

# The Circuit

A Publication of  
the Technical Women's  
Organization

Volume 25, Issue 3

June 2009

## ***Message From The TWO President:***

### **Come help us 'Forge the Next Frontier' at the 2009 TWO-NAPA Annual Training Conference**

### **Make Your Reservations Now for Oklahoma City, OK July 6<sup>th</sup> - 9<sup>th</sup>, 2009**

The coming TWO-NAPA conference for 2009 is going to be held in Oklahoma City and I am hoping that you will try to attend. Being held July 6th - 9th, 2009, the theme this year is 'Forging the Next Frontier', indicative of TWO moving ahead into the NextGen Frontier while still contributing to the overall effectiveness of the FAA mission through our technical expertise and leadership skills.

Last year's conference in New York City celebrating TWO's 20th anniversary was amazing, but this one is OK! Not only will we have the Agency's top aviation experts from various Lines of Businesses such as Commercial Space Transportation, Aviation Safety, and ATO's NextGen & Operations Planning speaking and teaching on pertinent technical issues, we are also providing training that will assist you in your quest to enhance and advance your career. We are offering sessions in personal and career development starting with Ms. Ventris Gibson, AHR-I, providing a lively and motivational session on how to manage and communicate effectively with our "next generation's" workforce. Business and Leadership Coach, Mr. Ron Williams, will also present a session aimed at improving your skills in life.

Not only is this training exciting and highly informative, but it is worth eLMS credit. We have a Course Number #FAA30200264 - good for up to 16.5 hours.

If you work with your managers now you might be able to gain approval for attendance and secure funding for training or even use non-training funds and excused absence for this time frame. Please reference the below information taken from HRPM 10.1 - Employee Associations.

The speaker's topics, the training and the activities are just a part of the annual conference. The most important event is the opportunity for each member to meet and network with others from across the country, to network, to learn, to grow and discover.



*We strive to: Utilize our organization as a powerful and courageous voice for change; Contribute to the overall effectiveness of the FAA mission through our technical expertise and leadership skills; and Provide a supportive community for all FAA employees in which we promote diversity.*

*Continued on page 3*

# Forging the Next Frontier!



***Message from the TWO President (continued)***

If you know someone who would benefit from becoming a TWO member and would like to attend this conference, please contact your TWO Representative or Judy Holcomb, 2009 Conference Chair, at [judy.holcomb@faa.gov](mailto:judy.holcomb@faa.gov) or call at 405-954-5791 for further details. If you do not know who your TWO Representative is, please check our TWO website:

<http://technicalwomen.org>

At our website you can find additional information about the 2009 TWO-NAPA Conference under “Events and News” - “2009 TWO/NAPA Conference”. From there you can reserve your hotel room on-line:

[http://www.marriott.com/hotels/travel/okcbr?  
groupCode=twotwoa&app=resvlink&fromDate=7/4/09&toDate=7/10/09](http://www.marriott.com/hotels/travel/okcbr?groupCode=twotwoa&app=resvlink&fromDate=7/4/09&toDate=7/10/09)

and register for the conference:

[http://technicalwomen.org/WebMoudle/Events/TWOConference/2009Conference/  
ConferenceRegister/2009ConferenceRegister.aspx](http://technicalwomen.org/WebMoudle/Events/TWOConference/2009Conference/ConferenceRegister/2009ConferenceRegister.aspx)

At the “View 2009 TWO Conference Documents” link, you can download:

- The Conference Agenda
- Registration Form
- Conference Costs
- Conference Approval Letter
- Two Dollar Coupon good for Airport Express (Airport to Hotel)
- Conference Map
- President’s Welcome Letter

Or you can learn more about Oklahoma City and Bricktown: <http://www.bricktownokc.com/>

Until Next Time,

*Emily*



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# Qualified Technical Women

With numerous retirements taking place, coupled with having attended the National Employee Associations (EAs) Forum in Washington, DC this past year, my mind has been on how we as an Association can fulfill our mission of increasing the number of qualified women in technical fields that are being left vacant.

