



# USM WOMEN'S FORUM

## NEWSLETTER

### 2009 USM Women's Forum Conference

In tight times, having an 'edge' can mean everything to your career success. An 'edge' is what the USM Women's Forum hopes to deliver with the upcoming conference. The conference theme is 'Women Investing in the Future', and there is no time like now to consider investing in your personal and professional future growth. The conference date is set for November 6, 2009 and will be held at Salisbury University.

Our conferences have always had a reputation of being worthwhile, and the 2009 conference is no exception. We guarantee that it will be worth the trip!

### 2009 Chris Aggour Endowed Scholarship Award Winners Announced

Beginning in 2009, the USM Women's Forum Student Scholarship will bear the name of a most important member of the USM Women's Forum community, Chris Aggour. Ms. Aggour has shown her strong support and commitment to further the education of deserving students through her very generous gift to provide the seed money for this scholarship.

The Women's Forum will continue to grow this wonderful gift so that future students can benefit from Christine Aggour's commitment to higher education.

The USM Women's Forum is pleased to announce the recipients of the 2009 Chris Aggour Endowed Scholarship awards:

- **Christina Aumand (FSU)** – Christina is a Psychology major expecting to graduate next Spring. She is thankful to have been selected as a 2009 scholarship recipient and is looking forward to completing her senior year at Frostburg.
- **Lucy Campbell (UMCP)** – Lucy expects to graduate in the Spring of 2011 from her doctoral program in Education Leadership, Higher Education, and International Education. She is very grateful that this scholarship will help to offset the costs of her fees and books.

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### Chancellor's Corner



Dear Colleagues:

As we now know, the current global economic implosion has resulted in the nation's worst economic recession since the Great Depression, wreaking havoc on state budgets from Maine to Hawaii. We are all painfully aware that Maryland is no exception. Since July 1, 2009, the first day of the FY 2010 budget year, the state budget has been reduced by almost \$750 million. As part of these reductions, the State Board of Public Works has cut the University System of Maryland's (USM) budget by \$67.7 million. These cuts are all the more distressing because they come at a time when the quality of USM's universities has never been higher.

I have lived through two previous periods of deep recession in Maryland, 1992-94 and 2002-04. One difference this time is that our state leaders have a much greater appreciation of the importance of high quality, accessible and affordable higher education. As a result, the state has allowed the USM considerable discretion in how we respond to these cuts. In particular, they have allowed us to use our fund balances to mitigate cuts to the base budget. Specifically, we have used \$40 million of one-time cash to reduce our base budget cut to \$27.7 million from the original \$67.7 million. This amounts to a cut of about 3% to our FY 2010 general fund budget. While this mitigation has been helpful, when coupled with previous cuts to the FY 2009 budget, there can be no doubt that these reductions are causing significant harm to our academic programs and the services we offer our students.

Of course, the use of cash balances is also not without consequences. It reduces our budget flexibility to make important one-time expenditures. And, in addition to these cuts, our faculty and staff are now subject to furlough and temporary salary reductions. As I told the Board of Regents recently, I have been inspired by your dedication and professionalism and your determination to serve our students, do your research and meet your other university obligations, despite the fact that you are being asked to do more with less. It is this spirit of resolve that makes me believe the university will emerge from this period and move forward to even greater heights, as it did following the two previous recessions.

I wish I could say that we have come to the end of the cuts. Sadly, the state revenues continue to decline and the 2010 state budget is now short another \$300 million, even though the ink is yet to dry on the last cut. So while I cannot yet tell you we have "hit bottom," I can promise to do all I can to ensure that we get the maximum level of resources possible from the state and that the campuses are delegated the highest degree of autonomy permitted in responding to our budget challenges.

Pulling together in these challenging times as we have done in the past, the USM community has every reason to believe that our high aspirations and expectations will be realized. I am also confident that actions such as networking, collaborating, and forging relationships through activities such as the annual USM Women's Forum Conference, will continue to be of the utmost important and have a beneficial impact as we navigate through these difficult times.

Sincerely,

*WE Kirwan*

William E. Kirwan, Chancellor



### Chris Aggour Scholarship continued

- **Lisa Eimer (TU)** – Lisa, majoring in both Mass Communications and Political Science, is expecting to graduate in May 2011. She is thankful that this scholarship will help to allow her to attend Towson full-time this year.
- **Molly Morin (UMCP)** – In addition to being a full-time graduate student in the department of Counseling and Personnel Services and working as a graduate assistant, Molly, a first generation college student, is looking forward to completing her program in the Spring of 2010. She feels honored to have been selected for this scholarship, and will use these funds to offset the cost of her tuition and fees.
- **Ho Lam Yiu (UMCP)** – Ho Lam is a first generation college student in the doctoral Psychology program at College Park. She expects to complete her program in the Spring of 2013. As her family has limited resources, Ho Lam has supplemented her graduate assistantship with an additional part-time job. She is thankful that this scholarship will help to offset her textbook and class materials expenses.

Congratulations to our 2009 Chris Aggour Endowed Scholarship Fund Winners!

