



# Women's Resource Center NEWSLETTER

A Quarterly Newsletter

December 2006 – Volume 9:2

## The Glass Ceiling Today

**“There is a tide in the affairs of men  
Which taken at the flood, leads on to fortune...”  
Julius Cæsar. Act IV, Scene 3.**



Women, both in history and in our society today, have no such tide. In fact, they are stuck in the shallows that Shakespeare goes on to mention, and if they wait for a tide to arrive, they are most likely

to wind up high and dry.

For women, success is more like an obstacle course, where we must overcome certain common barriers or roadblocks just to stay on the right path, much less to cross the finish line ahead of our peers. Action is required and, to set the right course, women need some clear signposts along the way. The Federal Glass Ceiling Commission released a report entitled, *A Solid Investment: Making Full Use of the Nation's Human Capital*, in 1995. The aim was to provide those signposts, in the form of guidance and practical steps on how to move forward to plan and implement your successful career path.

According to the U.S. Department of Labor Women's Bureau, there are about 68 million women working in the U.S. today, and virtually all of them would benefit from the practical self-help steps provided in this book. This is the guidebook I would have liked to have had when I started out, instead of learning the hard way. Nobel prize-winning author Toni Morrison said: “If there is a book you want to read and it hasn't been written yet, then you must write it.” This is that book.

When the Federal Commission came out with its *Glass Ceiling* report in 1995, it did “ratchet up” awareness of the issue of the unlevel playing field for women, placing it into much sharper focus. But that was *more than 10 years ago* and yet *things haven't changed much!* Although women have made some progress, women should not have to wait for our daughters to grow up or for the current crop of women graduates to come into power.



Many experts agree that the workplace won't change until there has been a significant shift toward more women in the top positions of power.

Only when women hold half of the top-level jobs will companies become truly women- and family-friendly, offering day-care and elder-care alternatives; flextime options; and better pay, benefits, and retirement packages.

**Consider these dismal facts facing working women today:**

- There are only 9 women CEOs of Fortune 500 companies (only 1.8%).

- There are only 19 women CEOs in the top 1000 companies (only 1.9%).

**Below that exalted level, the stats are equally grim:**

- In a workforce of roughly 50% women, only 5% make it to top management.
- Only 10-15% of professional women make it to top positions.
- Only 16% of women earn 6-figure salaries.
- 48% of women-owned businesses have less than \$10,000 in revenue annually, and 87% generate less than \$100,000 in revenue annually.
- The share of dollars lent to women-owned businesses is only about 15%, and almost none of it comes from male venture capitalists.

For most women, many of the historic patterns persist. Notably, many women still are only able to own a major business through the death of their father or husband. Katherine Graham, publisher of *The Washington Post* and the first woman to run a Fortune 500 Company, attributed her management succession to CEO to “the good luck of my birth and the bad luck of my husband's death.”

Article adapted from the [AdvancingWomen.com](http://advancingwomen.com) web site at [http://advancingwomen.com/glass\\_ceiling/glass\\_ceiling\\_today.html](http://advancingwomen.com/glass_ceiling/glass_ceiling_today.html).



## Fitness Programs: Staying Motivated

**Are you having trouble sticking with your fitness program? Stay motivated with these simple tips.**

Have you ever started a fitness program and then quit? If you answered yes, you're not alone. Many people start programs but stop when they get bored or results come too slowly. Here's help staying motivated.

### Set goals

Start with simple goals and then progress to longer-range goals. Remember to make your goals realistic and achievable. It's easy to get frustrated and give up if your goals are too ambitious.

If you haven't exercised in a while, a short-term goal might be to walk five minutes once or twice a day. An intermediate goal might be to work up to 20 minutes of walking three or four times a week. A long-term goal might be to complete a 10K race.

### Consider your personality

If you prefer solitude, walking, biking or in-line skating may be good choices. If group activities are more to your liking, try a class at a local fitness center or join a bowling, volleyball or softball league. Involve your kids. Walk or bike with a group of friends.

### Start slowly

If you push yourself too hard at first, you may be forced to abandon your program because of pain or injury. It's better to start slowly and progress gradually.

### Think variety



Vary your activities to keep boredom at bay. Try alternating a low-impact aerobics class or swimming with walking or biking. When the weather cooperates, do your flexibility or stretching exercises outside. Play soccer with your kids. Join a health club to broaden your access to different forms of exercise.

### Have fun

You're more likely to stick with an exercise program if you're having fun. If you're not enjoying your workouts, try something different. Exercise doesn't have to be drudgery.

