



Isn't that Hard Balancing Everything? Team Simco Takes on the World

Amber Simco (MPP '05)

My six-year old daughter has almost completed her undergraduate degree. She has even taken some additional graduate-level courses. I believe she is a prodigy, but most of the professors just remark that she is "incredibly well-behaved".

She has taken courses at the University of Michigan's School of Natural Resources & Environment, which I coincidentally attended and received my B.S. from. Then at four, she went onto her graduate coursework here at University of Maryland's School of Public Policy. Although she is incredibly fascinated with International Finance ("Mom, why do people steal money from each other?"), her real focus has been Social Policy ("Mom, why can't we just give the homeless person our house?"). She is not only a great study partner, but she really cleans up well. She looked gorgeous at Commencement; Professor Schick shook her hand.

Hannah, my daughter, and I

have been a team for a long time. She knows how important my studies are. Watching me study inspires her to do well in school. Having to play creatively yet quietly during Prof. Fetter's Quantitative course has taught her that it is nice to be out of mom's scrutiny for a minute. Seeing me on the brink of destruction during finals has taught her that she better not even *think* about a glass of water after bedtime.

She has been working hard since her preschool days in Ann Arbor, Michigan where we lived in the University of Michigan Family Housing Community. As residents of the community, we had access to an onsite childcare, a family Nurse-Practitioner run clinic, many playgrounds, and planned family activities. Rent was billed directly to my student account, and included all utilities, making it easy to apply student grants and loans to rent. There was also in-home nanny care if your child was sick. As an undergraduate, I never missed class, never worried about my rent, and was able to volunteer and work on campus about 15-20 hours a week outside of class. As a result of being surrounded by other graduate degree parents in the Family Housing, I was also inspired to pursue my

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MEMBER'S CORNER

Marisa London (MPP '07)

Dear GWIPP Members and Alumnae:

I've noticed lately that the rare evening, when I find I am completely without obligation, is usually accompanied by a nagging feeling of guilt. How could I have nothing to do? What an absurd luxury. Children are starving in China, maybe I should spend the few

extra hours working to send money abroad. Maybe I should write my Congressman about the various social evils I had learned about that day. The "what ifs" abound. Now, I might be alone in my masochism (and lunacy), but judging by the numbers, it seems unlikely. We work more hours than any other industrialized nation, including Japan. Data from 2000 shows that the average Americans worked 1,978 hours annually, 100 hours more than their Australians, Mexicans, Canadians, and Japanese counterparts. I'm tempted to say that America is steeped in a culture of work, perhaps addicted. But the American in me is also tempted to write it off as a whiny upper-middle class complaint.

However you want to look at it, "time poverty" has serious consequences. No grad student has to be told that prolonged periods of stress can lead to physical and mental exhaustion, or worse, full-fledged depression. Some unlucky

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GWIPP Professional Development Series

GWIPP is launching a Professional Development Series on **January 28, 2006**. (Note this is a date change). This event will highlight the job search process, public speaking and presentations, self-employment and networking, as well as technical skills including the Microsoft Office suite, computer mapping and GIS, and website development.

HOW YOU CAN HELP

Participate as a panelist - GWIPP is looking for 3-4 alumnae participants each on two panels: The Job Search Process (moderator: Bryan Kempton), and Being Self-employed (moderator: Judy Brown). This engagement would entail a 5-10 minute talk on your relevant experience to the panel topic, plus openness to answer questions and engage in discussion with participants.

Run one of GWIPP's technical workshops- Are you an expert in Microsoft Word, Excel, Powerpoint or Access. Share your knowledge and gain presentation experience by running a one-hour workshop. We are looking for project-focused, relevant training.

Make a donation to GWIPP - In order to cover speaker, venue, refreshment and publicity costs of the series we need your financial help as well. A gift of \$20 will defray printing costs for invitations and programs. A gift of \$50 will cover transportation costs for panelists and workshop presenters. A gift of \$100 will allow us to offer speaker honoraria.

