



Developing leaders to
create positive results
in Texas government.



PUBLISHED BY EXECUTIVE WOMEN IN TEXAS GOVERNMENT

SEPTEMBER 2008

September 24th Monthly Luncheon

Speaker: Dr. Mary Ann Rankin, Scientist, Leader, Dynamo



Imagine running a college of primarily male scientists at a major university, whose disciplines include astronomy, biology, chemistry, biochemistry, computer sciences, human ecology, marine sciences, math, physics and statistics. Also imagine that your job entails raising half a billion—with a B—dollars, adding five new science buildings, recruiting the best scientists and teachers in the world, developing superior educational programs and, incidentally, working with the university's regents, administration and city leaders while trying to

tain an important biology lab on the Brackenridge Tract along the shores of Lady Bird Lake. Tired yet?

This is a job that requires big shoes, and fortunately for UT, those shoes are high heels for the diminutive, gracious and incredibly dynamic Dr. Mary Ann Rankin, the Dean of the College of Natural Sciences at the University of Texas at Austin since September of 1994, and EWTG's September 24th luncheon guest speaker.

Dr. Rankin received her B.S. degree in Biology and Chemistry from Louisiana State University in New Orleans, served as a National Science Foundation pre-doctoral fellow at the University of Iowa and

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CALENDAR OF EVENTS



September 10 Austin Mini-Course

12 Noon - 1 p.m. in the Carver Branch Library, 1161 Angelina. Speaker: Dr. Melody Chatelle on "What Young Kids Can Teach Us All about Living and Dying." For information and lunch option reservations, contact ewtg@ewtg.org or call 512.248.2044.

September 11 Houston Affiliate Meeting

12 Noon - 1 p.m. in Conference Room 2E/2F, Elias Ramirez State Office Building, 5425 Polk Street, Houston, TX, 77023. This is a brown bag affair. For information, contact Sherbert Mims, 713.767.2369 or houstonchair@ewtg.org

September 11 Dallas Affiliate Meeting

12:30 - 2 p.m. at UT Southwestern Medical Center: Exchange Park Building (in the A-level conference room near AT&T building) at 6333 Forest Park Road in Dallas. Please RSVP to Bhavini Patel, 214.645.3050 or dallascommunicate@ewtg.org

September 24 Austin Monthly Luncheon

Austin Woman's Club, 708 San Antonio at noon. Speaker: Dr. Mary Ann Rankin, Dean of the College of Natural Sciences at the University of Texas at Austin. For information and reservations, contact ewtg@ewtg.org or call 512.248.2044.

September 30 3rd Quarter EWTG Scholarship Deadline

EWTG scholarships are awarded on a quarterly basis to those wanting an opportunity for professional advancement or personal growth. To learn about our scholarships and submit an application, see scholarship information in the forms section online at www.ewtg.org.

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President's Corner

Membership Pays

Susan Durso, President

In July, I addressed EWTG organizational expenses and rising costs. I explained the reason that the board sought a new venue for our annual conference and received very positive feedback from members who appreciated knowing how the organization's financial decisions are made. Therefore, this

month I am offering a little background on how the board set the registration fees for this year's annual professional development conference.

The board reviewed the known fixed conference expenses and the estimated conference expenses to set the registration fees for this year's conference. I am happy to report that our rates overall are not much different than those in past years.

As you may recall, in 2003, state government faced a budget shortfall that led to significant agency budget cuts in the end of fiscal 2003 and sustained cuts through the 2004-05 biennial budget. I was a member of the EWTG board in 2003 and, because of the tightening of agency budgets, the board voted to offer a "budget crunch special" for a short period of time, creating three tiers of registration rates. The member "budget" rate was \$95 and the non-member rate was \$145 if registration was received by a specified date. Then, early registration was available until mid-October for members at \$145 and non-members at \$195. From there, member rates and non-member rates rose to \$185 and \$235, respectively, for regular registration and to \$265 and \$325, respectively, for late registration. Because membership dues could be included in the registration fee, many agencies paid the equivalent of the non-member rates so that their non-member employees could essentially join EWTG for free. In 2004 and 2005, registration rates were the same as 2003 for members, with a \$10 across the board increase for non-member rates. Again, non-members could pay less for the conference by joining EWTG. Last year the number of rate categories returned to simply "early" and regular. Members paid \$125 for registration by September 30 and \$175 for registration thereafter. Non-members paid \$160 for early registration and \$210 thereafter.

