As the school year kicks off, so begins another year of SWE-RMS. The FY10 executive council held its first meeting in early August, and there was a great deal of energy and enthusiasm in the room. I couldn’t be more excited to be a part of the great leadership team we have: Madalene Fetsch, Kristin Ramey, Casey Griswold, Tammy Johnson, Chris Tippett, and Mary Whalon.

This fall you can look forward to professional development events on 9/1 and 9/26, a terrific outreach program when GESET meets up with STEMapalooza on 10/16, the SWE National Conference in Long Beach 10/15—10/17, a technical tour in November, and a holiday event on 12/5. We have four other goals for the year: strategic planning, beginning a section awards program, the creation of an advisory council to advise the officers, and developing an outreach program or event aimed at high school students. In order to make our section as strong as possible, we need your help! Volunteers are welcome in any area at any time, but we are especially in need of people for the following committees:

Awards: Implement the new section award program and help coordinate applications for national section and individual awards.

Membership: Contribute to the recruitment and retention of SWE-RMS members, including encouraging collegiate members to transition to professional membership upon graduation, welcoming new members to the section, and helping to identify member wants and needs.

Scholarships: SWE-RMS now has SIX endowed scholarships, three for incoming freshmen, three for upperclass students.

If you are interested, please contact me at heather.doty@swe.org. I hope to see many of you at our events this year!

Heather Doty
MEMBER PROFILE: MADALENE FETSCH
Submitted by Kristin Ramey

City of residence: Boulder, CO

Family: Partner, Sam, younger brother and parents all in Colorado.

Member grade: Professional member

How long have you been a member of SWE? 12 years

How did you become involved in SWE? I started attending meetings my freshman year at CU.

What positions have you held? I’ve helped with the regional conference when it came to Washington University in St. Louis several years ago when I was in graduate school, and am pleased to be Vice-President of the Rocky Mountain Section this year.

What have you enjoyed most about SWE? Why? I really like the diversity of events we put on for the benefit of professional members, student members, and potential new engineers. I have benefited from SWE as early as my freshman year, and love going to the networking nights now that I’ve moved back to Colorado. But my favorite thing was last year when I helped with the First LEGO League judging. It was fantastic! I highly recommend volunteering to judge – it’s a single Saturday morning, and you get to see kids testing out designs, researching issues in science, and developing teamwork.

What is your current company/occupation/title? I am the Quality Control Lead at Forensic Laboratories – heading up method development for detecting new prescription drugs.

How did you get to that position? Learning as much as I can and being very persistent! I let relevant people at the company know I was interested in taking on experiments and tracking data even above and beyond what my prior job there entailed.

What was your college training? I received my bachelor’s degree in Chemical Engineering from CU, and went on to Washington University in St. Louis where I obtained my master’s degree in Biomedical Engineering. My master’s work was developing a polymer matrix that would have the physical and chemical properties identical to the natural lens in the human eye as a replacement for traditional cataract surgery materials.

How did your college training help you get to that position? My route was extremely unconventional – the move back to Colorado was somewhat disruptive to my career path, but I worked to meet people through SWE and other sources after moving back. Being comfortable in a variety of fields due to problem solving skills learned in engineering also helped.

Any words of wisdom for college students entering the work force? Nothing about this job market is easy. Be persistent, and be open to gaining experience in fields you wouldn’t consider your first choice. Stay in touch with the people from college who support you, whether they are supervisors at internships, professors, fellow students or people you meet through volunteer work.

Hobbies/interests? I help run an artist workshop where fourteen artists/makers create art, hold workshops, host art gallery nights, and learn new skills from welding to cutting wood with a CNC router. It’s a fantastic way to learn new skills and learn more about working inside a passionate group.

Anything else you would like to add? My little brother taught me that everyone has a different path to what they do best. He is a forest fire fighter for the Forest Service, and even though I know about as much about fighting a fire in ponderosa pine and juniper as he knows about a mass spectrometer, I am enormously proud of him.
As a career coach there are resume questions that I'm asked by nearly every client. If you are a job seeker you've probably struggled with these same issues. Below are answers to many of the most frequently asked resume questions.

