



Developing leaders to
create positive results
in Texas government.



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Showcase Luncheon Committee March 22 Luncheon: Fred Burton of Stratfor, Inc.

by Laure McLaughlin, 2006 Program Director

“Security Challenges For Texas and the Nation”

In the post-9/11 era, with daily global terrorism threats and warring drug cartels on our borders, thousands of extraordinarily capable people are working hard to ensure our safety. One of those people is Fred Burton, the Vice President for Counterterrorism and Corporate Security for Stratfor, Inc., the Austin-based private intelligence service that is known worldwide for getting the intelligence that no other agency or company can get.

Founded in Austin in 1996 by Dr. George Friedman, Stratfor has become a “shadow CIA” for governments and corporations alike. *Fortune* magazine said of Stratfor: “(it is) increasingly relied upon by multinational corporations, private investors, hedge funds, and even the government’s own spy agencies for analysis of geopolitical risks.”

Fred Burton oversees Stratfor’s terrorism intelligence service by leading a team of terrorism experts and a global network of human intelligence sources that analyze and forecast significant events and trends. Mr. Burton also designs specialized protective programs to safeguard the top executives of many of the world’s corporations, including their families, employees and physical facilities.

Before joining Stratfor, Mr. Burton was a special agent in counterterrorism at the U.S. State Department, where he orchestrated the arrest of Ramzi Yousef, mastermind of the first World Trade Center bombing. He also investigated the assassinations of Israeli Prime Minister Yitzhak Rabin and Rabbi Meir Kahane, the al Qaeda New York City bombing plots prior to 9/11, and Libyan-backed terrorist attacks against diplomats in Sanaa, the capital of Yemen, and Khartoum, the capital of Sudan. He was also the U.S. liaison officer to several international security, intelligence and law enforcement agencies, consulting with them on global intelligence and threat identification.

We are extremely pleased and honored that Mr. Burton can share with us his unique and critically important view on geopolitics. Make your reservations now by emailing ewtg@onr.com or calling 512.894.4370. EWTG monthly luncheons are scheduled on the fourth Wednesday of each month at the Austin Woman’s Club, 708 San Antonio Street.

If you would like to do some homework in preparation for Mr. Burton’s visit, read Dr. Friedman’s recent book, *America’s Secret War: Inside the Hidden Worldwide Struggle Between America and Its Enemies* or visit www.stratfor.com for a sample of intelligence summaries.



March 4 Community Service Opportunity. Landscaping cleanup at Town Lake Animal Shelter, 9:00 a.m. Bring work gloves, water and a sack lunch. For information, contact Penny at ewtg@onr.com or 512.894.4370.

March 8 Austin Minicourse. Carver Branch Library, 1161 Angelina, at noon. Speaker: Pam Owens, Edge of Your Seat Consulting. Part 1 of “Viewing Change: How to Make Your Job a Road Trip, Not a Commute.” For information and reservations, contact ewtg@onr.com or 512.894.4370.

March 9 Dallas Affiliate Meeting. A.W. Harris Faculty Club, 5323 Harry Hines Blvd, Dallas. The club’s telephone number is 214.688.2653. The guest speaker will be Sherry Grimes. To receive the Dallas Affiliate monthly email program announcement, or RSVP regarding your attendance, please contact Chris McDaniel at 817.792.7259 or chris.mcdaniel@dads.state.tx.us.

March 22 Austin Showcase Luncheon. Austin Woman’s Club, 708 San Antonio, at noon. Speaker: Fred Burton of Stratfor. For information and reservations, contact ewtg@onr.com or 512.894.4370.

April 4 Educational Event. A Tour of Austin’s City Hall, with City Manager Toby Futrell at 5:30 p.m. For information and reservations, contact Penny at ewtg@onr.com or 512.894.4370.

April 12 Austin Minicourse. Carver Branch Library, 1161 Angelina, at noon. Speaker: Pam Owens, Edge of Your Seat Consulting. Part 2 of “Viewing Change: How to Make Your Job a Road Trip, Not a Commute.” For information and reservations, contact ewtg@onr.com or 512.894.4370.