This year the first registration period with a member rate of \$169 lasts until mid-October. Non-members will pay \$30 more for registration during this period. Thereafter, members will pay \$199 and non-members will pay \$245. The board arrived at these figures considering several factors in addition to the costs of the conference and continuing organizational expenses.

Under this year's rate schedule, a member's cost to attend the conference will not be more than a non-member's regardless of whether the member registers "early" or "late" as compared to last year's rate schedule. The price differences are evened out with fewer categories over a longer period of time because when planning the conference, it helps the organization to know sooner rather than later how many attendees to expect. By extending the "early" registration

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price to mid-October, those who apply for a third-quarter scholarship by the September 30 deadline will still have an opportunity to receive the lower rate. Moreover, by extending the deadline into October, agencies will have time to make confident budget decisions after the flurry of activity that follows the fiscal year's end on August 31st.

Finally, the option to add membership dues to conference registration for the same rate as non-member registration has been eliminated because it ultimately proves more costly than beneficial to EWTG. Many attendees whose dues were paid by their agencies were not interested in sustaining their membership on their own. Although the option provided a temporary bump in membership and dues receipts, it created an increase in the EWTG Executive Director's workload related to membership renewal in the fall, at the very time that her workload is heaviest as a result of conference duties. Moreover, there is an increase in printing and mailing renewal reminder notices to members who are not interested in renewing unless their agency pays the dues.

Therefore, the board settled on the two conference registration periods and two rate tiers that are most beneficial to EWTG and to its members. Register early and receive the full benefit of your membership in our organization, but rest assured that as a member, your registration costs will not be higher than a non-member no matter when you register.

Rankin: *Continued from page 1*

Imperial College Field Station, Ascot, England, and was awarded a Ph.D. in physiology and behavior from the University of Iowa in 1972. She then served as a National Institutes of Health postdoctoral fellow at Harvard University until joining the faculty at UT Austin. Prior to her term as Dean, she chaired the Division of Biological Sciences at UT Austin from September 1989 to August of 1994.

Please come hear this extremely dynamic woman talk about how she does it all and the future she sees for math and science education and the biology lab on Lady Bird Lake.

Make your reservations for September 24th for a very interesting and informative presentation. Reservations can be made by emailing ewtg@ewtg.org or calling 512.248.2044. EWTG luncheons are \$20 and are held on the fourth Wednesday of each month from 11:45 to 1 p.m. at the Austin Woman's Club, located at 708 San Antonio Street.

“What Young Kids Can Teach Us All about Living and Dying”

Dr. Melody Chatelle, Presenter

September 10, 2008 – EWTG Mini-Course

As female executive governmental leaders and family caretakers alike, often we find ourselves in tough situations involving serious healthcare issues for ourselves and/or our family members or friends. During such times have you ever felt tongue tied? Have you ever shied away from people in need because you felt as if you'd make the situation worse by saying the *wrong thing*?

If the answer is yes, Dr. Melody Chatelle's talk entitled “What Young Kids Can Teach Us All about Living and Dying” is the perfect seminar for you. Melody is a long-time EWTG member who wrote her dissertation from The University of Texas at Austin on the topic of interpersonal communication with an emphasis on end-of-life talk. As part of her research, Melody interviewed young kids with terminal or serious chronic illnesses. They told her their stories of heartache and grace with passion and amazing honesty. More importantly, they shared lessons that apply to people of all ages.

No matter how hard we try to prevent the inevitable, healthcare issues hit everyone. Yet we need not shy away from such situations simply because we are afraid of saying the wrong thing. Take time for yourselves, your family members and your co-workers to talk about this topic in a compassionate, caring and enlightening way. As former state employee and current CEO of United Ways of Texas, Karen R. Johnson, says: “What we learn from a child's journey of sickness should be a road map of how we ought to live our lives each day. From hearing this talk, you cannot miss making your life better as you progress through your own journey.”

