



# Women's Resource Center NEWSLETTER

A Quarterly Newsletter

September 2011 – Volume 14:1



## Manor to present series on negotiation skills for women

Negotiating skills are critical for everyone today. Often there are hidden barriers to negotiations. Everyone brings personal baggage to the negotiation process that can interfere with effectiveness. But that baggage is particularly heavy for women. The costs can be high for their organizations, too, since women fill almost half of all professional and managerial jobs.

The roles women now play within organizations may give them the authority to negotiate, but they are often unsure of how to bargain confidently – and for good reasons. Because most role models of effective negotiators continue to be male, women can find it difficult to develop a comfortable and effective negotiating style.

Women have traditionally paid attention to relationships, and that attention can be used against them, making it difficult for them to get others to the table and to resist making concessions once they are there. Expectations about appropriate behavior can also trap women in a Catch-22. The forceful tactics needed to advocate effectively can provoke retaliation, while collaborative overtures can be read as an invitation to press for concessions. Reactions vary from lowered aspirations to overcompensation – both hamper effectiveness.

Would you like to effectively negotiate a promotion, negotiate a new job, enhance the negotiation skills you are currently utilizing, take stock of your professional value, or to competently anticipate some of the challenges associated with negotiating? Then join us on October 11 and October 18, 2011, for a two-part series entitled **“Negotiation Skills for Women – Opportunities for Success” Part 1 and 2.**

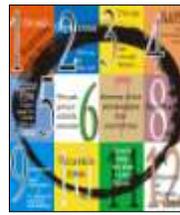
**Natalie Manor, C.E.O.**, of Natalie Manor and Associates, an international business coach (who now lives in the Johnson City area) and consultant, is guest speaker for the two-part series. This timely series incorporates methods for effectively advocating your value when negotiating and understanding some of the hidden barriers that can interfere with effective negotiation. Manor will provide real-time stories of women and how creating high value relationships and negotiating prowess are potent skill sets for all women to learn and use.

Sponsored by the Employee Development Center and the Women's Resource Center, location for both sessions is the East Tennessee Room, D.P. Culp University Center, at noon. **Reservations are required.** To reserve your spot, please access the EDC's web site at

<http://www.etsu.edu/humanres/edc/training/edcregistration.aspx> to register.

For more information on the *Manor Women's Professional Enrichment Series*, contact the Women's Resource Center at 423-439-5772 or the Employee Development Center at 423-439-6130.

Some article contents adapted from *WomensMedia* web site at <http://www.womensmedia.com/lead/188-listening-to-women-new-perspectives-on-negotiation.html>.



## Worley to present 'S.A.F.E.' program

The National Self-Defense Institute's (NSDI) **'S.A.F.E.' PROGRAM** is an initiative to *STOP Violence Against Teenage and Adult Women.*

**'S.A.F.E.'** (an acronym for **S**elf-defense **A**wareness & **F**amiliarization **E**xchange) is an educational awareness, crime-victim prevention program – encompassing **S**trategies, **T**echniques, **O**ptions, and **P**revention – that provides teenage and adult women with information that may reduce their risk of exposure to violence.

On Tuesday, September 20, 2011 **ETSU Public Safety Officer Amanda Worley** will facilitate the **“STOP Violence Against Teenage and Adult Women”** for the *Women's Personal and Professional Enrichment Series.* Location is Meeting Room 6, D.P. Culp University Center, at noon.

Worley, who completed an eight-hour class to train and certify trainers, guides participants through the 13-piece full-color folio packed with safety information every woman should know (a complete folio packet is given to every participant). A 17-minute motivational video is shown as part of every program, which is narrated by Emmy Award-winning actress Sharon Gless.

Teaching that "90% of self-defense is awareness, risk reduction, and avoiding confrontation; and only 10% is physical"; and focusing on both mental and physical preparedness, **'S.A.F.E.'** provides women with solid public safety-awareness information to incorporate into their daily lives.

For more information on the **Worley** seminar, contact the Women's Resource Center at 423-439-5772.

Some article information adapted from the **National Self-Defense Institute** web site at <http://www.nsd.org/safe.htm>.



## Murray to conduct personal enrichment series

What would you feel if you accessed your creative power? Creativity is an on-going challenge for you to be your deepest self

article continued on page 2

It comes directly from your Spirit. Important to being empowered by your creativity is to recognize your uniqueness as your wealth, find ways to exercise your creative muscle, and to recognize the uniqueness in others to build appreciation. Join us for a three-part series that will explore your creativity, release creative energy, aid you in understanding how it empowers you, and initiate an action plan for making creativity a part of your everyday life!

