With 85 million baby boomers and 50 million Gen Xers, there is already a yawning generation gap among American workers—particularly in their ideas of work-life balance. For baby boomers, it’s the juggling act between job and family. For Gen X, it means moving in and out of the workforce to accommodate kids and outside interests. Now along come the 76 million members of Generation Y. For these new 20-something workers, the line between work and home doesn't really exist. They just want to spend their time in meaningful and useful ways, no matter where they are.

The first challenge for the companies that want to hire the best young workers is getting them in the door. They are in high demand—the baby boomers are retiring, and many Gen X workers are opting out of long hours—and they have high expectations for personal growth, even in entry-level jobs. More than half of Generation Y’s new graduates move back to their parents’ homes after collecting their degrees, and that cushion of support gives them the time to pick the job they really want. (Continued on page 4)
**MEMBER PROFILE: ANGIE HALL**

*Submitted by Kristin Ramey*

**City of residence:** Westminster, CO

**Family:** A black lab, Riley Dog

**Member grade:** Professional Member

**How long have you been a member of SWE?** Since 1997

**How did you become involved in SWE?** Through the University of Tulsa SWE

**What positions have you held?** None that I can recall.

**What have you enjoyed most about SWE?** SWE provides excellent opportunities for networking and making professional contacts. When I graduated from SWE in 2001, I had six job offers and four of those offers came from contacts I made through SWE. I have SWE to thank for my current job.

I also really enjoy SWE's seminars ranging from technical topics to work/life balance. More than anything, SWE provides an alternative environment and support system for being a minority in the male-dominated field of engineering.

**What is your current company/occupation/title?**

LGS Innovations (formerly Lucent Technologies)/Project Manager

**How did you get to that position?**

Graduating from the University of Tulsa in 2001, I accepted a position as a hardware engineer at Lucent Technologies. After five years of designing digital circuitry for wireless telecommunications equipment, I started exploring project management. I currently manage projects on a full time basis. I like project management because it provides a great balance between the technical and interpersonal aspects of business.

**What was your college training?**

B.S. Electrical Engineering, University of Tulsa, 1997

MBA, University of Denver, Expected Graduation 2010

**How did your college training help you get to that position?**

In college, I learned how to think using different methodologies to solve problems. At work you can usually look up formulas, but college taught me the importance of setting up problems correctly.

**Any words of wisdom for college students entering the work force?**

Networking is the one skill I didn’t learn in college, but is one of the most important skills a professional could have.

**Hobbies/interests?** Besides being enrolled in the part-time MBA program at DU, I enjoy reading and being outdoors with activities like hiking, fishing, scuba diving, and snowshoeing.
The largest of the three studies surveyed several hundred people over the Internet, asking respondents about the most recent negotiations they’d attempted or initiated and when they expected to negotiate next. The study showed that men place themselves in negotiation situations more often than women do and regard more of their interactions as potential negotiations. (See the exhibit “Can We Talk?”)

Getting What You Settle For

Women are less likely than men to negotiate for themselves for several reasons. First, they often are socialized from an early age not to promote their own interests and to focus instead on the needs of others. The messages girls receive—from parents, teachers, other children, the media, and society in general—can be so powerful that when they grow up they may not realize that they’ve internalized this behavior, or they may realize it but not understand how it affects their willingness to negotiate. Women tend to assume that they will be recognized and rewarded for working hard and doing a good job. Unlike men, they haven’t been taught that they can ask for more.

Second, many companies’ cultures penalize women when they do ask—further discouraging them from doing so. Women who assertively pursue their own ambitions and promote their own interests may be labeled as bitchy or pushy. They frequently see their work devalued and find themselves ostracized or excluded from access to important information. These responses from women’s colleagues and supervisors may not be conscious or part of any concerted effort to “hold women back.” More typically, they’re a product of society’s ingrained expectations about how women should act.

As a result, women in business often watch their male colleagues pull ahead, receive better assignments, get promoted more quickly, and earn more money. Observing these inequities, women become disenchanted with their employers. When a better offer comes along, rather than using that offer as a negotiating tool, women may take it and quit. This happens even in organizations that make concerted efforts to treat women fairly. Managers who believe (rightly) that an important part of their job is to keep their employees happy may give women smaller pieces of the pie simply because they give their employees what they ask for. They do not realize that the men are asking for a lot more than the women are.