Now is the time to make sure FAA is not only competitive in attracting technical women to our arena, but that our management actually makes the attempt to hire qualified women. I won't go into the details of how women are the majority attendees and graduates at colleges and universities and now are the majority in graduating with degrees in the technical fields as well. But I am concerned. Civil Rights Assistant Administrator Fanny Rivera provided us a report on the 'State of the EEO' during the forum. The numbers weren't pretty. One table, shown

below, depicted the statistics on the hiring of 2101/856's (as of 5/31/08). It was very disturbing to me.

The table below lists a 'pool' of qualified minorities available for hire and a row reflecting how many were actually 'hired.' RCL is the 'Relevant Civilian Workforce' and is the data used for comparison with the federal workforce. It is the percentage of Electronic Technicians in the civilian workforce. Civil Rights will actually conduct a Barrier Analysis study to determine the reasons why these folks were not hired.

Of course, red means the numbers are below satisfactory. Let's take an example from the table below - white female. The RCL row notes a 39.74% of white female technicians in the civilian workforce. FAA had a pool of 61 qualified 856s white females actually apply for a position, but only 3 were hired. We do not know why others were not

hired, hence the Barrier Analysis study being done by Civil Rights.

In meeting with then Administrator Sturgell, who was aware of these numbers, I stressed that we had to make sure that it would take leadership from above to impress upon those doing the hiring that this trend not continue. I personally believe the Barrier Analysis will reveal the majority of the applicants were rejected for no other reasons than the obvious.

Remember, TWO offers us the opportunity to utilize our organization as a powerful and courageous voice for change, to contribute to the overall effectiveness of the FAA mission through our technical expertise and leadership skills, and provide support for all FAA employees and promote diversity. Let's use our voice.

*Emily*

TWO National President

	Am. Indian		Asian		Black		Hispanic		White	
	F	M	F	M	F	M	F	M	F	M
RCL	0.40	0.24	2.34	2.57	7.79	4.89	5.27	4.74	39.74	30.24
Pool	5	70	6	76	68	375	17	222	61	1709
%	0.16	2.21	0.19	2.40	2.15	11.83	0.54	7.01	1.92	53.93
Hire	0	1	0	1	0	15	0	16	3	119
%	0.00	0.64	0.00	0.64	0.00	9.62	0.00	10.26	1.92	76.28



## **PUTTING THE POWER OF BLUE TO WORK FOR YOU**

TWO's partner, the Blue Cross and Blue Shield Association Service Benefit Plan, wants to remind you of tools available on [www.fepblue.org](http://www.fepblue.org) to help our members make informed decisions about their medical care choices.

You are having a diagnostic procedure next week and you don't know what to expect after the procedure. You have just had a baby and need some information about immunizations for children. Your husband was just diagnosed with diabetes and both of you need help planning a diet.

Where can you go to get the answers to your questions and the information you need? Blue Health Connection under the Health and Wellness feature on our web site is your resource for around-the-clock information that puts you in control of managing your health decisions when and how you need it.

The Ask Our Nurse feature gives you access to a registered nurse that lets you email non-emergency questions about a condition, symptom, treatment, or procedure through a secure and confidential messaging system. You will get a personalized response to your email within 24 hours. If you have a more immediate situation or question, you can call Blue Health Connection at 1.888.258.3432 and a registered nurse will be happy to assist you.

You aren't sure if your rash is serious enough for a visit to your physician. You can check out the Online Symptom Adviser for help with your decision. The Online Symptom Adviser uses a series of questions to evaluate your condition. Based on your answers, the Online Adviser will recommend the appropriate medical care, from calling an ambulance to providing self-care instructions you can use at home.

You also have access to information about thousands of health related topics when you use the Clinical Reference System and our Audio Health Library.

We hope you will check out Blue Health Connection online for help in making informed health care decisions for you and your family.

Wishing you a healthy 2009,

*The Blue Cross and Blue Shield Association Service Benefit Plan*

## New Western Pacific TWO Rep



Maury Khon, TWO AWP Representative

With the retirement of the Western Pacific (AWP) Representative, Kathleen Harrold, the TWO e-board has approved Maury Khon as a replacement for the remainder of this term. Maury has been with the FAA agency for more than 10 years starting from the CTI-program to a journey-woman technician and currently works at the Northern California

TRACON (NCT) Service Operations Center (SOC) as a Specialist. She has been actively participating in TWO for the past four years and has attended several annual TWO Training Conferences. She is a strong supporter of TWO and enjoys the opportunities our training conferences and other programs

offer. Maury is excited about being able to share information and networking opportunities with the TWO members in AWP. Also, she has represented TWO for the past two years in successfully initiating and completing the previous TWO/PWC partnered mentoring program in the Sacramento area.

