



# SOCIETY OF WOMEN ENGINEERS HARTFORD SECTION NEWSLETTER

[www.swe.org/RegionF/sections/Hartford](http://www.swe.org/RegionF/sections/Hartford)

FY09 ISSUE 6

DECEMBER 2008

## FY09 SECTION OFFICERS

### President

Liz Garypie  
Sikorsky Aircraft  
[elizabeth.garypie@swe.org](mailto:elizabeth.garypie@swe.org)

### Vice President

Michelle Montepara  
Sikorsky Aircraft  
[michelle.montepara@swe.org](mailto:michelle.montepara@swe.org)

### Secretary

Ashley Phillips  
Pratt & Whitney  
[ashley.phillips@swe.org](mailto:ashley.phillips@swe.org)

### Treasurer

Carol Coppa  
Northeast Utilities  
[coppaca@nu.com](mailto:coppaca@nu.com)

### COR Representative

Jennifer Thomas  
Pratt & Whitney  
[jennifer.thomas@swe.org](mailto:jennifer.thomas@swe.org)

### Outreach Chair

Sarah Koenig  
Pratt & Whitney  
[sarah.koenig@pw.utc.com](mailto:sarah.koenig@pw.utc.com)

### Scholarship Chair

Suzanne Woll  
Hamilton Sundstrand  
[suzanne.woll@hs.utc.com](mailto:suzanne.woll@hs.utc.com)

### Certificate of Merit Chair

Claudette Hickey  
IBM  
[cpetroze@us.ibm.com](mailto:cpetroze@us.ibm.com)

### Awards Chair

Stephanie Filipski  
UTC Power  
[stephanie.filipski@UTCPower.com](mailto:stephanie.filipski@UTCPower.com)

### Newsletter Editor

Ashley Phillips  
Pratt & Whitney  
[ashley.phillips@swe.org](mailto:ashley.phillips@swe.org)

## ANNUAL HOLIDAY WINE TASTING

Join SWE Hartford for our annual holiday wine tasting party. With the help of a professional sommelier we will taste an assortment of wines and learn how best to pair them with food. Wines will be available for purchase and orders will arrive in time for Christmas.



### SAVE THE DATE:

**Monday, December 15th**

For more information, please contact Jennifer at  
[jennifer.thomas@swe.org](mailto:jennifer.thomas@swe.org)

Please keep an eye out for more events in 2009. More information is available on the website and via email.

If you have any suggestions for next year, please let one of the section officers know! Happy Holidays and Happy new Year.

If you are interested in helping coordinate an event, please contact Liz ([elizabeth.garypie@swe.org](mailto:elizabeth.garypie@swe.org)) or Michelle ([michelle.montepara@swe.org](mailto:michelle.montepara@swe.org)).

### Remember to check the website for more information!

<http://www.swe.org/RegionF/sections/hartford/>

The Hartford Section is a member of the SWE New England Region, Region F. <http://www.swe.org/regionf/>

## IN THIS ISSUE:

Save the Date	1	Holiday Recipe	7
Vice President's Note	2	Member Spotlight	7
National Conference		Local Events	8
Updates and Highlights	3	Volunteer!	10

## FROM THE DESK OF THE VICE PRESIDENT

Well, I don't know about you, but November has been simply a WILD month for me! SWE's National Conference was in Baltimore, MD during the first week of November. It was unknown how many folks would be able to attend conference this year due to the current state of the U.S. economy. Well, 2008 proved to be successful with over 5,800 conference attendees! In fact, SWE has officially become an international organization this year and SWE members from 14 countries came to Baltimore to conference. The 14 countries represented at the conference were Argentina, Australia, Belgium, Canada, China, France, Germany, India, Ireland, Israel, Nigeria, Taiwan, the United Kingdom and Zimbabwe. SWE's mission is being spread to other nations at a rapid rate. Look for upcoming articles in our SWE magazine that address the growth of our SWE community.



In an exciting race for the title, Region F, won the famous "Spirit Award" at this year's Celebrate SWE! event. With a slight twist in the programming, and the "upgrade" to a formal event, Celebrate SWE! was a great way to conclude this year's exciting conference.

Since conference, I have traveled to 5 states and experienced everything from a heat wave in the desert of southern California to a snowstorm in Cleveland, Ohio. I am definitely ready to spend the Thanksgiving holiday relaxing with my family. I hope you are able to as well. We need to save our energy for the end of the year, whether at work finishing up projects, in school preparing for finals, or at home getting ready to host family and friends this winter.