Q: How many pages should my resume be?
A: It depends on your level of experience and how complex the position you are applying for. While a one-page resume is appropriate for recent college grads, two or three pages is better for persons with several years professional experience. Readability is a very important factor. Never try to squeeze text unto a page to make it fit. Resume screeners seldom read tightly packed text.

Q: How many years should my resume cover?
A: The key is relevance. You do not need to include every job you've held since high school. Only go back as far as is relevant and supports your current career objective.

Q: Why are key words important?
A: Key words are essential in our age of electronic resume tracking. Most often resumes are stored in a data base. Recruiters use key words to retrieve resumes of qualified candidates. If your resume is missing the appropriate key words it will be ignored no matter how qualified you are. Job postings are a great source for identifying relevant key words.

Q: How do I sell my skills in my resume?
A: With today's level of competition, this is the most important resume issue. Your resume must SELL you as the top candidate. If your resume focuses only on your qualifications, what makes you stand out over several hundred applicants with identical qualifications? The solution is accomplishments. Pepper your resume with accomplishments to illustrate your skills. Your accomplishments should demonstrate how you have saved time, increased efficiency, cut costs, improved performance etc. Every employer is looking for individuals who can help achieve bottom-line initiatives. First make sure you know what skills employers are looking for.

Q: What do I do about blanks in my work history?
A: Many people take time out from work for various reasons: caring for elderly parents, health problems, raising children, going back to school or extended period of time searching for employment. Every year should be accounted for in your resume to avoid suspicion by resume screeners, because they will always assume the worse. A simple one or two line entry should suffice, such as:

Student, Washington State University, 2003-2005
Took time out to pursue MBA. Focused studies on Finance and Accounting. Obtained honors for top 2% of graduating class.

Don't forget to include volunteer positions as a way of maintaining professional skills. All relevant experience counts on your resume.

Q: Do I always need dates?
A: Yes. Always. With one exception, it is sometimes appropriate to leave dates off education to avoid dating yourself. Opinion is divided on this however, so it is best to include educational dates unless you feel strongly that you'll be discriminated against.

Q: How do I compensate for little experience?
A: Use accomplishments that show how you:
* learned a new skill,
* went beyond the call of duty,
* improved a procedure or process.
Every employer is looking for candidates who show initiative. Remember, a little personal drive goes a long way toward convincing an employer that you are the best candidate for the job.

Q: How do I avoid seeming over qualified?
A: First, include only the education level stated as required in the job posting. Do not include a doctorate degree if the position requires a BA. Second, if the position doesn't include management responsibilities focus your resume on your individual contributions and leave out team leadership information. Without the right resume, it is harder to climb down the corporate ladder than up.

Hopefully these answers provide insight to your own resume dilemma. In today's tough job market an effective resume is the number on tool for gaining interviews and getting hired. Good luck!

Deborah Walker, CCMC, is a career coach helping job seekers compete in the toughest job markets. Her clients gain top performing skills in resume writing, interview preparation, and salary negotiation. Learn more about Deborah Walker, career coach at: http://www.AlphaAdvantage.com
**How to Avoid Job Interview Brain Freeze**

by Deborah Walker, Alpha Advantage Career Coach

Have you ever experienced brain freeze during a job interview? You are asked a question and your mind goes blank—it's horrifying. You lose composure as well as confidence. Your interview goes down hill from there. Interview anxiety most often happens as a result of behavioral or situational interview questions that are not anticipated before hand. As a career coach, this is the most common interview problem I hear about from my clients. With the right preparation you can avoid the nightmare of brain freeze and improve your interview performance greatly.

First of all, it's important to understand what a behavioral or situational interview question is. It is any question that start with:

- Tell me a time when …
- Give an example of …
- Describe a situation when …

Employers ask these types of questions with the assumption that past behavior indicates future performance. These questions reveal a lot about a candidate, including a candidates ability to think fast on their feet. Given that interviews are inherently stressful, many job seekers find it extremely difficult to think fast during interviews. Here are four steps that will help you prepare for any interview question.

