

The Women's Center News

Summer 2007

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Energy Central: U of L's Career Planning Takes a Global Turn

By Valerie M. Casey
Women's Center

U of L's Career Center is on the rise. With the hiring of a new director and planning for continued growth, the prognosis for the Career Center is excellent. Recently the Women's Center personnel had the pleasure of meeting the new director of the Career Center, Ms. Lesley Erickson, and enjoyed their experience. Erickson came to the University of Louisville from the University of New Mexico, Albuquerque, where she was the director of the Career Center. Erickson has over thirteen years experience advising and counseling students, alumni, staff, and faculty in developing, evaluating, and implementing student development services and programming. Her interest in career counseling may have originated at home as both her parents were career specialists in both university and community settings.

Erickson received a Master of Science in Education Administration and Higher Education, and a Specialist Degree in College Student Personnel from Southern Illinois University in Carbondale, Illinois. Following comple-

tion of her graduate studies, she joined the Office of Enrollment Management at Saint Louis University. She advanced to director of the Career Center after only six years, making her the youngest director at St. Louis University and one of only two women directors. Specializing in career and organizational development, Erickson expands fledgling centers into comprehensive programs and creates effective new centers where none previously existed.

Building a new program at the University of Louisville is a challenge she has embraced. Upon arriving at U of L Erickson is overseeing the renovation of her new offices in the Lower Level of the Houchens Building LL04. Adjacent to the Admission and Advising Offices, this new location is seen as an advantage for students. Additionally, she will be hiring and training 18 new career counselors in the coming



Lesley Erickson

months. Erickson has been certified by the National Career Development Center as a trainer for career development. After completing 120 hours of class room work, each new staff member will be certified as a Global Career Development Facilitator.

The Career Center will operate on a blended model, meaning there will be a centralized location for all the counselors on the Belknap campus and each counselor will be assigned to a school or college and maintain a desk at that location in a decentralized fashion. This blended, or "hub and spoke" model, has been used by Erickson in the past and is currently used in some notable institutions, such as Penn State. Each counselor will tailor his or her program to the needs of the particular school or college.

Programs will be available for students, alumni, and members of the community. Services will include career planning, co-op opportunities, job searches, and resume writing. Erickson is currently a member of the Greater Louisville Inc. Task Force to explore ways the University can help its students integrate into the long-term needs of prospective employers.

Mary Craik – a unique, talented, and generous woman who gives back to women

By Katherine Burger Johnson, Associate Professor, University of Louisville Archives and Records Center

Educator-turned-fiber-artist Mary Craik grew up in the Portland area where she began sewing as a child. At age 27, she returned to school, having earned a doctorate in educational psychology from the University of Iowa and taking a position at St. Cloud State University (Minnesota).

In 1976, when Dr. Craik was passed over for the position of chair of the Psychology Department after being considered the top candidate, she brought suit against the university and others alleging sexual discrimination in employment. The suit claimed that

female members of the faculty were discriminated against in five different ways. In 1981 a United States District Court held that the defendants were not guilty of unlawful discrimination. The case was then appealed to the U.S. Court of Appeals, Eighth Circuit, and in 1984 this court reversed part of the lower court's decision, stating that defendants had practiced 1) a pattern of discrimination against women in regard to chair appointments; 2) discrimination against women with respect to rank; 3) payment to women of lower salaries due to rank; and 4) discrimination against Mary Craik.

As a result of this lawsuit, payments were ordered to the victims of discrimination, and the university was



Picture provided courtesy of Leslie Friesen, Power Creative Designer-in-Residence, Hite Art Institute

notified to rectify its discriminatory practices. In 1992 St. Cloud State made salary adjustments for all faculty, with men getting a larger share of the moneys,

(continued on page 2)

Lifting Our Voices, Lifting Our Vision



By Mary Karen Powers, Director Women's Center

The UofL Women's Basketball Team has been in the news. We congratulated the women for

becoming nationally ranked for the first time since entering NCAA competition in 1974. The UofL Athletic Department website congratulated Angela McCoughtry for becoming the first Cardinal named to an AP All-American Team, and the entire women's team for making it into the second round of the NCAA tournament. The Women's Center is delighted to see these athletes "come into their own." We are also aware of the talent and commitment their accomplishments represent. That's why it was particularly shocking to read radio personality Don Imus' description of the Rutgers' women's team—after their defeat in the NCAA finals as "nappy-headed hos."

Reaction was swift. Rutgers called the remarks "deplorable, despicable, abominable, and unconscionable." Gwen Ifill (NYT, April 10, 2007) called them "a shockingly concise sexual and racial insult tossed out in a volley of male camaraderie by a group of amused middle-aged white men." She described the team as "young women with musical names . . . [whose appearance in the NCAA finals] had to be the biggest moment in their lives, and the outcome the biggest disappointment." Dr. Tricia Rose—professor of Africana studies at Brown—said the remark "conjures old stereotypes of hyper/deviant sexuality and the assumption that Black women are not attractive." Professor Paul Butler from George Washington University said ". . . the real problem [is] misogyny . . . wanting to keep women—especially black women—in their place."

