



Generating Momentum

Women Supporting Each Other in the Drive for Personal and Professional Success

Table of Contents

A Note from the Editor	Page 1
Ask a Busy Woman Greer Jordan	Page 2
Women's History Month Quiz	Page 3
SySTEMatizing Science Sandy Mayrand	Page 4
Spring Vacation Activities for Kids	Page 5
Do You Know About These UMMS Benefits?	Page 6
The Gathering Place	Page 7

A Note from the Editor

Clara Orlando, formerly the committee co-chair, has left the medical school for a position at the UMass Lowell campus. The committee appreciates her valuable contribution to the PWC and wishes her well in her new endeavors.

The PWC welcomes Patricia Ryan as the new committee co-chair! Tricia joined the PWC in October 2010 because she believed in its mission to create and promote a supportive environment for all professional women. At UMMS, Tricia manages teams of operations staff in Community Case Management (CCM) and the Prior Authorization Unit (PAU). CCM authorizes, coordinates and facilitates Community Long Term Care Services for over 600 medically complex children, adolescents and young adults within the MassHealth population. PAU's task is to review Long Term Support Services requests for MassHealth members. Tricia received her MBA while working full-time at UMMS. She and Paulette Goeden, Assistant Vice Chancellor of Administration and PWC co-chair, welcome you to contact them about the Professional Women's Committee.

March is Women's History Month. The National Women's History Project selected as its 2013 theme "Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering and Mathematics." In this issue you'll find interviews with Sandy Mayrand, Regional Science Resource Center Director, and Greer Jordan, Associate Vice Chancellor of Human Resources, Diversity and Inclusion. You can test your knowledge of important women in the STEM fields with the Women's History Month Quiz. For more information about the National Women's History project, see its website: <http://www.nwhp.org/>.

Ask a Busy Woman

Introducing Greer Jordan

By Clara Orlando, Senior Manager, Diversity & Equal Opportunity

Photo by Lopa Dhal, Senior Associate, Learning & Development



Greer Jordan, Ph.D., joined UMMS as the Associate Vice Chancellor of Human Resources Diversity and Inclusion in January of 2012. She took twenty years' experience as a car engineer and turned it into a career as a human resources professional and scholar. While she is an accomplished executive, she is also a wife, a mother, and a football fan.

Greer, a Detroit, Michigan native, is the oldest of four children. Due to her love of reading and an interest in social change, Greer first aspired to become a lawyer. However, in high school she was introduced to engineering. She liked the idea of creating and designing new products that could improve people's lives and of being something of a trailblazer, as there were few women of color in engineering at the time.

During her junior year in high school, Greer obtained her first job as a high school intern at General Motors (GM) Company. This experience would not only provide her with practical work experience, but also introduce her to the reality that the world of guaranteed employment with "The Big Three" was disappearing. Two weeks before Christmas, General Motors cut the jobs of dozens of staff and all high school interns at the engineering center. She saw 25-year GM veterans crying as they walked the halls on their final day of work. The sixteen year old took the lesson to heart: she had to continuously transform and upgrade her education and skills to be in the best position to make a living for a lifetime. Greer would return to work for General Motors in college, but moved to Ford Motor Company upon graduation, enticed by the opportunity to leverage her analytical skills into business as a Purchasing Agent. Greer went on to obtain a MBA from the University of Ann Arbor and returned again to Ford, this time in Product Design and Program Management.

After the loss of a close family member and the birth of her first child, Greer began to re-think her career direction. While at Ford, she pursued training in group facilitation and business process reengineering. She took on extra projects, in addition to her engineering roles, and led teams in tackling persisting quality and team coordination issues. She was promoted to Lead Engineer, then into a management role. Eventually, it became clear that she needed to commit to an engineering management career or dive further into the world of organizational development and change.

Greer took the plunge, left Ford Motor Company, and went on to receive her Ph.D. in Organizational Behavior from Case Western Reserve University. During that time, she taught management and leadership classes, produced scholarship in the area of Inclusion and Diversity in Academic and Medical Institutions, and consulted with for profit and not-for-profit organizations. She was lured outside of academia and consulting with the opportunity at UMMS, where she could apply her extensive experience in complex organizations to the challenge of shaping a Human Resources organization that can meet the demands of a medical enterprise with a firm commitment to care and better health for all, a rising stature internationally, and tremendous opportunities for growth.

