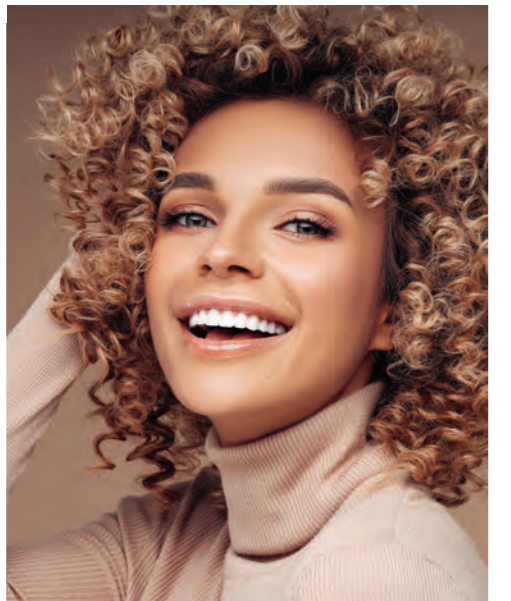




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Saluting

HER

2023
EDITION

Working women help drive Monticello

By **ASHLEY HOGG**
editor@monticellonews.net

Everyone knows what a juggling act it can be working full time and having a family. For many women, finding that delicate balance between work and home life can be difficult. Ladies in Monticello and Drew County are no different. Our

work force is full of female faces that show up everyday and do what it takes to get the job done. In this publication, it is the goal of the Advance-Monticellonian to showcase a few of the local ladies that keep things flowing smoothly in our area.



Saluting **HER**

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Jessica Foxworth Named UAM Associate Vice Chancellor for Student Engagement and Dean of Students

By Ashley Hogg and Kelsey Englert

The University of Arkansas at Monticello has announced the appointment of Jessica L. Foxworth as the associate vice chancellor for Student Engagement and dean of students.

“UAM is an a great institution and vital to the economy in this region and I was excited about the scope and responsibilities of the role and in continuing to build and enhance the student experience at UAM,” Foxworth stated.

Foxworth joins the Student Engagement leadership team at UAM with over twenty years of experience in higher education. Her experience in student affairs is broad, and she offers a deep understanding of how the work in Student Engagement connects to recruitment, retention and student success. She is a student-orientated leader with enthusiasm, intrinsic motivation and an earnest desire to prepare students for professional success.

She grew up in Hot Springs, Arkansas, and graduated from Arkansas State University in 1998 with a Bachelor of Science in communications degree. She earned a Master of Science in sports administration management degree in 2004 from Henderson State University.

“My main goals for UAM are to provide quality engagement opportunities for students that contributes to and enhances a vibrant co-curricular experience and increase on campus residential retention,” Foxworth added.

Foxworth is experienced in fostering inclusive programs and communities and partnering with colleagues to identify and remove systematic barriers. She has managed an array of student affairs-related programs and facilities during her career and brings extensive experience in functional areas such as housing and residence life, student leadership, orientation, crisis management, student rights

and responsibilities and Title IX.

When asked about giving advise to young women entering college or the work force, Foxworth has some simple and honest insight.

“Word hard, ask for help, and be true to self and don’t place limits on ability to excel and succeed,” Foxworth said.

Foxworth says she looks forward to the opportunities and challenges of her new position, stating, “I am excited and humbled to step into this role and partner with UAM students, faculty, staff and leadership. I value the intentionality behind the focus on Student Engagement at UAM under Dr. Doss’s leadership, and I am committed to the work that impacts our students’ ability to find success as they navigate their UAM educational journey.”

Foxworth’s appointment began on November 21, 2022.



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Full time female firefighter joins MFD

By **ASHLEY HOGG**
 editor@monticellonews.net

21 year old Cassidy Garcia did not grow up with dreams of putting out fires.

The oldest child of three saw herself in a career like nursing or biology.

“I will be honest, this was never a dream job for me,” Garcia stated. “I always saw myself as a nurse or some kind of biologist. It may sound funny or careless, but I was on Facebook one day and saw that the Monticello Fire Department was taking applications. So, I



filled one out thinking that I would never get the job because who would hire a 5’3” girl to fight fires?”

After submitting her application to the fire department, Garcia began hoping that she would get the job.

