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Voices Raised, Issue 06

University of Dayton. Women's Center

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P. 2
What's Going On?
• Mentoring Program includes reading group
• Women's Leadership House

P. 3
Women's Center Profiles
• Patricia Whitney
• Muslim Student Association

P. 4
Health & Wellness
• "Ask the Doc" by Dr. Mary Buchwalder
• Battling Holiday Stress

P. 5
• Nutrition Counseling offered at UD

P. 6
Voices Raised
• Marian Art on Campus
• Senior Painters

P. 8
From the Director's Desk
• "Confronting Disrespect: We Owe It To Each Other"

Women's Center

LOCATION:
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Monday – Wednesday
9 a.m. – 5 p.m.
Thursday – Friday

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womenscenter.udayton.edu

Immaculate Mary

Images of Mary vary across community

If someone asked you to write about Mary, Mother of God, could you do it?

Personally, I never would have guessed that writing about a 2,000-year-old woman would be such a challenge, but when a topic is as sacred to both myself and to our university as this one is, even a "seasoned" journalist gets nervous.

Thankfully, there were many individuals who were able to eloquently put into words their own perceptions of Mary.

Most of us have heard an exhaustive list of Marian terms over the course of our Catholic education or in daily lives. And yet as the Feast of the Immaculate Conception comes upon us each year, we are often still left wondering who Mary really was, and perhaps more importantly, who she really is today.

As a community both founded by Marianists and based strongly in Marianist ideals today, the UD community would seem to have an idea or two about



who Mary was and is. With 34 vowed Marianists and the world's largest and most comprehensive collection of materials on Mary, UD is a hot spot for those seeking to find her.

In fact, we find that there are perhaps as many images of Mary as there are members of our community. From vowed Marianists to lay persons to students, everyone has a different perception. Even more varied are the ways in which many of us envision her as a model for contemporary women.

Brother Tom Pieper, S.M. sees Mary in a way many of us see her—as a courageous mother. "She is a strong woman of faith, willing to take risks and move out into the world for God's plan to happen. She is a Mother who brought Jesus into the world and taught him how to see and recognize the Face of God."

Maureen O'Rourke, student and Neighborhood Fellow, embraces this image also.

"To think of Mary as a young mother without a home, a refugee, with a mission of loving and raising a child who brought so much meaning to the world is amazing," she says.

Others see her as a rebel and a revolutionary.

"As a first century woman, she experienced the day-to-day culture that placed her in the normal andocentric world of that time," says Father Gene Contadino, S.M., the

continued on P. 7

Grants augment women's research

Caroline Merithew knows just how important research is. And as an assistant professor of history here at UD, she wants to remind female faculty not to lose sight of it.

"It is at the heart of the contributions we are able to make to UD and to our students," she says.

Merithew was able to keep focus on her own research this summer, an exploration of how global transformation and local circumstances kindled a hybrid community in Illinois' coal towns, in part

due to a grant she received through the Women's Center.

Merithew was just one of seven faculty who received a 2004 Summer Research Grant for Pre-Tenure Women Faculty, funded by the Office of the Provost for a second year.

As in the first year, the purpose of these grants was to assist tenure-track women faculty in their development of scholarly research or creative work.

To fulfill this purpose, recipients could apply for a stipend to provide modest

support through the summer or for a grant-in-aid, which would help fund resources and travel expenses for their research.

The projects undertaken by the recipients represented the vast diversity of research underway at UD.

Miriamne Krummel, assistant professor of English, used her grant to complete an article she had been working on since the previous summer, "Something about Mary:

continued on P. 7



What's Going On?

Mentoring grows, includes reading group

Page 2
This year's Mentoring Program kicked off to a successful start on October 7, 2004, growing in size to 32 participants. Both mentors and mentees hail from various departments, adding to the diversity of the program.

A new piece has been added to this year's program, which runs through May. Along with the mentoring opportunity offered, participants will get the chance to participate in a reading group of the book *Noble Purpose: Igniting Extraordinary Passion for Life and Work*.

The book, written by team-building expert Dr. Barry Heermann, talks about encouraging employee morale,

teamwork, and productivity by first infusing workplaces with meaning and purpose. Based on extensive research, it outlines a positive approach to embracing work as an adventure to be experienced.

The reading group will be lead by Richard Walsh, executive director of the Center for Leadership and Executive Development.

Participants will connect once a month to discuss their ideas and reactions. The next meeting of the mentoring group as a whole will be held in December, where participants will share their experiences so far, as well as get advice from others.

