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Voices Raised, Issue 32

University of Dayton. Women's Center

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Voices Raised

Many hands make light work

Unless your job at UD is rather unique, chances are good that you've worked alongside – perhaps even depended heavily on – one or more administrative support staff members to get your job done. These individuals, called “secretaries” in less enlightened times but more likely “admins” today, are omnipresent in many areas of the university, but how well do you really know them?

In October and November of 2010 the Women's Center developed an online survey for admins. Our intent was to uncover how the Center could best meet the needs of this large, diverse, and physically scattered group. We accomplished that, but from both the survey results and follow-up focus groups, we learned much more than expected. So we wanted to share some of what we learned with others who depend on these people day after day, year after year.

Not surprisingly, we learned that this group – a subset of all UD non-exempt staff and numbering around 275 as of September, 2010 – is overwhelmingly female. Based on our survey, which had a 46% response rate, 50% of admins work

in academic-related offices, while the other half support non-academic units. They are a dedicated bunch too, with over 80% of them having worked here for five years or more.

Because they often have to work across departmental lines to do even the most basic tasks, learning their way around, meeting peers, and picking up on “the UD way” of doing things is particularly important for admins. For this reason we asked them about the “orientation” to UD they were given when they arrived on campus. Just over 90% said they had either a formal orientation (through H/R) or both a formal AND an informal orientation through their departmental colleagues or a representative of the former Professional Office Personnel (POP) organization.

Other parts of our survey asked admins what they knew about the Women's Center and how they had – or had not – interacted with us. We were gratified to learn that 70% of responding admins have had some sort of personal contact with the Center, but clearly there is room for improvement. It's for that reason that the article on the back page of this issue describes all

the resources the Women's Center offers and how to access them.

In keeping with the original intent of our survey, the bulk of our questions sought to uncover what “topics” or “issues” were of most interest to admins. “Women's health and wellness” was far and away this group's top choice, though when we asked for more detail in a focus group setting we learned they were really interested in: men's and children's health; women's heart health; women's cancers other than breast cancer; age-specific women's health issues and how to talk to physicians about them; how to maximize healthcare benefits; weight management; mental health. As if that list isn't long enough, UD admins are also interested in their own training and professional development, building their financial security, developing their personal faith and spirituality, socializing with their peers, and balancing work and family life. This is enough material to keep the Women's Center hosting lunchtime, brown-

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Women's Center

Alumni Hall, 2nd Floor

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Monday - Friday
Other times by reservation

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MS Fight Takes Many Paths

Multiple sclerosis (MS) is a disease that affects numerous people throughout UD, but here professors and administrators are taking action in the fight against MS. Laura Kolaczowski, Brother Ray Fitz, S.M., and Dr. Jayne Robinson are just three UD faculty and staff who are making strides in their efforts to fight multiple sclerosis.

Multiple sclerosis is a disease which attacks a person's central nervous system. The myelin in the brain and spinal column are attacked leaving scars on the nerves which prevent proper passage of signals through the nervous system. This can cause loss of mobility and other disabling effects.

An interesting statistic shows that gender can determine how susceptible a person is to developing multiple sclerosis. Approximately four

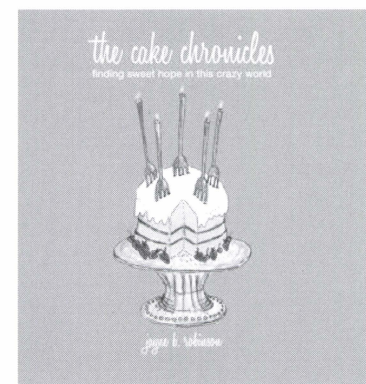
out of five people with MS are women. Researchers propose that hormones can play a key role in the formation of MS. Race also plays a part on how severely MS affects a person. For example, African Americans tend to have more severe symptoms.

Here at UD there are many people who are affected by MS either directly or indirectly.

“I can easily name many students, faculty, and staff members on campus who are personally affected by this disease as patients, partners, parents, or children of people living with MS,” says Ms. Kolaczowski, who is personally battling MS. “I am fortunate to work at the University of Dayton, where we have excellent health care benefits, a generous sick leave policy, and an atmosphere where I did not have to keep my disease a secret.”

The openness about MS and welcoming attitude of the UD community allows for fundraising efforts to fight this disease. Research and treatment for MS is extremely costly so events and fundraising efforts to raise money are extremely important.

