SWE MAL
Newsletter #2
FY19
President's Corner

SWE had another year of massive attendance at WE18 in Minneapolis, MN with nearly 14,000 people in attendance! Several MALs were honored with Society awards, and a few received awards from the MAL Awards program. Read on to learn about these inspiring MALs. The MAL council approved the proposed MAL bylaws, which establish a new structure for the MAL organization. This will go into effect at the beginning of FY20. Read on for more on this. The MAL leaders held a constructive Summit the day before the conference started, which included discussions on our awards program format, how we can continue to inspire through our outreach work, and a working session on the MAL nominating committee established in our new bylaws. You can find a summary in the pages of this newsletter. WE18 was a productive conference for the MALs! Make sure to mark your calendars for WE19 in Anaheim, CA.

In the flurry of activity of this holiday season, don’t forget to begin planning for Engineers Week and WE Local conferences, to occur early next year.
Happy holidays and best wishes for the New Year!
WE18 MAL Summit and Meeting Recap

The MAL Summit was held from 12:30pm-4pm in conjunction with the Society conference on October 17th in Minneapolis, MN. Most of the MAL leadership team was able to attend. We began with an update on MAL finances from our treasurer, Claire Shortall. We discussed the MAL FY19 goals, outlining how the MALs will focus on the Society’s goals of professional excellence, globalization, advocacy, and diversity and inclusion, the fourth being a new area of strategic focus for SWE. Included in the MAL goals for the year are efforts to make resources more readily available to the MALs, including outreach and advocacy resources. To support the outreach goal, we discussed a revamp to the MAL outreach assistance program as a vehicle for distribution of the region dissolution funds received by the MALs that were earmarked for outreach/advocacy. To support the advocacy goal, the MALs aim to raise awareness for accomplishments of our current members, as well as educate them on the award opportunities available to them. Along these lines, we did a deep dive into our MAL awards program format and are considering
some revisions. We ended with a working discussion on the procedures for the MAL nominating committee that is established in our new bylaws. Overall, the Summit was productive and formative for our next year.

The MAL Meeting was held on October 18th. The MAL council voted to approve the edits to the MAL bylaws. See more on this in the Governance Update. We heard updates from the MAL treasurer and membership coordinator, Claire Shortall. Our membership retention is down this year but follows the trend at Society level. We heard updates from our website and social media coordinator, Jennifer Cooper, who continues to see increased engagement on our website and the MAL Facebook page. We discussed a newsletter reformat, which is why you’re reading this in a new, web-based format (thanks, Jacquelyn Nagell!). We spent some time brainstorming nominations for Society-level awards. We honored both MALs receiving SWE awards, as well as our FY18 MAL Awards recipients. Please see the next article for more details.
MALs Receive Awards at WE18

Congratulations to the following MALs who received awards from SWE at WE18. Learn more about these amazing women and all the other award recipients in the conference issue of the magazine.

Advocating Women in Engineering: Mary Isaac, Ph.D., F.SWE, Hedge CO.

Dr. Isaac was selected for a long and successful career in power engineering and for advocacy of women and girls in STEM that is deep, consistent, and authentic. Mary is a longtime crusader for women in the engineering workforce. She is the founder of
HEGDE (Helping Educators Direct Girls towards Engineering) Co, in Lakeside, California. HEDGE provides teachers and other adults training and tools that encourage girls to enter engineering and technology fields. A SWE member at large since 1986, Mary served on the Society-level program development grant and outreach committees, both of which she chaired. She also was a member of the SWE advocacy advisory board and co-led the formation of the New York State Capital District Section. In 2011, she was named a SWE Fellow. Mary earned a B.S. in mechanical engineering from Union College, an M.A. in technology education from North Carolina Agricultural and Technical State University, and a Ph.D. in occupational and technical studies from Old Dominion University.

**Emerging Leader: Maureen Masiulis, Ball Aerospace.**

Maureen was selected for strong technical and leadership acumen, for dedication and commitment to all levels of SWE, and for deeply engaged service to youth and the community. As a program manager in Ball Aerospace’s tactical solutions business unit, Maureen leads an engineering development team that helps advance the U.S. military’s technical and overall national security. In this role, she oversees product development through qualification and delivery of multiple prototypes. As an active SWE
member, Maureen currently serves as the bylaws committee chair, previously she served as the awards and recognition committee chair and member, where she led the creation of the Global Team Leadership Award and Section/Region Award Refresh and she served as a member at large president, Region F member-at-large representative, and Region F conference committee speaker subcommittee chair. She was also recognized with the SWE Distinguished New Engineer award in 2013. Maureen graduated from Rensselaer Polytechnic Institute with dual bachelor’s degrees in computer and systems engineering and electrical engineering in 2003.

