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University sets priorities for diversity and inclusion strategic plan

Major gifts increase in advance of campaign launch
NEW STAFF HIRING PLATFORM LAUNCHES THIS FALL

After conducting a comprehensive selection process early this past spring, the Office of Human Resources in collaboration with the Office of the Provost and the Office of Affirmative Action and Compliance will roll out a new faculty and staff applicant tracking system this fall designed to simplify and streamline the posting, application and approval process.

Starting Dec. 1, the University will transition from the current PeopleAdmin system to PageUp. All new positions will be posted on PageUp after that date, and PeopleAdmin will be phased out by summer 2019.

PageUp offers the following benefits to improve hiring efficiency for applicants and supervisors:

- Electronic paperwork submission and a new hire portal/website for a better applicant experience.
- Two-way data integration with the existing Banner system.
- Increased reporting capabilities — most fields are reportable, keyword searchable applicant database.
- Approval via email to bypass a system login and approve a position description or hiring proposal.

In addition to the transition to PageUp, changes to the staff hiring process will be rolled out, streamlining the approval process and simplifying the applicant rating, interview narrative and hiring proposal processes. These process changes apply only to staff hiring.

Representatives from human resources, the Office of the Provost and affirmative action and compliance have been meeting since April to provide input on the system change. Focus groups and system testing will also take place during the implementation process.

Look for training session information in November.

BIORAFT TO PROVIDE ONLINE SAFETY TRAINING

The Department of Environmental Health and Safety is implementing a new online management system for providing required safety training to all University employees and students. The new BioRAFT platform is designed to help maintain a safe and healthy work environment for all students, faculty, staff and visitors and will assist users and supervisors to manage hazards in their areas and maintain compliance with regulatory agencies.

Anyone with a Novell account can access the system and take training, but to ensure an easy transition the Department of Environmental Health and Safety will incrementally roll the system out to departments, divisions and groups during a 12-15 month period. Contact Mark Fuchs at mfuchs1@udayton.edu or call 9-4513 for more information.

FACULTY, STAFF, ACADEMIC SENATE MEETING DATES

The fall faculty meeting takes place at 3:30 p.m. Friday, Sept. 7, in Kennedy Union Boll Theatre. The fall staff meeting takes place the following week, beginning at 3 p.m. Wednesday, Sept. 12, in Boll Theatre. Receptions follow both events in Torch Lounge.

The first meeting of the Academic Senate for 2018-19 is 3:30 p.m. Friday, Sept. 14, in Kennedy Union Ballroom.

WHERE’S LARRY?

Are you a longtime employee who knows every nook and cranny of campus? Or a new hire still finding your way around? All are welcome to participate in Where’s Larry? a Campus Report staple. Test your knowledge of UD and guess where photographer Larry Burgess was when he took this photo. Email your answer to campusreport@udayton.edu to be entered in a drawing for fabulous prizes.

Students and faculty in a Department of Art and Design practicum course — called Ligature Studio — have worked for almost two years on the St. Mary’s Hall first floor “refresh,” scheduled for completion in January. The holistic design concept they developed aims to honor the physical and spiritual passage of individuals through time through one of UD’s oldest facilities. More information will be shared on Porches this fall.

Photo by Lilia Sciarretti ’19
Cover photo by Larry Burgess. The blessing and dedication for the new Adèle Center take place at 3 p.m. Thursday, Oct. 18.
GREG KENNEDY

As a full-time media specialist-in-residence in the Department of Communication, Kennedy brings his love of filmmaking and storytelling to help UD students develop groundbreaking pieces that address pertinent social issues and the human condition. In addition to his teaching schedule, Kennedy, a Dayton native, is active in the local filmmaking industry — and you just might see him at work at a local wedding or two.

When people asked young Greg what he wanted to be when he grew up, was filmmaking always the answer? A lot of people don’t know this story, but I started as a pharmacy major at Ohio Northern University, where I played football and ran track, and then switched to studying chemistry. I then transferred to the University of Tennessee to major in math. I started writing and thought it was just a hobby, but when I reached my junior year of college as a math major, my adviser said, “If you like writing, just major in it.”

How did you make the transition to teaching writing and media? After graduation I worked a bunch of part-time jobs, but finally got a full-time job doing marketing and graphic design. I then learned that an adjunct position was open at UD to teach a multimedia design and production course. I was hired, and then the full-time position for the media specialist position opened. I got that position and that’s what I’ve been doing for the last four years now.

