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Study Blames Male Execs For 'Glass Ceiling'

The inability of qualified women to attain high-level corporate positions and earn salaries equal to those obtained by men is the fault of male executives unwilling to promote them, according to a study that is being presented this month to a Congressional commission.

The study was conducted by Professor Bette Woody, a faculty member in the Graduate Program in Human Services at the College of Public and Community Service, and Carol Weiss, a business consultant based in Waltham. The study was conducted for the Congressional Glass Ceiling Commission, an organization established two years ago to examine obstacles that prevent women from advancing in large corporations.

Secretary of Labor Robert Reich is chairman of the commission, which is composed mainly of high-ranking executives from such companies as Salomon Brothers, Anheuser-Busch, J.C. Penney, and World Savings Corporation and Golden West Financial Corporation. The commission will report early next year to President Clinton and to Congress.

The study, principally underwritten by a \$12,000 grant from the U.S. Department of Labor, is based on data taken from the 1990 federal census and from a national employment survey of 55,000 households that was conducted every two years between 1984 and 1992. The study is also based on interviews with personnel executives at 35 firms.

According to Woody and Weiss, while women have improved their educational status and now make up more than half of the American labor force, they are concentrated in entry- and mid-level jobs that pay lower salaries and offer few opportunities for advancement. The proportion of women who are chief executives — less than 5% — has not changed since 1984, and remains constant among Fortune 500 companies, large non-profit organizations and even in firms where women hold a majority of management positions.

"Men executives who were interviewed for the study admitted they were uncomfortable with having a woman as chief executive," says Woody. "They seemed to be preoccupied with the possibility of getting a negative reaction from their shareholders. In general, for people to advance to the top of their companies, they must be well known among the senior management people in their profession. Women simply do not hold enough of these positions, and as a result they lack visibility." The study found that throughout a range of professions women are clustered in lower-paying jobs. In the insurance, manufacturing and retailing fields, women in management-level positions earn approximately 40% less than their male counterparts. And in the health care industry, the average woman's salary is 58% less than a man's.

Peers Honor Athletic Trainer Brian Fitzgerald For Distinguished Service to Sports Community

UMass Boston's Brian Fitzgerald is the 1993 athletic trainer of the year, an honor bestowed on him by the group which represents professional trainers throughout the Commonwealth. "The award means a tremendous amount to me," says Fitzgerald, a former head trainer at Boston State College who came to UMass Boston in the 1982 consolidation of the two institutions. "It's especially gratifying to be recognized by my colleagues."

At UMass Boston Fitzgerald, who lives on Pond Farm Road in Dedham, and associate trainer Larry Venis are responsible each year for some 300 men and women competing in 17 sports. Together they've treated thousands of injuries ranging from mild strains and contusions to torn ligaments and broken bones. Besides providing a range of treatments to ailing athletes, Fitzgerald and Venis monitor rehabilitation programs and design strategies to prevent injuries from occurring. Either Fitzgerald or Venis is present at every athletic event at the University, and often accompanies UMass Boston teams travelling to games at other campuses.

A Family That Loves Sports

"You have to love the job to do it well," says Fitzgerald, who also supervises a part-time staff of 10 students from the Human Performance and Fitness Program, a component of the University's College of Nursing. For six years he's arranged for a student to intern as a trainer for the New England Patriots. Fitzgerald's zest for his job has roots in his love of sports. Raised in a Mission Hill family that includes five brothers and a sister, all of them ambitious athletes and some of them accomplished ones, Fitzgerald was never far away from the playgrounds.

Fitzgerald was a member of the National Honor Society at Mission High School and in 1968 went Marquette University in Milwaukee to study physical

therapy. As a student trainer he had a seat on the same bench as Marquette's powerful basketball team, which included future NBA players Jim Chones and Dean Meminger, as well as Al Maguire, a combative coach who has since become a colorful television analyst. "Those were fun days," says Fitzgerald, who nonetheless grew homesick and after two years left Marquette to return to Mission Hill.

In the early seventies Fitzgerald was an aide in the psychiatric ward at the Veterans Administration hospital in Jamaica Plain, a painful and enlightening experience. He returned to school at Fitchburg State and received a bachelor's degree in nursing in 1975. He then worked evenings as a nurse at Harvard University's Stillman Infirmary and during the day as an intern at the Boston State athletic department.

