



## EWTG STAR

### In This Issue

**July 2009**

July 22 Luncheon  
July 8 Mini-Course  
President's Corner

Houston Affiliate  
News  
Community Service  
Committee Event

June Luncheon  
Recap  
June Luncheon  
Recap  
New and Renewing  
Members

### Quick Links

EWTG Web Site  
Board of Directors

### Our Sponsors

#### EWTG Database Migration



Recently EWTG completed a migration of its membership information to an Access database.

### July 22 EWTG Luncheon - Dr. Meria Joel Carstarphen "The Entry Process for Taking on Leadership of a Large Organization"

Dr. Meria Joel Carstarphen is Superintendent of the Austin Independent School District, an urban public school district with an annual budget of \$692M, 11,100 employees, and 82,000 pre-K-12 students in 120 schools. Prior to this position, Carstarphen served as the superintendent of Saint Paul Public Schools in Saint Paul, Minnesota, and as Chief Accountability Officer for the District of Columbia Public Schools. She has also served in similar leadership and accountability positions for public school systems in Kingsport, Tennessee and Columbus, Ohio. Carstarphen's professional experience includes teaching Spanish and documentary photography at the middle school level as well as elementary education in Seville, Spain and Caracas, Venezuela.



Carstarphen earned a doctorate in Administration, Planning, and Social Policy with a concentration in urban superintendency from the Harvard Graduate School of Education. She earned a Bachelor of Arts degree in political science and Spanish from Tulane University and master of education degrees from Auburn University and Harvard University. She has also studied at the University of Seville, Spain and University of Innsbruck, Austria. A public school graduate, Carstarphen hails from Selma, Alabama where she began her teaching career.

Carstarphen currently serves on the boards of the Council of Great City Schools, Educational Testing Service, Austin Partners in Education, AISD Public Education Foundation, Texas School Alliance, Texas Council of Urban School Districts, and the Children's Hospital/AISD Health Service Advisory Board. She also serves in advisory and committee roles for the Urban Superintendents Program at the Harvard Graduate School of Education.

The new database is a significant improvement over our previous technology. Everything seems to be working smoothly, but a few issues surfaced when some incomplete data was transferred. If you believe you should have received a renewal notice by now, but have not, please email [ewtg@ewtg.org](mailto:ewtg@ewtg.org) and we will resolve the problem.

### Third Quarter Scholarships



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 or a conference you would love to

For information and reservations, contact EWTG by email at [ewtg@ewtg.org](mailto:ewtg@ewtg.org) or by telephone at 512.248.2044.

### July 8 EWTG Mini-course - Scott Grindstaff "Using Technology for Better Presentations and Meetings"



Scott Grindstaff has been working in the audio visual industry since 1998. What began as a part-time job to help pay for college soon turned into a full-time career. Scott has worked for Robert Redford at the Sundance Resort, and was the Main Street Services supervisor for the 2002 Winter Olympics, where he handled all of the Olympic press conferences. Scott then moved to Las Vegas to hone his production skills working with talents such as Lee Greenwood and Penn and Teller. Scott is currently the Director of Audio Visual Services for Visual Aids Electronics and has been working with VAE for six years.

Scott will provide participants at the July mini-course with insight into how presentations and meetings can be enhanced to help sharpen the objectives of our meetings. Whether we want to persuade, inform or inspire, our presentations should inspire the audience to feel something and take action. Technology can help us or hinder us, depending on how it is used.

The second part of his presentation is designed to allow hands-on training for some of the basic audio visual tools that are available from enhanced recording to creating more powerful presentations.

Scott loves to plan events and organize every aspect of production, from the simplest boardroom to the largest convention hall. Scott received a Political Science degree from the University of Utah and an MBA from Ottawa University. In his spare time Scott likes to slow down with a little Kansas City style BBQ. If you want to make an order of audiovisual or smoked meat, talk to Scott.

Join us for this exciting presentation at noon on Wednesday, June 10, at the Carver Branch Library, 1161 Angelina. To help you make the most of your lunchtime, EWTG will again have Mangia pizza, fresh green salad, lemonade, iced tea and dessert for \$10 per person, or you can bring your own lunch. Pizza will be served from 11:30 a.m. to noon. The program begins at noon and ends by 1:00 p.m.

attend.

Guidelines for qualifying for a scholarship and applications are available on the EWTG website in the Forms and Documents section at [ewtg.org](http://ewtg.org). The Scholarship Committee will accept applications for this quarter until 5:00 p.m. on September 30th.

#### 2009 EWTG Board Meetings



The 2009 EWTG Board holds its monthly meetings at the Carver Library in Austin 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 EWTG's website by noon on the Monday before the meeting.