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A Note from the President

by Beverly Bavousett

Have you ever wondered how one becomes a director on the EWTG board? A new member asked me this recently. It seemed such a great question and one that several others might be interested in hearing about. Here's how it goes.

Each year a nominating committee identifies and recommends candidates for the next year's board of directors. The President and President-Elect are automatically on the committee and the President appoints the nominations chair. The chair chooses her committee members, selecting women who have been very active in EWTG. The group may include some past presidents and/or board directors.

In the fall a nominating form is included in the newsletter. The form may be used to self-nominate or recommend others for board positions. All nominees must be members in good standing—meaning dues are paid prior to the nominating committee meeting.

Two board positions involve a two-year commitment and therefore do not require nominations. The Treasurer becomes the Finance Officer and the President-Elect becomes the President in their second year on the board. Board director position descriptions are located on the EWTG website at <http://www.ewtg.org/jobDescriptions.htm>.

After the nominations are in, the nominating committee meets to consider all candidates. They look for women who have demonstrated leadership, willingness to serve, dependability, enthusiasm, commitment to EWTG, creativity, and a history of assuming responsibility. Specific training for certain positions, such as Treasurer or Public Relations, also is considered.

The committee looks to honor individuality and chooses accordingly so that the board will not be a "rubber stamp" board. The by-laws state that "every effort must be made to achieve diversity of ethnicity, age, job titles and agency representation." We try not to have more than one person from an agency on the board at the same time. We consider women who have served on past committees. Ideally, they will have chaired a committee at least once and given others an opportunity to see how they work with people. The more active a member is and the more often she has served on or chaired committees the better picture we have of the individual for consideration.

The committee comes to a consensus as to who will be approached for the various positions. Each nominee is personally contacted by a committee member and asked to serve. If the potential board member does not accept, the nominating committee members regroup and consider other nominees until the position is offered and accepted. The nominating committee then presents a proposed slate of directors to the current board of directors for approval.

Board membership is an important responsibility. EWTG has more than twenty years of success that is directly related to talented and dedicated board directors. But the benefits to the individual don't stop with service to EWTG. The knowledge and skills developed through board service contribute to other accomplishments of board directors and their successes with other entities.

"Leadership succession planning" is a popular phrase these days. It's all about planning for who is going to lead next. Board members are encouraged to use their year of service to think about who would be a good replacement for them. Committee chairs are also encouraged to do this. It works the other way also. You can be thinking about who you would like to replace. What position would you like to fill? It's not too late for this year. We still have some vacancies on a few committees that need to be filled! This is a great way to get started on the road to becoming a director on the board!

March 8 Minicourse: Pam Owens of Edge of Your Seat Consulting “Viewing Change: How to Make Your Job a Road Trip, Not a Commute—A Two-Part Minicourse on Workplace Change”

by Joelyn Weeks, 2006 Program Committee

By now we've all come to realize that change in the workplace is inevitable. The question becomes, how do we personally respond to it? The March and April minicourses will prepare you for responding to and managing change.

On Wednesday, March 8, Pam Owens from Edge of Your Seat Consulting will present the first part of a two-part minicourse on a new way to address change in the workplace. This minicourse will help you navigate through all of the behaviors of your co-workers as well as give you some tools to help yourself. During the March minicourse, participants will:



Pam Owens, Edge of Your Seat Consulting

1. Identify how to think of change differently.
2. Assess your own reactions and responses to change.
3. Identify the importance of managing personal behavior.

On April 12, Pam Owens will return to complete the second of the two-part series, which will focus on practicing actual behaviors and the use of key phrases that will help create a positive environment for change. The course will be especially helpful to those who work with people who may not be great adapters to change. During the second minicourse participants will:

1. Review and discuss the concepts of the first minicourse.
2. Practice actual language to use when dealing with change.
3. Model new skill sets that can be used immediately.

Please mark your calendars for Wednesday, March 8 and Wednesday, April 12 for this two-part series. Attendance of the first minicourse is not required to attend the second.

