

SWE-August 2003

SWE-EWS  
Society of Women Engineers – Eastern Washington Section  
P.O. Box 364 Richland, WA 99352 www.swe.org Region J001

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Upcoming Events

August 28, 2003	SWE Call for Nominations
September 13, 2003	Breakfast Meeting at Hayden's
October 8-12, 2003	National Conference, Birmingham, Alabama
October 11, 2003	Breakfast Meeting at Hayden's
October 17, 2003	Technical Tour at McNary Dam
November 8, 2003	Breakfast Meeting at Hayden's
December 2003	Annual SWE Christmas Party
December 13, 2003	Breakfast Meeting at Hayden's
January 10, 2004	Breakfast Meeting at Hayden's
February 7, 2004	Breakfast Meeting at Hayden's
March 13, 2004	Breakfast Meeting at Hayden's
April 10, 2004	Breakfast Meeting at Hayden's
May 8, 2004	Breakfast Meeting at Hayden's
May 2004	Elect next Officer
June 2004	Annual Summer Picnic

Letter to SWE Members

Greetings SWE Members!

I hope this summer has been exciting as well as relaxing. I have been busy with weddings and baby showers among my family and friends. I have, also, been busy reformatting the Section website, [www.eastwashingtonswe.org](http://www.eastwashingtonswe.org), and I hope it is easier to navigate. I would like to feature SWE members, please send me your personal or business webpages or a bio of yourself and I will create a basic page.

September we will begin meeting again at Hayden's Place, a restaurant across the street from the TRAC in Pasco. We will meet the second Saturday of every month at 8 am to network and learn about SWE and other engineering activities. Our first Breakfast Meeting of the year is scheduled for September 13, 2003.

This year we are looking forward to joining other engineering societies for presentations and tours. ASHRAE has invited us to their meeting on Engineering Law presented by a woman lawyer October 14, 2003. Tammy Franklin, our Vice President is an officer for NSBE and is working to organize a joint meeting. ASCE will be hosting technical tours of McNary Dam and the Energy Northwest Nine Mile Canyon wind Mills. The McNary Dam tour is scheduled for Friday, October 17, 2003 while the wind mill

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tour details are still being planned.

There is a joint Region A-B-J conference in Reno, Nevada in September and the National Conference will be held in Birmingham, Alabama October 8-12. We have plans for a holiday party in December. February and March will bring the National Engineer's Week Events.

There are many opportunities to participate and support SWE locally, regionally, and nationally. Contact one of the officers and indicate where you would like to help.

Sincerely,  
Jocelyne Gray  
Eastern Washington FY04 President

#### Monthly Breakfast

September 13, 2003 at 8 am  
Hayden's Place, across Burden Blvd from TRAC

Come network with other members and learn about upcoming events. Please RSVP by Friday, September 12, 2003 by 11 am to Jocelyne Gray at 783-2144 or jgray@jub.com.

#### NOTE FROM THE TREASURER

If you have any items from last year that require reimbursement, please send receipts to Ann as soon as possible, so that we can finalize our financial report

#### TECHNICAL TOURS

ASCE is hosting a technical tour at McNary Dam Friday, October 17, 2003. We will meet at the Richland (time to meet will be provided later). The number of attendees is limited to 15. The names of attendees must be sent to the Army Corps of Engineers soon. Please send Jocelyne Gray at jgray@jub.com or 783-2144 your full name, citizenship, and if you will be carpooling from Richland. Please wear weather appropriate clothing and closed toe shoes.

ASCE will host a tour of the Energy Northwest wind Mills at Nine Mile Canyon south of Finley. More details will be available at a later date.

#### SWE Section Member Profiles

If you would like your profile featured on our website please submit your webpage URL or biography to Jocelyne Gray, jgray@jub.com or 2810 W. Clearwater Ave, Suite 201, Kennewick, WA 99336. Below are sample information you might want to provide.

Name

Field

SWE Background - when joined / officer positions / why you joined SWE

Current Position - Title / Retired / Unemployed

Current Projects / Favorite Projects

Employment History

Degrees / Universities

Family / Hobbies

Please finish the following statement: I became an engineer because

SWE NATIONAL CONFERENCE

Kathryn Mergl of the 2003 Conference Committee announces the availability of the 2003 National Conference Preliminary Program and Registration Book. The conference will be in Birmingham, Alabama October 8-12. The Registration Book is online at <http://www.swe2003.org/docs/conferenceprogram.pdf>.

Changes of note for this year are:

1. (3) Keynote Address and Breakfasts' (one each morning - to energize body and soul for the day's programming)
2. Two-day Career Fair (Thursday & Friday)
3. Simplified pricing structure (Basic registration includes (3) Breakfasts, (3) Lunches, (2) Receptions, Annual Membership Meeting and the Student Award Ceremony, along with programming)
4. SWE Meetings are scheduled almost exclusively for Wednesday, to allow members to benefit from programming later in the week.

