In response to last year’s readership survey, the “Athena Factor” was mentioned as a possible Newsletter topic. We needed to do a little research since none of us knew what the “Athena Factor” was! We discovered that in 2008 a cadre of private industry giants (including Alcoa, Cisco, Johnson & Johnson, Microsoft, and Pfizer) funded a study to critically examine the career paths of women with advanced degrees in science, engineering and technology. A total of 34 companies participated in this research effort, and “The Athena Factor: Reversing the Brain Drain in Science, Engineering, and Technology” was the result.

Among the study’s findings, just over 40 percent of the scientists, engineers, and technologists at the lower levels of the labor pool studied were women, and more than half of them were likely to quit their jobs mid-career.

The following reasons were cited as contributing to this situation:

- A hostile macho culture at the workplace
- Isolation and lack of support by colleagues and mentors
- Mysterious career paths that leave many feeling stuck
- Inability/unwillingness to engage in risk-adverse behavior that is often associated with career advancement
- Job pressures that combine with family pressures

An industry-wide plan of action was recommended – the goal being to retain and promote talented women scientists, engineers, and technologists. The plan rested on a major culture change, a clear vision and commitment to the success of women employees, and better communication at all levels of an organization.

We don’t know if these findings are still relevant and/or whether they apply – or ever applied – to academic settings such as UMass Worcester. We do know that the retention of qualified professional women is a goal of the PWC, and we do commit to revisiting this issue on a periodic basis. In addition, we’ve tried to focus several of this Newsletter’s features on our own “women in science”.

Mary H., Mary I., Sue
March is National Women’s History Month giving us an opportunity to once again celebrate and acknowledge the success of our female colleagues who have paved the way for us. The National Women’s History Project selected theme for this year is very appropriate for UMass: “Women’s Education – Women’s Empowerment”.

One may ask when society began to recognize the importance of women obtaining an education. It has an interesting beginning with the original intent not necessarily to educate women. The roots of education began in colonial times with “dame schools” where women in their homes would educate small groups of children establishing women as teachers. Boys would then attend town schools which were single-gender, private and limited to wealthy families. Girls very rarely attended. To influence their families the Protestant Reformation encouraged women to study the Bible. With economic growth these literacy skills expanded a woman’s role beyond domestic chores to involvement in running family businesses. The notion to safeguard democracy through education began after the American Revolution. This opened the door to educate women with the theory that as mothers they would nurture both the bodies and minds of male citizens.

Single-gender seminaries modeled after the English finishing schools were established in the 1800’s. The seminaries provided domestic education plus literary schooling for women. The first woman’s colleges were founded. A few male colleges such as Harvard, Brown and Columbia allowed women to enroll in their degree programs, however very limited and separated from their male colleagues. In the late 19th century state universities provided women with the opportunity to enroll in their degree programs although many private institutions did not. Another critical point is women were encouraged to study liberal arts not the sciences. Until early 1970 single-gender education was the norm. This changed with the 1972 passing of Title IX of Education Codes for Higher Education Act which was enacted in 1977 prohibiting gender discrimination by federally funded institutions. Through this transformation women were able to participate in all aspects of education such as scholarships, facilities, athletics and classes previously closed to women. In 1974 the Women’s Education Equity Act (WEEA) passed supporting schools in the recruitment of women for athletic programs, math and science. Another milestone was 1992 the year women outnumbered men in American colleges. In 2010, of college graduates ages 25 to 29, 55% were women and 45% were men.

Jennifer Madigan concludes her article stating “As the journey into new educational terrain continues, it is important to look back and reflect on the accomplishments of those from the past so that we might better encourage those who will go into the future.” Very appropriate for organizations such as the PWC and the National Women’s History Project whose mission is to connect and support other women.

This issue of the Newsletter includes a quiz on page 7– test your knowledge by matching the name of the pioneering woman to her accomplishments. To learn more about women in history visit the following web sites:

*Jennifer C. Madigan article at [http://www.sjsu.edu/people/jennifer.madigan](http://www.sjsu.edu/people/jennifer.madigan)
Women at UMass Worcester – Selected Statistics

Compiled by Laura Hunter, PhD, Institutional Research Analyst
Mary Zanetti, EdD, Senior Director for Institutional Research, Evaluation, & Assessment

The data below demonstrates how UMass Worcester, through its various training initiatives, is helping to educate and empower women. Women comprise more than half of all post-graduate level trainees.