Mangia Pizza and salad will be available for \$6 per person for the first 25 people who RSVP. Networking (and eating!) begins at 11:30 a.m., and the program begins at noon. For information and reservations, contact ewtg@onr.com or 512.894.4370. Please state whether you want to purchase pizza when you make your reservation.

Come for fun, fellowship and pizza on the 8th!



Retiree Committee

by Julie Atchison, Membership Director

Zellena Jay has turned the reins of the Retiree Committee over to Jan Ozias who will continue developing this new group. For those who do not know Jan, she most recently worked as Director of the Texas Diabetes Council and managed the Health Promotion Group, Texas Department of State Health Services. She holds degrees in nursing, special education and health education.

Please contact Jan at jwozias@earthlink.net for suggestions, and/or interest in participating in shaping the Retiree Committee in service to the EWTG organization and its retired/to be retired members. Zellena will continue to be a member of the Retiree Committee and will continue juggling her EWTG commitments along with her many civic duties.

April 4 Educational Event: A Tour of City Hall, with City Manager Toby Futrell

by Dee McIlroy, 2006 Program Committee

Did you miss the special tour of City Hall with City Manager Toby Futrell last year? Would you like another chance? If so, then put April 4, 5:30 p.m. on your calendar and join the Program Committee for a very special, one-hour tour of Austin's City Hall, guided by the city manager herself.

Austin's City Hall is a remarkable architectural structure overlooking scenic Town Lake. The building opened in November 2004, and this is your opportunity to see it after hours and up close.

We are again extremely fortunate to have Toby as our guide. Due to space limitations, the tour can accommodate only the first 25 EWTG members who RSVP to Penny at ewtg@onr.com or 512.894.4370, so sign up now. Please arrive by 5:15 p.m. because the tour begins promptly at 5:30 p.m.

Free covered parking is available in the City's underground parking lot. The parking entrance is on Lavaca between Cesar Chavez and 2nd Street. Take Cesar Chavez, going east, then turn north on Lavaca to reach the entrance. Enter the building through the main plaza. We will gather for the tour in the lobby just inside the main entrance. For more information on City Hall, go to <http://www.ci.austin.tx.us/cityhall/map.htm>.

Program Committee

February 22 Luncheon: Betty Sue Flowers

"Transformational Leadership and the Laws of Grace"

by Laure McLaughlin, 2006 Program Director



Dr. Betty Sue Flowers, LBJ Presidential Library (left) and Beverly Bavousett, EWTG President

Too often, according to EWTG's February luncheon speaker Dr. Betty Sue Flowers, director of the LBJ Presidential Library, leadership means getting out in front of the first parade to come by, instead of taking time to think of the larger mission.

In a provocative and inspiring talk, Dr. Flowers led EWTG members and guests through a discussion of myth, grace, mission, their interrelatedness and, best of all, synchronicity, when the right people come together at the right time and create the spark of an idea that solves big problems. This, she said, is the stuff of transformational leadership.

Transformational leaders seek to listen to and understand those around them by defining what the parade is all about. This means taking the time to figure out the larger mission and, by doing so, seek out like individuals because they will be there. Many leaders begin with "they did it to me" type of stories, and problems never get solved. By exercising our "fiction muscle", as Dr. Flowers put it, leaders can change that narrative to tell our stories in a positive way. In this way, transformational leaders put the spotlight on—and keep it on—the larger mission. Before long, threads of interrelatedness appear, and from this, synchronicity happens.

Dr. Flowers also spoke of the four major myths in the human experience—the overarching themes in the stories of our lives. One of those myths is the "hero myth", where the individual is the main focus. Newspapers are full of hero myths, she said, because that is what sells. Many leaders place themselves within this myth.

However, three other myths—the democratic myth, the economic myth and the religious myth—describe how we live our lives, and they don't get the attention they deserve. Dr. Flowers related how the "you're not just wrong, you're bad" context often found in certain political discussions is a conflict between the democratic myth, which seeks truth, and the religious myth, which seeks goodness.