So, to all the "young women with musical names": we applaud your accomplishments. Continue to expand "the place" of women—particularly women of color. And to all the women and men who will not tolerate "volleys of male camaraderie" at the expense of our sisters—particularly our sisters of color: speak up against misogyny wherever it rears its ugly head.

Interning at the Women's Center – Learning and Loving It!

By JaBani Bennett,
Student Events Coordinator

My term as the University of Louisville Women's Center's 2006-2007 Student Events Coordinator went by quickly! Between writing newsletter articles; facilitating on-going Womyn Speak meetings; developing and producing programs such as Women's Equality Day; Commuter Student Services workshops; Women in the LGBT Community read-in event, the position has brought forth many meaningful experiences in my life and the lives of others.

I learned more about special events planning, coalition building, and women's history through Women's Center's programs such as the Elizabeth Cady Stanton Luncheon and International Women's Day. My last major project was representing the Women's Center in the Sistah Summit planning committee (an event sponsored by the UofL Vice Provost for Diversity and Equal Opportunities, the Women's Center, Arts and Science Dean's Office, Pan African Studies, Black Women United, and U of L Association of Black Students). This event was held March 31 at the Muhammad Ali Center and drew more

than 100 people who came from as far as Chicago, Seattle, New York City, and Indianapolis.

The Summit focused on strengthening multigenerational sisterhood within the African Diaspora. In the summit evaluations, participants stated how moved they were by the candidness of the event and its strong sense of community. The event coordinator, Bani Hines-Hudson, remarked, "I think that Louisville is uniquely configured to lead the nation on issues surrounding sexuality, feminism, spirituality, and homophobia, and the Sistah Summit validated that." That sounds promising to me as a young hopeful educator and native Louisvillian! I appreciate the enriching experiences in my year-term such as the Sistah Summit. As I go off to New York City as a teacher of art, English as a Second Language, and visual artist, I leave best wishes for the next Student Events Coordinator and the Louisville community.



Mary Craik (continued from page 1)

propelling female professors to file another suit for gender equity in pay. Under court ordered mediation a settlement was approved in 2000. This successful action became a model for women faculty throughout the Minnesota state university system. Back pay and salary increases went to over 1700 members of the class.

Upon retirement the Craiks returned to Louisville. With her settlement money, Dr. Craik set up a scholarship fund for women students with financial need who are pursuing a degree at UofL, with preference given to single mothers, full-time students, or women pursuing Women's and Gender Studies degrees. At this point in time, Dr. Craik also became Mary Craik, fiber artist. With no formal training, she returned to her childhood passion for working with fabric, developing a very successful second career. Her work is sold in several galleries and has been included in shows in over twenty states, winning numerous awards.

In 2006, Mary Craik opened her

own gallery on East Market Street, thereby helping to revitalize this area of the downtown. This same year, Dr. Craik donated a copy of the entire transcript of *Mary Craik v The Minnesota State University Board, et. al.*, U.S. District Court, District of Minnesota, Sixth Division, 1981, to the University Archives and Records Center. Although court decisions are common at law libraries, the entire transcript of a case is rare. Dr. Craik personally paid for this transcription, which has been used for research in later class action suits. The entire transcript takes up 1.75 linear feet and will remain as a resource for researchers at the Archives. For more information visit www.marycraik.com

Sources: *The Open Book*, vol. 5, #3, Fall 2006, page 4; www.kentuckyarts.org; www.stcloudstate.edu/ws/mission.asp; www.marycraik.com; 731 F.2d 465 (1984), *Craik v. Minnesota State University Bd.*; 33 EPD, *Craik v. Minnesota State University Board*; 34 FEP Cases, *Craik v. Minn. State Univ Bd.*

Radiant Resumé: *The Women's Center Sums It Up!*

STAFF HAVE

Served on planning/selection/advisory committees for: UofL Eating Disorders Awareness Week; The Transformation Tea: A Networking Event for Women of Color at UofL; A Sistah's Summit; Louisville's observance of International Women's Day; UofL Peer Health Advocates; Louisville Menswork, a community program for men working to eliminate violence against women; UofL Student Activities Board Women's Day; UofL Women's Basketball Team Recruitment Breakfast; Center For Women and Families Sexual Assault Awareness Month; UofL LeaderShape Committee; National Council of Jewish Women Run/Walk for Domestic Violence; Statewide *Until the Violence Stops Festival*; UofL Feminist Alliance *Safe and Sexy Spring Break*.

