



# SOCIETY OF WOMEN ENGINEERS MINNESOTA SECTION

*Expanding Your Horizons*



May 2003

Volume 16, Issue 5

## President's Message

*Julie Long*

The SWE year is rapidly drawing to a close and yet there are still exciting programs that will occur before the end of the year. One that I'm very excited about is Petticoats & Sliderules, the SWE archive exhibit of the history of women in engineering. I can't wait to see the exhibit, which opens in June. The section will be hosting an opening reception for the exhibit. At the time we go to press for the newsletter has not been set but watch your e-mail and the website for more details.

Also as the fiscal year closes many of the committee chairs are busy preparing the end of the year reports. It is very satisfying to review these documents and see how much we have accomplished throughout the year. The engineer in me loves to see the numbers in the reports. The accomplishments wouldn't have been possible without a lot of hard work by many of you by volunteering when people needed help. The Executive Council as a whole has put in considerable time not only doing the jobs they were responsible for, but also writing, reviewing and editing Procedure Manuals for their position. These manuals will definitely help strengthen our section in the years to come. You all have my gratitude for indulging me in my quest to create a paper trail.

The Communications Committee continues to provide a professional face to both our members and the public at large. This year

we had our first radio spot in addition to the newspaper postings. The Communications Committee, more specifically the web site committee is busy revamping our section website. They will be busy creating and testing it this summer so that in the fall we can roll out a significantly upgraded website with a much easier to remember web address. A huge thank you to AIIa Geretz, Susan Thomas, Jayshree Desai and Sarah Schostag for their involvement throughout the year.

The scholarship program continues to grow. This year we added a second corporate scholarship and are rapidly approaching the monetary goal that will allow us to turnover management of our endowment to the SWE Board of Trustees. Much of the credit for this work goes to Naomi Brill, Leanne Knutson, Natalie Feile and Sharon Kurtt.

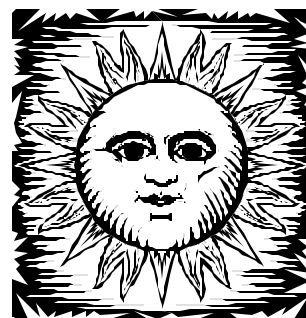
In conclusion, I have to thank all of you wonderful SWE members who have allowed me to serve two terms as Section President. I have learned so many skills through the course of the past two years and I'm indebted to you for allowing me the privilege of serving you. It has been an extremely rewarding experience.

Julie

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## MINNESOTA SWE SECTION AWARDS

A tradition was started several years ago to recognize some of our members for their efforts over the past year. In keeping with this tradition, the Section President, in consultation with the Section Vice President, is pleased to recognize several members for their outstanding contributions to our Section's successes! Please turn to page 10 to find out more about these special members.



### Council Of Representatives Report

*Allison Pedersen and Jessica Raby*

- New bylaws will be published in the August "Back to School" issue of SWE magazine & on the National website at swe.org
- Bylaws will be voted on at the next National Conference this October.
- Mark your calendars now for the **SWE National Conference in Birmingham, AL October 9-11, 2003!** This year's conference theme is **Supporting the World Through Engineering**. More details will be available in an upcoming issue of the magazine or on the web at swe.org.
- The SWE National website will be improved, and the work will be starting this summer! The upgrades planned include a new front page, improvements to the online directory, improved search capabilities, and a "what's new" section.
- Our region, **Region H, is the largest in the country!** Here are the statistics:
- We have **947 professional members** (the next largest region has 925).
- We are **retaining about 82%** of our members & showing the **greatest new member growth in the country, 15%**.
- We have **2226 student members - far and away the largest student member region!**
- Student member retention is about 57%, and new member growth is 54%

Please let either Allison or Jessica know if you would like further details on any of the items above.

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### Welcome to New Members

Welcome to our newest Minnesota Section members:

Kristin Ann Ziel  
Denise Fields  
Karen Kaiser

We look forward to meeting you at future SWE-MN events!