To learn more, please contact Tarika at 229-5334.

• Tarika Daftary
Women's Center
Mentoring Coordinator

Women's Studies takes root in the neighborhood

Sheila Hassell Hughes
Director of Women's Studies

The integration of learning with daily living is central not only to our Marianist mission here at UD, but also to the Women's Studies Program in particular. Our field has long been at the academic forefront in arguing that women's lived experience—the stuff of daily life—is worthy of scholarly research and intellectual scrutiny and that our work as academics ought ultimately to contribute to the amelioration of women's lives.

In addition to service-learning and other curricular opportunities for such integration, Women's Studies students (minors, majors, and those enrolled in the Women and Culture Cluster) have a unique opportunity to achieve such integration, to develop their own leadership skills, and to help foster a community where women's

leadership is prominent and valued, through participation in the Women's Leadership House.

The Leadership House—a duplex at 309/311 College Park—is a residence dedicated to integrating the learning and living experiences and promoting leadership among women students in general, and Women's Studies students in particular, at UD. Each year, the Leadership House provides an opportunity for eight undergraduate women to live together in the student neighborhood while collaborating on endeavors designed to promote women's leadership.

The mission of the house centers around the integration of learning, living, and leadership through service to and

continued on P. 5

2004-2005 Mentoring Participants

Kelly Bohrer
Biology

Karla Brooks
Office of Advancement

Malcolm Daniels
Engineering

Pat Delamer
LEAD

Joyce Dean
Alumni Relations

Marilyn Fischer
Philosophy

Richard Ferguson
Fitz Center

Janice Glynn
MBA Program

Lynnette Heard
Office of the President

Sophie Henrichs
Campus Ministry

Kathleen Henderson
Office of the Provost

Valerie Henderson
Assoc Provost/Admn Affairs

Darlene Holder
Public Safety

Sheila Hughes
Women's Studies

Bill Hunt
Alumni Relations

Yemi Mahoney
KU and Conferences Services

Stacy Mollmann
Admission

Barb Miller
Center for Catholic Education

Susan Meindl
RI Purchasing and Property

Delanie Moler
Office of VP and Treasurer

Susan McCabe
UDIT

Fran Pestello
Sociology

Mary Rumbaoa
Alumni Relations

Jayne Robinson
Biology

Beth Jacobs Schawrtz
Human Resources

Beth Shervey
History

Dana Sellers
UDIT

Jill Thompson
Alumni Relations

Maureen Tilley
Religious Studies

Shuang-Ye Wu
Geology

Elizabeth Wardle
English

Cathy Waag
Communication

Women's Center Profiles

Solution-oriented VP to retire

Patricia Whitney, the first Vice President of Human Resources at the University of Dayton, will retire from her position at the end of 2004.

Whitney came to UD from Sinclair Community College. UD appealed to her because of the strategic orientation of its Human Resources department, which was focused on rebuilding and restructuring to better align it with the rest of the university.

Since coming to UD in 2000, Pat has done a great deal in changing the approach to providing HR services.

One of the first things Whitney did was hold

interviews to find out what members of the UD community saw as the strengths and weaknesses of the current human resources department.

She heard they wanted a more responsive department, which led to the implementation of generalist positions. These positions are managers for different divisions who personally get to know the people in their division and understand the specific needs of that division in order to be more responsive. The new implementations have had a lot positive feedback.

Today's HR department is solution-oriented. When Whitney

first arrived at UD, the department ran by strict rules and was commonly viewed as "the enforcers" of the organization. The new approach of solution orientation strives to be advisors, not enforcers.

Whitney believes there is more than one way to respond to an issue or a problem. Her approach is to look at the needs of the supervisor, the needs and concerns of the organization, and those of any individuals involved, then strive to come up with a solution that best meets the needs of the most number of parties.

Whitney says that the major HR issue facing UD today is the

recruitment and retention of candidates from diverse backgrounds. One of the biggest challenges is minority recruiting. There is a question of whether or not UD is providing the kind of support and development that individuals need to succeed in an institution that has been primarily white.

"Right now the issue is, how do we support folks who want to join us in our mission?" Whitney said.

Whitney says that while at UD, she has enjoyed working with

continued on P. 7

Muslim students strive to educate, support

As members of one of the fastest growing religions in the world, Muslims across the globe and here on the University of Dayton campus have a resounding message to spread – Islam is founded on peace, not terror.

"Islam is not a religion of terrorism," says Mariam Husain, sophomore pre-medicine major. "Islam has been so misconstrued by the terrorists, and people should know the truth."

