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Voices Raised, Issue 24

University of Dayton. Women's Center

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From the Director's Desk

- Grace Crivello

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Voices Raised

First Female Endowed Chair of A&S

Dr. Patricia Johnson has been teaching at the University of Dayton since 1979. Throughout the past three decades, she has been committed to interdisciplinary teaching and finding new ways of "crossing boundaries."

She has served as director of the women's studies program, chairperson of the Philosophy Department and Associate Dean for Connected Learning in the College of Arts and Sciences.

In her 30th year serving on campus, Johnson will soon have a new title. On August 16, 2009, she will begin her four year term as the Alumni Chair in the Humanities.

She is the first woman in UD's College of Arts and Sciences to be appointed as an endowed chair.

Johnson will be expected to focus on interdisciplinary teaching and learning and advancing scholarship in the humanities.

"This position is special," she said. "It is one that will give me the opportunity to continue to serve the university, but it will also provide me with time to do some scholarship and writing that other work has slowed or prevented."

Johnson will focus on developing curriculum related to diversity through engaging faculty in dialogue and carrying out research.

"Over the next four years, it will be important that the curricular reforms that take place address ways of integrating study of and about diversity," she said in her personal statement. "This is not an easy task."

In fall 2009, Johnson will team-teach "Philosophy and Cultural Diversity" with Dr. Jack Ling.

Dr. Paul Morman, who teaches with Johnson in the CORE program, said he can think of no one who better meets the requirements for this position.

"The position is designed to celebrate the importance of the humanities in the curriculum of a Catholic university," he said. "Dr. Johnson understands this mission and has dedicated her career to moving this agenda forward."



She has touched and promoted the humanities with her scholarship, teaching, and advocacy."

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Lessons Learned

As a senior preparing for graduation, the month of April is bittersweet. Excitement for the possibilities ahead combines with reluctance to leave a community I've come to love and depend upon.

Commencement signifies more than just the academic accomplishments we work towards for 4 years; it's a time to reflect upon the personal transformations and lessons learned along the way. Here are 10 little lessons I learned in my time at UD. They will last long past graduation day:

1. Stay positive and look for the best in people

Our mothers always said this and we rolled our eyes. Living closely with peers is the best way to learn that everyone is worthy of kindness and respect.

2. Keep up with the news and current events

The college bubble is real. I visited home over Labor Day weekend my freshman year to learn that New Orleans was under water and in serious trouble. Find a reliable news source to keep you informed, whether it's Google news or free newspapers around campus.

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What's Going On?

Creating a Culture of Respect

With Administrative Professionals Week taking place during the month of April, we at the Women's Center would like to recommend an article that will hopefully make you appreciate the administrative professionals in your life, perhaps even more than you already do.

Creating a Culture of Respect was written by Gary A. Olson, dean of the College of Arts and Sciences at Illinois State University. He writes of incidents he has seen over his many years in academe, including a time when he "witnessed a senior professor shouting loudly at a departmental secretary in a busy hallway. The professor, a rather large man, stood face to face as he barked at the petite woman."

Perhaps you have never seen an incident of this degree in your workplace, but even the lack of simple gestures such as saying "thank you" or letting someone know that their work is appreciated, can be just as cruel. Olson makes a great point in his article by saying "an academic department is more than the sum of its faculty members. The people who fill the staff roles are essential to our common endeavor." The complete article, *Creating a Culture of Respect*, can be found on The Chronicle of Higher Education's Web site at <http://chronicle.com/jobs/news/2008/11/2008111201c.htm>.



Administrative Professionals Week

Modern women in the work force face challenges that are often unseen or unnoticed. Administrative Professionals Week began in 1952 to acknowledge those who often work behind the scenes and may not receive as much recognition as others. Women make up most of the administrative professionals in the work force, with 4.1 million secretaries and other assistants, according to the International Association of Administrative Professionals.

Pattie Waugh of the Women's Center says that, "women face many challenges, glass ceilings, sexual harassment, wage discrimination, unfair labor practices, unequal insurance coverage, being 'mommy tracked' as well as work and life balance issues, to just name a few." Clearly change is necessary to improve working conditions and enhance a culture of respect in the workplace.

This change can be accomplished simply by being more aware of how we treat the people around us. Gestures such as "please," "good morning," and "thank you" can make all the difference, making everyone in your office feel like a vital part of the team. Who do you think ordered the pack of pens you are using to write with? Or made the travel arrangements for your business trip next week? And who do you think sets your appointments and keeps your busy schedule in perfect order? These duties are all taken care of by our dedicated administrative professionals.