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ecx.images-amazon.com

What's Going On?

Student Voices Heard on Critical Issue

In November I was approached by Interim Dean of Students Bill Fischer with the opportunity to join the Sexual Misconduct Education, Prevention, and Response Task Force (SMEPRTF). Having never served on a UD Task Force before I was unsure of the purpose of such a group and what exactly the commitment would entail. However, SMEPRTF has quickly become my favorite activity on campus.

The Task Force is a group consisting of about twelve administrators and two students, including myself and senior Mechanical Engineering major Dan Norton. It has been given the charge of examining the existing education, prevention and response structures for sexual assault, researching additional needs or changes on our campus, and preparing a set of recommendations that will be presented to the Provost. Each of these three foci have been assigned to one of three sub-committees which meet regularly and will prepare recommendations for their particular area. Each sub-committee is made up of members of the Task Force plus additional faculty, staff, and students.

Prevention Education, the sub-committee I serve on, studies aspects of campus including;

student culture, communication of policies and the potential need for an office to directly handle sexual assault prevention and response. At this time, our recommendations are still being developed but I am really excited at the thought of creating effective prevention efforts that will be sustained beyond the remainder of my time at the University of Dayton.

Having the opportunity to be included in discussions that will directly impact the student body has been incredible! It is a privilege to be a voice for female students on campus and advocate for those who have been touched by this horrific and life-changing problem. One of the greatest lessons I have taken away from this experience is the realization of the impact small changes can make. Studies show that 1 in 4 college women are raped. The Task Force meeting schedule precluded more students from being included but it is imperative that students become involved and aware of sexual misconduct at UD. If every individual, male and female, were to look out for just their roommates alone, think of what a powerful and safe campus this would be? The Task Force recommendations will likely create many more opportunities for students to become involved in these efforts, so please keep an eye out not only for yourself and those you care about, but for ways to contribute to the safety of our campus in the future.

Elizabeth Reeves

-Sexual Misconduct Task Force
Student Representative

Sweats to Suits: Bridging the Gap from Campus to Career

On April 14th the University of Dayton held its first *Sweats to Suits* women's conference. This eventful evening consisted of speakers and small sessions that emphasized success in the professional world. Lorraine Bolsinger, President and CEO of GE Aviation-Aviation Systems, gave an inspiring talk on "Passion for Innovation". Vicki Giambrone lectured on "The Importance of Networking". After the speeches, the conference had various small group sessions that focused on different areas like networking, financial savvy, mentoring, and how to balance life and work.

Sweats to Suits was a new initiative so there were questions regarding exactly what it was and who would benefit. It was for women students preparing to transfer into the professional world, whether it be post-graduation employment, a co-op placement, or internship. This conference was not for women of a particular major, either. The aforementioned speeches and small groups were beneficial to all; it did not matter where in the professional world the conferees wanted to go.

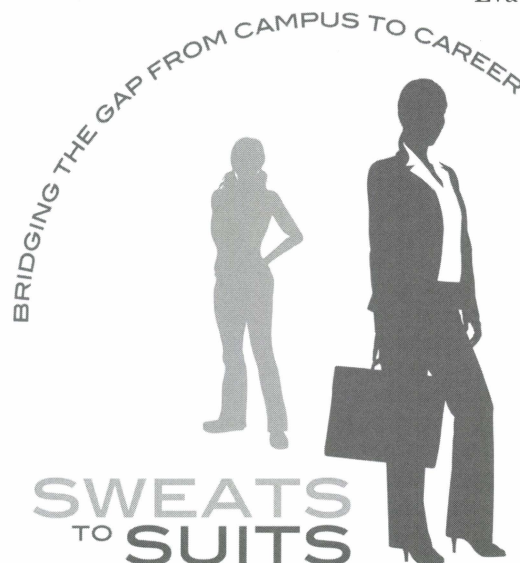
The idea for *Sweats to Suits* was born when representatives of the GE Women's Network approached UD with the idea for a professional development conference for women students. They then met with a group of women students to discuss the challenges and hardships of transitioning into the professional workplace. Some of the students consulted wondered what the point of *Sweats to Suits* was because Career Services seemed to provide the same information. In fact, Career Services helps students obtain a job, while *Sweats to Suits* helps answer questions women have *after* they get the job. *Sweats to Suits* organizers wanted to help women make their first

few years in the professional world successful and worthwhile.

