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National Association of Women in Construction - Maine Chapter

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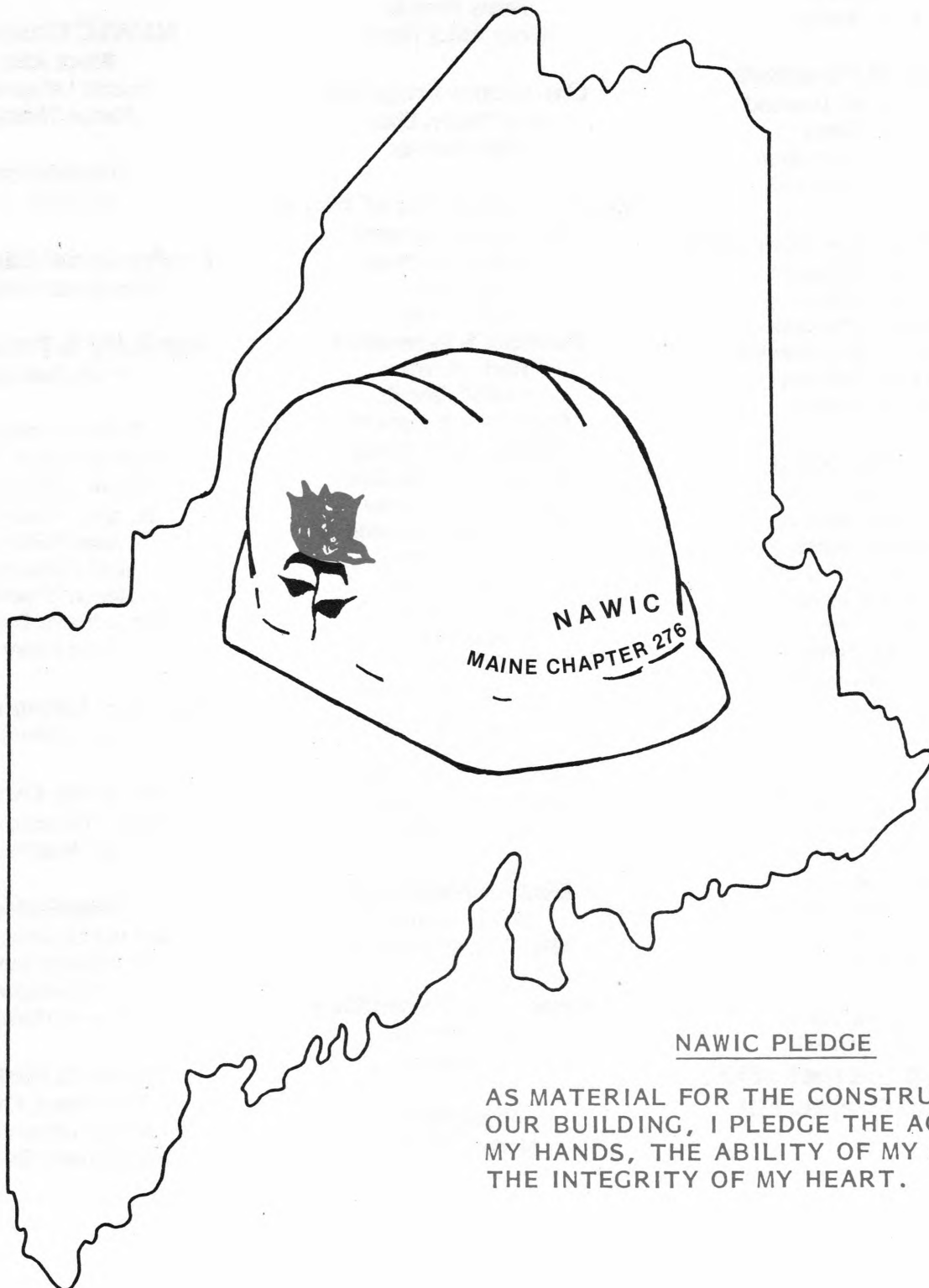
NAWIC

National Association of Women in Construction

"NEWS FROM MAINE"

VOLUME 22 NUMBER 8

MAY 2001



NAWIC PLEDGE

AS MATERIAL FOR THE CONSTRUCTION OF
OUR BUILDING, I PLEDGE THE AGILITY OF
MY HANDS, THE ABILITY OF MY MIND, AND
THE INTEGRITY OF MY HEART.

Maine Chapter No. 276

2000-2001 Officers

President
Joyce Newman
Vice President
Joy Watkins
Secretary
Marion Thomas
Treasurer
Kelly Stacey

Board of Directors

Ellie Richards Dumond
Jane Henry
Susanne Macomber
Suzanne McLaughlin

2000-2001 New Members

Allyson Blackmore
Rebecca Dostie
Sarah Hammond
Roberta (Bobbi) Harding
Barbara McPheters
Penny Plourde

Past Presidents

Catherine Bryant
Valerie Harmon
Sharon Martel
Barbara McPheters
Joyce Newman
Kelly Stacey
Shelia Stratton
Marion Thomas
Joy Watkins

AND

Nancy Bailey Farrar
Charlotte Eastman
Maria Fuentes
Ruth Gallagher
Claire Kadziauskas
Jeanne Letourneau
Lucinda Long
Julia McBrine
Judith Purington
Kyle Slayback

**Make up the rest of the
Maine Chapter!!!!**

2000-2001 Committees

Annual Meeting

Joy Watkins, Chair

Career Days

Julie McBrine, Chair
Penny Plourde
Nancy Bailey Farrar

Christmas Program

Kelly Stacey, Chair
Maria Fuentes

Construction Expo of Maine

Executive Director

Charlotte Eastman

Finance

Kelly Stacey

Publicity & Promotion

Maria Fuentes

NAWIC Booth

Ellie Richards Dumond

NAWIC Hospitality

Catherine Bryant, Chair

Jeanne Letourneau

Ellie Richards Dumond

Julie McBrine

Name Badges

Val Harmon

Seminars

Julie McBrine

Outside Displays

Joyce Newman

Tickets

Marion Thomas, Chair

Ellie Richards Dumond

Ruth Gallagher

Dinner Meetings

Marion Thomas

Ellie Richards Dumond

Friendship Committee

Marion Thomas

Julie McBrine

Historian

Marion Thomas

Legislative Awareness

Maria Fuentes

Membership

ALL Chapter Members

NAWIC Education

Block Kids

Jeanne Letourneau
Marion Thomas

Newsletter

Joy Watkins

Professional Education

Officers and Directors

Publicity & Promotion

Maria Fuentes

Scholarships

Joyce Newman, Chair

Jeanne Letourneau

Susanne Macomber

Julie McBrine

Ruth Gallagher

Marion Thomas

Ellie Richards Dumond

Jane Henry

Summer Camping Trip

Joy Watkins

Summer Outing

Marion Thomas, Chair

Joy Watkins

Telephone

Charlotte Eastman, Chair

Ellie Richards Dumond

Ruth Gallagher

Sharon Martel

Ways & Means

Jane Henry, Chair

Jeanne Letourneau

Ellie Richards Dumond

President's Message

"To enhance the success of women in the construction industry" has been adopted as the Core Purpose of NAWIC, and will replace the mission statement. This says it all. Our old mission statement served us well, but this is more descriptive, and much more to the point. *"Inclusiveness * Interaction * Innovation"* are the new Core Values. Both of these new items are a result of the ongoing NAWIC Strategic Plan and were adopted at the Mid-Year Board Meeting.