## TWO Member Promoted

Me Tin Cheung received a well deserved promotion as the Comptroller of En Route and Oceanic Business Services.

She's had a long journey with the FAA, first as a contractor with Martin Marietta beginning in 1989, and then as a federal employee in 1997.

In 2000, she became the TWO Treasurer for Headquarters (HQ). Because of her passion to help technical woman in their professions, she continued to lead as the TWO HQ representative in 2005 and most recently she co-lead the TWO/PWC mentor program with Lynette Jamison in 2007.

Does Me Tin attribute her success to being in the right

place at the right time? Definitely not! She knows success takes:

- Continuous learning and growing,
- Taking advantage of opportunities to give back, and
- Seeing challenges as opportunities to grow.

She has relied on informal mentor relationships from her previous manager, Henry Gonzalez, and several other people throughout the agency. Me Tin believes your attitude prepares you for each next step.

No matter what your title may be, remember to pay attention to everyone around you, and be open to all possibilities.

*“No matter what your title may be, remember to pay attention to everyone around you, and be open to all possibilities.”*



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## Northwest Mountain Mentoring Graduation

The 2008 TWO/PWC Mentor Program Graduation Social was held July 31. Cindy Lundberg, Lead Program Manager and new TWO Vice President, welcomed the 17 members of the graduating class of 2008, the 4<sup>th</sup> such class to graduate from the Northwest Mountain Region.

Cindy introduced Dina Jimenez, Business Development Manager of the FAA First Federal Credit Union. Cindy acknowledged the Credit Union's contributions to TWO, including sponsorship of the graduation event.

Heather Leonard, Senior Advisor of Enroute and Oceanic Services, provided the keynote speech. She offered some well-earned insight into the mentoring process, based on her own experience on her rise to her current position. She described her early career starting at age 19 as a military controller in an almost-all-male army, and alluded to some of the difficulties she faced. Heather provided the audience with sound advice for advancement:

(1) Nothing will be given to you. Capitalize on your strengths, seek honest feedback, and consider it all seriously. Then follow it all up with hard work, and maintain your integrity, credibility, and ethics. Eventually the really good bosses—the ones who are

seeking and relying on the hard workers with energy and ethics—will recognize your contributions.

(2) Know your personal boundaries and be comfortable with your career goals. Honoring your priorities is essential to being true to yourself and your heart.

(3) Don't sell your soul to move up ... but it might be necessary to engage in some "maneuvering" by figuring out how to present your message so it's received well. Play full out, full on in "their arena," i.e., learn the rules of the game as they are played.

(4) Openly solicit help, as difficult as this might be for you. Make it known that you want to advance. Then carry out the recommendations. But don't look only to your first-line supervisors for feedback or suggestions; remember that everyone is flattered to be asked for advice.

Heather closed with the mentee slogan: "Believe and achieve: Your determination makes the difference!"

Cindy then recognized Bobbie Kahklen from PWC and Molly Desjardins and Toni Tonjes from TWO for their assistance administering the 2007–2008 mentoring program.



After the presentation of mentee diplomas and mentor certificates, the group shared experiences and lessons from the past year.



## The 2008 Conference Quilt Mystery Winner!

By Mary Thomas

It is always a great pleasure to make a Quilt for TWO for presentation at the National Training Conference. I always look forward to drawing the name and hope for excitement from the person who wins. This year's Conference in New York City was no exception. I eagerly waited my turn during the Thursday evening banquet to draw the name of the winner.

After the basket auction I grabbed the microphone and asked the President of NAPA, Peter Nguyen, to select the name from the bowl. I had been mixing the tickets for an hour, and actually knew 99% of the names of folks who had bought tickets. But Peter selected that ONE name that I didn't know. I took the ticket from him and stuttered the name out and everyone looked at me blankly. I repeated it, looking around the room, and there was no one

answering. So I said something like "Thank You!" and handed the microphone back. I went to the hotel phone thinking that the person had just went up to their room, but the hotel said there was no one booked with that name.