With help from GE, the Dayton-area Women in Business Network, the UD Women's Center, Schools of Business Administration and Engineering, and UD's Career Services, *Sweats to Suits* was made possible for approximately 150 women students. Hopefully this conference will be back next year so it can continue to help aspiring young women.

Eva Rubin de Celis

-Sophomore



Profiles

Going Pro in Puerto Rico

Think back to middle school: some of the most troublesome years for pre-teens, but a time when an individual is becoming an adolescent and trying new hobbies and activities. A time when parents thought you needed to become "more involved" and "stay active". Lindsay Fletemier is an example of the many young adolescents who were "made" by parents to try out for a sports team. In her case, the sport was volleyball. Trying out for the team turned out to be one of the best things she ever did and "I will be thanking my mom for making me tryout for the rest of my life," (daytonflyers.com).

Lindsay, 23, is from Garden City, Michigan. She enrolled at the University of Dayton in 2006 where she was red-shirted her freshman year. She would go on to play for the Flyers through her senior year. At 6'6" she became one of the team's most effective and important middle blockers.

After years filled with hard work and dedication to the sport, Fletemier has become one of UD's most accomplished volleyball superstars. She graduated in December 2010, but her time on the Flyers team will not be forgotten. She received a number of accolades throughout her volleyball career such as Atlantic 10 Player of the year in 2009 and 2010 as well as the Atlantic 10 First Team All Conference in 2008, 2009, and 2010. Over the course of her college career she had 582 blocks and an

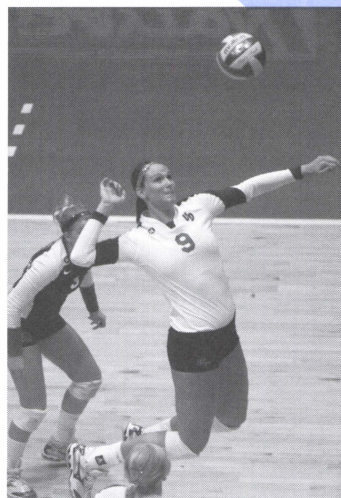
astounding 1882.5 points. A favorite memory was playing in front of a record crowd against Dayton's biggest rival, Xavier.

Two of her summers were spent playing with the USA volleyball team, which was one more step toward attaining one of her career goals: playing volleyball overseas. As Coach Sheffield said, "...she's got the game to compete against the best." And now, after four years at the University of Dayton, Lindsay moved to Puerto Rico in December to play professional volleyball for Criollas de Caguas of the Puerto Rican Volleyball Federation.

Even though Lindsay has left the United States to pursue one of her dreams, UD will always be with her in spirit. Her time spent playing for the Flyers will never be forgotten, for as the saying goes, "Once a Flyer, always a Flyer".

Maria Pyle

-Sophomore



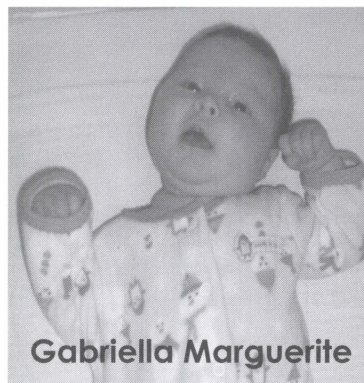
Introducing UD's Youngest Feminists

Without a doubt, the University of Dayton is fortunate to have many women faculty educating its students, leading through both their work and their example. It is a rare event when four of those women welcome new members into their families, and even rarer when all four women give birth to girls. Dr. Jana Bennett, Assistant Professor of Religious Studies; Dr. V. Denise James, Assistant Professor of Philosophy; Dr. Natalie Hudson, Assistant Professor of Political Science; and Dr. Rebecca Whisnant, Associate Professor of Philosophy and Director of the Women's and Gender Studies Program, all have recently been blessed with healthy baby girls.