### Make exercise part of your daily routine

If it's hard to find time for exercise, slip in physical activity throughout your day. Be creative! Take a walk during your child's music lesson. Take the stairs instead of the elevator at work. Pedal a stationary bike while you watch TV at night.

### Put it on paper

Are you hoping to lose weight? Boost your energy? Sleep better? Write it down! Seeing the benefits of regular exercise on paper may help you stay motivated.

### Seek support



You're not in this alone. Invite a friend or co-worker to join you when you exercise. Work out with your spouse or your kids. Take a class at a local fitness center.

### Track your progress

It may help to keep an exercise diary. Record what you did during each exercise session, how long you exercised and how you felt afterward. Recording your efforts can help you work toward your goals — and remind you that you're making progress.

### Reward yourself

After each exercise session, take a few minutes to sit down and relax. Reflect on what you've just accomplished. Savor the good feelings that exercise gives you. This type of internal reward can help you make a long-term commitment to regular exercise.

External rewards can help, too. When you reach a longer-range goal, treat yourself to a new pair of walking shoes or a new compact disc to enjoy while you exercise.

### Be flexible

If you're too busy to work out or simply don't feel up to it, take a day or two off. Be gentle with yourself if you need a break. The important thing is to get back on track when you feel better.

Now that you're enthused again, get moving! Set your goals, make it fun and pat yourself on the back from time to time. Review these tips whenever you feel your motivation sliding.

Article adapted from <http://www.mayoclinic.com/health/heart-disease/HB00040> web site. The MayoClinic.com site is maintained by the Mayo Foundation for Medical Education and Research (MFMER).



## Creativity series scheduled for January & February 2007

Each of us has our own inner creative resources that need to be fed, developed, and nurtured. Have you been doing that? Have you noticed what happens when you do not? During January and February 2007, **Pam Murray, B.A., M.B.A.**, a local artist and art instructor, will facilitate a

three-part series of workshops entitled **“The Age of Creativity.”** Murray will guide participants through the process of exploring and accessing their respective creativity levels.

The focus of this series of workshops will be on developing your right brain capabilities. Participation in the workshop should aid you in being more perceptive and observant of your world, and hopefully be inspired to nurture your creativity! Participants can start (or continue) to develop their own creative process through the use of such things as journaling, art, exploratory activities, and mapmaking. These are just a few of the tools and resources for you to practice with and take with you as you continue on with your own unique creativity process *in all areas of your life, including the workplace.*

Scheduled for **January 25, February 1, and 8, 2007**, all sessions will be held at the Women's Resource Center, Panhellenic Hall, basement suite 2, at noon. **Reservations are required.** To reserve a spot or should you need additional information regarding this series, contact the Women's Resource Center at 423-439-7847.



## Women's Health Series

Finding out that a loved one has Alzheimer's disease (AD) can be stressful, frightening, and overwhelming. Caring for a person with AD at home is a difficult task. Each day brings new challenges as the caregiver copes with changing levels of ability and new patterns of behavior. One of the biggest struggles caregivers face is dealing with the difficult behaviors of the person they are caring for.

**“Alzheimer's Disease: Dealing with Unreality in a Positive and Supportive Environment,”** with **Mary Jo Davenport, P.T.**, is scheduled for Tuesday, February 27, 2007, at noon. Location for this Women's Health Series Lunch Break Seminar is the East Tennessee Room, D.P. Culp University Center.

Davenport, assistant professor in the ETSU Department of Physical Therapy, will discuss caregiver stress factors, escalating symptoms, and effective home management strategies. Not only can Davenport provide the health-based specifics related to Alzheimer's disease, but a personal perspective, as well. Davenport's mother-in-law was diagnosed with Alzheimer's disease in 1984.

For additional information, contact the Women's Resource Center at 423-439-7847.

Some article information was adapted from the U.S. National Institutes of Health – National Institute on Aging web site at <http://www.nia.nih.gov/Alzheimers/Publications/caregiverguide.htm#intro>

### Women's Resource Center

### NEWSLETTER

The ETSU Women's Resource Center Newsletter is published quarterly at East Tennessee State University, Johnson City, Tenn.

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**Harriet P. Masters**, director

**Jaime Redmond**, student assistant

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**ETSU Women's Resource Center  
Program Schedule**

For more information on the programs listed contact the *WRC* at 423-439-7847.

**DECEMBER 2006 – FEBRUARY 2007**

**PROGRAMS - Main Campus**

**Wednesday, December 20**

**Book Review Group.** Participants will meet to discuss *The Zinnia Tales* by Tammy Robinson Smith. New readers welcome.

**LOCATION & TIME:** Women's Resource Center, Panhellenic Hall, Basement Suite 2, noon.

**Wednesday, January 17**

**Book Review Group.** Participants will meet to discuss *The Gospel of Mary of Magdala: Jesus and the First Woman Apostle* by Karen L. King. New readers welcome.