UMass Worcester: GSBS, GSN, and SOM*

Enrollment: Number and Percentage (of total enrollees) of Women Enrolled

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<th>2011</th>
<th>2010</th>
<th>2009</th>
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<tr>
<td>Women Enrolled in Medical School</td>
<td>276 (54%)</td>
<td>263 (54%)</td>
<td>258 (55%)</td>
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<tr>
<td>Women Enrolled in Biomedical Science</td>
<td>225 (54%)</td>
<td>240 (55%)</td>
<td>221 (54%)</td>
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<tr>
<td>Women Enrolled in Nursing</td>
<td>171 (86%)</td>
<td>151 (87%)</td>
<td>137 (87%)</td>
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Graduation: Number and Percentage (of graduates) of Female Graduates (All Schools and Degrees)

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<th>2011</th>
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<tr>
<td>Female Graduates</td>
<td>134 (66%)</td>
<td>124 (64%)</td>
<td>138 (64%)</td>
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*Graduate School of Biomedical Sciences, Graduate School of Nursing, School of Medicine

School of Medicine Matriculates by Gender: 2002 - 2011

Compiled by Mary Zanetti & Laura Hunter
Winter 2012 • UMass Medical School Professional Women’s Committee • Page 3
Ask a Busy Woman

Introducing Bethanne Giehl

By Mary Handley

The energy surrounding Bethanne Giehl, Manager of Research Systems Support in the Office of the Vice Provost for Research, is palpable. My guess is that Bethanne accomplishes more in a single day than most of us accomplish in an entire week!

Bethanne began her career at UMMS in August 2000 as a staff accountant in Infectious Diseases. In the 11 years since, she has proven herself to be a valuable employee whose competence, efficiency, and perseverance have resulted in a series of increasingly responsible career moves.

When I asked Bethanne about her approach to work, she said that she has always been willing to take risks. She’s viewed every job description as a jumping-off point for seeking increased responsibility – not as a barrier, or limit-setting document, to hide behind. Bethanne said that she likes to learn and likes to be helpful. She loves working with computers and enjoys serving as a resource for systems-related issues within her department. Bethanne said that she has an affinity for interpreting rules and regulations, which has proven to be a real strength in her current role.

Bethanne said that her parents were stereotypical overachievers who taught by example. She credits them with instilling in her the joy that comes from learning, the pride that comes from going just a little bit further than anyone else, and the satisfaction that comes from tackling seemingly impossible tasks. These behaviors are what keep life interesting for Bethanne, and they propel her ambition to know more and to do more.

When talking about how she balances the demands of work and family, Bethanne emphasized the mutual support and respect that she and her husband Ted, also a UMMS employee, have fostered over the course of their 26-year marriage. She said that they’ve always been aware of the strain that two professional careers can foist on a family unit and that they’ve both compromised at various times depending upon whose workplace was more demanding. They’ve travelled as a team from Chicago to Denver to Worcester and are justifiably proud of their own accomplishments as well as those of their 21-year-old son Adam.

In addition to her husband’s support, Bethanne mentioned that her success to date has been influenced by several key mentors:

- Dr. John Sullivan, Vice Provost for Research, who has supported and nurtured her career growth at the Medical School.
- Dr. Douglas Golenbock, Division Chief of Infectious Diseases, who shared his thoughts about the importance of grant funding from the perspective of a senior-level P.I.
- Patricia McNulty, former Director of Research Funding, who expected everyone on her staff to be fully prepared and well read at all times and under all circumstances – no exceptions!
- Amy Miarecki, Senior Director of Post-Award Administration and Compliance, and Sheila Noone, PhD, Assistant Vice Provost for Clinical Research, who understand the “big picture”.

Bethanne’s intelligence, competitiveness, and compassion were all in evidence at various times during the course of our conversation. Her closing comment to the Newsletter’s readership is a quote that is probably familiar to many and sums up her life philosophy: “Live Well, Laugh Often, Love Much.”*

*This quote is taken from an essay entitled “What Constitutes Success” written in 1904 by Bessie Anderson Stanley, and it’s also the quote that Bethanne and her husband used on their wedding invitation in October 1985.
Editor’s Profile: Happy Trails!

By Laura Sefton and Sabrina McCallum

As Mary Handley prepares to retire, Sabrina and Laura sat down with her to reflect on her accomplishments and her plans for the future.

Mary’s current role as Director of Contracts, Credentialing and Support Services is an outgrowth of tasks she assumed in previous positions. UMass Medical Center was not fully operational in March 1980 when Mary stepped into the role of Medical Staff Office administrator. Among other things, Mary represented the interests of the professional staff as UMass implemented new programs. As a young professional it was an exciting time “…things were new, they were fresh, [there was] a lot of energy, [it was] a growing organization.”