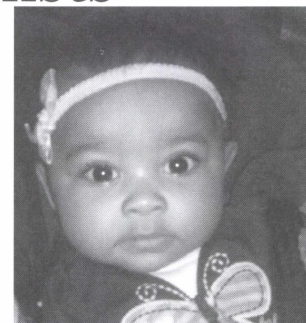
What is more, these four women have all taught courses in the Women's and Gender Studies program, which would certainly have potential to influence how they raise their daughters in a male-dominated society. "My teaching experiences in WGS, and my feminist perspective generally, will have a huge impact on how I raise my daughter," says Dr. Whisnant. "Unfortunately I am all too aware of the risks and dangers she may face as a girl (and then a woman) in our society, and this makes me even more passionate about fighting violence and discrimination against women, while trying to give her all the strength, courage, and confidence that I can." Likewise, Dr. Hudson believes that her experiences in feminist international politics have inspired her to "instill a 'feminist curiosity' in each of [her] girls that encourages them to ask questions that may seem unaskable and challenge ideas and practices in life that seem natural." Dr. Bennett explains that teaching WGS courses has made her "more aware

of the historical complexities of women and the many ways gender and gender roles are dictated by societal tastes." Dr. James is also aware of these societal tastes, stating that "while we aren't totally rejecting all gender norms, I'm hoping I can find ways to counteract the 'princess' culture that so pervades the toys and movies that are marketed to little girls."

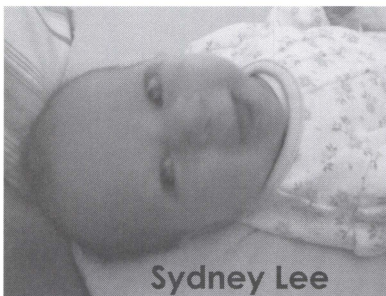
For both Dr. James and Dr. Whisnant, these new additions are their first, so learning to balance work and family is a new experience for them. Though Dr. Whisnant has been on leave this term, she has still been dealing with some



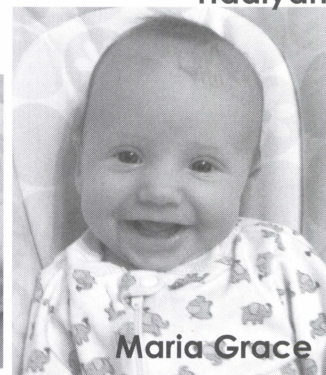
Gabriella Marguerite



Hadiyah



Sydney Lee



Maria Grace

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Health & Wellness

Getting “Juiced” the Healthy Way

The closer we get to the end of the academic year, the more we feel the pull of competing demands on our time and attention. How do we find time to give each of these our full attention? If we can't, how do we decide what to give less to? How do we recharge our internal batteries when we have no more to give?

While we can't address all of these in this article, let's focus on the question of “How do you recharge your internal batteries?” This question can be focused many ways; however, we're going to spotlight grounding yourself in the present and finding or carving out time for you.

What does it mean to ground yourself in the present? When we are thinking about the future and everything that we have to get done, our stress can skyrocket. However, when we can step back and say “this is what I need to do right now,” it focuses attention on the present and decreases overall stress. Another way we can ground in the present and take a “mini-vacation” is to focus on breathing.

Taking slow, deep breaths in and smooth, slow breaths out can trigger a feeling of relaxation and allow you to take a break from worrying. If this is difficult to focus on, try counting for two to four seconds while breathing in and then breathing out for at least twice the amount you breathe in. Also, try to focus on how it feels to breathe in all the way down to your stomach. What does it feel like to fill your lungs that full? How does it feel to control how slowly you breathe out?

Our second question is, “How to you find time or make time for yourself”? Many stressors become worse when there is little time to think through what is happening. Taking time to rest for a few moments or to do something you enjoy can help you feel better able to handle school and life situations. So what are some stress relieving techniques? These are different for everyone, but some ideas may be: exercise (even taking a 10 minute walk), watching a funny TV show, spending time with friends, spending time by yourself, listening to music you enjoy, having a piece of candy you enjoy, eating a meal and really savoring the flavors, or any number of relaxing things.



For more stress relieving techniques, check out the groups held weekly in the Counseling Center. They are held on Tuesday at 12:00 and Wednesday at 4:00 for an hour per session. We don't ask for personal details other than your name, and you don't have to partake of other services available if you are not interested. For more information, call us at the Counseling Center at (937) 229-3141 and ask about the Stress Management Group!

Melissa Pluth
-Counseling Center
Psychology Intern

Ask the Doc: Am I too young/old for that?