Administrative professionals play a vital role in the work force, and the tasks that frequently go unnoticed would become huge and pressing problems without such staff taking a proactive role in their particular workplace.

Over the years, Administrative Professionals Week has become one of the largest workplace observances. The event is celebrated worldwide, bringing together millions of people for community events, educational seminars and individual corporate activities recognizing support staff.

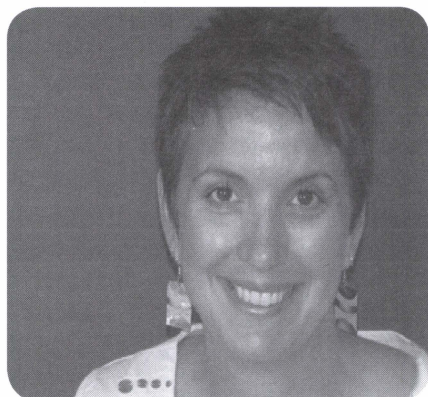
At the University of Dayton, the Office of Human Resources will sponsor a luncheon for all support staff on April 22. This luncheon occurs annually and helps to address the challenges and relevant issues faced by administrative professionals. This year, Administrative Professionals Week takes place from April 19-25, while April 22 is the official Administrative Professionals Day.

-Laura Keivel, Senior

Profiles

Annual Miryam Award Recognizes Two

Dr. Sheila Hassell Hughes



Each year a committee selects one or more recipients of the Miryam Award. The honor is given to individuals who actively seek to improve the atmosphere for women on the campus. Given the body of work Dr. Sheila Hassell Hughes has accomplished since arriving at Dayton in 1998, it is no surprise that she is one of this year's recipients.

One of Dr. Hughes' most outstanding contributions to the University is the establishment of a Faculty Maternity Leave Policy. At the time she was hired there were no set guidelines for the allotted time a woman faculty member could be given maternity leave or whether or not her absence would be paid. Dr. Hughes took the initiative to research maternity leave and helped draft and implement a policy for UD women faculty.

"If I don't advocate women's issue on campus," she argues. "How can I expect anyone else to?"

Dr. Hughes also directed the Women and Gender Studies Program from 2004-2008. As director, her goals were to allow students to do more substantial work in the field, while also letting them to follow their passions. The program, which she believes reflects the growing influence of women's studies as a field, has also served to energize the faculty within it.

Each winner of the Miryam Award is given \$1,000 to donate to an organization of her choice. Dr. Hughes chose to split her fund between the Women and Gender Studies Program, to help develop a study abroad program in London, and the Agnes Keller Book Fund, which assists full-time women employees of the University, who are pursuing undergraduate degrees, in buying textbooks.

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Caitlin Cronin

Each year since 1996, the Campus Ministry's Center for Social Concern has honored people who have worked to improve the campus atmosphere for women and raise their potential for achievement. One of this year's honorees is senior Caitlin Cronin who, through her work with Campus Ministry, UD Monologues, and Advocates for Women's Equality, has encouraged women to take an active role in their community.

Cronin has been a leader and role model for women on this campus, though she doesn't seem to think so. "I don't know that I consider myself to be a role model. I just responded to what was given to me--a wonderful Marianist university with the support I needed to become involved and learn a lot about myself, my faith, and my world.

If I've been a role model at all, I hope it's been in encouraging young UD women to become involved and empower themselves."

This year, Cronin has continued her involvement by holding the position of co-president of AWE, which she says "has been a great learning experience." One of the organization's biggest events of the year, the Women's Advocacy Celebration, was held on March 20. It was a night to celebrate the contributions of UD women and to raise money for an organization, *Womanline*, that empowers women in the Dayton area.

Another campus organization Cronin feels strongly about is UD Monologues where she has used her talents in performing original monologues. "It is my sincere hope that UD Monologues continues for many years to come. Leslie Singel, one of the first directors, told me she hoped that UD Mons would still be happening 10 years after she graduated. That was in 2006, so we've got six more for her dream to become reality. And I can top that--I hope it's still around in 15 years."

Well deserving of this award, Cronin says "it's a very big honor and it's really wonderful to be recognized.

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Health & Ask The Doc

Dr. B-

I've resolved to be happier and healthier in 2009. What are your top ten tips for being a healthy woman this year?

-Ashley

Here are some suggestions for living a healthier life this year. Obviously I could expound on any of these topics, but I think these are basic tenets of good health. Have a great 2009!

-Dr. B

1. Eat more fruits and vegetables, at least 5 servings every day. This can reduce cancer risk by 30-40% while also reducing risks of heart disease and stroke.

2. Eat moderate amounts of healthy fats (oils, nuts, olives, etc.) and minimize saturated fats.

3. Work towards or maintain a healthy weight. True weight loss (and health) only comes from an on-going commitment to healthy eating and exercise.