Also ratified at the Mid-Year Board Meeting were a couple of Bylaw changes affecting Chapters. The Board of Directors now have the authority to approve the Chapter Annual Budget. There are several other Bylaw changes being recommended and will be circulated for comments and voted on by the NAWIC Board meeting in Anchorage. These proposed changes will be discussed at our June Membership Meeting and our comments will be sent to our Director.

Region 14 Spring Forum

Five members of our Chapter attended the 10th annual Region 14 Spring Forum in Providence May 4 & 5. Joy Watkins, Marion Thomas, Jane Henry, Ellie Richards and yours truly attended and had a very nice weekend. Joy, Marion and Jane went on the City Tour and I attended the Presidents Meeting Friday Morning. General Session went through Friday afternoon and all day Saturday. A separate Forum Report is included in this newsletter. The No. 1 of Rhode Island Chapter members were great hostesses and Region 14 Director Wendy Phelps conducted a very efficient and structured meeting. The Saturday night banquet was very nice and the

entertainment following dinner, got most members up dancing! NAWIC President Elect Marcia Rackley was in attendance the entire weekend as our National Representative. Having had the opportunity to get to know Marcia previously, it was no surprise to see how well she fit in and thoroughly enjoyed herself. I think it would be fair to say that she had a great time and met most of the members in attendance. It is very obvious that she will be a good leader and will continue to communicate with members very easily. It was a real treat to have her with us and I really enjoyed her company. Two candidates for NAWIC Office also were in attendance at their own expense. Luci Roberts and Barbara Moore, candidates for Vice President and Secretary respectively, gave a brief presentation. A video was shown at Forum of all the candidates, and Director Phelps provided each Chapter President with a copy. This will be shown at our May meeting.

REMINDER: Every Member has a vote!!! Ballots will be mailed to every NAWIC Member on June 1 and must be mailed by June 20 and received by the independent firm for counting by June 30. PLEASE, vote for the candidates of your choice. All candidates profiles were included in last months newsletter.

Chapter Elections in June

If you have not been asked to run for an office for the 2001-1001 NAWIC year or have had a change of heart and would like to, please let another member know. It is important to have members that really want to serve have the opportunity to do so. It's a great experience!!

Member of the Month

We have been very fortunate to have new members jump right in and participate this year. We are particularly fortunate to have Penny Plourde join our Chapter and bring all her enthusiasm with her. She has provided us with an opportunity of a life time, to participate in the first National Tradeswomens Conference. Every

opportunity she has, she tells how "her" Chapter will be a major player in the conference. I think she is as proud of us as we are of her. She also played a major role in trying to hold a Career Day/Construction Job Fair, and will be right there when we try again. She has also volunteered to serve on the Annual Meeting Committee. It is so very refreshing to have a new member be so generous with her time and offer new ideas. We are all so pleased that you joined our Chapter and are contributing so much. Thank you, Penny, from the bottom of our hearts!

NAWIC Annual Meeting in Anchorage

There is still time to make plans to attend our NAWIC Convention in Anchorage. You don't have to be a long time member, an officer or director – any and every member is encouraged to attend these meetings. The more you can learn about your association, the more you will get out of it. Please give this some thought and join us in this adventure! Judy? Becky? Marion? Bobbi? Ellie? Julie? Suzie? Ruth? Susanne? Kelly? Lucinda? Allyson? Catherine? Charlotte? Maria? Sarah? Val? Penny? Kyle? Shelia? Claire? You'll all be receiving your Convention Packets in the mail in a couple of weeks!! When you see all the great speakers, workshops and seminars, you won't want to miss this meeting. Six of us haven't even seen the program but we know it will be very educational and informative, and..... what a great opportunity this will be to see our 50th State.

June Meeting – Jobsite Tour

This will be our first jobsite tour in a couple of years, and Joy and her employer, Cianbro, are looking forward to our visit next month. We toured the Carlton Bridge replacement in its earlier stages, and now we've been invited back to see the new bridge which has been open for some time, and primarily, the work that's being done to the old bridge. Members should plan to arrive promptly at 4:30 for the tour, attired as

outlined in the meeting notice. Safety is a top priority in Cianbro's operations, and as visitors, we will respect that and have a safe visit. As many trips as I've made over the old bridge, I'm reluctant to admit I have not driven over the new one! Joy is excited about this project and is impressively knowledgeable about what is going on at the job.

This about wraps things up for now. Because I was delinquent last month with the newsletter, there's not much more to be said at this time. I'd like to thank Vice President Joy Watkins for stepping in for me at the May meeting. This will be either the 3rd or 4th meeting I've missed in my almost 22 years in NAWIC, but this month I have a major conflict with my "paying job". It's our Annual Meeting which will be held at the Bethel Inn, so don't feel too sorry for me!

One more time..... Please be sure to vote for your 2001-2002 NAWIC Officers by the deadline!

Yours in NAWIC,

A handwritten signature in cursive script that reads "Joyce". The signature is written in dark ink and is positioned to the right of the typed name "Joyce".

THE CONNECTION



CORE PURPOSE: To enhance the success of women in the construction industry.

To help leaders and members get plugged in to news from NAWIC

National Association of Women in Construction

www.nawic.org • nawic@nawic.org

Volume 4, May 2001

► Construction Ethics Survey

Have you ever been concerned about unethical behavior at an organization to which you formerly or presently belong? Are you concerned about an ethical dilemma in the workplace? Have you ever suspected a company at which you work to be involved in wrongdoing? If you answered "yes" to any of these questions, you are a candidate to participate in a study led by a University of Texas researcher and endorsed by NAWIC. This study is designed to learn more about employee's responses to real or alleged organizational situations considered "wrong" or "unethical." It is important to note here that this situation could have actually occurred or could be merely suspected of occurring.

