

Spring 2018

Voices Raised, Issue 52

University of Dayton. Women's Center

Follow this and additional works at: https://ecommons.udayton.edu/wc_newsletter

Recommended Citation

University of Dayton. Women's Center, "Voices Raised, Issue 52" (2018). *Women's Center Newsletter*. 54.
https://ecommons.udayton.edu/wc_newsletter/54

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, mschlange1@udayton.edu.

Voices Raised

UNIVERSITY OF DAYTON WOMEN'S CENTER NEWSLETTER

GENDER BIAS IN STUDENT EVALUATIONS OF TEACHING

For years, Dr. Jana Bennett, Associate Professor in the the Department of Religious Studies, had been reading articles from *Inside Higher Ed* and the *Chronicle of Higher Education* about gender bias in Student Evaluations of Teaching (SET) results. SETs are a measure in which college students provide feedback about the effectiveness of their professors.

Curious to see whether national trends matched what was going on at the University of Dayton, Dr. Bennett began tackling this topic in February of 2016.

She proposed her research to Provost Paul Benson, who offered her the opportunity to investigate further as the Special Advisor to the Provost on Women, Equity, and Climate for the 2016-2017 academic year. While beginning her research, she discovered that UD's data analytics software does not currently enable demographic analysis by gender and race comparable to the data in the *Chronicle*. This made Dr. Bennett's research more challenging.



Jana Bennett, Ph.D.

Process

Dr. Bennett's research process began in the fall of 2016, when she surveyed 30 chairpersons across the University to identify the primary ways they utilize SET data and what they do when they run into negative comments. In January of 2017, she surveyed 267 men and women faculty. The survey asked faculty about how they perceive and contextualize their SET results. In April, Dr. Bennett concluded her research process by conducting focus groups. These groups affirmed and developed her data.

WHAT'S INSIDE

UD WOMEN THROUGH THE YEARS 3

MEET THE SISTERS 4-5

VOICES FROM WGS 6

COMBATING VIOLENCE WITH ACTION 7

FROM THE DIRECTOR'S DESK 8

Insights

According to the results, female faculty members reported receiving more inappropriate comments in some areas such as body appearance, dress, gender and race. Dr. Bennett shares, "What I found was not just related to gender, because there is more at play here." What else is at play? Race. People of color identified that they received more inappropriate comments related to nationality, race, and accent.

More than two-thirds of faculty feel supported when it comes to how their SET results are utilized. Of the small percentage who do not feel supported, white women are more likely to trust that their chairperson will disregard perceived negative comments related to body image or gender. Women of color are less likely to trust their chairperson to disregard perceived negative comments.



SETs IMPACT ON WOMEN

Dr. Bennett shares that we cannot assume that students rate female professors lower due to gender. She says, "I don't think most students are intentionally malicious. Bias is so ingrained in our culture."

Nationally, women faculty tend to teach the types of courses that receive lower SET scores, and these trends also appear at UD. Some courses include introductory courses, courses with difficult and often politically charged topics, and those offered in large lecture settings.

Some chairpersons at UD have noted these challenges in their own departments and evaluate SET scores from those courses in different ways. For example, SETs from sections offered in a large lecture setting are evaluated relative to other large lecture sections rather than departmental ratings as a whole.

Impacts on UD Women Faculty

Dr. Bennett expresses that the impact of negative comments of SET evaluations often creates doubt in women faculty. "You ask yourself, 'Am I teaching the right way?' and it takes an emotional toll on you. Especially for women faculty who are not tenured, these negative comments can create real worry."

In addition, because it is not always clear how departments and promotion and tenure committees

make use of SET data, Dr. Bennett shares that it is difficult to know how much negative SET comments relate to women faculty's ability to achieve tenure. The tenure process involves many measurements of a faculty member's ability. Though SET is just one measure, its significance varies. Tenure guarantees academic freedom and the right not to have his or her position terminated without just cause.

Recommendation? More Transparency

With her research findings in mind, Dr. Bennett has ideas for improvement. "I would like to see more transparency among chairpersons and pre-tenure committees across all departments in terms of how they use SET evaluations. How much do [SETs] matter, compared to other measures like student exit interviews, in-class reviews, or syllabus reviews of the faculty member?"

The University currently has two task forces in place: one focusing on merit pay and one analyzing tenure and promotion policies across the University. Bennett hopes that questions of SETs and gender bias will arise in these task forces, and lead to more dialogue and transparency.

Jen Straniero '18
Newsletter Editor

HERS LEADERSHIP INSTITUTE

As part of her role as Special Advisor to the Provost on Women, Equity, and Climate, Dr. Bennett was selected to attend HERS in 2017. HERS (Higher Education Resource Services) is a premier leadership institute dedicated to improving the opportunities and promotion of women in higher education, ultimately advancing gender equity and increasing diversity in the workplace.