Making the World Negotiable

Managers need to confront this problem. At the individual level, they can mentor the women they supervise, advising them on the benefits (and the necessity) of asking for what they need to do their jobs effectively and fulfill their professional goals. Managers also can make sure that women understand how many aspects of their working lives can be negotiated. This can effectively compensate for women’s more limited access to many of the professional and social networks in which men learn these lessons. Our studies found that women respond immediately and powerfully to advising and rapidly begin to see the world as a much more negotiable place.

Managers also should pay attention to the different rates at which men and women ask for advantages and opportunities. For example, managers shouldn’t assume that the person requesting an assignment (often a male) wants it the most—and therefore will be the most motivated and do the best job. Good managers should realize that an equally qualified woman might be just as interested and motivated. (Continued on page 5)
Taking time off to travel used to be a résumé red flag; today it's a learning experience. And entrepreneurship now functions as a safety net for this generation. They grew up on the Internet, and they know how to launch a viable online business. Facebook, for example, began in a college dorm room.

With all these options, Generation Y is forcing companies to think more creatively about work-life balance. The employers who do are winning in the war for young talent. The consulting firm Deloitte was alarmed by the high turnover of its youngest employees, so it asked one of its consultants, Stan Smith, to find out more about what attracts them to and keeps them at a job. His research reveals that job hopping is not an end in itself but something young workers do when they see no other choice. "People would rather stay at one company and grow, but they don't think they can do that," he says. "Two-thirds of the people who left Deloitte left to do something they could have done with us, but we made it difficult for them to transition." So Smith, who is now in charge of recruiting and retaining Generation Y as national director of next-generation initiatives, created programs at Deloitte that focus on helping people figure out their next career move. Smith is betting that in many cases, the best place for a restless young person is simply another spot in Deloitte. This saves the company the $150,000 cost of losing an employee—not to mention the stress for employees of changing jobs.

Old assumptions about what employees value in the workplace don't always apply with Gen Y. Friendship is such a strong motivator for them that Gen Y workers will choose a job just to be with their friends. Boston-based Gentle Giant Moving once hired an entire athletic team. "It looked like a great work environment because of the people," says rower Niles Kuronen, 26. "It was huge to be able to work with friends." It feels normal for Gen Y employees to check in by BlackBerry all weekend as long as they have flexibility during the week. Sun Microsystem's telecommuting program, for example, has kicked into high gear in response to Generation Y's demands. Today more than half of Sun's employees work remotely.

Generation Y's search for meaning makes support for volunteering among the benefits it values most. More than half of workers in their 20s prefer employment at companies that provide volunteer opportunities, according to a recent Deloitte survey. The software company Salesforce.com gives 1% of profits to its foundation, which pays for employees to volunteer 1% of their work time. Salesforce.com staff will do 50,000 hours of community service this year. "This program has dramatically increased our ability to recruit and retain high-quality employees," says CEO Marc Benioff. It's what attracted Eliot Moore, 26. "When I heard about the Salesforce.com Foundation, it was plus after plus for me," he says. "It's a way to take the skills I learned in the corporate arena and give back to the community without leaving the company."

Understanding Generation Y is important not just for employers. Older workers—that is, anyone over 30—need to know how to adapt to the values and demands of their newest colleagues. Before too long, they'll be the bosses.
Similarly, when a man asks for a raise and a woman doing comparable work does not, a good manager should consider giving both, or neither, of them raises. That way, the manager can help to ensure that the company is treating its employees equitably and prevent the woman from becoming disillusioned if she later discovers a pay difference.

Managers can also develop detailed and transparent systems to evaluate whether they’re doling out opportunities and rewards to all employees based on skills and merit, rather than on who asks and who doesn’t. Incentives for managers themselves don’t hurt, either: They should be measured on how all of their reports are advancing.

Finally, managers should drive larger scale cultural change. Throughout any organization, undoubtedly, people respond in different ways to the same behavior in men and women—behavior that in a man might be called assertive or principled in a woman might be considered overbearing or strident, for example. By finding ways to examine different responses, leaders can open eyes to hidden barriers and create an atmosphere in which women and men can ask—and receive—equally.

**What Managers Should Do**

- Tell women employees they must ask for what they want and need.
- Inform female reports about the benefits of negotiating.
- Give men and women comparable raises for comparable achievement.
- Recognize that many women have a style that’s less assertive than men’s—and don’t leave them out because of it.
- Monitor their own track record for advancing female employees.
- Walk the talk: Create a workplace in which men and women are rewarded equally.
JILL S. TIE TJEN :: CWCC ATHENA

AWARD FINALIST

Provided by Jill S. Tietjen

The ATHENA Award honors the Denver woman who best exemplifies: exceptional professional achievement, devotion to community service and generosity in actively assisting other women in their attainment of professional excellence and leadership skills.