4. Exercise most days of the week. Take the stairs. Park in the distant parking lot.

5. Don't use tobacco products.

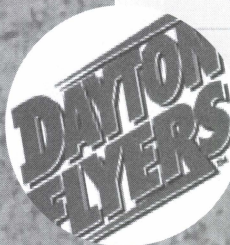
6. Limit alcohol. For women, this is an average of no more than one drink daily; two for men.

7. If you use marijuana or other illegal drugs, QUIT!

8. Don't let stress get the best of you! Prioritize your time. Do the things you really enjoy.

9. Make time to do things with people you love.

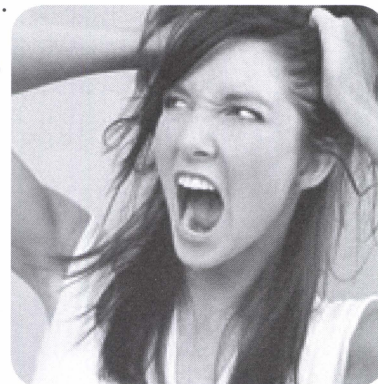
10. Choose to be happy. Abraham Lincoln said, "Most folks are about as happy as they make up their mind to be."



Wellness

The Importance of Taking Time for Yourself

When I talk with clients who come in overburdened, over stressed, and overwhelmed, the concept of self-care is often overlooked as a plausible way to deal with the stressors that life gives us. They say, "I am too busy." "I do not have the time in my schedule, I just have too much to do". As a fellow human being who has some of the same concerns, I acknowledge this fact. Everyone has responsibilities, deadlines, homework to do, papers to grade, or tests to prepare for.



We all have pressures that we are under but it is these times in particular when self-care is most important.

Self-care is about identifying those interests we have and activities we do which energize us. It can also be talking with people in our lives who provide us with support. Self-care is how we recharge our mental batteries; it is how we fuel up to give us the necessary energy to address the struggles that we face.

Imagine for a moment that you were having a stressful day. What would you do to relax? Would you call up an old friend to chat? Maybe you would go to the RecPlex and run it off. For some, after having a stressful day, nothing would be better than a drink or three. Positive or negative, these things are your self-care activities; they are how you cope with stress in your life.

Positive ways to cope

- *Exercise regularly
- *Get enough sleep
- *Talk to a friend or a family member
- *Maintain healthy eating
- *Plan fun activities for yourself
- *Get creative by painting or drawing
- *Keep a journal
- *Learn something new
- *Incorporate music into your life

Negative ways to cope

- *Alcohol
- *Drugs
- *Yelling at others
- *Holding it in
- *Withdrawing from others

We are coming up on the end of a semester which can be a stressful time for everyone on campus. After finals, we will make the transition to summer, which can bring on stressors of its own.

I encourage all of us to take a look at how we cope with our lives and get creative with our own self-care.

Make room for these activities by scheduling them into our busy lives. The excuse that "I don't have time to take care of myself" is no longer valid. When we look at our lives, there is no better time to make a commitment to self-care than now.

-Nick Gehle, Psychology Trainee UD Counseling Center

Voices Raised

Tuesday, April 28, 2009 marks this year's
Equal Pay Day!

Equal Pay Day was originated by the National Committee on Pay Equity in 1996 as a public awareness event to illustrate the gap between men's and women's wages. The day, observed on a Tuesday in April, symbolizes how far into a second year a woman must work, on average, to earn as much as a man earned the previous year. Similarly, Tuesday is the day on which women's wages, when added to the previous weeks wages, catch up to men's wages from the previous week. Because women earn less, on average, than men, they must work longer for the same amount of pay (pay-equality.org).



Key sponsors of pay equity legislation addressed the crowd at the 2007 Equal Pay Day rally sponsored by Women Work! and held on the west lawn of the U.S. Capitol on April 24.

Quick Facts

- » In 2005, women's median annual earnings were only \$.77 for every \$1.00 earned by men. For women of color, the gap is even worse – only \$.71 for African American women and \$.58 for Latinas.
- » Women have been earning more bachelor's degrees than men since 1982 and more master's degrees than men since 1981. They are projected to earn 59% of all postsecondary degrees conferred in 2008.
- » Female registered nurses earned more than 10% less than their male colleagues, although 90% of nurses are women.
- » The number of working women has risen from 5.1 million in 1900, to 18.4 million in 1950, to 67.8 million in 2007. The number of working women is projected to reach nearly 76 million by 2014.

