SPRING FORWARD!

SWE Wisconsin is proud to present the 2nd Annual Spring Forward with SWE event on Saturday, March 28th at Milwaukee Marriott West. Join fellow collegiate and professional SWE members for professional development sessions, networking, and the annual Celebrate SWE-WI dinner and awards. Outside of the main event, there will be an optional chocolate making activity on Friday at 6PM, and an optional manufacturing tour at Eaton offered Saturday morning beginning at 9:30AM. Please see the SWE Wisconsin website for more details: https://wisconsin.swe.org/spring-forward.html

Please register for Spring Forward 2020 no later than Friday, 3/13, at the following link: https://form.jotform.com/200337847544155
WELOCAL

Registration is now open for WE Local in Des Moines! SWE-WI will be receiving a professional development award while one of our own members, Dr. Gretchen Hein, will be receiving the WE Local Engaged Advocate Award! You can register for this conference at: https://welocal.swe.org/des-moines/register/

Please let us know if you are planning to attend! This info will also be used to plan carpooling and to find hotel roommates: click here to fill out the survey!

Location: Des Moines Marriott Downtown
Event Date: 4/17 - 4/18/2020

Any questions, contact Sam Billetdeaux at SamanthaBilletdeaux@gmail.com

2020 WE LOCAL CONFERENCE AWARDS!

The Society of Women Engineers (SWE) would like to inform you that SWE Wisconsin Professional Section was selected to receive the SWE 2020 WE Local Outstanding Professional Development Event Award.

The Society of Women Engineers (SWE) would like to inform you that Gretchen Hein was selected to receive the SWE 2020 WE Local Engaged Advocate Award.

Thank you for contributing to SWE’s Strategic Goal of “Advocacy” by “creating and promoting opportunities to engage more women” by recognizing their outstanding contributions to engineering.
DIVERSITY AND INCLUSION

SWE created ‘Inclusion Solutions: Discussing a Diverse Culture is in the Cards’ training cards set. Each issue of the newsletter we will be showcasing one of these cards to help the diversity and inclusion discussion within SWE-WI.

First we ask you to think about these questions:

- How do you feel when you hear the terms diversity and inclusion?
- How do you define diversity?
- How do you define inclusion?
- How are the two terms similar and different for you?
- Describe the term biases.

Second some definitions:

**Diversity:** The understanding that each individual is unique; recognizing individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

**Inclusion:** A state of being valued, respected, and supported; focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve full potential.

**Bias:** The fundamental way (positive or negative) an individual looks at or encounters a situation or circumstance to make sense of it; a conscious or unconscious belief.

**Now for the eleventh card in the series:**

![Card Image]
DIVERSITY AND INCLUSION

Generations
Stereotyping of each generation and the over-hyping on differences between older and younger employees makes for great marketing but distracts from fully engaging our workforce across the generational divide. Organizations or managers that find it challenging to relate to younger employees often attribute this at least in part to generational differences. However, what generation hasn’t been baffled by the behaviors of the succeeding generation or questioned its values? Large-scale studies have found only slight differences in the job attitudes and values of Millennials and members of older generations.

After reading this, reflect on the first questions asked. Did any of your answers change?

Take this discussion with you, and consider what it means for you in your current career. Special thanks to SWE for creating these cards and to Lessons Learned Consulting Inc. for printing them. We ask that you do not re-purpose the information and/or send it to anyone outside of the SWE section.

If you have additional questions, please reach out to: learning@swe.org

This video gives more information about the card and how they can be used.
https://www.youtube.com/watch?v=vbvg__T6hwk

This card set is available for purchase from the SWE store at the following link. The version highlighted here is the ‘SWE Inclusion Solutions Cards.’
http://societyofwomenengineers.swe.org/page/5318-sweswag
COLLEGIATE SPOTLIGHT

