



TWO

THE CIRCUIT

My Dear Fellow TWO Family and Others,

As some of you know, I have been a long-time TWO member almost since TWO began. I sincerely feel TWO serves an important and vital mission to technical women and others and have seen the benefits generated by TWO. My history with TWO has allowed me the honor of serving as an Officer in a Regional Representative position (twice) and also privileged to work with Regena Jack (neeWoods) on developing the TWO Education Scholarship. I enjoyed serving as the TWO Education and Career Development Chair (1992- 2005) and thrilled to present the first TWO Education Scholarship in 1993.

I Am Not Leaving TWO, Just This Current Position.

Emily Godinet

When first asked to serve as TWO President, I considered it honor, but thought long and hard because I knew of the hard work and dedication this position requires and had to weigh it with how it would affect my family and my work life. I accepted and embarked on a wonderful, busy two year term. After serving almost two years, with the Presidency position coming up for election, I announced to the Board of Directors at our Mid-Year Board meeting I would not run for a second term since I and my family were feeling the impact of my TWO duties. Loving, kind, and well meaning friends persuaded me to run for the second 2-year term. I did so because I love TWO with all my heart and truly want others to know and see TWO as I do – the professional, intelligent, and supportive organization that benefits its members as well as the FAA. I

know all of you have seen what comes from the hard working group within TWO. TWO's mission is to increase the number of qualified technical women, but we also represent all technical categories within the FAA, bringing to the forefront topical technical issues that need to be heard in Washington D.C., whether it be Technical Operations, Aviation Safety, Airports, or IT - a daunting task.

However, faced with family medical problems, my daughter almost dying in March, increased workloads, and knowing I am neglecting my lovely family, I felt I had to make a tough decision. With our recent TWO elections and selections, TWO has a strong and intelligent Board of Directors in place filled with energy, ideas, and goals.



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I knew TWO would be in wonderful and competent hands with Maryanne Chappell assuming the role of TWO President. If it were feasible to continue in the role of President these few remaining months, I would, but this is not a possibility with my current situation. Making this decision, one I did not take lightly or make hastily, was very, very difficult for me. I thought long and hard about it, trying to determine an appropriate time with the least impact. Of course, there is no appropriate time! I felt right after the TWO-NAPA conference, when things were not as hectic, to be the best time. It allows for some breathing room in transitioning. I sadly submitted my resignation to the Board of Directors and am assisting in transitioning with Maryanne and others as needed.

Positive Change

I feel there has been positive change, growth, and improvement in TWO these past few years. Some changes came about from the TWO Board working repetitive problems, others from requests, and still some from goals I had when taking office. My #1 goal was to update TWO to appeal to our members by focusing on the technical arena and in the knowledge we needed to recognize and acknowledge the new Agency workforce. Some major accomplishments since 2007:

1) *Interactive TWO Website:* With the skills, knowledge, and vision of Li Lin, TWO Webmaster, the current TWO website has been a labor of love. Li has worked patiently with me and created a site where I asked for the ability for TWO Officers and Reps to sign in, upload articles, pictures, and information about their Region. At conference time, Li has created the ability to register and securely pay for Conference via Credit Card or PayPal.

2) *TWO Annual Training Conferences:* Looking for a highly professional conference where technical speakers, VIPs, sponsors, and vendors would want to attend. Each year the conferences are larger and well attended than previous conferences. Our 2010 conference had ~230-250 attendees. Another goal is co-conferencing with another Employee Association as this benefits all parties. The past 3 years, TWO has co-conferenced with NAPA and will do so the coming 2 years.

3) *National Employee Forum:* As President of TWO, I started attending Forum meetings in 2007 where issues of concern were brought up:

- a. **Technical Female Hiring** – With the retirement boon, hiring was in full-force, yet hiring of technical females was at an all time low due to low numbers of females applying [as reflected by the MD-715]. When I asked why the Agency was not doing job or career fairs anymore, I was told fairs were outdated and the internet, radio, and paper ads were used to attract young groups. This led to the start of the...
- b. **‘The Outreach Program’** - Civil Rights, with TWO and all other EAs, met in 2007 and started ‘The Outreach Program.’ A spreadsheet of nationwide events taking place allows Civil Rights, with EA volunteers, the ability to attend these events.
- c. **Technical Female Hiring-Part II** – With ‘The Outreach Program’ in effect, the # of women applying is rising. There is improvement in hiring females, as reflected in Table A7 of the MD-715 Equal Employment Opportunity

Commission Form. But, the #'s are low enough Civil Rights has to report them to the administrator.

- [Table A7- Hires for Major Occupations 2007-pg. 98 & 99]
- [Table A7 – Hires for Major Occupations 2008-pg. 85]
- [Table A7 – Hires for Major Occupations 2009-pg. 82]

4) *ATO Facility Engineer Re-Organization:*

Concerned about the continued effect this reorg had on the engineering field and related positions having to relocate with these positions, I kept expressing concerning and asking questions. The re-org created a flux of engineering-related retiring or quitting of employees within FAA. I had written a White Paper and a Business Case Analysis on the re-org and received a lot of positive feedback. FAA will suffer due to the loss of experienced, knowledgeable employees and massive NAS brain drain.