Join us for this important conversation at noon on Wednesday, September 10, at the Carver Branch Library, 1161 Angelina. See map for library location. Melody's new book, *Journeys of Heartache and Grace: Conversations and Life Lessons from Seriously Ill Young People*, will be available at the end of the session.

To help you make the most of your lunchtime, EWTG will again have Mangia pizza, fresh green salad and cookies for \$6 per person or \$3 for salad only, or you can bring your own lunch. Water is \$1. Pizza will be served from 11:30 a.m. to 12 noon. The program begins at noon and ends by 1p.m.

For information and reservations, contact EWTG by email at ewtg@ewtg.org or by telephone at 512.248.2044. Please state whether you want to purchase pizza and/or salad when you make your reservation.



ANNUAL CONFERENCE

Monday, November 24, 2008

22nd Annual Professional Development Conference ~ Hyatt Lost Pines Resort

Conference Committee News

Heather Hall, Vice President

Announcing Our Keynote Speakers

EWTC announces two distinguished keynote speakers for this year's professional development conference.

The opening keynote speaker is **Dr. Tina Dupree**, lovingly known internationally as "The Chicken Lady" because of her 12 years experience as spokesperson for a major fast food chicken restaurant chain. She is an author, professor, trainer, mentor, and public speaker. She was a radio talk show host for Building Bridges in Florida for eight years. As the mother of two and grandmother of five, she is an advocate on the importance of education. By special invitation of President George W. Bush, Dr. Dupree visited the White House in 2001 for a special discussion on reforming education. At our conference, she will present nine powerful, proven, and practical strategies for a more successful, healthier, and happier life. Her easy-to-use steps can be implemented immediately.



Dr. Tina Dupree

Our closing keynote speaker is **Major General K.C. McClain**, the Commander of the Air Force Personnel Center (AFPC) at Randolph Air Force Base (AFB) in Texas. The center's primary focus is to ensure that field commanders at bases around the globe have the right number of skilled people in the proper grades and specialties to complete their Air Force missions. AFPC consists of about 2,200 Air Force military, civilian and contractor personnel responsible for developing personnel programs, implementing personnel policies, and conducting personnel operations for 1.25 million Air Force military, civilian, and military retirees worldwide. General McClain will discuss her experiences and share her tips for obtaining a leadership role in the unique environment of the U.S. Military.

Others are Investing in You!

One of the most exciting things about planning this conference has been seeing how willing people are to give of themselves to invest in others. More than 45 speakers have been confirmed to lead 36 workshops, lectures and panel discussions. Many of these topics are new to the conference agenda.

The wide variety of topics include: budgeting, coaching, project management, technology, communications, workforce planning, change management, cultural diversity, training, workplace challenges, financial and retirement planning, career planning, life balance, as well as an assortment of management and leadership topics.

The board greatly appreciates the dedication of Frances Torres, the Conference Program Committee Chair, and her committee. The committee's review of the presenters' submissions and the selection of those that best fit with our theme this year is evident when you see the full conference program, which is sure to provide something for everyone.

We anticipate our largest turnout yet for this event. Early registration is encouraged to ensure admittance to the workshops you prefer.

Conference Registration Begins September 1, 2008

Registration is available beginning September 1, 2008. We encourage you to visit the conference website at <http://conference.ewtg.org> to learn more about the conference. Online registration is encouraged, and online registrations will receive an immediate confirmation/invoice. You may also register by mail or by fax. Payment is required prior to the conference date. Register early for the lower rate.

The board greatly appreciates the hard work of Cindy deRoch, the Registration Committee Chair, and her committee for working so hard to get everything ready for registration. The committee looks forward to seeing you at the registration booth!

Need More Information about the Conference?

For more information, please visit the EWTG 22nd Annual Professional Development Conference Web site at <http://conference.ewtg.org>.

You may also email the Conference Chair, Heather Hall, at vicepres@ewtg.org, or Michele Schwartz, EWTG Executive Director, at ewtg@ewtg.org.