I was at a loss! What to do? No one recognized the name, the hotel had no record, there was no phone number or address. I found my way over to Emily, TWO President, to confer: should we draw another ticket? Just at that moment, Deborah Stevens, outgoing Alaska representative, came up and told me the name drawn was her sister. She had put the

ticket in for her sister at the same time that she bought hers. I tried to announce it, but Deborah wouldn't let me. She told Emily and myself what she intended to do is display it at the Alaska's 50th Anniversary Booth and then send it...to Emily!!

Emily almost missed it, she screamed, "You're going to send it to WHOOO?!"

So Emily Godinet ends up with ANOTHER one of my quilts!! Thanks so much for all your support and donations for this TWO 20th Anniversary Scrapbook Quilt. I look forward to finding out who this year's winner will be!



2009 Quilt—"Oklahoma Twister"

## Meet the Vice President for Technical Operations

As the Air Traffic Organization's Vice President for Technical Operations, Teri is responsible for the delivery of maintenance service to the customer. She is also responsible for providing communication and navigation services to support the ATO's line service units. Bristol will also work closely with FAA regional administrators and support organizations in other FAA lines of business to achieve agency corporate goals and objectives. Previously, Teri was Vice President of the Office of Service Center, responsible for integrated and meeting the needs of the area

offices. Before this appointment, Bristol served as Director of Terminal Program Operations where she was responsible for the delivery of surveillance, weather, automation and facility programs, and operational support for all Terminal automation systems in the National Airspace System (NAS). Bristol began her federal career in 1992 when she was recruited from the University of Maryland into the Department of Transportation's Acquisition Management Training Program. Since joining the FAA in 1994, Bristol has served in several executive

positions including program manager of Terminal automation program, Deputy Lead for Traffic Flow and Enterprise Management, and manager for Terminal Transition and Implementations.

Bristol holds a Bachelor of Science degree in Marketing and Transportation from the University of Maryland and is a Certified Program Management Professional.



Vice President for  
Technical Operations  
Teri L. Bristol



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## Education and Career Development Committee Update

Stefanie Kerston, a 2008 Scholarship Award winner, and College Training Initiative (CTI) student has been hired by the FAA and is presently working at the Miami Center.

We would like to congratulate Stefanie on all of her accomplishments. We know that she will be an asset to the agency and in everything that she endeavors to do.

Additional scholarship information can be found at: <http://technicalwomen.org/WebMoudle/Programs/Scholarship/Scholarship.aspx>



## Girls With Wings

### *Girls Need Flight Plans, not Fairy Tales*

Lynda Meeks has created Girls With Wings, an organization whose goal is to “entertain and educate girls about their limitless opportunities for personal growth.” In her own words, here is a little bit about Lynda:

#### **Commercial and Military Airplane and Helicopter Pilot**

I live in Lakewood, which is near Cleveland, Ohio. I am 40 years old.

I've had a few different flying jobs since I was 24 but I first learned to fly in the Army on [UH-1 "Huey"](#) Helicopters. I also flew [C12s](#) (King Air 200's) in the military in Germany and to South and Central America. When I left the Army 5 years ago, I went to work for a regional airline flying [Beech 1900s](#). I left there to fly for a private (fractional) airline, on both the [Citation V](#) and the Beechjet. I now fly for another fractional airline, but now I'm flying the Citation X, which I

LOVE!

I didn't grow up wanting to be a pilot. I only went to flight school because the Army said it was a really tough school and I like a challenge. I have an uncle who became a pilot a couple years after I did, but I didn't know anyone who could fly when I was growing up. Now I have a lot of friends who fly a lot of different aircraft for a whole lot of reasons.

I like flying mostly because the sun and sky are so beautiful up above where everyone else may be having a cloudy, rainy day! I love going to work where I can look down at big cities and small towns and everything in between. I do not like sitting in one place very much, like in an office, and I do like to travel and see new places.

If you want to be a pilot, you can't hate studying, because pilots have a test at least once or twice a year to keep their license. Pilots need to keep up

to date on the different rules and regulations the government has put in place to keep flying safe.