5) *ATSS:* Lack of back-filling and consistent hiring with respect to present and future NAS-NextGen requirements. I am concerned with ATO's lack of planning and/or action concerning the present ATSS workforce. The future hiring and back filling of ATSS positions in the field (or lack of - as reflected in FAA's FY11-15 budget to the Appropriations Committee) is something that needs to be addressed now. Recent hiring of ATSS New Hires apparently is annualized under FY10 or before. The total number of ATSS is meeting a level around ~6k - not enough to safely maintain the existing ~64K pieces of existing NAS equipment and to keep up with the 2k+ new pieces of NAS equipment bought on average each year for NextGen. This is a concern for others and you should soon see information out on this topic soon which will require a response from FAA.

6) *TWO Partnerships:* Many partnerships have been made since 2007. Various Aviation Education and Space Programs – AVSED and STEM; Department of Transportation (DOT)/Office of the Secretary of Transportation (OST)/Federally Employed Women (FEW) Women and Girls Initiative; DOT's Corporate Recruitment Board; ATO's Model Workforce Diversity; Outreach Program; FEW and other SEPs.

7) *Moving TWO into the 21st Century:* Concerning media, website, social networking, documents,

and policy and procedures. I created Facebook for TWO members, Facebook for TWO Retired members, a Twitter account, and we now have two KSN sites to hold all photos and other information about TWO.

Now we just need to be able to access the sites – lol.

I have also written various documents and Policy and Procedures for the Board.

Life is Precious

Life is short and life is precious. I have come to think of you all as part of my family and will certainly continue to do so as I am not leaving TWO, just this current position. Working with such fine people has added much to my life and I will always cherish and fondly remember the time I have spent serving as TWO President since 2007. I feel I have learned much from this position, but it is time to pass the torch.

Thank you for your confidence in me. I will be here and will always be in touch. I am confident TWO will continue to thrive and enjoy much success and prosperity in the days ahead.

Sincerely,

Emily

Caring For Each Other



When our long-time TWO member, Cynthia Noble was very ill, Emily, then TWO President, nominated Cynthia as an Honorary TWO Member. Vicki Wagonis went to Cynthia's hospital in

Virginia, and delivered the Honorary Membership Certificate in a nice frame to her as well as the book with the picture of everyone at the conference. Cynthia was grateful and her mom had tears in her eyes.

When retired TWO member, Kathleen Harrold, was hospitalized due to heart problems, Emily and Bob visited her at the hospital, bringing flowers, a get-well card, and a gift-card from her TWO family. Kathleen has recovered from the By-Pass surgery remarkably fast.

When another TWO member, Corinne Wilson, was facing down a bone marrow transplant and other challenges, Della Triggs-Koch, TWO Representative of MMAC sent an email out asking for leave donations.

Carry On Without Missing A Beat

Maryanne Chappell, TWO President



Dear TWO Members,

As you all know by now, there has been a transition of Executive Board Officers this past week. Our former President, Emily Godinet, has stepped down due to ongoing health issues. I hope you will join me in wishing her well and keeping her in our thoughts and prayers. As her Vice President, it is now my duty to serve as President of TWO for the remainder of her term.

Our Mission

Increase the number of qualified women in technical fields to maximize the contributions of technical women in the Federal Aviation Administration (FAA).

It's always been important to me to do the best job I can, whatever the task may be, the Office of President is no different, and I have every faith and confidence that is true for my fellow Officers. Joining me as new Executive Board Officers will be Vicki Wagonis, who will serve as our new Vice President, and Li Lin, who joins us as our new Communications Officer. Brenda Smith-Keene and Jean Swindle will continue to serve in their roles as Treasurer and Secretary, respectively. And welcome Janet Mayfield, our new representative for Northwest Mountain Region. These are all people that I believe in and know will serve with integrity, dedication and loyalty.

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With our new Executive Board and its Officers, we seek to continue the positive direction that the previous administration has set us on. The achievements we make are only possible because of the successes of the past. This I hope and believe will be true for the next administration as well.

Emily did a lot of very good things for TWO and I want everyone to remember her for these things. She single-handedly changed the face of TWO by updating the website and placing us firmly into the 21st century. TWO's image has gone through a wonderful transformation these past 3 years because of this and we have Emily and Li Lin, our Webmaster, to thank for. Emily also was successful in significantly bolstering our annual income with the dues increase, a change that will be felt far into TWO's future. Her accomplishments go much deeper than these things I've mentioned, but unfortunately I do not have the space needed to list them all here.

This coming year will be challenging for all of us, taking over from the previous administration and carrying on without missing a beat. Maury Khon is the new Conference Chair, and I urge you all to reach out to Maury and help her with the conference in any way you can.

In closing, I want to invite you all to become more active in TWO, to share your thoughts and ideas with your fellow TWO members, and to reach out to those you see that could benefit from becoming a TWO member. My door is always open to all.

Sincerely,

A handwritten signature in cursive script that reads "Maryanne Chappell". The ink is dark and the signature is fluid.

TWO National President



Highlights from John Pipes' Speech

Vicki Wagonis, TWO Vice President

Mr. John Pipes started out his briefing "ATO Strategy and Performance" talking about the different forms of communicating using technology. With all the technology, Mr. Pipes stressed it leaves out the most important tool and strength in the agency: the people.

"The strength of the agency is the people, the people in this room" John stated. "We have the safest air traffic system in the world because of the people of the FAA."