Beginning this month, a summary of the board meeting minutes will also be posted on the

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### President's Corner-EWTG Annual Professional Development Conference Keynote Speakers Shannon Kelley, President

EWTG's cornerstone event is its annual professional development conference. This year's conference committee has been working hard since January to provide you with another outstanding conference. The EWTG Annual Professional Development Conference will be held on Monday, November 23 at the Hyatt Regency Lost Pines near Bastrop. The conference will feature two dynamic and inspirational keynote speakers. I would like to introduce you to both of them.



Wanda M. Thompson, PhD, Association Senior Vice President of Operations, State University of New York (SUNY) Upstate Medical University will kick off the conference with a keynote address. Dr. Thompson joined the Office of the President as Associate Senior Vice President of Operations in August 2007. At SUNY Upstate, Dr. Thompson provides leadership and direction in the development of institutional planning. Her responsibilities also include oversight of a variety of integrative operations, including: Human Resources; library services; public, community and governmental relations; and communications. In addition, she works closely with agencies in Albany and Washington representing SUNY Upstate on Medicare and Medicaid issues as well as on public health policy.

Prior to her appointment at SUNY Upstate, Dr. Thompson served as the Deputy Executive Commissioner for System Support Services at the Health and Human Services Commission (HHSC) in Austin, Texas from 2004-2007. In that position she centralized administrative services and oversaw a \$45 million budget and 600 employees. Her direct reports included the directors of Civil Rights, Human Resources, Business and Regional Services, and the Ombudsman Office.

Prior to her post at the HHSC, Dr. Thompson served for twelve years at the Texas Department of Health, including as the Associate Commissioner for Operational Support (2002-2004) and Chief of Staff to the Commissioner (2001-2002).

website. You can view them by clicking on "Forms and Documents."

#### Committee Volunteers Needed



Please look over the Committee Descriptions on the EWTG website under Forms and Documents and consider becoming more active in the organization.

Participating on a committee is a great way to support EWTG, learn new skills and to meet other interesting executive women. As with so many things, "the more you give, the more you get."

#### Follow EWTG on Twitter



Twitter is a free service that lets you keep in touch with people or organizations through the exchange of quick, short messages.

Dr. Thompson earned her doctorate in Education Administration at the University of Texas at Austin in 1998 and a Master's degree in Public Affairs at the Lyndon B. Johnson School of Public Affairs in 1986. She also holds a BA in Psychology from Millsaps College and is certified by the Society for Human Resource Management.

Dr. Thompson is a member of Alpha Kappa Alpha Sorority, Jack and Jill of America, Inc., Salvation Army Advisory Board, and the Greater Syracuse YMCA Board. In addition to her distinguished professional career, Dr. Thompson is a former EWTG board member with whom I had the pleasure serving in 2006. She will speak to us about "Leadership as a Craft."

Our second keynote speaker is Sara Laschever. Sara Laschever is an author, editor, and cultural critic known for her "enlightening, unsettling, and ultimately, inspiring" ideas. Much of her work has focused on women's life and career obstacles. Her byline has appeared in *The New York Times*, *The Harvard Business Review*, *The New York Review of Books*, *The Boston Globe*, *Vogue*, *Mademoiselle*, and many other publications. She is currently a fellow of the Center for Work-Life Policy in New York City.

Ms. Laschever's new book, *Ask For It: How Women Can Use the Power of Negotiation to Get What They Really Want*, written with Linda Babcock, presents a research-backed four-phase program to help women learn to be more confident and effective negotiators. *Ask For It* guides women through the process of refining their goals, polishing their skills, and thoroughly preparing for every kind of negotiation in their lives—large or small, high-stakes or low.

*Women Don't Ask* won rave notices from *The Wall Street Journal*, *The Economist*, *Business Week*, *The New York Times*, *The Washington Post*, *USA Today*, and *The International Herald Tribune*, among others.

Ms. Laschever's lively, eye-opening workshops and talks about women and negotiation have become popular draws for corporate audiences, colleges and universities, law firms, and women's leadership groups nationwide.

Sara Laschever earned her B.A. summa cum laude from Princeton University and her M.A. from Boston University. She lives in Concord, Massachusetts with her husband and two sons.

You do not want to miss these two amazing keynote speakers, or the 30+ workshops that will focus on professional and personal development. The Call for Presenters is now available on the EWTG website at [www.ewtg.org](http://www.ewtg.org). I would encourage you or your talented

Go to  
twitter.com/ewtg  
to sign up and  
start receiving  
EWTG's updates.

colleagues and contacts to submit a response to provide an educational workshop to conference attendees. Stay tuned for more conference details to come!

Shannon Kelley  
President

### **Houston Affiliate News**

At the June 11th meeting, Affiliate members were excitedly laying the groundwork for a fall membership drive and fundraiser. Sherbert Mims, Chair of Special Projects/Fundraising, led the discussion on combining a membership drive with a themed basket raffle. The Houston Affiliate plans to set up a booth in the lobby of their meeting facility to showcase the basket and highlight the benefits of membership in EWTG. Affiliate members Yolanda Chavez and Maxine Johnson graciously volunteered to coordinate creation of the themed baskets.