ATTEND on JANUARY 28, 2006

Heinz School Review

The Heinz School Review is an on-line academic journal created and run by students at the H. John Heinz III School of Public Policy and Management at Carnegie Mellon University in Pittsburgh, PA.

The fourth issue of The Heinz School Review examines how various public policy issues affect women. From social security reform to human rights, from under-representation in government to child-care policy, our contributing authors look at ways in which our society treats - or mistreats - women. For this issue, HSR collaborated with the Gender Awareness and Action in Policy club (GAAP) at the Heinz School. GAAP sponsored a paper contest in Spring 2004, and we are excited to publish the top two papers: Mary Hull Caballero's exploration of the effects of social security reform on women, and Emily Eelman's discussion of the important issue of child-care subsidies.

To access this issue, browse through our archives, or learn more about HSR, please visit us at <http://journal.heinz.cmu.edu>.

Nominate a Young Woman of Excellence

GWIPP is not endorsing this organization or awards, however, when an opportunity is available to recognize the achievements of other women then we want to let you know about it.

Do you know a young woman of excellence who has made strides in her field and made a real difference in the community? During this holiday season, show how thankful you are for your amazing Democratic, pro-choice colleagues by nominating her for the Women's Information Network's (WIN) Young Women of Achievement Award!

If you are a WIN member, you can nominate a woman 35 or younger for WIN's prestigious Young Women of Achievement Awards (YWA). If you are not a member of WIN, join today to nominate an outstanding young woman.

WIN's 13th Annual YWA Awards will take place in February and three winners will be chosen out of the pool of nominees. YWA nominees should be highly talented up-and-coming women leaders who deserve recognition from Democratic, pro-choice women's community. We are looking forward to receiving your nomination of a wonderful young woman of achievement! Nomination forms are due on or before December 19, 2005.

To learn more about WIN, or the YWA Awards, visit www.winonline.org or contact Membership Director Lyndsay Pinkus at membership@winonline.org.

Women and Tenure

By, Amber Wichowsky (MPM '02)

There is a good bit of socialization that goes on in doctorate programs. I have only been in my program a few short months, but I've already gained a sense of the things I need to do in order to advance in the discipline. Two of my colleagues at the University of Wisconsin-Madison recently published a piece on the academic hiring process. Not surprisingly they find that "fit" is a key criterion and that students should pursue research in areas where they anticipate departmental hires. Also not surprisingly they find that those candidates who have finished their dissertation have a better change of getting a job, regardless of the quality of the research.[1]

Yet, there seems to be something missing in all of these "tips"—something under the surface that will soon loom heavy above me. I've begun to notice that of those students who are married, it is the male students who have young children. The same holds true, by and large, for the male faculty. Obtaining a Ph.D. takes many years of hard work, and for many (myself included) during the exact time that we may be thinking about having a family.

Asked when the best time is to have a baby, the unanimous reply from the female faculty was "after tenure." I'm starting the program at age 27 and if I'm lucky I will defend my dissertation by the time I'm 32. Add another 7 years of the tenure-track process and that makes me 39! Sure women and men have families before they obtain tenure, but here's the rub: the impact of having a family is quite different for men and women. Recent reports have found on average, marriage increases a man's salary while having a negative impact on female salaries[2]. Moreover, having children increases a man's chance of obtaining tenure, while actually decreasing the chances for women. In response, a number of colleges and universities have tried to make academia more family-friendly. For example, some schools have "stop the tenure clock" policies for faculty who need to take time off for children or to care for a sick family member. This is a positive step forward. Yet, there is some evidence that suggests that once again policies aimed at being family-friendly actually have differentiated consequences for men and women.



Amber Wichowsky (MPM '02)

Men who utilize this policy may take the time to get a book published, whereas it is less likely women will have as much of an opportunity to use that time to advance their career prospects.