“It all seems funny to me now,” Garcia added. “I started hoping and praying that I would get this job because in a way, I would be helping people. And, it would definitely be something different and a cool job to have.”

Fire fighting is a dangerous and physically demanding job that tends to be male dominated. Garcia did not allow any of these factors scare her away from joining the department.

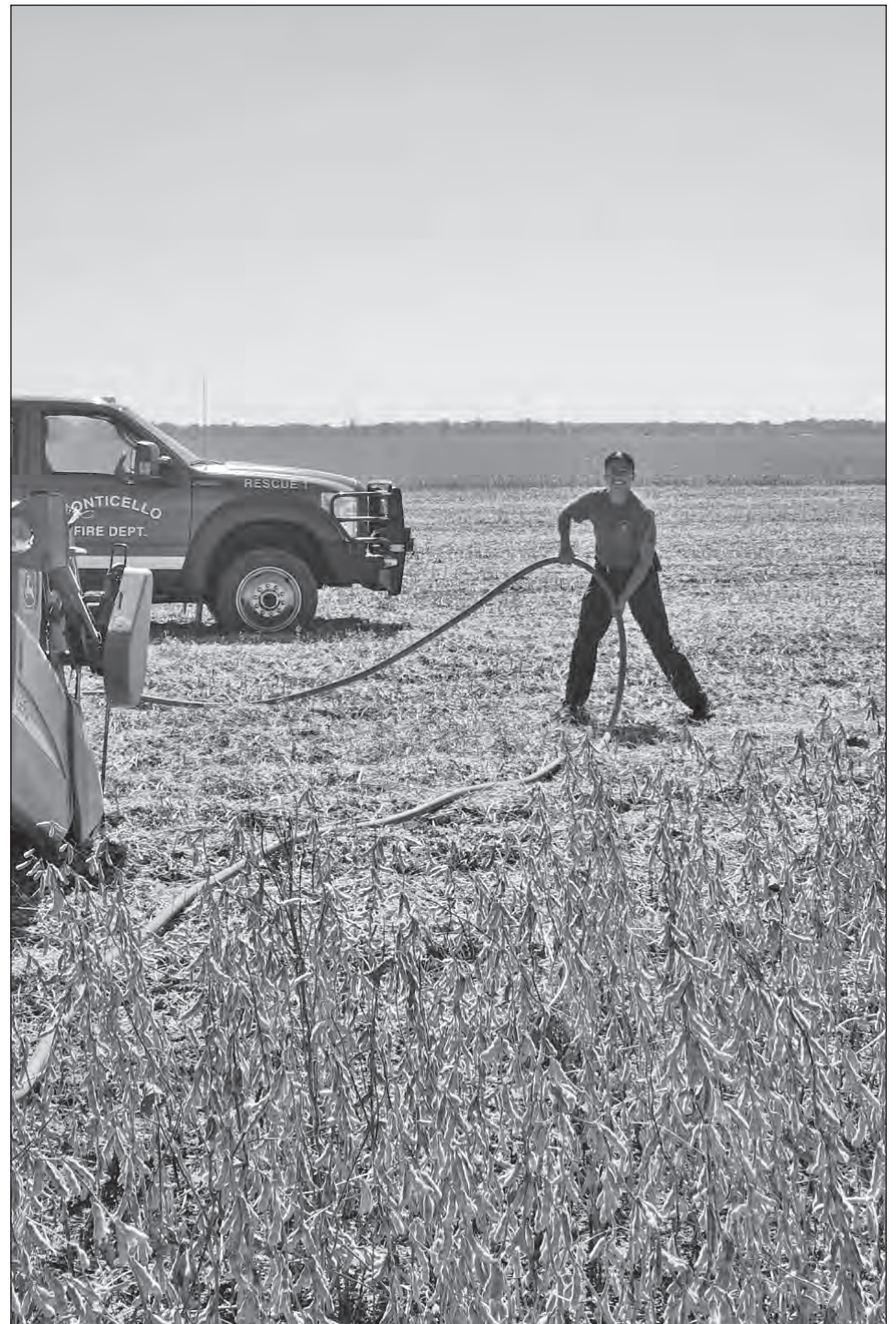
“So far, I think the biggest challenge is trying to get the hang of things,” Garcia said. “I have been here several months and certain things take a while to get used to. I worry I may miss a step or something may not work correctly. There are a lot of little things but, this is why we train so it can become a natural thing.”

