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The Women's Center www.louisville.edu/womenscenter News

KentuckyOne Health™ Executive Speaks at Women's Empowerment Luncheon

by Phyllis M. Webb, M.Ed., Program Coordinator, UofL Women's Center

The President and CEO of KentuckyOne Health™ was the keynote speaker at the UofL Women's Center annual Empowerment Luncheon this past November. Ruth Brinkley spoke on "Women Leaders: Leveraging the Power of Excellence and Influence" to a crowd of over 150 staff, faculty, students and community members. She said she "always finds strength, energy and inspiration from talking to women leaders and those who support women leaders."

Ms. Brinkley spoke of her humble upbringing in a small farming community in

Girard, Georgia, where her grandmother, who was an educator, encouraged her 'girls' "to get an education, be independent, self-supportive and able to take care of themselves." She was taught that regardless of your circumstances, or those of your friends and family, you can succeed. Ms. Brinkley says that she was very fortunate in that it takes a village, support, influence and advocacy from other people. Her grandmother instilled in her at an early age that she was going to go to college. "The only question she had



Ruth Brinkley as she speaks to the audience at the Women's Center Empowerment Luncheon.

(Luncheon photos by Tom Fougousse, UofL photographer)

was where I was going to college and what I wanted to be when I grew up."

Her grandmother wanted her to be a nurse; however, at the time she didn't want to be a nurse. She applied to several universities but attended the University of Chicago on a full scholarship. Somewhere along the way, she said she lost her way, and found herself on academic probation but didn't want to go back home.

She said as a student she was given a second chance. "People deserve second, third and even fourth chances. We don't always have a straight pathway." Eventually, she

earned Bachelor and Master's degrees with honors in nursing. She also started work on her Ph.D.

A registered nurse with over 35 years of healthcare experience working in private and public healthcare organizations, she has served as an executive with Catholic Health Initiatives, president and CEO of Carondelet Health Network, as well as president and CEO of Memorial Health Care System in Tennessee.

Ms. Brinkley framed her remarks on how can we, as women, use what we have to achieve excellence and



Cathe Dykstra, Chief Possibility Officer and President & CEO, Family Scholar House, is recipient of the 2013 Tachau Gender Equity Award sponsored by the University's Commission on the Status of Women (COSW). She is pictured with Shirley Willihnganz, University Provost; Mimi Bell, Brenda D. Hart, & Valerie Casey, members of COSW; Attorney David Tachau; Jeannie Guerro, COSW member; and Jenny Sawyer, Director of UofL's Admissions Office.



use that excellence in positive ways, posing that query to the luncheon guests. She says we each have our gifts and abilities but we have to strive for excellence. We never want to go into a board meeting without having our votes; we have to be strategic and we need an advocate/sponsor to move up the chain. "Hard work is only 50%...the rest is advocacy and sponsorship."

In 3,000 BC, Ms. Brinkley stated, there were Egyptian queens who governed and, according to a survey conducted by Prudential Financial, today more than one-half of women are breadwinners in their household. "I think that's leadership," she declared. Research also shows that as a group, women have more transformational qualities than men. Transformational leaders are inspirational, positive, great role models, concerned about followship, and empowering others. They push followers to be creative and take changes."

She listed four components of

transformational leadership, sometimes called the four I's:

1. Idealize influence. (The leader is an ideal "role model" for followers.)
2. Inspirational motivation. (Leaders inspire and motivate followers.)
3. Individualized consideration. (Leaders have a genuine personalized interest in the needs and feelings of their followers. If you care about them, they will help you.)
4. Intellectual stimulation (the ability of leaders to challenge followers to be innovative and creative).

She says that by 2034 women will be in top leadership positions due to their transformational qualities.

Further, "In the final analysis, you have to be good at what you do. There's no substitute." You have to work harder, stay longer than others and go further than others.

Ms. Brinkley concluded by paraphrasing some quotes from women leaders.

Essence Magazine Editor-at-



Eleanor Jordan, Executive Director of the Kentucky Commission on Women, is one of the recipients of the 2013 UofL Women's Center Empowerment Award.

Large, Mikki Taylor: "We live our lives like it's a dress rehearsal—it's not a dress rehearsal...it's real."

Actual quote: "Many women live like it's a dress rehearsal. Ladies, the curtain is up and you're on."