**Pam Murray, B.A., M.B.A.**, local artist and creative coach, is conducting the three-part series entitled **"Empowered by Your Creativity!"** Scheduled for **Thursday, October 13, 20, and 27, 2011**, all sessions will be held in the Women's Resource Center, Campus Center Building, room 220, at noon. **Reservations are required.**

For more information related to the **Murray Women's Personal Enrichment Lunch Break Series**, contact the Women's Resource Center at 423-439-5772 or email [wrcetsu@etsu.edu](mailto:wrcetsu@etsu.edu).



## Holiday stress relief seminar scheduled for November 2011

Do thoughts of standing in long lines, sitting in gridlocked traffic, struggling with throngs of holiday shoppers, or traveling and entertaining family and guests make you feel weak in the knees? Are you looking forward to the joy of the holidays, but not the stress that often accompanies the season? Then join us in November 2011 for a *Women's Health Series* seminar that will aid in reducing some of the stress associated with the hectic holiday season.

**"Oh for heaven's sakes, is it the holidays again?"** is scheduled for Tuesday, November 1, 2011, at noon. Location is the East Tennessee Room, D.P. Culp University Center.

Guest speaker is **Natalie Manor, C.E.O.**, of Natalie Manor and Associates. Manor always adds some humor, practical tips, techniques, and strategies focused on the holiday season, whether you are out shopping, traveling, or at the end of a long day.

For more information on the **Manor Women's Health Series** seminar, contact the Women's Resource Center at 423-439-5772 or email [wrcetsu@etsu.edu](mailto:wrcetsu@etsu.edu).



## Miller and Dart to present "The Female Orgasm"

Marshall Miller and Dorian Solot, the husband and wife co-creators of **"The Female Orgasm,"** have presented their sex education programs at

over 500 colleges and universities, businesses, churches, regional and national conferences, and adult education centers around the country. Their expertise and comfort, combined with their honest, playful style, give audiences the tools they need to stay healthy and have fun.



On Tuesday, October 4 and Wednesday, October 5, 2011, **Marshall Miller**, along with **Rachel Dart** (both pictured left), one of the newest members of the sex and relationship education team led by Solot and Miller, will return to the ETSU campus to present **"The Female Orgasm."** Location is the Martha Street Culp Auditorium, D.P. Culp University Center, at 7:00 p.m. each evening.

Join us to laugh and learn about the "big O," the most popular topic this in-demand group of sex educators teach about!

Presented to **full house audiences** on the ETSU campus, the Solot and Miller programs combine sex education and women's empowerment with a hearty dose of laughter and they are packing the house on college campuses. With warmth and humor, the subject of female orgasm is illuminated for women who aren't having them, lovers who want to make each other happy, and students who are debating the existence of the G-spot or "to fake or not to fake?". Students love that the Solot and Miller's sex education programs bring both a male and female perspective to the conversation. Administrators often compliment them on presenting "sexy" material in a tasteful, appropriate manner. The program is inclusive of people of all genders and sexual orientations.

The straightforward and candid program focuses on individuals making sexual decisions that are right for them, including whether to use the information now or when married or in a serious relationship. Miller and Dart analyze the messages women receive about their bodies and sexuality from media, religion, families, and elsewhere; discuss body image, and the links between "befriending your body" and experiencing physical pleasure; and talk about the value of learning how to say "no" to sex – and the problems college-age and adult women sometimes encounter when they realize that's all they ever learned.

Sponsors for **"The Female Orgasm"** are Buctainment, FMLA @ ETSU, Multicultural Affairs, OASIS (Outreach and Advocacy Sexuality Information for Students), Residence Hall Association, Student Health Services, Student Government Association, Women's Studies Program, and Women's Resource Center. For more information contact the Women's Resource Center at 423-439-5772 or any of the offices or departments listed.

Some article contents adapted from the *Sex Discussed Here* web site at <http://www.sexualityeducation.com/index.php>.

## Saluting the Women of ETSU



### 2011 Distinguished Faculty Awards

East Tennessee State University bestowed one of its highest honors upon **Dr. Roberta T. Herrin** with the presentation of the 2011 Distinguished Faculty Awards on Friday, August 26, 2011. Herrin was nominated and selected by faculty peers and received a medallion, a plaque and a \$5,000 check during Faculty Convocation, an annual event that marks the beginning of the new academic year and fall semester.

**Dr. Roberta T. Herrin**, chair of the Department of Appalachian Studies and director of the Center for Appalachian Studies and Services (CASS), received the **Distinguished Faculty Award for Service**.

Herrin earned the award based on what ETSU Provost and Vice President for Academic Affairs Dr. Bert C. Bach called “a broad, impressive, and widely acknowledged record of service that is... astonishing in light of her concurrent record of teaching and maintaining an uninterrupted record of scholarly achievement.”

