

Hoosier Hills Chapter, No. 45, Crane, Indiana

Marilyn S. Schisel, Publisher

www.hhfew.org

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A FEW Notes from Our President... Susan Jones

As you know this is FEW's 40th anniversary. I want to take this time to remind you about the National Training Program (NTP). Since this is the anniversary year, FEW has planned an extraordinary training program. I hope you will consider attending this event. The NTP offers a great training selection.

I want to thank the executive board, committee members, and members for all of your hard work toward making Hoosier Hills Chapter #45 the best Chapter in FEW. We are the largest Chapter in the world and it takes everyone working together to meet schedules and deadlines. Thank you for your hard work!

The next election term will be here before we know it. If you would like to run for office, please let Marsha

Neal know. We welcome new faces and volunteers. If you have any ideas to make our organization a bigger success, just let me know. All suggestions are welcome.

Susan

**Interviewing Skills Training &
Hoosier Hills Chapter Networks at
FEW NTP**

On 29 Aug 2007, Crane's Hoosier Hills Chapter of FEW hosted Ms. Tammy Hay and Ms. Becky Kellar from the Veterans Affairs (VA) Hospital, Danville, IL. A small luncheon was enjoyed at the newly renovated Club Lakeview and then attendees went directly into a workshop in the Main Conference Room with the topic being "Interviewing Skills for Women." The interactive workshop was taught by one of our very own, Ms. Mary Anna Weber, Scottsdale, Arizona. Ms. Weber is such a strong supporter of FEW that she provided her services to the Hoosier Hills Chapter for no cost. FEW is an organization created to enhance opportunities for the career advancement of women. In addition to our guests, about 30 ladies enjoyed the three-hour training session.

Through networking at the 07 NTP held in July 2007 at Washington, DC, Ms. Linda Wagner met Tammy Hay when the flights were detained. Tammy shared with Linda that she and others in her workplace were very interested in her employer, the VA Hospital, establishing their own FEW Chapter. While the ladies came to Crane to attend the training, Linda organized a small FEW social held at the Crane Marina. Ms. Hay said that she knew of about 15-20 coworkers who were interested in starting a FEW Chapter. Hopefully, when the VA's goal is accomplished,

the Great Lakes Region can be proud of a brand new FEW chapter in their region.



Pictured above are FEW Hoosier Hills Chapter President, Susan Jones (middle) and VA guests. Left: Ms. Tammy Hay, Right: Becky Kellar.

Hoosier Hills Chapter is extremely grateful to Ms. Mary Anna Weber for teaching attendees all the interviewing techniques and tips so we can improve our interviewing skills and achieve career advancement.



Pictured left to right are Tammy Hay, Linda Wagler (Hoosier Hills Chapter), and Becky Kellar

TEAM CRANE AWARDS DAY

The Hoosier Hills Chapter of Federally Employed Women requested nominees for a “FEW” great supervisors for the Team Crane 3rd Annual Supervisor of the Year Awards Program. These awards are given to local federal supervisors or managers whose policies and/or practices have significantly enhanced the working status of women in the federal sector. Awards were given in four categories.

Category I: Department and Command Staff Supervisors

Category II: Division Supervisors

Category III: Branch Supervisors

Category IV: Section Supervisors

FEW is a private non-partisan organization founded to promote career advancement, increase job opportunities, improve the merit system, provide information and develop support networks for federally employed women. Our programs include professional training and development, career planning and counseling, and current updates on pertinent legislative issues. The greatest contributors to the success of our programs have been the outstanding people who support them. To recognize the people who support FEW and its mission, the Hoosier Hills Chapter presented their third annual Supervisor of the Year Awards to outstanding supervisors at the Team Crane Awards Ceremony on 11 October 2007.

FEW’s Department Supervisor of the Year Award was presented to

Ms. Janna Foxx. Janna is committed to diversity and strongly supports and funds training opportunities for women. Janna participates in Crane’s mentoring program. This past year she supported and mentored an employee who served on the FEW Board at the National Level. Janna has provided opportunities for this individual to grow and develop as an employee and leader at Crane. She supports and when she can provides funding for employees to attend FEW training events and other special emphasis events. Additionally, Janna has been working with other senior leadership at Crane to understand Crane’s diversity problem and try to find ways to tackle the issue and recruit more women and minorities into Crane’s workforce. Janna is responsible for the Community outreach program for the Crane Division and also led the Combined Federal Campaign for the base in 2006 resulting in over \$189,000 being collected (goal was \$165,000.)