*Newsletter Editor*  
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# "Petticoats and Slide Rules:"



## SWE, A History of Women Engineers

**Exhibit Opens June 16, 2003 at the  
Science and Engineering Library,  
Walter Library, University of Minnesota**

View the exhibit *"Petticoats and Slide Rules:" SWE, A History of Women Engineers*. The exhibit provides a dynamic overview of women engineers' evolving roles over almost 100 years—told through the story of SWE. Photographs, artifacts, newspaper clippings and timelines offer a multimedia experience.

Co-hosted by SWE Minnesota Section and the Institute of Technology - University of Minnesota, watch for more information.

SWE Minnesota will be hosting an Opening Reception in late June. Please watch for further information!

The SWE-MN newsletter is published five times per fiscal year – September, November, January, March, and May. Submit articles to the newsletter editor. SWE annual membership includes a subscription to this newsletter. To place an ad or sponsor a newsletter, contact the editor.



## ***Tenth Annual SWE-MN Spring Seminar Summary***

The Tenth Annual Spring Seminar was held on Saturday, March 8<sup>th</sup> at URS Corp in Minneapolis. Despite the wintry weather, the seminar was a great success with a total of 29 attendees participating in the event. A special thank you goes out to all of the speakers and volunteers who helped make the event a success. Also, a big thank you to Rosemount Inc for sponsoring the event and to URS Corp for providing the facilities. A brief recap of each of the sessions is provided below. Please note that the information below is a condensed version of the summary. A complete summary is available online at <http://www.pressenter.com/~swe>.

### **Member Perspective: Engineering and Patent Law – Kim Baxter**

*By Caroline Koerner*

This session was highly interactive with Kimberly answering a broad range of questions. She brought several examples of her work including: 1) portable nail polish table, 2) bubble -making toy having multiple compartments, and 3) one button lid activated automatic external defibrillator.

Kim shared the formal patent abstract as well as a prototype of each device. Using these specific cases, she illustrated the breadth and variety involved in the patent law process. She also provided an overview of patents, trademark, copyright, licensing, technology, and litigation. This proved to be an informative, engaging session to start this year's Seminar.

### **Conflict Management and Effective Resolution – Eleanor Ling**

*By Cheri Bernstetter*

Eleanor Ling, from Illumentor Consulting, began by describing the preferred/dominant styles of conflict resolution and management. Eleanor then went on to explain the two-dimensional model of conflict management and resolution, which is used for personal/organizational conflict management.

Eleanor explained the 5 approaches:

- ***Yield-Lose:*** This approach has the maximum concern for the relationship (wants to affiliate with others) and a minimum concern for their goals (is willing to sacrifice them). In the long run the relationship would suffer by using this approach.
- ***Win-Lose:*** In this approach, an individual believes that conflict is a competition and has no concern for the relationship. The downside to this approach is that the individual is still dependent on the other person, however a precedent has been set and therefore the relationship will suffer.
- ***Lose-Leave:*** An individual using this approach has generally tried to use both the Yield-Lose and the Win-Lose and was not successful. They are left with a feeling of hopelessness and give up psychologically. Over time this person can become hostile in dealing with conflict.
- ***Win-Win:*** This approach is the most pro-active problem solving style. In this type of conflict management, the individual doesn't let personal issues hinder a resolution and focuses on the problems. This is the most effective conflict resolution style.
- ***Compromise Style:*** *This* is a 5/5 style and many people use this style because it seems like a rational approach to conflict resolution. This approach is used to soften the loss by also softening the gain.

Eleanor stated that conflict management skills are learned behaviors and that it is more effective to use different styles in different situations. She said the key is to be flexible and chose the approach based on each unique situation. She concluded by using practical examples to expand on this idea. For further information, please call Eleanor at 952-944-4054.

### **Personal and Business Planning – Erin Wolterstorff and Monica Sinha**

*By Laura Kerdus*

Erin Wolterstorff and Monica Sinha explained how our future plans could be broken down into three sections. These were from 1-5 years, 5-15 years, and 15 years or retirement and beyond. They explained how it is very important to divide your resources between these three pots to cover any event that might occur in your life.