She is currently serving a three-year term on the board of directors of Humanities Tennessee and has also held leadership roles with the Tennessee Conference of Graduate Schools, South Atlantic Modern Language Association, Appalachian Consortium, Appalachian Studies Association, Southern Appalachian Highlands Conservancy, Jonesborough/Washington County Heritage Alliance, Johnson City Convention and Visitors Bureau Council, and other organizations.

Since 2003, she has been program director of the Appalachian Regional Commission-sponsored Appalachian Teaching Project. ARC Executive Director Thomas Hunter noted that in this role, Herrin has “guided the development of over 1,000 students and future leaders of Appalachia, all working to meet critical service needs in their communities.”

“I don’t think (Herrin) ever turns any request down because she views each engagement as a way to promote the missions of CASS and East Tennessee State University,” Dr. Anthony Cavender, an ETSU anthropology professor, said in support of her nomination. Fred Sauceman, ETSU executive assistant to the president for University Relations, wrote: “I have observed the work of CASS since the 1980s, and from that long perspective, I clearly believe that the organization has never been more closely and beneficially tied to the region it interprets and celebrates.”

Three colleagues who joined in nominating Herrin noted that she practices the “fundamental life maxim” of “Lead by Example,” and pointed out that “Under (her) leadership, the Center for Appalachian Studies and Services is the first Center of Excellence in the state to generate an academic department – a department that includes the

Appalachian, Scottish and Irish Studies Program; a minor in both Appalachian Studies and Environmental Studies; and the nation’s first Bachelor of Arts in Bluegrass, Old Time and Country Music.” CASS also encompasses the Archives of Appalachia, the Carroll Reece Museum, and *Now & Then* magazine.

Herrin earned her bachelor’s and master’s degrees in English at ETSU and her Ph.D. in English at the University of Tennessee.

Article adapted from staff reports prepared by the Office of University Relations at East Tennessee State University at [http://www.etsu.edu/calendar/EventList.aspx?fromdate=8/1/2011&todate=8/31/2011&display=Month,Month&type=public&eventidn=7481&view=EventDetails&information\\_id=28317](http://www.etsu.edu/calendar/EventList.aspx?fromdate=8/1/2011&todate=8/31/2011&display=Month,Month&type=public&eventidn=7481&view=EventDetails&information_id=28317).



### October is National Breast Cancer Awareness Month

#### Looking for a way to make a difference?

Join millions of women and men by visiting *The Breast Cancer Site* and by clicking on the **pink** button. With a simple daily click a visitor to the web site helps provide mammograms to those in need and visitors to the site pay nothing. Mammograms are paid for by the site’s sponsors and distributed by the National Breast Cancer Foundation, Inc.

Visit *The Breast Cancer Site* at <http://www.thebreastcancersite.com/> to help provide access to a mammogram for one of the 13 million women in the U.S. over 40 who have never had a mammogram.



### Women's Resource Center NEWSLETTER

The ETSU Women’s Resource Center Newsletter is published quarterly at East Tennessee State University, Johnson City, Tenn.  
Mailing Address: P.O. Box 70272, Johnson City, TN 37614.  
Phone: (423) 439-5772. Fax: (423) 439-5760.

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Visit our web site at: <http://www.etsu.edu/wrcetsu/>.

**Harriet P. Masters**, director  
**Nancy J. Riedel**, secretary  
**Karli Garceau**, student assistant

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*ETSU Women's Resource Center*  
Program Schedule

For more information on the events listed contact the *WRC* at 423-439-5772.

**SEPTEMBER – NOVEMBER 2011**

**Main Campus Programs**

**Tuesday, September 20**

**“STOP Violence Against Teenage and Adult Women” – A Women’s Personal and Professional Enrichment Lunch Break Seminar.** ETSU Public Safety Officer Amanda Worley is guest speaker. In her hour-long seminar, Worley guides participants through an educational awareness, crime-victim prevention program – encompassing Strategies, Techniques, Options, and Prevention – that provides teenage and adult women with information that may reduce their risk of exposure to violence. See article page 1.

**LOCATION & TIME:** D.P. Culp University Center, Meeting Room 6, noon.

**Wednesday, September 21**

**Book Review Group.** Participants will meet to discuss *Storming Heaven: A Novel* by Denise Giardina. New readers welcome.

**LOCATION & TIME:** Women’s Resource Center, Campus Center Building, room 220, noon.

**Tuesday, October 4**

**Wednesday, October 5**

**“The Female Orgasm” – A Special Event Program.** Presented by sex educators **Marshall Miller** and **Rachel Dart**, “The Female Orgasm” combines sex education and women’s empowerment with a hearty dose of laughter. Due to the huge success of this program, Miller and Dart will make two appearances during their 2011 visit to the ETSU campus. Sponsored by Buctainment, FMLA @ ETSU, Multicultural Affairs, OASIS (Outreach and Advocacy Sexuality Information for Students), Residence Hall Association, Student Health Services, Student Government Association, Women’s Studies Program, and Women’s Resource Center. See article page 2.

