



Members At Large

FY18 Newsletter, Issue 3

INSIDE THIS ISSUE:

President's Corner	1
How a WE17 Session Changed my Mind About Professional Development	2
MAL Governance Update	3
Five Years of Conferences – Five Unique Experiences	4
FY18 MAL Awards Program	5
FY18 SWE Individual Awards Program	5
New Award Opportunities for MALs	5
MAL Earns NSF CAREER Award to Study Multiscale Phonon Transport	6
Book review: Monday Morning Mentoring: Ten Lessons to Guide You Up the Ladder	7
eWeek Reminders	8
MAL Leadership Contacts	9
Find us on Social Media	10
Help Wanted!	10
MAL Calendar	10

President's Corner

Greetings MALs!

I hope you're all well on your way to accomplishing what you've set out to in the new year. Or if not, reassess and get back on track!

Since the senate motion to dissolve regions passed, the MALs have been working hard on governance restructure discussions and bylaws revisions. To help us through this transition, the MALs will keep our region-based council for FY19, moving to a new structure in FY20. This edition of the newsletter contains some more details on that and you can find these updates on the MAL website.

National Engineers Week is coming up – I hope you find a way to get involved, whether that means simply visiting a local school classroom to talk about your job as an engineer, or organizing an event that impacts

hundreds of students. Current engineers have the power to spread the word on the benefits of our profession.

Also in these pages, find some details about award opportunities, as well as a highlight on a MAL member who received the prestigious NSF early career award. I'm thrilled and honored to work with so many engineers who have accomplished so much!



Emily Ongstad
SWE FY18 MAL President
emily.ongstad@gmail.com

How a WE17 Session Changed my Mind About Professional Development

By Alicia B. Kiremire, PE, PMP

Each Fall SWE holds a Society conference offering many benefits to MALs. A career fair with hundreds of employers, networking with other women engineers at all stages of their careers, targeted professional development sessions, and FUN social events – what’s not to love?! One of the reasons these conferences are so valuable to MALs is they provide possibly the only face-to-face interaction MALs have with other SWE members all year long. Since we do not attend local section meetings, we do not have the same networking and professional development opportunities throughout the year. *Or do we?*

At WE17 in Austin, TX, I attended a session that spurred an idea for MAL professional development. The session, entitled “**Personalized Mentorship in a Virtual World,**” was hosted by Carla Emanuele and Julie Nadel of the New York

Academy of Sciences (NYAS). NYAS shares SWE’s passion for outreach, and they are making a difference in girls’ lives throughout the world through a virtual mentoring program called

1000 Girls, 1000 Futures (which has actually grown to 3000 girls with 3000 mentors!). If you are interested in becoming a mentor, find out more [here](#).

Since the project kicked off in 2014, NYAS has done an excellent job of finding innovative technologies, testing new ideas, and standardizing what works best in today’s mentoring environments. The team has found that **curriculum along with discussion** leads to better real life implementation, but how can this work with participants across the globe? To overcome distance and time zone challenges, the 1000 Girls, 1000 Futures program offers online modules which can be completed at the participants’ convenience regardless of time zone. However, the learning does not stop there. The modules include discussion prompts which later facilitate real-time, virtual conversations with peers and mentors.

How can this model benefit MAL professional development and networking? I am especially interested in this question both because I am a MAL and because I serve on the Society Curriculum Committee. Here are a few ideas:

Curriculum – SWE offers professional development

(Continued on page 3)



(Continued from page 2)

resources in its Advanced Learning Center. You can find webinars, podcasts, and E-learning modules on a variety of topics to help you develop within SWE leadership roles, throughout your career, and in your personal life. Not sure where to start? Take the SWE Leadership Competency Assessment!

Discussion – SWE has over 800 MAL members! Maybe you want to find a MAL in your same career stage, or maybe you are looking for someone with more experience in a certain area. Either way, you can meet MALs at Society conferences like WE17, at WE Local events (which may be more convenient), through the MAL facebook page, or even through contacting one of the MAL officers. Once you have connected with a small group of MALs who are interested in professional development, decide on a webinar to watch at your own convenience and then schedule a conference call to discuss. You may even

decide on a quarterly “lunch and learn” schedule – to make the most of those lunch breaks!