Participation will involve voluntarily responding to a survey that should take 20-25 minutes to complete. Your answers will be treated confidentially and neither your name nor the organization's name will be used. You will not be asked to identify the company at which the unethical activity was alleged to occur. A written report of the study's findings will be provided to NAWIC. If you answered "yes" to any of the questions listed above, please call Brian Richardson at (512) 632-7173 or email him at brianr@mail.utexas.edu for a survey.

► Crystal Vision Winners

Leslie Bailly is the 2001 Crystal Vision Award recipient, and **Candice Phillips** is the Crystal Achievement Award recipient. Bailly is an architect, designer and owner of Forward Building Design and Planning in Los Angeles. She was selected for her efforts to involve women in building projects and encourage other contrac-

tors and builders to utilize the skills of women in construction.

Candice Phillips, Salem, Ore., Chapter, received the Crystal Achievement Award for her commitment to promoting women-owned businesses and acting as an advocate for women in construction through a variety of committee work, both state and nationwide. She was also selected for her mentorship abilities.

Both recipients will be honored at the Crystal Vision Banquet during convention in Anchorage, Alaska, on Sept. 29. A video will be shown of the winners' achievements. Along with the award recognition, the *Crystal Vision Journal* will be distributed at the banquet to salute the winners and this year's nominees.

For more information on advertising in the *Journal*, please call Advertising Sales Representative Kara Roberson at (800) 552-3506, ext. 24 or email her at karar@nawic.org. For your convenience, you can get a copy of the *Journal* ad contract on NAWIC's web site under "What's New" and "Association News."

► Quarterly Mailing in May

Chapter presidents should be receiving the spring quarterly mailing from the NAWIC Office in May. The mailing will contain important news to share with the rest of the membership of NAWIC. Presidents: If you have moved recently, please make sure the NAWIC Office has your new address so you can receive chapter mailings.

HOW TO CONTACT THE NAWIC OFFICE:

327 S. ADAMS STREET
FORT WORTH, TX 76104-1081
PHONE: (800) 552-3506 OR (817) 877-5551
FAX: (817) 877-8324
nawic@nawic.org

► Mid-Year Board Meeting

Here's a recap of some of the actions taken during the Mid-Year Board Meeting March 3-4.

- Name change of Monterey Chapter 167 to Monterey County, Calif., Chapter 167, Region 10

- Name change of Orlando/Winter Park, Fla., Chapter 73 to the Greater Orlando Chapter 73, Region 3

- Relinquishment of Northern Alaska Chapter 348, Region 9

- Relinquishment of Gr. Hampton/Newport News, Va. Chapter 204, Region 11

- Adopted new core purpose that replaces the NAWIC mission statement. The core purpose is: To enhance the success of women in the construction industry. Also adopted Core Values of Inclusiveness, Interaction and Innovation.

- 2005 NAWIC Convention to be held in Grapevine, Texas, at the Opryland Hotel Texas.

- 2006 NAWIC Convention to be held in Kansas City, Mo.

- Circulation of a proposed amendment to NAWIC Bylaw, Article 1, Name: To change the name of the association to National Association for Women in Construction. Approved: Recommendation to open membership to all persons.

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PRESIDENT'S MESSAGE

Cindy J.
Crawley, CIT

AGC MEETING WITH THE EXECUTIVE COMMITTEE

On March 24, in Nashville, Tenn., I had the pleasure of addressing the AGC Executive Committee on behalf of NAWIC. This was AGC's 82nd Annual Convention, and NAWIC was sent a complimentary registration thanks to Barbara Strachan, Lansing, Mich., Chapter, NAWIC-AGC Liaison. I also got to bring a guest and asked Patsy White Smith, past NAWIC president, to join me. She lives in Nashville and knew some of the AGC Board members.

Many of you invest time to maintain a good working relationship with your local AGC chapters. I thought you'd like to know about the short presentation we made at their convention and the reception that we received overall.

I first did an introduction of myself and then NAWIC. I didn't know who knew what on their executive committee and wanted to make sure that they knew the NAWIC of today. NAWIC is not just about our members but about *all* women in construction — something that is reflected in our core purpose: to enhance the success of women in the construction industry.

I next shared why I was there. It's because NAWIC and AGC have a partnering agreement, and we want this to be a working agreement. Our agreement with AGC is an important issue to our chapter members because they continuously use it to develop relationships with local AGC chapters.

I then went on to remind them that the first paragraph of our agreement reads that NAWIC and AGC will seek to achieve a partnership to mutually promote the construction industry and

the role of women in the industry. The following are some excerpts from my presentation:

"As the construction workforce changes, more women will be involved in the management and/or ownership of construction companies because Generation Xers & Yers are not limited in their thinking about women entering a predominantly-male industry.

"Your web site says that AGC believes the most serious issue facing the industry today is finding the people with the skills necessary to succeed in construction. NAWIC, too, has the same concerns and understands the role we can play in turning this around.

"Women in the field face some of the greatest challenges — just in simple things like knowing how to dress and what to expect on their first day on a job site.

"NAWIC's focus is on mentoring these women and giving them the support and the education they need to stay in the industry and be successful. So how are we going to do that? Through our local chapters and their hands-on approach as well as through national collaboration and support with associations such as AGC. In return, we would hope AGC would continue to promote women within your AGC-member companies both in the office and in the field. Therein, you support NAWIC's core purpose. So we win, too.

"By NAWIC and AGC helping to make both groups (office and field) of women successful and merge with the existing workforce, our companies, industry and associations will succeed also. It all works together!

"As our members represent a cross-section of those 700,000 women employed in construction, we offer our input as advisors and equal partners.

"In conclusion, we would ask that AGC help spread the word to their chapters that NAWIC wants to be the source for their issues regarding women in construction and that we have this active partnering agreement that both parties intend to implement. Our success, NAWIC's and AGC's combined, will come from the sum of all efforts, big and small, from all our chapters collectively. And we must focus on combining effort on programs already developed in lieu of inventing new ones."

After the meeting, Patsy and I did quite a bit of networking and also ran into some other NAWIC members. We have invited the new AGC President Robert Desjardins or another representative to speak at our convention.

Meetings with associations like AGC are making a difference slowly but surely.

RUNNING FOR CHAPTER OFFICE

May is the month when we elect our chapter officers for the 2001-2002 year. I want to congratulate those of you who have chosen to run for office and be leaders in your chapters. Leadership is truly developed through volunteerism. Being chapter president, learning to conduct meetings, preparing the agenda, communicating and speaking in front of a group of people — these are talents that will benefit you in your work environment as well.

So go for it! The rewards may be subtle but you'll love it when you discover all you have learned and all that you are capable of!