In late 1989, after a brief layoff, Mary was hired by Tom Manning to administer state contracts in the Department of Psychiatry. She excelled; in collaboration with her Psychiatry colleagues, she leveraged relationships to grow the contracts program from $8 to $30 million during the next nine years. Moving to Commonwealth Medicine (CWM) in 1998, Mary saw her role expand to include state contracts and credentialing for the Medical School along with consultant contracts for CWM.

Mary says she gets a lot of satisfaction from managing contracts and negotiating agreements. Overall, “it’s very exciting to work in a policy-driven organization like CWM with people who are extremely creative and thoughtful.” Nearest to her heart though and what makes her want to “move mountains” is her continuing work with the program directors and direct care providers on the state contracts she oversees.

The decision to retire came from recent organizational changes and the realization that she is no longer the employee she wants to be. “For me the decision to retire has been so liberating…I feel as if it’s made me young again, that I can reinvent myself, and that I can do some things that I’ve wanted to do for a long time.” Mary’s advice for others who may be contemplating retirement: “You need to know when to leave. There’s a time when it’s right…you feel it in your bones! When it feels right…it becomes easy.”

Mary’s post-retirement calendar is filling quickly. She plans to volunteer one day a week with a leader in medical humanities who long ago inspired Mary through her palliative care work at UMass. She also plans to become an active volunteer with Birthday Wishes, a charitable organization providing birthday parties to homeless children. In addition, Mary plans to nourish her passion for writing, join a second book club, learn to knit, and travel as often as possible.

When we asked Mary about the large collection of owls in her office, she said, "I do like them as a symbol of wisdom and as an inspiration…and I really hope that I am sometimes wise and say meaningful things.”

Mary’s last day is March 30th. Reflecting on her years with UMass, and recalling a recent illness, Mary choked up when describing the kindness, support, and affection she received from so many UMass colleagues. “UMass has always delivered in the most significant ways…the people here are remarkable.”

Mary, our wish for you: Happy trails…!
“There’s a trick to the Graceful Exit. It begins with the vision to recognize when a job, a life stage, a relationship is over – and to let it go. It means leaving what’s over without denying its value.”

Ellen Goodman, Author & Commentator

I’ll be leaving UMMS on March 30th. I know that a “graceful exit” involves more than simply handing in my keys and walking out the door. Beyond that, I’m not so sure!

If the solution to a graceful exit has something to do with numbers, then I’ve accumulated a lot of them. For starters, I’ll be retiring 32 years to the day of my hiring – March 30, 1980. During this time I’ve had 15 offices, 10 administrative assistants, 8 supervisors, and 5 job titles. I’ve worked in 4 departments and spent more weekend hours at UMass than I care to count!

If the secret to a graceful exit means leaving lots of files behind, then I’m in luck. Or, maybe a graceful exit rests on a litany of lessons learned. Or, possibly it’s the goodwill of a farewell luncheon that determines what’s graceful about someone’s exit.

For the record, I hope to exit gracefully – whatever that means. I know the time is right. The touchstone moments are imbedded permanently in my brain. The wonderful individuals I’ve worked with will be with me forever.

I loved working on the PWC Newsletter. The last three years allowed me to tap into a writing reservoir that I didn’t even know existed – having spent most of my days at UMMS crunching numbers! Working on the PWC Newsletter set the stage for the writing I hope to do in retirement. My editorial partners – Mary Ingamells and Sue Young – encouraged my fledgling efforts from the beginning, and I’m forever grateful.

I encourage anyone who’s interested to join forces with the Newsletter team, headed by Chief Editor Laura Sefton, in researching the stories of the professional women affiliated with UMass Worcester. Trust me, it is a privilege to share in a colleague’s history, to glimpse the depths of someone’s character, or to unveil the underlying power of a professional woman colleague.

Thank you for letting me share these thoughts and best wishes for continuing success….
**Successful Women’s History Quiz**

*Compiled by Mary Ingamells*

Can you match the successful women to their accomplishments?