Served on standing university bodies: The President's Commission on the Status of Women; the COSW Subcommittee on Women and Global Issues; the COSW Subcommittee on Representation, Recruitment, and Retention; the COSW Subcommittee on Campus Environment; the COSW Executive Committee; the Staff Senate Grievance and Safety Committees; the Search for the new UofL Dean of Students; and the Mary Craik Scholarship Selection Committee.

Initiated university programs: A Conflict Resolution Seminar and a Cupid's Arrow Event for UofL Commuter Student Services; Campus Culture Classes for the Business and Nursing Schools; Healthy Lifestyles Classes for student athletes; anti-violence trainings for the Men's Golf Team, the Women's Tennis Team, UofL Resident Assistants, the Department of Public Safety, and Student Orientation Staff; a Coffee House highlighting the Voices of LGBT Women; an evening seminar on Depression in Female Athletes; a UofL performance of the Vagina Monologues; a Women's History Month Chili Lunch for Friends and Supporters of the Women's Center; staffed tables at events for Equal Pay Day (UofL School of Business),

Take Our Daughters and Sons to Work Day (Belknap's Ekstrom Library and the Department of Anatomical Sciences and Neurobiology on the Health Sciences Campus), and National Wear Red for Women's Heart Health Day (Health Sciences Campus); pre-Spring Break safety programming for student groups; monthly meetings of Women Speak, a student "think tank" on feminist issues which has served as an advisory body for the Student Events Coordinator; Sexual Assault Awareness Month campus activities; Graduation Brunch for the Center's five student workers completing their undergraduate or master's degrees; and a Planning Retreat for the UofL Women's Center and PEACC Program.

Participated in and co-sponsored community programs: Louisville International Women's Day at the Americana Community Center; a Community Celebration of International Women's Day at James Lee Presbyterian Church; artist receptions for two events--Project Women's *Women of Wisdom* show, and Joan Zehnder's *Portraits of Grace* show which is a portrait collection of Kentucky women leaders; The League of Women Voters Gubernatorial Forum (Frankfort); a Multi Regional Project on Women & Entrepreneurship sponsored by the U.S. State Department at the UofL College of Business; an "Unhappy Hour" with Business and Professional Louisville in observance of Equal Pay Day; and a Press Conference for Sexual Assault Awareness Month (Frankfort).

Been invited speakers for community forums: In March, the Director of the Women's Center addressed the Fellowship of Reconciliation Third Thursday Luncheon on the "Interactions of Gender and Race in the Movement for Women's Suffrage," and the Louisville Compass Club on the Mission of the Women's Center; facilitated a discussion of Spirituality for the Rural Training Track Retreat (University of Kentucky College of Medicine); along with the Chair of the President's Commission on the Status of Women, represented the President of UofL

at a planning meeting for the Office of Women in Higher Education (University of Kentucky). The PEACC Program addressed graduating seniors at Presentation Academy and at Sacred Heart Academy on Safety Issues; appeared on NPR's *State of Affairs* Program dedicated to men's work to eliminate violence against women; and presented a session of the *Come Together Kentucky* conference for LGBT students (statewide event).

Provided consultations: To Claflin University, the oldest HBCU in South Carolina, which is preparing to establish a campus women's center; to the Women's Place at the University of Kentucky, which is seeking to expand its services; to the Kentucky Sexual Assault Prevention Programs and the Kentucky Domestic Violence Association to initiate planning for a statewide campus consortium addressing Violence Against Women on College Campuses; and to the Governor's Task Force on Campus Safety.

Created: Two issues of the Women's Center News; a brochure for the Women's Center; calendars for the PEACC Program; innumerable program fliers and invitations; and a "Facebook" Online Student Group called "Faces of PEACC."

Provided direct student services: PEACC has provided services for 28 UofL victim-survivors of violence against women and has co-facilitated a Sexual Assault Survivors Group (with the Counseling Center); and the Women's Center Administrative Assistant has provided formal mentoring for a student seeking services through PEACC.

In the 2006-2007 academic year, the Women's Center and PEACC have brought to the campus community: author and activist bell hooks; historian Dr. Wanda Hendricks; Hispanic activist Karena Barillas; anti-sexist activist, Byron Hurt; West African dancer Harlina Churn Diallo; Middle-Eastern dancer Jamila Zahran; the Rwandan Women's Dance Troupe; Witness, a portrait series by photojournalist Jeanie Adams-Smith; and the film, *No! Confronting Sexual Assault in Our Communities*.

The Women's Center News is a free, quarterly newsletter. It is available on-line at www.louisville.edu/womenctr.

To receive a hard copy of the newsletter or to sign up for email announcements, contact us at: Women's Center, University of Louisville, Louisville, KY 40292; or 502-852-8976; or womenctr@louisville.edu.