Dr. B,
My Mom and I were wondering: what things should we ask
our physicians at what age?
-Lisa

Hi Lisa-

Great question! Obviously health issues vary at different ages, although women (and men) of all ages should know their numbers (blood pressure, cholesterol and BMI/body mass index) and ask their doctors if they need to make any changes because of these. Everyone should avoid tobacco or ask their doctor what aids exist to help them quit. Everyone's physician really should know how much alcohol they drink and discuss what risks that entails. All folks should strive for adequate sleep, exercise, and a nutritious overall diet, to decrease their risks of cancer, premature heart disease and stroke. Following is a general breakdown of different issues for women through the years. Some women may need additional tests or to do the routine tests sooner, depending on their family history or individual risk factors*, but here are the routine recommendations:

Pap: ages 21 through age 65, every 2 years, then every 3 if at least 3 tests are normal

STD testing: annual chlamydia testing for all sexually active women age 25 or younger, and older women with increased risk

HIV test: at least once during your life, more often if you have on-going risk factors

Breast exam: monthly self-exam in young women and annual check by a physician at least by age 40

Mammograms: every 1-2 years starting at age 40

Exam for skin cancers: there is no routine recommendation for this but melanoma, the deadliest form of skin cancer, has increased enormously in incidence (lifetime risk is 3-7% in fair-skinned individuals) and can occur in teens. Everyone should ask their physician how to check their moles and if they should have routine checks by a dermatologist.

Cholesterol (lipid panel, including LDL): every 5 years starting at age 20

Blood sugar: every 3 years starting at age 45, and for younger women if the BMI (body mass index) is 25 or higher

Blood pressure: every 1-2 years throughout life

Colon cancer screening: EITHER colonoscopy once every 10 years OR stool occult blood tests annually OR flexible sigmoidoscopy every 5 year PLUS occult blood testing every 3 years

Osteoporosis screening (DEXA scan): baseline at age 65 unless risk factors indicate younger

Immunizations: Beyond the "usual" childhood immunizations, the following are recommended for adults:

Tetanus-diphtheria: (Td) once every 10 years, with at least one dose being Tdap (which includes pertussis, a.k.a., whooping cough)

Influenza: yearly from age 50 or if younger with any chronic health problems (asthma, diabetes, etc.), but all are encouraged to get this even if younger and healthy

Meningitis (Menactra): first year college students living in dorms, given once, plus one booster dose once if first dose was given 5 or more years previously

HPV: through age 26, series of 3 shots

Pneumonia: age 65 once, or younger if a smoker or with certain medical problems, repeated once after 5 years

Zoster (shingles): age 60, once

If certain risks: hepatitis A (2 shots), hepatitis B (3 shots) if not received as childhood vaccines

*Everyone should consider a routine health visit every 1-2 years, or more often if they have any chronic illnesses. Don't try to "add" this to a visit for another problem as it's hard to be truly thorough when addressing other problems. This visit should include not only your health history, but a review of your family's health history, to see if you should have certain tests or screenings earlier or more often than the routine recommendations above. Many of the above tests and vaccines can be life-saving, and have proven to reduce the risks of these diseases. Talk to your doc!

-Dr.B

Voices Raised

UD Women's Athletics: Abundant Success

This entire year *Voices Raised* has been highlighting UD's Women's Athletics. We believe it is important to recognize the achievements and hard work of these talented women athletes. With this final issue of the 2010-2011 academic year we would like to highlight some of the numerous awards and honors that Women's Athletics have earned this year.