Your documentary filmmaking class earned accolades last spring for its work on Epicenter, a documentary about the opioid epidemic and its effects in Dayton. What was the genesis of that project? The class is in its third year, but it started because we had five students who spoke to me during a soccer game one fall when I was broadcasting it for Flyer TV. They said they wanted to do a music video because they wanted to do something creative. I suggested a documentary instead. Although I’ll have a fall and spring documentary class this year, in the past the class only met in the spring, so I’d meet with the students weekly during the fall to give guidance — like a pre-production process. Roy Flynn (of Flyer TV) and I had three ideas, and we told them our choice was a story on the opioid crisis because it was the most timely and pressing issue. The students agreed. I kept reminding them there were many stories out there about the topic, and they needed to ask themselves how their story would be different and why they were telling it.

Do you see yourself in a teaching role for the long-term? My dream job is still to work in the film industry doing writing, directing and editing. Filmmaking is my passion, but when you’re on set working with people, you find yourself still teaching and learning. It’s a kind of experiential learning and I love being with students. I don’t think I’ll ever give up teaching. If I was doing filmmaking full time, I’d be teaching part time.

You mentioned that you get time to do more film work in the summer. What projects are in the works? My business partner and I have been developing a feature-length movie, but that’s going to take a while. Our company is called The Trinity Film Group. It’s just the two of us because we both work full time. For the most part, we do weddings and find local companies with smaller budgets looking for ways to communicate with their audience via media.

—Shannon Shelton Miller

UNIVERSITY OFFERS GUIDELINES FOR RELIGIOUS OBSERVANCE REQUESTS

Campus Ministry has developed a resource page to guide the University community about faculty, staff and student observance of faith traditions along with best practices in requesting and offering accommodations for religious observances.

The resource page, located at udayton.edu/ministry/about/relig_accomm.php, provides guidelines for faculty, staff and students requesting accommodations for time off or for adjusted schedules to observe religious traditions. Time frames for holy days and observances among the Muslim, Jewish, Catholic/Christian, Orthodox Christian, Hindu and Buddhist faith communities are listed along with Asian cultural traditions like the Lunar New Year. The list is not meant to be comprehensive, but provides examples of potential holidays for which accommodations might be requested.

“We developed this in order to support faculty, staff and students in observing their faith traditions,” said Crystal Sullivan, executive director of Campus Ministry. “This is especially important when academic or other responsibilities compete with them. We are a multi-faith community, and our Catholic and Marianist identity compels us all to understand better how to support one another in the diversity of faiths represented among us.”

The resource was developed in consultation with University administration, including the Executive Committee of the Academic Senate student policy committee and the Office of Human Resources to ensure that all faith traditions and observances would be understood and respected by the campus community and to guide faculty, staff and students in the process of requesting accommodations from professors or supervisors.

The guidelines advise all to make every effort to support those who make requests, and those asking for accommodations are advised to give advance notice to a professor, academic chair or supervisor. Employees charged with scheduling meetings and events are also advised to keep religious observance dates in mind to avoid conflicts that would exclude faculty, staff and students from attending.

“We hope that those who need accommodations will feel empowered to ask for them and that those who receive them will have some ideas about the ways in which they can respond supportively,” Sullivan said.

Brad Seligmann, Campus Ministry’s new campus minister for interfaith engagement, hopes to be a resource for students seeking support. He said that while the final decision on accommodations is up to a professor or supervisor, he wants to be available to help students who need guidance through the process. Contact him at bseligmann1@udayton.edu.

HEALTHY UD

The University is one of 25 winners of the Dayton Business Journal’s Healthiest Employers Award for 2018. Winners were honored during a Sept. 6 ceremony. The publication selected winners based on a set of six criteria measuring overall workplace wellness: cultural and leadership commitment; foundational components; strategic planning; communication and marketing; programming and interventions; and reporting and analysis.
FOCUSSES ON DIVERSITY, EQUITY, INCLUSION

STRIVING: PRESIDENT’S COUNCIL RETREAT

FOCUSSES ON DIVERSITY, EQUITY, INCLUSION

The Office of Diversity and Inclusion will offer a series of opportunities during the 2018-19 academic term to engage in and support the efforts to advance diversity, equity and inclusion at UD.

Four discussion sessions will take place on Sept. 10-11 to present the findings from the diversity mapping process that occurred during the spring, and on Sept. 24, the office will launch the AIM4 Community Excellence survey. Faculty, staff and students will receive an email that day with a survey link.

Both are part of the evaluation initiated earlier this year by consulting firm Halualani & Associates. The firm’s final report will be delivered to the campus community in January 2019.

The firm’s contribution is part of a broader strategic planning process for diversity, equity and inclusion taking place under the guidance of the President’s Diversity and Inclusion Assessment Task Force. The Office of Diversity and Inclusion launched the task force as a first step in the University’s progress toward greater diversity, equity and inclusion on campus. The task force, which includes 16 faculty, staff and students representing a cross section of academic and administrative units, will deliver its final report in spring 2019.

