President’s Corner

Hard to believe that SWE FY17 is already coming to an end. It has been a busy year with SWE, and my time as your MAL President is coming to an end. It has been a great pleasure serving as your president, and I am looking forward to seeing what happens next year with SWE. Elections are right around the corner and our new leadership will be announced soon. I am sure they will do a great job serving the MALs next year.

Also, it that time of year for the MALs awards. If you know a MAL member that is deserving of an award, please consider taking the time to nominate that member for an award. Many of our members are busy with work commitments, family, and all the other surprises life can give us, and yet, they still take the time to be involved in SWE. Let’s make sure those wonderful people get the recognition they deserve. The MAL awards information is located on the SWE MAL website. Nominations are due June 15, 2017, so there is still time to get that nomination started.

Please check our last issue of the fiscal year. You will find articles about awesome outreach events, award recipients, the MAL Awards, and articles on professional skills building and working environments. I hope everyone’s spring and summer are full of adventures and excitement. Thank you again for an amazing year. Have a wonderful summer!

Debbie Jacklitch-Kuiken
SWE FY17 MAL President
debbie_jacklitch@yahoo.com
MAL Awards Nominations Due
June 15

By Stacey Culver, MAL Awards Chair

The Members at Large organization is seeking nominations for the 2017 MAL awards program. The awards program strives to recognize MALs for their accomplishments.

Nomination packages, including the nomination form, must be submitted by June 15 for the following awards: Rising Star Award for professional MALs with less than 8 years of work experience; Shining Star Award for professional MALs with between 8 and 15 years of experience; and the Outreach Award for collegiate or professional MALs who participated in outreach activities during the fiscal year. You may nominate another deserving MAL, or, if you feel you would be a good candidate for one of the awards, please have a friend or colleague nominate you. Nominators do not need to be MALs or even SWE members.

Details about the MAL Awards program and requirements for preparing nomination packages can be found here.

If you would be available to judge the MAL awards this summer, please contact Stacey Culver, the MAL awards chair. Thank you for taking the time to acknowledge our members for their exceptional contributions!

Erin Culver Receives STEP Ahead Award

By Stacey Culver,MAL Awards Chair

The Manufacturing Institute awarded Erin Culver with the Women in Manufacturing STEP (Science, Technology, Engineering and Production) Ahead Award on April 20, 2017 at the Awards Dinner Gala held at the Ronald Reagan Building in Washington D.C. The STEP Ahead Awards honor women who have demonstrated excellence and leadership in their careers and represent all levels of the manufacturing industry, from the factory floor to the C-suite. The STEP Ahead Awards are part of the larger STEP Ahead initiative, launched by the Manufacturing Institute to examine and promote the role of women in the manufacturing industry through recognition, research and leadership for attracting, advancing and retaining (Continued on page 3)
SWE Memphis Professional Section Receives Charter

By Colleen M. Layman, SWE FY16 President

On February 23rd, 2017 the members of the SWE Memphis professional section celebrated receiving their official section charter with a Celebrate SWE Memphis Event “SWE are 901” held at the Doubletree Hotel in East Memphis. While the section officially was chartered by the SWE Board of Directors on April 12, 2016, this event marked the official presentation of the group’s new charter by a representative from the SWE Board of Directors.

As FY16 SWE President, I not only had the honor of voting to approve this section’s chartering, but I also had the honor of attending their charter event in February, presenting the section leadership with the charter, and providing a keynote address at the event.

“‘The satisfaction generated from a great day of safety, quality, and productivity drives our company to continuously make components of the highest standard. There is a sense of pride in knowing the components we manufacture impact our nation’s security as well as the lives of our sailors.”

~ Erin Culver

Erin Culver is a Quality Assurance Engineer for BWXT Nuclear Operations Group, Inc. located in Evansville, IN, where she is instrumental in guiding department managers to identify and address key performance indicators. While not in a direct management role, Culver has led teams and facilitated discussions regarding quality performance and continuous improvement. In her current role at BWXT she is commonly asked by other engineers to share her experience with other BWXT facilities to aid in problem solving and address concerns based on best practices observed.

An active member of the Society of Women Engineers, Culver has served in numerous roles in the Society, including the Northeast Ohio section president and section representative and focusing on mentoring college students. Currently she is a MAL from Region H and serves on the Society’s Finance Committee. She has also been involved in several charity-based fundraisers over the past few years. As an avid cross-fitter for the past four years, Culver has participated in 10+ annual fundraising workouts across the Northeast Ohio area. In 2015, she and her family became supporters of the Leukemia and Lymphoma Society’s Light the Night walk, which raises money and awareness of blood cancer diseases. Last year, her team raised more than $3000 in support of development for cures of blood cancers.

strong female talent.
MEMBERS AT LARGE

Celebrating the joy of hard work rewarded with a section newly chartered has always been one of my favorite activities during my time on the SWE Board of Directors, so presenting this section with its charter as my last official act was an event that I eagerly anticipated this year. I was honored to attend. SWE Memphis broke records time-wise in their path from inception to chartering and already boasts nearly 50 members.