Greer is married with two teenaged children. When asked how she manages her family and work responsibilities, Greer said she cannot recall experiencing, or even pursuing, 'balance.' The challenge has been different for each phase of her career and her children's growth. It was important early on that her spouse was willing to handle some childcare responsibilities, though he received no support from his bosses or workplace to do so. As the children grew older, Greer took on the work of household management, schedule coordination, and maintained a connection with her children's education by staying in communication with teachers. To keep her spouse involved and engaged, Greer delegated tasks. "I could not do what I do without a supportive spouse who will do what I direct him to do", she said with a laugh.

In addition to getting her husband's assistance, Greer noted that "I also had to lower my 'standards' about how things got done in order to keep him helping. I had to learn not to micro-manage when kids left home with socks that did not match. I also had to foster independence in my kids. Let the mess in my teens' bedroom be their responsibility. Though it bugs me to no end! Over time as they got older, I let them experience the consequences of the lunch or homework left at home". Still, Greer says, it is an ongoing balancing act that feels like trying to keep dozens of plates spinning. Reflecting further, Greer said, "I have had to learn to forgive myself when a couple plates fall, and take the time to watch football, which we both love to watch, with my son and be a "Band Mom" to my daughter's Marching Band."

Greer serves as an inspiration to us all for her outstanding commitment to her family, her career, her values and beliefs, and her dedication to serve UMMS in creating the workforce for the future, one that is talented, diverse and inclusive.

Women's History Month: Women in STEM Quiz

By Laura Sefton

Research Coordinator, Center for Health Policy & Research



Match each accomplishment with the correct woman in the fields of Science, Technology, Engineering, or Mathematics. Answers are on the last page of the newsletter.

1. Led the team that created COBAL, or COMmon Business Oriented Language, computer language (1959-1961).	A. Rosalind Franklin
2. Founding director of Institute for Women and Technology (1997).	B. Janet Lane-Claypon
3. First computer programmer (1842).	C. Ellen Swallow Richards
4. Recipient of Fullerson prize for her research on design and analysis of algorithms (1988).	D. Lillian Gilbreth
5. Created many of the Apple Macintosh interface elements, such as the Chicago typeface, in the 1980s.	E. Barbara McClintock
6. Considered to be the 'mother of environmental engineering'; conducted the first water quality tests of Massachusetts waters (1870).	F. Eva Tardos
7. Only woman to receive unshared Nobel prize in the 'Physiology or Medicine' category for her discovery of genetic transposition (a DNA sequence that can change its position within the genome) (1983).	G. Maria Cordero Hardy
8. First African American Woman admitted to the American College of Surgeons (1950).	H. Ada Lovelace
9. Founding member of the Women's Caucus of the American Public Health Association (1970).	I. Grace Hopper
10. Found that vitamin E is effective in fighting Hepatitis B.	J. Ann Tsukamoto
11. Considered a founder of epidemiology and pioneered the use of cohort and case control studies in the early 20 th century.	K. Anita Borg
12. Currently holds the position of Director General of the World Health Organization.	L. Helen Octavia Dickens
13. Advanced x-ray diffraction techniques with DNA and contributed to the discovery of the key aspects of its structure (1950s).	M. Susan Kane
14. Holds a patent for a process to isolate the human stem cell (1991).	N. Helen Rodriguez-Trias
15. Received a PhD in Mechanical Engineering (1915) and contributed to the fields of time and motion efficiency, sometimes involving her 12 children in experiments, as detailed in the in book and movie "Cheaper by the Dozen."	O. Margaret Chan

Sandy Mayrand - SySTEMatizing Science

By Kim Canty

Director, Individual Giving, UMMS/UMass Memorial Development Office

If you look up STEM (Science, Technology, Engineering and Mathematics) in the dictionary, you should see the face of Sandy Mayrand. And for good reason. Sandy is all things science. She serves as the director of the Regional Science Resource Center (RSRC), which she founded at the Worcester Foundation for Biomedical Research (WFBR), and brought to the Medical School during the WFBR merge with UMMS more than 14 years ago.