REGIONS ABJ MEETING

Sept. 12-14, 2003 Region ABJ  
Meeting in Reno, NV  
Contact: Teresa Kulesza at [tkulesza@bjginc.com](mailto:tkulesza@bjginc.com)

COMMITTEE: GIRL SCOUTS

CHAIRPERSON: ESTHER HELLER FY03 AND FY04

Two years ago, SWE and Girl Scouts of the USA (GSUSA) signed a Memorandum of Understanding that formalized, among other things, the intent of facilitating collaborations on local and national levels between the two organizations and to promote opportunities for SWE members to serve as role models and mentors for Girl Scouts. GSUSA has provided us an opportunity to do this in multiple locations. They have received funding from the Intel Corporation to continue and expand the "Fair Play - Design & Discovery" Program into its third year. Each participating local council is required to partner with local SWE members, either sections or Members-at-Large.

The primary goal of the program is to encourage Girl Scouts, ages 11 to 15, to develop their knowledge of science, technology, and related skills. Councils have designed their own programs which promote individual and team science projects and expanded interest in career opportunities in science, technology, and engineering over the next year. Teachers, mentors, and parents will guide the girls and support their projects' entry in local, regional and national fairs along with Intel International Science and Engineering Fairs. The Girl Scout council staff will be looking for SWE members to be some of these mentors and for one member from local sections to be a contact person to help with the recruiting. SWE Girl Scout committee chair, Esther Heller, spoke to representatives at a kick-off training held in New York in May. Based on her presentation, some councils will be directly contacting sections. If you are contacted, please respond to them promptly. More information about Intel's Design & Discovery Program can be found at <http://www.intel.com/education/design/>

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If you or your section can participate, please contact Esther Heller at [esther.heller@swe.org](mailto:esther.heller@swe.org) or Sue Anderson, GS co-chair, [susan.anderson@swe.org](mailto:susan.anderson@swe.org) who have the names of the Fair Play coordinators for each Girl Scout council. The fastest way to find the name of your local Girl Scout council is to look up Girl Scouts in your telephone book.

SWE Call for Nominations  
for FY04 Council Speaker and Deputy Speaker

ACTION REQUIRED no later than August 28, 2003

Per the proposed bylaws and newly developed draft procedures, Speaker and Deputy Speaker duties are as follows:

1. Speaker of the Council:
  - a. Defines the agenda of the Council meetings in consultation with the President;
  - b. Coordinates agenda and meeting process in consultation with the HQ staff;
  - c. Ensures effective facilitation of dialogue;
  - d. Serves as the Council's advocate, voice and point of contact;
  - e. Ensures effective communication among all Council members;
  - f. Implements the roles assigned to the Council in partnership with President and Board;
  - g. Serves as the presiding officer of Council meetings and a non-voting member of the Council, except to break a tie;
  - h. Serves as a voting member of the Board, and as such be the link between the council and the board..
2. Deputy Speaker of the Council has the following duties:
  - a. Perform the duties of the speaker in the absence of or at the request of the speaker;
  - b. Assumes the role of speaker in case of a vacancy in that position, including serving as a voting member of the board of directors, if necessary;
  - c. Assist the speaker in the performance of assigned and necessary duties;
  - d. Serve as a nonvoting ex-officio member of the council;
  - e. Serves as a member of the Strategic Planning Committee;
  - f. Communicates with and is responsible for the FIG operations and reports FIG progress, concerns, issues to the Speaker as required for Board/Council action;
  - g. Is responsible for preparation of an annual mega-issue white paper;
  - h. Is responsible for the maintenance of this procedure;
  - i. Implement the roles assigned to the council in partnership with the Speaker, President and Board.

Four key characteristics of SWE leadership that each future leader should possess to some degree include the following:

- > PEOPLE SKILLS
- > KNOWLEDGE of the ORGANIZATION
- > STRATEGIC THINKING
- > RESULTS GENERATOR

Contact Teresa Torres (Newsletter Editor) or Jocelyn Gray (Section President) for application forms.

We look forward to receiving your nominations.

Sincerely,  
Council Leadership Nomination & Election FIG  
<http://www.swe.org/cor/>

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The local professional societies are represented generally by the Tri-Cities Technical Council (TCTC), which is sponsoring continuing education and professional development courses to be brought to this area. The tentative schedule is shown below. The location will be at an appropriate building in Richland at central or northern George Washington way. Credit will be given - CEUs and Certification Maintenance Points. For details contact Marve Hyman at 375-0222. REGISTRATION IS DUE 4 WEEKS AHEAD OF COURSE DATE.