Undergraduate students at UD want to spread this truth, and are taking their message to the community through the up-and-coming Muslim Student Association.

The group's founder, a senior accounting and operations management major named Aminah, has

been actively recruiting students to join the organization.

"It's been difficult trying to find members because I'm not sure of the Muslim population," she says.

"But I want people to know that this organization is open to *all students*, regardless of religious affiliation."

In fact, one of the main objectives of the group is to educate non-Muslims about Islam. The group hopes to do this by writing Flyer News articles and hosting informational sessions on Islam.

"Many people don't

understand it, or they think that all Muslims are in the Middle East," says Husain. In fact, less than 15 percent of the world's Muslims are Arab. Many more live in India, Africa, Southeast

Asia, the former Soviet Union, and yes, here in the U.S.

To help other students understand the Islamic value of self-discipline and remaining close to the poor, the group would also like to organize a campus Fast-a-Thon. Interested students would get sponsors with the group's help and then fast for a day. The fast would be broken together at a meal and the money raised donated to

a local food bank.

"Besides educating others, we want to provide support for the Muslim community and strengthen ties," says Aminah.

They plan to reserve rooms for prayer on campus and organize celebrations for Eid-UL Fitr and Eid-UL Adha, two Islamic holidays.

The organizers are hopeful that the Muslim Student Association will become a strong force on campus.

"I think there is equal opportunity at UD," says Husain. "But I think that the campus should know more about Muslims and how they *really* are."

• Ashley Neu
Women's Center
Communications



Ask the Doc

Mary Buchwalder, M.D.

With all the talk about flu shots not being available, what can I do to cut my risk of getting sick? What should I do if I get the flu?

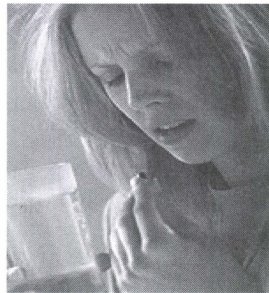
Sarah

Dear Sarah,

If you live in a dorm, it may be hard to totally avoid getting sick when everyone on your floor's coughing and sneezing, but you can reduce your risk with the following:

- get enough sleep
- eat healthfully and get regular exercise
- wash your hands frequently and/or use waterless hand sanitizer
- keep your hands away from your face to keep viruses from entering your respiratory system
- if you do become ill, cover your mouth and nose when coughing or sneezing, then wash your hands! (or use a tissue to cover your cough/sneeze, then throw it out)
- if you develop sudden onset of high fever, chills, muscle aches and cough or sore throat, try to see a physician within 1-2 days of onset to consider anti-viral therapy for influenza.

There are currently four prescription medications that can reduce the



severity and duration of influenza, but they are ineffective if started more than 48 hours after symptoms begin and they don't work for other viral illnesses (unfortunately!).

Cold symptoms not accompanied by fever, significant sore throat, difficulty swallowing, bad headache, stiff neck, shortness of breath or rash can normally be treated with non-prescription medications such as Tylenol, Sudafed, Robitussin, etc. and extra rest. There are currently no anti-virals that can shorten the duration of a cold, which normally lasts roughly 7 days. Stuffiness, runny nose, colored drainage, mild sore throat and cough are all common with a cold, and antibiotics won't treat these symptoms.

Prolonged cold symptoms (more than 10 days) or symptoms that might signify a more serious infection (noted above) should be evaluated by a health professional, and may require antibiotic treatment.

Dr.B

Don't let stress ruin your holidays

What's the first thing you think of when you imagine the holidays?

Children's faces as they excitedly open gifts on Christmas morning?

That delicious cake your grandmother always bakes just because she knows you love it?

Beautiful lights illuminating your neighborhood?

Unfortunately for most Americans, images of the holidays aren't that idyllic. In fact, a recent poll found that 41% of us find the holidays as stressful as asking for a raise or getting a root canal. Ouch!

Holiday stress seems to be a fact of life for many of us. With gift buying and wrapping, sending out cards, deadlines, cooking and baking, parties, financial concerns, and more, little time seems to be left to actually enjoy the season. And they call this a *holiday*?

The good news is that it doesn't have to be like this! And Sr. Mary Louis Foley, F.M.I., a Campus Minister at UD, knows how to help.

"Sometimes we forget what we are celebrating - Jesus coming into our world - and get so busy with all the things one is 'supposed to do for Christmas.' Women especially bear the burden of all that has to be done," says Foley.