Deadline for 3rd Quarter Scholarships — September 30th

EWTG scholarships are awarded on a quarterly basis to those wanting an opportunity for professional advancement or personal growth. All interested members are encouraged to apply; financial need is not a factor. Take a moment to treat yourself to a course you have been putting off, a conference you would love to attend (**including our own EWTG 22nd Annual Professional Development Conference on November 24th**), or perhaps a scholarship to Leadership Texas or Power Pipeline (see next article). Applications are available on the EWTG website in the forms section ewtg@ewtg.org. The Scholarship Committee will accept applications on a continuous basis; however, the deadline for the Third Quarter 08 Award is September 30, 2008, at 5 p.m.

Leadership Texas – Educating and Inspiring Women Leaders

The application deadline for the 2009 Class of Leadership Texas is Monday, September 15, 2008 (<http://www.womensresources.org/LT.asp>). Many EWTG members are Leadership Texas (LT) graduates, all of whom would agree that attending LT was an educational, eye-opening, inspiring once-in-a-lifetime experience. Leadership Texas is in sync with EWTG's mission to provide professional development opportunities to professional women. Several EWTG members received full or partial EWTG scholarships for the Leadership Texas program. EWTG Scholarship applications to assist in participation in this program are available on our website at www.ewtg.org/scholarships.aspx and are due September 30th.

Public Relations Director – Liza Chen



EWTG's 2008 Public Relations Director, Liza Chen, is the Section Coordinator of the Document Production Division at the Texas Legislative Council. As coordinator, she assists in planning, coordinating, and managing activities of the section to best serve the Texas Legislature. She holds a Bachelor of Arts in Economics from the University of Texas at Austin and is currently pursuing her Master's in Diplomacy at Norwich University. In addition to her work and studies, Liza was awarded the 2006 Outstanding Woman in Texas Government Award and has been an active member in Executive Women in Texas Government since 2006.

Liza has had the pleasure of working on the public relations committee, program committee, and closely collaborating with the conference committee. In January, she stepped up to the role as EWTG's Public Relations Director. In this role, she is responsible for the marketing and public relations of the organization, and has implemented a publicity strategy to prospective members, agencies and the public. This year, she has worked closely with Membership Director, Carol Lauder, on the new EWTG membership drive: "Invest in Yourself." This successful campaign has also been largely supported by the members on her public relations committee who recently sponsored the State Agency Coordinating Council's

Quarterly Meeting with an extensive breakfast buffet. The event was well-received and attended by state agency representatives, who were impressed by the breadth of services and opportunities that our organization offers to develop their staff.

A large part of the Public Relations Director's responsibility is to ensure the public is aware of the EWTG vision and mission to provide training opportunities through our annual EWTG Professional Development Conference. The Public Relations Director and committee are also responsible for soliciting nominations for the EWTG Woman of the Year, arranging for a panel of independent judges who make the selection, and preparing the activities and presenting an award to the Woman of the Year at the annual conference.

The EWTG Public Relations Committee members are Susan Biles, Jennifer Buas, and Sheri Palma. If you would like information about how to get involved with EWTG public relations or the Woman of the Year selection process, please contact Liza at publicrel@ewtg.org or call 512-415-4924.

State Agency Council announces 2008 Outstanding Women in Texas Government “Our Own Stars are All Over Texas!”

Executive Women in Texas Government is proud to announce two of our own stars as recipients of this biennial award: Dr. Susan Johnson and Connie Hofmann! In 1984, the State Agency Council created The Outstanding Women in Texas Government Awards to honor women who work in state government, who don't hold elected or appointed positions, contributed their talents and dedication to the state of Texas, and help others take Texas to the next level of significance. Nominated by their peers and state agency directors, these women were chosen by an independent selection committee for their exceptional commitment and accomplishments. We are proud to have two of the four outstanding women among us. This is, indeed, an exceptional year for our organization. Please join us in congratulating Susan and Connie!

Outstanding Professional Development: Susan M. Johnson, Ph.D.



Susan Johnson, Ph.D. is the Associate Commissioner for the Health and Human Services Commission's Consumer Support and Workforce Services, in Austin, Texas. The Consumer Support and Workforce Services Department oversees the Civil Rights Office, Human Resources Division, the Office of Community Collaboration, and the Office of the Ombudsman.

Susan has a vast amount of professional experience, including Director of the Office of the Ombudsman for the Health and Human Services Commission, Staff Assistant to the Deputy Commissioner of the Texas Department of Human Services, Supervisor for the Texas Department of Transportation's Human Resources Training and Development Section, and Director of the Program Planning in the Health and Human Services Policy Council for the Office of the Governor.