Many people are surprised when I tell them that I am a professional pilot. Most people don't know that women have been flying since 1910, and there are more and more girls getting their pilots' licenses every day. When I'm in my uniform, people are always assuming I'm a flight attendant. In fact, one day when I was settling into my seat in the cockpit, a woman passenger called out to me, “Stewardess, Stewardess. I can't get my seatbelt fastened.” So I said to her, “I promise to help you with the seatbelt if you promise not to call me stewardess.” Her husband leaned over to her and said; “I think they call them flight attendants now.” I had to explain to them that, no really, I was a real live pilot!

Please visit  
[girlswithwings.com](http://girlswithwings.com)

## What's Happening in Central Region?

Vera Dixon, who has done a fantastic job working in the Kansas City area as our diligent and dedicated ACE TWO Representative and who also helped with Mentoring duties, moved assignments with the FAA. Vera moved to Fort Worth, TX and is working as a Safety Assurance Specialist. We will miss Vera very and thank her for her volunteering to help folks in and out of the FAA.

Brenda Smith-Keene was a breakout speaker at Johnson County Community College for the Action Conference held on November 18, 2008. This is an exciting conference held each year for girls 13 to 18 years of

age that enables them to explore nontraditional occupations and careers for women. The young ladies look forward to hearing each speaker tell their journey of pursuing a nontraditional field. There were approximately 200 young women in attendance. The event was begun with a keynote speaker and then divided up into breakout sessions. During the breakout sessions students had the opportunity to select from five different sessions and two tours. Brenda thoroughly enjoyed the young ladies and is looking forward to doing it again next year.

*The conference objectives were:*

- To explore career possibilities,

challenges and advantages in the area of nontraditional careers for women;

- To develop connections with community members in nontraditional careers;
- To create enthusiasm among students to consider nontraditional opportunities;
- To increase awareness of the educational foundations, especially in math, science, and technology, needed to pursue nontraditional careers.

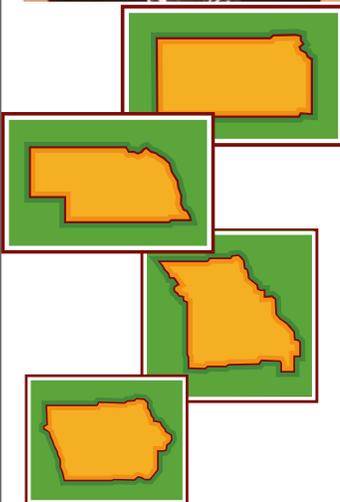


## Meet our new Central Region Representative

Beth Prettyman began her FAA career in August 1990; she entered the Electronics Technician Upward Mobility program in Springfield, MO. After graduating from the program she was assigned to ZKC ARTCC as a Communications Technician. Beth joined TWO in May of 1993 as a full member. While at ZKC, she actively participated as

the TWO representative on the Heartland EEO Committee for three years. After several years as the Communications Manager at the ARTCC, she relocated to the Mid States Operational Control Center (MOCC) in Olathe, Kansas as a Service Delivery Specialist. Beth lives in Olathe,

Kansas with her husband and 10 year old son. Beth has two daughters currently in college. For fun, they enjoy camping (in a 30 foot trailer) and four wheeling. Beth enjoys reading books and scrapbooking; however, she always finds enjoyment in participating with all three of her kids and their activities.



## TWO Election Results

I want to thank everyone for taking part in the 2009 TWO elections. We have received the results from our Election committee. Incoming Officers' tenures start 1 July 2009. Please help me welcome the following 2009-2010 TWO Executive Board Officers:

### EXECUTIVE OFFICE

President

Secretary

AEA Representative

AGL Representative

AWA Representative

ASW Representative (outgoing)

ASW Representative (incoming)

ACT Representative

AWP Representative

### NAME

Emily Godinet

Eva Pueschel

Susan Daly

Vicki J. Wagonis

Charlotte James

Ron Keller

Mary Ann Keller

Maryanne Chappell

Maury Khon

### EMAIL

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charlotte.james@faa.gov

ron.keller@faa.gov

maryann.keller@faa.gov

maryanne.chappell@faa.gov

maury.khon@faa.gov

The other topic on the ballot was to amend the TWO Constitution to match the TWO By-Laws. This change will reflect the latest language from HR on membership and participation open to all without discrimination.