In addition to my keynote address, which discussed the value of SWE membership in my own life and career, Medtronic VP of Research and Development Tommy Carls provided an emotional closing discussing his experience with SWE as a partner in hiring, developing and retaining diverse engineering talent and his take on the importance of supporting women in STEM fields from a father of two young women. Over 100 SWE members, friends of SWE, and leadership from Memphis companies were in attendance at the event.

Congratulations again to section president Sharon Rozzi and the entire SWE Memphis section!

Tommy Carls, Medtronic VP of Research and Development, gave the keynote address at the charter celebration.

Toastmasters and My Self-Confidence

By Jennifer Seals Cooper, MAL Region D Representative

I am a quiet person. There— I have admitted it to all the world. I have heard that I am too quiet for years from family, friends, managers, and potential employers. I agree with them that I am a quiet person; I consider myself an introvert who likes to retreat to quiet spaces to recharge and am a reflection of that quiet space.

I was never the one to be called out in the classroom for chatting with my friends while the teacher lectured. When I am in a meeting, I like to listen to all the view points and soak in the information. I feel that I do chime in if and only if I can contribute meaningfully to the conversation, not just to hear myself talk, pick arguments, or prolong the conversation. Yet I am still told that I am still too quiet and need to speak

(Continued from page 3)

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more. This is the one constant piece of advice I have to hear from recruiters, potential employers, and managers over the years.

Last fall I finally decided to take control of this situation. I joined my local Toastmasters group to improve my verbal communication skills. I have tried to join Toastmasters before, but I never got to the point of ever really giving any speeches. This time was different. I have now made it through my eighth speech project and only have two more before completing the competent communicator series. During this time I have also presented at two conferences including the SWE Region D Conference.

The Toastmaster for our meeting this week said that “Toastmasters is a group that helps you speak without fear and lead with confidence.” I would not say that I have no fear or even less fear giving a speech in the eight speeches I’ve given, plus two presentations as well as the additional speaking roles during other meetings. I am still nervous. I was very nervous for my presentation at the region conference wondering if anyone would even show up and I was very nervous about the speech I gave at the Toastmaster meeting this week wondering if I would drop my props or run over time or whether or not anyone would like my speech. Despite all the doubts and nervousness, I do have, I am able to push past them, practice and give my speech or my presentation. My participation in Toastmasters so far has improved my self-confidence to overcome some of those doubts and nervousness.

I don’t expect to be the center of attention at the party or to suddenly turn into an extrovert. I do hope to see continued improvement in my self-confidence and verbal communication skills as I continue to participate in Toastmasters.

The Realities of Working Remotely

By Beth Mellott, SWE MAL Secretary and Region E MAL Representative

Amanda Weissman, Region E Lieutenant Governor, presented on this topic at the Region E Conference on February 25, 2017 in Syracuse, New York. Amanda worked 100% remotely in her last position and is currently working part-time on site and part-time remotely. She explained that in her current situation she is the only one on the team that is working part-time remotely. There is a noticeable difference in the feelings about remote support when just one person works remotely versus when the whole team is remote from each other. The third piece of the remote job spectrum is occasional work from home opportunities such as when you get approval to work from home on a bad weather day or when waiting for the plumber to come make a repair. This remote support is often seen more as a flexible work arrangement than true remote support position.

The reasons that individuals desire to work from home vary greatly according to research. Common benefits are listed as work/home balance, eliminating long commutes, and increased productivity. This brings in many perceptions on how remote work happens. Some friends might believe you sit in your pajamas on the couch with the TV on all day. Your co-workers might think you are constantly running around doing fun things with your kids or sitting at the coffee shop. While when a remote worker looks at their day, they are often working at a laptop or computer in a small home office space.
that isn’t a pretty office from Fixer Upper. They are constantly on phone calls and being called even if at the dentist office for themselves which they used to have time to step away from work to do. Or even responding to emails and texts at odd hours so that they can continue to be seen as responsive.

Keys for success in working remotely revolve around developing relationships. You need to be able to communicate clearly through text and phone conversation to help develop these relationships. The relationships also help build up peer and management support for your remote support. Overall, remote support can be a great opportunity to find balance you long for but it is not an easier way of work.

Full STEAM Ahead: Engineering Poetry

By Jennifer Seals Cooper, MAL Region D Representative

Writing poetry can be like solving a problem from math or engineering class. Math and engineering problems often have a set of parameters or design parameters (mass, weight, velocity, acceleration, distance, time) asking you to solve for something specific like the missing parameter. Think of the classic, “two trains leave different cities heading toward each other at different speed, when and where do they meet?”