*continued on page 6*



**SOCIETY OF WOMEN ENGINEERS MINNESOTA SECTION  
May Spring Picnic**



Please join us for a fun and relaxing end of the year SWE-MN event – a Spring Picnic at Rosemount, Inc. There is a playground, sandlot volleyball court, and horseshoe pits for anyone interested. In the event of rain, the picnic will still take place inside the pavilion.

**Date:** Friday May 9, 2003 from 4-9 PM (dinner at 6 PM)

**Location:** Rosemount – EP Pavilion  
12001 Technology Drive Eden Prairie, MN 55344

**Cost:** Members and their families \$5 each person (children under 12 free)  
Non-Members and their families \$7 each person (children under 12 free)  
Cancellations by May 7<sup>th</sup> will receive a full refund. No refunds issued after May 7<sup>th</sup>.

**RSVP:** By Wednesday, May 7 by emailing Cheri at [cheryl.bernstetter@emersonprocess.com](mailto:cheryl.bernstetter@emersonprocess.com)

**Questions:** Call or email Cheri at 952-828-3594 or [cheryl.bernstetter@emersonprocess.com](mailto:cheryl.bernstetter@emersonprocess.com)

**Dinner Menu:** Subway sandwiches and Dairy Queen ice cream

**Directions:**

**Heading South/East on 494:** Take Valley View Road Exit. Left at light at end of ramp. Travel to 3<sup>rd</sup> light & take a right onto 212W. Go over the bridge & take a right on Technology Drive. Follow up hill & turn left into the Rosemount/Emerson Process driveway. Park in the left-side lower parking lot & go up the hill (past the playground) to the pavilion.

**Heading West on 494:** Take 212 West Exit. Go all the way to the top of the hill/bridge. Take a left onto 212. Go over the bridge & take a right on Technology Drive. Follow up hill & turn left into the Rosemount/Emerson Process driveway. Park in the left-side lower parking lot & go up the hill (past the playground) to the pavilion.

**From Hwy 62:** Take the Hwy 5/212 Exit to 212 West. Take a left at the lights. Get in the right lane and take a right on 212 West. Go over the bridge and turn right on Technology Drive. Follow up hill & turn left into the Rosemount/Emerson Process driveway. Park in the left-side lower parking lot & go up the hill (past the playground) to the pavilion.

**Heading East on Hwy 5:** Take the Prairie Center Drive Exit. Go straight through the stoplight onto Technology Drive. Take a right into the third driveway, which will be the Rosemount/Emerson Process driveway. Park in the left-side lower parking lot & go up the hill (past the playground) to the pavilion.

Please fill out this form and return it by the RSVP date if you will be attending the May 9<sup>th</sup> Spring Picnic at Rosemount, Inc.

Name: \_\_\_\_\_ Company: \_\_\_\_\_ Email: \_\_\_\_\_

SWE Member?  Yes  No

Total number of adults attending \_\_\_\_ Total number of children (under 12) attending \_\_\_\_

Send this form and check (made out to SWE-MN) by May 7<sup>th</sup> to:

Rosemount Nuclear Instruments, Inc.  
Attn: Cheryl Bernstetter M/S: BM01  
12001 Technology Drive  
Eden Prairie, MN 55344





*continued from page 4*

**Near Term Investments** (1-5 years):

- These include savings, checking, and money markets, and any other highly liquid accounts.
- Erin and Monica recommended that you have a savings account built up that will cover your expenses for three months as a “raining day fund”.

**Mid-range investments** (5-15 years)

- IRAs, Mutual Funds, and other semi-liquid investments fall into this category.
- Planning for your children’s college fund also falls into this category.
- If you want to retire early this is the pot of money you would be pulling from until the age at which you become eligible to start pulling from your 401K.