To help remedy the stress of the holidays, Foley offers workshops called "Unplug the Christmas Machine."

Foley's workshop gives

participants the chance to reexamine their priorities and discover the parts of Christmas they actually enjoy.

One way she does this is to give participants a list of the typical Christmas activities and ask them to rank them for enjoyment. Then she asks them to consider whether it's worth doing the things they didn't enjoy.

Foley also stresses the importance of bringing the meaning back into the holidays and sharing that meaning with children. "Tell the Christmas story about Jesus' birth to your children. Stress that we show our love to people on this day by sharing what we have by giving a gift to a poor child or helping the lady down the street."

One of the most stressful aspects of the holidays can be gift-giving, so Foley suggests considering gifts that have meant the most to you in the past. She even recommends gag gifts for tense family gatherings.

Christmas doesn't have to be about the hustle and bustle, she reminds us. "One of my favorite parts of the holidays is Advent, days before Christmas. I appreciate the quiet, the waiting, the anticipation of Christmas."

Perhaps all of us can find the joy in that quiet anticipation this year.

Dining services dishes up more than you'd expect

When students face trouble with homework, they can seek help from professors or fellow classmates. If students are confronted with problems in their personal lives, they know there are many people who can help.

There are places and people all over the UD campus that provide services to the community at no cost. One of the more unrecognized, but truly valuable, services provided by UD is the University dietitian and the dietary counseling offered through Dining Services.

Wylan Ganote, the University of Dayton consulting dietitian, has been assisting the campus community for nearly five years now. She aides Dining Services by reviewing the recipes used in the cafeterias, and making sure the foods served in dining halls are of good nutritional value.

Ganote is also currently

helping Dining Services to place a guide on the Web which will show the nutritional values of the foods offered at each cafeteria.

Ganote also spends much of her time benefiting the staff and students on campus by her work as a dietary counselor.

Nutrition counseling offers a great number of benefits to all who are willing to go seek her help and assistance.

Ganote says that she has been approached by people for a number of different reasons. Even students without meal plans will seek Ganote's help with figuring out food purchasing.

Students, as well as their parents, will often have concerns regarding the meals that are offered on campus. Acting as a bridge between

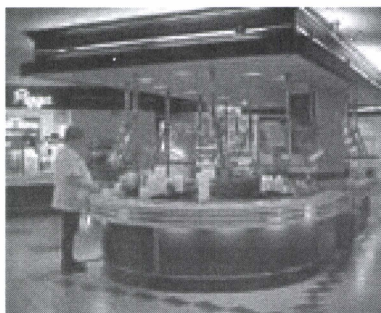
the students and their parents, and the staff and managers in

Dining Services, Ganote will help to set up meetings between parents, students and managers in Dining Services. Through such meetings,

students are able to discuss with the management any dietary needs they have that will need to be met, so that no student goes unsatisfied.

Students and staff are encouraged to attend dietary counseling if they see a need. The sessions are based according to each individual person and their needs. Ganote stressed, however, that the counseling will work best when "someone wants to talk, and the student is interested."

Someone wishing to make an appointment to attend



dietary counseling may contact Ganote through e-mail. She will need to know the reasons why an individual wants to attend counseling, and then he or she will need to fill out a 3-Day Food Log prior to the appointment.

"You need to know where you are before I can help you," Ganote says.

Ganote offered a few words to help anyone who might be struggling with any food battles. "You must meet the priorities first." She also encourages everyone to read the brochures found in the dining locations, which give helpful nutrition facts.

• Betsy Simon
Junior
English Major

Integrating learning, living, leadership through house

continued from P. 2

promotion of women's issues on campus and beyond. Residents of the house work with each other, a faculty advisor, Women's Studies, the Women's Center, and other groups and offices to sponsor programming that advances women's leadership and well-being. This year, students will be sponsoring a conversation with Dayton Mayor Rhine McLin on January 13, in



addition to involvement with the Women's Leadership Conference at UD, events for Women's History Month, and other relevant programs.

Thanks to a generous gift from the late Joe Belle and from Barb Belle, which enabled us to claim the residence for our Program back in 2001, the Women's Leadership House stands as another important site for the advancement of women on campus. In concert with our new major in Women's Studies, it promises to enrich the living-learning experience for our students for years to come.

For more information

on the house, or to request an application form, please contact our office at 229-4285, or e-mail Sarah Gallo.

Students may apply individually or in groups; preference will be given to Women's Studies minors and majors. The deadline for applications is January 14, 2005.