UW-MADISON

The Society of Women Engineers (SWE) at the University of Wisconsin - Madison approached the 2019-20 school year with more energy and commitment than ever before. Some of our notable achievements from the fall semester include receiving three awards at SWE’s annual conference (WE19) in Anaheim, CA from our programs and events last year: the SWE Gold Outstanding Collegiate Section Award, a Best Practice Award for Outreach, and a Best Practice Award for Mentoring. We also hosted a Diversity Organization Social in October with the National Society of Black Engineers (NSBE) and the Society of Hispanic Professional Engineers (SHPE) as well as a handful of other engineering student organizations. In November, we raised money for our section with a Family Feud Fundraiser that brought together engineering student organizations for an entertaining game of Family Feud. Additionally, we organized a first ever superhero themed outreach day for elementary aged children which included engaging hands-on activities to teach students about STEM. Finally, our International Outreach committee worked hard this semester to plan their trip to Uganda over winter break. They worked with International Volunteer HQ to assist in teaching women and children about STEM concepts and to promote women’s empowerment.
During the spring semester, our officer team is looking forward to continuing to engage our members through recurring and new professional development, outreach, and personal development events that will expand our inclusive community. Through innovation and careful planning, our officers will be preparing for Diversity Spring Welcome, Evening with Industry, a Women in Academia Faculty Dinner, the WE Local Des Moines conference, the Fall Career Fair Prep night, and more. Visit our website for more information about our upcoming events!

Emily Vesper
B.S. Industrial Engineering
University of Wisconsin - Madison
Society of Women Engineers (SWE) - President
SWE ANNOUNCEMENTS

SWE-WI FY21 Elections

It is almost time to start planning for FY21 for SWE-WI! SWE runs on a fiscal year from July 1st to June 30th, so springtime means elections for the following fiscal year leadership team for SWE-WI.

To facilitate this process, the section is in need of one member to serve as nominating chair for this spring's election. Please contact Sam Billetdeaux at SamanthaBilletdeaux@gmail.com if you are interested in filling this critical role for the section!

If the section bylaw updates are passed, the section will have the following elected officer positions:
- President
- Vice President 1 - Professional Development
- Vice President 2 - Collegiates
- Vice President 3 - Outreach
- Secretary 1 - Recording
- Secretary 2 - Society Liaison
- Treasurer

Beyond elected positions, SWE-WI has several appointed positions. If you have an interest in getting more involved with the section in FY21, please contact Sam Billetdeaux at SamanthaBilletdeaux@gmail.com for more information.

The list on the next page has the descriptions of all elected and appointed positions.
SWE ANNOUNCEMENTS

SWE-WI FY21 Elections

Elected Officers

President – Oversees SWE-WI section, run monthly meetings, plan and run two planning meetings, and attend conferences.

VP2 Collegiates – Visits colleges and helps college sections with issues.

Secretary Recording – Oversees communication members. Records minutes during monthly and planning meetings.

Treasurer – Oversees the SWE-WI account and manages the budget for the year.

Proposed Future Elected Officers (in submitted bylaws)

VP1 Professional – Oversees the members in the membership, professional development, and networking groups.

VP3 Outreach – Oversees outreach coordinator and communicates events to section. Submits events to society. Reaches out for new events.

Secretary Society Liaison – Reviews governance updates from society and reports back to section. Writes an article about governance and society happenings to newsletter.

Appointed Positions

Nominating Chair – Looks into members in section for who to suggest for leadership roles and make a team at the end of the year to put the voting together.

Section Assessment Chair – Makes a report at the end of the year for how the section is doing financially and a vitality assessment through the society.

Membership/Data Officer – Analyzes the membership numbers and welcomes new members.

New Member Packet Coordinator – Creates packets to send to new members.

Professional Development Chair – Makes events in the three areas for professional development topics. Works with the LCC on what topics would be beneficial.

Corporate Liaisons – Assists Professional Development Chair in coordinating communications with corporate partners.

Conference Coordinator – Coordinate section meetups at the annual society conference.

Networking Chair – Oversees the events coordinators and helps with questions and ideas.

Event Planning Milwaukee – Plans networking events in the Milwaukee area.

Event Planning Madison – Plans networking events in the Madison area.

Event Planning Fox Cities – Plans networking events in the Fox Cities area.

Celebrate SWE Event Planner – Plans end of year celebration.

Liaison to Counselors – Works with the counselors and communicates to the collegiates.

Collegiate-Professional Event – Plans event for networking with collegiates and professional members.