Mr. Pipes included the 3 main goals of the ATO's future and how the people will fit in to enhance the goals.

1. Creating Safety
2. Deploying NextGen
3. Engaging and Grooming our Employees

Safety

Mr. Pipes reminded the audience of how Administrator Babbitt has called on everyone in the aviation community to adhere to the highest levels of professionalism. He was speaking to pilots ... controllers ... engineers ... and airway transportation system specialists. To quote Mr. :-) Pipes, "Your professionalism is one crucial element to a safety culture. Discipline ... awareness ... procedures ... they are all important. It's also important that we all share information about safety. One of the programs on sharing info for safety is 'Partnership for Safety' and 'ATSAP'. To change the culture from a fault based system to information sharing and value.

NextGen

Improve capacity and negate the impact on ecology with NextGen. NextGen is here and it is a technology suite, an evolution NOT a revolution. Tech Ops has a critical part of NextGen by maintaining legacy systems while implementing NextGen, a big job for Tech Ops.

Developing and Engaging Employees

Diversity brings positive change to the workforce which enhances the FAA. Programs like the Co-op and CTI are just a couple. 'The role for all of us in the ATO is to invest in our future,' John reminded us. Look for and get involved in leadership programs like 'Emerging Leaders' move horizontally across the organizations to develop yourself. John Pipes reminded everyone: Don't get series piped, grow out, and move in a lattice motion to broaden your set of skills and experiences.

Mr John Pipes wanted to encourage the people to take initiative to position ourselves for different responsibilities.

I really enjoyed Mr. John Pipes presentation because of giving the responsibility to the employees. He encouraged us to "Make a difference" with professionalism. He also addressed the culture of the FAA and how it needs to change. But he needs the help of all the employees to implement that change, to go from a "Fault based system to Information sharing and value system".

I want to thank Mr Pipes for recognizing it is the people of the FAA that make the FAA a great place to work. And It is time to change the culture within the FAA/ATO and acknowledge the employees of all levels and lines of business.

Some of our employees are doing just that. Two employees of Asian descent who are making a difference are Peter Ng and Minh Nguyen.

Two successful women who are shaping ATO's future are Lisa Bercher and Elizabeth Doucette, both in Technical Operations.

John Pipes encouraged everyone to 'Invest in You'. To develop 'Influenced-based Leadership' and to work for, commit, and build on your personal skills of the future.



Understanding the Big Picture - the Increasing NAS Knowledge (INK)

Della Triggs-Koch, INK Instructor

This year I had the honor of being one of the instructors teaching Increasing NAS Knowledge (INK) course with Lowen Overby of AJW-163. It was awesome experience. We had an extremely diverse audience. The knowledge and skill base ranged from Managers, NexGen program analyst, Air Traffic personnel, budget program analyst, administrative personnel, Command Center personnel and field technicians.

Due to the diversity, the classroom conversation was very interactive with lots of great questions. We had several distinguished guest visit the class including Teri Bristol.

Since the conference, there have been a number of requests for additional classes at various locations. We were also featured in an ATO article on the FAA webpage.

Those that attended the course seemed to gain a new appreciation for the policy and procedures under which the Technical Operations organization functions. Tony DelaVega said that the best compliment he heard was from administrative personnel who attended the training. The attendee said they were excited to see how important their role was in support of NAS operations.

Understanding the big picture and how important each part contributes to the safe and efficient operation of the NAS provides us all with a sense of pride in our work.



Mr. Cu Nguyen's Class of '13 Winning Strategies'

Vicki Wagonis

Mr. Cu Nguyen gave a very powerful yet simple presentation on living a happy, successful, winning life. He opened up with these two principles:

In this world, much happiness and success can be obtained and much pain and suffering can be avoided if we know and understand these two principles:

(1) "When one door of happiness closes, another opens; but often we look so long at the closed door that we do not see the one which has been opened for us." - Helen Keller

(2) "The remarkable thing is we have a choice everyday regarding the attitude we will embrace that day. We cannot change our past... we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude (integrated system of thought, belief, emotion and action). I am convinced that life is 10% what happens to me and 90% of how I react to it....." – Charles R. Swindoll

If you ever get a chance to actively listen to one of Cu's presentations, I highly recommend you attend. Take many notes, I found the notes to be helpful later on when I want to remind myself of the 13 steps☺.



It Was a Great Class - Increasing NAS Knowledge (INK)

Brenda Smith-Keene, TWO National Treasurer

In spite of classrooms changes due to temperature, scheduled breaks and lunches, and an improptu fire drill, the INK Instructors carried on for class participants from multiple disciplines within the agency on August 4 – 5, during the TWO/NAPA annual training conference. Della Triggs-Koch, Mike Monroney Aeronautical Center Instructor, AMA-411 and Lowen Overby, Headquarters, AJW-163, were the enormously talented, (and patient), tag team of individuals that made this possible in a seamless yet united effort.

The INK course is an official training course on the FAA Order 6000.15, General Maintenance Handbook for National Airspace System (NAS) Facilities. This order establishes the Air Traffic Organization (ATO) maintenance program for Technical Operations and is utilized in conjunction with related equipment maintenance directives.

The course is given regularly around the country to Technical Operations Airway Transportation Systems Specialists (ATSS) and Electronics Technicians to keep them aware of the maintenance policy and inform them of changes related to the maintenance policy and/or directives.