Implementation – Be sure to set personal action points during your discussion. What are you planning to change or do as a result of this professional development experience? Then schedule a follow up call to hold each other accountable and further your growth.

I am excited to apply what I have learned from this WE17 session to mentor others. To use technology and always be aware of the latest advancements. To make a difference in my own development and that of women engineers around the nation (and world!). To not let geography and distance stop me from learning or teaching. Let's learn together!

Alicia is a MAL in Ruston, LA, where she owns FlowStream Management. She is also SWE's Region C Secretary/Webmaster and a sub-committee lead in SWE's Curriculum Committee.

MAL Governance Update

The senate motion to dissolve regions passed in October, and the MALs have been working to establish a new structure for our organization. Our current voting and strategic body, the MAL council, is comprised of 10 representatives, one from each region, who also serve on their respective region councils. FY19 will be a transition year for the MALs, where region-based representatives are elected for FY19. Though these representatives will have no region-based duties, they will work to update our structure and procedures, as well as vote in the FY20 leaders. Since regions are being dissolved, the MAL council will be dissolved, eliminating the representative positions. Two additional permanent positions, and an optional two additional positions (as needed) will be

elected. These new positions, along with the officers of the MAL organization, will comprise the new executive council, which will be the new voting and strategic body of the MAL organization. In the current structure, the current fiscal year's MAL representatives vote for the subsequent year's officers and representatives. In the new structure, all MALs will vote for the following year's leaders.

For FY19, the MAL organization will elect officers and region-based representatives. If you are interested in filling a leadership role, and helping guide the MALs through this transition, please submit a [nomination form](#) to MAL president, Emily Ongstad at emily.ongstad@gmail.com

Five Years of Conferences – Five Unique Experiences

By Ali Anderson, Region G Representative

WE17 was my 5th annual conference with SWE and one reason I keep coming back is the unique perspective I have each year. Even through the general structure of each conference is the same, no two have felt alike. Your first year, as some of you may remember, is special in that you have no idea what to expect and a LOT to take in. I quickly realized I would need 10 of me to see and do everything I wanted to. It was also the first time I had traveled with my SWE section from West Virginia University. One of my biggest takeaways from that year was the relationships I formed with those ladies, which have stayed strong throughout the years. My second year I was looking for a full time job as I would be graduating the following spring. My focus that year was obviously on the career fair, spending a full two days investigating companies and preparing for the on-site interviews. One lesson I took away from that year: comfortable shoes are a worthwhile investment. I ended up attending graduate school after graduation, meaning my third year was actually the first time I could enjoy the rest of the conference with less focus on the career fair. This was a transition year for me, as I was no longer an undergraduate but not yet a professional. This was also my first year as a MAL representative so I spent a lot of time at this conference learning more about the society. Still a member of the MAL council, but now also serving on the WE Local Advisory Board (LAB), year four brought yet another new perspective. I felt much more connected to the society at large and less to any individual section or region, which was critical considering this was when the dissolution of regions conversation was in full swing. Both groups, the MALs and LAB, spent a lot of time during the conference discussing how it would impact our groups and what we can do moving forward to continue to support SWE's members. It was, and has been, empowering to be a part of this change. That brings us to year five where I was selected to attend the Academic Leadership for Women in Engineering (ALWE). This was my first official year as a professional, having finished my master's program and just a few months into my first full-time role. ALWE provided an opportunity to meet other female engineers in academia and learn about resources available to help us on our career journey. It was like a mini-conference inside the larger WE17, and I'd strongly recommend it to other graduate students and early professionals in academia.

So what's next? What will WE18 bring? As I write this I am 38 weeks pregnant, so WE18 will be my first conference as a mom! I'm excited for my SWEsters from around the country to meet my son, and to attend sessions hosted by and about working moms. Whether you've never attended a society conference or you've been to more than you can count, you're sure to find something there for you. I hope to see you there!