The 2009 finalists include:

Cathy Hart, Xcel Energy
Tensie Homan, KPMG, LLP
Sharon Linhart, Linhart Public Relations
Caz Matthews, Anthem Blue Cross & Blue Shield
Jill S. Tietjen, Technically Speaking

Contact the CWCC at 303-458-0220, info@cwcc.org or www.cwcc.org to purchase your ATHENA sponsorships! Contact Elizabeth Leake at eleake@cwcc.org or 303-458-0220 to donate a silent auction item.

*The deadline for sponsorships that include advertising in ColoradoBiz Magazine is March 23, 2009.

ATHENA Award Gala - April 30

WE PUT THE FUN BACK INTO FUNdraising!

Provided by Joan Graf

Spring Spin™ is an easy and fun way to raise money for your favorite nonprofit organization while offering the ticket purchaser the best value of the season.

- Event Location: Elitch Gardens (Denver, CO)
- Event Date: Sunday, April 19, 2009
  Private Preview Day for Spring Spin™ Charities
- Hours: 10 a.m. to 6 p.m.
- Ticket Price: $19.99

SWE will be participating again this year. Hold the date and watch for ticket information from Joan Graf. Reminder – SWE gets $5 from each ticket sold.

CSU: SCIENCE FAIR JUDGES NEEDED!

Provided by Beth Boaz

Meet and Encourage Promising Young Women

You are invited to interact with some of Colorado’s most promising young women scientists by serving as a special awards judge at the Colorado Science and Engineering Fair. Judging takes place the afternoon of Thursday, April 9th at Colorado State University in Fort Collins.

Each year, a team of 2 – 4 judges representing the Rocky Mountain Section presents special awards to four young women with projects relating to engineering. In the process of selecting the award winners, the judges interact with a number of project exhibitors, planting or reinforcing the possibility of a career in engineering.

Judging begins at 12:30 PM on April 9 at the Lory Student Center, and is completed by 5:00 PM. Free parking is provided at the Equine Center, with a shuttle to the Student Center. I have judged for a number of years, and have always found it an uplifting and encouraging experience. To volunteer, contact me, Beth Boaz, at (303) 445-2770 or EBOAZ@do.usbr.gov

CSU ENG GRADUATE STUDENT VISIT

Provided by Kathleen Seligmann

Colorado State University's College of Engineering will be hosting an Engineering Graduate Student Visit Day on Friday, March 6, 2009. The day will be full of opportunities for prospective students to connect with faculty and learn more about the engineering graduate programs and research opportunities at CSU.

The visit day will be hosted by the college and its departments/programs of biomedical engineering, chemical and biological engineering, civil and environmental engineering, electrical and computer engineering, and mechanical engineering. More information about the visit day and online registration can be found at:
http://www.engr.colostate.edu/students/future-students/graduate/grad-visit-day.html

WOMEN IN ENGINEERING ESSAY CONTEST

Provided by Sonya Reiser

The 6th Grade Great Women in Engineering and Science essays are due (postmarked) by March 3, and soon Sonya Reiser will be sending an email to request for volunteer judges.

- The first round of essays will be sent out to the judges the week of March 16th, with scores due back around April 1st.
- The second round of essays will be sent out to the judges the week of April 6th, with scores due back around April 22nd.
- The top three winners will be invited to the SWE-RMS Awards banquet that is typically held in May.
**CU-Boulder: Pizza with the Pros**  
*Provided by Heather Doty*

The University of Colorado at Boulder SWE section would like to host a "Pizza with the Pros" event to connect their collegiate members with SWE-RMS professional members in an informal networking event. We would like to have several professionals from different disciplines with different levels of experience come to chat with the lady buffs about life after college, including work experiences, SWE as a professional, family decisions, and anything else you'd like to share.

**Tuesday, March 31** at 6:00 pm at CU Boulder's Engineering Building (room TBD)

Please let me know if you are willing and able to join us for this fun event by Friday, March 20. Thanks!

**Your Future In SWE: Volunteers @ CSM**  
*Provided by Aspin Coombs*

SWE-RMS is looking for volunteers to participate in a panel discussion/presentation for the SWE collegiate section at the Colorado School of Mines in Golden, CO. We're looking for 3-5 engineers from different discipline backgrounds and varying number of years in SWE. The topic is "Your Future in SWE" and the goal is to encourage the collegiate students to make that transition from collegiate to professional in SWE and all the benefits that entails. The meeting is **Wednesday, March 18** from noon to 12:50 at the CSM Golden campus. If you are interested in participating, please e-mail me at aspenleaf5@hotmail.com.