• Sheila Hughes
Women's Studies
Program Director

Voices Raised

Marian Images Across Campus



The bronzed, life-sized "Seat of Wisdom" statue sits high atop the hill near Marycrest, in Serenity Pines.

Images of Mary surround us here at the University of Dayton and serve as a constant reminder of her presence in our community. The diverse portrayals of our Mother represent the vastly different images that each of us hold. Here are a few noteworthy representations that adorn our campus.

Photos taken by Ashley Neu

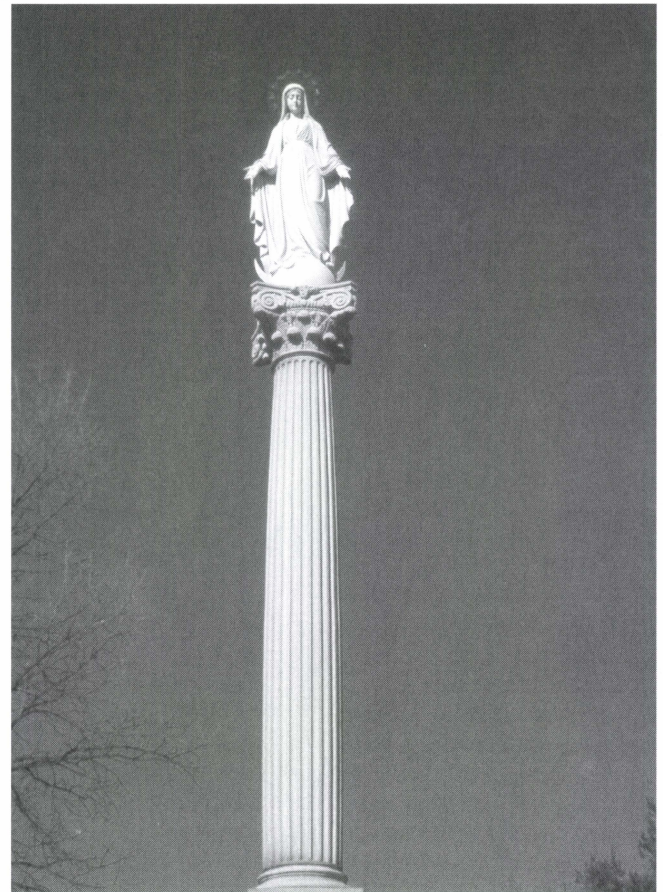


This statue of the Holy Family by Dorothea B. Kennedy has been sitting outside St. Joseph's Hall since its installation in 1990.

Due to printing limitations, we are regrettably unable to include the artwork of senior painters Stephanie Mustric, Amanda Parker, and Mary Pat Hanley in this edition.

To view their paintings online, please visit our website at:

<http://womenscenter.udayton.edu>



The Immaculate Conception Monument sits between Roesch Library and St. Mary's Hall and was a 1904 gift from students at the former St. Mary's Institute.

Grants seed projects

continued from P. 1

Postcolonialities, Semitisms, and Thomas Hoccleve.”

In July, Krummel’s hard work paid off when she heard from several presses interested in publishing her book manuscript, *Legally Absent, Virtually Present: Reading Jewishness in Medieval England*.

“Such a book has immediate currency in our contemporary world where we daily confront the flexible category of the demonized Other,” she believes.

Still others utilized their grants in different ways.

With the support of her grant-in-aid, Stephanie Edwards was able to travel to Minnesota to work with a colleague on a project called “Periodic Existence Theorems in Optimal Control.”

Danielle Poe, assistant professor of philosophy, applied for a stipend in order to focus on writing an article called “Wrestling with Injustice through Love: Can I Love My Enemy?” Her goal was to explore the gospel command to love one’s enemy in the context of Catholic social theory.

With national research documenting that a greater proportion of tenure-track women faculty leave prior to the tenure decision, the Women’s Center and Office of the Provost realized that something needed to be done to address the discrepancy.

“This program is one small step toward addressing this ‘pipeline dilemma,’” says Women’s Center Director, Lisa Rismiller, “while at the same time shining a bit of light on the excellent research and scholarship being done by this group of UD faculty.”

Applications for the 2005 grants will be available soon.

• Ashley Neu
Women’s Center
Communications

Mary images vary at UD

continued from P. 1

University Rector. “As a citizen of an occupied country, she understood and saw the brutality as well as the humaneness of the occupying forces. She well knew the vulnerability of being a woman.”

Women often have a particularly strong connection.