FY18 MAL Awards Program

It is not too early to start thinking about nominations for the MAL Awards Program. The FY2018 MAL Awards package will be posted on the MAL website on the [Awards & Grants page](#) by the end of March. The deadline for submission of nomination packages for MAL awards is **June 15**.

For information or if you have specific questions on the awards requirements or if you are interested in judging this year's nominations, please contact Stacey Culver, the MAL Awards Chair.

FY18 SWE Individual Awards Program

Each year SWE recognizes individuals and SWE members who enhance the engineering profession and advocate for women in engineering through their contributions to industry, education and the community through the following awards:

- Achievement Award
- Suzanne Jenniches Upward Mobility Award (Endowed by Northrop Grumman Corporation)
- Rodney D. Chipp Memorial Award
- Resnik Challenger Medal Award
- Work/Life Integration
- Distinguished Engineering Educator Award
- Advocating Women in Engineering Award
- Global Leadership Award
- Prism Award
- Spark Award
- Emerging Leaders
- SWE Distinguished New Engineer Award

- Distinguished Service Award
- Outstanding Faculty Advisor Award
- Outstanding Collegiate Member Award

Information on the different awards offered as well as the requirements and nomination instructions for each award can be found in the [Individual Awards Packet posted to the SWE website](#). Nominators can submit the complete nomination package online by uploading supporting files after creating a login. Submissions can be edited up until the deadline of March 31, 2018.

Awards will be presented at the WE18 Annual Conference in Minneapolis, MN, on October 18 – 20, 2018.

For information or if you have specific questions on the awards requirements, please contact the SWE Awards Chair.

New Award Opportunities for MALs

By Stacey Culver, Awards Chair

Putnam Media and Plant Services is launching a program titled “**Influential Women in Manufacturing**” which focuses on recognizing and honoring women that make a difference in the manufacturing space. Nominations will be accepted through March 31, 2018. The program will highlight women leading the change for industrial innovation and manufacturing leadership. To be considered for the program, she should have at

least a few years of experience in the manufacturing or industrial production field. She should be respected in her field, has accomplished something that has moved her company, department or team forward, fostered the growth of women in manufacturing and demonstrated thought leadership regardless of her position or

(Continued on page 6)

(Continued from page 5)

title. The nomination form can be found at

<https://www.plantservices.com/articles/2018/influential-women-in-manufacturing-nomination/>

The Collaborative Network for Engineering and Computing Diversity Conference Planning Committee invites nominations for two awards that recognize individuals, groups or organizations for their commitment to promoting diversity and inclusion in engineering and computer science. The nomination form and further information can be found at <https://tinyurl.com/conecd-awards>. The first award is the **Program of the Year award** and it honors the development and/or implementation of a service activity that has significantly enhanced the participation of students from diverse populations that are historically underserved in engineering and computer science, while enriching the students' learning experience in these fields. The criteria used to

judge this award includes program impact, participation satisfaction and evidence of using evaluation data to improve the program. The second award is the **Rising Star in Diversity award** and it recognizes an individual in their profession for less than 10 years who has actively worked to enhance diversity and inclusion by mentoring, supporting and/or advocating for the success of historically underserved individuals in engineering or computer science or for climate and culture change that supports such success. The criteria used includes fostering community to promote networks that provide professional support for students from diverse populations; mentoring or leadership development; recruiting, retaining or advancing underserved individuals in engineering or computer science; engaging in professional development opportunities focused on diversity and inclusion; and promoting awareness of issues affecting underserved individuals.

MAL Earns NSF CAREER Award to Study Multiscale Phonon Transport

By Dr. Zhiting Tian

The National Science Foundation (NSF) CAREER Awards, the NSF's most prestigious award, are given to creative junior faculty likely considered to become academic leaders of the future. I was honored to receive such as award this year.