Since it had been several years since I took the course, I decided it would be in my best interest to participate in this two day training class to do a review and even perhaps pick up a thing or two that I might have overlooked in the last change. To my surprise, this was not just the normal class of ATSSs or Electronics Technicians. It was a diverse audience from budget to maintenance; air traffic control to logistics; administrative clerks to system engineers! All wanting to learn more about the maintenance policies!!

Both instructors were able to present the material, hold trainees attention and answer questions in terms understandable to all in attendance. There were several comments by those in attendance about the ability to now see the big picture and understand the overall function of maintaining the NAS. It was a great class and...yes, I did pick up on a few new things!!! Great job Della and Lowen!!!

Respect + Resolve + Results = Diversity

Brenda Smith-Keene

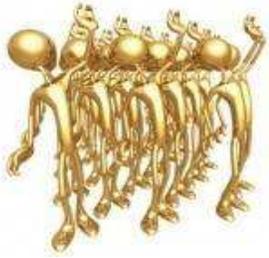
Work place diversity is broad based, so what are the needs? It is the workforce, workplace, and marketplace reputation. It is a culture predicated on people that establishes strategy every day of the week.

On August 3, Sandra Sanchez, Director of the Air Traffic Organization (ATO) Diversity Office updated the attendees at the TWO/NAPA annual training conference on the vision and objectives of her office.

The progress and success of the ATO Diversity office is built on a foundation that was laid by employee associations, special emphasis groups and Headquarters offices such as the Civil Rights Office and Human Resources Office along with the work group led by Cathy Randle, Senior Advisor for Diversity.

The office will provide leadership and guidance to the ATO in creating and maintaining a diverse, productive and professional workplace. Ms. Sanchez shared that it is well known that people are the strength of the agency and it is effective to capitalize on those strengths and talents.

She also shared that diversity progress is necessary for NEXGEN and that this progress will be profitable as we move closer to the private sector's workplace diversity. Where we are now and what will it take to be a diverse and inclusive organization? Presently, there are several activities, programs and special hiring authorities. These include but are not limited to marketing and advertising; diversity careers; employee value proposition; recruitment and outreach materials; aviation outreach plan; and recruiting strategies.



The Hardest Workers I've Ever Known

Maryanne Chappell, 2010 TWO Conference Chair,
TWO National President

The conference is over and everyone has said their goodbyes. I stand on the corner at the Sheraton for one last look as I make my way out. The doorman nods his head and says "Hope you enjoyed your stay". I smile and nod my answer to him. Turning around I begin to go over the conference in my mind, day by day, playing back the still-fresh images. It's over and it's a little sad, it's a lot of relief, but mostly it's very satisfying that it was successful. All in all I'd have to say there is an enormous sense of satisfaction now that it's done.

We arrived Sunday afternoon, unloaded our vehicles at the loading dock and we were in business! The boxes were brought up to their new home for the week and several volunteers and I began the long and arduous job of sorting and arranging their contents.

Assembling the books, filling the bags and cleaning up took us deep into the night. Busy hands, useful hands, hands I appreciated more than ever - that belonged to these wonderful volunteers.

These volunteers worked hard and worked all week long to bring this together.

I want to look back at this conference and tell you about *these* people.

Before I begin, let me first take a moment to thank all the speakers, instructors, sponsors and dignitaries that came, presented and spoke at this conference without payment of any kind. Many do this on an annual basis for TWO because they believe in our organization, the mission we have and the efforts we put forth in all these endeavors to enhance and increase the technical base of knowledge in women in the FAA. As the old saying goes, "actions speak louder than words", and that adage is proof positive of their commitment to our mission and goals.

Assembling the books, filling the bags and cleaning up took us deep into the night. Busy hands, useful hands, hands I appreciated more than ever - that belonged to these wonderful volunteers.

Because these people were the underpinnings of this massive effort, and without them it simply would not have come to pass. The time they took out of their work and daily lives is really unfathomable to me. Days, nights and weekends were spent by all of them working hard to make this the success that it was. When I first called for volunteers I never expected the commitment these women and men would display throughout the entire year. It was astounding and I want to take this time to thank them for their hard work and diligence on the 2010 Atlantic City Conference.

Who were these people that made this conference run so well? They were people who scrutinized contracts, did hours of number crunching and developed the budget for this entire event. They were people who spent months putting just the right menus together for your breaks, luncheons and banquet.

They were the people who coordinated with the speakers, instructors, sponsors and dignitaries to come to this event that scheduled and often rescheduled their time in the agenda without conflict. They were the people who kept track of time for each speaker so that we wouldn't run over.

They were the people who reached out to long time vendors and worked tirelessly to bring in new vendors.

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And they were people who did outreach to local schools and communities to bring in young thoughts and ideas. They were the people who shared their contacts and brokered deals for us we would not have otherwise gotten.

They were the people who built the registration pages, and they were people that processed all the names and registrations once they were built. They were the people that collected money from matching funds and the people who passed out tickets for the raffles.

They were the people who spent countless hours sewing a theme quilt for the raffle, and they were the people who took every consideration to sew a doll that typified the conference theme and location for the raffle.

They were the people who designed the artwork for the mail outs, banners, website and the posters, and the people who eventually made all the posters for each separate event. They were the people who publicized this event through local and national media outlets, and they were the people who volunteered to help because of them.