We're also looking for corporate sponsorship of the lunch that is served during the meeting. If you think your company might be interested and/or willing let me know. I'm tracking down costs and number of attendees, and can provide that information upon request once I receive it.

---

**Ladies Night! Silpada**

*Open House 4 PM - 7PM*  
*Sat. March 14th, 2009*

**Tippett Residence**  
1959 S. Gilpin St.  
Denver, CO 80210

Please contact Chris Tippett at 303-999-0203 or chris.tippett@merrick.com for RSVP, questions, directions, or to place an order!

- Hand crafted, highest quality .925 sterling silver jewelry
- 75% of Profits to SWE programs
- Silpada Designs' mission is to empower women in their personal quest for success and in their desire to look and feel their very best.
- To browse the catalog, visit: www.mysilpada.com/laura.fritzke
SWE-RMS Networking Nights
by Laurie Valaer

Please join us for the SWE-RMS Networking Nights. These are informal gatherings where you can network, connect with, and get to know other women in engineering, science, and technology. Hopefully you’ll be able to join us for at least one of the events!

When: **Friday, March 6th at 5:00 pm**
Where: BSide Lounge
2017 13th St. (1/2 block N of Pearl St Mall)
Boulder, CO 80302
RSVP by COB Thursday, 3/5/09 to heather.doty@swe.org

When: **Tuesday, March 17th 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 by COB Friday, 3/13/09 to anikaheimer@gmail.com

Welcome New Members!
by Kristin Ramey

NEW MEMBERS
Welcome to our SWE members, new to the Rocky Mountain Section in December and January:
Andrea Marie Chavez
Kimberly D. Conner
Erica Solveig Delin
Kristin Flynt
Rachel Summer Fulstone
Sarah L. Ghiazza
Lauren Melynn Hafford
Brianna S. Havlik
Erin Huck
Mary Jo A. Lusnak
Shannon Jean Lynch
Joanne M. Maguire
Brooke Ann Molson
Elizabeth Ann Morley
Cindy A. O’Grady
Audrey Leigh Rowe
Sue E. Schellenbaum
Kaylee Elizabeth Techau
Linda Thiemann
Heather Welty
Karen Zrebiec

The above data is compiled from reports pulled from data maintained on SWE’s online directory. This list was compiled of members. If you have any questions on the information listed above, or there are any errors, feel free to contact me at Kris-tin.Ramey@swe.org.

MEMBERSHIP INFORMATION

The Rocky Mountain Section currently has 215 paid SWE members. 207 of those members have voting privileges. What about those other 8, you ask? Members at the Affiliate or Associate grade level, and Student level do not have SWE voting privileges within the Section.

We have 1 Student-at-Large Member, 7 Affiliate Members, 8 Fellow Members (the highest membership grade in SWE!), 154 Members, and 45 Senior Members. 27 of our members are also Life Members. You can find out more about SWE Membership grades at www.swe.org.

If you have any questions regarding membership, feel free to contact me at kristin.ramey@swe.org.
# SWE-RMS Contact Information