Far left Alice Emily assisting with award plaques. Left to right Susan Jones, President, Janna Foxx, Department Supervisor Award Recipient, and Mary Webster, FEW Awards Chairman

FEW's Division Supervisor of the Year Award was presented to Ms. Teresa Reed. Ms. Reed became the Ordnance Engineering Department's Administrative Officer in September 2006. She began communicating with Division Employees from the start by holding a monthly staff meeting. She is a strong supporter of training and encourages employees to attend training and educational classes. Teresa is a member of FEW and supports continuing education. She also encourages contractor personnel to seek training opportunities and further career advancement. Teresa has been a key player in the development of the Center Reorganization and has encouraged women within the department to take on new opportunities for enhancement of leadership growth by being team members and leads of Continuous Improvement Events. Teresa has an outstanding working relationship with her employees and has held one on one discussions with personnel to better understand the employee's workload and encourage better communication. Teresa has been a very good role model as she has taken on a new role as the Admin Officer for the Ordnance Engineering Department and always has a good attitude and is willing to learn about new areas outside her expertise. She is a good listener and provides innovative ideas to resolve issues. Teresa is also a supporter of women in the workplace and understands that women also have to deal with home issues as she is a wife, mother, and grandmother.

Teresa is a member of the Little Cincinnati Christian Church, Hoosier Hills Chapter of FEW, and is an advocate of Breast Cancer research. As a breast cancer survivor herself she volunteers to talk with women diagnosed with breast cancer and provides them resources for information. She teaches at Oakland City University and is a member of local Jazzercise and works to raise money for the Boys and Girls Club of America.



Left to Right: Susan Jones, FEW Hoosier Hills Chapter President presents FEW's Division Supervisor of the Year Award to Teresa Reed, Mary Webster, FEW Awards Chairman

FEW's Branch Supervisor of the Year Award was presented to Ms. Teresa Brough. Ms. Brough is the Electronic Warfare Acquisition Branch Manager of Buyers and Contract Specialists who support Electronic Warfare organizations.

As stated by an employee "Many people try to attain or develop leadership". Teresa Brough is leadership. She encompasses sound decision making with expertise and a big picture perspective. Teresa embraces challenges without hesitation. Teresa's leadership and involvement in preparing for the Procurement Performance Measurement and Assessment Program was vital for the success of the NAVSEA Command's favorable report. Teresa values the importance of establishing and maintaining working relationships with employees which allows the Branch to operate more effectively and efficiently.

Teresa is instrumental in the development of the advancement of women in Government. She makes herself available as a human resource to guide and advise employees. An employee stated, "She endeavors to advance us all in every way; she is our advocate and by example, she is such a great role model not only for Federally Employed Women but for everyone." She is an active member of the Cincinnati Christian Church and is the Eastern Greene Bidy Basketball Treasurer.



Left to Right: Susan Jones, FEW Hoosier Hills Chapter President, Teresa Brough, FEW Branch Supervisor Award Recipient, Mary Webster, FEW Awards Chairman

FEW's Section Supervisor of the Year Award was presented to Ms. Vernell Thomas. Ms. Thomas is proactive in insuring all employees have productive meaningful tasks. She is a leader in moving younger employees in roles of substantial visibility and responsibility. Vernell actively supports training opportunities for her employees and encourages job expansion for all under her guidance. Each of her employees not only likes and respects her both for herself and her opinions but also trusts her implicitly for her honesty in dealing with organization functions. Vernell is active in her Church and other activities outside of Crane.

Last but not least, our very own Dr. Hank Webster was not only the narrator of the entire Team Crane Awards Program, but he was also the recipient of the Career Achievement Award. Dr. Webster's accomplishments during his career at Crane are too numerous to mention. His career has greatly impacted Crane's vision and mission in many positive ways. His efforts in pyrotechnics alone have affected the entire field of pyrotechnics. Support of the Warfighter has been considerable because of Dr. Webster and the advancements in pyrotechnics that he has personally been responsible for through his technical, managerial, and leadership efforts. Some of these efforts have included: evaluation of alternate fuels for decoy flares, development of RDT&E program for pyrotechnics, industrial capabilities assessment, and improved technologies for field and effectiveness testing of IR decoy flares. Dr. Webster's effects on the pyrotechnic industry not only supported the Warfighter; there have been significant effects at Crane as well. His work resulted in the establishment of Crane as the premiere test organization of decoy flares and because of him Crane has gained advocacy in the defense community. His efforts have resulted in millions of dollars of capital investment at Crane and thousands of workyears for Crane employees. Dr. Webster's accomplishments in pyrotechnics strongly influenced Crane being recognized as the owner of NAVSEA Technical Capability CR10, *Infrared Countermeasures and Pyrotechnic RT&E, AE and Sustainment*. Dr. Webster has been instrumental in other areas of Crane's mission and vision as well. He is corporately recognized as a champion and leader in diversity initiatives. He is equally recognized as a leader in personnel development as he is