**Long-term investments** (15-? Years)

- This is your 401k and other accounts that are not liquid or have restrictions on them
- Erin and Monica recommend that you put as much money into your 401K as the company matches since it is “free money”
- Many of these accounts have penalties if you start pulling money from them before the set age.

If you were unable to attend the session or had more questions for Erin and Monica they would be more than happy to meet with you or answer any questions you might have. Please call them at 651-714-6818.

Remember you are your own greatest asset, not your house or car!!

**Working with Recruiters – A Panel Discussion – Alan Carty and Alice Riggs**

By Caroline Koerner

Sixteen people participated in this discussion during which much insight was offered into the recruiting process such as:

- Not all jobs are advertised, in fact, only about 20% of them are. Of the remaining 80%, not all jobs are filled with the help of recruiters, but many of them are.
- Through the normal hiring process, hiring managers don’t even see the best resumes. They are screened by HR for buzz words, not for overall potential of the candidate.
- Networking is key to finding opportunities, and the recruiter is an extension of your network. Keep in mind, though, that the recruiter’s job is to find people for jobs, not jobs for people.
- Spreading your resume to too many sources can actually hurt your chances.
- Typically, job openings require previous experience in that same functional area. That’s what a recruiter will look for, so don’t use them to try and change your career. They have a certain set of deliverables to their customer, the hiring company.

Alice Riggs works with a variety of technical fields, many of which are in the Twin Cities area. Her company has a website where job openings are posted [www.rsgi.com](http://www.rsgi.com). She prefers you to call her then e-mail your resume.

Tel: 952-974-9225, Fax: 952974-9224, E-Mail: [aer@rsgi.com](mailto:aer@rsgi.com)

Alan’s niche market is in controls and electrical automation. Some opportunities are included on his website [automationtechies.com](http://automationtechies.com). He prefers to have you send him your resume up front then he’ll pursue you if he’s interested.

E-Mail: [alan@automationtechies.com](mailto:alan@automationtechies.com), Tel: 952-563-5447.

**A Taste of Toastmasters – Nancy Nordlund**

By Cheri Bernsteter

Nancy Nordlund, a member of Toastmasters for the past 6 years, stated that the benefits of toasters are: 1) use gestures more effectively, 2) incorporate vocal variety, 3) run meetings effectively, 4) no longer use crutch words (such as um, like, ah...).

*continued on page 7*



## Join a Team of Professionals

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### Election Results for SWE-MN Officers FY04

President - Alyse Stofer

Vice President - Tracy Engnes

Secretary - Jessica Raby

Treasurer - Liz Lehrkamp

Council of Representatives (COR) - Allison Pedersen & Julie Long

*Continued from page 6*

Nancy described the three main activities for being a toastmaster: present speeches, tabletops, and leadership. If a member completes all 10 speeches from the *Communications and Leadership Program* manual, they earn their Competent Toastmaster (CTM) award. Tabletops require you to think on your feet by answering a "pop" question in 2 minutes while sounding intelligent. Leadership is often the hidden goal in Toastmasters and Nancy briefly described the many officer positions a member may run for.

Nancy gave several speaking tips to eliminate your "butterflies": 1) Know your room, 2) Know your audience, 3) Know your material, 4) Relax!

Nancy concluded by giving her award-winning humorous speech entitled "Bath and Smile Confidently." It was an excellent speech and it was no wonder that she won the District 6 competition last fall! For further information on Toastmasters go to [www.toastmasters.org](http://www.toastmasters.org).

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Thank you  
**Rosemount Inc.**

for sponsoring the SWE-MN  
FY'02-'03 Programs!

**Certificate of Merit Program: Best Ever!**

The SWE Certificate of Merit program is designed to honor high school women with outstanding achievement in science and mathematics and to encourage these students to pursue a science or engineering career. Award recipients must have complete three years of science and three years of mathematics with distinction, and they must be active citizens of the school and/or community.