Rosalyn Carter, mental health advocate & author: "A leader takes people where they want to go."

Actual quote: "A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be."

Sheryl Sansburg, business executive & author: "Wave Your hand..ask for something you want."

Actual quote: We hold ourselves back in ways both big and small by lacking self-confidence, by not raising our hands and by pulling back when we should be leaning in."

Jean West, Host/Producer of *Jean West Medical Digest*, served as Mistress-of-Ceremonies. She called Ms. Brinkley "the most powerful health care executive in the state of Kentucky."

Other remarks included those

by UofL graduate Lynn M. Huether, President & CEO of Class Act Federal Credit Union, key sponsor of the luncheon. She shared that she was delighted to attend and be a sponsor for the event again this year. Obtaining her degree after 10 years of night school at UofL, she said she is "a living example of what the University of Louisville can do for young women who really want to make a difference in their lives and others."

The luncheon also included awards and presentations of the Mary K. Tachau Gender Equity Award presented to Cathe Dykstra, Chief Possibility Officer and President & CEO of the Family Scholar House; and the M. Celeste Nichols Professional Development Award presented to graduate students Cassandra C. Rausch, Jessica P. Whitish, Amy J. Lueck, Yvette Z. Szabo and Margaret B. Barnett.

(See information elsewhere in this issue about the graduate students' papers and upcoming presentations.)

Local attorney David Tachau, the son of Mary Bonsteel Tachau, commented about his mother's legacy at UofL and in the community with her intellect, drive and determination and as educator and political activist.

The Women's Center presented two special awards—the Women's Center Empowerment Awards—to Eleanor Jordan, Executive Director of the Kentucky Commission on Women, and Shirley Willihnganz, University of Louisville Provost.

University Provost Shirley Willihnganz receives the Empowerment Award from the Women's Center. She is pictured with members of the Women 4 Women Student Board: Emma Chapman, Sabrina Castille, A'Yanna Eley, Aaisha Hamid, Ashley Wimsett and Ellen Stone; and Women's Center staff Valerie Casey and Phyllis M. Webb.





*Valerie M. Casey,
Interim Director*

Message from the Interim Director

Welcome to the winter edition of the newsletter.

The Women's Center had a tremendous

fall and we are so thankful for our staff and sponsors, our many new supporters, and our interns and student workers.

We kicked off the semester by sponsoring the Brown Cancer Center's mobile mammogram unit on campus. Once again it was a huge success with over 20 appointment slots filled for free cancer screenings and mammograms. The Student-Parent Association (SPA), advised by Phyllis Webb, elected officers this fall. Members of the Student-Parent Association collected new and gently used children's clothing and small toys during the annual Clothing Exchange Project, and several student parents met in the Red Barn on

campus to exchange clothing. Remaining items were given to Jefferson County Public Schools Clothing Assistance Program for distribution to their students. In addition, as part of the Clothing Exchange Project, a special collection of items were collected for women homeless veterans in the local area and donated to the Kentucky Department of Veteran's Affairs for distribution.

The Women's Center was also introduced to the Health Sciences campus by co-sponsoring a cook-out for UofL students, staff and faculty in the medical school quad with the LGBT Center during Pride Week. We grilled food and served over 700 students, staff and faculty. This was a wonderful partnership with the LGBT Center and we look forward to the event next year.

Several days later the Women's Center hosted a program at the CTR Building on Jackson

Street for all of the HSC workers from Physical Plant totaling over 70 people. Our speaker, Paula McCraney, conducted an informative and humorous interactive workshop which was very well received and energized the crowd. The Women's Center also provided pink stress balls for all the attendees to fit in with the theme. A fall highlight was the Women's Empowerment Luncheon in November which was sponsored by Class Act Federal Credit Union. Thank you to our staff, committee members, sponsors and speakers for making this such a huge success. Please look for updates on all the awards and special speakers elsewhere in this newsletter.

Check out the rest of the newsletter and the Women Center student newsletter to find information on even more exciting programs. From our Women 4 Women

Student Board: the fourth annual Human Trafficking Awareness Conference, a repeat performance of the International Women's Day Cultural Event and the third statewide College Women's Leadership Conference will take place. The Women's Center will also spearhead the 9th annual Kentucky Women's Book Festival and the Transformation Tea for Women of Color and Their Allies and we will co-sponsor several other exciting programs including the Pathways Women's Conference.