**LOCATION & TIME:** Women's Resource Center, Panhellenic Hall, Basement Suite 2, noon.

**Thursday, January 25**

**Thursday, February 1**

**Thursday, February 8**

**"The Age of Creativity" – A Women's Professional Enrichment Series.** Pam Murray, B.A., M.B.A., a local artist and art instructor, is facilitator for this three-part series. Murray will guide participants through the process of exploring and accessing their respective creativity levels. The focus of this series of workshops will be on developing your right brain capabilities. **Reservations are required.** See article page 2.

**LOCATION & TIME:** Women's Resource Center, Panhellenic Hall, Basement Suite 2, noon.

**Wednesday, February 21**

**Book Review Group.** Participants will meet to discuss *Gilead: A Novel* by Marilynne Robinson. New readers welcome.

**LOCATION & TIME:** Women's Resource Center, Panhellenic Hall, Basement Suite 2, noon.

**Tuesday, February 27**

**"Alzheimer's Disease: Dealing with Unreality in a Positive and Supportive Environment" - A Women's Health Series Lunch Break Seminar.** Mary Jo Davenport, P.T., assistant professor in the ETSU Department of Physical Therapy, is the guest speaker. Davenport will discuss caregiver stress factors, escalating symptoms, and effective home management strategies. See article page 2.

**LOCATION & TIME:** D.P. Culp University Center, East Tennessee Room, noon.

**PROGRAMS – ETSU at Bristol**

**Thursday, February 22**

**"Natural vs. Synthetic Hormone Replacement Therapy" – A Women's Health Series Seminar.** Maria Schell, laboratory director for the ETSU Department of Microbiology – Quillen College of Medicine, is the guest speaker. Schell will discuss natural and synthetic hormone replacement therapy options and the importance of making wise health decisions based on your personal health history. See article page 4.

**LOCATION & TIME:** ETSU at Bristol, Grand Hall, 5:00 p.m.

**ALL PROGRAMS ARE FREE and OPEN TO THE PUBLIC.**

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## MORE NEWS and UPDATES

### 4<sup>th</sup> Annual "HEAD 2 TOE" Request for Donations

This project is designed to enhance overall self-image and is sponsored by the ETSU Pre-Professional & Graduate Section of the American Association of Family and Consumer Sciences (AAFCS) and the Tennessee Association of Family and Consumer Sciences (TAFCS). All proceeds, from the sales of the items donated, will benefit Girl's Inc. of Johnson City/Washington County.

*Items requested include:*

Prom or formal dresses, shoes, and/or accessories.

Donations will be accepted through February 2, 2007.

Campus drop-off site:

Women's Resource Center, Panhellenic Hall, basement suite 2. Office Phone: 423-439-7847.



### Women's Health Seminar scheduled for ETSU at Bristol

Over the past decades, menopausal women have been encouraged to use hormone replacement therapy (HRT) for its apparent health- and youth-preserving benefits. However, it is now known that HRT reduces the risks of osteoporosis and colon cancer but increases the risks of breast cancer, heart attack, stroke, blood clots, and Alzheimer's disease as well as other forms of dementia in a small number of women. And experts continue to disagree about using HRT as a first choice for menopausal symptoms and osteoporosis prevention after menopause. What other treatment options exist? What does research reveal about natural and synthetic treatment options available to women today?

If these are questions you have contemplated, or are contemplating, then join us for "*Natural vs. Synthetic Hormone Replacement Therapy.*" **Maria Schell**, laboratory director for the ETSU Department of Microbiology in the Quillen College of Medicine, is guest speaker for this Women's Health Seminar. Schell will discuss natural and synthetic hormone replacement therapy options and the importance of making wise health decisions based on your personal health history.

Scheduled for Thursday, February 22, 2007, at 5:00 p.m., location for the Schell seminar is the Grand Hall, ETSU at Bristol, 1227 Volunteer Parkway, Bristol, Tenn. For additional information, contact the Women's Center at 423-439-7847 or ETSU at Bristol at 423-844-6300.



### HOLIDAY CLOSING

ETSU will be closed December 25, 2006, through January 1, 2007.

The university will be closed on January 15, 2007, in observance of *Martin Luther King, Jr. Day*.

**Spring Semester 2007**

Classes begin January 16, 2007.

East Tennessee State University is a Tennessee Board of Regents institution and is fully in accord with the belief that educational and employment opportunities should be available to all eligible persons without regard to age, gender, color, race, religion, national origin, disability, veteran status, or sexual orientation.