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### CALL FOR ESSAY CONTEST JUDGES

The Society of Women Engineers – Rocky Mountain Section (SWE-RMS) is in need of volunteer judges for the 2008 Great Women in Science and Engineering Essays Contest. The final student essays are due on Monday, March 3rd.

Typically each first round judge will be responsible for about 10 original essays written by sixth grade students in Colorado or Wyoming as part of our 2008 Great Women in Science and Engineering Essay Contest. Each judge will receive judging instructions, a sample score sheet, and biographies of the Great Women. Judges will be responsible to review and grade each of the 500 word essays and return to me a score sheet and a list of the top three essays from each set by March 21, 2008. Second round judges will receive the top three essays from each of the first round judges. The second round will take place from about March 26 to April 9, 2008.

Prizes will be awarded to the top essays from the second round. The grand prizes include three US savings bonds. Honorable merit prizes include science experiment kits, and honorable mention prizes include books featuring famous women. The finalists will receive an invitation to the Society of Women Engineers - Rocky Mountain Section's annual awards banquet.

If you are interested in volunteering please send an email to [sonyareiser@yahoo.com](mailto:sonyareiser@yahoo.com). Once I have received the students' essays, I will contact the volunteers with additional information.

### INTERESTED IN BEING THE NEW SWE-RMS NEWSLETTER EDITOR?

Looking to be a part of the SWE-RMS leadership team? Considering being more involved but don't have a lot of time? Why not volunteer to be the next SWE-RMS newsletter editor?

We are currently looking for the next SWE-RMS Newsletter Editor to start in May 2008.

I typically spend 10 hours every other month putting the newsletter together. Duties include sending bi-monthly reminders for input, finding interesting articles, using your creativity to bring it all together and send the newsletter out! The best part is you can work on the newsletter whenever the time is convenient for you!

If you're interested or want more information, please contact [Sandra.wiese@gmail.com](mailto:Sandra.wiese@gmail.com) by April 20, 2008.

Got an article idea? Email the Editor:

[Sandra.Wiese@gmail.com](mailto:Sandra.Wiese@gmail.com)

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## 7 HABITS OF HIGHLY INEFFECTIVE MANAGERS

Taken from <http://www.slackermanager.com>

While most of the time here at [Slacker Manager](#) we write about how to be a *better* manager, today I'd like to share some of the habits of the worst managers I've had, and how you too can be a highly ineffective manager.

**MONEY BACK GUARANTEE:** If you do all of these 7 habits, I can almost guarantee you'll have nobody on your team left after only 18 short months, or your money back!

### ***Responsibility without Authority***

Assign people a responsibility, tell them that they are responsible for the outcome, and then don't give them anywhere even close to sufficient authority to make it happen. Perfect for those budding superstars who are threatening to take your job.

### ***Set it and forget it!***

I like to call this "[Ron Popeil](#) on management." Delegation is for sissies, just throw out the task and let them guess on how you want it done. Especially effective if you never check in on their progress, and then demand it be "done right the first time."

### ***Performance Reviews = Surprise!***

Never have weekly meetings with your direct reports. Wait until mid-year, say everything is going "just fine." At the end of the year, make sure to mark associates down for every little thing that anyone ever told you about what they did.

*(continued on page 4)*

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## MEMBERSHIP FACTS

*Submitted by Kristin Ramey*

SWE Sections elect Section Representatives to represent their section at the Council of Representatives (or COR). These elected individuals have voting rights for the Section at the COR meeting, that is held each year at the National Conference. Each Section has one representative for every 100 voting members in their Section. The number of representatives is determined by your Section's voting members as of March 31 each year. Voting members include Members, Senior Members, and Fellows. Below is a list of the largest Sections in SWE by membership size. This data was compiled on January 27, 2008.

1. Baltimore/Washington (E001)	446
2. Chicago Regional (H001)	364
3. Boston (F001)	350
4. Detroit (H002)	318
5. Los Angeles (B002)	251
6. Santa Clara Valley (A004)	247
7. Houston Area (C002)	245
8. Pacific Northwest (J003)	240
9. Minnesota (H006)	209
10. Rocky Mountain (I001)	182
11. New York (E004)	174
12. New Jersey (E003)	170
13. Wisconsin (H007)	167
14. Southwest Texas (C004)	161
15. Philadelphia (E005)	146

## SWE-RMS NETWORKING NIGHTS

### South Denver Networking Night

*Submitted by Laurie Valaer*

#### South Denver Networking Nights

Please join us for the SWE-RMS South Denver Networking Nights. These are informal gatherings where you can network, connect with, and get to know other women in engineering, science, and technology. We alternate locations between downtown Denver and the Denver Tech Center. So, hopefully you'll be able to join us for at least one of the events!