1. **Take inventory of your accomplishments.**
   This requires more than a cursory mental note of the good stuff you've done in the past year. Take a systematic approach by asking yourself what challenges you've faced in each of your positions over the past five or more years. Try asking yourself:
   - What processes have I improved?
   - How have I made work easier for others?
   - What did I do to save my company money?
   - When did I find a solution to a departmental problem?
   - How did I save time?
   - When did I go beyond the call of duty to solve a customer problem?

   Write out your answers to these questions. Remember to include the quantitative details when appropriate. Include dollars saved, hours cut, percentage increased etc.

2. **Study the job description,**
   With your list of accomplishments in hand you are ready to turn your attention to the job description. Study the requirements to determine the all possible challenges involved with the job. If the actual job description is skimpy in details, look to other similar positions listed to help fill in the blanks. Additionally, ask others who hold similar positions what their greatest challenges of the job are. Write out your list of anticipated challenges.

3. **Create a list behavioral questions.**
   Turn your list of challenges of the position into a list of questions that start with:
   - Tell me a time when you …
   - Describe a situation when …
   - Have you ever had to …
   
   Your list will look something like:
   - Tell me a time when you had to cut costs out of your annual budget.
   - Describe a situation when you had to fire a friend.
   - How would you go about repairing a relationship with a disgruntled client?

4. **Use your list of accomplishments to answer your behavioral questions.**
   Ask a friend to help you role play your interview answers. You should feel very comfortable communicating your success stories. The more time you practice actually talking about your accomplishments the faster you'll be able to recall your stories in your next interview.

   With interview performance more important than ever before it pays to prepare, prepare, prepare. There is no such thing as over preparation when it comes to interviews. Use this 1,2,3,4 approach to interview prep and you’ll be surprised at how much more confident you'll feel in your next interview. The better you interview the faster you'll be at your new job.

Deborah Walker, CCMC is a Career Coach helping job seekers compete in the toughest economy. Her clients gain top performing skills in resume writing, interview preparation and salary negotiation. Read more job-search tips at:

http://www.AlphaAdvantage.com
A friend of mine recently asked me....

“As a manager of a division, I feel responsible for the division succeeding. Every person that works there depends on me making this division successful, and I often think of their families depending on me too. I feel so stressed out sometimes! What can I do about this?”

It made me wonder – Where do we learn how to ‘leader’? My first thought, that there are thousands of books, role models and workshops, seemed too easy. I suspected that if we took a closer look, we’d find that most of us take our leadership styles from watching our parents. And that thought certainly gave me pause! The one thing many of us try to avoid: to be like our parents!

Let’s take a few steps back from that thought, though. Another way of looking at it is that our ‘default’ mode of leading is as a parent. After all, it is the leadership style that we saw most closely and over the earliest period of our own learning.

Look at the leaders around you: do you notice a motherly air, or a fatherly demeanor? Being a ‘father’ or ‘mother’ type clearly works at times in producing results but like all strategies, it has its limits. One of the pitfalls, as my friend has discovered, is the feeling of immense caretaking responsibility, going beyond her own employees to their families and dependents.

Whatever is a ‘mother’ to do? I suggest that we reserve our parenting roles for when we know they will be effective, and that we set about creating a new perspective of ‘leader.’ What if we, as leaders, looked around us and all we saw were partners mutually interested in producing results? How would it be to work as partners rather than parents?

So here is my invitation: observe yourself (and others) whenever you are leading as ‘parent’. Notice how others respond to ‘motherly’ or ‘fatherly’ leadership. How might they respond differently in a ‘partnership’? Bonus points for putting any ‘ah-ha’ or insight into practice!
DSST Recognized for Outstanding Student Achievement and Growth

Submitted by Bill Kurtz

The Denver School of Science and Technology (DSST) was one of two schools highlighted today by Governor Bill Ritter and the Colorado Department of Education for its high student growth and high student achievement. At a news conference, Colorado Commissioner of Education Dwight Jones announced state test results and unveiled the new statewide Colorado Growth Model and SchoolVIEW web portal. Ten schools were recognized for their strong student growth results over the last three years including DSST.