<table>
<thead>
<tr>
<th>Officer/Committee</th>
<th>Name</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>President</strong></td>
<td>Chris Tippett</td>
<td><a href="mailto:chris.tippett@merrick.com">chris.tippett@merrick.com</a></td>
</tr>
<tr>
<td>Audit</td>
<td>Nanette Schulz</td>
<td><a href="mailto:nanettes@whiting.com">nanettes@whiting.com</a></td>
</tr>
<tr>
<td>Prof Dev &amp; Programs Coord</td>
<td>Joan Graf</td>
<td><a href="mailto:grafjj@msn.com">grafjj@msn.com</a></td>
</tr>
<tr>
<td>Networking Nights — Ft. Collins</td>
<td>Katrina Winborn</td>
<td><a href="mailto:kwinborn@comcast.net">kwinborn@comcast.net</a></td>
</tr>
<tr>
<td>Networking Nights — N. Metro</td>
<td>Heather Doty</td>
<td><a href="mailto:heather.doty@swe.org">heather.doty@swe.org</a></td>
</tr>
<tr>
<td>Networking Nights — Denver</td>
<td>Laurie Valaer</td>
<td><a href="mailto:laurie@spiraloflife-coach.com">laurie@spiraloflife-coach.com</a></td>
</tr>
<tr>
<td>Family Issues</td>
<td>OPEN</td>
<td></td>
</tr>
<tr>
<td>CEC (CO Eng. Council)</td>
<td>Kim Blair</td>
<td><a href="mailto:Kim.Blair@cl.denver.co.us">Kim.Blair@cl.denver.co.us</a></td>
</tr>
<tr>
<td>ACEC Liaison</td>
<td>Lori Stucky</td>
<td><a href="mailto:lori.stucky@wgint.com">lori.stucky@wgint.com</a></td>
</tr>
<tr>
<td></td>
<td>Kristy Stokke</td>
<td><a href="mailto:kastokke@alumni.mit.edu">kastokke@alumni.mit.edu</a></td>
</tr>
<tr>
<td><strong>Vice President</strong></td>
<td>Diane Sova</td>
<td><a href="mailto:Diane.Sova@gmail.com">Diane.Sova@gmail.com</a></td>
</tr>
<tr>
<td>Career Guidance</td>
<td>OPEN</td>
<td></td>
</tr>
<tr>
<td>Certificates of Merit</td>
<td>Faith Kay</td>
<td><a href="mailto:faith.kay@swe.org">faith.kay@swe.org</a></td>
</tr>
<tr>
<td>Science Fair</td>
<td>Gina Holland</td>
<td><a href="mailto:gina.holland@shawgrp.com">gina.holland@shawgrp.com</a></td>
</tr>
<tr>
<td>Essay Contest</td>
<td>Sonya Reiser, Christi Wisleder</td>
<td><a href="mailto:sonya.reiser@yahoo.com">sonya.reiser@yahoo.com</a>, <a href="mailto:christina.wisleder@merrick.com">christina.wisleder@merrick.com</a></td>
</tr>
<tr>
<td>Girl Scouts</td>
<td>Diana Dede</td>
<td><a href="mailto:diana.dede@swe.org">diana.dede@swe.org</a></td>
</tr>
<tr>
<td>GESET</td>
<td>Kathrynn Coggon, Jackie Schirmer</td>
<td><a href="mailto:Kathrynn.Coggon@hro.com">Kathrynn.Coggon@hro.com</a>, <a href="mailto:jackie.schirmen@wgint.com">jackie.schirmen@wgint.com</a></td>
</tr>
<tr>
<td>Scholarship</td>
<td>Barbara Kontogiannis, Mary Ann Tavery</td>
<td><a href="mailto:barbekon@stanfordalumni.org">barbekon@stanfordalumni.org</a>, <a href="mailto:mahtavery@aol.com">mahtavery@aol.com</a></td>
</tr>
<tr>
<td><strong>Secretary</strong></td>
<td>Kristin Ramey</td>
<td><a href="mailto:kristin.ramey@swe.org">kristin.ramey@swe.org</a></td>
</tr>
<tr>
<td>Newsletter Editor</td>
<td>Leah Rosenburg, Alina Shosky</td>
<td><a href="mailto:leah.rosenburg@gmail.com">leah.rosenburg@gmail.com</a>, <a href="mailto:ashosky@ball.com">ashosky@ball.com</a></td>
</tr>
<tr>
<td>Archives</td>
<td>OPEN</td>
<td></td>
</tr>
<tr>
<td>Email List Owner</td>
<td>Heather Doty</td>
<td><a href="mailto:heather.doty@swe.org">heather.doty@swe.org</a></td>
</tr>
<tr>
<td>Web Page Master</td>
<td>Kristin Ramey</td>
<td><a href="mailto:kristin.ramey@swe.org">kristin.ramey@swe.org</a></td>
</tr>
<tr>
<td><strong>Treasurer</strong></td>
<td>Aspen Coombs</td>
<td><a href="mailto:aspenleaf5@hotmail.com">aspenleaf5@hotmail.com</a></td>
</tr>
<tr>
<td>P.O. Box</td>
<td>Faith Kay</td>
<td><a href="mailto:faith.kay@swe.org">faith.kay@swe.org</a></td>
</tr>
<tr>
<td>Funds Development</td>
<td>Victoria Owens</td>
<td><a href="mailto:victoria.owens@merrick.com">victoria.owens@merrick.com</a></td>
</tr>
<tr>
<td>Investment</td>
<td>OPEN</td>
<td></td>
</tr>
<tr>
<td>Endowed Scholarship Fund</td>
<td>OPEN</td>
<td></td>
</tr>
<tr>
<td>Macy’s Fundraiser</td>
<td>Aspen Coombs</td>
<td><a href="mailto:aspenleaf5@hotmail.com">aspenleaf5@hotmail.com</a></td>
</tr>
<tr>
<td><strong>COR Representative</strong></td>
<td>Lori Stucky</td>
<td><a href="mailto:lori.stucky@wgint.com">lori.stucky@wgint.com</a></td>
</tr>
<tr>
<td>Membership</td>
<td>Kristin Ramey</td>
<td><a href="mailto:kristin.ramey@swe.org">kristin.ramey@swe.org</a></td>
</tr>
<tr>
<td>Student Section Coord</td>
<td>Aspen Coombs</td>
<td><a href="mailto:aspenleaf5@hotmail.com">aspenleaf5@hotmail.com</a></td>
</tr>
<tr>
<td>CO School of Mines</td>
<td>Lori Stucky</td>
<td><a href="mailto:lori.stucky@wgint.com">lori.stucky@wgint.com</a></td>
</tr>
<tr>
<td>CO State University</td>
<td>Kristin Ramey</td>
<td><a href="mailto:kristin.ramey@swe.org">kristin.ramey@swe.org</a></td>
</tr>
<tr>
<td>Metro State</td>
<td>OPEN</td>
<td></td>
</tr>
<tr>
<td>CU Boulder</td>
<td>Heather Doty</td>
<td><a href="mailto:heather.doty@swe.org">heather.doty@swe.org</a></td>
</tr>
<tr>
<td>CU Denver</td>
<td>Jennifer Trotta</td>
<td><a href="mailto:jltrotta@raytheon.com">jltrotta@raytheon.com</a></td>
</tr>
<tr>
<td>U of Denver</td>
<td>Chris Tippett</td>
<td><a href="mailto:chris.tippett@merrick.com">chris.tippett@merrick.com</a></td>
</tr>
<tr>
<td>U of Wyoming</td>
<td>OPEN</td>
<td></td>
</tr>
<tr>
<td><strong>COR Representative</strong></td>
<td>Peggy Olorunsola</td>
<td><a href="mailto:poloruns@ball.com">poloruns@ball.com</a></td>
</tr>
<tr>
<td>Bylaws</td>
<td>Joan Graf</td>
<td><a href="mailto:grafjj@msn.com">grafjj@msn.com</a></td>
</tr>
<tr>
<td>Awards</td>
<td>Joan Graf</td>
<td><a href="mailto:grafjj@msn.com">grafjj@msn.com</a></td>
</tr>
</tbody>
</table>