Raising Status of Trainers

Fitzgerald is a charter member of Athletic Trainers of Massachusetts and chairman of the organization's legislative committee, which is lobbying for legislation that enhances the professional status of trainers. He belongs to many other professional groups and remains an active volunteer. Each year he donates his services to the Bay State Games, the Boston Shootout high school basketball tourney and the Boston Marathon, where he's part of a medical crew that provides assistance to thousands who struggle across the finish line, sometimes on their hands and knees. "You should see our tent. We look like a MASH unit," he says.

Of all the athletes he's observed, Fitzgerald's deepest admiration is for those at UMass Boston. "Our kids don't have athletic scholarships, and almost all of them have jobs and pay their own rent," he observes. "It's amazing when you think about the sacrifices a lot of these kids make to play sports. I have tremendous respect for them."

Campus Notes

Peter Nien-Chu Kiang of the Graduate College of Education was selected by the Boston Foundation as one of nine "Bostonians whose active giving strengthens community." Kiang, a Jamaica Plain resident, is praised for his research and writing on issues important to Asian Americans, and for his efforts establishing an Asian American studies program at the University. A profile of Kiang appears in the Foundation's 1993 annual report.

Faculty and teaching staff are eligible to compete for three grants of \$5,000 each that will be awarded in February. Grants

will support projects that use innovative techniques to improve the quality of undergraduate education at UMass Boston. Applications can be obtained from deans and must be submitted to the provost's office no later than February 7.

Sociology professor emeritus Robert Dentler, now a senior fellow at the McCormack Institute, received the 1993 Distinguished Career Award from the American Sociological Association. Dentler, who teaches graduate courses in sociology, has worked for three decades on issues concerning urban education and school desegregation.

Santa Claus will be accepting gift requests from callers during a live appearance on WUMB from 4 to 7 p.m. on December 19. The station will air a narration of Dickens' *A Christmas Carol*, as told by Orson Wells and Lionel Barrymore, at 8 o'clock on Christmas Eve.

Malisa Roberts, associate director of credit programs at the Division of Continuing Education, helped organize and attended the annual conference of the North American Association of Summer Sessions held in Portland, Oregon.

Senior fellow Ed Beard, coordinator of the McCormack Institute's new Center for Emerging Democracies, was in Russia for the nation's December 12 elections. Beard was invited by a pro-Democracy Russian television production company called Persona.

The McCormack Institute has published Padraig O'Malley's report, *Northern Ireland — The Changing Paradigm: Politics and the Constitution*. Meanwhile, O'Malley continues work on a book about South Africa.

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Campus Notes

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Physics professor D.V.G.L.N. Rao made a presentation at the annual International Symposium on Poylmers held last month in Cancun, Mexico.

Math and computer science associate professor Richard Tenney was chair of the Sixth International Conference on Formal Description Techniques, which took place in October in Cambridge.

Barbara Davis, an administrative assistant in the Anthropology Department, was elected to the school council at the John F. Kennedy Elementary School in Holbrook. She is also an elected town meeting member.

Carroy Ferguson, assistant professor of human services at CPCS, is principal author of a recently published book called *Innovative Approaches to Education and Community Service: Models and Strategies for Change and Empowerment*. Co-editor is Jemadari Kamara, director of CPCS' Center for International and Community Development. The book profiles some of CPCS's achievements in such areas as competency-based education, cultural awareness, community development, health care and the role of the urban university.

A delegation from Westminster University in London visited UMass Boston last month to learn about electronic enrollment and registration systems, as well as technologies used at the Healey Library. Douglas Hartnagel, enrollment services director at Continuing Education, led the group's campus visit. They met with library director Sharon Bostick and Registrar's Office personnel, including David Cesario, Arlene Belliveau, Kevin Radley and Ali Guvendiren.

The new director of student life is Kelly Clark, a Suffolk University graduate who was academic dean at Katherine Gibbs School in Boston. Clark is a former assistant development director at the March of Dimes and a former account specialist at Conventures, a special events, marketing and public relations firm.

Thirty seniors from South Boston and Dorchester High Schools, and Jeremiah Burke High School, also in Dorchester, attended a reception at the University Club on November 29. The students, accompanied to campus by their parents, are enrolled in the University's Admission Guaranteed Program, which guarantees admission to UMass Boston for students who successfully complete a prescribed curriculum at their schools. The first class of Admission Guaranteed students arrives on campus next fall.

Three awards have been presented to WUMB by the Massachusetts Broadcasters Association. Dave Palmater took two prizes: a first place in the music specials category, and a third place in the regular music programming classification for a piece that he co-produced with Sandy Sheehan. Writer Bob Cannon received a third place prize for his *New England Heritage* series.