The five year project will investigate thermal modeling of hierarchical structures spanning the nano, meso, and macro-scales. The multiscale thermal modeling hierarchically incorporates physics-based models at dif-

(Continued on page 7)

(Continued from page 6)

ferent length scales and offers unprecedented power to predict thermal transport properties of materials. It will enable the creation of novel materials to push the extremes of heat conduction for numerous applications including thermal energy conversion and management.

I want to understand how phonons travel in hierarchical structures. A phonon, the quantized heat carrier, is the energy unit associated with vibration. There are established theories for this at the macroscale, and a lot of progress has been made at the nanoscale, but in the middle, the mesoscale transport is not well understood. Thus part of the research is to develop analytical models and perform experimental validation.

As part of the project, I am also working with the Science Museum of Western Virginia, Virginia Tech's Kid's Tech University, and the Center for Enhancement of Engineering Diversity to develop outreach programs. These programs will encourage interest in thermal science and engineering and show how improving the efficiency of thermal conversion can contribute to global energy solutions. These outreach programs will broaden the impact of the work outside of academia and

could enrich the lives of many.

Regarding grant writing, I found it very helpful to finish the grant draft early and seek feedback from as broad an audience as possible, not only from the experts in my field, but also colleagues or mentors out of my field. Everyone can provide something valuable to make the story clear and strong.

Dr. Zhiting Tian is an assistant professor of mechanical engineering and affiliated faculty member of Macromolecules Innovation Institute at Virginia Tech, has received the National Science Foundation Faculty Early Career Development (CAREER) Award. In addition to the CAREER Award, Tian received the 2017 American Chemistry Society Petroleum Research Fund Doctoral New Investigator Award, 2017 3M Non-Tenured Faculty Award and 2017 College of Engineering Dean's Award for Outstanding New Assistant Professor.



Book review: Monday Morning Mentoring: Ten Lessons to Guide You Up the Ladder by David Cottrell

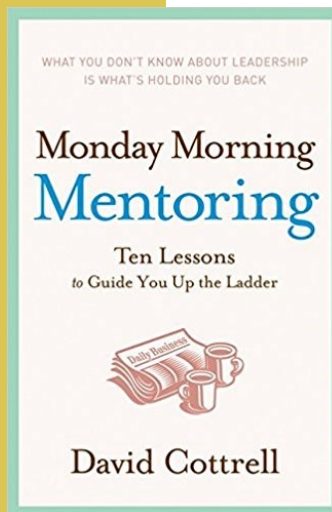
By Stacey Culver, Awards Chair

This book is told in an easy to read, story-telling style that captures your attention right away. The ten lessons are told, each in its own chapter, by a mentor talking to his mentee. Topics covered include knowing the main purpose or direction you and your team has, being consistent with feedback, learning to take criticism as a teaching tool for setting up success, keeping your integrity when dealing with personnel issues, hiring the right people and handling organizational change. There were two other ideas that I want to expand on and

they are: 1) do less or work faster and 2) positive feedback and motivation are key when you are a leader.

The do less or work faster chapter is another way to look at time management. I know that there have been a lot of books written on this subject but this chapter puts some actions in a clearer way that would be easy to explain and implement. We have all heard that to save time activities should be

(Continued on page 8)

(Continued from page 7)

prioritized and the most important ones should be completed first. This chapter had some interesting insights such as a cluttered desk adds stress to your life and makes you more disorganized. Ways to de-stress your day involves some changes to how you approach your work. Batch your time with like activities; that is, complete like tasks at the same time. Answer all phone calls or emails at the same time. If you have memos to write, write them in batches.

Rather than contacting team members several times a day, make a list and contact them only once or twice a day. These things will save a few minutes each time and over the course of a day, could give you an hour.

Email management is a way to be more efficient with your time. As each email is opened, decide right then what to do with it: delete it, forward it to someone for handling, answer it or save it in a folder. The idea is to keep your inbox as empty as possible to reduce your stress.