#### March's Event

When: **Tuesday, March 18th at 6:00 pm**

Where: **CB & Potts Restaurant & Brewery**

**6575 Greenwood Plaza Blvd**

**Englewood, CO 80111**

(this is just West of I-25 on the North side of Arapahoe Road)

RSVP: Please RSVP by COB, Friday, 3/14/08 to [laurie@spiraloflife-coach.com](mailto:laurie@spiraloflife-coach.com)

#### April's Event

When: **Tuesday, April 15th at 6:00 pm**

Where: **Rock Bottom Restaurant & Brewery**

**1001 16th Street #A-100**

**Denver, CO 80265**

(this is on the northwest corner of 16th and Curtis)

RSVP: Please RSVP by COB, Friday, 4/11/08 to [laurie@spiraloflife-coach.com](mailto:laurie@spiraloflife-coach.com)



## WELCOME TO OUR NEW MEMBERS!

*Submitted by Kristin Ramey*

We'd like to welcome our SWE members NEW to the Rocky Mountain Section:

- Sarah Jo Kolz, Englewood
- Huong T. Nguyen, Fort Collins
- Diane Lynn Sova, Boulder
- Andrea Vaughn, Evergreen
- Jessica M. Wempen, Lakewood



#### January

- Renee M. Anderson, Golden
- Samantha Liem Bauer, Lakewood
- Belinda Yolanda Butler-Veytia,  
Denver
- Bonnie Elizabeth Ellwood, Denver
- Ginger D. Grubbs, Englewood
- Eileen R Hickey, Longmont

*The above data is compiled from reports pulled from data maintained on SWE's online directory. The city listed above is from the Preferred Address listed in the directory. If you have any questions on the information listed above, or there are any errors, feel free to contact me at [Kristin.Ramey@swe.org](mailto:Kristin.Ramey@swe.org)*

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## 7 HABITS OF HIGHLY INEFFECTIVE MANAGERS

Taken from <http://www.slackermanager.com>

(continued from [page 2](#))

Give them a chance to refute any claims, but don't mark anything but the bad stuff in their year end review. They'll never get that job in the department of their dreams this way, so you'll never have to replace them!

### **Great Expectations? How about NO Expectations?!?**

Setting expectations is for sissies! Don't tell your team what you expect of them, and then hold each of them to an imaginary, and completely random, standard, marking their review full of red ink. After all, if they don't know what you want them to do, they can't possibly do it!

### **Fight Fires, Don't set priorities!**

Give someone on your team a project. Don't tell them how important it is. Keep throwing more little balls at them until they drop the big one. Complain about how they have no idea what's really important to you. Continue until they cry or quit, whichever comes first.

Do the same thing with projects you

get. Focus on the urgent, forget the important, and keep fighting those fires!

### **Focus on weaknesses, not on strengths**

It's your team, so your direct reports should be just like you...great at everything! When they're not, lay the hammer down and focus on all the things that went wrong!

Especially outstanding: focus on that which they don't enjoy, is outside of their strength zone, and that they have much room to improve in. Be like the parent that complained about the 1 C on the all A report card! You loved it, why wouldn't your team?

### **Training is for losers**

[Stephen Covey](#) encouraged us to "sharpen our saw" by training and reinvesting in our source. Training, schmaining! You know they're going to leave you once they know what they're doing, so why train anyone on anything? Just let them fumble around in their own mediocrity, never mastering their job, so you don't ever have to worry about promoting anyone. This is guaranteed to save your company money for at least the training budget,

not to mention nobody ever wastes a day off to get training.

Sadly, I've had 1 or more managers who've displayed 1 or more of these qualities to me, and it's why I don't work for many of the people I once did.

**Question for you:** What are some of your other best tips on how to be an ineffective manager?

*"It's your team, so your direct reports should be just like you...great at everything!"*

## DENVER CONCERT BAND ANNOUNCEMENT

The Denver Concert Band presents its 32<sup>nd</sup> Annual Young Artist Concert on Saturday, April 26, at 7:30 p.m. at Central Presbyterian Church, 1660 Sherman Street, Denver (two blocks north of the capitol building). This concert will feature the winner of the Young Artist Competition, a contest for high school seniors who play band instruments. The winner receives a \$2,000 scholarship and will go on to further their music performance or education. For more information, call 303-83-MUSIC or visit [www.denverconcertband.org](http://www.denverconcertband.org).