The academic year began with the Diversity, Equity, and Inclusion Definitions Lab on Aug. 29-30. During this collaborative program, the task force recommended definitions of core terms that will be used to inform the University’s work in the areas of diversity, equity and inclusion.

For more information, visit udayton.edu/diversity.

Diversity Mapping presentation dates and times
• Monday, Sept. 10: 10:30 a.m. - noon, 12:15 - 1:45 p.m., Kennedy Union Torch Lounge
• Tuesday, Sept. 11: 11:15 a.m. - 12:45 p.m., Kennedy Union Torch Lounge

While the University of Dayton welcomed the most diverse and academically strong first-year class in history this fall, it’s just one sign of a concerted effort to create a campus community that more closely reflects the world and enables an even higher quality learning-and-discovery environment.

“We’re not where we want to be,” President Eric Spina told vice presidents, deans and administrators at the President’s Council summer retreat at the Spiritual Center of Maria Stein this month. “But we’re striving.”

Spina has made improving diversity, equity and inclusion a cornerstone of his presidency.

“For us to be a better, more creative, more intelligent, more adaptive, more resilient institution, greater diversity across multiple dimensions is simply critical,” he said. “We’re on a long path. We’re not at the head of the trail, but we’re walking down it.”

For two spirited days, the President’s Council engaged in discussions and exercises to help administrators develop a greater intercultural mindset, learn about ways to use data more effectively, and foster critical thinking and dialogue on campus.

“Many people have worked very hard for many years to set the stage for this focused effort now,” Spina told the leadership team.

And progress has been made. The School of Engineering, for example, is transforming a men’s restroom into one for women in Kettering Labs to accommodate the growing number of women faculty and students in the school. The school’s leadership council has been expanded to better represent the diversity of the faculty and student body. Of the 28 engineering faculty hired since 2014, nearly two-thirds are women or from underrepresented racial and ethnic populations. In the past five years, racial diversity has jumped from 5 to 15 percent of the student body, and engineering student enrollment has increased from 22 to 26 percent.

“Because we’re diversifying the faculty, more students from diverse backgrounds are coming to the University of Dayton,” Eddy Rojas, dean of the School of Engineering, told colleagues. “If we are persistent, take one step then another, we can create a new normal.”

Still, as retreat moderator Tiffany Taylor Smith told the group, “What we’re embarking on does not have a manual.”

At the retreat, the President’s Council discussed ways to advance diversity, equity and inclusion on campus. As an important step, administrators supported 10 foundational priorities for hiring and advancement that will be shared broadly this fall and implemented over the coming academic year.

Among the priorities: expansion of outreach to diverse applicants through greater networking; creation of tool kits for hiring managers and search committees; greater training of search committees; and development of mentoring programs to support women and historically underrepresented racial and ethnic groups.

Larry Burnley, vice president for diversity and inclusion, and Taylor Smith, executive director for inclusive excellence education and professional development, are becoming two of the most recognizable faces on campus as they work with departments to infuse diversity into student recruitment, hiring and promotions, curricula and experiential learning opportunities. Taylor Smith has led workshops and webinars on topics ranging from creating more inclusive classrooms to navigating cross-cultural conversations, and her schedule is filling up from requests she is receiving from units across the University.

Looking onward, the President’s Diversity and Inclusion Assessment Task Force, chaired by Burnley, will continue working this academic year with consultant Halualani & Associates to prepare a report on the effectiveness of diversity and inclusion efforts on campus, gauge the campus climate through a comprehensive survey, and develop a framework for a strategic plan.

Perhaps Provost Paul Benson best summed up the challenge facing UD: “As a university with a religious mission, we talk in highly idealized language about our purpose.

“That’s not the world we live in, but it’s the world to which we aspire.”

—Teri Rizvi
University President Eric F. Spina sent an email to campus in early September detailing the release of a comprehensive report and recommendations from the Working Group on Hiring and Advancement for Diversity, Inclusion and Mission. This included 10 actionable priorities that will be achieved this year as a foundation for continued progress.

This Working Group was established last fall as a central part of institutional efforts to ensure that faculty and staff are recruited, supported and developed to ensure the highest quality and greatest mission alignment. The appointment of the Working Group was preceded by a two-day workshop in June 2017 on promising practices to achieve greater racial/ethnic diversity and gender equity. More than 70 members of the University community participated in the workshop, which in part invited attendees to think about how to advance UD faculty and staff along these dimensions.

Over the past year, the Working Group on Hiring and Advancement for Diversity, Inclusion and Mission considered the University environment while it pursued its work, including:

- institutional benchmarking and review of selected literature
- examination of the potential role of the vice president for diversity and inclusion relative to the primary goals of this effort
- examination of best and promising practices at other universities
- development of a framework that will inform the tracking and completion of recommendations issuing from the report.