HOW TO CONTACT THE NATIONAL PRESIDENT:

NAWIC President Cindy J. Crawley, CIT • 8538 Bay Colony Drive • Indianapolis, IN 46234 • Work (317) 229-7400

Home (317) 387-1737 • Fax (317) 229-17410 • Crawley27@aol.com

REGIONAL ROUNDUP



► REGION 2

Kimberly Cameron, CIT

The Gr. Birmingham, Ala., Chapter did something a little different this year. Our WIC Week Committee, chaired by Linda Westendorf, conducted a bus tour of the Birmingham Area's Habitat for Humanity neighborhoods. A boxed lunch was provided to our members, guests and prospective members. We observed college students who were spending their Spring Break working on Habitat homes.

We met some of those students and a few of the neighborhood members who were busy helping with work being done on their new homes. The tour was a prelude to and an invitation for guests and membership prospects to join our chapter for a Habitat For Humanity workday. Our Community Service Committee, co-chaired by Linda Westendorf and Bonnie Harrelson, arranged and coordinated this effort, which was well attended by our chapter members and two of our prospective members (whose membership applications are in the mail to national as this is being written).

► REGION 4

Dianna Miller

On March 15, NAWIC President Cindy Crawley and I traveled to Livonia, Mich., to attend the Construction Innovation Forum's NOVA Awards. Denise Norberg-Johnson was our NAWIC Representative at this awards ceremony. The goal of the CIF is to foster and encourage innovations in construction.

The CIF began as an idea between a handful of people in 1987 and has grown into a worldwide grass roots organization that is known and respected for its NOVA Award, the "Nobel Prize" for innovation in construction. During these awards, they recognize NAWIC by honoring our National

Block-Kids winner. Sylvester Rutherford was a gracious recipient of his award. There were several Region 4 members from the Detroit, Grand Rapids, Lansing and Louisville, Ky., Chapters were also there to support our Block-Kids winner and NAWIC.

► REGION 6

Nita Thiessen

The Springfield, Ill., Chapter chose to observe WIC Week by touring the world-famous Frank Lloyd Wright Dana-Thomas home in Springfield and then gathered at a teahouse to present Jackie Perlmuter with the chapter's "WIC of the Year 2000" award. The St. Louis, Mo., Chapter members gathered in downtown St. Louis and celebrated WIC Week by appearing on "Windows St. Louis," Channel 5 at 6 a.m. Sporting NAWIC jackets and hats with banners and signs held high, they were given a brief opportunity to present NAWIC to the television audience.

The Gr. Kansas City, Mo., Chapter held its annual Celebrate Construction Banquet on April 9 hosting industry leaders and educators. Awards were presented to Dr. Joe Pink, director of education, Builder's Training Center, for his continued support of the NEF Block-Kids Program; and to Dr. Janet Paulson-Smith, associate professor, Central Missouri State University, for her outstanding work with the NEF Building-Design Program.

► REGION 8

Hazel J. Bolsever, CCA, CIT

The El Paso, Texas, Chapter has been very active this year. It increased its Block-Kids participation from 20 to 200! In addition, this chapter held a Bowl-A-Thon and raised \$11,000. On April 20-21, the chapter will be working on the Special Olympics Program and will celebrate Christmas in

April with 15 to 20 volunteers.

Colorado Springs, Colo., had volunteers painting two Habitat for Humanity houses in March. The chapter's fourth annual architectural/CAD competition had 34 entries this year.

The Western Colorado Chapter is working on Habitat for Humanity "Women Build." Their "rocks" membership drive has been a big hit, and they are installing new members every month. NAWIC participated in interviews of candidates for April's Grand Junction City Council election. Candidates answered questions on growth management, planning and development codes and processes.

► REGION 10

Pat McDonald, CIT

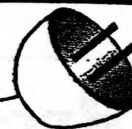
Our new Pinnacles, Calif., Chapter will be in the community spotlight at an Easter Parade in San Juan Bautista and at the 4th of July rally where the NAWIC logo will be on some 50,000 t-shirts. Isn't that great advertising?

Also working with future construction people, the Sacramento Chapter is doing a joint fund-raiser with the high school ROP class. The chapter will also be providing speakers at the school.

The Monterey County, Calif., has come back to Block-Kids with great participation. They are offering a Blueprint Reading class in April and will be participating in a Tri-Joint May meeting with the Pinnacles, Calif., and Santa Cruz, Calif., Chapters.

Gr. Alameda County, Calif., Chapter is diligently gathering handouts (flashlights, screwdrivers, etc.) for a Girl Scout Badge Day event. They will be manning the demonstration tables and hope to see many girls with their "Fix-It Badges." Right on, ladies!

continued on page 5



Now at a Computer Near You!!!

Get instant access to the:
NEW Online Membership Directory!

YOU CAN SEARCH BY THESE FIELDS:

- First and Last names
- Chapter name
- Region
- SIC Codes
- Company Name
- Keywords and more!

In December, we premiered a new ONLINE MEMBERSHIP DIRECTORY for the 2000-2001 year! The directory is now accessible directly from NAWIC's web site.

In your membership renewal, you had an opportunity to indicate if you wanted to receive a membership directory. Since we're offering an online directory, we're hoping that members will want to take advantage of the online options. But if you don't have Net access, or you still want to receive a printed directory, please send your request for a printed directory (a limited number of copies are available) in writing to:

NAWIC/ Attn: Misty

327 S. Adams St./Fort Worth, TX 76104

Fax to: (817) 877-0324

Email to: misty@nawic.org

► News from the Marketing Corner: Graduating with Honors

By Glenda Thompson ~ Marketing Director

May is traditionally considered a mid-point for spring, a seasonal delight full of color, cool breezes and graduations. The Webster's definition says that "graduation" is a passing from one stage of experience, proficiency or prestige to a usually higher level.

This definition describes NAWIC's current marketing and public relations efforts. Through study, research, discussions and observations, marketing efforts have moved to a higher level of proficiency.

We have graduated from a reactive to a proactive marketing approach. The department has put together a standard of goals and objectives for doing business. All marketing efforts target a select group, offer a message consistent with the audience, and are evaluated for impact and effectiveness. This is in line with the Board's and staff's desire to assume a more formal planning approach.

Our marketing efforts have also graduated into a more structured process of exchanging information. The focus has moved beyond our general fact sheet to a more comprehensive listing of industry statistics. We receive calls daily from outside sources asking for statistics. It's only logical that we strive to be the foremost authority on issues related to women in the construction industry. This focus is in conjunction with planning horizons as outlined in the strategic plan to identify key external trends, challenges or issues that will impact women in the construction industry.

NAWIC has also graduated from virtue to vision. There is no question that the organization has conformed to a unique standard by being a community of women in construction. But as we conquer new territories, the bar is being raised to

meet the vision of who NAWIC will be in the future.