They were the people who helped us with transportation for some of our speakers, either through paying for them or driving them home.

To those people, who were so many, that proctored and critiqued the classes, the people who ensured the sign-up sheets were filled out, and the people who are writing articles for the Circuit, the Website and their local news now that it is over. For all these people, and for those I know I will miss, please know that your efforts are so appreciated and I want to *thank you all*.

These people and organizations in alphabetical order: Diane Berwanger, Jill Casaccio, Susan Daly, Emily Godinet, Adam Greco, Cathy Hedglen, Li Lin

NAFEC, Linda Nelson, Peter Ng, Peter Nguyen, OST, Gloria Quigg, Brenda-Smith Keene, Gabby Snyder, Sara Snyder, Gayle Sutfin, Jean Swindle, Mary Thomas, , Erin Trowbridge, Vicki Wagonis, Stacie Warner.



Thank You To All of Our Sponsors

Dear Sponsors,

We can't thank you enough. On behalf of the Technical Women's Organization's (TWO) Board of Directors and members, I want to extend a heart-felt thank you for your commitments which made our annual training conference such a successful event. It was the vision of the Board of Directors and the Planning Committee to inform, entertain, and provide a networking forum for our members in a pleasant, comfortable environment.

Your generous contribution helped make our vision a reality by helping to offset the cost of holding the conference. Together we were able to provide members with professional training which will further their careers.

As we continue to grow as an organization, please know that partnerships with our sponsors are vital to our success. You are truly appreciated. Thanks again.

TWO National President

Another Successful Conference

Vicki Wagonis, 2010 Conference Moderator

Another successful Technical Women's Organization/National Asian Pacific Association (TWO/NAPA) Annual Training conference took place this August in Atlantic City, New Jersey. First, I want to thank the chair, Maryanne Chappell, for all her hard work on coordinating the conference. We had a wonderful time at the conference with a powerful and successful agenda. I also want to say a big 'thank you' to the presidents of TWO and NAPA. Emily Godinet, and Peter Nguyen, for their continued support and dedication to the organizations.

The conference had a wonderful opening ceremony with the 177th Fighter Wing Color Guard escorting our honored guest Bee Haydu. Bee was a member of the Women Airforce Service Pilots (WASP) during World War Two. Bee was an engineering test pilot and a utility pilot. During lunch Bee entertained us with fascinating stories of her wartime activities. Also joining us for lunch was a sister WASP, Kitty King. These energetic and intriguing women were the hit of the conference.

The theme, "Security in the NAS", was a timely topic. With all that is going on with security leaks of personal information, NextGen ramping up, FOIA, cyber security, business espionage, Efast, and the information from the symposium on cyber security, I was amazed at all of the forms of security the employees of the FAA need to be aware of.

On Tuesday morning we received a gracious welcome from Mayor Langford's office, the mayor of Atlantic City, a welcome from Dr Wilson Felder, Director of the WJH Tech Center, and our own Secretary of Transportation, the Honorable Ray LaHood. Then there were words of wisdom from the Senior Executive Panel, Sandra Sanchez, Deborah Johnson, Fanny Rivera, and Pam Whitley. During the Senior Executive (VIP) Panel, the hotel had a fire alarm and we had to evacuate. This shortened the time for the panel, so when we regrouped and the executives went forward with their presentations, it was a reflection of their professionalism. I know this is expected at all levels of business but I heard very positive feedback from people in the field, kudos ladies!

The day was not complete without hearing from Carmine Gallo, Eastern Regional Administrator, and a powerful presentation on 'The Power of Effective Communication' given by Ms. Ventris Gibson, Assistant Administrator for HR and



Mr. Ron Williams, CEO Brand Enhancing Strategy, speaking about 'Difficult Conversations', enhancing Ms Gibson's introduction.

As usual, our annual informal Fireside Chat was well populated. John Pipes, Deborah Johnson and Ed Moy graciously gave the TWO/NAPA members some straight talk. It became apparent during this informal session that the FAA management acknowledges that it is the people of the FAA that make it a great place to work and that some cultural changes need to be made.

On Wed the conference continued with many wonderful speakers highlighting the importance of people making the FAA, as Mr. John Pipes stated, "The strength of the agency is the people, the people in this room". Ms. Amy Corbett reflected on STEM

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(science, technology, engineering and mathematics) as an important part of aviation education. Mr. Ed Moy, Western Service Area, Technical Operations Director, gave a very timely and interesting 'Service Area Updates' and Ms. Michelle Coppedge, acting Director, MMAC Logistics Center, talked about 'Logistics Updates', Tony Woo, Special Agent, talked about being an Air Marshal and the day concluded with the 'Sum of All the Parts' the Cyber Security Symposium.

The conference also was blessed with

presentations and training in each of our category strings. Increasing NAS Knowledge training, Effective communication, 13 Winning Strategies, Plain Language or Perish, Hiring Techniques, the International Experience, eFAST, ADS-B, Business Espionage controls and countermeasures, and a NAS Overview.

I wanted to take this opportunity to say a special THANK YOU to all the members of TWO and NAPA. Without you this wonderful conference couldn't have happened!!!