In June 2018, the Working Group submitted to Spina a comprehensive report of its findings and recommendations. These recommendations make clear the need for a strategic approach to guide the University’s attention to the concerns associated with achieving greater diversity in the workforce. A small group of leaders from the Working Group worked with the provost to identify 10 actionable priorities for the 2018-19 academic year. The President’s Council reviewed and discussed these at an early August retreat (see accompanying article), and senior leadership is aligned on the importance of these first 10 steps.

Links to the full report, recommendations and actionable priorities can be found in the email and in the announcement on Porches.

Hiring and Advancement for Diversity, Inclusion and Mission: Priorities for 2018-19

Near-term goals (by December 2018)

1. Complete and make available to the UD community a racial/ethnic and gender profile for all full-time faculty for each academic unit and department and all senior administrators.
2. Strengthen existing relationships and establish new relationships with local, regional and national agencies, groups and organizations, as well as expand internal recruitment mechanisms to assist UD in expanding outreach to diverse applicants.
3. Develop toolkits for hiring managers and search committees for both faculty and staff searches.
4. Rework the boilerplate statement used for all faculty and staff positions.

Yearlong goals (by end of academic year 2018-19)

1. Analyze faculty and staff hiring and advancement data and trends to determine the rates at which women and historically underrepresented racial/ethnic groups are being hired and promoted in comparison to their peers.
2. Create mentoring programs for both faculty and staff to support women and historically underrepresented racial/ethnic groups.
3. Develop training for search committees, hiring managers and senior administrators for both faculty and staff searches.
4. Develop strategies utilizing local, regional and national groups and professional organizations (including disciplinary associations) to expand our outreach to diverse faculty applicants.
5. Critically evaluate current policies and benefits related to work-life balance, and develop a list of specific, feasible recommendations for policies and practices that promote gender equity.
6. Develop the practice of completing exit interviews for all faculty and staff who separate from the University.
Students will explore the themes of power and vulnerability as part of this year's first-year arts immersion experience, an initiative designed to help first-year students connect course material to an overarching annual theme selected to encourage integrated learning.

Sponsored by the College of Arts and Sciences, the Office of the Provost and the Office of the President, the arts immersion experience is attended by all students enrolled in a Humanities Commons course. Faculty teaching Humanities Commons courses incorporate aspects of the performance or the story through the lens of their discipline into the course.

From Oct. 24 to 28, students will view the Dayton Ballet's production of Dracula: Bloodlines, an original ballet that draws from both Bram Stoker’s Dracula and the Lilith story from Jewish theology.

Past immersion experiences have included Dayton Performing Arts Alliance performances of Igor Stravinsky's The Rite of Spring, Jake Heggie’s Dead Man Walking, Septime Webre’s Romeo and Juliet, and Michael Gandolfi’s The Garden of Cosmic Speculation. Last year, keeping with the theme of hospitality, first-year students experienced the Dayton Opera’s premiere presentation of Gian-Carlo Menotti’s The Consul.

For more information contact Aili Bresnahan at abresnahan1@udayton.edu or Phyllis Bergiel at pbergiel1@udayton.edu.

WELCOME, FACULTY

The University added 91 new faculty this fall, a number that includes tenured and tenure-track faculty, lecturers, instructors, visiting professors and others who will contribute to UD’s academic mission.

Of the 91 hires, 39 are tenured or tenure-track faculty, with 15 resulting from new faculty lines primarily supporting 2U initiatives in the School of Business Administration and the School of Education and Health Sciences. The tenure-track breakdown is as follows:

- 16 in the College of Arts and Sciences, including two January hires and Hanley Sustainability Institute executive director Ben McCall (tenured full professor in the Department of Physics with a joint appointment in the Department of Chemistry).
- 9 in the School of Education and Health Sciences.
- 6 in the School of Engineering.
- 5 in the School of Business Administration.
- 3 in the School of Law.

This summer, the following faculty members were named to endowed chair positions.

- Leslie Picca, Raymond A. Roesch, S.M., Chair in the Social Sciences
- Amit Singh, Schuellein Chair in the Biological Sciences
- Rebecca Blust, Frank M. Tait Chair in Engineering
- Margie Pinnell, The Bernhard Schmidt Chair in Engineering Leadership
- Markus Rumpkeil, Hans von Ohain Chair in Mechanical and Aerospace Engineering
- Christopher Muratore, Ohio Research Scholar Endowed Chair
Get funky!

Dayton gave the world the cash register, electric car starter and pop-top can, among other innovations. The city also helped fuel the 1970s funk music boom, with nearly a dozen Dayton bands on major record labels during the latter half of that decade, including the Ohio Players, Lakeside and Heatwave.