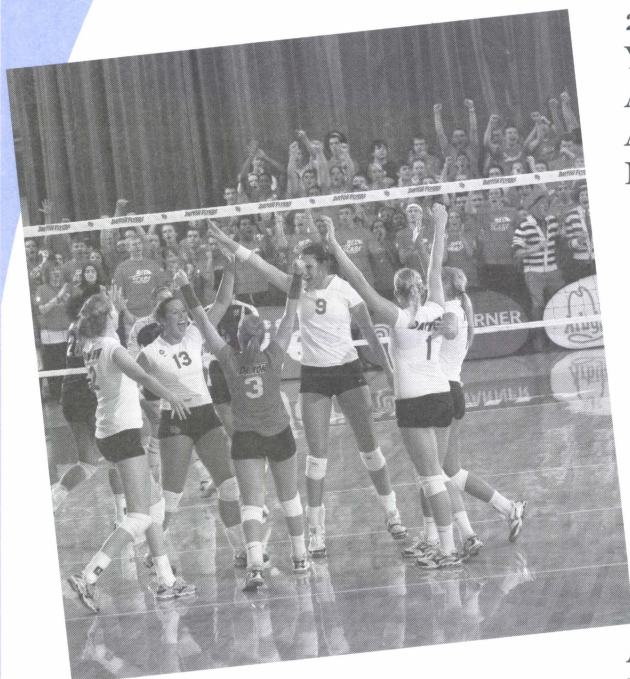
Volleyball

2010 Overall Defensive Team of the Year

A10 Regular Season Champions

A10 Tournament Champions

NCAA 2nd Round



Soccer

A10 Regular Season Champions

A10 Tournament Champions

NCAA 2nd Round

Basketball

A10 Tournament Runner-Up

NCAA 1st Round

Track and Field

A10 Indoor Tournament Champions

Mallory Barnes -USTFCCCA Indoor

Track and Field All-American

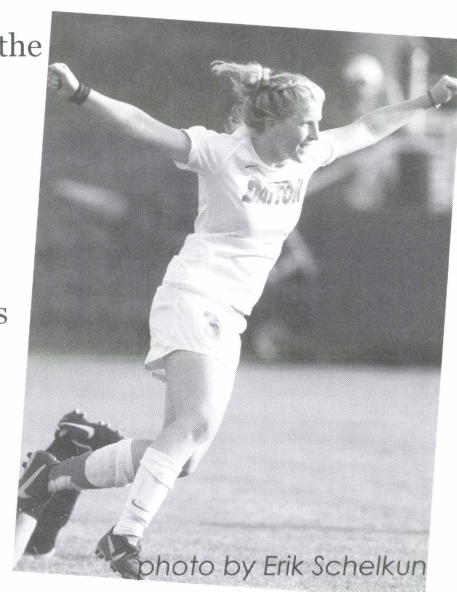


photo by Erik Schelkun

Many Hands

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bag sessions, the admins' preferred format, for the next ten years!

Our survey closed with an opportunity to provide final comments, and many chose to do so. Most such comments were basically "thanks." One respondent wrote very eloquently about, "external (i.e. non-UD) work experiences and other 'gifts' (music, writing, etc.) admins bring to UD that could be shared with others." We thought that was a terrific insight, one we hope to incorporate in our future planning.

On a less positive note, several admins shared concerns about a climate they experience that is not in keeping with UD's Catholic and Marianist vision of being an institution where the gifts of all – including admins – are brought forth to enrich the entire community. While this is troubling, rather than focusing on "why" some admins report this experience, we instead plan to gather our collective energies and work together for positive change. We hope that the next time we ask admins how the Women's Center can best serve their needs, all the feedback we receive will be positive; building on what we've done to address the interests and concerns they have today, and moving on to new ones for the future.

-Lisa Rismiller
Director

Multiple Sclerosis

Continued from P. 1

In 2010, the UD Alumni Chapter sponsored an MS walk team to raise money in support of MS research. The team had over 100 participants and raised almost \$5000. The team was started in honor of Brother Ray Fitz, S.M. who also battles MS. Brother Fitz allowed the group to use his name and story to promote RAY OF HOPE in support of this walk.

"He set an example here that people living with chronic disease can continue to function in their jobs and don't have to worry about their job security. Even though he is no longer the President of UD, he continues to be a daily presence on campus through his work with the Fitz Center for Leadership in Community and an inspiration for those of us living with MS," says Ms. Kolaczowski.

Kolaczowski and Brother Ray Fitz are not the only faculty and staff that are supporting the battle against MS. Dr. Jayne Robinson, Professor and Chair of the UD Biology department, is also raising funds for MS research. In 2007 her 21 year old daughter was diagnosed with MS. Dr. Robinson was devastated by the news but she became determined to further the research of MS. As a scientist, she decided to get to know the researchers who focus on MS research and raise funds specifically for research. She then participated in the National MS Society to raise funds.

Last year Dr. Robinson decided to donate some of the proceeds of a book she wrote to MS research. The book is called *The Cake Chronicles: finding sweet hope in this crazy world* and is not about MS but it reveals her daughter's diagnosis. "I had to get her permission to make this public. She agreed in the hope that she might help others and for my hope that I could raise some funding for research," says Robinson.

She has not yet met her goal but she is working to make enough money to make a difference. "People have been very kind in supporting the book and I remain hopeful that science will find a cure," says Robinson.

The efforts of just these few and the supportive UD community have already made a difference in fundraising and research for MS. "Community events such as the MS Walk are instrumental in raising funds to support patients and research," says Kolaczowski. These three UD community members are prime examples of the personal strength anyone can use to make a difference.

