Welcome to Autumn,

The following quote inspires us to reach out to others, to live life zestfully with integrity and grit. Our hope is that the events we have planned will not only uplift and fulfill us, but will also uplift the spirit of UMMS.

“If you are successful, it is because somewhere, sometime, someone gave you a life or an idea that started you in the right direction. Remember also that you are indebted to life until you help some less fortunate person, just as you were helped.”

Melinda Gates

This autumn, the Professional Women’s Committee is hosting two main events:

- Luanne Thorndyke, MD, Vice Provost for Faculty Affairs, will talk about the value of Mentoring on October 6, 2016 in the Faculty Conference Room from 12pm to 1pm, please bring your lunch.
- In November, we are hosting an informational session of Social Media Platforms. Come and learn more about Facebook, Twitter, Instagram, Periscope, and LinkedIn. Registration is required.

Check Up Next-Diversity Events and Programs for more event information.

Planning ahead, the 5th Dress for Success Boutique Sale is scheduled in March at the University campus. A clothing drive will be held in the weeks prior to the event. Look for collection areas on the South Street and University Campuses. We will be looking for women’s suits and professional separates such as blouses, sweaters, and pants. Get an early start on cleaning out your closets by making a donation!

Do you have a story to share? Are you interested in writing about topics that professional women value? The newsletter is looking for contributors to write articles for the newsletter. No writing experience is necessary! Please send an email to the newsletter’s mailbox to let us know of your interest.

Enjoy the beauty of autumn, we hope to see you at our events.
Program Portfolio Manager for cross-functioning IT projects. Some of the key projects we are working on now are Cloud9 Initiatives to include Drop-Box roll-out to Basic Science researchers, Office 365, and Service Now.

**What was your job prior to UMass Medical School?**
We moved from Michigan in 2012. In Michigan, I was an Entrepreneur. I started a software solutions company where we built data and analytical tools for websites and applications for business in the Michigan area. It was a great experience to be able to start my own business and grow it into a successful Tier 1 Solutions Provider for one of the largest companies in the Michigan area. I learned a lot about financials, marketing, and running a business. It was much more than just Technology... I wore many hats. It was a terrific experience!

**Why did you choose UMass Medical School?**
My husband's job brought us to this area, and I was looking for a great opportunity. UMass is a known entity in research and I am passionate to provide technical solutions to solving community based needs.

**Three words to best describe you:** Effervescent, committed, positive.

**What advice would you give to a new High School Graduate?**
New graduates have the world in their hands. Be open to new possibilities and to experience these possibilities.

**I'm proudest of:** Successfully running and growing my own business – and learning how to!

**Words to live by?** I love this quotation from Charles R. Swindoll, “Life is 10% what happens to you and 90% of how you react to it.” At the end of that day, that’s what matters. There will always be situations that we cannot control but we definitely can choose how we react to them.

**I'm happiest when:** I am spending time with my family. A good amount of my family is in the United States and some are in India. We visit India once a year and this gives my daughters exposure to different worlds, to see a different perspective. They love going back to see the people and the animals in the streets and things being harmonious. It enables them to see a cross-section of life.

**Favorite pastimes:** Reading books. The most recent book I read was the newest Harry Potter book - Harry Potter and the Cursed Child. I also love Percy Jackson Series and Jane Austen books.

**People would be surprised to know:** I love animated movies!

**If I could do it all over again, I would...** This is a tough question. I don’t dwell on the past, I do my best to enjoy the moment. I really can’t come up with anything!

**Favorite Memory:** Horseback riding in the Smokey Mountains. It was the first long vacation my husband and I took after we married. It has a special place in my heart and it is beautiful.

**Pet peeves:** Right now, my pet peeve is people leaving the lights on in conference rooms.

**Favorite music, movie or book:** Pride and Prejudice by Jane Austen.

**Best Vacation:** The Smokey Mountains.

**Before I die, I would like to:** Attend the Olympics in person.
UMMS has a successful faculty mentoring program led by Luanne Thorndyke, MD, Vice Provost for Faculty Affairs and Robert Milner, PhD, Associate Vice Provost for Professional Development. Dr. Thorndyke has graciously agreed to host an event on mentoring:

Please join us
October 6, 2016 from 12 pm to 1 pm
Myths & Realities of Mentoring - Lunch-Time Learning Session
Faculty Conference Room

The goal of this interactive session is to dispel the myths of mentoring, and replace with evidence-based reality. We will cover the elements of mentoring, benefits of mentoring and ways to obtain the mentoring you need or desire. The session will include an exercise in active listening, an essential communication skill for effective mentoring relationships. The PWC will be hosting this event and hopes after this session we can establish a buddy system to help on-boarding employees.