I hope you will be able to join us at next month's wine tasting event, featuring Andrea Oddi from The Traveling Vineyard Company. This has been one of our successful events in the past and came from a recommendation from last year's survey to the section! Thank you to Jennifer Thomas for once again offering to organize the event! Thank you also to Ashley Phillips who will be our host this year. We are looking forward to another night of laughter and learning about delicious wines from around the world along with the best food pairings for each wine variety. Please be sure that there is no pressure to buy anything (although a great opportunity to do some holiday shopping!). We hope you will consider attending this purely social event!

Please contact me with any questions or event ideas!

Thanks,  
Michelle

[mmontepara@sikorsky.com](mailto:mmontepara@sikorsky.com)

SWE Hartford VP 2008

Region F RCMC

Region F Outreach Coordinator

## SWEET GATHERING

On Tuesday, November 18th, SWE Hartford members braved our first round of cold weather to gather at Cosi Restaurant in West Hartford for the first SWEet Gathering of the year. We shared work stories, our experiences at the National Conference in Baltimore and some s'mores. A great time was had by all and we hope to see more SWE Hartford members and friends at future SWEet Gatherings!

# WE 08: SWE NATIONAL CONFERENCE

## RPI ALUMNI RECEPTION

Over 30 alumni & students attended a reception at the 2008 SWE National Conference in Baltimore. The reception, hosted by RPI's Alumni Office, was arranged at the conference to say 'thanks' to the graduates & current students involved in the Society. Everyone enjoyed the refreshments and the opportunity to network with alumni from various industries and locations. RPI supports SWE both on campus and in the community and hopes to make this an annual conference event. Many thanks to SWE Steering Committee members Jonna Gerken '96, Sara Gulick '03, & Lisa Muscanell '09 (President of RPI's SWE Section) for their help in making this event possible.



## HIGHLIGHTS

**Leadership Derailers:** Do you think that you are being held back from leadership positions at work? It could be that you have derailed your own career. I attended a session at the Weo8 Conference on this topic. It was interesting to learn that there are both career inhibitors (things holding you back from reaching your full potential) and derailers (things that impact your positional potential). The one thing they have in common is reputation- something you build over time, but can be lost in an instant. You need to build a strong image, demonstrate good communication skills, get the right exposure, and gain lots of feedback to ensure you have a solid reputation in your organization. The keys to preventing derailment are seeking feedback (treat feedback as a gift), seek development opportunities that focus on improving your capabilities, seek support & coaching, be aware that new jobs require new frameworks & new behaviors, consider career paths that zig-zag thru the organization vs. vertical ones, and focus on how you did it feedback vs. what you did. This was an interesting way of looking at your career advancement so take the time to think about it before your next performance review.

~ Jonna Gerken

## CELEBRATE SWE AWARDS BANQUET

Congratulations to Region F for our win in the highly coveted Spirit Award! Other Region F winners include:

- Upward Mobility Award - Florence Hudson (Mid-Hudson)
- Outstanding Collegiate Section Certificate Awards - RPI & MIT
- Professional Development Event Award - NESS
- Electronic Newsletter - NESS
- Boeing Multicultural Award - MIT
- Collegiate Poster Competition 3rd place - Anna Cyganowski (RPI)



## COR MOTIONS

### COR RESULTS

Hello SWE Hartford! I'm Jennifer Thomas, your section representative on the SWE Council of Representatives (COR). I wanted to take time to thank everyone that provided feedback on the COR survey distributed last month and provide an update on those national voting results.

This year at the SWE National Conference, the national voting structure of the organization was drastically changed. Previously, the COR was comprised of at least 1 representative from each professional SWE section and at least 1 collegiate representative from each region, depending on the size of the section/region. This year, the COR voted to disband on a national level and replace the national COR voting body with a SWE Senate. The new SWE Senate will be comprised of 2 professional senators from each region, 1 collegiate senator from each region, 2 international senators and the option of appointing a special senator. The section representatives for each professional section will still serve on the regional council and will flow down national information from the regional senators. I will continue to pass along more information on the SWE Senate as it becomes available.

Aside from the new SWE Senate structure, we voted on several membership and administrative issues. All of the other motions and bylaws amendments proposal results are listed on the following page

## MOTIONS:

Extension of Joint Membership to Technical Societies	Pass	
Establish Collegiate to Career Membership Program	Pass (with amendment)	Amendment to start a task force to plan this program.
Tiered Dues for International Members	Pass	
K-12 Educator Dues	Referred back to committee	Will be reviewed by the membership committee.

