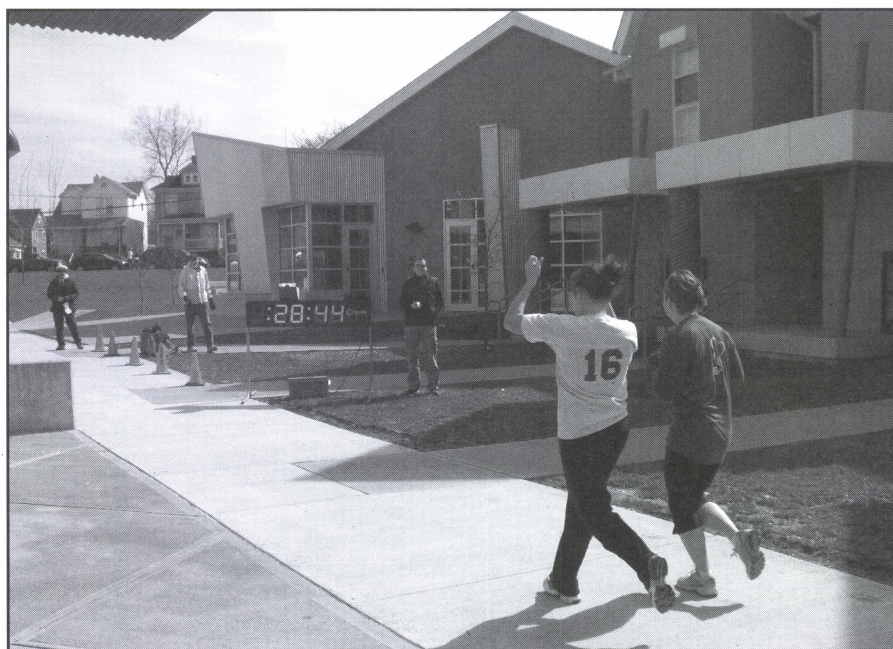
## Women's History Month was a Great Success!!



UD Monologues Cast



International Women's Day Exhibit



Runners finishing the Kampaign for Karonga 5k  
Saturday, March 29th



# strategies for career women

continued from P.5

yourself a mentor -- or let one find you. "While mentoring relationships are important for all organizational members, they are essential for women," writes Dorothy Perrin Moore in "Careerpreneurs". "Mentors can both protect women from discrimination and help them learn what men supposedly learn from the 'old boy's network' about how to navigate their way past obstacles to their career success" echoes Caitlin Williams, author of "Successful Woman's Guide to Working Smart."

## 7. Cultivate and project confidence

Women often suffer from a crisis of confidence in the workplace, especially when the environment is hostile or chilly to them. Caitlin Williams informally surveys women to whom she presents workshops, asking them "what one quality do you believe is the most important for your career success?" Confidence wins the top spot every time.

## 8. Self-promote

Self-promotion is not easy for all women. Many women are uncomfortable with self-promotion because it flies in the face of society's message that a woman is the support person who is supposed to put other needs ahead of her own. But women need to toot their own horns because they can't depend on others to do it for them.

## 9. Incubate your talents

If you have big dreams of career or entrepreneurial success, seek to spend some time working in organizations that will help you incubate your talents.

## 10. Become a free agent

Some studies have shown that women business owners cited four major reasons for leaving the private sector: lack of flexibility (51 percent); glass ceiling (29 percent); unhappiness with work environment (28 percent), and feeling unchallenged in their jobs (22 percent).

Other studies have shown different reasons for the bailout by women. Bucking conventional wisdom, professional growth, power, and money were the big drivers in influencing women to leave corporate jobs in the past five years -- not the glass ceiling, balance, or personal life. No matter what women's reasons, corporate America's loss is apparently women's gain since women-owned businesses are being created at twice the rate of all businesses.

Companies cannot afford to lose a generation of women leaders. In today's world, talent is the primary source of competitive advantage. Even with the current wave of layoffs, the generation shift from Baby Boomers to the much smaller 35- to 44-year-old age group will leave us with a drought of seasoned talent.

For more information on career strategies for women, please contact the Counseling Center (229-3141) or Career Services (229-7070).

*Information compiled by Stephen Richey-Suttles, Ph.D., Counseling Center.*

## Karen Huber

continued from P.3

places a lot of emphasis on activism, France still has a pretty patriarchal outlook. She says that thanks to second wave feminism, women's history is one of the things American historians are ahead on. "In France," she said, "women's history is growing but still very small."

Today, Huber is Assistant Professor of History at Wesleyan College in Macon, Georgia -- an all-women's college of about 700 students -- and is enjoying getting to closely mentor her

students, though she admits that being a professor is "a ton of work." She hopes to become more closely involved in study abroad programs in the future, and is proud that they have just established a Women's Studies major. Huber is grateful for her undergraduate roots, saying, "UD is a place where I never felt like I couldn't do something because I was a woman. That's important."

-Emily Howson  
Junior  
Psychology

## Student Allies

continued from P.3

sential, since coming out is a very difficult and life changing decision. Graving hopes Student Allies will become a place "to show the students who have not come out yet that they have a place, a community - a family - that they can go to should they ever need help with anything".

Student Allies is important to the fabric of the University of Dayton community because it supports those who may not be fully accepted into society at large, and gives them a family atmosphere in which to grow. On a campus that

has a great community atmosphere to begin with, Student Allies strives to help GLBT students find their place in society, support each other, and work out their issues together. The University of Dayton continually strives to be a diverse and inclusive campus, and Student Allies certainly helps to promote this ideal. Their incredible work promotes tolerance and understanding on an issue that is so controversial in today's society.

- Laura Keivel  
Junior  
History, Political Science



# From the Director's Desk

## What have YOU been doing for the past five years?

Over the past few months our staff, in consultation with several key advisors, conducted a five-year review to assess the Women's Center's progress in fulfilling its mission. That assessment, coupled with survey input from all the Center's constituents, has been used to establish a strategic direction for the future; one that is aligned with both the Center's original mission and the University's strategic plan. The resulting document is a comprehensive account of the Center's first five years, one that brings to light several issues in need of urgent attention and charts a course for the Center's future. Here are some things we "learned" during this process:

- Among students, [in]visibility of the Women's Center is a major issue. Those who know us are familiar with where we are, what we do, etc., but many students are pretty clueless about the Center.

- I mentioned this in an earlier column, but women undergraduates ranked "rape" and "personal safety / self

defense" as the two most important of seventeen issues on our student survey, and "drinking" as by far the least important. Given what we all know about the relationship between these two aspects of student life on virtually every campus, this apparent disconnect should trouble us all.

- Many women faculty and staff expressed serious concerns about gender equality – as it relates to climate, opportunity and compensation - at UD. The last comprehensive (i.e. covering most women faculty and staff) such analysis was done in 2003 by ACWI, the now-defunct organization that for years recommended the creation of a Women's Center at UD. It's time to look at these issues again.

These are just a few of the many "opportunities" we identified as a result of this five-year assessment. The next step is for us to use this information to develop a detailed strategic plan, including goals, objectives and outcome measures with which we'll track our progress for the next five years. Then we just need to roll up our sleeves and get back to work...

Women's Center  
212 Alumni Hall  
300 College Park  
Dayton, OH 45469-0322