Governor Ritter praised DSST for its success saying, “The Denver School of Science and Technology embodies the goals set forth in President Obama’s education reform agenda. DSST is a national leader in STEM education (Science, Technology, Engineering and Math) and has achieved outstanding results, including high student achievement and growth as well as a 100% acceptance rate to four year colleges among its graduates.”

The Colorado Department of Education recognized DSST for its outstanding results. Based on the combination of proficiency and student growth in CSAP scores, DSST has the highest performing middle and high schools in Denver. For the past three years, DSST students have averaged 75% median student growth in all subjects. This means that the typical DSST student demonstrated more growth than 75% of other similar scoring students statewide. DSST is particularly proud that in 2009, its free and reduced lunch population achieved an average median growth score of 79%.

Commissioner Jones stated, “DSST serves as a model school for the state of Colorado. We recognize DSST today because it has consistently demonstrated a high level of student achievement and student growth in Colorado, and most importantly, that all kids from all backgrounds can be successful when challenged to do so.” DSST has been the only high school in the history of the state to earn the highest School Accountability Report growth rating four years in a row.

DSST is also making great strides in closing the achievement gap. 94% of DSST’s African American and 90% of its Hispanic 10th grade students were proficient in reading – this compares to 69% proficiency for all Colorado students. 53% of Hispanic 10th grade students were proficient in math vs. a 30% proficiency for all Colorado students. Finally, 77% of DSST’s African American 10th grade students were proficient in writing vs. 49% of all Colorado students.

Denver Mayor John Hickenlooper was also supportive: “DSST’s outstanding student achievement record over the last five years has been a model for Denver. DSST’s addition of four more schools is a key component in helping Denver become the best urban public school district in the country.”

Says Denver City Councilman Michael Hancock, “This year’s CSAP results confirm what we’ve recognized throughout DSST’s history, the school is a proven model of success that will provide all of our young people with an outstanding education and a bright future. DSST’s expansion into other neighborhoods in the city can only mean good things for Denver students and families.”

The 2009 Colorado ACT scores for DSST students in Mathematics was the 3rd highest in the state. DSST’s composite 2009 ACT score was the 9th highest in the state. DSST has 45% free and reduced lunch-qualifying students compared to the average of 7.9% for the other top ten schools for ACT composite.

In accepting the honor today from Governor Ritter and Commissioner Jones, Bill Kurtz, DSST Head of School, recognized the contributions of many, saying, “We are proud to be a Denver Public School. We have a phenomenal team of educators who do whatever it takes to help each student succeed at DSST. It is their hard work, along with our students, parents and board that have led to this success.”

(Continue on page 7)
DSST Recognized for Outstanding Student Achievement and Growth (continued...)

Submitted by Bill Kurtz

About the Denver School of Science and Technology

The Denver School of Science and Technology (DSST) is an open enrollment charter school dedicated to providing a diverse student body with an outstanding science and technology-focused liberal arts education. Founded in 2004, DSST is widely considered to be one of the leading open enrollment STEM schools (Science, Technology, Engineering and Mathematics) in the nation and has become a destination for educators nationwide.

DSST welcomed its first class of 9th graders in 2004 and added one grade each year for grades 9-12 to build out a full high school. In spring of 2008, the high school graduated its first class of seniors and in fall 2008 DSST enrolled its first class of 6th graders to launch a middle school. One additional grade of middle school will be added each year to complete grades 6-8 by 2010.

DSST is part of the Denver Public School (DPS) system and is located in the Stapleton neighborhood. It serves students from all parts of Denver. DSST has been approved to open four additional secondary schools (grades 6-12) with its second campus at Green Valley Ranch scheduled to open in August 2010. At full enrollment, DSST will serve 4,000 students, doubling the number of four year college-ready DPS graduates by 2020.

