



S P R I N G 2 0 1 0

# USM WOMEN'S FORUM

## NEWSLETTER



### Are you a retired and lifelong learner? Find out more about the Golden ID Tuition Waiver Program

Through the Golden ID Tuition Waiver Program, several University System of Maryland institutions extend special privileges to senior citizens, including tuition waiver, use of library and recreational facilities, and discounts on parking permits.

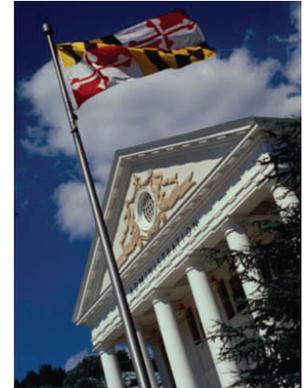
To be accepted in the Golden ID Program, an applicant must be:

- **At least 60 years of age (proof required)**
- **A legal resident of the state of Maryland (one-year minimum residency required)**
- **Not engaged in gainful employment for more than 20 hours per week**
- **One whose chief income is derived from retirement benefits**

If you are interested in finding more information about the Golden ID Program, check with the Admissions Office of the institution you plan to attend.

### 2010 USM Women's Forum Conference—Early Bird Registration!

The 2010 University System of Maryland (USM) Women's Forum Conference has been scheduled for **Friday, October 22, 2010**. This year's conference will be held at the Marriott Inn and Conference Center, University of Maryland University College. Our conference theme this year is *Beyond Sisterhood—Enlightened Women of the 21st Century*. Dr. Susan C. Aldridge, president of University of Maryland University College (UMUC), will be our keynote speaker. As chief executive of UMUC, Dr. Aldridge oversees the largest state university in the United States, with divisions in Maryland, Europe and Asia. UMUC is also the world's fastest growing virtual campus of more than 90,000 students in 28 countries.



We are planning outstanding speakers and informative breakout sessions. Please plan to attend! To learn more, register and reserve discounted, on-site lodging for the 2010 USM Women's Forum Conference, please visit <http://usmwf.usmd.edu/events.html>.

### Chancellor's Corner



Dear Colleagues:

With the General Assembly having taken final action on our FY 2011 budget, I wanted to update you as to where the University of Maryland (USM) stands. As you know, Maryland is facing significant economic pressure. The General Assembly enacted nearly \$560 million in budget reductions and transfers regarding the Governor's budget. Fortunately, we came through the session without any cuts to our base budget.

However, the USM was in no way spared from budget action. In recent years, we have been forced to initiate hiring freezes; implement system-wide furloughs; forgo pay increases; reduce funds for facilities renewal, financial aid and student services; and significantly reduce our fund balance. Yet, given the state's—and the nation's—fiscal circumstances, USM received a high level of support from both Governor O'Malley and the General Assembly, and for this support we are grateful.

Unfortunately, there will again be no merit increases or cost-of-living adjustments next fiscal year, and we will again be required to take furloughs. I fully understand the hardship caused by forgoing pay increases and taking furlough days, and appreciate the

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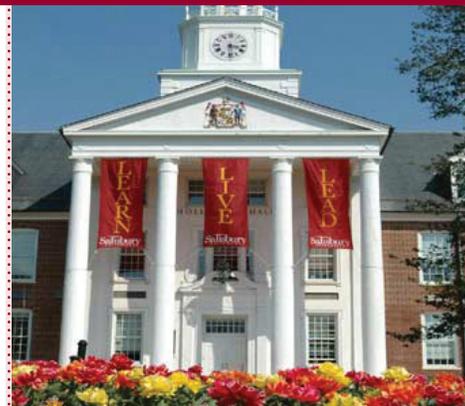
*Chancellor's Corner continued*

hard work of our dedicated faculty and staff in these challenging times. At the most recent Board of Regents meeting, I stressed the importance of beginning a campaign now to convince our state leaders that we must bring an end to the furloughs and restore pay increases by FY 2012, or we risk the loss of valued and talented faculty and staff. I know that I can count on the Women's Forum in this effort.

I again want to thank the Forum for your dedication to the USM and its institutions, and for all you do to improve the quality of work and life at USM.



William E. Kirwan, Chancellor



### 2009 Conference In Review

The 2009 conference was a success with several noteworthy accomplishments. The conference venue returned to a USM institution, a trend that will continue in the future. Dr. Janet Dudley-Eshbach, president of Salisbury University, delivered a moving keynote speech. The conference included a designated faculty-track, along with presentations on a host of other topics. A mentoring luncheon provided conference participants the opportunity to continue and expand upon conversations with presenters. An enhanced vendor area was available, and vendor participation is expected to grow in future years. The after-hours networking event, which included transportation, enabled participants to unwind, continue conversations and become better acquainted with each other, forging valuable and meaningful connections. The annual conference provides an opportunity for Women's Forum members to meet and interact with others to engage in professional development. Proceeds from the conference go to annual faculty research awards, staff professional development awards, and student scholarship and awards.

### President's Corner

**Featured President—Dr. Janet Dudley-Eshbach,  
President, Salisbury University**



I am honored to have been asked to offer some thoughts in this President's Corner. Kudos to members of the USM Women's Forum. Your efforts to keep women's issues at the fore front are so important today, when many people in our society assume that women have, in fact, achieved parity in the workplace.

Though I came of age in the late '60s and early '70s, I confess that I was not involved with what was then known as the Women's Movement. But now, after more than three decades in higher education, I am very aware of the fact that the notorious "glass ceiling" continues to exist. There is ample research on the leadership styles of women; in particular, the value women place on shared decision-making has proven to be effective, and not only within our institutions of higher education.

As I think about what women most need in order to work towards breaking through that glass ceiling, two things come to mind: opportunity and mentorship. Women over time need to develop the same professional networks as men, which is, in part, why the work of USM Women's Forum is so essential. It is within these networks that women can create opportunities for advancement. It is within these networks that together we make the case for equal pay and equal representation on critical decision-making groups, such as the USM Board of Regents.

Finally, those of us who are in a position to mentor other women, advocate for them and provide them with opportunities for advancement must do so, and do so aggressively.

### Interested in Contributing?

Do you have any thoughts that you would like to share with the USM Women's Forum? If you would like to comment on a USM Women's Forum Newsletter, or contribute to a future newsletter, please send your comments to the members of our Public Relations Committee.