To further their mission to improve K-12 science, mathematics and technology education so that all students will reach their full potential, the RSRC provides professional development and curriculum resources to K-12 science and mathematics teachers in 133 districts across the commonwealth. Beginning with a single collaboration with one high school in 1989, the Regional Resource Science Center now collaborates with education stakeholders including the Massachusetts Department of Elementary and Secondary Education, Department of Higher Education, school districts, teachers, administrators, students, community agencies, higher education institutions, business community, parents, concerned citizens and like-minded reform groups. The objective of all these endeavors is to support and encourage excellence in science and mathematics education and to promote learning by doing. Not an easy task!

What has become her life's work began as a simple interest in science. While she was in high school, the only science careers that were talked about included a lab technician, teacher or nurse. A Microbiology major in college, Sandy worked in a hospital lab but felt that the science world held so much more. Sandy recalled, with a snicker, applying at a downtown Worcester temp agency in 1974 and being asked, "Do you have your husband's permission to work?" The look on her face must have said everything that her mouth could not (and should not) and her journey began. When asked how she has gotten to this point she says, humbly, that she followed what she likes to do. When the opportunities knocked she opened the door, never letting one slam because of the fact that she was a woman.

While once a male dominated field, Sandy has seen a slow movement towards more women in science. Not only are there more women teaching science but girls are becoming increasingly more interested in the field. When asked if females were being more encouraged today to seek a career in science she replied, "They are not being discouraged!" Higher education has not changed as quickly and there are still more men majoring in engineering.

What Sandy worries about most today is funding and she spends quite a bit of time writing grants. Although the success of the RSRC has enabled her to secure the monies necessary to keep the center running, it remains a challenge.

Currently, she is busy planning the 17th annual **Women in Science** Conference sponsored by the RSRC, Intel and the EcoTarium, scheduled for **Saturday, March 23, 2013**, from 9 AM to 3 PM. The goal of the conference is to expose 150 Worcester middle school young women to careers in science and engineering and to begin conversations with local women who use science in their professions. Following that will be the 5th Annual **MEN in STEM** conference on **Saturday, April 6, 2013**, showcasing STEM for 75 Worcester middle school young men.

It's impossible to mention, in 600 words or less, all that the RSRC does. To learn more and meet the staff, check out their website - <http://www.umassmed.edu/rsrc/index.aspx?linkidentifier=id&itemid=11468>. If you see Sandy during National Women's History Month, say hello and thank her for all that she accomplished on our behalf. And for those of you with kids in middle and high school, she is a great source of ideas for science fair projects!

Spring Vacation Activities for Kids

By Henrietta Ford

Customer Services Center Manager, Information Services



Spring is around the corner and you know what that means; it's time to start planning activities during school vacation week to keep the kids entertained while on a short academic hiatus. As a parent of 3 children, ages 7 ½ and twin 4 ½ year olds, I know how hard it can be to keep kids of various ages entertained at a median cost. Worcester and the surrounding towns have a lot to offer to help keep the kids busy and to give you some piece of mind. I've taken the time to gather some suggestions for you for school vacation fun. My top three picks are:

The first place I would like to recommend is the **Worcester EcoTarium**. Here kids of all ages can have fun exploring science and nature, both indoors and outdoors. The hours vary, so please be sure to check out their website for exact hours of operation and admission costs:

<http://www.ecotarium.org/plan-your-visit/hours-admission>. You may also want to contact your local library for discounted passes that you can sign out for the day. Generally, you must have a library card at the participating library, and passes go fast, so reserve yours sooner rather than later.

My second suggestion is located just outside of Worcester in Oxford, MA. **Zoinks Fun Factory** is an indoor activity center with indoor "bounce house" inflatables suitable for kids 12 and under. I recommend you visit their website first <http://zoinksfunfactory.com/>. The number of open playtimes is limited and there is also a limit of 25 kids per open session. You'll want to get there early to guarantee a spot. My kids always have a blast when they go to Zoinks. It keeps them active, they get to meet new friends, and parents can watch in the play area or in the parents' lounge overlooking the play area.

My third recommendation for school vacation fun is Worcester's own **Higgins Armory Museum** (<http://www.higgins.org/>). Here kids and adults alike can step back in time to be entertained by the vast selection of ancient weapons and battle gear and learn about chivalric knights. AAA Members can get a discount using their card; last time I check it was a \$2.00 savings. You can also check with your local library, they may have passes that offer a greater discount.