The University will host a Dayton Funk Symposium and Dance Party from Wednesday, Sept. 12, to Friday, Sept. 14, on campus. The symposium brings together scholars, teachers, students and performing artists to explore the rhythmic groove-based genre that put Dayton on the musical map. It also will include guided tours of the newly opened Funk Music Hall of Fame & Exhibition Center and the “Land of Funk” murals in downtown Dayton.

All events are free and open to the public. Space is limited. Tickets are required for the Funk Dance Party at 7 p.m. Thursday, Sept. 13, in the Kennedy Union ballroom.

The event’s organizer — Sharon Davis Gratto, professor of music and Graul Chair in the Arts and Languages — has funk music bonafides. As a contract musician, she backed funk and soul great Isaac Hayes, playing flute in live orchestras during his performances in the Washington, D.C., area.

“I went to college in the ’60s,” Gratto said. “That’s my music.”

Gratto said the symposium connects to the “power and vulnerability” theme of the University’s 2018-19 First-Year Arts Immersion.

For more information and a schedule of events, visit the College of Arts and Sciences Newsroom and Campus Report online.

—Dave Larsen

Forums set for Chaminade Hall vision process

The Chaminade Hall Vision Committee, launched during the spring to undertake an open and transparent decision-making process on the future of Chaminade Hall, is seeking input from the campus community about the future of the building and how the space it occupies in the heart of campus might best be used.

Faculty, staff and students can fill out an online survey (goo.gl/Zv1zzj) by Sunday, Sept. 23, to share their thoughts and participate in open forums throughout the month to give feedback to committee members. For forum dates and locations, see box.

The committee will deliver recommendations by Nov. 1. Subsequent phases of the committee’s work could include presentations of more detailed design and construction if a new structure is recommended.

For questions, reflections or suggestions, please contact committee chairs Father James Fitz, S.M., at jfitz1@udayton.edu and David Wright at dwright1@udayton.edu.

Chaminade Hall Vision Committee open forum dates and times

- Academic Senate – 3:30 p.m. Friday, Sept. 14 (will be part of the Senate agenda)
- Open student forum – 7 p.m. Sunday, Sept. 30, Kennedy Union ballroom
- Open faculty/staff sessions – LTC Studio. Please register at goo.gl/nmqp5F.
  - Monday, Sept. 10, 9:05 - 9:55 a.m.
  - Tuesday, Sept. 11, 11 a.m. - 12:15 p.m.
  - Wednesday, Sept. 12, 12:20 p.m. - 1:10 p.m.
  - Thursday, Sept. 13, 11 a.m. - 12:15 p.m.
  - Friday, Sept. 14, 3:30 - 4:30 p.m.
The University of Dayton Speaker Series lineup for 2018-19 features a Pulitzer Prize-nominated journalist and best-selling author, an expert on the economics of social mobility and inequality, and an Iranian-born comedian who draws from his upbringing to challenge negative stereotypes about immigrants with humor.

“I’m thrilled by the group of speakers in the fall series and looking forward to the insights — both serious and comedic — each of these speakers will share on some of today’s most pressing issues,” said Susan Wawrose, Speaker Series committee chair from the School of Law.

Journalist Wil Haygood, a New York Times best-selling author of The Butler and Showdown, returns to the University at 7 p.m. Tuesday, Sept. 25, for a conversation about his new book, Tigerland: 1968-1969: A City Divided, a Nation Torn Apart, and a Magical Season of Healing. Tigerland chronicles the story of the Columbus East High School Tigers, a segregated black high school with basketball and baseball teams that each won Ohio state championships in the same year, uniting a racially charged community in the aftermath of the assassinations of the Rev. Martin Luther King Jr. and Robert F. Kennedy. A Columbus native, Haygood visited campus last January to give the keynote address during the annual MLK Prayer Breakfast.

Richard V. Reeves, a senior fellow in economic studies, director of the Future of the Middle Class Initiative and co-director of the Center on Children and Families with The Brookings Institution, will discuss his book, Dream Hoarders: How the American Upper Middle Class Is Leaving Everyone Else in the Dust, Why That Is a Problem, and What to Do About It, at 7 p.m. Monday, Oct. 15, in Kennedy Union ballroom. Reeves’ research focuses on the middle class, inequality and social mobility.

Maz Jobrani, an Iranian-American comedian and actor, will present Maz Jobrani Live in conjunction with the Creating Inclusive Community Conference. His presentation is scheduled for 7 p.m. Wednesday, Nov. 14, in Kennedy Union ballroom. Jobrani, a founding member of the Axis of Evil Comedy Tour, has had three Showtime comedy specials: Brown and Friendly; I Come in Peace; and I’m Not a Terrorist, But I’ve Played One on TV, based on his best-selling book of the same name.

All talks are free and open to the public. For more information visit go.udayton.edu/speakerseries.