Another trend towards granting non-tenure positions is also disproportionately affecting women. In other words men are more likely to have their academic freedom protected than are women. I do not mean to sound so alarmist here. Indeed there are a number of signs showing that women are making significant advances in academia and that the political science discipline stands out in this regard.[3] In addition, these statistics are by no means unique and mirror similar trends in other professional fields such as law.

However, what many of these statistics do suggest is that gender equality in the workforce takes more than policy. It suggests that patterns of family rearing and the division of labor between men and women when it comes to having families may be just as important.

Amber Wichowsky is a 2002 graduate of the Maryland School of Public Policy and a Ph.D. candidate in political science at the University of Wisconsin-Madison. She can be reached at wichowsky@wisc.edu.

[1] Daniel Fuerstman and Stephen Lavertu. "The Academic Hiring Process: A Survey of Department Chairs." PS: Political Science and Politics Vo. 38 (4): October 2005.

[2] Donna Ginther, "Gender differences in salary and promotion in political science" presented at the American Political Science Association, February 17, 2004.

[3] Ibid.

CALENDAR OF EVENTS – no university events are scheduled over winter break. Classes resume on 1/25/2006

Work-Life Balance: Saying “No” Without Using the Word “No”

By Laura Hogan (MPP '04)

Leave work at work? Take work home? Work from home? Arrive early? Leave early? How to strike at the moving target that is work-life balance?

Some days or weeks, our work outweighs our lives with deadlines, management expectations, special projects, and committee responsibilities. Other days, weeks, or months, our lives outweigh our work with caring for sick family members, car trouble, or pedicure appointments. Establishing priorities between these two, often competing realms is a source of regular stress. Life will always be there, ever changing and presenting new demands, while work may allow for greater control (despite how it feels sometimes). What can organizations and employees do to ease the work-life balance stress?

The culture of an organization will determine whether the work atmosphere permits a work-life balance. Whether managers may or may not have an understanding that you are a VIP outside of work as well as at work, is dependent upon the demands placed upon the managers from the levels above. Either the understanding or puzzled look when life presents competing priorities sets the tone for your behavior and expectations.

Despite their requests for employees to stay late, join a committee, or take on additional responsibilities, it is up to the employee to say “no.” Or to say no without using the word “no.” “No, I refuse to work an extra hour on the document” is seen as hostile and not

working towards the productivity of the organization.

The idea is to set expectations up front. Before you join the committee or take on a particularly intense assignment, sit down with your manager and discuss your upcoming or regular commitments. Women, in particular, feel the need to discuss details of their commitments in order to justify their need to leave the office. “I volunteer at 4pm every Thursday.” “I am responsible for picking my child up from day care by 6pm.” “I host a weekly book club Monday evenings.” Your commitment to your private life is no less justified by saying “I have a commitment which I have made and will honor.” In fact, it may be more respected than the details of your private schedule.



Laura Hogan (MPP'04)

We tip the scales of the work-life balance when we start a task and are unable to follow through to completion or spring our commitments on our manager at the last minute. You, your team, and your manager will better be able to manage the workload by setting expectations at the start of the project. But throughout the workload, it is important to take vacation, take lunch, leave early, or even leave on time one day if that creates more of a work-life balance. Exercise your right to freedom and life outside of the office. Just say no, just don't say “no.”

Laura Hogan (MPP '04) greatly appreciates the work/life balance that she experiences at Booze, Allen & Hamilton.

TIPS TO HELP YOU BALANCE WORK/LIFE DEMANDS

- **Talk to your Employer about your specific needs** – research your employer's policies and see if flextime, job-sharing, telecommuting or part-time employment are options.
- **Explore a less stressful career or job**
- **Slow Down** - Schedule more time between meetings and don't make plans for every evening or weekend.
- **Avoid Procrastination** - Set realistic goals and deadlines and stick to them.
- **Share Responsibility** – ask family members to help you with household responsibilities
- **Let Things Go (Don't Sweat the Small Stuff)** Learn to recognize the things that don't really have much impact in your life and allow yourself to let them go.
- **Set Priorities and Make a List**
- **Learn to say no**
- **Get rid of the clutter and baggage in your house -- and your life.**

TEAM SIMCO CONT'D (from page 1)

Master's degree.