Streamlining meetings is another way to gain time in your day. Decide if standing or routine meetings are absolutely necessary. If just updates, could they be handled via email or a quick conference call? Always set an agenda and assign times to each item on it. Put the most important items first. Start and end the meeting on time, even if all the participants are not there. When someone comes in late, do not repeat

what was said before, let them catch up by reading meeting minutes or talking after the meeting ends. To catch them up during the meeting wastes the time of the people that were on time. They don't need to hear information twice. Also don't schedule lunch meetings. Most people are too interested in eating to pay attention to what is being discussed.

The positive feedback and motivation chapter emphasizes that a leader needs their team more than the team needs its leader. Leaders should listen to the team and involve them in major decisions. There are some easy ways to motivate your team: learn something about each of them as people, learn about their family and pets. Ask them how they spent their weekend and share some of your activities. Follow the golden rule of do unto others as you would have them do unto you. Easy and low cost ways to recognize your team is to bring them coffee or water during the day or by writing them thank you notes, sent to their homes, for jobs well done. By sending them to their homes, they can share it with their families and it further emphasizes the recognition. Another idea to motivate the team is to create a shared library of management or leadership books or magazines that they could use to improve themselves or work on their goals. Maybe even a book club to discuss these books.

I approach reading leadership books by thinking that if I can get one idea from a book, then it was worth reading. This book provides more than one idea and didn't take a lot of time to read. It is highly recommended.

Engineer's Week (Feb. 18-24) Reminders: MALs can apply for outreach funding to support eWeek efforts using the [MAL outreach assistance program](#), should take and send photos of their events to the outreach coordinator or to the newsletter editor along with an article, and should report their outreach efforts to the society using the [Outreach Metric Tool](#).

MAL Leadership Contacts

MAL Officers

President	Emily Ongstad	emily.ongstad@gmail.com
Vice President	Erin Culver	eaculver@gatheringwaters.com
Secretary	Debbie Jacklitch-Kuiken	debbie_jacklitch@yahoo.com
Treasurer	Claire Shortall	claire.shortall@yahoo.com

MAL Representatives

MAL-A	None elected	
MAL-B	Lorna Holt	lornaholt@me.com
MAL-C	Victoria Tinsley	tori04@gmail.com
MAL-D	Jennifer Seals Cooper	jenniforsealscooper@gmail.com
MAL-E	Beth Mellott	beth.mellott@gmail.com
MAL-F	Brianna Sporbert	bsporbert@boydtech.com
MAL-G	Alicia Anderson	akowalsk@mix.wvu.edu
MAL-H	Rebecca Reck	swe@rebeccaee.com
MAL-I	Christi Patton Luks	luksc@mst.edu
MAL-J	Sara Hough	hough.sara@gmail.com

MAL Alternate Representatives

MAL-C	Claire Shortall	claire.shortall@yahoo.com
MAL-H	Anne Lucietto	anne.lucietto@sbcglobal.net

MAL Committee Chairs/Coordinators

Awards Chair	Stacey Culver	staceyc@gatheringwaters.com
Financial Assessment Chair	Sara Hough	hough.sara@gmail.com
Leadership Coach	Beth Posey-Leonhard	bethpl07@gmail.com
Leadership Coach	Debbie Jacklitch-Kuiken	debbie_jacklitch@yahoo.com
Membership Coordinator	Claire Shortall	claire.shortall@yahoo.com
Newsletter Editor	Jacquelyn Nagel	Jacquelyn.kay.nagel@gmail.com
Outreach Coordinator	Heather Tedder	Heather.tedder@gmail.com
Website/Social Media Coordinator	Jennifer Cooper	jenniforsealscooper@gmail.com



Society of Women Engineers
Aspire / Advance / Achieve

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!

Region A Representative: There is currently a vacancy in the Region A Representative position. If you are interested in filling this position, please contact the President, [Emily Ongstad](#).

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 2018	February 18-24, 2018
WE LOCAL Phoenix	February 23-25, 2018
WE LOCAL Milwaukee	March 9-11, 2018
MAL Leader Nominations Due	March 15, 2018
Society Award Nominations Due	March 31, 2018
WE LOCAL Portland	April 6-8, 2018
WE LOCAL Providence	April 20-22, 2018

To learn more about WE LOCAL Conferences, visit welocal.swe.org