Milwaukee Events Planner – Plans and volunteers with Milwaukee outreach events.

Madison Events Planner – Plans and volunteers with Madison outreach events.

Fox Cities Events Planner – Plans and volunteers with Fox Cities outreach events.

Google Coordinator – Sends weekly emails of happenings in section and manages email account.

Webmaster – Manages section website and updates for events.

Newsletter Editor – Creates newsletter every other month. Collects and edits submissions.

Social Media Coordinator – Manages Facebook page and other social media with society.

Mentor Coordinator – Coordinates mentor relationships in the section.

Herstorian – Makes a digital reference of SWE-WI history.

Awards Chair – Nominates members for society awards, enters awards packet to society, creates section awards given out at Celebrate SWE event.

Scholarship Chair – Sends out submission information and chooses scholarship winners.

Public Relations Chair – Assists president in monitoring incoming communications to the general SWE-WI email and directing to chairs/VPs as needed.
Current Job Postings:

City of Appleton - Engineering Aid
Department: Public Works
Supplemental Information:
WORK SCHEDULE:
Hours per day: 8
Specific hours: 7:30 a.m. to 4:00 p.m.
Days per week: 5
Hours per week: 40+
EMPLOYMENT PERIOD: May 15 - September 1
WORK LOCATIONS:
Municipal Services Building, 2625 E. Glendale Ave, Appleton
City Center, 100 N Appleton St. Appleton

Helpful Job Sites:
To stay updated on new job opportunities, checkout SWE e-blasts, or these websites!


SWE Professional Virtual Career Fair:
Looking for a new opportunity? Check out SWE’s virtual career fair where you can connect with multiple recruiters in a convenient way.
**SWE ANNOUNCEMENTS**

**SCHOLARSHIP**

**Martha Maxwell Scholarship Fund**

For those who knew her, Martha Maxwell was a fun-loving enthusiast who loved to make light of any situation. She was passionate about SWE and loved to share her passion with young women starting out in the engineering field. Martha's career took her through industrial engineering and manufacturing roles, most recently as a Project Engineer in the Advanced Manufacturing department at Rockwell Automation. She also was an active member of SWE-WI for many years, and served in numerous leadership positions, most recently as Section Representative. In August 2012, Martha passed away after a battle with cancer.

To honor Martha's memory and continue fostering her excitement about engineering, math, and science for young girls and women, SWE-WI has created a memorial scholarship fund in Martha Maxwell's name. The goal is to raise funds for a $1000 scholarship will be awarded to SWE collegiate members attending school in Wisconsin or the Upper Peninsula of Michigan.

**SWE WI Scholarship Fund Drive**

Fund drive for 2019 scholarship is just on-going. We are currently seeking donations for the Fall 2019 scholarship based entirely on section-raised funds.

Please consider a donation to SWE-WI as a tax deductible gift that will help the female engineering students in Wisconsin and Upper Peninsula of Michigan. Online donations are accepted at https://wisconsin.swe.org/scholarship-fund.html!

Thanks again for your support.

-Scholarship Committee (Melissa Tumbleson, Andrea Cole, & Gina Janke)
The Chicago Regional Section (CRS) is currently trying to create a Wendy Landwehr Endowment Fund, to celebrate her memory and hard work with SWE.

If you would like to donate and contribute to this endowment fund, in her honor, SWE CRS and Martin Landwehr (her husband) would greatly appreciate it! They are nearing the finish line and are currently looking for another ~$4000 to complete the $25,000 needed to create the endowment fund.

For personal donations, there is a PayPal link that can be used by the membership, if that is their preference.

https://www.paypal.me/WendyLandwehrFund

Let me know if you need more information or would like to discuss this effort further, patriciawalker77@gmail.com.

Thanks for considering this valiant cause, forever your FRG,

Tricia
UPCOMING EVENTS

MSOE SWE 40th Anniversary Celebration

Attention all MSOE SWE Alumni!

Join MSOE SWE on Saturday May 2, 2020 from 5:30pm – 9pm to celebrate the 40th ANNIVERSARY of MSOE SWE’s Section. Yes, MSOE SWE’s Collegiate Section was founded all the way back in 1980! It seems just yesterday that we were starting our Hands-On-Future event and look at us now! We have flourished into one of the longest standing organizations on MSOE’s campus.