I wish I could say that the University of Maryland was as institutionally supportive, but it is a very different culture out here in the DC-Metro area. During my student years as the GSG- Vice President of Student Affairs and the Treasurer for a campus group called Graduate Students as Parents, I participated in many discussions with the Presidents Commission on Women's Issues (PCWI) regarding campus supports for families. Many departments, including MSPP, supported these initiatives and sent letters of support for the formation of a Commission on Family Affairs to assess the climate for student-parents and make recommendations to President Mote. The campus though has officially continued to characterize this as a women's issue rather than a student issue leaving responsibility to the PCWI. The PCWI has created a Task Force on Family Issues, but may lack the real resources to effectively tackle these issues.

If you are from outside the Beltway, you know how different the work-life balancing act is here. Providing for Hannah is where the balancing comes in. Taking Hannah with me through it all has been a joy. I love sharing my days with this little person and I want to teach her that you don't have to compromise your values in order to provide for your family. In fact, I am teaching her that you can actually be making the world a more just, habitable place while providing for your family. Some places are easier to make that happen than others - the DC-Metro area is a little short on affordable childcare and a community of young parents, but its rich with meaningful work and amazing opportunities.

Both Hannah and I have flourished here in DC. Let a mother brag a little more - Hannah is currently attending Sidwell Friends School ("Yes, the same one Chelsea Clinton went to," I gush). She just finished her soccer season, and goes to more parties than I did in my undergrad days at UofM. She dresses in costume for school most days; it varies from Cowgirl to Spy to Max of Where the Wild Things Are. She leaves big messes in her bathroom and forgets to brush her teeth, but eats lots of veggies to make up for it. I also leave big messes in the kitchen and forget my keys all the time. I walk her to school every morning before I hop on the Metro to head down to the Capitol Hill area where I

am working for "The Man" at the Government Accountability Office, Natural Resources & Environment Team. Hannah's father, who moved to the area to be a part of this stellar girl's daily life, picks her up from school everyday, while I pour my heart into generating 40-page reports for Congressional staff that only read the first Highlights page.



Amber Simco (MPP '05) and daughter, Hannah (age 6)

With all the support I have received from so many professors and staff at University of Maryland's School of Public Policy, my family and several friends willing to serve as babysitters, I hope I have made them feel like it was worth investing in Hannah and me. So if you still wonder, "Isn't that hard, balancing work and life?" I will have to save the long answer for a GWIPP Happy Hour.

Amber Simco received her MPP in Environmental Policy and Public Finance and the Certificate for Ecological Economics from MSPP in May 2005. She currently works as a Program Analyst at the GAO.

WORKING MOTHER 2005

Top 10 Companies to Work For

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See the top 100 list at www.workingmother.com

ECONOMIC STUDY REFUTES MYTH THAT WOMEN ARE OPTING OUT

Republished from the Center for Economic and Policy Research—Washington, DC

Weakness in labor market - not motherhood - linked to lower participation rates

Declining labor force participation rates in women are due to weakness in the labor market -- not mothers "opting out" because of their children -- according to a new study by the Center for Economic and Policy Research. The report, "*Are Women Opting Out? Debunking the Myth*," by economist Heather Boushey, refutes the common belief that women are increasingly quitting their jobs when they have children.

Much has been made of the fact that the labor force participation rate of mothers has fallen in recent years, but that's not about motherhood or decisions to stay at home. It's about the lackluster labor market," said Heather Boushey, author of the study.

The impact of having children in the home on women's labor force participation (the "child penalty") actually fell last year compared to prior years.