**Distinguished Service Award: Linda M.S. Thomas, F.SWE, The Boeing Company.**

Linda was selected for being a shining example of SWE’s mission, pushing for personal success and promoting women in engineering, and for unwavering advocacy of diversity and inclusion with the Society and beyond. Linda is a Boeing Technical Fellow, system safety engineer, and chemical risk integration leader at Boeing Defense, Space and Security in Seattle, Washington. She is project manager and subject matter expert for environmentally preferred chemicals and materials affecting Boeing’s military aircraft, network and space systems, global services and support operations, and joint ventures. A SWE senior life member, Linda received the Fellow Grade
award in 2013 and has held many SWE leadership positions, often guiding the Society in new directions. She has served as president, vice president of professional development, and as a member of the joint membership task force for the SWE professional development committee to allow the inclusion of the National Society of Black Engineers (NSBE), the Society of Hispanic Professional Engineers (SHPE), and the American Indian Science and Engineering Society (AISES) as joint members. As SWE director of regions from 2010 to 2012, Linda implemented strategic initiatives crucial to SWE’s plans for the future, notably diversity and inclusion and international expansion. A native of Washington, D.C., Linda received her bachelor’s degree in chemical engineering from Howard University and a master’s degree in systems architecture and engineering from the University of Southern California.

WE18 issue of SWE magazine with MAL Award Recipients

2018 SWE MAL Awards
The MAL organization is pleased to announce the recipients of the FY18 MAL Awards Program. These women are dedicated MALs who have demonstrated leadership, engagement and commitment to SWE.

**MAL Newsletter Awards**

Communication is vital to the SWE MAL organization and the MAL newsletter is the main communication method used to impart information to the MAL membership. There were 2 newsletter awards presented in FY18. The first was the Best Newsletter Award. This award is a judged award with the criteria being relevance to MALs, readability and if the article was a good topic for the general reader. Collegiate and professional members that wrote an article published during the year were eligible for this award. The FY18 recipient of the Best Newsletter Article award was Christi Patton Luks for her article titled “Podcasts for Professional Development“ which was published in Issue 4. Christi began her article with “I, like many of us, spend a lot of time in my car. My experience is probably a little different than yours because my job and my primary home are more than four hours apart. I only make the drive every two weeks, but it does give me long stretches of time to entertain myself. Podcasts have helped me add some productivity to those hours.”
The second MAL newsletter award is the Newsletter Contributor Award which is selected by a drawing for all the articles submitted and published during the year. The FY18 recipient of the Newsletter Contributor award is for the “Lehigh Valley Academy SWENext” by Vidhya Thiyagarajan, SWENext Section Founder and President and Dhanu Thiyagarajan, SWENext Advisor which was also published in Issue 4. The article chronicled their journey in starting up a SWENext Club at the Lehigh Valley Academy Regional Charter School.

**Outstanding MAL Leader Award**
The Outstanding MAL Leader Award recipient is selected by the FY18 MAL President. This award is presented to a MAL that has made outstanding contributions to the MAL organization. The recipient of the FY18 Outstanding MAL Leader award is Alicia Anderson. Ali most recently served the MALs as Region G MAL Representatives and was selected for her outstanding contribution in serving the MAL community by keeping members continuously informed while actively pursuing outreach.
Unfortunately, there were no submissions for the Rising Start Award, the Shining Star Award, and the Outreach Award. The full list of MAL awards and the details on how to apply are posted on the MAL website on the [Awards & Grants page](https://www.mal.org/awards). Nominations for the Rising Star, Shining Star and Outreach Awards are due by June 15. Newsletter article authors are automatically eligible for the newsletter awards.

Congratulations to all the FY18 MAL Award recipients!
Leadership Coaching Committee (LCC)
MAL Governance Update

At the MAL council meeting at WE18, the council voted to accept the proposed changes to the MAL bylaws. The previous MAL council was based on representation from regions, but since regions were dissolved in late 2017, the MALs needed to finalize a new structure. Discussions on an ideal structure began nearly three years ago, involving many MAL and Society leaders. Our new structure is as follows:

The officer positions in the MAL organization will be unchanged: President, Vice President, Secretary, and Treasurer. To fill in key functional areas, two MAL Director positions will be added. Additionally, two optional MAL Special Director positions will allow the flexibility to meet the needs of the organization as it changes. These eight positions will comprise the strategic/governing body of the MAL organization. With the exception of the Financial Assessment Committee, MAL committees are not standing committees in the bylaws, have the flexibility to change, but will likely remain the same in the near future. Our new structure will incorporate a nominating committee to help in vetting MAL leadership candidates. With the MAL representative
positions going away, we anticipate communication with the MAL membership shifting to the MAL President or MAL Director roles. There may be some changes in position titles and reporting structure, but all key functional areas of the MAL organization will be maintained with the new structure.