Flying Free, CPCS professor Philip Hart's book about America's first black aviators, was recently recognized as a 'Notable Social Studies Book' by the Children's Book Council and the National Science Teachers Association. Lerner Publications has recently started a second printing of the book. Hart was elected treasurer of the newly formed Boston Emerging Industries Center, which is recruiting technological firms to locate at Crosstown Industrial Park in Roxbury.

Student Interns and Co-ops Report on City News for The Globe

Five undergraduates enrolled in the University's cooperative education and internship programs are working this semester as contributing reporters at the *Boston Globe*. "It's an impressive achievement, especially when you consider that the University doesn't have a journalism program," says Carole Remick, codirector of cooperative education and internships at the University Advising Center. The other co-director is Robert Dunbar.

Some 300 UMass Boston students each year serve in cooperative and internship positions. Cooperative positions are full-time, six-month placements in which students are paid. Internships are part-time positions, some of them unpaid. Virtually all student co-ops and interns continue to take courses while they work. Some of the firms that employ UMass Boston co-ops and interns are The Boston Company, Bank of Boston, Fidelity, Liberty Mutual Insurance, John Hancock Financial Services, Merrill Lynch, MassPort and GTE.

According to Remick the University's longstanding relationship with the *Globe* has enabled students to work on the editorial staff and in the advertising, personnel and community affairs departments. Several students have gone on to attain full-time jobs at the newspaper.

This semester three UMass Boston students are contributing reporters covering local news. They are Cheong Chow, Kevin O'Leary and Pamela Teehan Miele. Chow, a former co-op and intern, is now a part-time member of the *Globe* staff, while current co-ops O'Leary and Teehan Miele were recently named student-writers, positions highly sought after by the dozens of students from local colleges and universities who serve as interns at the newspaper. Two other University students, Patrick Glennon and Christine Marchand, are contributing reporters in the sports department.

'Street Smarts' Pay Off

Chow, an English major who will graduate in June, has worked at the newspaper for five years. Born in Hong Kong, he obtained his position in part because of his extensive knowledge of Boston's neighborhoods and because he is fluent in Cantonese. In 1990 he helped report on a deadly shootout at a Chinatown social club. "I knew the right people to talk to, and where to find them," he says. Chow was selected for the newspaper's prestigious 1993 summer internship program, which accepts about 20 students out of approximately 400 applicants nationwide. He plans

a career in newspapers, and has had discussions with the *Los Angeles Times* and *Providence Journal*.

O'Leary, who also will graduate in June, hopes to attend law school next fall. He recently had his three-month tenure as student-writer at the *Globe* extended to six months. O'Leary says he's surprised by his success because he'd neither written for a school paper nor any other publication before beginning as an intern on the newspaper's city desk in 1992. Thus far he's written about 60 stories, as many as four on a single shift. "I didn't think they'd have me writing this much," he says. "But it's been a great experience. When I started working at the *Globe* I did it because I thought it was something that would look good on my law school applications. But now I've got a feeling that this could be a career direction."

Got Started at Mass Media

Teehan Miele, an English major who hopes to graduate in two years, wrote for the Mass Media and started working part time at the *Globe* in 1991. Before becoming a student-writer she coordinated photo assignments, wrote weather summaries and churned out restaurant reviews. Now she's covering a variety of stories for the paper's metro pages. Raised in Dorchester's Savin Hill section, Teehan Miele is the youngest of 10 children.

Glennon, a Hull resident, works about 30 hours a week on the sports staff and will begin his second cooperative tour of duty in January. So far he has covered about a dozen events, but spends the majority of his time at the sports news desk answering telephones and writing summaries of high school games. "I've always had an interest in TV and radio, but working at a major newspaper has changed my thinking," he says. "Learning how to write is so important." Sports is a natural calling for Glennon. Before transferring to UMass Boston in 1992 he was a member of the Division 3 national champion hockey team at Plattsburgh State College in New York. His brother Matt is a former Boston Bruin.

Marchand wrote last year for the *Mass Media* before she started working at the *Globe*. She's handled about 20 writing assignments so far, in the process learning that there is no substitute for first-hand experience. "Dealing with the pressure of deadlines has taken some getting used to," she says. "In college you have two weeks to write a paper for a course. In newspapers you have an hour." Marchand will graduate in June with a degree in English and women's studies.

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