Fall-winter 2003/2004

Nominal Time: 8:30am - 5pm

No.

Society

Subject

Cost/Person<sup>1</sup>

No. of People<sup>2</sup>

Sep 12-13

1

ASCE

Pumping Systems

\$895/\$1095

11

2

AIChE

Cross-Functional Mgmt<sup>3</sup>

\$795/\$955

12 to 30

3

“

Effective Communication

\$795/\$955

12 to 25-30

4

“

Preventing Human Error

\$795/\$955

12 to 30

Sep 26

5

AIHA

Biosafety

\$295/\$375

21 to 30-40

Sep 26-27

6

ASCE

Unsteady Flow in Pipeline Sys's

\$895/\$1095

16-17

7

AIChE

Automatic Control

\$795/\$955

12 to 25

8

“

Time Management

\$795/\$955

12

Oct 10

9

AIHA

Leadership & Communication

\$295/\$375

27 to 36

Oct 10-11

10

ASCE

Construction & Contract Law

\$895/\$1095

12

11

AICHe

Essentials of Chem Eng4

\$795/\$955

12 to 20

12

AICHe

Six Sigma

\$795/\$955

12

Oct 24

13

AIHA

Heat Stress

\$295/\$375

17 to 30-35

Oct 24-25

14

ASCE

Design-Build Contracting

\$895/\$1095

14-15

15

AICHe

Automatic Control (Advanced)

\$795/\$955

12

16

“  
Conceptual Dev & Cost Est  
\$795/\$955  
12 to 25

Nov 7-8

17

“

HAZOP  
\$795/\$955

12

18

“

Practical Proj Eval Cost Est  
\$905/\$1055

14

Nov 21-22

19

“

Short-Cut Problem Solving  
\$795/\$955

12

20

“

Incident Investigation  
\$795/\$955

12 to 25

Jan 16

21

AIHA

Noise Control Engineering  
\$295/\$375

23

- Notes: 1. Tuition costs are shown as: national society member cost/non-member cost  
2. No. of people shown is approximate minimum for breakeven and max allowed  
3. Cross-Functional Management includes experts gathered to apply their combined experience to meet commonly defined objectives. The team is not made up of all engineers and includes individuals from manufacturing, marketing, R&D, QA/QC, etc.  
4. Full name of course is: Essentials of Chemical Engineering for non-Engineers

Letter from National SWE President

To all Professional, Student, and Corporate Members of SWE:

I am both honored and thrilled to be the President of the Society of Women Engineers. During my term, I plan to use many of the forums available to communicate with all of the members and partners of SWE. Since email technology offers me a low-cost way of providing regular and timely communications, I'll use that for

regular updates to you.

In this kick-off email, I'll review some of the many FY03 accomplishments. I'll also introduce the Board of Directors' strategies for FY04.

The accomplishments during this previous fiscal year are attributed to the many efforts by our past Board of Directors' leadership and insights for laying the ground work to enable future Boards to move the Society forward in support of our mission. The accomplishments of the FY03 Board of Directors led by Rachel McQuillen are:

- \* The Work/Life Balance award was initiated
- \* The Student Transition Team was launched and they have generated impressive results
- \* The Membership Dues Task Force led the transition to the new dues structure
- \* The 2002 National Conference in Detroit set the attendance record while introducing the October National Conference
- \* The Corporate Partnership Council was created and the charter members recruited
- \* SWE was a leader in the formation of the International Network of Women Engineers and Scientists (INWES) and supported the formation of Women in Science, Technology, Engineering and Math (WiSTEM)
- \* SWE Magazine won four APEX awards: Magazines & Journals, printed 4/C for the Spring 2003 issue; Covers for Honoring Women's History, February/March 2002; Technical Writing for "Investigating the Frontiers of Engineering," April/May 2002; and Feature Writing for "Space Day 2003," Spring 2003
- \* The Petticoats and Slide Rules exhibit from the SWE Archives debuted
- \* SWE's website got a new look
- \* The Member Services Center was introduced with online support for member profile updates, membership applications and renewals, live membership directory, and member information access for leadership

In addition to these accomplishments, during FY03 SWE celebrated the induction of Beatrice Hicks, our first president, into the National Women's Hall of Fame and the election of SWE member Bonnie Dunbar as a fellow of the National Academy of Engineering.

Wow! I'm challenging myself and the FY04 Board to build upon this great work, especially in the areas of membership, SWE's communications strategy, and continuing to strengthen our relationships with our key supporters.

I have a personal passion for improving the retention and advancement of women working in engineering. Membership recruitment and retention enables SWE to have more impact in retention and advancement. I've asked Ronna Frazier to chair a task force that will identify and champion the programs that increase SWE's value to current and prospective members.