There are several other places to go during school vacation, so don't limit yourself. Do a bit of research online. Also, check with your local library as they often have fun activities planned for kids. They may have additional passes for library members to use.

- Acton, MA - Discovery Museum www.discoverymuseums.org/
- Bolton, MA – Animal Adventure <http://www.animaladventures.net/>
- Dudley, MA - Speedway <http://www.familydaysout.com/attractions-usa/tri-state-speedway/>
- Fitchburg, MA – CoCo Keys <http://www.cocokeyfitchburg.com/>
- Shrewsbury, MA – Pump It Up <http://www.pumpitupparty.com/>
- Southborough, MA – Play Town Express <http://www.playtownexpress.com/>
- Worcester, MA – Worcester Art Museum Art Classes <http://www.worcesterart.org/Education/youth-classes/>

Do You Know About These UMMS Benefits?

By Laura Sefton

Research Coordinator, Center of Health Policy & Research

The Medical School has Mothers' Rooms where breastfeeding mothers can go to feed their babies or pump breast milk. The rooms are located in the following places:

- ❖ University Campus: Rooms S6-100A and S6-100B. Both rooms are equipped with a hospital-grade Medela pump; mothers must bring their own accessories. For access please call Karin Fitch-Urbano in Human Resources, at 508-856-3928 to arrange pass-card access.
- ❖ South Street Campus: Building 1, 2nd floor, 1-SHR 1-2. Both rooms are equipped with a hospital-grade Medela pump; mothers must bring their own accessories. Contact Karin Fitch-Urbano to receive card access and access to the Outlook South Street Mother's Room calendar.
- ❖ Worcester State Hospital: Room BB2-204.
- ❖ Biotech IV: Room B4-314C. This location is equipped with a hospital-grade Medela pump; mothers must bring their own accessories.
- ❖ Schrafft Building, Boston: Office 3.635. To schedule a time, call x56200 or 617-886-8200.
- ❖ Mass Biologics: Mattapan II Building: Room 2034.

For more information about the Mothers' Rooms, contact Karin Fitch-Urbano in Human Resources, at 508- 856-3928.



Notary Public and Justice of the Peace services are available in many departments on several UMMS campuses. Among many duties, Notary Publics can authenticate documents, administer oaths, and function as an impartial witness when important documents are signed. Justices of the Peace can also administer oaths, perform civil wedding ceremonies, and preside over misdemeanor cases. The Office of Community and Government Relations maintains the list of such staff, which can be accessed through this link: <http://www.umassmed.edu/about/notaries.aspx>



UMMS's Lamar Soutter Library conducts trainings on many types of software such as Microsoft Excel and PowerPoint, RefWorks, and EndNote. Trainings are free and open to all UMMS and UMMHC staff, students, and faculty. The library holds regularly scheduled trainings and can schedule a department-specific training, if needed. Contact Len Levin at 508-856-6028 or Len.Levin@umassmed.edu to schedule a department-specific training. See the website (<http://library.umassmed.edu/classes>) for class descriptions, schedules, and sign up.



The Gathering Place

Spring Open Enrollment Starts April 10th!

Open enrollment runs from April 10 to May 8 for changes effective July 1. The 2013 Spring Benefits Open Enrollment Includes:

- Health Insurance
- Health Insurance Buy-Out Option
- Dental Insurance
- Vision Insurance
- MetLaw Benefit
- UMASS Sick Leave Bank (for non-unit, SHARE and NAGE employees)
- Long-Term Disability (LTD) (open enrollment ends on June 14 for changes effective October 1)

No action required in plans listed above unless you are making changes.



Save the Date – Earth Day is Monday, April 22nd. Look for announcements about events to be held on campus.

Women in STEM Quiz Answers: 1. I, 2. K, 3. H, 4. F; 5. M, 6. C, 7. E, 8. L, 9. N, 10. G, 11. B, 12. O, 13. A, 14. J, 15. D

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 from 3:30-4:30 PM. Join us in the Italy Conference Room on the South Street campus or via conference call. Contact Tricia Ryan, committee co-chair, via email at Patricia.Ryan@umassmed.edu for more information.

Website

<http://www.umassmed.edu/Content.aspx?id=61984&linkidentifier=id&itemid=61984>

Generating Momentum is published 3 times a year, in Spring, Summer, and Fall.

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.

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Suggestions? Comments? Email us!

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