Garcia does not think any of the challenges she has faced so far have been unique to her being female because she believes her concerns are the same as the other fire fighters on the team.

“I think if there is something you want to do, just go for it,” Garcia added. “You might love it and there shouldn’t be anything to stop you. Not everything belongs to one person.”

It is obvious that Garcia has a strong foundation and a promising future.

“I am the daughter of Andres and Ruth Garcia,” Garcia said. “My sister is Ziggy Wolfe and my brother is Caleb, and in February, I plan to marry my fiancé, Cody Taylor. For the coming year, one of my goals is I hope to get myself a little more organized personally and professionally, I want to pass the EMT classes and the Fire Academy.”



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MPD Officer Overstreet embodies servants heart

By **ASHLEY HOGG**
 editor@monticellonews.net

Being a law enforcement officer in today's society is not for the faint of heart. When you put on the badge, you must be ready for any type of situation at the drop of a hat.

In Monticello, Officer Cheri Overstreet has taken the oath to serve and protect our citizens and uphold the letter of the law.

The 41 year old woman is a self proclaimed life time learner and she credits her fiancé for helping support this endeavor.

"We moved back here from Virginia in 2017," Overstreet said.

Recently, while attending the Police Academy, Overstreet has spent her weekends flying from Arkansas to Virginia to take care of her father. After she graduated from the Academy, she moved her father to Arkansas and she now works for Monticello Police Department and the University of Arkansas at Monticello Campus Security.

See **OVERSTREET** Page 8





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How women professionals can make more time for family

Women wear many hats every day. That's especially true for women juggling families and careers. Chauffeur, negotiator, advocate, moderator, mom, wife, and employee are just some of the titles that apply to modern women.

Data from the U.S. Department of Labor and the U.S. Census Bureau indicate women represent nearly half of the United States workforce, but women still devote more time than men to housework and child care. While few are advocating for traditional gender roles of the past to be reinstated, a 2012 Pew Research survey found that very few adults (16 percent) indicated having a mother who works full-time is the "ideal situation" for the family. Nearly 42 percent said a mother who works part-time is ideal. Even among full-time working mothers, only about 20 percent said that having a full-time working mother is ideal for young children.

"Ideal" is not always practical, and since the Pew survey, the workforce



has changed in many ways, particularly by the number of employers who have adopted family-friendly policies or pivoted to remote working during the COVID-19 pandemic. That means working moms have even greater leverage to find a balance that works for their unique situations. These tips

See **TIME** Page 9



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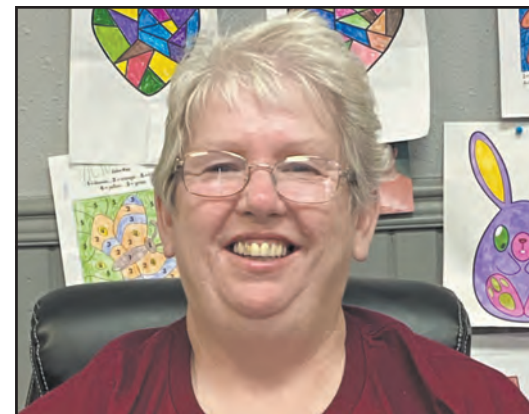
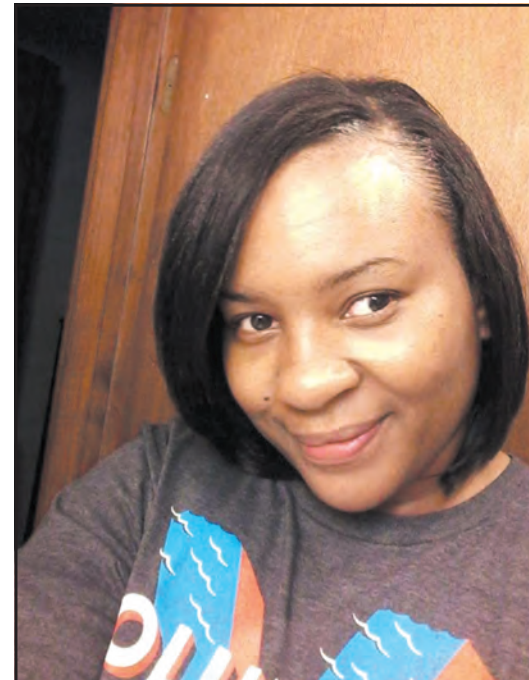
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OVERSTREET