NAWIC has successfully completed the requirements to graduate with honors. There's a sense of finality with graduations, but this is by no means an end. This phase marks the beginning of new organizational growth and development.

Some of you may remember the early '70s movie, *The Graduate* with Dustin Hoffman. During a social gathering following his graduation, one guest kept telling him that the future was in plastics. I predict that the future of the construction industry is in NAWIC.

► Anchorage Hotel Rooms Still Left

Rooms at the Hilton Anchorage, the convention hotel for NAWIC, are still available. Please call the Hilton reservation line at (800) 445-8667 to make your reservations today. Please tell the agent that you are with the "National Association of Women in Construction" or "NAWIC" to get the special rates.

NAWIC'S NEWLY ADOPTED

Core Purpose:

"To enhance the success of women in the construction industry."

The Connection is published monthly by the NAWIC Office at 327 S. Adams St.; Ft. Worth, TX 76104 ~ (800) 552-3506 ~ Fax (817) 877-0324

Email: iconad@nawic.org

Newsletter Editor: Leona P. Dalavai

Assistant Editor: Kara D. Roberson

Send submissions to the NAWIC Office by the 10th of every month.

► REGION 12

Wanda Wild

The Temecula Valley, Calif., Chapter held its first Block-Kids Contest in several years on February 24 at a local mall. They started out with five registrants and ended up with 76! They also received more media exposure, which led them to participate in a local high school career day where they got to introduce construction and NAWIC to about 1,000 senior high students. While this all may seem to some to be all in a day's work, the amazing part of this story is the Temecula Valley Chapter only has 10 members!

Congratulations to Las Vegas, Nev., Chapter member Linda Harris who orchestrated a trip to the Nevada State capital in Carson City. Linda and NAWIC Treasurer Nancy Eaton joined members of the Sparks, Nev., Chapter in Region 10, where they met several congresswomen, discussed five major construction bills in legislation, and had March 4-10 proclaimed as "Women in Construction Week" for the State of Nevada. Yes, I agree with Tina, a Las Vegas Chapter member who says, "NAWIC Rocks!"

► REGION 14

Wendy Phelps

The Regional Roundup articles reflect "Best Practices" of the chapters. How about a best practice that has endured for 21 years? That is how long the Maine Chapter has been the sole sponsor of the Construction Expo of Maine. This event was held in the Augusta Civic Center April 11-12, with 150 exhibit booths inside and 50 booths outside. Outside exhibits varied from bucket teeth to a 450-ton crane.

President Joyce Newman says, "When our chapter was less than a year old, we started talking about producing a construction trade show. I don't think anyone imagined what an impact this would have on the construction industry." Because of the success of this annual event over the years, the Maine Chapter has been able to award \$170,000 in scholarships to 85 young women and men in their pursuit of a career in construction. In recent years, the Eastern and Southern Maine Chapters have participated in the Expo, giving their chapters an opportunity to serve the construction industry.

CALENDAR

April 27-28

- Region 3, Cocoa Beach, Fla.
- Region 10, Stockton, Calif.
- Region 11, Roanoke, Va.

May 4-5

- Region 1, Hartford, Conn.
- Region 8, Colorado Springs, Colo.
- Region 12, Los Angeles, Calif.
- Region 14, Providence, R.I.

June 1

- By this date, ballots to elect national officers will be mailed to all members in good standing.

June 21

- National election ballots must be postmarked by this date and returned by June 30 to be included in the final tally.

July 8

- Results of national officer elections will be posted on NAWIC's web site.

Month of August

- Membership renewals for the 2001-2002 NAWIC year will be mailed individually to members.

Sept. 26-29

- NAWIC's 46th Annual Meeting & Convention.

October 1

- Beginning of NAWIC's 2001-2002 fiscal year.

October 31

- Postmark deadline for membership renewals. If renewals are postmarked after this date, then a \$15 late fee must be submitted with membership dues.



Core Purpose

To enhance the success of women in the construction industry.

Convention Information

Take the Challenge in Anchorage!

September 26-29, 2001 • Hilton Anchorage

- Pre-Registration Rate (postmarked by July 6, 2001):

- Members - \$395 & Non-members - \$495

- On-site Registration : Members - \$495 & Nonmembers - \$595

- No registrations will be accepted at the NAWIC Office after July 6.

- Registration fee includes admission to all events, except the optional tours that are priced separately.

- Time Change: If it's Noon in Alaska: It's 11 am in Hawaii;

1 pm Pacific time; 2 pm Mountain; 3 pm Central; 4 pm Eastern; 5 pm Atlantic

Room Rates: \$139 - Single; \$139 - Double + \$20 each add'l person

Hilton Anchorage Reservations: (800) 445-8667

Leadership Training Task Force Survey
Denise R. Norberg-Johnson, Chairman

In an effort to develop topics that are of interest to the membership, please indicate the five topics which you would like to see developed for seminars/workshops.

- 19 Brain Boosting (right-left, memory, gender advantages)
- 12 Changing People and Organizations
- 23 Conflict Resolutions and Difficult People
- 14 Decision-Making and Team Building
- 10 Ethics and Integrity in a Corrupt World
- 10 Finance & Tax Issues for Non-Financial People
- 8 Language for Leaders (grammar and usage pointers)
- 17 Leadership Styles
- 17 Life Balance 101 - Mind/Body/Spirit/Career/Home/Fun
- 4 Meeting Planning (take this part out of Meaty Meetings and expand)
- 16 Mentoring and Networking
- 16 Motivating Followers (volunteers, peers and employees)
- 15 Negotiating Win-Win Results
- 14 Organization and Time Management
- 3 Parliamentary Pointers
- 4 Planning and Budgeting (non-strategic, general techniques)
- 17 Positive Solutions for Stubborn Problems (solutions-based leadership)
- 20 Presentation and Persuasion (verbal skills)
- 10 Public Relations and the Media
- 12 Travel, Entertainment and Business Etiquette



NAWIC • National Association of Women in Construction

327 South Adams Street • Fort Worth, Texas 76104-1081 • (817) 877-5551 • Fax (817) 877-0324

nawic@nawic.org • www.nawic.org

Date: April 4, 2001

To: All NAWIC Members

From: Dede Hughes, Exec. Vice President

Re: Summer Research Program for Undergraduate Students in Construction

Do you know a NAWIC member who is an undergraduate student in construction? If so, please make sure that she receives this information. The web site is <http://construction.asu.edu/reu>. This is a great program and there will be only 10 undergraduate students from across the nation participating. What an experience!!

The application is on the web site.

Thank you, in advance, for your help!