During SWE's Corporate Partnership Council first official year of operation, I'm committed to working with the charter members to ensure success for the CPC.

Even as we enjoy the benefits of our investment in SWE's website and electronic member services, we are planning additional improvements of SWE's communications infrastructure.

I am very committed to do all I can to ensure that the proposed bylaws are approved at the October Council of Representatives meeting. The Bylaws Committee, led by Lynn Daniels and Susan Best, has completed the monumental task for soliciting input and creating the new bylaws documents. It is imperative that the Society approve this work and begin to reap benefits that the new governance will offer us.

To identify a major new initiative for FY04, I've turned to our strategic plan. Although SWE has the goal of becoming the advocate for women in engineering, we have not had a formal, national-level program to support the goal. I've asked Vice President Libby Allman to focus on policy and external affairs. In this role, she will lead the definition of the processes that will enable SWE to participate in

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public policy and to strategically partner with external organizations.

SWE is the society chair for National Engineers week in 2006. It is an honor for SWE to be selected for this role. It is also a major responsibility that demands we begin planning this year to ensure that under our leadership 2006 Engineers week will be a positive reflection on SWE and all engineers.

I thank you for entrusting me with the leadership of the Society. I pledge to invest my skills, creativity, and energy to substantiate your trust.

Alma U. Martinez Fallon  
FY04 President  
Society of Women Engineers

#### SWE Apparel

Cardigans and T-shirts are printed with the Society of Women Engineers Logo. They come in several colors. You can have the logo stitched into your own article of clothing (for example a sweatshirt, sweater or T-shirt). Prices: Cardigans \$ 25 (\$30 non-member), T-shirts \$ 20 (\$25 non-member), your own (you supply the clothing) \$15 and children's \$10. Call Pam Ankrum for more information (see contact information).

#### Silicon Valley/San Jose Business Journal

UC study discovers why women settle for lower pay  
Women who negotiate job offers generally ask for lower initial salaries than do men, in part because of different beliefs about worth, entitlement and proving oneself, according to a new study by Lisa Barron, assistant professor at the University of California at Irvine's Graduate School of Management.

Her study of MBA students entering the labor market found that 71 percent of the men said they believed they were entitled to more money than other job prospects. Conversely, 70 percent of the women indicated they were entitled to a salary equal to other job candidates.

"People with a lower sense of personal entitlement are likely to make smaller salary demands," Ms. Barron says.

Her study is the first one known to examine beliefs linked to differences in men's and women's salary requests. Previous studies have shown that men gain more than women from negotiating salaries, and women feel less comfortable with negotiating than do men. "Earlier studies did not answer why women and men feel differently," she says.

Ms. Barron's study found that 85 percent of the men were comfortable with the idea of equating their worth with a dollar amount and that they knew what they were worth. Eighty-three percent of the women, however, remarked that they were less comfortable equating a dollar value with their worth and that the employer was responsible for determining their worth.

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Eighty-three percent of women also said they need to prove themselves on the job, while 64 percent of the men said that proving themselves should be done during the job interview or the performance evaluation process.

"[C]omments in our study suggest that men see the salary negotiation as an opportunity to advance their own interests, whereas women believe the negotiation might damage their reputation or their relationships," Ms. Barron says.

The study included negotiations and interviews with 38 second-year MBA students from a major West Coast business school. The findings will appear in the June edition of Human Relations Magazine.

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Web reprint information

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#### Contact Information

The officers would love to hear from you and get you more involved. Please feel free to contact any of the officers to answer your question.

President  
Jocelyne Gray  
Engineer  
J-U-B Engineers  
(509) 783-2144,  
jgray@JUB.com

Vice President  
Tamara Franklin  
Engineer  
Bechtel National  
(509) 371-5742  
tnfrankl@bechtel.com

Treasurer  
Ann Langevin  
Engineer  
Fluor Federal Services,  
(509) 373-6737,  
Ann\_S\_Langevin@rl.gov

Secretary  
Denise Bent  
Electrical Engineer  
Energy Northwest  
DMBENT@energy-northwest.com

Section Representative  
Pamela Ankrum  
Engineer  
Energy Northwest  
ankrum@charter.net

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Region J Director  
Margret Pritchard  
director-j@swe.org

Newsletter Editor  
Teresa Torres  
Mechanical Engineer,  
COGEMA Eng. Corp,  
(509 372-2173,  
Teresa\_D\_Torres@rl.gov

Web Page  
<http://www.eastwashingtonswe.org/>

Society of Women Engineers  
Eastern Washington Section  
P.O. Box 364  
Richland, WA 99352

ADDRESS CORRECTION REQUESTED

SWE Member

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