This year, we had the best response ever to our program—we sent **105 certificates** to students at **over 60 schools** in Minnesota. FYI, we first offered Certificates in 1995, when we recognized 37 students at 24 schools. There are about 420 secondary schools in Minnesota, and roughly half have participated in the program at least once. All of them have become familiar with SWE, and many call with questions about engineering schools, programs and scholarships throughout the year.

*Continued from page 7*

**Latin Dancing with Dean Constantine – Dean Constantine**

By Laura Kerds

Dean explained that if the men in our lives could play golf or other sports they had enough coordination to dance. Dean then proceeded to teach us easy ways to teach them how to dance. He mentioned that most classes he teaches the husbands are there the first night in protest, but by the end of the class they cannot wait for the next one.

Dean also wanted to thank SWE-MN for inviting him as he could not get over what a good class we were. He said that we were one of the most energetic and fun classes he has taught. I am sure he would not hesitate to come back again if we asked him!

Dean teaches many classes throughout the Twin Cities Metro area and you can contact him at 952-476-4044 to find out when his classes are scheduled.

**Networking Time**

This was an open session allowing attendees to catch up with on another and to meet to acquaintances. This was a new session based on last year's Spring Seminar feedback.

**March Netorking Recap**

**Cheri Bernstetter**

Twenty-eight women attended a SWE-MN networking night held on Wednesday, March 26<sup>th</sup> at Famous Dave's Bar-B-Que in Minnetonka. Attendees had the opportunity to meet new people as they switched tables twice during the evening. The food and the conversation were great and everyone had a good time.



**MEMBER NEWS**



**Congratulations**

To Cathy Krier and family on the birth of a beautiful baby boy, Kole Wesley Krier on March 16th, 2003!

He was 7lbs 12oz and 21½" long.



**2003 SWE Minnesota Scholarship Program Recipients**

The SWE Minnesota scholarship program encourages young women and student SWE members to pursue successful careers in engineering and technology by recognizing the accomplishments of hard-working students with financial assistance. Students at universities in Minnesota, North Dakota and South Dakota are eligible for our scholarships. Applicants are judged on the basis of potential to succeed as an engineer; communication skills; extracurricular activities, community involvement and demonstrated leadership skills; and demonstrated successful work experience. This year, we were able to offer three \$1,000 tuition scholarships. We thank Caterpillar and Ecolab for partnering with us to provide these scholarships. Congratulations to each of these outstanding engineering students!

**Caterpillar Scholarship**

Caterpillar, Inc. funded a \$1,000 tuition scholarship for any grade level student in Mechanical, Electrical, Agricultural, or Industrial Engineering with a 2.8 minimum GPA. ***Megan Johnson is the recipient of the 2003 Caterpillar Scholarship.*** Megan is a senior in mechanical engineering at the University of Minnesota, Twin Cities. She is interested in the automotive industry and has been active in her SWE section.

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**Ecolab Scholarship**

Ecolab funded a \$1,000 Tuition Scholarship for a student SWE member studying Mechanical Engineering and entering their junior or senior year in Fall semester 2003 with a 3.0 minimum GPA.

***Elizabeth Williams is the recipient of the 2003 Ecolab Scholarship.*** Elizabeth is a senior in mechanical engineering at the University of North Dakota. She is active in SWE and ASME, and strives to make a difference in other people's lives with her engineering knowledge.

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**Minnesota Section Scholarship**

The Minnesota Section endows a \$1,000 Tuition Scholarship for student SWE members who will enter their junior or senior year of an accredited engineering program in Fall 2003. ***Kellie Leinen is the recipient of the 2003 Minnesota Section Scholarship.*** Kellie is a junior in chemical engineering at the University of Minnesota, Twin Cities. She is active in her SWE section, has work experience in plant operations and hazardous waste disposal, and aspires to a career in the food industry, where she will create healthy convenience foods.



### **2002-2003 Key Contributor Award**

The Key Contributor Award recognizes a section member who has provided continuity and stability inside our organization over a period of several years, and has been vital to our organizational success. (The winner of this award gets a voucher for a free meeting of their choice during the next fiscal year.)