Susan has also served as a Program Specialist, Contract Specialist, an English and Reading Teacher, and spent over four years developing and implementing career planning courses and workshops for the Community Education Program in the Austin Independent School District.

Her undergraduate studies were undertaken at Fisk University in Nashville, Tennessee, she earned a Master of Arts Degree from the University of Texas at Austin and, in August 2007, she received her Ph.D. in Urban Higher Education from Jackson State University.

She is a graduate of Leadership Austin, Leadership Texas, and Leadership America. She currently serves as the president of the Austin Chapter of Links Incorporated and parliamentarian for the graduate chapter of Alpha Kappa Alpha Sorority.

Susan is truly a gem and has inspired many women in our organization to achieve more and aim higher.

Outstanding Community Involvement: Connie L. Hofmann



Connie is a Team Leader for the Employment, Retention and Recruitment Branch of Human Resources at Texas Parks and Wildlife. Connie is a graduate of Moody Bible Institute in Chicago Illinois. Luckily for Texas, she decided to contribute her skills to our state and began her state service in 1994 with the Texas Department of Transportation. During that time, she also furthered her professional skills and received her Professional in Human Resources (PHR) certification in May 1999.

Aside from her own developments, Connie is highly involved in serving the needs of others. She has a beaming smile and is always glad to lend a helping hand in her involvement in a variety of community organizations. Transferring her professional skills of interpersonal communication, organization development, and business structure, she gives her time at Mount Olive Lutheran Church and assists the church with various Human Resources issues. Furthermore, she is also currently serving as President in the Texas Parks and Wildlife Toastmasters Club. This club, open to TPWD employees and members of the community, aims to help experienced professionals develop and improve their public speaking abilities through local club meetings, training seminars and speech contests.

Connie has been involved in the Toastmasters Organization for the last ten years, achieving the highest designation of Distinguished Toastmaster. Toastmasters recognized her leadership efforts when they awarded her the “Outstanding Area Governor of the Year Award” in 2002. For Connie, contributing to the community is second nature. That is truly evident, because she has also been involved with EWTG, assisting and chairing the Silent Auction

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Committee to raise money for scholarships. During her tenure on the Silent Auction Committee, Connie made a lovely quilt by hand, which she donated to EWTG's silent auction. Connie's most recent venture has been as a member of the Business Advisory Council for Skillpoint Alliance. At Skillpoint, she uses her Toastmaster skills to teach professional development classes to adults who are retooling their careers.

With such compassionate people like Connie, the State of Texas is truly in good hands.

Thank you, ladies, for all the wonderful things you do!

2009 Board Nominations

It is that time of year when we begin looking for those women who want to serve EWTG as members on the next year's board. Lynn Whitten, former EWTG President and active member of the organization, is serving us again by chairing the Nominating Committee for the 2009 Board. If you would like to be considered for a board position or would like to nominate a fellow member, please contact Lynn at lwhittx@gmail.com or the EWTG Executive Director, Michele Schwartz, at ewtg@ewtg.org.

The Nominating Committee makes every effort to achieve diversity of ethnicity, age, job titles, and agency representation when developing its slate of candidates. The corporate bylaws provide that the Nominating Committee present a recommended slate of candidates to the Board at its October meeting. Nominations from the membership must be received by October 1, 2008, and must be supported by a petition of at least 15 voting members. The list will indicate which candidates are recommended by the Nominating Committee and which candidates are recommended by petition. If no candidates are recommended by petition, the slate is elected by acclamation. If there are petition-recommended candidates, then a vote will be taken and voting instructions and eligibility information will be published in the November newsletter.

You can find a description of the board officers' duties on our website at the following link: <http://www.ewtg.org/jobDescriptions.aspx>. In addition, this year in each monthly newsletter (available at www.ewtg.org) there has been a short article about a different position on the EWTG Board. The articles have included information about the woman currently holding the position and included an overview of the duties of her position. If you have been active in EWTG and are ready to develop new knowledge and skills, board participation is a great way to serve the organization and develop new skills.