Visit our website <http://louisville.edu/womenscenter> for updates on all of our activities and our list of events and resources. We look forward to seeing you at one of our upcoming programs.

All the best,
Valerie

Supporting the Academic Success of Pregnant and Parenting Students

"Supporting the Academic Success of Pregnant and Parenting Students: Under the Title IX of the Education Amendments of 1972" is a revised (June 2013) pamphlet published by the U.S. Department of Education Office for Civil Rights. The first section provides background on school retention problems associated with pregnant and parenting students. The next two sections, "Title IX Requirements Regarding Pregnant and Parenting Students" and "Frequently Asked Questions Pertaining to Title IX Requirements Regarding Pregnant and Parenting Students," provide information on the law's specific requirements regarding pregnancy and parenthood. The final two sections, "Strategies to Assist Educators in Supporting Pregnant and Parenting Students" and "Programs Designed to Support Pregnant and Parenting Students," include strategies that educators can use and programs that schools can develop to address the educational needs of students who become pregnant or have children.

To get a copy for your review, go to: <http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>

(Source: U.S. Department of Education, Office for Civil Rights, *Supporting the Academic Success of Pregnant and Parenting Students under Title IX of the Education Amendments of 1972*. Washington, D.C., 2013.)



Retired. Now What?

by Brenda D. Gunn, Former Director of Community Relations/2006 Retiree
Women's Center Advisory Board Member

It is interesting that while working we dream of retirement every day, but many confess that after retiring, they miss their job. After further discussion, however, what actually is missed is the camaraderie with coworkers.

For many working people, careers fill the largest percentage of their waking time, and coworkers become an important part of their "work" community. It is normal for a retired person to feel a sense of loss and displacement when a significant portion of their identity goes away.

Loss of work can leave a huge void for many retired people, especially men. Many UofL retirees leave the city, but a larger number remains. After the cruises and other travel, visits with out-of-town family members, and other related items on your bucket list, then what?

Established by faculty and staff in 1996, the University of Louisville Association of Retired Personnel (ULARP) offers a solution for UofL retirees.

The mission of ULARP is "to serve UofL retirees by informing, advocating and connecting; to enrich their quality of life and to benefit the University." Many retirees miss their connection to what once was, so this is a way to stay involved and be informed about issues that affect them. The ULARP Board of Directors work on behalf of those currently retired, and those who will eventually join the ranks.

President Bill Forman, for example, serves on the Human Resources Advisory Committee. Discussions often are about insurance, of course, but also the cost retirees will have to pay for that insurance. He shares that he has personally made retiree health insurance and life insurance his primary focus. In his second year as president, his "aspirations were to continue in the direction that previous president Larry Carr had taken with his vision of increasing the involvement of all Board members." Since ULARP has such a small Board, members find themselves working on more than one committee to



assure the best outcome for everyone. Forman adds he has been "blessed with some very talented people to govern this board; outstanding committee chairs, a very competent executive committee, and very willing Board members overall."

Currently, ULARP has 216 total paid members; 125 are women. Twenty-one (21) people retired between January and April of 2013; 11 females and 10 males. One hundred one (101) individuals retired between May and August of 2013. Of this group 54 are female and 47 male.

In addition to trying to find activities and events that are of interest to retirees, Forman says other challenges have included working with "folks who have retired," and asking them to do the important work necessary to be an effective Board. It is ironic,

but another challenge has been losing Board members because they were too busy with their retirement to continue to work on the Board.

ULARP is constantly recruiting in an attempt to keep a full board with a balance of faculty and staff representatives.

So, if retired from the University of Louisville, consider keeping in touch with your friends and coworkers through ULARP. It is a great way to share, have fun, and do some of the things you could only dream about while employed.

For more information about the UofL retirement association, check out the web site at louisville.edu/retired. It lists events and programs, newsletters, benefits, and much more.

Welcome new intern: Daphne Laurel Heflin

Graduate student Daphne Laurel Heflin is serving as a volunteer intern in the UofL Women's Center, joining other interns in late November. Her projects will include the International Women's Day, along with Aisha Hamid and other projects when needed. She says "I hope to gain knowledge about planning events that further women's empowerment and to continue increasing the literacy about women and diversity." Heflin, a member of Women 4 Women student group, is working on her master's in Women's and Gender Studies.