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<tr>
<td>A.</td>
<td>Inventor of “Boaters” the first disposable diaper; in 1950 started her own company; other manufacturers were not interested in the product.</td>
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<td>B.</td>
<td>1st woman doctor of medicine &amp; 1st in her 1894 graduating class.</td>
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<td>C.</td>
<td>Founder of 1st women’s college, Mount Holyoke College.</td>
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<td>D.</td>
<td>Born in Great Barrington MA, the 1st African-American woman physician in New York City. Her cancer research assisted with the development of the Pap smear.</td>
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<td>E.</td>
<td>Established Troy Female Seminary in 1821, 1st educational institution offering women an education equal to men’s.</td>
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<td>F.</td>
<td>After attending Perkins School for the Blind in Boston, moved to Alabama as the teacher of a blind and deaf child.</td>
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<td>G.</td>
<td>Activist &amp; feminist initiating crusades for change: “Individual life only has meaning if you unselfishly engage as sisters and brothers in the fight for equality, justice, and peace.”</td>
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<td>H.</td>
<td>1st black woman to teach white children in MA at the Epes Grammar School of Salem.</td>
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<td>I.</td>
<td>Her goal was to use education to promote tolerance and understanding establishing the International Museum of Muslim Cultures in Jackson MS.</td>
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<td>J.</td>
<td>1st woman of Cherokee Nation to receive her PhD; initiated SEED (Seeking Educational Equity and Diversity) Project.</td>
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<td>K.</td>
<td>1st black woman to earn medical degree from NE Female Medical College.</td>
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<td>L.</td>
<td>1st woman to graduate from dental school.</td>
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<tr>
<td>Elizabeth Blackwell</td>
<td>May Edward Chinn</td>
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<td>Rebecca Lee Crumpler</td>
<td>Gracia Molina de Pick</td>
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<td>Marion Donovan</td>
<td>Brenda Flyswithhawks</td>
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<td>Charlotte Forten Grimke</td>
<td>Lucy Hobbs</td>
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<td>Mary Lyon</td>
<td>Okolo Rashid</td>
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<td>Annie Sullivan</td>
<td>Emma Hart Willard</td>
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**Note:** Answers can be found on page 11.
1. **What do you do?**
   For the last year I’ve worked as a Research Associate in General Medicine/Primary Care in Dr. Shan Lu’s lab which conducts HIV DNA vaccine research. Prior to that, I worked for more than 20 years in Infectious Diseases with Drs. Alan Rothman and Frank Ennis.

2. **What triggered your interest in science?**
   When I was a young girl, my aunt died of cancer. I wanted to find a cure for cancer from that point forward.

3. **What’s your academic background? How did you prepare for your current position?**
   I have a bachelor’s degree in biology. I’ve also had a number of supervisors who took an interest in my career and encouraged me to keep current, to read as much as possible, and to remain confident of my abilities.

4. **How does someone train for, or transition into, a career in science?**
   First and foremost, someone cannot have a career in science unless they know math. Secondly, it’s important to love and really enjoy what you’re doing because researchers in academic science don’t make a lot of money.

   I’d recommend that anyone thinking about science as a career – whether they’re new to the field or transitioning into it – talk with other women, read the current literature, and learn as much as possible.

   I’d also say that women shouldn’t be afraid to enter what’s traditionally been viewed as a male oriented field just because they’re women. In my experience at UMMS, gender is not an issue, and there are a number of great women scientist role models.

5. **Personal comment to the Newsletter’s readership**
   Remember, you’re never too old to learn! I had to change jobs (due to the loss of funding) in the last year. It was stressful and hard to move on, but in retrospect, I should have welcomed the change. I was energized by learning new things, and I was forced to grow professionally after 20+ years in the same position.
1. **What do you do?**
   For the past 9.5 years I’ve worked as a Research Associate in Infectious Diseases. I plan and conduct experiments related to Flavi viruses.

2. **What triggered your interest in science?**
   My parents are scientists – my Mother in academia and my Father in industry. They were my role models. Before coming to UMMS, I worked at the National Institutes of Health (NIH) and Pfizer Pharmaceuticals.

3. **What’s your academic background? How did you prepare for your current position?**
   I have a master’s in biochemistry. My undergraduate degree is in chemistry. My current interest in biological research really evolved over time and as a direct result of my previous work experience in the private sector.

4. **How does someone train for, or transition into, a career in science?**
   For starters, you absolutely must be fascinated by science. As a biological scientist, working with living organisms, you work odd hours, and you don’t make a lot of money. You must enjoy the work and be dedicated to it.

   When considering career options, I think women should not hold back because of society’s expectations of them as women. There’s no reason women can’t have their own projects and be confident leaders and researchers.