Mission Statement: NAWIC is an international association that promotes and supports the advancement and employment of women in the construction industry.

ATTN: NAWIC HAS ADOPTED A NEW CORE PURPOSE. PLEASE
REPLACE ALL YOUR MATERIALS THAT HAVE THE MISSION
STATEMENT TO REFLECT THIS CORE PURPOSE.

“To enhance the
success of women
in the construction
industry.”

CALL FOR COMMITTEE VOLUNTEERS:

JOIN THE 2001-2002 NAWIC TEAM

DEADLINE: JULY 1, 2001 ~ PRESIDENT-ELECT MARCIA RACKLEY

An important advantage of NAWIC membership is the opportunity to make a difference. By volunteering to serve on one of NAWIC's national committees, you can share the benefit of your experience with others and help to ensure that NAWIC remains the premier association advocating success for women in the construction industry. You have the chance to showcase your talents and pursue your NAWIC passion to a new level.

National committees operate much the same way as chapter committees except for the scope, of course. There are several levels of involvement:

- National chairman: It will be your responsibility to set goals for the committee within established guidelines and the determine how to achieve them. You will coordinate activities with your co-chair to ensure ongoing success for the committee. Some chairmen will have the additional responsibility of conducting a workshop at convention in Anchorage. It will also be your responsibility to prepare two reports. These reports are vital.
- Co-chair: Maybe you'd like the opportunity of having a little practice before taking the plunge to full blown chairmanship. This is the spot for you. It will be your responsibility to assist the chairman, learn all you can about getting the job done, and make yourself ready to be chair next year. It is a two-year commitment. We will ensure continuity this way and won't have to re-invent the wheel.
- Regional representative: You will be required to assist your region's chapter committee chairs and to promote the goals of the committee within your region. It will be your responsibility also to distribute information that you receive to the chapter chairmen and to report the activities of your region to the national chairman. You may be called upon to conduct a workshop at a regional event.
- Chapter: If you are a chapter chairman of a committee that has a regional representative, it is your responsibility to promote the goals of the committee and to communicate your chapter's activities, best practices, good ideas, etc. to the regional representative.

A list of major committees follows. If you don't see something that interests you or if you have a good idea for something new, let us know what you'd like to see added and why. The ones that have 14 regional representatives are marked with an asterisk.

Bylaws	Legislative Awareness
Construction Industry*	Membership*
Credentials / Tellers	Professional Education*
Crystal Vision*	Safety Awareness
Industry Liaison	Strategic Planning
International Affiliates	Tradeswomen*

[See the back to sign up for a committee for next year!]

NATIONAL COMMITTEE VOLUNTEER FORM

Name _____

Address _____

Telephone Number _____ Best time to call _____

Email _____

COMMITTEE PREFERENCE _____

If your committee is already filled, would you be willing to consider another committee? If so, which one (please list _____.)

Please indicate below if you are willing to serve as a chairperson, co-chair or committee member:

_____ Chairperson _____ Co-Chair _____ Committee member

Why do you want to serve on this committee? _____

Describe the direction you would take or the goals you would set for this committee.

What have you done for NAWIC that has meant the most to you or made you the proudest?

What are your ideas for improvement, if any, for this committee?

Please return this form as soon as possible, but no later than July 1, 2001 to:

Marcia Rackley
Capital Electric
PO Box 410079
Kansas City, MO 64101-4141
Phone: 816-329-8334
Fax: 816-421-4244

National Science Foundation (NSF) sponsored**REU Site: Summer Research Program For
Undergraduate Students in Construction****On-line Application**

And

**Del E. Webb
School of Construction**

Who	Construction Engineering/Management, Civil Engineering, and Architectural Engineering Undergraduate Students enrolled in Four Year Programs Must be U.S. Citizens or Permanent Residents Junior or Senior Standing with an above average GPA
When	Ten week summer program--May 28, 2001 to August 3, 2001
Where	<u>Del E. Webb School of Construction, P.O. Box 870204, Arizona State University, Tempe, Arizona 85287-0204</u>
What	Research training through a focused and well-supported ten-week on-site research program. Participants will receive \$5,000 (includes stipend, allowance for housing and meals, and allowance for travel) from the <u>National Science Foundation</u> and \$500 from the Del E. Webb School of Construction. Conference Housing for student participants can be arranged on ASU campus (if requested). The cost of conference housing is \$15 per night for single occupancy and \$10 per night for double occupancy. Sample research projects available: <ol style="list-style-type: none">1. Internet based Construction Management Systems2. AzPATH—A Partnership for Housing Innovation in Arizona3. WebProject—A Web-based Construction Management Gaming

System

4. Energy Efficiency in Residential Construction
5. Benchmarking Time and Cost of Semiconductor Facility projects
6. Skill-driven Optimization of Construction Operations
7. Performance Based Procurement System for the Construction Industry
8. Dust Control and PM-10 Mitigation in Arizona

Fifteen Faculty Members from Arizona State University will participate in the summer research program

How	<u>Complete Application Package</u> or Contact Dr. Anil Sawhney (e-mail: <u>ANIL.SAWHNEY@ASU.EDU</u> ; Phone (480) 965 7417; Fax: (480) 965 1769.
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NAWIC

National Association of Women in Construction

This page was last updated March 21, 2001.

Strategic Plan

Adopted at the 2001 Mid-Year Board of Directors Meeting

Core Purpose:

To enhance the Success of Women In the Construction Industry.

Core Values:

Inclusiveness, Innovation, Interaction.

DEFINITIONS

- A **Goal** is an unbounded statement that describes the condition or attribute that the *organization seeks to obtain*. All Goals are of equal priority to the other goals.
- The **Strategies** indicate *how the organization will organize, focus and expend* its resources and actions to maximize its effectiveness and efficiency in achieving the goals. They indicate how the organization is going to implement its Strategic Plan.
- The **Milestones** (Checkpoints) are used to *determine the overall progress* towards each goal. Their role is to be a catalyst to start the annual review of the Strategic Plan.

2001 Strategic Plan Forward Committee

Chairman	<u>Anne Pernell</u>
	<u>Dede Hughes</u>
	<u>Patty Lawson</u>
	<u>Nina Mazzarelli</u>
	<u>Patsy White Smith</u>
	<u>Dodi Walch</u>
President	<u>Cindy J. Crawely, CIT</u>
President Elect	<u>Marcia Rackley</u>

327 S. Adams St.
Ft. Worth, TX 76104-1081
Phone 817-877-5551
Fax 817-877-0324
Send comments to:
nawic@nawic.org

Vice President Linda A. Litle

GOAL: NAWIC will be the credible source/voice for information and issues concerning women in the construction industry.

Strategy:

Develop an ongoing process for gathering information about women in construction.