DSST has consistently been the highest performing secondary school in DPS and in Colorado, based on growth and absolute performance. Both of DSST’s first two graduating classes earned 100% acceptances into four-year colleges. DSST has demonstrated that all students, regardless of income, background or ethnicity, can earn a truly rigorous high school diploma and attend a four-year college.

DSST’s 2008-09 student body included 45% of students qualifying for free or reduced lunch and 69% minority students. 40% of DSST’s 2009 graduating class were first generation college bound.

Additional information about DSST and the admission process is available on the school’s web site at www.scienceandtech.org.
SWE-RMS Networking Nights
Submitted by Anika Aheimer

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: Tuesday, September 15th at 6:00 pm
Where: Slattery’s Irish Pub at the Landmark Center
       This is just west of I-25 on the south side of Belleview Road.
       Go to slattersonline.com for directions
RSVP by COB Monday, 9/14/09 to anikaaheimer@gmail.com

When: Tuesday, October 20th at 6:00 pm
Where: Dixon’s Downtown Grill
       1610 16th Street
       Denver, CO 80202
       (this is just west corner of 16th and Wazee)
RSVP by COB Friday, 10/16/09 to Anika Aheimer anikaaheimer@gmail.com
http://www.dixonsrestaurant.com/

Get LinkedIn
by Kimberly Stewart

The Rocky Mountain Section of the Society of Women Engineers has a new communication vehicle and it is pretty slick. We have our own group on LinkedIn. This tool is a great way to stay connected, share information about upcoming events, meetings, conferences and simply just to collaborate. There is a space for discussions. What a neat way to reach out to everyone in the organization and ask a question about something that might be frustrating you; maybe it’s a new piece of software or an equation that isn’t quite right. Whatever it is that might be on your mind, now you have the support of the entire group right at your fingertips.

To join our LinkedIn group, sign on to LinkedIn. If you don’t already have a profile, create one. Once you have signed on, at the top of the page search for “SWE – Rocky Mountain Section”. Make sure you are searching Groups and not People. Once you find us in the list, click on “Join this group”. I will approve your request once I receive it.

I am the moderator for the group. If you have any questions or need some help, please feel free to contact me. Look forward to seeing you on the group.

Kimberly Stewart / kstewart@enginuity-es.com / 303-931-7234

SWE Membership Renewal
by Alina Shosky

If you haven’t yet, you can still renew your membership online at www.swe.org. Keeping your SWE membership is a great way to stay in touch with friends and colleagues, to expand your network, and take advantage of all SWE has to offer. When you login to renew, don’t forget to update your profile – so SWE and we at SWE RMS know how to best keep in touch with you. Your information can be kept private, or you can make it available to SWE leaders and SWE members so we can let you know about all that is going on with SWE.

Thanks for being a member of SWE. We appreciate having you, and hope you’ll continue your membership with us.

If you have any questions regarding membership, feel free to contact Casey Griswold at c.l.griswold@gmail.com.
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<td>Bylaws</td>
<td>Joan Graf</td>
<td><a href="mailto:graffij@msn.com">graffij@msn.com</a></td>
</tr>
<tr>
<td>Awards</td>
<td>OPEN</td>
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</table>
CALENDAR OF EVENTS

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

September 1, 2009
SWE Workshop: People Reading Googles
Merrick & Company
2450 South Peoria St, Aurora, Co 80014

September 15, 2009
6:00pm
SWE-RMS South Denver Networking Night
Slattery’s Irish Pub at the Landmark Center

October 4, 2009
Race for the Cure
Denver, Co

October 15–17, 2009
SWE National Conference—Women Advancing the world of Technology
Long Beach Convention Center, Long Beach, CA

October 16, 2009
GESET (Girls Explore Science, Engineering, and Technology)
Denver Convention Center

October 16, 2009
STEMapalooza

October 20, 2009
6:00pm
SWE-RMS South Denver Networking Night
Dixon’s Downtown Grill

November
Technical Tour
TBD

December 5, 2009
SWE-RMS Holiday Event
TBD

February 26-27
SWE Region I Conference
Columbia, MO

May 15, 2010
SWE-RMS Awards Banquet
TBD