Left to Right: Susan Jones, FEW Hoosier Hills Chapter President, Vernell Thomas, FEW Section Supervisor Award Recipient, Mary Webster, FEW Awards Chairman

intentionally sought out as a mentor and in that capacity is the formal Crane mentor to two people and an informal mentor to more than ten. Dr. Webster is also always engaged in the most pressing issues facing Crane and leading the way toward Continuous Improvement, Focus Area Alignment, Advocacy, and Communication.



Duane Embree, Crane's Executive Director, presents Career Achievement Award to Dr. Hank Webster, Director of Operations of Joint Special Operations Response Department and FEW's Treasurer

Ms. Janna Foxx – Winner of the 2008 Torchbearer Award for Science and Technology.



On January 22, 2008, Ms. Janna Foxx was presented the Torchbearer Award for Science and Technology. This is a prestigious award and was presented to Ms. Foxx at the Fourth Annual Torchbearer Award Gala held in Indianapolis at Indiana Roof Ballroom. We are proud of Ms. Foxx who is also a member of the Hoosier Hills Chapter of FEW.

The following is the write up in the Indiana Commission for Women's Indiana's Salute to Women, 2008, The Torchbearer Awards booklet:

Janna Foxx has been an electrical engineer at Crane Division, Naval Surface Warfare Center, for over 25 years. Janna Foxx is currently the only female Department Director at Crane and is also a member of the Crane Board of Directors. She is

responsible for a support organization enabling the mission of a federal government activity (Navy) that is directly supporting today's Warfighters in the areas of Strategic Missions, Special Missions, and Electronic Warfare/Information Operations. Under Janna's leadership, contracting purchases close to \$1.7 billion worth of products annually, and she and her managers work continuously to improve processes through the Continuous Improvement Program using primarily LEAN tools to reduce costs. Until 2007, Janna oversaw the community outreach and communications office and she focused on developing active school partnership programs with a focus on science and engineering in the local ranks through Crane's formal mentoring program and does a great deal of informal mentoring as well. "She is making a difference in the lives of those she works with, comes in contact with, and with the Warfighter for whom she and her staff are purchasing the services and products on a daily basis. I am sure that she does not begin to know the difference she is making."

Ms. Foxx also received honorable mention in the Navy News Wire: CAPT Mark Welsh, Commander, NSWC Crane, added, "Janna Foxx represents the best of Crane and the state of Indiana in her professionalism and commitment to serving and encouraging others. She continues to make a difference each day. She is truly deserving of this recognition and I am proud to have her as a part of Team Crane."

From Awards Chair: Mary Webster

**FEW CHAPTER SCHOLARSHIPS
AVAILABLE**

FEW Hoosier Hills Chapter #45 is pleased to announce the 2008 FEW Chapter Scholarship program, administered through the Federal Employee Education & Assistance (FEEA). First a big Thank you to all who have donated to our Scholarship Program through the Combined Federal Campaign, sales of various flowers, and other sales. Once again, we will be awarding scholarships totaling \$4000 to FEW members and dependents this year (total number of scholarships depends on how many applications are received).

Applications can be obtained from Mary Webster, Code JXNLP, Bldg. 3422, ext. 5350. These applications have been marked on the top with the words Hoosier Hills Chapter #45 and must be returned to Mary by close of business on 24 March 2008.

All applications will be forwarded via certified mail on 25 March 2008 to the Federal Employee Education and Assistance (FEEA) in Colorado for selection of our winners. After selection of our winners, government FEW members and dependents' applications are entered into the FEEA Scholarships competition for consideration. All applicants will be notified of the results. Good Luck to all applicants.

From Legislative Chair: Bonita Page

HISTORY IN THE MAKING!!!!

FEW members – do you realize that when you vote in this election year, you will be given the opportunity to vote for the first time for – either a black man or a woman. Depending on who receives the nomination?

On August 26, 1920 women were given the right to vote. And yes they had two choices also: both male. No women or blacks.

So in order that you may vote in any election, you must be registered. If you have moved recently or not registered at all – do it!!!!!! Your local courthouse employees can help you with this. And then you will be a part of history.

Note: The article above in no way conveys FEW's endorsement of either Democratic candidate. It is merely to note the history aspect of the election choices.