The Houston Affiliate is also exploring two service projects for the fall: a mentoring program for girls at a local middle school and a hospital program that provides home-going clothing for newborns.

Please bring your ideas to our July 9th meeting and join in the planning of these projects and activities. The Affiliate will meet in Conference Rm. 2E/2F at the Elias Ramirez State Office Building, 5425 Polk Street, Houston, TX, from 12:00 Noon to 1:00 PM. Dessert and beverages will be provided. For additional information, please contact Carolyn Kirkwood, Affiliate Chair-Elect at 713-767-2306.

### **Community Service Committee - Let's Make a Difference**

The Community Service Committee's drive to support Lisa's Hope Chest and Dress for Success Austin ended June 30th but you may continue to support the organizations with individual tax deductible donations throughout the year. Additional information about Lisa's Hope Chest is available through their site at [www.lisashopechest.org](http://www.lisashopechest.org).

In July, the Community Service Committee will focus on supporting the Ann Richards School for Young Women Leaders. Ann Richards, the 45th Governor of Texas, envisioned the school to provide opportunities to girls from economically disadvantaged backgrounds and give them the confidence and skills necessary to succeed. For more information see their site at [www.annrichardsschool.org](http://www.annrichardsschool.org).

We'll also be supporting Mobile Loaves and Fishes, Inc. with donations of backpacks and school supplies for Austin's low income elementary school children. The non-profit Mobile Loaves and Fishes, Inc. provides food, clothing and supplies to the homeless and working poor. More information about Mobile Loaves and Fishes, Inc. may be found at <http://www.mlfnow.org>.

Donations of backpacks and school supplies for the Ann Richards School and for Mobile Loaves and Fishes, Inc. can be brought to July's mini-course and luncheon and to the August mini-course. The next time you find yourself shopping, please remember to pick up something for the kids. Let's make a difference in someone's life!

### **Ann Richards School for Young Women Leaders**

#### GRADE SIX

Medium to large size backpacks  
Pencils, No. 2  
Pencils, red lead  
Ballpoint pen, blue or black ink  
Crayons  
2 Wirebound notebooks  
Notebook binder  
Paper for binder  
Dividers for binder  
Scissors  
Ruler, 12" dual scale metric & conventional

#### GRADE SEVEN

Three ring binder  
Loose-leaf paper  
Pencils  
Pencil sharpener  
Pens  
Scientific calculator  
3-ring hole punch  
Highlighter  
Dividers

### **Mobile Loaves and Fishes, Inc.'s**

#### ELEMENTARY SCHOOL

Smaller size backpacks  
Crayons  
Map pencils  
Basic calculators

**Recap from the June Luncheon  
Rhoda Mae Kerr - "Where Does Leadership Come  
From"**

"Austin is a great city with great public services," said Austin Fire Department (AFD) Chief, Rhoda Mae Kerr at her luncheon presentation. Public service is something Chief Kerr knows a great deal about; she is a fourth generation fire fighter and has been in the fire service for 26 years. Five months into her new position, she is one of two women in the nation leading a fire department with over 1,000 fire fighters. She is "leading the way so that others can follow." Not only is the AFD notable for having a female fire chief, but with women comprising five percent of its 1,100 fire fighters, it surpasses the national average of 3.5 percent.

Striving for diversity within the department is important for Chief Kerr and the AFD. She believes that having a fire department that is comprised of women and minorities, as well as one that is representative of many generations, gives the department the cultural competencies to respond effectively to everyone in the community. AFD is the first responder to 911 calls. Of the 76,000 calls for service last year, 70 percent were medical rescue calls. The department had 2,000 fire calls, as well as 500 rescue calls and 500 HAZMAT calls.

Chief Kerr discussed the various divisions that comprise the AFD. Over 100 support staff keeps the department, and its 44 stations and 251 vehicles up and running. In the Special Operations Division some are trained to deal with unique situations, such as: chemical spills, boat accident rescue, and fire and rescue services at the Austin-Bergstrom International Airport.

The AFD also has a free-standing wellness and fitness center. Staffed with two doctors, one RN, and one fitness specialist, the center provides a yearly physical exam and fitness evaluation for each of the fire fighters. The center, one of only a few in the nation, makes sure Austin's fire fighters are healthy and catches health problems early. Since the center opened four years ago, there have been 41 early saves, including detecting cardiac distress and prostate cancer in their early stages.

Chief Kerr also spoke of some of the challenges she and her department are currently facing. AFD has been asked by the city to reduce its \$121 million budget by 3.5 percent without effecting service levels. Her presentation was an informative look at the day-to-day vast operations of the AFD and her role as its chief.