Building Leaders 2X2
2011 TWO-NAPA Sacramento Conference - June 29-July 1, 2011
Maury Khon, 2011 TWO Conference Chair

I am positive the TWO/NAPA groups will enjoy the classic beauty of our historic hotel, located in the heart of downtown and steps away from the California State Capitol, Old Sacramento, shopping and wonderful restaurants.

The centerpiece of the 503-Room Sheraton Grand hotel is the unique restoration of Sacramento's Historic Public Market Building, originally built in 1923. The Market was designed by renowned architect Julia Morgan, who was famous for designing the Hearst Castle, and is characterized with numerous

skylights and windows emitting natural light in every direction. This remarkable building serves as the backdrop for 20,000 square feet of meeting space, two marvelous restaurants and a spacious lobby/lounge area.

The Sheraton Grand has all the amenities you would expect from a four-diamond hotel, including a business center, restaurant, fitness center and outdoor pool.

There is no doubt in my mind that the Sheraton Grand Sacramento would be the perfect location. The Public Market Building distinguishes the beautiful setting.



Seize the Moment
Tribute to Cynthia Noble
Emily Godinet

Cynthia Annette Noble lived an amazing life, though too short. She was a beloved Mom to Tammy, Grandmom to Jovan and Samori, Daughter to Florence, esteemed Colleague, and Friend to many. Cynthia was also a highly respected Honorary TWO member, a former TWO AWP Representative and long-term TWO Publicity Chairperson. But what is it we remember most when we think of Cynthia?

I could go on about how she excelled in any job she did, but every one of us already know this about her. What I remember most is her beauty and how she had the most wonderful head of curls. Every single time I saw Cynthia, she was always put together, so professional. I felt it was a signature mark of Cynthia's to be shrouded in this glow of cascading locks that complemented her.

Another signature mark of Cynthia's was her ability to design and write. A consummate wordsmith, Cynthia helped me so much in my duties as TWO President. I still keep with me a paragraph she sent me when I had asked her help on an introductory speech I was writing for TWO's 20th Anniversary Conference in 2008. She noted- 'Emily, my writing was inspired by the speech on the link...' "Experience Counts", Marion C. Blakey, Washington, DC, January 30, 2007, National Press Club.'

Cynthia Noble



I'm Free

Don't grieve for me, for now I'm free
I'm following the path God has laid you see.

I took His hand when I heard him call
I turned my back and left it all.

I could not stay another day
To laugh, to love, to work, to play.
Tasks left undone must stay that way
I found that peace at the close of day.

If my parting has left a void
Then fill it with remembered joy.
A friendship shared, a laugh, a kiss
Oh yes, these things I too will miss.

Be not burdened with times of sorrow
I wish you the sunshine of tomorrow.
My life's been full, I savored much
Good friends, good times, a loved one's touch.

Perhaps my time seemed all too brief
Don't lengthen it now with undue grief.
Lift up your hearts and peace to thee
God wanted me now; He set me free.

I am glad you are free, but I will miss you Cynthia.

"...This conference is a salute to the women who founded this organization, the women who have journeyed to the top and still serve the FAA with excellence, and to the special women that are in the field today spending long hours working shift work taking care of NAS equipment. All these women are our future.....Why? Because as the executive women continue reaching out to the women in the field, it symbolizes who we have become, where we've been and where we intend to be in the future..."

You know, there's a Latin phrase, *carpe diem*, which speaks to seizing the day. It's a phrase used quite often and in essence it means to make the most of the moment, making sure an opportunity is not lost. Today, in New York City, here and now is another one of those "seize the moment" days — for the FAA, for the Technical Women's Organization, and everyone in the room. This is truly your day and your week to truly indulge yourself...And remember, this is "One Moment In Time"...SEIZE THE DAY, become a part of the moments, as you experience history in the making at this 20th Annual Technical Women's Organization Conference."

Cynthia understood about making the most of a moment. Though hard to accept, hard to believe, and hard to move on, we must make the most of the moment and honor our fellow TWO member and friend. Cynthia has seized the most precious of all moments — that of everlasting life.

Can't Walk In My Noble Shoes

Annette Walker-Jack

It's hard to be a trend setter that always breaks
new ground and excel.
You are often single out, misunderstood, and all
alone.
It requires thinking outside the box.
You find yourself in forbidden territory, trending
rough terrain, and weathering catastrophes.
Success will come with a price, your blood, sweat
and tears.

That was the life and legacy of Ms. Cynthia Annette
Noble.

No task was too big.
No job was too technical.
There was no problem she could not solve.
One thing I can say about Ms. Cynthia Annette
Noble.
She was fearless.
She achieved more in her life span than most
achieve in a life time.
She fought a good fight and now you can rest in
peace my friend.

Submitted By Charlotte James



Cynthia,

*Thank you for being the
flower in our friendship.*

Janet Mayfield

It's an Exciting Time Here at MMAC
Della Triggs-Koch, MMAC TWO Representative

The Mike Monroney Aeronautical Center (MMAC) Chapter of TWO has been busy since the conference. As the Representative for MMAC, I am excited that the members are becoming so engaged in our activities.

We started with a chapter meeting in August. We were honored to present Betty Stapleton with the scholarship she was awarded at the conference. It was great to meet this wonderful and active lady. We wish her lots of luck with her future. For the meeting we brought canned food items to support our



own Kim Stanley as the focal for the Feds Feed Families program. At the meeting we discussed various activities we wanted to participate, engage, develop, and promote. After the initial discussion we then went to work.