Poetry is no different. In poetry, you have design parameters of rhythm/cadence, rhyme scheme, the number of lines, the and the number of syllables per line asking you to “solve” for a poem that either creates and image or tells a story. For example, the English Sonnet or Shakespearian Sonnet is a 14 line (the number of lines) poem divided into three sets of 4 lines and a rhyming couplet written in iambic pentameter (rhythm/cadence) with the rhyme scheme of abab/cdcd/efef/gg. If you’ve read Shakespeare, you’re familiar with the English sonnet and the stories and images that can be created like the famous Sonnet 18 which opens “Shall I compare thee to a summer’s day.”

A limerick is another form of poetry that you may be familiar with that has similar design parameters as the English Sonnet, but a completely different poem you are trying to “solve” for or objective. A Limerick is supposed to a comic or humorous poem. It also has a restriction in length, but instead of 14 lines asks

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for a much shorter poem of five lines with a rhyme scheme aabba. The rhythm/cadence is not specified for a limerick like a sonnet; however, the first, second and fifth lines are longer and rhyme together, while the third and fourth lines rhyme together and are shorter.

There was an Old Man with a beard,
Who said, 'It is just as I feared!
Two Owls and a Hen,
Four Larks and a Wren,
Have all built their nests in my beard!
(From “There was an Old Man with a Beard” by Edward Lear)

Now that you are more familiar with how similar writing poetry is to solving the engineering and math problems that you are all comfortable with from you too can write poetry. Why not start with something short and simple as a haiku. A haiku is a non-rhyming, three line poem. You often hear that the first line has five syllables, the second seven syllables, and the third five syllables again (5/7/5). This rule is not set in stone and allows writers of modern haiku greater flexibility and creativity for writing poetry of different variations (4/6/4 or 3/5/3). The haiku is often about nature and the seasons, but try writing about the modern nature that surrounds us (technology and machine) and Tweet your creations.

inspired by engineering poems
we write onward

(Haiku from the STEM Poetry Presentation at the Region D Conference March 10, 2017, by Jennifer Seals Cooper)

The State of SWE

By Beth Mellott, SWE MAL Secretary and Region E MAL Representative

The State of SWE was presented at each Region Conference and the two inaugural WE Local events this Spring. Mary Perkinson, Director of Advocacy, SWE Board of Directors, presented at the Region E Conference. Mary was the breakfast speaker for the conference on February 25, 2017 in Syracuse, New York.

SWE continues to grow and now has over 36,000 members. The Society is truly international with new members joining worldwide. There are now 17 International Affiliates with SWE. International Affiliates are located in Brazil, Canada, Germany, India, Kazakhstan, Nigeria, Pakistan, Qatar, Turkey, and the United Kingdom. In addition to the international growth SWE is experiencing, SWE is seeing growth in Affinity Groups. There are currently five active Affinity Groups: African American, Latina, LGBT & Allies, Internationals, and Native American. SWE is also seeing growth in the number of Affinity Groups, with three new groups forming for individuals identifying as Small Business, Entrepreneur, or Women in Government. It is easy to connect with these groups on their Facebook Groups!

WE16 was the largest conference in the history of SWE. The total attendance was over 11,700 with attendees traveling from 24 countries. Students from over 100 schools were represented at the conference. Attendees had choices from over 250 professional development sessions to attend and learn from experts in those areas. Over 300 exhibitors were at 547

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booths in the Career Fair. The impact of the event was also felt on social media through over 350,000 uses of #WE16, the official conference hashtag, and the 54,300 impressions on @SWEtalk, the official twitter handle for SWE.

Upcoming events were also highlighted during the State of SWE presentations. WE17 will be October 26-28, 2017 in Austin, Texas. WE Local events in 2018 will be Portland, Oregon; Phoenix, Arizona; Tulsa, Oklahoma; Madison, Wisconsin; and Providence, Rhode Island. Each of these WE Local events will feature a SWENext DesignLab. This is an experience designed to encourage girls to choose a career in engineering and is targeted towards middle and high school students and parents!

Outreach continues to be a strong focus for SWE. In FY16, 968 Outreach events were reported with the largest number of those events happening in March. During this fiscal year, events with SWE volunteers were attended by over 72,000 girls and 51,000 parents and educators. In addition, SWENext continues to be a growing outreach effort for SWE. Monthly activities to try at home are sent out to Kindergarten through 8th grade members. Social Media challenges are also happening on the SWENext Facebook group.

Sections can email to promote to SWENexters in your area! Outreach continues to happen and everyone is encouraged to report in the outreach tool to add to these statistics!

SWE continues to grow through its outreach efforts, international interest, and Affinity Groups. I look forward to seeing you all become involved in these areas and hope to see you at a WE Local event near you!