University earns accolades for sustainability work

The University is ranked No. 18 on Sierra magazine’s “Top 20 Coolest Schools” list for displaying “a deep and thorough commitment to protecting the environment, addressing climate issues and encouraging environmental responsibility.”

UD is the only Midwestern school among Sierra’s top 20 and ranks third among U.S. Catholic colleges and universities.

“We stay inspired by the creative and innovative ways colleges and universities across North America are working to tackle the climate crisis and move toward a sustainable future,” said Jason Mark, Sierra magazine’s editor-in-chief.

Sierra evaluated 269 schools in 36 states, the District of Columbia and Canada in 18 categories using raw data from the Association for the Advancement of Sustainability in Higher Education Sustainability Tracking, Assessment and Rating System (STARS), and a supplemental questionnaire about fossil fuel investments. Sierra then processed the STARS data through its custom-built formula and ranked schools according to Sierra’s criteria based on Sierra Club priorities. The full ranking of 269 colleges and universities, including each school’s questionnaire, is online.

The Association for the Advancement of Sustainability in Higher Education (AASHE) 2018 Sustainable Campus Index released Aug. 22 also lists the University among the world’s top performers in the categories of research and purchasing, and highlights the University’s Energy GPA program and Kennedy Union green roof.

The 2018 Sustainable Campus Index lists are based on the association’s STARS subcategory scores of institutions submitting a valid STARS report between March 2, 2015, and March 30, 2018.

Launched last year, UD’s Energy GPA program provides students in more than 400 University-owned residences a grade for their monthly energy use. Monthly “report cards” include electricity and gas usage and energy saving tips. Grades are determined by comparing a house’s current usage against past usage and weather data, so every residence is graded by a statistically valid method that isolates energy savings from behavior changes.

Inspired by students studying environmental biology and in the Sustainability, Energy and the Environment program, the Kennedy Union rooftop garden provides a campus hub for sustainability education, improved aesthetics and a cooler roof that can lower the building’s energy costs and send cleaner water into storm sewers.

Student leaders with the Hanley Sustainability Institute and facilities management led the Energy GPA and Kennedy Union rooftop garden initiatives.

For links to the stories, lists and a full roundup of the University’s sustainability initiatives, visit Campus Report online on Porches.

—Shawn Robinson
Donor support on the rise

Through strong campus partnerships and substantive teamwork within the division, the University has exceeded its fundraising goals during the past two fiscal years under the leadership of vice president of University Advancement Jen Howe.

New commitments reached $49.7 million in fiscal year 2018, with 26 percent going toward the University’s endowment focused on scholarship and academic programs.

“Alumni, friends and families of the University have been quick to demonstrate the true meaning of community,” Howe says. “ Gifts of all sizes impact our success and further our efforts to build our reputation on a national level.”

Highlights from the past two years include:

• More than 1,100 gifts resulted in more than $100,000 in support of Campus Ministry.
• 15 crowdfunding campaigns connected UD alumni and friends with students, faculty and staff to turn innovative ideas into reality through 357 gifts totaling $46,073.
• Reflecting alumni recognition of the need for greater accessibility to UD, Chris Corcoran ‘71 committed $300,000 to fund undergraduate scholarships to encourage diverse students to pursue majors that will prepare them for careers in science, technology, engineering and math. The donation honors the memory of his late wife, Marjorie Blasius Corcoran ’72, a professor of physics at Rice University. And, with a $1 million bequest, Juleann Hornyak Randles ’70 and Jack Randles are establishing a scholarship honoring her parents and supporting STEM students.
• The Marianist Province of the United States continued its generous support with a gift to fully endow the Father William J. Ferree, S.M., Professor of Social Justice, a position now held by Brother Raymond Fitz, S.M. And an anonymous donor established a scholarship to honor the Sisters of the Precious Blood in support of students majoring in teacher education, music or pastoral ministry. Both commitments speak to our strong Catholic and Marianist roots and the shared belief in Catholic education and community involvement.
• A commitment of $1 million from Bill Stankey ’80 and his wife, Mary Lalli, established the Stankey Family “Pay it Forward” scholarship for underrepresented students, with a preference for first-generation college students. The fund honors Bill’s parents, who made many sacrifices for him to attend college.
• Over $30 million in commitments to the Arena Transformation Project will enhance the fan and student-athlete experience and improve the facility’s infrastructure, ensuring that the Arena will serve the University and the greater Dayton community for decades to come. A significant number of these donors provide funding to academic initiatives at the University as well.

Standing on solid ground, preparations are underway and building momentum toward launching the University’s first comprehensive campaign in more than 15 years. Conversations are taking place with alumni, friends and campus leaders to ensure the proposed goals:

• Increasing access and scholarship
• Expanding hands-on-learning
• Investing in faculty and innovative programs

Howe will share more information during the fall faculty and staff meetings.