2008 EWTG Austin Board Meetings

The 2008 EWTG Board holds its monthly meetings at the Carver Library, Austin, Texas, on the third Wednesday of each month from 6 p.m. to 7:30 p.m. The agenda for each meeting will be posted on the EWTG website by noon on the Monday before the meeting. Copies of approved board meeting minutes may be requested directly from Michele Schwartz, Executive Director, at ewtg@ewtg.org or 512.248.2044.

Did You Know?

In case you miss the email about the monthly newsletter, a copy can be found on the website each month at the following link: <http://www.ewtg.org/newsletters.aspx>.

2008 MEMBERSHIP DRIVE Continues through October 2008

Be a FAN of EWTG

- Every month in 2008 at the Austin luncheon, each member who brings a guest (or more than one) will be entered into a drawing for each guest she brings to the luncheon. A prize will be awarded at the end of the luncheon to the lucky member whose name is drawn. (e.g., three guests, three chances to win)
- Any guest who joins EWTG, regardless of whether in Austin, Dallas, or Houston, at their first luncheon/dinner gets \$10.00 off the first year's membership fee. (e.g., Annual dues are \$50.00 for state employees and \$100.00 for private members. If a guest joins at her first meeting, it is \$40.00 or \$90.00, respectively.)

2008 Affiliate Officers

Houston Affiliate:

Sherbert L. Mims, Chair

houstonchair@ewtg.org

Tammerriol J. Smith, Chair-Elect

houstonchairelect@ewtg.org

Terry Boyce, Secretary

houstonsecretary@ewtg.org

Karen Morse, Treasurer

Rosa Broussard, Parliamentarian

Kay Smith, Program Chair

Carolyn Kirkwood, Public Relations

Marline Boyd, Courtesy Chair

Charlotte Booker & Brenda McCoy,

Social Comm. Co-chair

Abigail Bailey, Special Projects Chair

Glenda Wall, Communications Chair

Houston Affiliate News

The Houston Affiliate's next meeting is on September 11, 2008, 12 Noon to 1 p.m., in Conference Room 2E/2F. We meet at the Elias Ramirez State Office Building, 5425 Polk Street, Houston, TX, 77023. For additional information, please contact Sherbert Mims, Houston Affiliate Chair, houstonchair@ewtg.org.

Through October, the Houston Affiliate 2008 Membership Drive offers any guest who joins at her first meeting a \$10 discount off the membership fee for the first year. A new member can join for \$40 instead of \$50.

2008 Affiliate Officers

Dallas Affiliate:

Heidi Negaard, Chair

UT Southwestern Medical Center

dallaschair@ewtg.org

Kathy Bledsoe, Treasurer

UT Southwestern Medical Center

Bhavini Patel, Communications Director

UT Southwestern Medical Center

dallascommunicate@ewtg.org

Susan Rossiter, Membership Director

UT Southwestern Medical Center

Cary Wilkerson, Public Relations Director

UT Southwestern Medical Center

Dorothy Fletcher, Development Director

Dallas Affiliate News

The Dallas Affiliate's next meeting is on September 11, 2008, 12:30 -2 p.m. at UT Southwestern Medical Center: Exchange Park Building (in the A-level conference room near AT&T building) at 6333 Forest Park Road in Dallas. To RSVP, contact Bhavini Patel at 214.645.3050 or dallascommunicate@ewtg.org.

The Dallas Affiliate 2008 Membership Drive offers any guest who joins at her first meeting a \$10 discount off the membership fee for the first year. From May through October 2008, a new member can join for \$40 instead of \$50.

MEMBERSHIP

New Members

Trish Bohrer	UT Southwestern
Georgina Bouton	Employees Retirement System
Sandra Harper	UT Southwestern
May Luckay	UT Southwestern
Jan Lunday	Texas Workforce Commission
Punita Patel	Comptroller of Public Affairs
Jane Scott	cPubs
Gretchen Stoeltje	Texas Department of Transportation
Karen Wayman	UT Southwestern
Mindy Wendele	Kerrville City Government
Mary Winston	Texas Residential Construction Commission

Renewing Members

Angela English	Office of the Governor
Dunja Morgareidge	UT Southwestern
Tamela Saldana	Texas Department of Transportation