Strategy:

Increase women's awareness of industry information that is available.

Strategy:

Develop platforms or forums where NAWIC educates the industry on the attributes women bring to the construction industry.

Milestones:

An increase in:

- Membership
- Demand for qualified members to participate in various forums.
- External contacts for information on women in the industry (public, media, community, etc.)
- Hits on the external section of the website.

The existence of:

- A database
- A process to stay advised of issues effecting women in the industry.
- Information on the external section of the website.

GOAL: NAWIC will be the primary resource for tailored programs, services, and activities that meet the needs of women in the construction industry.

Strategy:

Develop an ongoing process to continuously assess the needs of women in construction.

Strategy:

Identify existing industry programs, services, activities and

delivery formats that currently meet the needs of women in construction.

Strategy:

Develop new programs, services, activities and delivery formats that will be needed by women in construction in the future. This should include looking outside of NAWIC - becoming a resource and not just a source.

Strategy:

Retire obsolete programs in favor of new ones.

Strategy:

Improve NAWIC's internal (membership) section on its website.

Milestones:

An increase in

- Membership and retention.
- Membership satisfaction and enjoyable experiences.
- Net, non-dues revenue.
- Interactive member hits on the website.
- Positive member feedback.
- Program attendance and participation.
- Attendance at the convention.

The existence of:

- New programs, services and delivery formats (technology).
- A world class website.
- Strategic partnerships with other organizations to provide new/additional programs and services.

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National Association of Women in Construction

NAWIC is an international association that promotes and supports the advancement and employment of women in the construction industry.

NAWIC Employment Network

NAWIC CAREER CENTER

Log on to the NAWIC website
at www.nawic.org and
maximize your recruitment
objectives year-round!

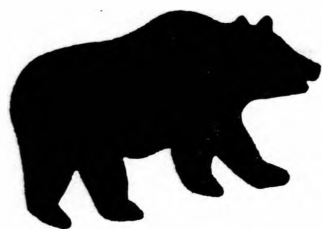
- ⇒ Job opportunities will be posted
on the NAWIC website July- Sep-
tember.
- ⇒ Interested candidates have an
opportunity to submit their re-
sumes to the opportunities of
their choice.

⇒ The Employer will then
directly contact the
candidates of their choice
and arrange for
interviews that will take
place at our 46th Annual
Meeting and Convention,
September 26-27, 2001
in Anchorage, Alaska!

NAWIC IS PLEASED TO OFFER YOU NEW AND
POWERFUL OPPORTUNITIES IN DIVERSITY
RECRUITING THROUGH AN EMPLOYMENT
NETWORK!

Please contact Dede
Hughes at 817.877.5551
with any questions you
may have

◆ NAWIC'S 46TH ANNUAL MEETING AND CONVENTION ◆



Anchorage,
Alaska
2001



September 26-29

Pre-Registration

(postmarked by July 6, 2001):

Members/Guests - \$395

Non-Members - \$495

On-Site Registration:

Members/Guests - \$495

Non-Members - \$595

- No registrations will be accepted at the NAWIC Office after July 6, 2001.
- Registration fees include admission to all events, except the optional tours that are priced separately.
- Method of payment is check, money order or Visa/Mastercard.
- Delegates must send in their registration before the "Certificate of Voting Credentials" is due from their chapter. Credentials are due by August 1, 2001.

Headquarters Hotel:

Hilton Anchorage

500 West Third Avenue

Anchorage, AK 99501

www.hilton.com

Reservations: (800) 245-2527

Take
The
Challenge

Room Rates:

Single	\$139
Double	\$139
Additional Person	\$20

Reservation Information:

- Early check out fee of \$50. Departure date may be changed upon check-in.
- All rates are subject to a municipal tax, currently at 8 percent.
- Cut-off date for group rates is Friday, August 24, 2001.
- Group code for reservations is "NAWIC" or "National Association of Women in Construction."

For more information, call the
NAWIC Office at (800) 552-3506

Check out these Alaska websites:

www.inalaska.com

www.anchorage.net

www.travelocity.com

www.priceline.com

Anchorage Ambassadors to Region 14

Contact the following Anchorage Chapter members to find out more about Anchorage - places to go and things to do.

Laura Ramsey - nawic@juno.com

Erica Peterson - erica@abcalaska.org

Please do not contact these NAWIC members about any convention tours. Convention tours are arranged by Convention Director, Shelly Reeves. Information regarding convention tours will be in your convention packet that will be mailed out in May.

The igloo Cool Crew 2002 Calendar Contest

CONTEST: Igloo's Cool Crew 2002 Entries will consist of:

- 1 A color photograph of yourself with the construction crew you work with on the jobsite.
Note: All photographs should show the crew in compliance with site and OSHA safety regulations.
- 2 A written statement in 25 words or less telling why your crew should be selected as the Igloo Cool Crew 2002.
- 3 Completion of the official entry form below.

Entries become the property of Igloo and will not be returned. Igloo is not responsible for lost or mis-directed mail.

DEADLINE: All entries must be postmarked no later than 7/15/01.

JUDGING: A panel of construction industry experts and editors will select the winning Cool Crew 2002 by July 31, 2001. ALL decisions are FINAL.

PRIZES:

- Each person submitting an entry will receive an Igloo product of Igloo's choice.
- Each member of the winning Cool Crew 2002 will receive an Igloo product of Igloo's choice.

The person submitting the winning entry WILL WIN: An expense* paid trip to The World of Concrete 2002, January 9-12, 2002 in New Orleans for him/herself and a spouse/friend,

AND: An expense* paid trip to The World of Concrete 2002 for the NAWIC Chapter president and spouse/friend.

WILL AGREE: To participate at the Igloo booth for two full days during January 9-12, 2002 at The World of Concrete in New Orleans.

*Airfare, lodging and meal allowance

Please enter my name in Igloo's Cool Crew 2002 Calendar Contest.

Complete in 25 words or less: The construction crew I work with should be the Igloo Cool Crew of 2002 because...