The report, which analyzed Current Population Survey's Outgoing Rotation Group data (a Bureau of Labor Statistics survey), found that the child penalty on labor force participation for prime-age women, aged 25 to 44, was 20.7 percentage points in 1984 and has fallen consistently over the last two decades, down to 8.2 percentage points in 2004. This means that in 2004, labor force participation by women in this age group with children at home averaged 8.2 percentage points less than for women without children at home.

The early 2000s recession led to sustained job losses for all women - those with and without children at home - and the labor market only just returned to its 2000 employment level in January 2005, nearly four years after the recession began. During this recession, women experienced their largest employment losses in decades and once this is controlled for, the presence of children at home plays a smaller role in women's labor force participation than it did in previous years, going back to 1984.

The argument has been made that highly-educated, older mothers are increasingly opting out. However, between 2000 and 2004, 30-something mothers with advanced degrees saw no statistically significant change in the effect of children on their labor force participation rates. The child penalty is smallest for this group of mothers and they are more likely to work than other mothers.

To read the full report, see: http://www.cepr.net/publications/opt_out_2005_11.pdf

MEMBER'S CORNER CONT'D (from page 1)

ones might even be able to attest to the fact that it can also lead to cardiovascular disease, gastrointestinal problems, and migraines. But this costs organizations money too-19% of absenteeism, 10% of medical costs, and 60% of workers' compensation is attributed to stress. My boyfriend reminds me, sitting all alone on the couch, that it can weaken family bonds. It is estimated that companies lose \$6.8 billion in productivity due to marital strife. The list goes on, from obesity to environmental problems to unemployment. Name a problem; you can probably link it back to our official status as overworked. Perhaps for public policy students, the most important effect is the lack of civic participation that comes with a time-starved society.

Thankfully time poverty has become a full-fledged political issue, establishing its place on the political agenda with its own advocacy group-Take Back Your Time. They advocate awareness and (economists, prepare to cringe collectively) a mandatory paid three-week vacation for all workers. Their website (www.simpleliving.net/timeday), not surprisingly, is pretty sparse. I do recommend checking it out, though, if for nothing else than the handy comebacks it provides for you to shout back at that little voice in your head next time it threatens to ruin your evening of relaxation.

Marisa London

MPP '07-Environmental Policy



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MEMBER UPDATES

Madelyn Carpenter (MPP '04) is finishing up her first Presidential Management Fellowship rotation at Mesa Verde National Park in southwestern Colorado. Madelyn's home office is at the Park Service's Washington DC office, where she works on environmental impact statement policies and projects. She heads next to work with the Forest Service/Bureau of Land Management for a month or so beginning in January at their joint office in Durango, Colorado. She'll then head back to DC to finish up her fellowship (unless something else opens up out west!).

Courtney Workman (MPM '03) was recently appointed to a 5-year term on the Howard County Commission for Women. The Commission is composed of 11 members selected by the County Executive and confirmed by the County Council. Their role is to promote the economic, social and political equality of women.

*Congratulations to **Joanna Patterson (MPM '03)**, **Courtney Workman (MPM '03)** and **Julie Mowchan (MPM '03)** who graduated from the 2003 class of Presidential Management Fellows on December 9, 2005. All are currently continuing to work in the Air Force, HHS/Administration for Children and Families and the State Department respectively.*

GWIPP ALUMNAE COMMITTEE!

CALLING ALL ALUMNAE!

JOIN THE GWIPP ALUMNAE COMMITTEE TO RECONNECT WITH STUDENTS, ALUMNAE, AND FRIENDS AND TO CONTRIBUTE YOUR IDEAS AND TALENTS TO GWIPP.

- Write articles for the GWIPP Newsletter
- Plan one social or informational event for students and alumnae
- Help brainstorm new events
- Provide ongoing feedback to the Alumnae Relations Coordinator
- Keep an ongoing list of other GWIPP alumnae

This committee will work as needed through phone and email with members taking responsibility for carrying out 1-2 individual projects a year. Not a lot of time—but much appreciated help! **Contact Courtney Workman at cworkman@acf.hhs.gov**