Why Mentor Staff?
- Employee recruitment & retention tool
- Professional & career development
- Increase commitment to the organization
- Productivity increase
- Identify and develop diverse talent pipeline/succession planning

In 2014 there was an UMMS System-wide initiative to assess mentoring needs of UMMS staff across SBUs by administering and analyzing the results of the UMMS Mentoring Survey.

These are the results of the UMMS Survey:
Overview of Findings –Mentees
- 70% of respondents are interested in a mentoring program
- 79% of respondents have a reporting relationship to their primary mentor
- 72% of respondents do not know how to find a mentor
- Most respondents preferred 1 to 1 mentoring over group and peer
- Only 6.4% of respondents indicated that they would not use an online program to identify a mentor

Overview of Findings-Mentors
- 69% of current mentors are willing to do more mentoring
- 56% of mentors indicate that the majority of their mentees are not under their supervision
- 74% of mentors have not received training
- 298 of 1059 respondents are willing to be mentors, 126 identified themselves as mentors
Mentoring Event
Sponsor: Professional Women's Committee and Diversity and Inclusion Office

Overview of Findings – Mentoring Guidance
Top three interest areas for Mentoring Guidance:
- Career Development
- Leadership Skills
- Research Skills

Overview of Findings-Development Needs
Top four interest areas for Professional Development
- 75% - Giving Effective Feedback
- 70% - Leadership Development
- 67% - Interpersonal Communication Skills
- 65% - Oral/Written Presentation Skills

Sample of Typical Qualitative Comments
- “My mentor gives me positive guidance to enable me to do my work effectively.”
- “Other employees acknowledged that while they receive guidance from their manager, they knew their manager is not a mentor and they did not feel they had other alternatives”
- “I believe I have all the guidance I need from my coworkers and boss”
- “It is not needed for the position I have”
- “I don’t feel I have enough experience to be a mentor”
- “No time” [to be a mentor]

Survey results from the Survey Administration Team: Gail Barrell, Holly Brown, Michelle Deignan, Deborah George, Greer Jordan, Marc LaBella, Peter Lazar, and Denise Raskett.

According to the New York University there are a lot of benefits to having a mentoring (buddy) system, see links below for more details. Having a mentor (buddy) provides new employees guidance regarding their day-to-day aspects of the company they work for. The results from the UMMS survey show the need for a mentor (buddy) system here at UMMS.

Currently, Commonwealth Medicine has a peer buddy program. **Brion P. Carroll, PhD, CSSBB, Director of Organizational Development, Commonwealth Medicine**, shared the following links:
https://www.nyu.edu/content/dam/nyu/hr/documents/managerguides/BuddyGuidelines.pdf
Cream of Zucchini Soup

Ingredients:

- 1/2 small onion, quartered
- 2 cloves garlic
- 3 medium zucchini, skin on, cut in large chunks
- 32 oz. reduced sodium Vegetable Stock
- 2 tbsp. reduced fat sour cream
- Sea salt and black pepper to taste
- Fresh grated parmesan cheese if desired for topping (optional)

Combine stock, onion, garlic and zucchini in a large pot over medium heat and bring to a boil. Lower heat; cover, and simmer until tender, about 30 minutes.

Remove from heat and purée with an immersion blender or food processor; add the sour cream and purée again until smooth.

Taste for salt and pepper and adjust to taste. Serve hot.

“Good soup is one of the prime ingredients of good living.”

Louis P De Gouy

Apple Spice Cake

Ingredients:

- 4 cups sliced apples
- 1/2 cup oil, not olive
- 2 Eggs
- 2 cups sugar
- 2 cups flour
- 2 tsp. Cinnamon
- 1 tsp. ground ginger
- 2 tsp. baking soda
- 1 tsp. salt
- 1 cup chopped walnuts or pecans

In a medium bowl, mix eggs with the apples, set aside. Mix remaining ingredients in a separate bowl until blended. Add into apple mixture, mix well. Batter will be very thick.