## BYLAWS AMENDMENT PROPOSALS:

800	Authorization for Editorial Changes	Pass
0801	Change speaker term of office to Two Years	Pass
0802	Remove COR Authority to Establish Subsidiary Corporations	Pass
0803	Remove COR Required Membership on Finance Committee	Pass
0804	Remove COR Required Membership on Audit Committee	Pass
0805	Election of Special Director by Incoming Board	Pass
0806	Update Requirements for Senior Member Grade	Pass
0807	Membership Criteria for Fellow	Pass
0808	Combining Associate and Affiliate member Grades	Pass
0809	Granting Associate Member Voting Rights	Pass
0810	Create Educator Membership Grade	Postponed Indefinitely
0811	Change Eligibility for SWE Leadership Positions	Fail
0812	Add Deputy Director of Regions as Non-Voting Member of COR	Pass
0813	Remove Region Governors as Non-Voting Members of COR	Pass
0814	Change Composition of COR	Pass
0815	Removal of Alternates	Fail
0816	Quorum	Pass
0817	Vacancies	Pass
0818	Removal	Pass
0819	Amendments to SWE Bylaws	Pass
0820	Change Name of COR and Representatives	Pass
0821	Add Region Council to SWE Bylaws	Pass
0822	Inactive Sections	Pass

**Men as Diversity Partners:** I attended a very interesting panel discussion at the Weo8 Conference. Three male managers, Capt Ken Barrett of the US Navy, Jeff Arnold of Kelloggs, and Jon Reed of Genentech, answered some tough audience questions regarding the ways business can support diversity of all kinds. Gender differences were just part of the discussion. We covered generational differences as well. Some key points to bring back to your teams are: the diversity 'message' must be sent from the top, not as an 'HR initiative'; make sure there are male representatives on diversity councils - they need to be engaged at the start, not just recipients of feedback; the issues with recruiting & retaining women is the same as for millennials, if you can solve one, you'll solve both. Other general messages on career advancement of diversity candidates were: use rotational programs as a lower risk way to get folks the experience they need to succeed and utilize performance in key assignments to gauge performance and promotion potential. It was a good discussion from a 'different' point of view and all the panelists were very open & honest in their responses.

~ Jonna Gerken

## MEMOIRS OF A 20-SOMETHING FEMALE ENGINEER

Presented by Janie Robinson: Baltimore-Washington Section, Reported by Christine Lagree

Janie Robinson, a 29 year old engineer, put together this presentation with her sister, who is also an engineer. She presented situations that emerge for a young professional and how to react and work them to your advantage. These five points provide some funny ideas and great suggestions on how to handle yourself early in your career.

- Work Life Balance does not mean equal balance. Just because you don't have kids doesn't mean you are automatically going to pick up all the extra projects in the office
- Age Gap – The Daughter Syndrome: Co-workers with a daughter your age (or who are old enough to be your father) will try to protect you, but don't let them shelter you from all challenging situations. A “work dad” means you've found a great mentor
- Communication: Presentation, verbal/oral skills
  - Know your audience
  - Image: NOT too sexy, too casual, or too sloppy
  - Criticism: Don't take it personally and don't be defensive
  - Perception is reality: Speak up, showcase your knowledge
  - Express yourself with certainty: “The answer is \_\_\_\_\_” NOT “I think the answer is \_\_\_\_\_”
- Networking:
  - 5% of people get jobs from internal postings
  - 24% of people get jobs by contacting the company directly
  - 48% of people get jobs from personal referrals
  - Take business cards, write a description of the meeting/person on the back to jog your memory in the future and make sure to follow up



**We08**  
The National Conference  
for Women Engineers



## EASY HOLIDAY RECIPE

I have brought this easy dish to family parties, work holiday gathering and friends as well. I get compliments on it each time because of the rich flavors developed by the Italian dressing used. I have used prosciutto as a substitute for the pepperoni and a roasted turkey as a healthier substitute for the salami in the past. I hope you enjoy!  
~Michelle Montepara

### Ingredients:

2 cans crescent rolls  
1 lb Shredded Mozzarella & Cheddar mix  
1/4 lb Sliced ham  
1/4 lb Sliced pepperoni  
1/4 lb Sliced Genoa salami  
1 Jar (small) roasted red peppers  
1/4 bottle Italian dressing  
1/4 cup Parmesan cheese

### Directions:

1. Spray 9" x 13" rectangle baking dish with nonstick spray.
2. Unroll 1 can of crescent rolls and lay on bottom of pan.
3. Layer meat, cheese, peppers, olives, ending with cheese as last layer.
4. Unroll second can of crescent rolls and lay on top.
5. Brush top layer with bit of the Italian dressing and then pour dressing around perimeter.
6. Bake at 425° for 30 minutes or until top and bottom are golden brown.
7. Let stand for 5 minutes and cut into small squares. Serve warm.