The MAL leaders came to an agreement on the new structure and bylaws edits last spring; the edits were approved by SWE’s Bylaws Committee, after which the bylaws were posted for review and comment by all MALs for 45 days. The MAL council voted to approve the changes at the council meeting at WE18, and the Society secretary has now approved the MAL bylaws. The changes will go into effect on July 1, 2019. Please contact MAL President, Emily Ongstad, with any questions or concerns.
MAL Recognized as One of the Most Influential Women in Manufacturing

Dr. Anne Lucietto, assistant professor at Purdue University, named to the inaugural class of those chosen as the Most Influential Women in Manufacturing. After a career in industry spanning nearly thirty years, Dr. Lucietto was chosen to represent academics in this group of women chosen from nominees in manufacturing. She worked for companies such as Caterpillar, Driv-Lok, Inc., and others in a variety of industries. While she did that she worked her way up into the ranks of management, experiencing a variety of hiring scenarios, working with interns and those working with them, and seeing that she could move into another career to aide in student transition into the workplace. As part of this recognition, Dr. Lucietto has been asked to write a blog focusing on topics she recognizes relevant to industry. The blog entitled “Schools In Session” has so far focused on soft skills, and students lack them!
The link follows, be sure to check it out monthly as there is new material being posted every four weeks or so. Feel free to email her at lucietto@purdue.edu with topic suggestions or other information!

Schools in Session Blog
Dream

Inspire

Courage

Harmony
The Voice
Deferred

By Lorna Holt
At the recent WE18 conference, a fellow “SWEster” and I struck up a conversation after we finished our early registration check in. She recently graduated from graduate school in chemical engineering and was looking for new opportunities. She had excellent credentials, but I noticed she was exhibiting an old behavior I knew too well and had been working on correcting. A few weeks after the conference, I had a chance to reflect on this while sitting at my desk at work. I realized that there was something different about me now. As I was responding to an email, I noticed that for the past year, I was taking care not to unnecessarily apologize and instead of writing “but”, I would usually change the wording to “and”. One of the major changes I was recognizing in myself was that I was no longer extremely afraid to speak up during meetings, nor to ask questions that in the past, I may have thought were silly. I started to think about what led to these changes and how I could pass on the knowledge I gained.

In the past, I used to feel the looks of scorn when I spoke up. It would feel as if what I was saying would echo and in slow motion, all eyes would dart toward me in anger, as if to say, “How dare you have an opinion”. As a young girl in elementary school, I was aware that my voice sounded vastly different from most people in my classroom. I tried to pronounce words the way that I heard others pronouncing them, but apparently, I still spoke with an accent since at the
time I recently migrated to the USA from a foreign country. At the time I was living with my uncle and cousin. My cousin was born in the USA and appeared to sound more like the other children in the school we attended. She didn’t deal with a lot of the ridicule that I did regarding the way she spoke or how she looked. I remember thinking that she was so lucky to not stand out the way I did. I used to feel that I had to work harder than most of the other students I knew.

The problem with feeling like I didn’t want to stand out, was that it partly led me to find ways to hide. To prepare for the looks of shame I believed I would get if I expressed myself verbally, I grew accustomed to using a defeatist way of speaking about myself and my abilities. I was brought up to believe that being quiet was better than expressing my opinions. I would notice that for example when I reached middle school, I enjoyed science and wanted to shout out answers to questions in class, but at times I would be reprimanded for doing this. Boys in my classes were rarely if ever admonished for speaking without being called upon. I remember certain boys in class would loudly say, “Yes!” if they answered a question correctly. They could celebrate their knowledge, but I felt that my expression of knowledge had to be shown in a quieter fashion.

A few years later, I attended an all girls’ high school. There, the dynamics of speaking up weren’t
necessarily the same as what I noticed in middle school. What was evident, however, was that many of the girls hailing form a foreign country would not speak up. One year when I had a leadership position and we would have group meetings, I would specifically call on people who appeared to be afraid to speak up. What I noticed is that doing so led to better dialogues among the other students. It seemed that everyone felt that their opinion was relevant. Those who usually had no problem speaking up, were still sharing their opinions as usual. It was a Win-Win situation.