Preheat oven to 350 degrees. Grease a 9x13 pan. Pour batter into pan and bake for 50 minutes.
**Crossword Puzzle - Words from this Issue**

**Across**

1. Websites and other online means of communications used to share information
4. An institution of learning of the highest level
6. The attainment of wealth, position, honors, or the like
8. A small exclusive business offering customized service
13. What the Mature Workforce Committee is hosting in November
15. “Hey, you, get off of my ....”
16. A person who creates and/or innovates
19. To maintain by supplying things necessary to run smoothly
21. About to take place, appear or be presented
22. An influential senior sponsor or supporter
24. Determining the answers to a problem
25. The supervisor or manager of a newspaper, newsletter or magazine

**Down**

2. A place where meetings are convened
3. Where students go to obtain information and educational resources on campus
5. A formal meeting in which one or more persons question, consult, or evaluate another person
7. The season when leaves fall from the trees
9. Increasing forward motion
10. The introduction of a new product or service
11. A scientific or industrial process, invention, method or the like
12. A form of lottery in which a number of persons participate to win a prize
14. To focus attention to
17. A prolific green vegetable
18. A software application and online service that enables voice and video phone calls over the internet
20. Tweeting on . . .
23. Two required ingredients in one of the Healthy Recipes section
UMass Medical School IT is rolling out many cloud-based solutions this fall designed to allow you to connect and collaborate more quickly. IT is evolving, and we’re very excited to present Dropbox, Office 365, Skype for Business, ServiceNow and ultrafast internet with eduroam as part of our Cloud 9 initiatives.

We’ve upgraded our Wi-Fi network at the Medical School campus in the last couple of months to handle more simultaneous connections, to connect faster, and to have greater coverage throughout the campus. We will completely finish upgrading South Street, Chang, Schraffts and the rest of UMMS campuses by end of September.

Right now, we are offering unlimited Dropbox storage space exclusively for basic researchers at no cost! Labs in Infectious Disease and Immunology Kornfeld lab, Pukkila-Worley lab, Silverman lab, Fitzgerald lab are already using UMMS Dropbox Business for securing, collaborating, and sharing information with their collaborators, while allowing IT to carry the cost centrally. We’re working with other basic science research departments daily to rollout UMMS Dropbox Business. If you are basic science research lab and are interested in utilizing UMMS Dropbox Business, please call UMMS IT Helpdesk at 508-856-8643.

We are also piloting Office 365 email and calendar in the cloud. With Office 365 email, you get tons more mailbox space (50 GB), unlimited archive space and access to your emails, contacts, tasks, and calendar from your desktop or mobile, from anywhere. Additionally, we’re excited about Skype for Business - a complete online meeting solution that will make it easy for you to work virtually with others from anywhere. With Skype for Business, you can connect and collaborate with colleagues in real time to get work done using instant messaging (IM), audio, video, and web conferencing in online meetings. We’ll roll out these features in phases starting early fall.

Finally, we’ve upgraded our IT service management tool to ServiceNow in July of this year. ServiceNow, the leading service management cloud solution, allows us to better connect IT support with you. Coming soon, with our self-service portal and chat, you’ll soon be able to track the status of open tickets, instantly chat with your favorite IT support folks, and open your own tickets online.

We’re really excited about all these Cloud9 solutions that will be available to us soon and hope you’ll like it, too!
The Gathering Place

Upcoming Events 2016 - 2017

Interview Skills and LinkedIn Resume Writing

**Mentor/Mentee Program** October 6, Noon in the Faculty Conference Room

“Resources for Healthy Aging Fair”, sponsored by the Mature Workforce Committee
November 2, 11:00 to 2:00, Faculty Conference Room and main Medical School Lobby.
“Free” gift basket raffle and hands on activities

**Social Media Platforms** November 2, 11:00 to 2:00, Faculty Conference Room and main Medical School Lobby

**Dress for Success** March 15, 2017 Main Campus, Old Medical School Lobby

Joint event with CWM CDC (Cultural Diversity Committee)
Speaker to discuss the Value of Women Supporting Women

Watch for information on Dates and Times

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**Bookshelf**

The Professional Women’s Committee (PWC) has purchased a number of books available for borrowing from the Lamar Soutter Library. For a complete list of publications, visit the PWC website.

**Monthly Meetings**

The committee meets on the 2nd Thursday of each month at 3PM. Contact John Trobaugh via email or by phone at (508) 856-2418 for more information.

**Website**

[http://www.umassmed.edu/dio/engagement/committee-on-equal-opportunity-and-diversity/professional-womens-committee/](http://www.umassmed.edu/dio/engagement/committee-on-equal-opportunity-and-diversity/professional-womens-committee/)

**Generating Momentum** is published 3 times a year

Your input on the newsletter is always welcome, so let us hear from you. Contribute an idea, write an article, or attend the next newsletter planning meeting. Send an email to the newsletter mailbox to let us know how you want to contribute.

To view copies of previous newsletters, please visit the Professional Women’s Committee website or contact the newsletter.

**Suggestions? Comments? Email us!**

Newsletter mailbox | [PWCNewsletter@umassmed.edu](mailto:PWCNewsletter@umassmed.edu)