Daphe L. Heflin, volunteer intern in the Women's Center



Congratulations Nichols Award Recipients

By Phyllis M. Webb, M.Ed.

Congratulations to the graduate students selected to receive the 2013 Nichols Professional Development Award. The awards will aid in their presentations to be made in February and March, 2014.

In February, **Cassandra C. Rauch** will chair the panel in which she will be presenting “Theoretical Explanations of Criminal Behavior” at the Annual Meeting of the Academy of Criminal Justice Sciences in Philadelphia, PA.

Amy J. Lueck will present “Participatory Engagement and the Construction of Knowledge at Academic Conferences” at the Writing Research across Borders III

Conference, in February, at the Universite’ Paris-Quest Natterre La Defende in Paris, France.

Jessica P. Whitish will present research on an oral history project focusing on Dr. Lucy Freibert, who taught the first women’s literature course and helped start the Women’s & Gender Studies Department at UofL. It will be presented in March at the Southeast Women’s Studies Association Conference, in Wilmington, NC.

In March, **Yvette Z. Szabo** will present two abstract poster presentations at the American Psychosomatic Society Annual Scientific Meeting, in San Francisco, CA.

Margaret B. Barnett will also present research in March, “Creating and Maintaining Trust in Hearing Healthcare Services: Perspectives

of Adults with Hearing Impairment” at the American Student Academy of Audiology (AAA) Audiology Now! Conference, in Orlando, FL.



The 2013 Dr. M. Celeste Nichols Award winners Yvette Z. Szabo, Margaret Barnett, Jessica P. Whitish, Cassandra Rauch and Amy Lueck are pictured with Phyllis M. Webb, chair of the Nichols Committee, and Dr. V. Faye Jones, Chair of UofL’s Commission on Diversity & Racial Equality (CODRE), one of the sponsors of the Nichols Award. Other sponsors included the UofL Student Affairs Division Dennis C. Golden Torchbearer Endowment and Program and the Women’s Center.

2014 Women’s History Month

“Celebrating Women of Character, Courage & Commitment” is the 2014 national theme announced by the National Women’s History Project (NWHF). Founded in 1980, the NWHF is an educational nonprofit organization whose purpose is to recognize and celebrate the diverse and historic accomplishments of women by providing information and educational material. (Source: NWHF, <http://www.nwhf.org>)

In addition, the UofL Women’s Center publishes a calendar of events each March listing Women’s History Month ‘happenings’ on UofL campuses and local

communities. The calendar is included in the spring issue of the Women Center News



and will be included on the Women’s Center website, Facebook and also posted in various areas of campus.

Make plans now to have your events included in the annual calendar. To do so, complete one of the following:

1. Complete the Women’s History Month events form online at <http://www.louisville.edu/womenscenter>; save a copy before sending;
2. Download, complete and fax (with confidential cover page) to the attention of Phyllis M. Webb to (502) 852-4389;

3. Email to the UofL Women’s Center service account, womenctr@louisville.edu; or

4. Complete the form and place it in campus mail (no postage required) and/or regular mail (add necessary postage) to: Phyllis M. Webb, c/o UofL Women’s Center, #4 Administrative Annex Building, University of Louisville, Louisville, KY 40292.

The deadline to receive information is Friday, Feb. 7, 2014. For more information, call (502) 852-8976.

Upcoming events: Mark your calendar

Since our last issue of the newsletter, The UofL Women's Center and its interns and students have been busy planning events for the upcoming spring semester 2014. Your participation and attendance are encouraged.

Note: The Human Trafficking and International Women's Day events are free and open to the public. The College Women Leadership Conference is also free; however, geared toward women students at UofL and college women from other state-wide universities. For more details, call the UofL Women's Center at (502) 852-8976.

January: Human Trafficking Awareness Conference

Human trafficking is defined by Polaris Project as sex acts, or labor or services that are induced through the use of force, fraud, or coercion. Unfortunately, Louisville and Kentuckiana are facing increasing rates of human trafficking. In fact, there are more slaves today than at any point in human history, including the trans-Atlantic slave trade, and many of them are children. For more information about human trafficking, visit: <https://www.freetheslaves.net/SSLPage.aspx?pid=301>

In response to this widespread atrocity, the University of Louisville Women's Center and the Women 4 Women Student Board are hosting the fourth annual conference in January, which is Human Trafficking Awareness Month. The event will be **Wednesday, Jan. 22**, and will feature

experts on human trafficking from the Ohio Valley who will speak about the problem and ongoing efforts to stop the crisis. Speakers will include two survivors from Thistle Farms in Nashville, Tenn.; Rus Funk, the Executive Director of Menswork; and Carl Ralston, the President and Founder of Remember Nhu.