## MEMBER SPOTLIGHT

My name is Stephanie Filipski and I'm originally from Southfield, MI - the Metro Detroit area. I graduated from the University of Michigan in 1998 with a BS in manufacturing engineering. I started my career at Delphi as an Industrial Engineer. I was only there for about a year, did a short stint at GM, but then began my Ford Motor Company career in the spring of 2000. At Ford, I started as an Industrial Engineer, then moved on to several positions - Quality Operating System (QOS) Auditor, Quality Engineer, Ford Production System Manager, and Product Development Cost Engineer. I had to leave Ford in the summer of 2007, as my husband was transferred within Pfizer from their Ann Arbor, MI location to their Groton, CT R&D site. I now work for UTC Power as a Senior Quality Engineer on the PC-50, one of the Phosphoric Acid Fuel Cell product lines.

We presently live in Ivoryton, a village in Essex. Aside from a short stint at PSU, I basically lived in Michigan my entire life, so my husband, Kevin, and I are slowly learning about CT. CT is MUCH smaller than everything we were used to, and our small town has really been an adjustment! We do, however, love having the shoreline so close, so we spent our summer weekends at the beach at least one of the days. Kevin and I have a son, Jack, who just turned 2 in October. Our priorities now have centered mainly around work and whatever Jack wants to do or needs! Prior to kids, my hobbies included travel, going out with friends, wine parties, concerts, and eating! Well, eating hasn't changed after having Jack - we just can't go to as many of the restaurants as we used to be able to!

I have been a member of SWE since college, and thought now becoming involved out here would help in my transition to New England. I look forward to meeting more of the group at future events!

## REGION F CONFERENCE CALL FOR VOLUNTEERS

The Region F 2009 Conference will be April 4-5 at Smith College in Northampton, MA. Planning is underway and it's shaping up to be a great conference. The speaker committee has put together a potential slate for sessions and needs your help identifying Region F members (or others) to be on panels or lead sessions. If you have ideas or suggestions, send them to the speaker committee.

If you have questions about the Region conference, contact Conference Chair, Ebony Joseph, at [ebony.joseph.swe@gmail.com](mailto:ebony.joseph.swe@gmail.com). Thanks for your support of the Region F Conference!

Regards, Region F 2009 Conference Speaker Committee  
Emily Synk, Maureen Masiulus, Denise Griffin, Emma Dalton

## LOCAL EVENTS

### SHPE-HLF-NSHMBA - HOLIDAY TOY DRIVE

**Friday, December 5th**

**5:30 PM—8:30 PM**

**Albert's Riverside, 1530 Palisado Ave. Windsor, CT 06095**

Attendees, ages 15 and up, are asked to contribute a \$10.00 donation (Check/Cash only), or bring a new, unwrapped toy for a child between the ages of 5-14.

All proceeds collected will be donated to Casa Otoñal and Mi Casa Family Services & Education Center. Come and enjoy food, entertainment and networking!

To RSVP, contact Angel Santiago at [CommunityServices@shpect.org](mailto:CommunityServices@shpect.org)

### EARLY CAREER DEVELOPMENT FORUM

I am writing to ask you for your support in the promotion of the ASME Early Career Development Forum (ECDF) program that will be held in conjunction with the ASME International Mechanical Engineering Congress & Exhibition, Sunday, November 2, 2008 at the Sheraton Boston Hotel in Boston, Massachusetts.

We would like the opportunity to alert your chapter members at the Society of Women Engineers, age 20-35, about the event through your general communication channels including your newsletters, website, and event calendars. The program details and registration information can be found at [www.asmeconferences.org/Congress08/ECF.cfm](http://www.asmeconferences.org/Congress08/ECF.cfm).

The ECDF is a special event that provides awareness of trends and opportunities in the engineering profession among early-career engineers (0-10 years experience in professional practice), and offers practical advice and information to help advance their careers through accounts of "real-life" experiences from senior engineers and managers in the industry.

Thank you for your consideration. Should you have any questions, please don't hesitate to contact me at 212.591.8239 or via email: [hasanc@asme.org](mailto:hasanc@asme.org).

Regards, Cheryl Hasan

## **URBAN DESIGN WORKSHOP: 301**

CNU New England is hosting a series of Urban Design Workshops across New England. One of our target groups is civil engineers. We would appreciate if you could distribute information regarding these hands-on workshops to your membership and colleagues.