Gail Smith, Li Lin and I set out to network with the various Employee Associations here at the Aeronautical Center. First on our list was our conference co-sponsor NAPA. We are trying to find mutual interests that we can all work together and build support for one another. Our first "idea" is to have brown bag lunches monthly to promote interest in each of our organizations. The lunches would be hosted by a different EA each month and they would choose the topic and speaker(s). So far the interest has been great. Brenda Hagar, fellow TWO member and President of the local FEW (Federally Employed Women) chapter has provided us with great ideas and examples from the FEW organization. We have our own Stacey Zinke primed to do a presentation on the NextGen ADS-B program.

Emily Godinet has volunteered to step in and represent TWO at our local EA

forum. Thanks Emily, you're the best!!

Callie Christenbury has taken the lead in the Aviation Education program. This is still in the initial phases, but we are hopeful and really excited to work with Melissa Graffigna, the MMAC point of contact for AVED and a fellow TWO member. We also have

Several members wanting to get involved in the STEM program at the local level. Karen Woodring and I met with AMA-400 management to discuss TWO and asked for support with our

programs. It was a great discussion and we look forward to additional conversations with other managers here at the Center.

Karen, is also going to be our focal on checking out the mentoring program at the Center and how we (TWO) can participate. Celeste Roth and pending member Betsy Lauen have volunteered to work with Cathy Hedglen to develop a list of training for consideration at the Sacramento conference. Their talents will greatly aid in compliance with the necessary policies for approved training at conferences. Cathy is a "rock star" and I'm so glad she is here to steer us in the right direction. This is just a start; we have many members eager to work on conference projects and other local initiatives. I'm so proud of all our members and the talent, skills and abilities they bring to our organization. It's an exciting time here at MMAC. Please stop and visit us if any of you come through Oklahoma.

A positive attitude causes a chain reaction of positive thoughts, events, and outcomes. It is a catalyst, a spark that creates extraordinary results.

-Anon

We are all faced with a series of great opportunities brilliantly disguised as impossible situations.

-Charles R. Swindoll

When you reach the end of your rope, tie a knot in it and hang on.

-Thomas Jefferson

TWO Supports Educational Initiative

Emily Godinet

In TWO's support of President Obama's and DOT's Women and Girl's Initiative, we have joined forces to support DOT's White House Council on Women & Girls Mentoring Program.

Working with the DOT Chapter of Federally Employed Women (FEW) we are encouraging and supporting the educational growth and development of young girls, such as those at Ballou Senior High School (BSHS) in Washington, DC. TWO is able to provide our technical insight, knowledge, and focus regarding the **Science, Technology, Engineering, and Mathematics (STEM)** fields. These fields are part of the critical occupational job series within FAA (see table below). TWO also participates in many such **Aviation & Space Education (AVSED)** outreach programs - equipping us with skills to help encourage others about the various jobs within DOT/FAA as a great place to work!

Caronell Diew is providing a crucial and vital role to be TWO's POC in working on this initiative. On June 17 she attended the Inaugural Ballou Senior High Graduation Party, honoring "A Celebration of the Passport to Success Scholarship Recipients." The event was held at the firm of the sponsor, Alston & Bird, LLP, in Washington, D.C. During this event, twenty-one students were given scholarships ranging from \$1250 to \$5000. The majority of the students had selected their college of choice and enrolled for the 2010/2011 school year. The Department of Transportation was recognized for their partnership with the school on many programs. . Linda Washington, DOT Assistant Secretary for Administration and Keith Washington, DOT Deputy Director, Departmental Office of Human Resource Management, accepted the recognition on behalf of DOT.

Tweet Coleman Promotes Aviation Education in London



Tweet Coleman is a former Boeing 727 and 747 pilot with a major U.S. commercial carrier. As a flight safety expert, she is now the FAA Senior Representative based at the American Embassy in London.

Working in a non-traditional career, Tweet has been a long time TWO member and supporter of women issues. In her spare time she promotes and supports a Girl Scout Troup for daughters of the Embassy staff. Research shows that many students decide their future careers between the ages of 11 - 13 years. Tweet's goal is to share with them the many career paths available in aviation and especially in the FAA.

The Girl Scouts offer an Aerospace Badge. Tweet recently gave a presentation to the scouts on "How does an airplane fly?" The talk included an overview of the four forces of lift, the different parts of an airplane, and the effect of gravity on our bodies.

Her daughter, Jenny, who is a pilot for FedEx, will be assisting her in some of the future aviation presentations. Jenny is flying a MD-11 and frequently visits London and Paris.

You must give some time to your fellow men. Even if it's a little thing, do something for others -- something for which you get no pay but the privilege of doing it.

-- Albert Schweitzer

The components of STEM are employed within AVSED in order to let young people know of the opportunities within the Aviation and Space fields. It's one of Strategic Initiatives specified in ARC's FY10 Business Plan.