Come out to this FREE event in the UofL Student Activities Center (SAC), starting at 5:30 p.m., and learn how to get involved. In addition to hearing from and talking with our speakers, we will host a variety of non-profits who are always looking for eager volunteers and supporters.

The event is free; however, registration is encouraged at <http://www.eventbrite.com/e/human-trafficking-awareness-conference-tickets-8454598933> so we will know how many to expect.

February: International Women's Day Cultural Awareness Event

Even though International Women's Day (IWD) is celebrated in March, one of the university's events will take place on **Thursday, Feb. 27**, a week prior to spring break. There will be dance performances and presentations about different cultural topics. The event is to raise awareness of some of the many underrepresented cultures or religions on campus. Free international food and entertainment. Come

out to the UofL George Howe Red Barn, 11:30 a.m.-1 p.m., and enjoy the many diverse cultures on campus.

Paid parking for both events will be available in the Floyd Street parking garage and also the Speed Art Museum on Third Street.



June: Kentucky College Women's Leadership Conference

The unique, student-led initiative endorsed by Greater Louisville Incorporated, under the umbrella of the University of Louisville Women's Center and Women4Women Student Board, is the bi-annual Kentucky College Women's Leadership Conference. The second conference will be held **Thursday, June 5 – Saturday, June 7**, on the University of Louisville Belknap campus. This year's theme is "Invite the Power of WE, Evoke the Power in YOU." Through interactive workshops, networking sessions, and keynote segments by multi-cultured professional women and local businesses, college women from throughout the state will build personal and professional development. Confirmed speakers include: Valeisha Butterfield-Jones, Dawne Gee, Peggy Noe Stevens, Kay Inman and many more. To volunteer, sponsor, and/or donate to the conference, email womenctr@louisville.edu or uoflw4w@gmail.com You don't want to miss the opportunity and impact of this spectacular event.

A list of additional Women Center events are listed on its web site at <http://www.louisville.edu/womenscenter> and also the center's Facebook Page.



Caregiving Workshop Series Launches in January 2014

Are you caring for a loved one?

Members of the UofL's Great Places to Work Initiatives' Work-Life Balance Committee for the Caregiving Series have been busy the last few months in planning a series of caregiving workshops for UofL staff and faculty. The series, also sponsored by Get Healthy Now, is geared toward employees who are caring for a child or grandchild, parent

or other relative, or friend. It is designed to support those caring for another by providing access to important resources, inspiring group support, and promoting self-care.

For more details, visit: <http://louisville.edu/hr/gethealthynow/community/caregiving/>

--Submitted by Phyllis M. Webb, Caregiving Series committee member, UofL Women's Center; and Stephanie Weldy, Karen Nalley, Rachel I. Howard and Patricia Boone Benson



UofL's Women Center Global Trip to Spain

The UofL Women's Center is hosting a global trip to Spain May 19-May 29, 2014. After the great success of our trip to Peru, we have decided that our next global adventure will be a trip to Spain and visits will include Madrid, Toledo, Granada, Cordoba, and Seville. The trip is \$3,900, which includes all flights and transportation costs, a flamenco dance show, a tour

of a bull fighting arena, tours of each city, a tapas tour, a cooking class, and two dinners. We are very excited about the trip to Spain and hope you will be able to join us on this journey. For more information, questions, or comments please email us at womenctr@louisville.edu or call us at (502) 852-8976.



Women Student-Veterans Are Invited

UofL women student-veterans from all branches of the military, women serving on Active Duty, Reserves, or the National Guard are invited to take part in the Women's Center Veteran Support Group. Meetings will be announced soon for the spring semester. For more information, call the UofL Women's Center at (502) 852-8976 or email Phyllis M. Webb at phyllis.webb@louisville.edu.



Educating, Advocating, and Building Diverse Communities

The Women's Center News

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