To get out of the hero myth and into the democratic myth, leaders must be willing to give up control, which is not the same as being willing to change. By checking egos at the door, not only listening to but also hearing what comes from within a group, and learning to observe things in a new way, great things can happen. As Dr. Flowers put it, transformational leaders "change the energy and suddenly possibility enters the room. This is grace."

In her final challenge to EWTG members and guests, Dr. Flowers encouraged us to remember always that it is much more important to concentrate on who we are being than what we are doing.

February 8 Minicourse: Terah Stearns of Strategic Transformations “Supercharge Your Leadership”

by Laure McLaughlin, 2006 Program Director

Do you know what success looks like? Could you define it in your workplace, and would your leaders and co-workers see it the same way? Terah Stearns, an executive business coach for IBM, Dell and the U.S. Department of Health and Human Services, led minicourse participants at the February 8 minicourse through several useful exercises to help determine the personalities of those around us so we can define and achieve success.



Speaker Terah Stearns (right) and Laure McLaughlin, EWTG.

Speaking from personal experience, Terah related one client’s struggle to improve productivity in a field office. Terah quickly discovered that all the executives in that office not only closed but locked their office doors, preventing any collegiality or sharing of ideas. Not surprisingly, after interviewing these employees, she also discovered that most were afraid of one another and had little idea about what each person did best.

To break the impasse, Terah developed a strategy of determining personality types into categories—the director, the thinker, the socializer and the relater—that were very similar to those used by Audrey Selden in her January showcase luncheon presentation. Directors, the “get it done” people, like achieving goals and are uncomfortable with small talk or relationship building. Thinkers like to “get it done right” and are just as concerned with the process of achieving success as the achievement itself. Socializers are the communicators, who value flexibility and openness to change. Relaters are the people, who value harmony as much as success. By realizing the type of person she was talking to, Terah helped each one discover their talents, and their value to the corporation and to each other.

Terah had another strategy she called “DNA” that can help us change our mindset about daily situations and avoid getting emotionally hijacked by them. The D, for Decision, is the initial decision each of us makes in a given situation. We decide whether it is good or bad, and then we Notice (the “N”) how we evaluate the situation. Once done, we then Acknowledge (the “A”) the feelings that come with that evaluation. For example, one may realize that someone else gets on his or her nerves. From then on, that person may notice only the annoying traits about the other person to justify or acknowledge their feelings of irritation. This cycle will repeat until that person works to change the pattern by reevaluating their DNA. Terah encouraged EWTG members and guests to break negative cycles and improve our daily life and work.



EWTG Members are having fun and learning about their leadership styles with Terah Stearns.

Terah made a terrific presentation on a very timely topic. For more information on her and her upcoming books, visit Terah’s website at www.imaginethepower.com.

TEXAS INDEPENDENCE DAY

Independence is declared; it must be maintained.
Sam Houston
Washington - March 2, 1836

Texas Independence Day, March 2, is an official state holiday that is celebrated by all Texans to honor the memory of the pioneers of the state’s independence and the freedom that was won by them.

On March 2, 1836, Texas severed ties with Mexico and became a free and independent republic. It was a short-lived country: a little less than ten years later, Texas joined the Union. As any Texan will tell you, though, that streak of independence still runs strong and deep through our second-largest state. And that’s something to celebrate wherever you find it.

EWTG Conference 2006

by Mary Castleberry

EWTG conference 2005 was fabulous, and we expect great things in 2006! Mary Castleberry, 2006 Vice President and Conference Chair, held a kickoff meeting with Conference Committee Chairs on February 1st. The following is in the works for the beginning of the year for each committee:

Facilities Chair Susan Johnson, Health and Human Services Commission, is developing the contract, including reserving a block of rooms for conference attendees at the state rate and reserving rooms for the consolidated board meeting, stuffing of conference packets, and storing silent auction donations.

Program Co-chairs Teresa Stankiewicz, TX Workforce Commission and Pam Baggett, Persuasion Communications, are busy putting together a list of potential workshop presenters, developing the conference theme and preparing the call for presenters and moderators.