5. **Personal comment to the Newsletter’s readership**
   Science can be an extremely rewarding career choice. I have a very challenging job, but I feel valued and supported at UMMS. I like the flexibility of the workplace, and I like the people with whom I work. In my area, career paths are not obvious, but there are more women researchers than men so I think there is opportunity for advancement.
Spring Open Enrollment: April 9 - May 7
by Katie Temple, Senior HR Manager, Benefits

- Annual Enrollment for Health Insurance, MetLaw and UMass Sick Leave Bank is Monday, April 9, through Monday, May 7, 2012 for changes effective July 1, 2012.
- For employees who do not wish to change their health insurance plan, they need do nothing. Coverage will continue automatically.
- Provider networks change each July 1. Employees must check to be sure that their doctors, and the hospitals with which they are affiliated, are in their selected health plan network. Additionally, physician and hospital tiers can change as of July 1. The health plans will have their sites ready for annual enrollment as of April 9. The GIC’s website will be updated towards the end of March.
- The buyout option for state employees in now available twice per year: during annual enrollment for a buyout effective July 1 and in the fall for a buyout effective January 1.

For more information, please view the Benefits website at www.umassmed.edu/hr/benefits beginning on Monday, April 9, or contact Anita at x6-2282 or Patti at x6-2036 in the Benefits Office.

Women’s History Month Speaker Announced

Helen G. Drinan
President, Simmons College
Tuesday, April 3, 2012
Lazare Auditorium, S1-607
3:30 pm with reception immediately following presentation

Helen Drinan, a respected leader in health care, civic and business circles, will share her depth of leadership experience in non-profit and for-profit organizations. Hear President Drinan’s personal perspective on women’s education and empowerment in the workforce.

If you’d like to attend, please respond to Fernanda.Gama@umassmed.edu.
Professional Development

Brown Bag Seminar Planning Committee Seeks Input
The PWC’s Brown Bag Seminar Planning Committee – consisting of Wendy Gammon, Paulette Goeden, Melissa Lucas, and Christine Pimentel – want to hear from you. They would like next year’s brown bag seminars to be even more successful than this year’s well attended and highly acclaimed sessions. Your input can make that possible. What speakers and topics are of interest to you? Are you interested in change management? What about health and fitness? What piques your interest? Please let the Planning Committee hear from you. A quick email response to PWCNewsletter@umassmed.edu will assure that your voice is heard.

Lifestyle

Tell Us about Your Summer Travel Plans
Summer is fast approaching, and we’re looking for ideas about day trips and travel adventures. What are some of your family’s favorites? What’s the best trip you’ve ever taken? Where have you always wanted to visit? What do you like best about traveling abroad? Why do you prefer to vacation closer to home? Selected responses will be featured in the next issue of the Newsletter. Reach us at PWCNewsletter@umassmed.edu.

Women’s History Quiz Answers
A. Marion Donovan
B. Elizabeth Blackwell
C. Mary Lyon
D. May Edward Chinn
E. Emma Hart Willard
F. Annie Sullivan
G. Gracia Molina de Pick
H. Charlotte Foren Grimke
I. Okolo Rashid
J. Brenda Flywithhawks
K. Rebecca Lee Crumpler
L. Lucy Hobbs

Important Dates

UMMS Earth Day Celebration
April 24

UMMS will be hosting an Earth Day Celebration for employees and the public at the University campus in Worcester on Tuesday, April 24, from 10 am – 3 pm. Activities will be held in the Medical School lobbies and will feature approximately 50 organizations addressing topics such as energy efficiency, recycling, transportation, and environmentally friendly products. For more information, visit www.umassmed.edu/growinggreen or look for UMass Medical School Sustainability on Facebook.

Stand Against Racism Day
April 27

Once again this year, UMMS will be participating in Stand Against Racism Day scheduled for Friday, April 27. Stand Against Racism is a national movement of the YWCA. The goal is to unite groups and individuals who share in the vision of a society free from racism and discrimination. More information about UMMS’s involvement will be distributed to all employees by the Office of Diversity and Equal Opportunity in the days ahead.
The newsletter's editorial board is undergoing a transition.

Since the newsletter's creation in 2010, Mary H., Mary I., and Sue have been instrumental in putting together each newsletter. They recruited authors and photographers, wrote and edited many articles, and worked to format the materials into each newsletter. Each issue featured the contributions of many professional women colleagues. "The challenge was daunting, but from day one we wanted to produce a publication that would tell the stories — both big and small — of professional women at UMMS."

After three years of hard work and dedication, they've decided to pursue other interests. The Professional Women's Committee appreciates their time and effort. Their shoes will be hard to fill!

Our next issue will be authored and edited by new contributors. As our former editors found, "there are so many stories to be told within the Medical School community of professional women." As always, the newsletter is looking for input from its readers. Contribute an article or an idea to the editors. Help us edit articles or take pictures. Let us know what you'd like to see in your newsletter.

In this time of transition, your support is even more welcome. Feel free to contact the Professional Women's Committee at PWCNewsletter@umassmed.edu to let us know of your interest.