From Historical Chair: Debra Hobson

LOOKING FOR A “FEW” ITEMS

The FEW Historical Committee is looking for a FEW items that have been stored / restored, misplaced, boxed up, taken home, brought back, lost in the car trunk, moved to a new MILCON, moved with people moves and reorganizations, etc.

It is our goal to collect items and centralize them into one place. The kinds of items we are especially looking for include but are not limited to: plaques, pictures, documents (articles or pertinent documents), Chapter Awards, and other property in order to

- (1) set up a FEW display case for all to enjoy, and
- (2) to allow for an inventory of what FEW has collected over time.

Let the treasure hunt begin! Please take a “few” minutes and look around your work area.

We do not want your personal FEW awards or items of a personal nature (unless you would like to donate those items toward our cause.)

Our numerous impressive items, if pulled together, could be the path toward Crane having a FEW museum one day!

Please contact Deb Hobson at ph. 812.854.5729 or

debra.hobson@navy.mil and arrangements will be made to get items to Building 41N, 3rd floor for starters. Thank you!

From Membership Chair: Lori Tedrow

MEMBERSHIP MARCH MADNESS!

March is always a busy time for the Membership Committee.

Remember...if you've not already paid your membership dues...don't foul out of the game! Be sure to send your dues payment to one of the Membership Co-Chairs, Lori Tedrow (Code JXQM, Bldg. 2044) or Terri Resler (Code JXNSM, Bldg. 3218) by March 1st.

The Membership Committee is going into overtime working on plans for a Membership Drive. Start thinking about who **YOU** can recruit to join our FEW team!! Look for more information to be forwarded in the upcoming months!

DIVERSITY ISSUES

Female Accountants Gain Ground, But Work/Life Issues Hurt Progress

Article copied from DiversityInc.com Website

Women pursue accounting careers in equal numbers as men, but they still are underrepresented in upper management, according to a survey by the American Institute for Certified Public Accountants' (AICPA) Work/Life & Women's Initiatives Executive Committee (WLWIEC).

Although female accountants have made definite strides over the last 10 years, the survey, which included more than 1,400 partners and accounting professionals, illuminates still-existing gender disparities in the industry.

Diversity (continued):

Moving Through the Ranks

In 2004, 19 percent of partners in CPA firms were women, compared with 12 percent a decade earlier, the survey found. Despite this improvement, female accountants still are less likely to be promoted.

Women are promoted more often today than 10 years ago by 12 percent, but they account for only 25 percent of new partners at large firms in the last three years. In comparison, women comprised more than 40 percent of new partners at smaller firms in the same period.

Women came to dominate the accounting industry by 2004, making up 56 percent of the work force. Their average 28 percent representation across manager, senior-manager and partner levels is thus insufficient.

Almost half of female respondents across all firm sizes felt the decision-making process was unfair.

"This distinction between small firms and large firms is significant," said Elizabeth Almer, associate professor of accounting and Meadows Faculty Fellow at Portland State University and WLWIEC member. "Women are

among the majority leadership in small firms. When it comes to the larger companies, women are clearly in the minority as far as top management."

It's hard for women to advance in accounting, but adding race to the mix makes it even more challenging. Nina Cordier, who is black, knows firsthand.

"There is a lack of women of color in public accounting," said Nina Cordier, who joined Ernst & Young's Assurance and Advisory Business Services less than two years ago. "Actually, there's a lack of people of color period."

Only 1 percent of employed CPAs were black in 2004, reports the AICPA.

But fast-changing demographics demand a work force reflects its clientele. A recent U.S. Census Bureau report, which found the number of women-owned business grew at twice the rate of businesses overall between 1997 and 2002, is of particular note to accountants.

"It has become very clear that clients request [that] public accounting firms mirror the diversity within their own organization," said Linda Bergen, vice president of corporate accounting policy with Citigroup and chair of WLWIEC.

The differences between women in management in different industries is striking. Based on [2005 DiversityInc Top 50 Companies for Diversity](#) data, for Top 50 companies, women

were 48 percent of managers in the financial-services industry, 41 percent in the professional-services industry, which includes accounting, and only 18 percent in the auto industry. Comparing people in management who received promotions, in the financial-services industry, 44 percent were women, while the percentage for professional services was 30 percent and it was 16.5 percent for the auto industry.

"Businesses are run differently today," said Ronald Taylor, manager of National Diversity Recruiting Strategy and Operations at KPMG. "Clients look different and have different expectations. We need to meet their needs." And some accounting firms are trying harder to make that happen.