—Danielle Damon ’18
The Office of Public Safety will increase its visibility in the student neighborhood with expanded hours at 461 Kiefaber St. and a new community engagement team.

“Our goal with the initiatives we’ve rolled out the last 2 1/2 years is to be better today than yesterday and to demystify the uniform,” said Rodney Chatman, executive director of public safety and chief of police. “We don’t want an ‘us versus them’ relationship where you only see us when something’s wrong. We want public safety to be a community effort where everyone has a stake.

“We want to be more prominent where most of the students are. We can take our services to them on their schedules in a familiar, comfortable setting rather than students having to come to us in Fitz Hall.”

Current public safety officers Steve Durian, an 18-year veteran, and Nick Orrill, a 13-year veteran, will be part of the community engagement team. Chatman said he is looking to fill two other positions on the team.

“Steve and Nick gravitate to this type of work,” Chatman said. “Nick already is working with teachers in the Bombeck Family Learning Center to teach safety to students, many of them children of our employees, through reading programs. Steve always is helping with Green Dot programs and anti-hazing presentations around campus. They are natural picks.”

The community engagement team will be visible throughout the student neighborhoods in a golf cart-like, high-speed electric car for which Chatman is seeking exterior design ideas from students.

“I’m looking for the vehicle to show ‘community’ and ‘working together,’” so I welcome design ideas along those lines,” Chatman said.

The team or other UD public safety officers will staff 461 Kiefaber 1 to 5 p.m. Mondays and 5 to 7 p.m. Thursdays. The location will serve as a lost-and-found, a place to safely convey goods sold through online sites like Craigslist, an active shooter and self-defense training site, and a resource center for filing police reports or checking the status of cases.

There will be an open house at 461 Kiefaber at a date to be determined for faculty, staff and students to meet Chatman, Durian and Orrill plus submit ideas for how the community engagement team vehicle should look and learn more about team and services offered at 461 Kiefaber.

Public safety officers will enhance their training further this year with a virtual reality system that trains and evaluates officers on interacting with the public and reacting during high-stress situations.

“It tests how an officer approaches a suspect and shows if the officer agitates the situation and if the officer’s actions are necessary,” Chatman said. “We even can incorporate video of our campus into training scenarios.”

Notification improvements
Also for this year, public safety will improve the way it notifies the University community about threats.

“Our emergency notifications, safety advisories or Flyer Aware messages will focus on action we want our community to take rather than asking the community to look for suspects,” Chatman said. “Our messages are not meant for people to become detectives. Don’t be on the lookout for a suspect, be on the lookout for suspicious activity. Have an enhanced awareness of your surroundings and safety, especially in areas where these situations have occurred. See something, say something, especially in areas where these situations have occurred. See something, say something, do something.”

“Our intent will be to let our community know about an ongoing situation — you need to be aware it happened, you need to be aware we have not captured anyone, and if you’re going to frequent the area where the situation happened, go view our safety tips online to help keep you safe.”

Emergency notifications are made upon confirmation of an immediate danger to the University community. Safety notifications are made as soon as public safety becomes aware of an ongoing threat or criminal activity on or near campus. Flyer Aware messages are for situations that don’t rise to the level of an emergency notification or timely warning but could impact the personal safety and security of the University community.

Faculty, staff or students who have questions or concerns about public safety policies and procedures can contact Chatman at rchatman1@udayton.edu or 9-2131, he said.

**Student development, public safety earn national honors**

National and international organizations recently recognized the Division of Student Development for its community policing, alcohol prevention, residential living and student training programs, and annual report.

“These are well-deserved honors for our hard-working staff who tirelessly provide a safe learning-living environment for our students where they can prepare to be future leaders,” said Bill Fischer, vice president for student development.

UD Public Safety received the International Association of Campus Law Enforcement Administrators Award for Innovations in Community Policing in June. The association presents the award for significant evidence-based crime prevention programs or initiatives and development of strong community partnership programs.

At the beginning of June, the Center for Alcohol and Other Drug Resources and Education (CADRE) received the 2018 Prevention Excellence Award for Outstanding Alcohol Prevention Efforts at Everfi’s Campus Prevention Network Summit. The award is presented to campuses that demonstrate achievements in effective alcohol and other drug prevention initiatives. CADRE received the award based on its Everfi’s Alcohol Diagnostic Inventory score, staff interviews, and assessment in the key areas of programming, critical process, institutionalization and policy. According to Everfi, institutions selected to receive this award must demonstrate the highest standards in alcohol and other drug prevention, paving a path for creating safer, healthier campus communities.

During the spring, Housing and Residence Life received three awards for its AVIATE program from NASPA, Student Affairs Administrators in Higher Education: the Excellence Gold Award; the overall Grand Bronze Award for enhancing students’ academic success and residential learning; and a Promising Practice Award (honorable mention) for its partnership with NASPA.