Launch Your Future: Promoting STEM Careers in Beaufort, South Carolina

By Laura Burcin, Region D MAL

Thanks to a SWE Program Development Grant funded through a generous donation from the ExxonMobil Foundation, the Beaufort Branch of American Association of University Women (AAUW), along with the University of South Carolina and Beaufort County Public Schools, held the first ever STEM career day on Saturday, February 11, 2017.

The day started with much excitement during registration as the middle school girls looked through goodie bags. Some of the girls immediately put on their new “Launch Your Future” T-shirts, just one of the items in the bag. To begin the activities, keynote speaker, Marie McClune, a retired engineering geologist, gave an inspiring talk about women in STEM.

Each of the 48 girls participated in three hands-on technical activities of
her choice from six STEM-related careers. They solved a crime using blood testing, built the tallest tower from paper, followed a Lego specification, built electrical circuits, learned to computer program, and developed mathematical equations with cubes. In addition, all of the technical session leaders explained how fulfilling a career in STEM could be as they gave real-life examples of their own experiences.

While the girls were in the workshops their parents/guardians attended discussions with experts in STEM education about how they could support their daughters in pursuing STEM careers. Lunch was provided for the girls and their parents. Many community volunteers helped make this first STEM middle school career day a wonderful success!

SWE Offers Registration Grants for WE17

Through the generosity of the SWE Members and donors (listed here), SWE is offering WE17 Registration Grants for the second year to provide assistance to more SWE members (at both the collegiate and professional levels) to attend SWE’s Annual Conference, WE17, which will take place from October 26th – 28th in Austin, Texas.

Apply now for a registration grant!

Over 150 individuals participated in the WE17 Giving Campaign to raise funds to provide discounted registrations and stipends. Applications for WE17 Registration Grants are now open and will close on June 15, 2017.

Priority will be giving to professional members who are unemployed or collegiate members who do not have other means of funding conference registration (through section or school-based support).

Award amount for professional members: 50% conference registration, $150 stipend, and one complimentary ticket to the WE17 Keynote Breakfast.

Award amount for collegiate members: 50% conference registration, $100 stipend, and one complimentary ticket to the WE17 Keynote Breakfast.

Awards will be distributed no later than August 20, 2017. SWE’s Conference Advisory Board will judge applicants. All awardees must register for the conference by September 20, 2017. Awards are not transferable to future years and cannot be transferred from one recipient to any other individual.

Thanks to our donors!
SWENext Members Lead Build-a-Bot Day

By Claire Shortall, SWE-MAL Treasurer

Despite the unexpected spring snowfall on March 11 that impacted attendance, Region D MAL Ashley George, Physics Instructor and Robotics Coach at St. Cecilia Academy, reported that Build-a-Bot Day was a success. Principals at middle schools in the Nashville area were asked to extend invitations to one seventh and one eighth grader. Of the 45 invitations issued, 38 girls accepted, and 22 braved the snow to participate. This informative and fun day was supported by a SWE program development grant, funding by the ExxonMobil Foundation.

The program was designed to introduce attendees to FIRST Tech Challenge (FTC), SWENext, and opportunities available in STEM fields. Organizers sought to inspire attendees to seek STEM-related programs and start (or join) existing robotics teams within their school or community as they continued their middle school and high school education. Another goal centered on bringing about confidence in young women, particularly emphasizing their innate abilities.

The all-girls St. Cecilia Academy FTC team and SWENext members led the various activities throughout the day. They taught the sessions and worked alongside younger students to build a small mechanical robot with wheels and servo motors known as Actobitty. After building the robot, the students used the Arduino programming system to have the Actobitty move, use sensors, and complete a series of tasks. The seniors also discussed their college plans and shared personal experiences about the FIRST Tech Challenge and how FTC Robotics has encouraged them to go into STEM related fields.

Senior Katie Collins introduces the basics of robotics at Build-a-Bot Day.

Students work in teams to learn the mechanics of their mini robot.

Middle school students create a 3D CAD model for their mini robot.
# MAL Leadership Contacts

## MAL Officers

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Email</th>
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## MAL Representatives

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<th>MAL</th>
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## MAL Committee Chairs/Coordinators

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Stay Connected!
As a MAL, it can be difficult to stay connected to SWE. Find us on social media and online to stay in the know about MAL and the Society!

Help Wanted!

**Awards Judges:** If you’re interested in judging the MAL Awards packets, please contact MAL Awards Chair Stacey Culver.

**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, Emily Ongstad. This is your newsletter!

MAL Calendar

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<thead>
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<tr>
<td>MAL Awards Nominations Due</td>
<td>June 15</td>
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<tr>
<td>WE17 Annual Conference for Women Engineers, Austin, TX</td>
<td>October 26-28</td>
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<td>MAL Summit</td>
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