Air Traffic Controllers are a critical and vital work force of FAA. But FAA also offers an array of other career opportunities. Here are some:

ATO Mission Critical Occupation Disciplines and Job Series*

Discipline	Typical Roles	Typical Job Series
Program/Project Management	<ul style="list-style-type: none"> • Program Manager • Project Manager • Acquisition Manager • Project Lead • Portfolio Manager 	<ul style="list-style-type: none"> • 2186 • 800 series • 340 • 334
Engineering and Research	<ul style="list-style-type: none"> • Chief System Engineer • System Engineer • Software Engineer • Hardware Engineer • Human Factors Engineer • Enterprise Architect • Operations Researcher 	<ul style="list-style-type: none"> • 800 series • 1550 • 180 • 1300 series • 1500 series
Business and Financial Management	<ul style="list-style-type: none"> • Cost Analyst/Estimator • Business Manager • Financial Analyst • Operations Researcher 	<ul style="list-style-type: none"> • 300 series • 500 series • 1500 series
Contracting	<ul style="list-style-type: none"> • Contracting Officer/Specialist • Contract Officer Technical Representative • Contracting Officer Representative • Technical Officer Representative • Quality and Reliability Officer • Cost Price Analyst 	<ul style="list-style-type: none"> • 1102 • 334 • 856 • 1500 series • Various series
Test and Evaluation	<ul style="list-style-type: none"> • Operations Researcher • Statistical Analyst • Experimental Designer • Flight Test Engineer • Ground Test Engineer 	<ul style="list-style-type: none"> • Various series
Logistics	<ul style="list-style-type: none"> • Logistics Management 	<ul style="list-style-type: none"> • 346 • Various series
Airway Transportation System Specialist	Install, test, troubleshoot, repair and certify <ul style="list-style-type: none"> • Radar • Communications Equipment • Navigational Aids • Airport Lighting • Backup Power 	<ul style="list-style-type: none"> • 2101 series

Would You Like To Help Corinne Out

Corinne's Friends in Oklahoma City

Fellow TWO Members,

Corinne Wilson, an instructor at FAA Academy and one of our TWO members, is going through a lot of turmoil, both with her physical health and with pressures outside such as having to move her household in the middle of her treatments. On September 2, she flew to Salt Lake City for bone marrow transplant orientation.



Thanks to all who have donated... your kindness is greatly appreciated.

Please keep her in your prayers. If anyone can donate leave through the VLTP program, we know that would help her tremendously. She has exhausted all of her leave with her last bout with this cancer... And she is sole support for her family. So she is dependent on the continued generosity and support of her friends here in FAA.



Member Spotlight: Caronell LeMalle Diew

Program Manager
Air Traffic Organization, Technical Operations

Caronell LeMalle Diew, casually known as “Nell” throughout the Federal Aviation Administration (FAA), is a Program Manager (PM) in Technical Operations at the FAA Headquarters in Washington, DC. Nell leads the Joint Acceptance Inspection (JAI) Order Team and is the upcoming PM for the JAI Database Team. The JAI Order establishes the requirements for accomplishing, documenting, and reporting JAIs for FAA maintained and/or owned facilities/systems/equipment in the National Air Space. Nell is responsible for leading a diverse team of Engineers, Statisticians, and Program/Management Analyst located in various locations throughout the United States, to update the JAI

Order and streamline the JAI Request Process for the JAI Database.

Ms. Diew was recently elected as the Vice President of the Department of Transportation (DOT) Federally Employed Women, DC Chapter. She is very active as the Technical Women’s Organization Representative for the DOT White House Council on Women & Girls Mentoring Program. The DOT Council stems from the White House Council on Women & Girls, to which an Executive Order was signed by President Barack Obama in March, 2009.

The main focus of the DOT Council is to mentor and encourage young girls to

develop in the Science, Technology, Engineering and Math concentrations, with an emphasis to a career with the DOT.

Nell received an award this past summer in recognition for her accomplishments, in the “vision to develop nationally competitive students who are prepared for college and careers”.

Nell enjoys writing poems and singing as a member of the FAA Chorale.

Technical Women's Organization 2010-2011 Executive Board (Effective September 2010)

Email Vicki.J.Wagonis@faa.gov, if you want to join the committees.

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.



<http://www.technicalwomen.org>

Officers

National President	Maryanne Chappell
National Vice President	Vicki Wagonis
National Treasurer	Brenda Smith-Keene
National Secretary	Jean Swindle
Communications Officer	Li Lin

Regional Representatives

Alaska Representative (AAL)	Anne Pitts
Central Representative (ACE)	Beth Prettyman
MMAC Representative (AMC)	Della Triggs-Koch
Tech. Center Representative (ACT)	Gayle Sutfin
Eastern Representative (AEA)	Susan Daly
Great Lakes Representative (AGL)	Vicki J. Wagonis
New England Representative (ANE)	TBD
Northwest Mountain Rep (ANM)	Janet Mayfield
Southern Representative (ASO)	Linda Nelson
Southwest Representative (ASW)	Vera Fortman
Headquarters Representative (AWA)	Charlotte James
Western Pacific Representative (AWP)	Maury Khon

Chairperson of Standing Committees

Budget and Finance	Brenda Smith-Keene
By-Laws	Clarissa Holland
Communication	Li Lin
Conference Committee (2011)	Maury Khon
Education and Career Development	Brenda Smith-Keene
Marketing	Sara L. Snyder
Membership	Ronnette Wynn-Walker
Mentoring	Maryanne Chappell
Nominations and Elections	Clarissa Holland
Recruitment	Beth Prettyman

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Corporate Relations	Susan Daly
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