Signature _____ Date _____

PLEASE PRINT THE FOLLOWING

Name _____ Phone _____

Address _____ City _____ State _____ Zip _____

Company Name _____ Your Job _____

Type of Construction _____

Jobsite(s) Name & Location _____

Jobsite(s) Description _____

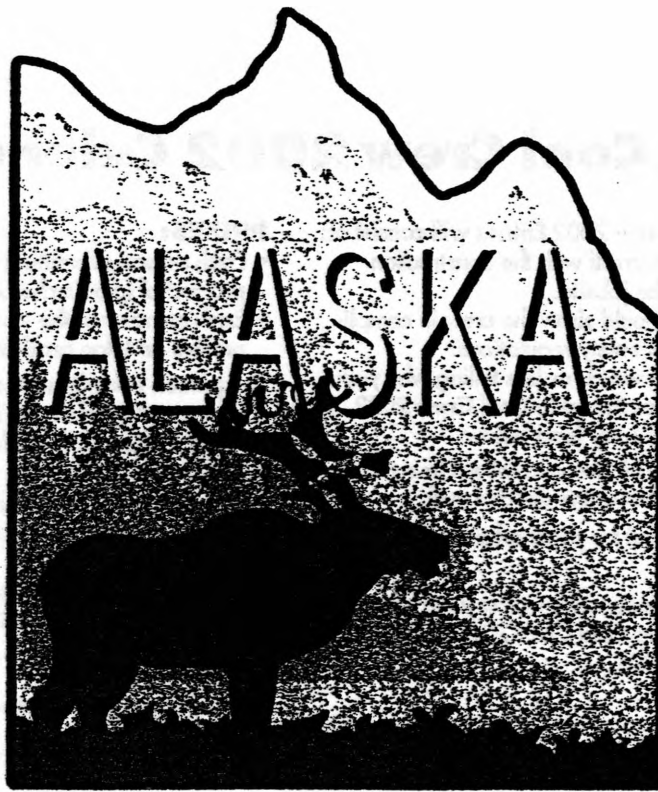
NAWIC Chapter _____ Phone _____

Address _____

Attach a color photograph of yourself with the construction crew with which you work and submit this response postmarked no later than 7/15/01 to: K.G. Peebles, Igloo Products Corp., 1001 W. Sam Houston Pkwy. N., Houston TX 77043

Official Entry Blank. All decisions final.
Igloo is not responsible for lost or mis-directed mail.
Void where prohibited by law.

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PRODUCTS CORP.
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WIN A CRUISE

\$850 VALUE - TRANSFERRABLE

*NAWIC Norwich - New London Chapter #291
is offering you the chance to win an Alaskan Cruise*

Seward to Van Couver/Inside Passage

September 16th to September 23rd

Cruise into Convention and see what Alaska is all about

NAME _____

ADDRESS _____

PHONE _____ CHAPTER # _____

\$5.00

Drawing to held July 17th, 2001

Contact JoAnn Paradis for more information (860)535-2909

Please take the time to fill out this NAWIC questionnaire. You are being asked to evaluate how NAWIC can best serve your professional needs and interests. With your partnership NAWIC can continue to grow and address the issues that are beneficial and relevant to the members. When asked for ranking start with (1) First, Most Important or Most Compelling. Thank you for your time and participation.

		Region					
Length of Membership:		First Year	1 – 3 Years	3-5 Years	5 – 7 Years		
7 – 10 Years		10 – 15 Years	15+ Years		Retired?	Yes	No
Your Job Title & Description							

Company Business:

Why did you join NAWIC? (Rank in order of compelling reasons if more than one.)

- What actions have you taken to fulfill your agenda for joining NAWIC?**

- _____ a. Too busy to participate.
- _____ b. Attend special interest programs and events.
- _____ c. Attend occasional meetings and participate on some committee activities.
- _____ d. Attend most meetings, and participate on several committee activities.

What benefits are you receiving from your NAWIC membership? (If more than one answer, rank in order.)

- a. Professional Growth (Business Skills, Leadership Skill, Confidence)
- b. Professional Growth (Industry Awareness & Professional Educational)
- c. Networking for Business/Industry Contacts
- d. Business Opportunity
- e. Industry/Business Information
- f. Employment Opportunities

- ☐ g. Networking for Personal Support
- ☐ h. Camaraderie with Other Women in the Industry
- ☐ i. Other; Please explain: _____

Do you attend Regional and National Meetings? Yes _____ No _____

If no, why?

- ☐ a. Too busy with work.
- ☐ b. Family conflict.
- ☐ c. Financial.
- ☐ d. Attended, but didn't benefit.
- ☐ e. Haven't attended, but don't see the benefit.
- ☐ f. Planning to attend one, but have had conflicts.
- ☐ g. Other; Please

explain: _____

What NAWIC Program topics would be of interest to you and relevant to enhancing your job skills? Please list at least two specific to the construction industry or business/professional skills:

How much time do you commit to NAWIC? (Which best describes your involvement?)

- ☐ a. Attend monthly meetings and participate on several committees.
- ☐ b. Attend the programs and meetings but not interested in committee work.
- ☐ c. Only attend programs if they interest me.
- ☐ d. Only want to be involved in a specific committee function.
- ☐ e. Do not participate – family conflict.
- ☐ f. Do not participate – work conflict.
- ☐ g. Do not participate – not interested.
- ☐ h. Other; Please explain: _____

On which NAWIC Projects and Committees do you participate?

- ☐ NAWIC Education Foundation
- ☐ NEF Block Kids Contest
- ☐ NEF CAD/Drafting Competition
- ☐ NEF Building Design Program
- ☐ Construction Industry Committee
- ☐ Project: _____
- ☐ Project: _____
- ☐ Membership Committee

☐ Chapter Scholarship
☐ Professional Education Committee
☐ Organization & Extension
☐ Chapter Publications
☐ Occupation Research & Referral
☐ Chapter Dinner Committee
☐ Chapter Audit & Finance
☐ Chapter Officer/Director
☐ Other: _____

☐ NONE

Would you be willing to head a committee alone? Yes No

Would you be willing to head a committee with a co-chair? Yes No

Are you interested in holding a Chapter office or serving on the Board of Directors?

Yes No

Would you be more active on a committee if the assignments were more specific and limited?

Yes No.

Do you have industry knowledge, or business skills you are willing to share with the chapter members?

Please list:

Do you think NAWIC would benefit from a male classification of membership?

If yes, how?

If no, why?

To what additional industry or professional associations do you belong?

How long have you worked in the Construction Industry? _____

Do you have a NAWIC Manual? Yes No

Do you have difficulty explaining "NAWIC" to your employer, fellow workers, and prospective members?

Yes No

If yes, what can we do to help you?

If your employer would support only one industry association membership, which would they chose to support?

NAWIC

Other

Two Part Question on Chapter Business Meetings:

Do you receive benefit or consider it useful to participate in the Monthly Business Meeting?

Yes No

Would you find your NAWIC experience as valuable with a dinner, a program and announcements-- no business (allowing the business of the Chapter to be conducted by the Board of Directors? Yes No

How could NAWIC work better for you?

Is there anything you want to add?

Do you visit the NAWIC Website? Monthly Occasionally Rarely Never

Thank you for your time and input. It is with your partnership that NAWIC will continue to bring benefit to our members, the construction industry, and all women employed in the industry.