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## Denver SGR Club

**When** Every Wednesday  
6:30 pm – 8:30 pm

**Where** PPA Event Center  
2105 Decatur Street  
Denver, CO 80211  
(720) 746-0803

**Who Should Come** Everyone seeking a community of like-minded individuals who want to "Learn Together and Stay Connected."

**Why** Meet new friends who are positive and network with people interested in The Secret, the Law of Attraction and the other Natural Laws of the Universe, as well as implementing lessons from Bob Proctor, Jack Canfield, and Dr. Michael Bernard Beckwith into their lives and businesses.

### Details

The hit movie, *The Secret*, showed that wealth is possible for anyone. There is a science to getting rich and you can master it – many have! Learn how to apply the Law of Attraction and the other Natural Laws of the Universe from Bob Proctor, Jack Canfield, and Dr. Michael Bernard Beckwith, three teachers that were featured in Rhonda Byrne's hit movie and book, *The Secret*. Did you know there is a science of getting rich that is just as exact as mathematics? The Law of Gravity has always existed, not just from the moment that Sir Isaac Newton gave it a name. The same is true with the Law of Attraction. Just have we use the Law of Gravity to our advantage, we can do the same with the Law of Attraction and the other Natural Laws of the Universe! The gift of total wealth can be yours! There are many ways you can be rich. Rich in love, health, friends, material goods, and of

course ... money! When you understand the Science of Getting Rich (SGR), you can increase them all! The SGR Club opens your life to total wealth. It is a complete package so that you can lead a fulfilled and prosperous life. Your destiny truly is your choice!

Harness the Science of Getting Rich to create abundance! Everything that is coming into your life, you are attracting by virtue of the images you hold in your mind. It is what you are thinking. Use the irrefutable Law of Attraction to create whatever you want in life ... in great abundance, be it money, love, or happiness. Enjoy the wealth that the universe has always held waiting for you. This is an orderly universe. Nothing happens by accident. There is an exact science to applying the Law of Attraction to create the abundance you seek. Millions of people are using the Law of Attraction to fulfill their lives. The Law of Attraction holds the secret to everything you have ever wanted. Build the ideal life you desire.

The Weekly ACTION Meetings (WAM) held in Denver are high energy; fun filled interactive evenings filled with positive sharing. A different and EXCLUSIVE lesson will be presented every week. From regular attendance you will:

- Know how to decide what path in life is best for you.
- Know that there are no limitations to what you can seek.
- Learn the EXACT thought process to apply the Law of Attraction to your life.



## THE SECRET TO TOTAL LIFE SUCCESS CAN BE YOURS!

Each week our study will be on different topics. Bob Proctor and his team will present the lesson that is exclusive to The SGR Club Weekly ACTION Meeting. This is followed by an opportunity to discuss how the lessons apply to you and hear how it applies to others. Additionally you will set an intention for the upcoming week.

**Every Wednesday!**  
**PPA Event Center**

(2105 Decatur Street, Denver, CO 80211)

Agenda: 6:30 pm Registration and Networking  
7:00 pm Lessons  
8:30 pm Close

Invite your friends, family, and colleagues with you and discover how to live the life you REALLY want! Learn more and sign up [www.DenverSGRClub.com](http://www.DenverSGRClub.com) for meeting announcements and receive free valuable bonuses.

## Weekly ACTION Meeting Announcements



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WOMEN'S VISION FOUNDATION  
**WVF eNEWSLETTER**



## Savvy Salon II – Thursday, March 27 "Mentoring in Action: How To Make It Work"

**When:** Thursday, March 27

**Time:** 5:30 p.m. to 6:00 p.m. Registration & Networking

**Program:** 6:00 p.m. to 7:00 pm

**Location:** The Denver Country Club  
 1700 E. First Avenue, Denver

**Members:** \$20.00

**Non-Members:** \$25.00

### Register Early!

Jon Stuck, President, Rocky Mountain Region, Mellon Wealth Management and Christanne Wright, Portfolio Manager, also from Mellon have developed a very successful and enduring mentoring relationship. They will share unique perspectives of their powerful 17 year partnership:

- Developing the mentoring relationship
- What really works and what to avoid
- Both Mentor and Mentee benefit
- Best practices and take-a-ways
- Keeping it sustainable
- Paying it forward

Finding and cultivating the right mentoring relationship can grow and enrich your career, take it places you might not have imagined, and open a new world of possibilities. If you've thought about finding a mentor and you're unsure how to make it happen, don't miss this Savvy Salon!