The University of Dayton has sent women faculty and staff leaders to HERS since 2006.

2006: Dr. Patricia Hart and Kathy Webb

2007: Julie Mitchell

2008: Emily Hicks

2009: Dr. Janet Herrelko

2010: Dr. Sheila Hassell Hughes

2011: Susan Scott

2012: Chris Schramm

2013: Dr. Linda Hartley

2014: Dr. Leslie Picca

2015: Dr. Caroline Merithew

2016: Daria Graham

2017: Dr. Jana Bennett and Dr. Denise Taylor

For more information on HERS, visit our website at bit.ly/UDandHERS.

UD WOMEN THROUGH THE YEARS

In the fall of 1935, 31 women become the first class of "coeds" to attend day classes at the University of Dayton.



1935 COLLEGE OF WOMEN



Kelley was the first woman valedictorian, delivering the valedictory address at the August commencement ceremony.

1952 PAULINE LOUISE KELLEY



1973 JILL KUHLMAN

Kuhlman enrolled as a ROTC cadet after taking leadership courses through the ROTC program, the first woman to do so.

1974 WOMEN IN ENGINEERING

Dr. Carol Shaw, UD's first female engineering faculty member, coordinates the first Women in Engineering Seminar/Institute in the nation, designed to interest high school girls in the field of engineering.



1991 DR. LINDA HARTLEY

Dr. Hartley was the first female director of the Pride of Dayton Marching Band and the Flyer Pep Band. She also established the New Horizons music program for community members ages 50 and older.

1930 JESSIE HATHCOCK

Hathcock was the first African American woman to graduate from UD with a bachelor's degree. She received an honorary doctorate in 1978, becoming the first woman to receive this honor from the university.



TO LEARN MORE
ABOUT THE HISTORY
OF WOMEN AT
UD, VISIT
BIT.LY/WOMENATUD

PROFILE

MEET THE SISTERS

Sister Gabrielle Bibeau, F.M.I., is the Graduate Assistant at the North American Center for Marianist Studies (NACMS), a program offered through UD. Bibeau graduated from the University of Dayton in 2011, entered into Marianist formation in 2014, and took her First Vows in May, 2017. Sister Kathleen Rossman, O.S.F., is the Campus Minister for Virginia West Kettering and Gardens on Stewart. She has been working at UD for 29 years. Sister Laura Leming, F.M.I., is an Associate Professor of Sociology where she has been teaching since 1991. Sister Nicole Trahan, F.M.I., is the National Vocations Director for the Marianist Sisters. She also works in the Office of Ministry and Service at Chaminade Julianne Catholic High School.



Sr. Kathleen Rossman, O.S.F., August 13, 1961.

How would you describe your job?

GB: My work really varies. One thing I am working on currently is a podcast about the Marianist Charism, called 'Sharing our Marianist Stories.' A big part of it is just talking to women religious about their lives.

KR: These days, I am doing many Faith & Life Chats with undergraduate students. These are my favorite because they give me a chance to talk to students one-on-one. I run the Living with Loss support group with students who have lost someone significant in their lives. Also, I run a Spectrum support group to support and educate students on LGBTQ+ issues.

LL: I spend most of my time teaching. I teach three undergraduate classes this semester, one of which is titled 'Global, Gods and the Common Good.'



Sr. Nicole Trahan, F.M.I., August 3, 2013.

I also am doing some research and preparatory work because I am going to Ghana and Togo this summer to learn more firsthand about how religious groups there interact.

NT: At the high school, my job is typically working with students to lead and design retreat programs or prayer services. In my role as National Vocations Director, I do lots of traveling and work with people who are trying to figure out whether being a Marianist sister is in their future.

How did you know you wanted to be a sister?

GB: My calling was not just one moment, instead it was slowly revealed to me over time. I have always loved Mary. When I toured the University campus as a high school senior, I loved how present Mary was. When I came here, there was a young woman who was considering religious life and I wondered, 'Why haven't I thought about that?'

KR: For me, I was drawn to the spiritual life. It was inside of me, this feeling that I needed to be a part of something bigger. When people ask me 'Why did I become a sister?' I always say, 'Why I did is not as important as why I am today.' Just like a marriage, staying in it is just as vital as starting.

LL: I have always been spiritual. When I was little I used to bless myself with rainwater. When I lived in New Jersey in the summers, I got involved with a Marianist ministry retreat center when I was 12 and I just never looked back. It just clicked.

NT: I wouldn't say I had any sort of big revelation or a 'lightning bolt moment', it was more of a gentle unfolding, and me responding to invitations from God. I met the Marianists in San Antonio, Texas, and when I

met them, it felt as if everything I tried to be in my life finally had a name.