### **Recap from the June Mini-Course Tonya Hofmann - "Getting Out of Your Fear Zone"**

What are your fears? You must identify them. By not facing your fears, you hold yourself back. For women, some fears are innate. Some come from the way we were raised, others

from what we were taught in school. We were taught not to fail, but, you have to fail to move forward, to learn, to grow.

Tonya stated there are no easy ways to get over your fears, but provided participants with a few strategies for "getting out of their fear zone":

- Identify the "buttons" to push. - What are you afraid of? What is it about yourself that you can push? To get over your fears, baby steps won't always work. You must take leaps to conquer your fears. If you push your limits, most of the time you will get positive results.
- Believe in yourself. - Tanya reiterated the quote "Life is not about finding yourself but about creating yourself." No one else will believe in you if you don't believe in yourself. What is keeping you from pushing forward? Try looking in the mirror, deep into your eyes, and telling yourself "I am fabulous! I am amazing!" This will help you build confidence.
- Start a conversation. - Don't be afraid to talk to others. How will you connect to people if you don't talk to them? Ask what you can do to help them. Ask others what they think about you. Tell others they are amazing.
- Smile. - In many cases when dealing with other people, either through public speaking, meeting new people, or networking, the first thing to remember is to smile. No one knows the fears inside of you or what you are thinking (or that you are shaking). Sometimes you have to fake it, but after awhile, you start believing in yourself.
- Decide where **you** want to go. - Decide where you want to go, not where your family wants you to go, not where your boss wants you to go. What is important to you? What will make you happy? What is in your heart? What kind of person, friend, co-worker, spouse, do you want to be? Look long term.
- Be prepared. - Be honest with yourself. Face your fears. Identify the positives and the negatives. If you fail, pick yourself up and keep going. You must keep pushing your limits. Push your fear buttons to reach your goals, to make giant leaps.

## **New and Renewing Members**

### **New Members**

**Regina Durden**-TX Dept. of Insurance

**Amelia Lopez-Phelps**-MWM Design Group, Inc.

**Lauri O'Leary**-Office of the Governor

**Lori Ramirez**-Dept. of Information Resources

**Marietta Storey**-Dept. of Information Resources

**Sally Ward**-Dept. of Information Resources

**Debbie Weiss**-Retired, TX Dept. of Transportation

**Renewing Members**

**Ardra Alexander**-TX Workforce Commission  
**Ginny Booton**-TX Dept. of Transportation  
**Melody Chatelle**-Chatelle and Associates  
**Donna Clay**-Dept. of Information Resources  
**Laura Coffe**-Dept. of Information Resources  
**Sugie Day**-Dept. of Information Resources  
**Susan Durso**-TX Residential Construction Commission  
**Sarah Evans**-TX Facilities Commission  
**Jodie Erickson**-Dept. of Information Resources  
**Holly Faison**-TX Dept. of Public Safety  
**Leah Folgate**-Dept. of Information Resources  
**Janis Guerrero**-Austin ISD  
**Jennifer Hamilton**-TX Dept. of Information Resources  
**Jody Henneke**-General Land Office  
**Kathleen Hamilton**-Retired, TX Dept. of Health  
**Wendy Herndon**-Employees Retirement System of TX  
**Leslie Howes**-TX Workforce Commission  
**Janet Hyndman**-Employees Retirement System of TX  
**Veronica Inchauste**-University of Texas at Austin  
**Laura Johannsen**-TX Dept. of Transportation  
**Jeanne Keel**-Employees Retirement System of TX  
**Neijba Kheribi**-TX Commission on Environmental Quality  
**Leslie Kjellstrand**-Retired, Employees Retirement System  
**Sherry Lee**-TX State Board of Examiners of Psychologists  
**Diane Mazuca**-TX Commission on Environmental Quality  
**Monica Melant**-TX Commission on Environmental Quality  
**Amy Morgan**-Teacher Retirement System  
**Dopke Ogunsanya**-Comptroller of Public Accounts  
**Deborah Peterson**-TX Dept of Aging & Disability Services  
**Elaine Powell**-Retired, Dept. of State Health Services  
**Regina Rousseau**-Dept. of Information Resources  
**Sharon Scarborough**-Texas Senate  
**Kathy Smartt**-General Land Office  
**Susan Steeg**-Justice of the Peace, Precint 3  
**Joelyn Weeks**-TX Dept. of Information Resources  
**Kathleen West**-Employees Retirement System of TX  
**Rose Wheeler**-Dept. of Information Resources  
**Lynn Whitten**-Dept. of Information Resources  
**Delores Williams**-Dept. of Information Resources  
**Della Williamson**-Employees Retirement System of TX  
**Carol Willis**-Region XIII Education Service Center  
**Grace Windbigler**-TX Dept. of Information Resources  
**Mercie Zapata**-Dept. of Information Resources

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