UD’s Center for Student Involvement received the 2018 Association of College Unions International Campus Award for Excellence in Student Training Programs. This award recognized the center’s Student Employment for the Real World program, which uses student learning, development and assessment to help students understand and enhance skills learned during their student employment.

The division’s 2017 Annual Report earned a 2018 Gold Hermes Creative Award from the Dayton Chapter of the Association of Marketing and Communications Professionals in the category of public relations, communications and strategic programs. The comprehensive report showcases the division’s initiatives, programs and resources that build and support the University’s student experiences.
As part of the efforts to bring UD's story to life and amplify it nationally, the University launched a redesigned website, kicked off a national advertising campaign and released an updated chapel logo design that allows for more flexibility of use in digital spaces.

The web redesign was informed by an extensive process that involved evaluating Google Analytics data, conducting user testing with focus groups, surveying UD web content managers and communications coordinators, and researching current best practices for websites.

This analysis provided insights into how to optimize the site navigation, layout and functionality, which will improve usability for website visitors and enhance UD's results in search engines.

The redesign integrates the fresh creative approach that was developed earlier this year as the result of a comprehensive research and discovery process. The new look adds consistency and cohesion with current marketing and communications initiatives. Together, these efforts convey UD's story in a bold, inspiring and authentic way — and build awareness and reputation on a national level.

The redesigned look can be seen on the main site, along with sites supporting admission and advancement. The rest of the University's websites will migrate to the new design over the next few months.

In July, the University launched a yearlong national advertising campaign aimed at shining a light on the great work happening on campus — from academic programs and research to community-engaged service and economic development. Piloted in Chicago and Ohio markets, the campaign includes outdoor advertising, online video ads, online radio ads, digital ads and other branded content.

An updated chapel logo appears in this campaign; its streamlined and flexible design improves usability and affords opportunities to align the logo with individual University units and programs.

“The updated logo reflects a natural progression from our current identity marks to better reflect our brand identity as a Catholic, Marianist university — confident, welcoming and devoted to the common good,” said Molly Wilson, vice president for University marketing and communications.

Newly designed University stationery, which features the updated chapel logo, is now available for purchase on udayton.edu/universitymarketing. Departments may continue using old stationery and materials currently in inventory during a one- to two-year transition, but any new items must use the updated logo.

The University Marketing and Communications site also offers new self-service marketing templates for faculty and staff, along with downloadable PowerPoint presentations. Additional templates will be added during the next year.

If you have any questions, contact brand@udayton.edu.

Advancing women

The Women's Center is expanding opportunities for women faculty, staff and students to engage in research, scholarship and leadership efforts on campus and beyond.

In August, the center hosted information sessions on the HERS Institute, a national leadership training program for women in higher education. The University has committed to sending up to two faculty and staff members each year, and the Women's Center will manage the recruitment and selection process for nominations.

Engineering professor Kenya Crosson and Women's Center director Lisa Borello attended the program this summer. UD has 13 HERS alumni currently on staff.

HERS participants attend training sessions at Bryn Mawr College, Wellesley College and the University of Denver. Individuals interested in this opportunity must first apply through UD's internal process; applications are due Sept. 24.

The Women's Center, in collaboration with Women's and Gender Studies and the Office of the Provost, will also offer a Gender Equity Research fellowship program to fund two employees — one faculty and one staff — to work simultaneously on a project examining gender equity at UD. This effort will build on the past fellowship program offered to one faculty member annually through the Office of the Provost. The project will commence at the start of the 2019-20 academic term.

A student component will also be included in the fellowship, as undergraduates will work alongside the faculty and staff fellows as research assistants, and will receive academic credit.

Other updates:

- In collaboration with the Women's and Gender Studies program, the Women's Center started a yearlong internship program for undergraduates who will explore policies at UD that have an impact on gender equity.
- The Women of UD exhibit, launched in March 2018 during Women's History Month to highlight the accomplishments of women trailblazers at UD, will conduct a campuswide call this fall for 2019 nominations.
- A lactation room for breastfeeding mothers will open soon in Kennedy Union, bringing the campus total to seven. New rooms are planned for Roesch Library and UD Arena.

For more information, visit udayton.edu/womenscenter.
And ... we’re back

Vehicles began filling campus parking lots one Friday in mid-August, and students and their parents emerged with loads of gear to set up their new residences. They went to Marycrest, Campus South, the student neighborhoods and other residences, including the new Adèle Center, which just opened as the University’s latest housing option.

The students new and old were in for days packed with orientations, meetings and other start-of-school activities, including the Office of Multicultural Affairs’ Transitions program, an international student welcome lunch, Up the Orgs and academic convocation the day before classes began Aug. 22.

This is the start of a new school year at UD. Welcome home faculty, staff and students, new and old.