Women are learning to overcome these obstacles through mentoring programs, continued education, networking, and balancing work with home life.

From our President: Susan Jones

LEGISLATIVE CORNER:

FEW has a website which can help keep you informed on legislative issues that deal with three levels called tiers. The three tiers are:

- Tier I issues are considered of utmost importance to female federal workers.
- Tier II issues have an impact on all federal employees, regardless of gender.
- Tier III issues affect women as a class.

To find out legislative news on the three tiers, visit <http://capwiz.com/few/home/>. Some issues include FEWS redeposit Act, Federal Employees Paid Parental Leave Act, Repeal the WEP – Senate Bill, and many more. Please visit the capwiz website to read more on legislative issues. You can register to vote on-line at: <http://capwiz.com/few/home/>.

FEW National Website www.few.org <<http://www.few.org>> contains everything you want to know about FEW, and more. For example, under "Menu" click on "Legislative" and check out capwiz.com/few to register your opinion on legislative issues.

Visit our own Hoosier Hills Chapter #45 at www.hhfew.org <<http://www.hhfew.org>>

FEDWEEK <http://www.fedweek.com> <<http://www.fedweek.com>>

The information included on this web site is provided for informational purposes only. The links to other web pages are provided for the convenience of the users and FEW does not assume any responsibility for the accuracy or completeness of the information or endorse the policies contained therein. Personal information provided by individuals is not shared with third parties not affiliated with FEW.

MISSION AND PURPOSE STATEMENTS

Federally Employed Women (FEW) is a membership organization which:

- Strives to eliminate sex discrimination in the federal government;
- Enhances opportunities for career advancement of women;
- Establishes and maintains with federal agencies, working relationships that advocate the fair application of EEO and personnel laws, policies, procedures, and practices;
- Improves the quality of life for women by influencing Congressional and Administration actions; and
- Works continually to achieve a unified and diverse membership that values and capitalizes on similarities and differences at all levels of the organization.

2008 NTP

All FEW members should have received their 2008 National Training Program's (NTP) booklet. If you have not received your booklet you can find a link to the 2008 NTP on our local hhfew.org website under training.

The booklet contains the classes available. This year's training program will be held at the Anaheim Hilton Hotel in Anaheim California. The date of the training is July 14-18, 2008. Classes at the NTP are recognized by the Office of

Personnel Management (OPM) for training curriculum constructed around OPM core competencies.

Congratulations **NTP 2008** **Scholarship Winner**

Ms. Rebecca Sparks is the 2008 NTP scholarship winner. Rebecca we hope you enjoy this year's NTP, make many new friends to network with, and learn from your class instructors. Congratulations Rebecca!

Words of Thanks

Marsha Neal, FEW Program Chair provided thanks to those who attended the December 07 Christmas party. She extended her thanks to those who sent donations but were unable to attend. She also thanked those who donated items to Middle Way House, Family Life Center, Harbor House, and the Orange County Center for Women's Ministries. The donations are greatly appreciated. Appreciation is also given to those who delivered the donations to these special places. the silent and live auctions went well and everyone seemed to get a good bargain. Also, thanks to those who donated items for the auctions. Also thanks to SAIC for the \$250 they donated for door prizes. A good time was enjoyed by all.

**Hoosier Hills Chapter Officers
2007-2008**

Executive Committee:

President: Susan Jones
Immediate Past President: Carie Johann
Vice President: Teresa Chastain
Recording Secretary: Tammy Reed
Corresponding Secretary: Angela Breeden
Treasurer: Hank Webster

Public Relations Chair: Marilyn Schisel

Policy and Long Range
Planning Chair: Vernell Thomas

Historical Chair: Debra Hobson

Committee Members:

Nominating Committee: Marsha Neal –
Chairman

Judy Mullis
Greg Reece
Lynn Shipley-Crow
Julie Speaker

Legislative Chair: Bonita Page

Diversity Co-Chairs: Suzi Inman
Judy Mullis

Membership Co-Chairs: Lori Tedrow
Terri Resler

Compliance Chair: Paula Martin

Financial Co-Chairs: Karen Kutch
Kathy Campbell
Team Members: Janet Brown
Kris Kemp
Ellen McIntosh
Nancy Roark
Dianne Wilson

Awards Chair: Mary Webster
Team Members: Gina Divine
Patti Burch

Program Chair: Marsha Neal
Team Members: Rebecca Sparks
Judy Pankey
Marcy Lindley-
Pride
Brenda Adams
Mary Ann Wathen

Federal Women's
Program Manager: Susie Burris

Website: Lisa Sullivan