### 2009 Faculty Research Award Recipients Named

This year, three faculty members were selected to receive a 2009 Faculty Research Award. The purpose of the Faculty Research Award is to advance research that impacts the social, economic and political conditions, as well as the overall health of women. The awards may also provide seed money for a junior faculty's research ideas. The recipients of this year's awards are **Michèle Schlehofer** and **Tina Brown** from Salisbury University, and **Erica Hoy-Kennedy** from Frostburg State University.

Michèle Schlehofer and Tina Brown from Salisbury University will utilize this award to help to further their research in *Breast Health Concerns among African American and Latina Women*.

From Frostburg State University, Erica Hoy-Kennedy was selected as a 2009 Faculty Research Award recipient for her research in *Enhancing Women's Research Opportunities* at Frostburg State University.

The USM Women's Forum would like to congratulate our 2009 Faculty Research Award recipients!

### Professional Development Award

The Professional Development Award for 2009 goes to **Debra Truitt** from Salisbury University. Debra will use this award to help offset the cost of attending a conference that will help to further her career growth.

### Support Breast Cancer Research

As I was drafting articles for this issue of the USM Women's Forum newsletter, the following email arrived in my inbox. The email was from one of my co-workers. It really touched me as I read it, and it made me think of others that I know or know of who have faced this disease. I'm sure that you know someone too.

"I can't tell you how many times I've eaten a Yoplait yogurt and never thought twice to read the lid. But for some reason the pink lid caught my eye. It read, "Save Lids, Save Lives." I flipped the lid over and continued to read, "Help us raise up to \$1.5 million to fight breast cancer. Yoplait will donate 10¢ per lid up to \$1.5 million to Susan G. Komen for the Cure for each Pink lid received by 12/31/09."

Normally I would have discarded the lid and not thought twice about it. I didn't this time. Recently, a dear friend was diagnosed with breast cancer. It was a complete shock hearing her news and the whole office has been very concerned with her prognosis. And so, on this occasion I thought why not collect pink lids that will contribute to more research in finding a cure or cause for breast cancer. When someone you know is afflicted with a disease like breast cancer, your awareness is heightened and you want to help save their life. But the truth is that breast cancer has been around for a long time. It has claimed the lives of women, and men, for years. I am only just now paying attention to it because it is hitting so close to home.

### Here are some breast cancer statistics according to BREASTCANCER.ORG

- Breast cancer incidence in women in the United States is 1 in 8 (about 13%).
- For women in the U.S., breast cancer death rates are higher than those for any other cancer besides lung cancer.
- Besides skin cancer, breast cancer is the most commonly diagnosed cancer among U.S. women. More than 1 in 4 cancers are breast cancer.
- A woman's risk of breast cancer approximately doubles if she has a first-degree relative (mother, sister, daughter) who has been diagnosed with breast cancer. About 20-30% of women diagnosed with breast cancer have a family history of breast cancer.
- About 90% of breast cancers are due not to heredity, but to genetic abnormalities that happen as a result of the aging process and life in general.

Just think of the leaps and bounds that research could take if everyone saved their pink lids. Many people eat yogurt. If someone that regularly consumes yogurt switched to Yoplait yogurt (purchasing the pink lid yogurt containers) and ate one a day for the next 12 weeks, that individual would have saved 84 lids. At 10¢ a lid \$8.40 doesn't seem like much. But in reaching out to the community, if we could get 1000 individuals to participate in the Save Lids Save Lives campaign, we could potentially see \$8,400 donated for breast cancer research.

As you may already know, October is Breast Cancer Awareness Month – and what a great way to kick off the month by accepting the Yoplait challenge! Just think, something as simple as saving a yogurt lid could aid in the fight against breast cancer. If you are interested here's how you can participate in the Yoplait yogurt campaign in support of breast cancer research:

- Visit [www.yoplait.com/sls/](http://www.yoplait.com/sls/), and select "join the cause". Enter in your information and agree to the terms and conditions.
- Once you are registered, you have the option of forming a team, joining a team, going solo."

The USM Women's Forum can be a very powerful organization when it directs its energies toward a cause. Just think if all of the women who participate in the USM Women's Forum start collecting their own Yoplait yogurt lids? Together, we can make a difference.



### Balancing Your Work-Life

#### Finding balance on the tenure-track

By Michèle Schlehofer, Assistant Professor of Psychology at Salisbury University

I was in a workshop last summer and someone—a retiree who used to, among other things, teach time management to business professionals—made a statement that will forever stick with me. He said something to the effect of (and I'm liberally paraphrasing here): "I hate it when people say they 'don't have the time.' Of course you have the time! There are 10,080 minutes in a week. If you sleep 8 hours a night, that leaves 6,720 minutes. If you work full time (40 hours a week, plus an hour a day drive time), that

## How to Rise in a Recession



By Mike Noll, Acting HR Training and Development Manager at Towson University

In these economic times, it's all about saving. Whether you're at home or at work, the focus is on saving money and saving resources. But what about saving time and energy? To be as efficient as possible, it's important not only to build a financial base but also a strong skill base and a foundation of emotional strength. There are a myriad of resources throughout the USM, and on your campus, to help give you these important tools for weathering the recession storm.