Public Relations Liaison Michele Dionne-Vahalik, Department of Aging and Disability Services, will serve as a liaison between the Conference Committee, the Public Relations Committee and the Communications Committee, performing tasks assigned to the Public Relations Committee that are related to the Annual Conference, including EWTG newsletter articles.

Registration Chair YuVonda Galloway, Comptroller's Office, will start the coordination and development of registration brochure contents with all committees and select a printer.

Silent Auction Chair Connie Hoffman, TX Parks and Wildlife, will identify possible donors and draft and mail solicitation letters.

Evaluation Co-chairs Tonna Marcyes, TX Department of Insurance and Sandra Tate, Texas Education Agency, are in the process of re-designing the workshop evaluation forms.

Exhibits Chair Dawn Rehbein, Health and Human Services Commission, is busily recruiting conference sponsors and exhibitors.

If you are interested in working on one of the conference committees, please contact Mary Castleberry, committee chair at mary.castleberry@hhsc.state.tx.us or ewtg@onr.com or 512.894.4370.

COMMITTEE NEWS

TALENT NEEDED!!!

Help us make 2006 a great year for EWTG members by lending us your talents! Our committees are still looking for talented, enthusiastic members to join their teams. As a member of one of these committees, you'll have the opportunity to help EWTG grow and better serve our membership. Come join us.

The committee membership form can be found in the January issue of the EWTG Star, available on the website at www.ewtg.org, or by contacting EWTG at ewtg@onr.com or 512.894.4370.

MARKETING/MEDIA COMMITTEE

by Carla James, Public Relations Director

When presented with a challenge, do you confront the issue alone or seek input from friends and family? Many of us automatically assume that we can tackle the issue alone, when in reality, a team can be much more creative and productive.

The membership of EWTG can work together as a team to help increase the visibility of the organization. Simply telling a friend a week about EWTG and the many benefits associated with membership could generate an abundance of interest in the organization. Each and every one of us is a member of the Marketing Committee through our enthusiasm about EWTG.

Not only will our daily conversations with peers be a valuable tool to spread the word about EWTG, but they also allow for the encouragement of current and non-members to take advantage of the wonderful opportunities to participate in professional development and leadership trainings. The Program Committee has been hard at work lining up some very exciting speakers for the luncheons and minicourses that are sure to be highly beneficial to those who attend.

Please take time to tell people about EWTG as you visit with them, and if you have not attended one of the monthly functions, don't miss out on what is sure to be some very rewarding development trainings. Don't let EWTG be our little secret. The more active our membership, the stronger our organization.

See you at the monthly functions, and remember to bring a friend!

Mentoring Through Executive Success Teams

by Joelyn Weeks

EWTG's Mentoring Program is beginning its 9th year of operations. The Executive Success Team concept was developed after much research by our EWTG members Mary Howerton and Ethelynn Beebe, and began its first year in 1998 with 5 teams. We are now up to 11 teams, and are hoping to expand that number this year. This dynamic and successful program is one of the benefits of membership. One must be a dues-paying member to be a member of a team.

One of the roles of the President-Elect is to monitor and oversee the Executive Success Team program. The President-Elect and her committee work to encourage continued participation, as well as to generate interest for new teams. 2006 President-Elect Connie Williams and her committee of Susan Heck, Carol Jackson, Jebron McCue, and Joelyn Weeks are preparing for the new Executive Success Team Year.

Open enrollment for Executive Success teams is beginning now, with the start of new Executive Success Team year beginning in late May.

A few teams have been in existence since 1998, and several have formed in more recent years. Other teams have changed over the years, with a few different members each year. Each team has its own goals and objectives and determines its own meeting agendas; and each team has its own unique dynamics.

Professional development and learning, getting to know fellow EWTG members better, increasing networks and identifying resources on which to call are only a few of the benefits of team membership. Several teams report the establishment of life-long friends through this process. Some team members report increased professional growth.

The committee is distributing a profile form for Executive Success Team membership, to be completed by interested EWTG members and current team members. The profile form assists the committee with tracking progress of teams, identifying teams who have room for additional members and creating new teams. Teams are created by considering common interests in meeting times and locations, and increasing the diversity in membership of the teams.