Continued from Page 5

“My decades old decision not to have children has freed me to care for my father and to address family issues that have bubbled up along the way,” Overstreet added. “Now a full-time patrolman, I served as an Auxiliary LEO since 2018 while I worked in Access Control and, later, Part-Time LEO at UAM. I am an EMT-B with an Advanced Dispatcher certification, which will allow me to keep working should I get injured. I have around 2,000 hours of law enforcement-specific training with hundreds more in professional armed security, to include Executive Protection training. I work as game and events security for UAM and the Billies. I recently applied to be a Monticello Schools’ bus driver for near-daily contact with parents and their children with an officer in uniform.”

UAM is a mainstay in Overstreet’s life. Before working for Campus Security, she graduated Cum Laude with a Bachelors of Arts in Modern Languages with a Spanish concentration. She was afforded the opportunity to study abroad at Costa Rica’s Hollins College with the encouragement of UAM

professor Isabel Bacon. Overstreet remains an active member of the Foreign Language Club at UAM and has been apart of “Gift of a Goat” projects with the club and Heifer International.

“Volunteerism is very important to me, though local opportunities are not as easy to discover,” Overstreet added. “I have been able to volunteer at Options locally but right now, my focus is getting my father better situated.”

Overstreet serves selflessly as the care taker for much of her family.

“I have many nieces and nephews, that includes greats,” Overstreet said. “I try to be a very involved aunt. I cherish the memories made with all my “surrogates”. When they were children, I taught them Spanish, French, and other lessons and explored with them. I had to stay fit so I could jump on the trampoline or run and dance just as long as they could. As adults and teens, they require less physical energy but oftentimes more research to problem-solve their “adulthood” challenges. Researching solutions to family members’ challenges helps arm me with the resources I’ve used as a patrolman. I’ve much to learn but the roles of family care-

See **OVERSTREET** Page 9



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OVERSTREET

Continued from Page 8

taker and patrolman seem to reinforce one another in this way.”

The field of law enforcement presents challenges that few other occupations face. Overstreet believes that the biggest challenges she faces are the same, or similar, to those of her male co-workers.

“In my view, today’s policing requires you to be the community police(wo)man armed with resources the various walks of life we encounter may need while being literally armed and ready to stop any threat,” Overstreet noted. “Six years of working as professional security in a high-crime area meant near-daily encounters with disadvantaged peoples, especially youth. I had always mentored my nieces and nephews, so talking to these individuals about how to achieve their respective goals despite making a mistake was perfectly natural. This inspired me to continue on this path that led me to full-time law enforcement. I really felt like I could help, like I could make a difference in my community. I approach others with the goal of finding common ground but have a

Plan B and an escape route in mind in case Plan A doesn’t work out. Common ground strategies can take more time, and some prefer efficiency over this method. I see the argument for both sides but, if I do not have calls holding, I will make the time. This gives a chance for future interactions to go more smoothly.”

Although the challenges she faces professionally may not be so different than her male counterparts, Overstreet recognizes that her approach to certain things can differ at times.

“Women tend to approach problems differently than men,” Overstreet noted. “When considering working in a male dominated field, don’t let the ratio bother you. If you are competent, confident, professional or, if you are new to that profession and striving to be, you will earn your coworkers’ respect. I have worked in several other jobs with few or zero female co-workers. My gender has not caused me issues. As per usual, ask questions, learn, offer alternatives when asked, participate, be involved, and just be your best “you”. Doing so improves your workplace and yourself. It’s a win, win.”

TIME

Continued from Page 6

can help women free up more time for what’s most meaningful to them.

- Employ time-saving strategies. Embrace ways to save time during the day. Order groceries online during a lunch break and pick them up curbside after work. Pool resources with a neighbor to cover school transportation if busing is not provided. Schedule conference calls during commutes so they don’t eat into the rest of the day.


- Define your priorities. Think about what cannot be compromised or negotiated. Maybe that is being home at a particular time each day so the family enjoys dinner together. Get clear ideas of what you value most so you can build plans around those priorities.

- Take vacation time. Make it a point to use all vacation time, coordinating days off to coincide with family members’ days off. Family vacations offer the best shots at uninterrupted, enjoyable time together. They should be ranked highly and scheduled early to ensure travel is possible.