The 2001-2002 Key Contributor Award is being presented to **Allison Pedersen** in recognition of her ongoing leadership role in our Section. The past two years Allison has been one of our representatives to the Council of Representatives. During this time she has worked hard on understanding the proposed changes to the National bylaws. Certainly not a glamorous job, but definitely a necessary one. If you ever have a question about the bylaws Allison can probably answer it. She has previously served the Section as Continuing Development Co-chair and a member of the Outreach Committee. If you ever need something done, ask Allison because it will be completed on-time, on-budget and with innovative solutions that never occurred to you. Thanks for being a great SWE member Allison!

### **2002-2003 Most Active New Volunteer**

This award recognizes the contributions of section members who are new to our organization (less than two full years of membership).

This year's most active new volunteer is **Liz Lerhkemp**. Liz stepped up to become our Fundraising chair filling a position that had recently become vacant. She has put in considerable effort developing a program for SWE-MN to follow. Given the dislike of fundraising that many of us have, Liz has had to endure many complaints of how the program is proceeding. She worked with the EC to find an equitable solution and wasn't afraid to change course midstream. Thank you Liz for your efforts this past year. We hope you will continue to play an active role in our section!

### **2002-2003 Bravest Volunteer of the Year**

This award recognizes the spirit of the volunteer who threw caution to the wind and was willing to undertake unfamiliar and challenging tasks to better our Section.

**Cheri Bernstetter** and **Laura Kerdus** are two of the most courageous SWE members We've ever met and are our FY03 Bravest Volunteers of the Year. They agreed to be co-chairs of the Continuing Development committee for FY03, which is a tremendous amount of work. Never mind the fact that Laura only moved to the Twin Cities area last January and was still trying to find her own way around, let alone plan fun and interesting events across the metro area for SWE. Cheri and Laura, thank you for all your hard work.

### **2002-2003 Significant Achievement Award**

This award recognizes a committee that has made a significant contribution to the long term goals of our section.

This year's significant achievement award goes to the Continuing Development committee again this year. It is an impressive accomplishment to win this award two year in a row especially since only one committee member remained from FY02. In order to grow our section we need to provide a service to our members. One of the things that contributes value to our membership are the high quality programs we offer. We have been able to recruit many new members after attending one of our events due to the wonderful information shared in a fun learning environment. One of our events was filled to capacity three weeks prior to the event and it was necessary to start a waiting list. SWE programs are impressive and the committee can be proud of their accomplishments.

Thank you to the 2002-2003 Continuing Development Committee – **Cheri Bernstetter, Laura Kerdus, and Caroline Tobey** - for implementing the wonderful slate of Minnesota SWE Programs!

### **2002-2003 Dedicated Member**

This award recognizes a member who does not have the time to volunteer as a committee chair but attends meetings regularly and is ready to volunteer on a specific project.

The Dedicated Member Award goes to **Caroline Tobey**. Caroline is a member of the Continuing Development Committee and has helped immensely with various tasks throughout the year. She always possesses such enthusiasm for any task and is always willing to share a kind word. Thank you Caroline!



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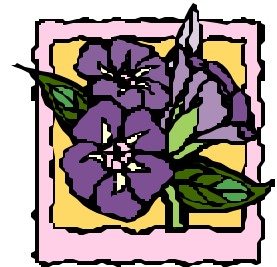
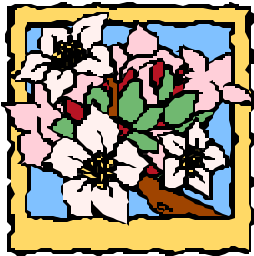
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**SOCIETY OF WOMEN  
ENGINEERS**



- May 9 Spring Picnic – See page 5 for details
- May 15 SWE EC Meeting
- June 16 “Petticoats and Sliderules” – See page 3 for details



**SOCIETY OF WOMEN ENGINEERS  
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MINNEAPOLIS, MN 55458-2813**

CHANGE SERVICE REQUESTED