Barbara Belle, Electronic Resources Coordinator, says, “As my children mature, as a mother of

adult children, I feel a closer connection to Mary. I know that she must have felt the same worries watching her son leave the safety of her home and go into the world.”

Maria Mergler, a junior, believes, “Her humility does not focus on a sense of unworthiness. Such humbleness can empower women because it allows God’s strength to work within us too.”

So what can Mary teach us?

“We learn that there are no hard and fast rules that determine who can bring God to the world. If God wanted only men to be instruments of salvation, Mary would never have been considered as a fitting instrument,”

“We learn that there are no hard and fast rules that determine who can bring God to the world.”

*Fr. Gene Contadino
University Rector*

remarks Fr. Contadino.

O’Rourke says, “We can learn passion, love, mission, and faith by studying her life as a woman, mother and wife. She was a minister, a counselor, and the first disciple to be

present throughout Jesus’ life.”

Our varied visions of the Mother of God lead us to celebrate her differently as well.

Some look to Mary in their daily lives for guidance as a means of

worship. Others say silent or group prayer.

“I have developed a fondness for and devotion to praying the Rosary. It is just one way that I can pray with Mary so that I might develop a more intimate relationship with her,” says Mergler.

It is often easy to think of Mary as out-of-date, irrelevant in our fast-paced daily lives.

But as so many here at UD remind us, Mary is ever-relevant and ever-inspiring. She is not simply a sketch drawn from ancient texts, but a present force in our lives who illuminates us with her strength and devotion.

• Ashley Neu
Women’s Center
Communications

Whitney leaves legacy

continued from P. 3

a group of supportive people who really care about the students and the mission. She has enjoyed working with the HR team, and has found the ability to influence directions and outcomes within an organization very rewarding.

When people think of Whitney’s UD legacy, she hopes they will think of the transformation of a rules-driven organization to one that is responsive and solution oriented.

After retirement, Whitney plans on doing things that she has always wanted to do but hasn’t been afforded the time. These include singing, training her dog, working on her genealogy, taking some courses, exercising, and catching up on sleep.

“After that, I don’t know. I don’t know if I’ll want to work or if I’ll want to buy an RV and take off! At this point I’m keeping my options open.”

• Tricia Parman
Junior
Journalism & Sociology Major

Women's Center Newsletter

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To subscribe to our free, newsletter, e-mail us at womenscenter@notes.udayton.edu and include your mailing address. Feel free to contact Ashley Neu if you have any questions, concerns, or an idea for an upcoming issue at neuashl@notes.udayton.edu.



From the Director's Desk

Confronting Disrespect: We Owe it to Each Other

Dec 2004
Issue 6

Ask virtually anyone who's come to the University of Dayton for the first time about their experience and you'll hear some almost universal perceptions: warm, friendly, respectful, courteous, hospitable, etc. When asked, we usually attribute this "climate" to our Marianist heritage, an embodiment of important Marianist values of dignity, respect and community.

If you've ever tried to describe this UD climate, you've probably found it difficult; you can't describe it to someone outside the UD community, you just know that you feel it, that it's there.

Generally I think we can all agree this UD climate is a good thing. But the downside is that precisely because this climate is so pervasive, when it's absent, it's really shocking. Fortunately I haven't personally witnessed many instances of people being uncivil or treating each other with disrespect, but I've learned that it's much more prevalent than we might expect or want to believe.

I've heard incredible first-hand accounts of faculty verbally abusing their colleagues or staff members with whom they share committee responsibilities. From UD employees who are vulnerable because they're part-time, hourly staff, I've heard horror stories of supervisors referring to them by derogatory names, calling them lazy, intimidating them in various ways in order to keep them from speaking up. And that's just a couple of examples; there are many more.

So if we take as a given that we expect ALL members of the UD community work in environments like that experienced by visitors, what should we do when we witness or hear credible reports of disrespect and uncivil behavior between members of our community?

At the very least, we should speak up on behalf of the person being disrespected. If you feel comfortable doing so, confront the offender – in a calm, civil manner, of course. Let them know that it is acceptable to disagree, but in *our* community, we do so in a civil, respectful manner. Other options include letting the offender's RA or supervisor know what you witnessed, or report it to one of Human Resources' generalists.

There are many ways of dealing with such situations – the only thing we shouldn't do is nothing. Failing to confront behavior that's inconsistent with our community values hurts not just the target of the abuse, but demeans us all. We're less a community when some of us experience a different UD than we all deserve.

• Lisa Rismiller
Women's Center Director

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