How did you choose your order?

GB: I was unusual in the sense that I did not decide on religious life, and then choose my order. For me, if it wasn't the Marianists, then I am not called to religious life.

KR: It's a lot like choosing a partner. The Franciscan Charism values working with the poor, the misunderstood, and the vulnerable, and I see lots of that through the students I work with in the support groups I run. The Franciscans are very humble and it just fit.

LL: The Marianists just clicked. I felt like it was a group of people who were really dedicated, had a mission, and were fun! They offered an open model of church where lay and religious, men and women, and young people and old people were welcomed.



Sr. Gabrielle Bibeau, F.M.I., (right) May 27, 2017 with Sr. Laura Leming, F.M.I. (left).

NT: I felt so connected to the Marianist Charism that when I started contemplating, it didn't make sense to me to look at other congregations. Something in that Charism that called my name was the understanding of 'radical equality' where priests and brothers and sisters and lay people all have equal share in the mission.

Have your views on vocation changed?

GB: When I was first beginning to think about vocation, it was really about me. I would ask, 'How will this life make me happy?' As time has gone on, I have realized that God calls us to serve, and that service is what brings happiness, joy and peace.

KR: I no longer believe that religion has to be tied with vocation. I use the word 'vocation' as in 'calling for all people.' I am very committed to the empowering of the laity. Vocation doesn't have to mean religious.

LL: There is a tendency when you are young to think that you have to do what God wants you to do. The reality is that God wants us to be happy. My favorite vocation quote is from Frederick Buechner. He says, "Your vocation in life is where your greatest joy meets the world's greatest need."

NT: When I was younger, I had this odd idea that religious people were fundamentally different than me. Now, after getting to know religious people as just people, I know that they have faults and make mistakes too, and that is okay and human.



Sr. Laura Leming, F.M.I., May 28, 1978.

WOMEN'S HISTORY MONTH BOOK DRIVE

The UD Women's Center and Wright State University Women's Center in collaboration with the Conscious Connect are collecting 1,000 books featuring diverse women role models. Visit our Amazon wish list, 'UD/WSU 2018 Women's History Month Book Drive' for suggestions and direct ordering.



ARTISTS AND ATHLETES,
PIRATES AND PUNKS, AND
OTHER REVOLUTIONARIES
WHO SHAPED HISTORY

EDITED BY
KATE SCHATZ
ILLUSTRATED BY
MIRIAM KLEIN STAHL



VOICES FROM WGS

A REFLECTION ON DIFFERENCE

Audre Lorde once said, "Certainly there are very real differences between us of race, age, and sex. But it is not those differences between us that are separating us. It is rather our refusal to recognize those differences, and to examine the distortions which result from our misnaming them and their effects upon human behavior."

A few weeks ago, I came across a blog post that lamented the current political divisions in the US. The author argued that increasing attention to our differences was to blame and that universities were the root of our current factionalism. The author named Women's and Gender Studies programs in particular as promoting unnecessary division.

Reading this, I am reminded of a strongly worded letter from 1984 in the university archives from a UD alumna to Dr. Betty Ann Perkins, the first WGS program director, that asserted there were no gaps in the UD curriculum prior to the establishment of women's studies courses and that, "gender was not an issue."

Professor Perkins astutely replied that, "...the Women's Studies curriculum is a source of enrichment for both men and women and helps to prepare students for societal changes that are realities in our world."

Much like Audre Lorde, Professor Perkins understood that our differences are our realities and an education should help us understand them, not retreat from them. The study of difference need not lead to

"...our differences are our realities and an education should help us understand them, not retreat from them."



division, but I know that the rejection of claims for justice, equality, and inclusion under the pretense of universalism will surely disempower and exclude.

Each semester, hundreds of UD students take courses with WGS-related content. It is my hope as WGS program director that every UD student will learn to courageously understand the differences between us so that we might both celebrate what is good, and work together to fix what does not promote the flourishing of all people, no matter their differences.

*V. Denise James, Ph.D.
Associate Professor and Director of the
Women's & Gender Studies Program*

UPCOMING EVENTS

THE STATUS OF WOMEN AT UD

Thursday, March 22
12:00 - 1:30 p.m.
KU Ballroom

This panel features women with various roles and backgrounds who will speak authentically about their individual experiences and observations in their time at the University of Dayton. Panelists include Ione Damasco, Kathleen Henderson, Dr. Rochonda Nenonene, Lisa Rismiller, Christina Smith, and Laura Bistrek as moderator.