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Thank you to volunteers and donors of Women's Center Take Our Daughters and Sons to Work Day Programs:

- Sally Gorman, CFO Class Act Federal Credit Union
- Stephanie Foster, Speed Art Museum
- Donna Botteroff, Anatomical Science/Neurobiology

Correction: Because of a communications glitch, an error occurred in identifying the author of the Minx Auerback Lecture for 2007 in the Spring 2007 issue of the Women's Center Newsletter. The article should have been credited to Dr. Nancy Theriot, Chair of Women's and Gender Studies.



Until the Violence Stops: Kentucky

From August 18 through September 1, 2007, the Kentucky Domestic Violence Association (KDVA) is joining with other statewide and community partners to spread awareness about ending violence against women and girls. Over this two week period, poetry readings, discussion panels, plays, workshops, bicycle rides, a golf tournament, statewide tree planting ceremonies, art exhibits, a writing collective for high school students, concerts, a parade recognizing women leaders in Kentucky, and many other events for both adults and children will focus attention on the issue of violence against women. For more information, call LeTonia Jones (502) 209-5382 or Sara Clayton (502) 209-5382.

UNIVERSITY of LOUISVILLE

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The Unrelenting Eye – a Kentucky State Auditor at Work

On April 25, Kentucky State Auditor Crit Luallen spoke at the BPW/Louisville Administrative Professionals Day Luncheon. The only woman currently serving in a statewide elected office in Kentucky, she recognizes the tremendous responsibilities of her post and the value of higher education to the state's future. The following excerpts reflect the core of her message.

Four years ago when I ran for state auditor I learned a lot about what it is like for a woman running for political office . . . And . . . it is more clear [to me] every day that we cannot separate women's issues from the vital issues of education and economic development . . . [Therefore, since] The Auditor's Office is an independent watchdog responsible for auditing State and County government . . . [one] area of focus for our office has been performance audits— . . . The most recent of these was a report on how tuition increases are impacting Kentucky's ability to meet the 2020 postsecondary education goals set out by the General Assembly as part of the historic Higher Education Reform Act of 1997.

Our report showed that as in-state tuition has steadily increased the full-time undergraduate enrollment of Kentucky residents in the postsecondary education system has begun to decrease.

In the last four years in-state tuition at Kentucky's four-year public institutions has increased by an average of 66%, over five times the rate of inflation. And in 2006 Kentucky dropped from a B to an F in affordability in a national ranking. Statewide we have been adding more and more students since 1998 but now that trend has reversed. Since the height of full-time resident enrollment in 2004, 1,339

fewer students are attending our colleges and universities. It's important to note our focus was on statewide impact. U of L has had the lowest percentage growth in tuition rates of all the four-year institutions, and just the last year you've seen a very slight decline in the full time enrollment. U of L is also the first institution to establish a special program—the Cardinal Covenant—to help make college attainable for low income students.

The reversal in growth trend statewide is happening at a time when the Kentucky Council on Postsecondary Education tells us that between 2000 and 2020 Kentucky needs to add 389,000 new bachelor's degree holders to reach the national average. The Council estimates that if Kentucky continues to perform at its current level the state will fall short of its goals by 211,000 bachelor's degree holders.

Our report also found that recently, Kentucky has been more successful in attracting non-resident students to Kentucky's four-year public universities than enrolling Kentuckians.

Since the fall of 2003, 56% of new enrollees have been from out of state. We point out that low non-resident tuition rates may be contributing to this disparity.

A higher level of educational attainment for Kentucky's citizens is the single biggest challenge facing the Commonwealth. By any measure, more Kentuckians must have postsecondary degrees if we are to attract the jobs of the 21st century and increase the quality of life for our residents.

I sent this report on tuition to each legislator and to each candidate for Governor. And called for urgent and dramatic action.

U of L Women Win in Varied Venues

By Holly Sheilly, VPA Administration

Success has been no stranger to women athletes at the University of Louisville. This year the accolades, both in the classroom and on the athletic field, have been numerous.

- Angel McCoughtry was named to the prestigious Kodak Basketball All-American Team a first for U of L Athletics. She was also named UL's Female Athlete of the Year.
- Joanna Haig and Jaime Craft helped lead their team to U of L's first NCAA Women's Soccer appearance. Craft was drafted by a Professional Soccer Team, the Boston Renegades. Haig is excelling by playing on the United States U-21 National Team.
- The field hockey team, ranking first nationally with a 3.60 GPA, earned the 2006 National Field Hockey Coaches Association Division I National Academic Team Award for the second consecutive year. Leading the way was three time All-American Jessica Javelet. Her accomplishments this year include All American Honors, U.S. Field Hockey National Development Team, and Big East Aeropostale Female Scholar-Athlete. Academically, Jessica received the Outstanding Marketing Graduating Senior of the Year and Outstanding Graduating Senior in the School of Business awards.