All statistics taken from www.pay-equality.org

The Lilly Ledbetter Act

Lilly Ledbetter had worked at Goodyear for 19 years when she discovered she was being paid significantly less than every single one of her male counterparts.

On January 29, 2009, President Obama took an important step toward closing the pay gap by signing this bill. As he spoke to the press that morning he said,

"It is fitting that with the very first bill I sign - the Lilly Ledbetter Fair Pay Restoration Act - we are upholding one of this nation's first principles: that we are all created equal and each deserve a chance to pursue our own version of happiness."

It is now up to us to continue the fight for equal pay and to strive for equality in every way.



Photo provided by USA TODAY; Ledbetter, behind President Obama, looks on as he signs the law.

First Female Endowed Chair of A&S

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Morman said he is confident that the UD community will see great things from his colleague over the next four years.

"I have been at the University for 30 years and, during all of that time, have worked with women to improve the climate for women students, faculty and staff," Johnson said. "I have moved in and out of various positions. I don't look at this as a position of power for me. I do look at it as one more step forward for women on the campus."

-Jacqui Boyle, Sophomore

Dr. Sheila Hassell Hughes

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Dr. Hughes hopes that in the future she can continue to help mentor and promote the advancement of women faculty in both the English department she now chairs, and across the University. Her advice for those who seek to follow in her footsteps is to "Do what you can, where you are. And connect with others who share those passions."

-Maggie Malach, Sophomore

Lessons Learned

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3. Keep your box fan

This one really hit home when I lived in Stuart Hall, but I've capitalized on the versatility of my trusty box fan every year since then.

4. Try new things and get involved with what you are passionate about

Being a college student is all about self-discovery. The variety of classes and clubs on campus makes it easy to connect with others sharing similar interests.

5. You don't have to meet your significant other in college

Forming and exploring relationships is important. However, making it a priority to find your "life partner" is missing the point.

6. Back up your "my documents" folder

This one is pretty self-explanatory. The night before your final term paper is due is bound to be the same night you experience a hard-drive ending "blue screen of death."

7. Use OHIOlink and spend time at the library

What an amazing resource. I've used OHIOlink to find everything from reference materials for papers, to cookbooks and bestsellers.

8. People change

One of the most difficult truths to accept, we all learned this lesson after spending a year away from our high school friends.

9. You change

By the same token, we've all undergone some serious changes. However, without making these changes, we'd be living our entire lives in the same old snapshots from freshman year.

10. Time flies

...especially when you're having fun.

-Anna Heink, Senior



Caitlin Cronin

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I was very surprised when I found out. I'm excited to celebrate with the people who have been wonderful supports and who I have learned a lot from."

Though Cronin will be graduating and leaving UD this May, she has some advice for current students before she goes. "Make sure you have an open mind and become involved. You never know what you might learn about yourself and the world. If something discourages you or makes you angry, the best advice I can give is to take action. The great social activists wouldn't have accomplished what they did without that action."

-Emily Lappe, Senior

From the Director's Desk

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, WC Director

The first word that comes to my mind when describing UD is "community." But what type of community are we promoting when we vandalize displays which protest men's violence against women and when we, drunk or sober, commit violence against women?

While UD is a school that prizes community, there are serious undercurrents of sexist and anti-feminist thought here; this undercurrent has been demonstrated in two dramatic ways lately.

The first was an incident that occurred on March 21. A student who was at her home on Stonemill, witnessed about 30-40 male students drinking heavily and watching the game in a backyard a few houses down. The men would throw beer cans and chant "women are objects" whenever a female walked by. This continued for a significant amount of time and happened to multiple young women. If this is not disturbing enough, one of the women stopped to giggle and chat with the men who were assaulting passing women.

The second event occurred over a week. One half of the Women's Leadership House was displaying *The Clothesline Project* which is a collection of shirts created by women to share their stories of sexual assault or experiences with sexism.

On March 17, the rope holding the shirts was cut and two shirts were stolen. The missing shirts were replaced with a banner that read, "Vandalism doesn't silence feminism." The rope was repaired and all was well until Friday. On Friday, the shirts were once again cut down and scattered everywhere. The shirts were taken down that night around 1am, but the banner remained up as a testimony to what had happened. By morning the banner had been stolen.

These two events are very disturbing to me personally as one of the few Women's Studies majors on campus and as a member of the UD community. I do not believe that this is the type of community UD wishes to be and I think that every student on campus should be outraged that this happened.

I am surprised that there has not been an outcry against events such as these. I am hoping that by making more people aware of this, students will restore my faith in UD and work to prevent such events from occurring again. I hope we can all work together and change the atmosphere on campus to one that is intolerant of hatred and violence.

-Grace Crivello, Junior