Colleen Garvey
-Sophomore

Young Feminists

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administrative duties and planning for an upcoming study abroad trip. She acknowledges that it is "already very difficult" caring for her daughter with this work, and is "apprehensive about what this balancing act will involve once [she is] back teaching full time." For Dr. James, who took a maternity leave last semester, coming back to work has required her to reprioritize how she spends her time. "I used to bring work home...but now when I'm home I need to have family time."

Dr. Bennett and Dr. Hudson, on the other hand, are familiar with the balancing act between teaching and parenting duties. "I find I have to continually do a dance between the two, but I really enjoy both my daughters and my work. I try to focus on work when I'm there and focus on my daughters when I'm with them," says Dr. Bennett. In fact, she started a blog, www.theologyphdmom.blogspot.com, on which she writes about her experiences effectively balancing work and family life. With regard to maternity leave, Dr. Bennett states, "It's really important to me to have that time to be with them while they're so dependent on me...But I am also so aware of the fact that this [UD's good maternity leave policies] is a rare opportunity in the US because our maternity leave policies generally require women to return to work...before they've quite healed from delivery." In addition to better maternity leave policies, Dr. Bennett supports good paternity leave policies as well. "My husband is key in making our family life 'work' too—he's as much (or often) more responsible for child care and household chores than I am." Dr. Whisnant's husband will also play a large role in her daughter's day-to-day life, in the sense that her father will be home with her while Dr. Whisnant works. "We both hope this will be one of many factors showing our daughter diverse models for how men and women can lead their lives." Dr. Hudson also recognizes the immense difference that comes with a supportive spouse. "I love my family and my job, but in order to do both well, I need the support of my husband, who plays a huge role as my partner and a father." As Dr. Bennett puts it, "I hope to show [my daughters] that gender matters but that being a woman doesn't confine a person to particular roles." Certainly with such intelligent and insightful mothers, these four baby girls are bound to become strong and confident women.

Megan Schilter
-Sophomore



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From the Programming Coordinator's Desk

Read carefully...there might be a test

One of the things that we learned from an Oct./Nov. 2010 survey of UD "admins" is that gaining access to the Women's Center's resources remains a fuzzy concept in the minds of many. Therefore, this article is about Women's Center resources. If you think you know them, then you can test your knowledge. If you are thinking, "the Women's Center has resources?!" this article is definitely for you.

Since you are reading this article you are already aware of our newsletter, *Voices Raised*. We produce four issues a year, two per term. Our Newsletter Editor is an undergrad student with full responsibility for producing each issue. Our circulation is just over 600 with most of those going to on-campus addresses. If you are reading your own copy we hope you are enjoying it. If you have borrowed your neighbor's, know that you can get on our free newsletter mailing list by sending an email to wc.newsletter@notes.udayton.edu.

The next easiest way to keep up on the Women's Center is through our website <http://womenscenter.udayton.edu>. Our website contains information on our mission, standard programs like the Mentoring Program and *Women's History Month*, back issues of *Voices Raised*, our Resource Center, rooms for public use, our gallery space, and even a *Frequently Asked Questions* page.

We keep a calendar on the website as well, listing events that we are hosting as well as ones we think are of interest to women both within UD and the greater Dayton community. The calendar can be

found at <http://womenscenter.udayton.edu/calendar/default.asp>.

In terms of physical resources, we maintain a Resource Center (209 Alumni Hall) and the titles are searchable through the Roesch Library catalog. There are approximately 800 books and videos. Check out is easy, just bring your UD ID and follow the directions on the wall above the check out monitor.

While visiting the Resource Center, take the time to look through our gallery space. We welcome suggestions for displays in this space, and information about its use is on our website.

Last but not least in our list of resources are our "reservable public spaces." We have 3 rooms that can be reserved for use by others: the Work/Meeting Room (#211); the Conference Room (#210); the Lounge (#208). Seating capacities vary and reservations are first come/first served and can be made using the Notes Calendar Meeting function. For details on reserving these spaces go to <http://womenscenter.udayton.edu/resources/ReserveRooms.asp> or contact me at "pattie.waugh@udayton.edu" or 229-5490.

Well, those are the Women's Center's resources. How many did you already know? What did you learn? Any questions? Give us a call (229-5390) because our most important resource is not listed here; it is us, the Women's Center staff, and we are happy to assist you.

Pattie Waugh
-Programming Coordinator