There will be a reception for all teams (current and new) in May. Information about this event will be announced soon. This reception is an opportunity for new team members to become acquainted with other team members and seek ideas for getting started on new teams.

If you are not on a team, please consider joining one of these dynamic teams this year. The profile forms are available at ewtg@onr.com. Open enrollment ends April 7, 2006.

EWTG New Member Orientation

by Debbie Munoz, Membership Services Committee Chair

The New Member Orientation held at Nuevo Leon in February was a great success! With over 20 members present, new members were able to mingle and gather useful information about EWTG. The agenda included brief comments about the history of EWTG, executive success teams, the annual conference, scholarships, mentoring and professional networking. It is our hope that new members, as well as seasoned members, will get actively involved in our organization. Please join me in extending a hearty welcome to our new members!



Getting to know EWTG and each other!

“Leadership is not so much about technique and methods as it is about opening the heart. Leadership is about inspiration — of oneself and of others. Great leadership is about human experiences, not processes. Leadership is not a formula or a program, it is a human activity that comes from the heart and considers the hearts of others. It is an attitude, not a routine.”
-- Lance Secretan

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Dallas Affiliate News

by Diane Pletka

In their tandem presentation at the February meeting of the Dallas affiliate, authors Dottie Gandy and Marsha Clark provided a humorous and refreshing perspective to women about the impact choice has on our careers, the messages we send to our children, and the courage we summon to make personal requests that influence the quality of our lives and the lives of those around us.

Gandy and Clark caution us not to compare ourselves to other women (we tend to see ourselves as "less" everything) but rather to celebrate the women we are and to understand the importance of making choices that honor our needs as well as the needs of those around us. They contend everything that happens to us is the result of a choice we have made or allowed others to make for us. Because we teach other people how to treat us, old patterns of behavior that limit our potential can, and should, be changed with thoughtful, deliberate diplomacy.

Their first book, "Choose! The Role that Choice Plays in Shaping Women's Lives," focuses on women being clear about what they want, asking for it, and holding their boundaries – for themselves. The series begins with five women who attend an "Intention Convention" dedicated and designed for women who seek purpose and personal fulfillment in their lives. The authors developed the characters by compiling responses received during interviews with women who came from all walks of life.

Gandy and Clark shared five key messages about choice: 1) thoughtful, intentional choice is a most important and potent tool; 2) choices driven by values produce the desired outcomes; 3) there is a next choice; 4) there is a difference between caring for self and being selfish; and 5) there is always, always a choice.

For those of us who have a difficult time saying "no," Gandy and Clark reminded us that we have a choice between feeling guilty for saying "no" and feeling resentful for saying "yes." At the end of their presentation, the authors provided a brief exercise entitled *Saying "yes" to saying "no"* and personalized autographed copies of their first book for purchasers.

Gandy and Clark describe their books as non-fiction fables that are, by design for the busy woman, intentionally short (under 100 pages). "Choose! The Role that Choice Plays in Shaping Women's Lives," is currently available at www.brownbooks.com. Their second and third books, "Choose Again" and "Now Choose One More Time," are in the process of being published and focus, respectively, on the impact choice has on those currently around and us those who follow our legacy.

General meeting information: Dallas Affiliate meetings are held on the second Thursday of each month. The next meeting is scheduled for March 9, 2006 at the A.W. Harris Faculty Club, 5323 Harry Hines Blvd, Dallas (214-688-2653). The regular meetings begin with an informal social at 6:00 p.m., followed by dinner and a business meeting at 6:30 p.m. The program begins at 7:00 p.m. The cost is \$20 per person. If you would like to receive the Dallas Affiliate monthly e-mail program announcement, or to RSVP regarding your attendance, please call Chris McDaniel at 817-792-7259 or send an e-mail to chris.mcdaniel@dads.state.tx.us.

Houston Affiliate News

by Rebecca Rae, Chair

February 7, 2006 Houston Affiliates Meeting

The Houston Affiliate met February 7th at La Madeline in Rice Village for an evening business meeting. We were joined by Lori Field, Affiliate Director. Thinking outside the box for ways to serve our affiliate membership and others was the main focus.