Much later, as a young adult in college, I noticed that most students spoke up and the dynamics I witnessed in prior years, were no longer apparent. It was possible that the college admissions process could have been one of a survival of the fittest where more expressive students were naturally selected. The strange thing for me is it was not until I entered the professional workforce that I would see the old dynamics start to play out again. There was a female senior engineer in my group who did speak up, maybe even more than other people, but she would be mocked. To prevent myself from being mocked also and possibly experiencing the old darting of the eyes of anger from many years before, I inadvertently shifted back to being quiet in meetings and not sharing my ideas. I was also downplaying my capabilities. I wasn’t aware that I was even trying to
hide my voice again until I felt as if I hit a glass ceiling in the workplace. I always heard of the glass ceiling, but I didn’t really think much about it, or even truly believe it existed. I saw that others around me were being propelled to progressive positions while my career was seeming stagnant and not heading in a direction of my interest. Someone mentioned that I needed to speak up for myself and ask for what I wanted. It hit me that the voice that I gained years before was lost and I needed to take steps to get it back.

I tried many ways to gain my voice back. Some of the funnier things I did was take courses in animation voiceover where if there was an issue with my voice sounding strange among others, it was supposed to be that way. Or I auditioned for and involved myself in community theater. Other things I did was participate in career development programs where I got a chance to discuss issues regarding my career so that I could recognize what led to the road block and how I could get past it. Some of the most significant development I have done recently though has been during SWE conferences and webinars. That was where I started to hear stories similar to mine, stories of other people who felt that they needed to mute their voices, or they were already doing so. I heard familiar stories of having trouble with speaking up and with exhibiting defeatist thinking. I also learned steps to take to combat this behavior. Slowly these
steps would play out in my mind. Slowly I would recognize when I was negating my abilities or when I was about to take the hidden path again instead of letting my voice be heard.

The graduate student asked if she could do a mock interview with me so that she would be prepared when she spoke to particular companies scheduled to be at the career fair. As she spoke I heard something familiar, she started to downplay her experience. She had exceptional experience and abilities but was focusing on the little experience she may have lacked. I pointed this out to her, and it turned out that she didn’t realize that she was doing that. We did a few trials of developing an “elevator speech” and focusing on her abilities instead of any experience she may not have had yet. In no time she eradicated the negativity and instead spoke of her skills and talents. She was thankful that I recognized the behavior. When I saw her a day later, she thanked me again for helping her prepare to discuss her credentials. I was thankful that the voice that I lost and have been regaining was able to empower another voice.
MAL Outreach Assistance Program Update

Attention all MALs! The Society of Women Engineer (SWE) Member at Large (MAL) Outreach Assistance Procedures and Reimbursement Form have been updated.

One of SWE’s fundamental objectives is to inform young women, their parents, counselors, and the public in general of the opportunities open to women in engineering. In support of this objective, this program is intended to encourage MALs to provide outreach opportunities in their communities. Such activities or events include, but are not limited to, classroom presentations to students, presentations to or training of educators or other adult influencers of girls, and after school activities with youth organizations, such as Girl Scouts or Girls Inc.

A MAL will only be reimbursed for actual and documented outreach-related expenses incurred for an event or activity. Reimbursement is limited to $100 per activity or event.
For more detailed information please click the procedure link below. To apply please click on the reimbursement form link below.

**Procedure**

**Reimbursement Form**
# MAL Leadership Contact Information

## MAL Officers

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**Newsletter Contributors:** Looking for articles 200-1000 words to include in future newsletters. A broad range of possible topics include but are not limited to your local outreach events, career tips, leadership, mentoring in your workplace, etc. The MAL awards committee will select the best newsletter article award each fiscal year. Additionally, authors of all published articles are eligible for the newsletter contributor drawing. **If you would like to contribute,** please send your articles to our editor, Jacquelyn Nagel. This is your newsletter!

**MAL Calendar**

- Engineer's Week - February 17-23, 2019
- WE Local Baltimore - February 8-9, 2019
- WE Local Tampa - February 15-16, 2019
- WE Local St. Louis - March 1-2, 2019
- WE Local Denver - March 15-16, 2019
- WE Local Bellevue - April 5-6, 2019

[WE Local conference information]
Stay Connected!
As a MAL, it can be difficult to stay connected to SWE. Find us on facebook and through the SWE MAL website to stay in the know about MAL and the Society!

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