**LOCATION & TIME:** D.P. Culp University Center, Martha Street Culp Auditorium, 7:00 p.m. (each evening)

**Tuesday, October 11**

**Tuesday, October 18**

**“Negotiation Skills for Women – Opportunities for Success” Part 1 and 2 – A Women’s Professional Enrichment Lunch Break Series.** Natalie Manor, C.E.O., of Natalie Manor and Associates, is guest speaker for this two-part series. Manor will provide real-time stories of women and how creating high value relationships and negotiating prowess are potent skill sets for all women to learn and use. Sponsored by the Employee Development Center and Women’s Resource Center. **Reservations are required.** See article page 1.

**LOCATION & TIME:** D.P. Culp University Center, East Tennessee Room, noon.

**Thursday, October 13**

**Thursday, October 20**

**Thursday, October 27**

**“Empowered by Your Creativity!” – A Women’s Personal Enrichment Lunch Break Series.** Pam Murray, B.A., M.B.A., local artist and creative coach, is facilitator for this series. Murray will guide participants in exploring their creativity, releasing creative energy, understanding how it empowers you, and initiating an action plan for making creativity a part of your everyday life in this three-part series. **Reservations are required.** See article pages 1-2.

**LOCATION & TIME:** Women’s Resource Center, Campus Center Building, room 220, noon.

**Wednesday, October 19**

**Book Review Group.** Participants will meet to discuss *Salting Roses: A Novel* by Lorelle Marinello. New readers welcome.

**LOCATION & TIME:** Women’s Resource Center, Campus Center Building, room 220, noon.

**Tuesday, November 1**

**“Oh for heaven’s sakes, is it the holidays again?” – A Women’s Health Series Lunch Break Seminar.** Natalie Manor, C.E.O., of Natalie Manor and Associates, is guest speaker. Manor discusses practical tips, techniques, and strategies focused on the holiday season, whether you are out shopping, traveling, or at the end of a long day. See article page 2.

**LOCATION & TIME:** D.P. Culp University Center, East Tennessee Room, noon.

**Wednesday, November 16**

**Book Review Group.** Participants will meet to discuss *Promises to Keep: A Novel* by Jane Green. New readers welcome.

**LOCATION & TIME:** Women’s Resource Center, Campus Center Building, room 220, noon.

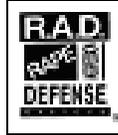
**ALL PROGRAMS ARE FREE and OPEN TO THE PUBLIC.**

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## MORE NEWS *and* UPDATES

ETSU Department of Public Safety and the Counseling Center are sponsoring



### R.A.D. Training

ETSU Public Safety Officer Amanda Worley, and R.A.D. (rape aggression defense) training instructor, has scheduled two R.A.D. training sessions for Fall Semester 2011. There is no cost to the participants, however space is limited and **registration is required**. Also, this training is for **women only!** For more information or to register for one of the three-part sessions, please contact Officer Worley at worleya@etsu.edu.

#### SESSION 1:

Tuesday, September 27  
Tuesday, October 4  
Tuesday, October 11

#### SESSION 2:

Wednesday, November 2  
Wednesday, November 9  
Wednesday, November 16

Location is the Basler Center for Physical Activity, Multipurpose Room. All sessions are 5:00 p.m. to 9:00 p.m. each evening and participants **must attend** all three classes in sessions 1 or 2.



### 2011 Multicultural Expo

Tuesday, September 13, 2011  
D.P. Culp University Center, Ballroom  
7:00 p.m.

For more information, contact Laura Terry, Office of Multicultural Affairs, at 423-439-6633.



### 2011 Notable Women of ETSU

The 11th annual *Notable Women of ETSU* is taking place on Wednesday, November 16, 2011. Location is the East Tennessee Room of the D.P. Culp University Center at 5:00 p.m.

The 2011 recipients are **Ms. Kathleen Grover** and **Dr. Marie Tedesco**. A pre-lecture reception begins at 4:30 p.m. Please contact the Office of Women's Studies at 423-439-4125 for more information.



### HOLIDAY CLOSINGS

ETSU will be closed and classes will not be in session Thursday through Friday, November 24-25, 2011.

### FALL SEMESTER BREAK

Fall Break is October 17-18, 2011. Classes are not in session; however, administrative offices remain open.

East Tennessee State University is a Tennessee Board of Regents institution and is fully in accord with the belief that educational and employment opportunities should be available to all eligible persons without regard to age, gender, color, race, religion, national origin, disability, veteran status, or sexual orientation.