This year the Houston group will use "E-Share" as a method to share and discuss educational topics. Utilizing internet e-mail, a blast will be sent to Houston Affiliate members and other participants. It will contain a one to three page Word document attachment. The attachment will be either an article or report that addresses management or other related topics. Once everyone has had time to read and reflect on the material the E-Sharing will begin. A second email will be sent to participants asking them to discuss or comment on the topic. Those desiring to participate will simply click on the "Reply to All" button and type their opinions and thoughts on the article and send it.

The Houston Affiliate will continue kicking the sides out of the box and expanding on inventive ways to serve our membership. Next month, see how we are taking a cue from Oprah.

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WOMEN'S HISTORY MONTH

March is Women's History Month

Source: U.S. Census Bureau Public Information Office

In 1981, the U.S. Congress passed a resolution establishing National Women's History Week. The week was chosen to coincide with International Women's Day, March 8. In 1987, Congress expanded the week to a month. Every year since, Congress has passed a resolution for Women's History Month, and the U.S. president has issued a proclamation.

147.8 million

The number of females in the United States as of July 1, 2003. That exceeds the number of males (143.0 million). Males outnumber females in every five-year-age group through the 35 to 39 age group. Starting with the 40 to 44 age group, women outnumber men. At 85 and over, there are more than twice as many women as men.

JOBS

60%

Percent of women 16 and over who participated in the workforce in 2003. Men in this age range had a participation rate of 74%.

34%

Percent of women 16 and over who work in professional specialty or executive, administrative and managerial jobs, compared with 30% of men.



20.3 million

Number of female workers in education, health and social services industries. More women work in this industry group than in any other.

EARNINGS

\$30,724

The median annual earnings of women ages 15 and older who work full time, year-round. After adjusting for inflation, earnings for these women declined by 0.6% between 2002 and 2003 — their first annual decline since 1995.



\$2.9 million

Estimated work-life earnings of women with a professional degree (i.e., medical, law, dental or veterinarian) who work full time, year-round. For women, like men, more education means higher career earnings. It is estimated that women without a high school diploma would earn \$700,000 during their work lives, increasing to \$1 million if they had a high school diploma and \$1.6 million if they had a bachelor's degree.

76 cents

The amount women, who worked full time, year-round, earned for every \$1 their male counterparts earned. This amount is down from 77 cents for every dollar in 2002.

EDUCATION

31%

Percent of women ages 25 to 29 years who had attained a bachelor's degree or higher in 2003, which exceeded that of men in this age range (26%). Eighty-eight percent of young women and 85% of young men had completed high school. The last year young women and men had equal rates of high school and college attainment was 1995.

26%

Percent of women who have obtained a bachelor's degree. This rate has increased nearly 7 percentage points in the past decade.



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774,000

The projected number of bachelor's degrees that will be awarded to women in the 2004-05 school year; women also are projected to earn 293,000 master's degrees in the 2004-05 school year. Women would, therefore, earn 57% of the bachelor's and 58% of the master's degrees awarded during this school year. (These two percentages are not significantly different from one another.)

85%

Percent of women age 25 and over who have completed high school. For the second year in a row, women have had a higher rate of high school completion than men (84%).

COMMUNITY SERVICE OPPORTUNITY
March 4, 2006 – Town Lake Animal Center

Please join our effort to help out the Town Lake Animal Center! This organization does wonderful work, not just for the pets of Austin, but for the pet lovers too! Town Lake Animal Center is the largest animal shelter in Central Texas, providing shelter to over 23,000 animals each year and animal control services to all of Austin and Travis County. A division of the Austin/Travis County Health and Human Services Department, the shelter is an open-intake facility - they will not turn any animal away.

In 2003, EWTG volunteers, led by the Community Service Committee, spent a beautiful spring day installing a landscape project at the entrance to the shelter. The colorful entrance now welcomes potential pet adopters as they arrive at the shelter, and it's the first bright spot that newly adopted animals see on their way to their new homes!