## Women'sLink South – March 4 Women'sLink North – March 26 (new start date) Six morning sessions – 8:00 am to 11:00 am

Through this program, you will explore career issues beyond your current organizational environment; exchange information about ongoing and emerging corporate challenges with women of different career levels and different industries; and provide you with the opportunity to develop an ongoing network of corporate women.

Women'sLink is an excellent three-month program to learn from experienced facilitators, meet with your peers across industries, and benefit from small group conversations with experienced executive women.

[Click here](#) for more information.

If you would like someone to contact you, [click here](#).

## Women'sVision Leadership Institute April 27, 2008 - 12 Full-Day Sessions (once a month)

WVLI is an intense leadership program among peers ready to take their experience, talent, and vision to the very top ranks of their organization. Over the course of 12 months, you will develop a strong network of other professional women facing the same issues and questions you have as your career progresses; and you will receive in-depth information and coaching on executive leadership skills and best practices, required for taking you to the next level within your organization.

Applications are now being accepted.  
 For more information, [click here](#).

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## Society of Women Engineers – Rocky Mountain Section



### JOIN US FOR THE SIX FLAGS ELITCH GARDENS FUNDRAISER

SPRING SPIN: ONE GOOD TURN TO BENEFIT ANOTHER™

**SUNDAY APRIL 13, 2008, 10:00 am-6:00 pm**

*We're putting the FUN back into FUNdraising! Be among the first to enjoy a new season of fun at Six Flags Elitch Gardens while helping us raise funds for our non-profit organization*

**Here's how it works:**

We have been selected as one of several groups participating in the sale of admission tickets to the fundraiser Spring Spin: One Good Turn To Benefit Another™ held in conjunction with the Park's opening. **Tickets to Spring Spin are just \$20.99 and you get another FREE ticket to return to Six Flags Elitch Gardens from Sept 1 -October, 12, 2008!**

***Each ticket we sell earns \$5 for our organization.  
The more tickets we sell, the more money we raise.***

**Everyone who attends receives:**

- A chance to enjoy the park before it opens to the public, as this is a private preview day for non-profit organizations.
- A full day of unlimited coasters and family rides, your favorite costume characters, and endless memories – there's something for the whole family!
- A FREE return ticket to visit the park any operating day September 1 – October 12  
Opportunity to upgrade to a Season Pass that day for only \$29.99 - Best Price!

Tickets need to be purchased by April 9, 2008.

*To order tickets, complete and mail with a check or money order to: Joan Graf, 7990 S. Cedar Circle, Littleton, CO 80120*

Name

---

Address

---

City

State

Zip

---

Number of tickets ordered at \$20.99 each. Amount enclosed \$

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Please make check payable to: **Society of Women Engineers – Rocky Mountain Section (SWE-RMS)**

Please call **Joan Graf** on **720 947 1184 (day)** or **303 794 0692 (evenings)** for more information.

Please allow one week for your tickets to be mailed to you. Thank you!

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## Who You Gonna Call?