### Change: Approved

Reference: Article V Section 5 (Elections) of the TWO Constitution and Bylaws:

(b) Newly elected Board of Directors Members begin their duties at the start of the organization's fiscal year (July 1).

Again, thank you for voting.



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Cindy Lundberg  
P.O. Box 14977  
Spokane Valley, WA 99206  
priestlakelandb@msn.com

## TWO Member Receives FAASTeam Award

Ron Keller, Technical Operations, Albuquerque District, Albuquerque Nav/Comm SSC Coordinator, recently received the FAA Safety Team Representative of the Year award for the



Albuquerque Flight Standards District Office (FSDO). Ron is a volunteer Aviation Safety Counselor with the FAA Safety Team (FAASTeam). While he is a member of numerous aviation organizations, he concentrates most of his time with the New Mexico Pilot's Association (NMPA), where he currently serves as the Meetings' Chairman. Ron coordinates with the ABQ FSDO and other FAA agencies in New Mexico to create a dynamic schedule of aviation seminars. He organizes a minimum of 13 NMPA meetings annually around the state of New Mexico, the nation's 5th largest state. Ron often conducts the aviation safety seminar at these meetings. He is an active supporter of the various

FASSTeam Programs. Ron is extremely creditable when speaking about aviation operations from an aircraft owner's standpoint, as he is an instrument-rated Private Pilot and proud owner of a Cessna 182. Says JD Huss, "Ron can claim credit for a significant share of the ABQ FSDO District's Safety Program. His willingness to unselfishly donate his personal time and money to the success of the aviation safety program is all that a FAASTeam Program Manager can hope for in a volunteer representative."

***Congratulations Ron!***



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*Best Wishes for a successful  
2009 Conference*

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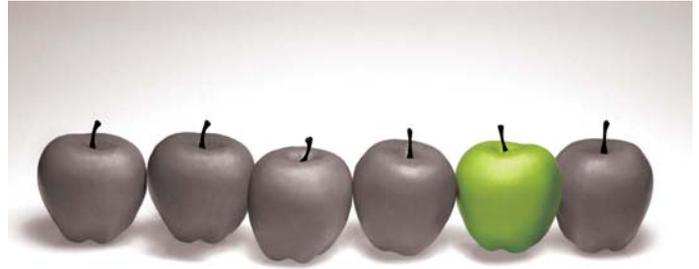


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[www.technicalwomen.org](http://www.technicalwomen.org)



## WHO WE ARE

Over the last 20 years, TWO, as a non-profit organization within the FAA, has evolved into a vital organization of close to 500 members supporting the FAA mission. Our membership represents committed, talented and energetic women from various FAA technical organizations. By promoting an understanding of the FAA culture and technical fields, we facilitate women in making significant contributions to the FAA and create a climate of cooperation between professionals.

## OUR GOALS

- **Maintain** and enhance internal and external communications using email, websites and newsletters.
- **Sponsor** and participate in technical activities to provide career enhancement, growth and networking opportunities for members and other FAA employees.
- **Strengthen** recruitment activities and resources to facilitate the recruitment of women in the FAA technical workforce.
- **Establish** and maintain partnerships with FAA management, corporate sponsors and other organizations for members to effectively support the FAA mission, goals and objectives.



Emily Godinet  
TWO National President



Cindy Lundberg  
TWO National Vice-President



Eva Pueschel  
TWO National Secretary



Brenda Smith-Keene  
TWO National Treasurer



Cheri Walter  
Circuit Editor



Sunny Faith  
Alaska Region Representative



Beth Prettyman  
Central Region Representative



Maryanne Chappell  
Tech Center Representative



Susan Daly  
Eastern Region Representative



Vicki Wagonis  
Great Lakes Region Representative

No  
Picture  
Available

Mary Nelson  
Aeronautical Center Representative



Elizabeth Doucette  
New England Region Representative



Toni Tonjes  
Northwest Mountain Region Representative

No  
Picture  
Available

Debra Rowe  
Southern Region Representative



Mary Ann Keller  
Southwest Region Representative

No  
Picture  
Available

Charlotte James  
Headquarters Representative



Maury Khon  
Western Pacific Region Rep