Please let me know if you have any questions, Kara Wilbur

For professional urban designers, landscape architects, civil engineers, architects, and planners. Though the New England town center is revered and used as a model for community design across the country, new growth in our towns has been inconsistent with the well-loved patterns and lifestyles of our historic communities. Several generations of building according to Euclidean zoning has resulted in lost knowledge pertaining to the form and design of New England's fine-grained neighborhoods, including exceptional street networks, beautiful terminated vistas, close-knit commercial and residential cores, and successful public spaces.

Urban Design Workshop: 301 offered by the Congress for the New Urbanism, New England Chapter and our Partners will provide registrants with specific tools and techniques for designing infill and neighborhood plans that reflect the best traditions of New England town building. Instruction will focus on smart growth principles and the design of walkable, compact neighborhoods as a strategy for achieving sustainability.

Instructors will lead participants through a hands-on exercise, using a project site that presents an urban design challenge common to towns throughout New England. Our experienced urban designers will provide one-on-one instruction and teach methods for artfully and economically solving real-life urban design challenges.

### **Instruction will include:**

Optimal street sections for walkable streets; Sustainable design solutions; Flexible retail design techniques; Phasable plans that can change with market needs; Parking solutions that facilitate walkability; Safe and functional open spaces; Drawing techniques that result in easily understood master plans.

Instructors are New England-based designers with over 20 years of experience creating master plans, infill plans, and neighborhood plans across the county and internationally. They include Bill Dennis, principal of B. Dennis Town & Building Design; Rick Chellman, principal of TND Engineering; Russ Preston, urban designer for Cornish Associates; Don Powers, principal of Donald Powers Architects; and Robert Orr, principal of Robert Orr & Associates.

**December 15, 2008 (Monday)**

**12:30 - 4:30 PM**

**Savin Rock Conference Center, 6 Rock Street, West Haven, CT**

**Partner: 1000 Friends of Connecticut**

### **Cost:**

Members of CNU NE	
(or members of Partnering Orgs)	\$65
Non-Members	\$85
Students (with ID)	\$25

To register please send an e-mail to [newengland@cnu.org](mailto:newengland@cnu.org). Please enter workshop location in the subject line.

# VOLUNTEER!

## NATIONAL CONFERENCE EXPLORATORY COMMITTEE

On Wednesday, November 5, members of SWE Hartford had the opportunity to meet with Michael Van Parys, Vice President of the Greater Hartford Convention & Visitors Bureau. As many of you may already know, there has been interest from both SWE Hartford and the Greater Hartford Convention & Visitors Bureau to host a future SWE National Conference. Our dinner with Michael was an excellent opportunity for him to meet the section and to learn more about SWE and the conference, and also for us to learn more about what Hartford can offer as a future SWE conference location. Additionally, SWE Hartford executive council members, along with representatives from Region F, had the opportunity to speak with SWE national leadership to learn about what is required to host a national conference, and to "plug" Hartford as a potential location for the 2012 conference.

SWE Hartford is now forming a "National Conference Exploratory Committee," whose charter is to help poise Hartford as a future SWE National Conference location. We are actively looking for a committee chair or co-chairs, as well as volunteers to serve on the committee and help with research and "marketing". If you would like to help us bring the SWE Conference to Hartford, please contact Liz Garypie ([elizabeth.garypie@swe.org](mailto:elizabeth.garypie@swe.org)).

## CALLING ALL ARTICLES AND PICTURES!

The SWE Hartford Newsletter is always looking for new and interesting material for its pages. Email Ashley with information or questions: [Ashley.Phillips@swe.org](mailto:Ashley.Phillips@swe.org)

January Newsletter Deadline:

**December 17th!**

There are four engineers traveling in a car; a mechanical engineer, a chemical engineer, an electrical engineer and a computer engineer. The car breaks down. "Sounds to me as if the pistons have seized. We'll have to strip down the engine before we can get the car working again", says the mechanical engineer. "Well", says the chemical engineer, "it sounded to me as if the fuel might be contaminated. I think we should clear out the fuel system." "I thought it might be an grounding problem", says the electrical engineer, "or maybe a faulty plug lead." They all turn to the computer engineer who has said nothing and say: "Well, what do you think?" "Ummm - perhaps if we all get out of the car and get back in again?"

The Society of Women Engineers (SWE) is a not-for-profit educational and service organization that empowers women to succeed and advance in the field of engineering, and to be recognized for their life-changing contributions as engineers and leaders. Founded in 1950, SWE is the driving force that establishes engineering as a highly desirable career for women through an exciting array of training and development programs, networking opportunities, scholarships, outreach and advocacy activities, and much more.



Society of  
Women Engineers

ASPIRE • ADVANCE • ACHIEVE