---

**Society of Women Engineers**  
P.O. Box 260692  
Lakewood, CO 80226-0692  

---

**Swe Can Do It!**  

---

**Subscribe to SWE-RMS Distribution List**  
Subscribe to the SWE-RMS e-mail list to get the latest information on events and programs of the SWE Rocky Mountain Section.  
To subscribe or unsubscribe to/from the SWE-RMS mailing list, please send an email to:  
owner-swe-rms@swe.org  

---

**Email the Editor**  
swerms.newsletter@gmail.com  

---

**Newsletter Sponsor**  
We thank Washington Group International, Inc., for their support in printing and mailing the SWE-RMS newsletter.
CALENDAR OF EVENTS

For complete details, directions, and more, visit the SWE-RMS website calendar.

March 6, 2008
SWE-RMS NortBSide Lounge
BSide Lounge
2017 13th St. (1/2 block N of Pearl St Mall), Boulder, CO 80302

March 6, 2008
Colorado State University College of Engineering Graduate Student Visit Day
CSU College of Engineering
Fort Collins, Co

March 14, 2008
Ladies Night with Silpada
Tippett Residence
1959 S Gilpin St, Denver, Co 80210

March 17, 2008
SWE-RMS South Denver Networking Night
CB & Potts Restaurant & Brewery
6575 Greenwood Plaza Blvd, Englewood, Co 80111

March 18, 2008
Your Future in SWE
Colorado School of Mines Campus (room TBD)
Golden, Co

March 31, 2008
Pizza with the Pros
University of Colorado College of Engineering (room TBD)
Boulder, Co

April 9, 2008
Colorado State University Science Fair
CSU College of Engineering
Fort Collins, Co

April 19, 2008
Spring Spin™ Fundraiser
Elitch Gardens
2000 Elitch Circle, Denver, Co, 80204

April 30, 2008
ATHENA Award Gala
Seawell Ballroom, Denver Center for Performing Arts
1101 13th St, Denver, Co, 80204