**Expand Your Skill Base.** Research the availability of on-campus and online workshops available to help employees improve their skills. Whether it's learning a new financial application, developing a technical skill, attending leadership training, or improving yourself in the areas of management, communication, or customer service, don't hesitate to expand your skill set. Learning something new can be both personally fulfilling, as well as a great way to show your supervisor your potential.

**Build Your Credentials.** Whether pursuing an academic degree, individual academic courses, or professional development through workshops offered on your campus, these opportunities will give you a professional advantage—in many instances, for free!

**Read Up.** We're not just talking about management books here. Reading newsletters, trade magazines, or journals related to your field can help you reenergize and give you new ideas to bring to your job role. Do a google search for free publications in your areas of interest, check out one of the books and videos available for loan in HR (as applicable), or at your campus library.

Avoid getting stuck in a job rut. It's easy to fall into the trap of complacency at work, especially in light of news about furloughs and budget cuts. Instead of looking at the budget as an obstacle, use it as an opportunity to refocus. Ask yourself the following questions:

- What is our core mission?
- How am I fulfilling that mission?
- What things are or aren't helping me fulfill the mission?
- Where can I streamline my tasks to refocus around my core goals?
- What else do I need to do to better fulfill our mission?

Get feedback from colleagues and supervisors to help you answer these questions. The results may give you a new outlook on your job role, as well as the role of others in your department.

**Maintain a Positive Attitude.** Eeyore was a popular character on TV, but his kind of doom and gloom doesn't lead to success in the workplace. Choose to look for the positive even when the clouds are rolling through, and others will follow suit. Increase your happiness by doing something to give back, such as signing up for the Mentorship program. Studies have shown that people who lend time to help others feel better about themselves in return.

Take advantage of these great resources to make yourself a more knowledgeable, skilled employee. While others say the sky is falling, you'll be rising to the top.

### 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.

leaves 4,020 minutes. Let's estimate another 3 hours a day devoted to getting ready for work, cooking dinner, and doing errands. That still leaves 2,760 remaining minutes a week, or 46 hours! Where does all that time go?"

Where does that time go, indeed? Put like that, I am at a loss as to explain why I haven't yet cleaned off my desk, started to remodel my bathroom, or learned to cook gourmet food.

Work-life balance is an important, but often overlooked, concern that we should have. How can we, as new faculty members, obtain work-life balance and still achieve the coveted "tenure"? I see "balance" as one of those elusive concepts—we all want it, we all suggest that others have it, we are envious of those that manage it, and yet, at the same time, many (most?) of us can't quite seem to obtain it for ourselves. I often have such a hard time with just what I call my "work-work" balance; that is, balancing my teaching and research; that "life" seems to get squished in around it. And personal time? Once I add in the fact that I'm a single mother of a preschooler, I find very little (or, some weeks, no) time for myself.

I remember starting graduate school with the philosophy, "hit the ground running." I was going to go in, wow everyone with my diligence and productivity, and make it to the top of the class. I am not sure if I actually accomplished all that; however, I can say that I worked to the point where I felt unable to look out of windows because natural light hurt my eyes too much. Then, my advisor dropped the bomb: graduate school was the "fun" time, and I should enjoy it now, because the workload would only increase once I obtained a faculty position. My immediate thoughts were: What?!? Even the military only gives 110%. And, is it possible to hook an energy drink up to an IV?!?

Then, while I was working on my dissertation, I had my son. Finally, a revelation: I physically, mentally, and spiritually could not live the rest of my life putting work first, second, third, and fourth. So, at that point, I started to take other's advice on balance much more seriously, and make "balance" a personal goal.

Now in my third year on the tenure track, I like to think that I've improved a bit upon work-life balance since my graduate school days. There are concrete markers of this; for instance, I no longer have to wear sunglasses indoors because my eyes hurt. However, I also think I have quite a ways to go. I'm balancing things much better: I do all the usual tactics to prevent work from overwhelming me, such as being very selective in my commitments, learning to say "no," becoming more organized, prioritizing, etc. However, that old friend "guilt" nevertheless creeps up on me at the most inopportune moments, reminding me that my personal and family time is short-lived, as tasks are hanging over my head. I can't even begin to tell you how many times I haven't been able to let myself enjoy a family function or even a movie because I can't stop thinking about everything else I "need" to be doing. Or, how many times I've brought work to a family function to do during my downtime. Unfortunately, I think that those of us who are parents also get guilt both ways: guilt that I have to stay late in the lab, or that I have a weekend work commitment, and hence will not be home to spend time with my son.

So, my questions for us to ponder, as the semester progresses forth to crunch time: What does "balance" mean to you? How can we achieve balance—whatever your definition—on the tenure track? What has worked, and what has not? What can we do to alleviate this "work is hanging over my head" feeling, so that the time we take for our family or ourselves is more enjoyable? And, what can the USM Women's Forum do to support one another in these efforts? We'll be addressing these and related topics in future newsletters. If you have thoughts on or suggestions for work/life balance, we welcome you to contribute to the newsletter.

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