Joanna Johnson, Volunteer Coordinator for the TLAC remarked that the butterflies that are attracted to the colorful plants are enjoyed by everyone who visits the shelter and especially appreciated by the staff.

However, after three years, as you might imagine, the project needs a little restoration and rejuvenation. The shelter folks are able to do general maintenance, but a few things have died here and there and the Community Service Committee thought it would be nice to help them out again. Please join us on Saturday, March 4th at 9:00 a.m. to do a little planting, weeding and mulching. Bring along your friends, neighbors, spouses and teenage children to join our crew – the more people, the faster we'll finish! We hope to be finished around 2:00 p.m. Bring your work gloves, water and a sack lunch.

Any donations are welcomed to cover the cost of new plants for the project. And don't forget to bring toys and treats for the animals, we'll have a basket for all donations!

Remember that the TLAC does have an active volunteer program for those wanting to volunteer to work directly with the animals on a regular basis. Please visit the TLAC website to learn more about this worthwhile organization and how you can become involved: <http://www.ci.austin.tx.us/tlac/>

“Leadership is doing what is right when no one is watching”
—George Van Valkenburg

“A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well to do even better. “
—Jim Rohn

WOMEN IN POLITICS – Test Your Knowledge

How much do you know about women in politics? Try out your knowledge on the questions below.

1. Who was the inspirational lawyer, educator, and Democratic politician from Texas who served in the U.S. Congress from 1972 to 1978. She first attracted public attention with her dramatic presentation at the Watergate hearings.
 - A. Barbara Jordan
 - B. Ann Richards
 - C. Rozanne Ridgeway

2. In what state did women hold all five top elected positions in 1999?
 - A. Texas
 - B. Arizona
 - C. Washington

3. As her country’s minister of education and science, she once aroused a storm of protest by abolishing free milk in the schools. She went on to become a highly controversial prime minister – and served three consecutive terms. Who was she?
 - A. Eugenia Charles
 - B. Golda Meir
 - C. Margaret Thatcher

4. Who was the politically inexperienced mother who was catapulted into the presidency of her country when her husband was assassinated? Her perseverance and courage won her numerous awards, including the United Nations Silver Medal and the Eleanor Roosevelt Human Rights Award.
 - A. Isabel Peron
 - B. Corazone Aquino
 - C. Benazir Bhutto

5. In which country did a woman govern the longest?
 - A. India
 - B. Iceland
 - C. Israel

1. A. Barbara Jordan. Barbara Jordan served in the U.S. Congress from 1972 to 1978, confined to a wheelchair with multiple sclerosis for most of that time. After leaving Washington, she became a professor at the Lyndon B. Johnson School of Public Affairs at the University of Texas. She died in 1996 at the age of 59.
2. B. Arizona. In January 1999, Arizona became the first state in the nation where women hold the five top elected positions. They are Governor Jane Hull, Secretary of State Betsy Bayless, Treasurer Carol Springer, Superintendent of Public Instruction, Lisa Graham Keegan, and Attorney General Janet Napolitano. The candidates avoided the subject of gender and ran on their experience and proven leadership.
3. C. Margaret Thatcher. Ms. Thatcher is the person who made the controversial decision to abolish free milk in the schools. As prime minister of Great Britain from 1979-1990, she continued to provoke controversy by privatizing industries and social programs and decreasing the role of government in the economy.
4. B. Corazon Aquino. Ms. Aquino became president of the Republic of the Philippines, about two years after her husband was assassinated. She served from 1986 to 1992.
5. B. Iceland. Iceland wins the contest for the longest serving female leader. President Vigdis Finnbogadóttir was elected in 1980 and remained in office until 1996.

MEMBERSHIP



First Year Members

Nadine Barth		nadine@nadinebarth.com
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Returning Members

Melissa Hield	TX Department of Insurance	melissa.hield@tdi.state.tx.us
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Stars Over Texas



Karen McGinnis, Accounting Manager at the TX School for the Deaf, married Dave Drabek on January 28, 2006, in Austin. Karen's new name is Karen Drabek, karen.drabek@tsd.state.tx.us.