- Use technology to stay connected. There are times when the family may not be able to gather in person. This became evident at the start of the pandemic, when social distancing and isolation became a cautionary tactic to prevent disease proliferation. If the kids are missing you or you are missing the kids at any time during the day, a video chat can be just what everyone needs to feel better.

- Outsource housework and chores with smart ideas. If the budget is there, hire a housekeeper to come in weekly to tame messes around the house. A “mom’s helper” can be hired to come in and tend to certain needs. Family calendar apps can serve as personal assistants to keep track of family appointments. Clothing subscription boxes save time and provide a way to have carefully curated outfits shipped right to your home. A robot vacuum can tame dog fur on the rug while you are working in a home office. These ideas can free up additional time to spend with the family.

Working mothers can employ strategies to ensure ample time can be devoted to the ones they love.







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How women can keep their careers going forward

Women have played essential roles in the global workforce for quite some time. Despite their contributions, women continue to face professional obstacles that many of their male colleagues never experience.

The differences between the professional challenges faced by women and those faced by men have been evident during the COVID-19 pandemic. A 2020 study published in the journal World Development examined general inequality during the pandemic, focusing particularly on certain factors, including job loss. The pandemic had a devastating impact on economies across the globe, and women bore a seemingly disproportionate percentage of that impact. The study found that, during the pandemic, women were 24 percent more likely to permanently lose their jobs than men. Women also expected their labor income to fall by 50 percent more than men during the pandemic.

Strategies to keep careers on track can be especially useful in the face of these obstacles and the many more female professionals will face even after the pandemic has ended. The following are some ways women can keep their careers going forward.


- Continue education. The Graduate Management Admission Test, often referred to as the GMAT, is used to assess candidates for admission into graduate level management programs, such as MBA programs. A recent analysis of GMAT test takers found that 47 percent were women, which marked an all-time high. The value of education is undeniable, and women can continue their educations via the pursuit of advanced degrees as they look to keep their careers going forward.

- Emphasize networking. The Association for Talent Development reports that 57 percent of job openings are filled through networking contacts. Networking is more accessible than ever thanks to social media sites like LinkedIn, and women can utilize such resources to build connections with mentors and colleagues that can share everything from career advice to access to new job openings.



- Define career expectations. Defining career expectations early on can be beneficial in various ways. Such expectations can guide career choices and provide a road map that women can utilize to stay the professional course. This can help women make decisions about their careers when they come to forks in the road. For example, if a path to promotion seems blocked, women can examine their established career expectations to help them decide if it's time to seek new employment. Defining career expectations also can help women effectively communicate with mentors about their goals, and mentors can then use that information when offering guidance. Expectations need not be concrete, and it's likely they will change over time. But they can serve as an important foundation for anyone from young female professionals to experienced executives looking to make changes or determine the next step in their careers.


Women face professional hurdles many of their male colleagues never experience. Various strategies can help women clear such hurdles and keep their careers going in the right direction.





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- You don't need much time. A break doesn't need to be extensive to be effective. Schedule around 30 minutes for the timeout. That's just enough time to watch a sitcom, read a chapter in a book or enjoy a nice, steamy bath.

- Choose a kid-free time of day. If possible, select a timeout period when the kids are away from home or you can be guaranteed some alone time. If this is not possible, make an arrangement with your spouse to look after the kids while you get some alone time.

- Find an enjoyable activity. Select an activity for the timeout that you may not have the opportunity to enjoy when other people or tasks require



While time-outs may be torturous for young children eager to get up and go, alone time may sound like paradise to busy mothers.

It can be helpful for parents to schedule daily timeouts, though breaks a few times per week can do the trick as well.

Timeouts can benefit moms who need a break during or after a long day. Such breaks can be restful and reenergizing.

Any woman can benefit from a timeout, but working mothers juggling careers and home life may be especially in need of scheduled breaks.

your attention. Listening to music, taking an exercise class, writing in a journal, engaging in artwork or other crafts, or reading a book make for great timeout activities. A timeout is not the time to catch up on chores.

- Treat yourself on occasion. Build an extra treat into the time-out, such as a bite of a favorite dessert or purchasing a clothing accessory or a luxurious body butter. This can make the timeout even more enjoyable.

Timeouts can be utilized by women who feel they need opportunities to unwind and put themselves first for a short time.



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