Officer / Committee	Name	E-mail
President	Chris Tippett	<a href="mailto:chris.tippett@merrick.com">chris.tippett@merrick.com</a>
Audit	Nanette Schulz	<a href="mailto:nanettes@whiting.com">nanettes@whiting.com</a>
Section Spokesperson	Jill Tietjen	<a href="mailto:jill.tietjen@swe.org">jill.tietjen@swe.org</a>
Prof. Development & Programs Coordinator	Joan Graf	<a href="mailto:grafjj@msn.com">grafjj@msn.com</a>
Networking Nights Ft. Collins	Katrina Winborn	<a href="mailto:kwinborn@comcast.net">kwinborn@comcast.net</a>
Networking Nights N. Metro	Heather Doty	<a href="mailto:heather.doty@swe.org">heather.doty@swe.org</a>
Networking Nights Denver	Laurie Valaer	<a href="mailto:laurie@spiraloflife-coach.com">laurie@spiraloflife-coach.com</a>
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ACEC	Lori Stucky	<a href="mailto:lori.stucky@wgint.com">lori.stucky@wgint.com</a>
	Kristy Stokke	<a href="mailto:kastokke@alum.mit.edu">kastokke@alum.mit.edu</a>
Vice President	Sonya Reiser	<a href="mailto:sonyareiser@yahoo.com">sonyareiser@yahoo.com</a>
Career Guidance	Katheryn Coggon	<a href="mailto:katheryn.coggon@hro.com">katheryn.coggon@hro.com</a>
Certificates of Merit	Faith Kay	<a href="mailto:faith.kay@swe.org">faith.kay@swe.org</a>
Science Fair	Gina Holland	<a href="mailto:gina.holland@shawgrp.com">gina.holland@shawgrp.com</a>
Essay Contest	Sonya Reiser	<a href="mailto:sonyareiser@yahoo.com">sonyareiser@yahoo.com</a>
	Christi Wisleder	<a href="mailto:christina.wisleder@merrick.com">christina.wisleder@merrick.com</a>
Girl Scouts	Diana Dede	<a href="mailto:diana.dede@swe.org">diana.dede@swe.org</a>
GESET	OPEN	
Scholarship	Barbara Kontogiannis	<a href="mailto:barbekon@stanfordalumni.org">barbekon@stanfordalumni.org</a>
	Mary Ann Tavery	<a href="mailto:mahtavery@aol.com">mahtavery@aol.com</a>
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Newsletter Editor	Sandra Wiese	<a href="mailto:sandra.wiese@gmail.com">sandra.wiese@gmail.com</a>
Archives	OPEN	
Email List Owner	Heather Doty	<a href="mailto:heather.doty@swe.org">heather.doty@swe.org</a>
Web Page Master	Audrey Dessauer	<a href="mailto:ardessau@comcast.net">ardessau@comcast.net</a>
Treasurer	Aspen Coombs	<a href="mailto:aspensleaf5@hotmail.com">aspensleaf5@hotmail.com</a>
P.O. Box	Faith Kay	<a href="mailto:faith.kay@swe.org">faith.kay@swe.org</a>
Fund Development	OPEN	
Investment	Jill Tietjen	<a href="mailto:jill.tietjen@swe.org">jill.tietjen@swe.org</a>
Endowed Schol. Fund	Jill Tietjen	<a href="mailto:jill.tietjen@swe.org">jill.tietjen@swe.org</a>
COR Representative	Lori Stucky	<a href="mailto:lori.stucky@wgint.com">lori.stucky@wgint.com</a>
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CO State University	Kristin Ramey	<a href="mailto:kristin.ramey@swe.org">kristin.ramey@swe.org</a>
Metro State	OPEN	
CU Boulder	Heather Doty	<a href="mailto:heather.doty@swe.org">heather.doty@swe.org</a>
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U of Denver	Chris Tippett	<a href="mailto:chris.tippett@merrick.com">chris.tippett@merrick.com</a>
U of Wyoming	OPEN	
COR Representative	Sandy Thwaites	<a href="mailto:thwaites4@comcast.net">thwaites4@comcast.net</a>
Bylaws	Joan Graf	<a href="mailto:grafjj@msn.com">grafjj@msn.com</a>
Awards	OPEN	

Society of Women Engineers

P.O. Box 260692  
Lakewood, CO 80226-0692

View the SWE-RMS Newsletter  
Online at [www.swe-rms.org](http://www.swe-rms.org)



### Subscribe to SWE-RMS Email

Subscribe to the SWE-RMS Email list to get the latest information on events and programs of the Rocky Mountain Section.

To subscribe to the SWE-RMS mailing list send an email to [owner-swe-rms@swe.org](mailto:owner-swe-rms@swe.org).

\*Note, to unsubscribe send an email to [owner-swe-rms@swe.org](mailto:owner-swe-rms@swe.org).

### Email the Editor:

[Sandra.Wiese@gmail.com](mailto:Sandra.Wiese@gmail.com)

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## Calendar of Events

For complete details, directions, and more, visit the [SWE-RMS website](#) calendar

March 17, 2008	SWE-RMS South Networking Night, 6 p.m. CB & Potts Restaurant & Brewery
Mar. 20, 2008	SAME-Denver Metro Post March Meeting Luncheon "Engineering Without Borders" Colorado School of Mines
April 13, 2008	SWE-RMS FUNdraiser at Elitch Gardens
April 15, 2008	SWE-RMS South Networking Night, 6 p.m. Rock Bottom Restaurant & Brewery
November 5, 2008	GESET (Girls Exploring Science, Engineering and Technology)