CAREGIVING RESOURCE FAIR

Thursday, April 5
8:30 a.m. - 12:00 p.m.
KU Ballroom

This resource fair will provide information and resources for all UD staff and faculty who are caregivers to children or to aging adults. Representatives from the Area Agency on Aging, Preschool Promise, Help Me Grow, Dayton VA Medical Center, and many others will be available, along with breakout sessions designed to "care for the caregiver."

COMBATING VIOLENCE WITH ACTION

Most students have encountered the Peers Advocating for Violence Education (PAVE) students at some point in their time here at UD, but many don't know much beyond our title. PAVE is a group of students for students that tackles issues of power-based personal violence, which includes criminal acts such as sexual assault, stalking, and intimate partner violence. I have always been passionate about the issues addressed by PAVE, but as a recent survivor of a sexual assault, the time seemed right to take some concrete action to combat power-based personal violence in the place I love most: UD.

The programs PAVE facilitates had a positive impact on me during my first three semesters at UD, and I wanted to be a part of that. Within my first week in PAVE I had already taken on a position as a co-coordinator for a new program, Street Harassment Prevention Week (more details on this to come next semester!).

PAVE students are peer educators. A peer educator means that both parties, the educator and the educated, are equals. We are all roughly the same age and status as those we are educating. One advantage of this title, as opposed to being a staff or faculty member, is that students have a better sense of trust.

As college students ourselves, we are able to give more realistic college student perspectives on the issues that arise on our campus. It can be challenging talking to students about topics of



The 2017-2018 PAVE cohort.

"PAVEs are here to foster conversations... because silence gives power to violence."

power-based personal violence without coming off as just another person telling them what not to do. We want to provide students with the tools to make informed decisions.

As PAVEs, we focus heavily on what bystanders can do to keep the entire campus community safe. One concept we want to spread, especially with Sexual Assault Awareness Month coming in April, is the validation and understanding needed when someone, perhaps a friend on campus, discloses a sexual assault to you. Phrases like "It's not your fault, and you have options" or "I believe you" empower the victim. These are critical words a survivor needs to hear.

PAVEs are here to foster conversations. We want to get people talking about things they might avoid in their day-to-day conversation, because silence gives power to violence.

April is Sexual Assault Awareness Month. Get involved with PAVE by participating in 'Take Back the Night' on Monday, April 9 in Humanities Plaza.

Andrea Hansgen '20

ALUMNI HALL, 2ND FLOOR

(937) 229-5390 www.udayton.edu/womenscenter



LISA BORELLO, PH.D.

Director

lborello1@udayton.edu



MARGARET MURRAY

Programming Coordinator

mmurray4@udayton.edu



MAIELLA HOLLANDER

Senior Administrative Assistant

mhollander1@udayton.edu



MEGHAN RIVERA '19

Graduate Assistant

riveram2@udayton.edu



JEN STRANIERO '18

Newsletter Editor

stranieroj1@udayton.edu

2018 MIRYAM AWARD

Tuesday, April 3

3:00 P.M.

KU Torch Lounge

The Miryam Award recognizes the efforts of those on campus to change the atmosphere for women's achievements. The award is given annually to someone whose actions enhance the climate for and support the advancement of women and reflects the mission of the University.

There are two 2018 Miryam Award recipients. Elizabeth Herdmann is a third-year law student who holds many leadership roles, including serving as the executive president of the Student Bar Association. She was instrumental in the creation of the First Annual Women's Bar Leadership Forum to be held this year.

The second recipient is F3USE, a group of female STEM faculty known for their unwavering support and encouragement of other female faculty.

FROM THE DIRECTOR'S DESK

LISA BORELLO, PH.D.

Fall semester of my freshman year in college, my American History professor started the first class with a bold statement: "The history you've been taught your whole life is wrong." Indeed, much of what we read in history books is written from a position of privilege. Who gets to write history and who experiences it are often at odds. It becomes a history that erases the contributions made by and injustices committed against marginalized groups. As we celebrate Women's History Month, I am reminded of that pivotal moment, in which I first began to critically examine the world around me, to begin to see what I did not know was absent.

It is with this lens that the Women's Center seeks to re-center women's voices, to unearth the ways in which women have made, and continue to make, extraordinary contributions to the UD community. Through the "Women of UD: Trailblazers" exhibit, we aim to make visible what is often invisible.

Throughout the month of March, larger-than-life images of 15 women who have materially changed the course of UD's history fill the windows of Heritage Coffeehouse, Roesch Library and Chaminade Hall. We need to see their faces, and to (re)claim public spaces, because representation matters. These "Women of UD" made their own seat at the table where one didn't exist for them, and used their voice to speak for others.

Learn more about these trailblazers at go.udayton.edu/whm. Our hope is that we turn this inaugural exhibit into a new UD tradition, a new history, and that we, as a campus community, can always find space to honor those who enrich our institution.