At the Grohman Towers, 233 E Juneau Ave., Milwaukee, WI 53202, join us for dinner, hear past and recent alumni speak about their connections with MSOE SWE, and listen what fantastic current members have done in this past year at our Awards Ceremony.

All MSOE SWE Alumni are welcomed. Registration link is here: https://forms.gle/nAYonvdhT4tCoHqPA

Any questions, contact Katie Ashley at ashleykr@msoe.edu

Check the SWE-WI website or Facebook page for upcoming events. Also watch for the weekly e-blast to stay informed on the current happenings in the SWE-WI section!

SWE-WI Website:
http://swewisconsin.com/

Facebook:
https://www.facebook.com/groups/swewisconsin/

Contact: Kyela Specht, swewisconsin@gmail.com, if you are not receiving the weekly e-blast e-mails.
**RECENT EVENTS**

**Milwaukee Tool Tour/Dinner/Panel**

Thanks to everyone who was able to join the Milwaukee Tool tour and panel this past Thursday! We had over 20 SWE Wisconsin members and over 20 Milwaukee Tool women in attendance. The group went through a tour of the Brookfield facility, networked over dinner, and had the opportunity to learn from a few of the great female leaders at Milwaukee Tool during the panel. Thank you to Milwaukee Tool for hosting this great professional development opportunity for our section!
OUTREACH

OUTREACH SPOTLIGHT

After months of preparation, 53 Future City teams from southeastern Wisconsin came to MSOE’s Kern Center to show off their futuristic city models and present how their city in the future would have clean tap water. These teams put in a lot of time and effort to learn about how cities work, what goes into city planning, and about this year’s topic: “Clean Water: Tap Into Tomorrow.” To recognize team’s hard work, SWE-WI sponsors an award for the Best Use of Recycled Material. Three SWE-WI members reviewed each team’s city model and asked questions about the materials they used to create their city. There was a variety of materials used, some very unique items, and creative cities making it a tough choice for the judges. Some of the items that were used by the city that won the Best Use of Recycled Material were take-out salad bowls for the housing complex, spark plugs, a deconstructed disco ball for a building and the mirrors as decoration throughout the city, and a decorated hamster wheel. The team’s name is Watand Aquapolis and did a fantastic job of creating an interesting and creative Future City. Thank You to the SWE-WI members who judged this competition!

Programs like Future City and Rube Goldberg can be kids first exposure to engineering concepts and engineers. Volunteers like Gretchen and Sydney are essential to inspire kids to check out engineering. If you want to be a role model too check out the opportunities listed in the upcoming outreach events.

Watand Aquapolis- Best Use of Recycled Materials they used salad bowls and disco ball.

Jokullvik- The silver rocket shape on the left side is made from a mosquito repellent stake!
OUTREACH

OUTREACH SPOTLIGHT (CONTINUED)

Swivenzille - Wisconsin Regional Future City Champion

MaiKaLehu - Wowed the judges with color and an underground portion of their city.
OUTREACH

OUTREACH SPOTLIGHT (CONTINUED)

Future City Judges
OUTREACH

Would you be interested in working with a Girl Scout Troop and introducing a girl to engineering? The Girl Scouts have introduced new engineering and STEM badges and troops are looking for engineers who would be willing to help them earn these badges. For information on how to be involved, project ideas, and how to find a troop contact swewioutreach@swe.org

If you have been involved in an outreach event and are a SWE member, send information about the event to Heidi Balestrieri at (swewioutreach@swe.org) so we can report the information in the SWE outreach tool. Information needed for the report: event name, date, all SWE sections that were involved, description of event, breakdown of girls and boys who participated, age of students, number of adult guests, number of SWE member volunteers, number of other volunteers, any partner organizations involved, or any other information to share.
Outreach

Upcoming Outreach Events!!!

Badger State Science Engineering Fair (BSSEF)

Engineers are needed as judges for the Engineering Projects at the Badger State Science Engineering Fair taking place on March 14 at Marquette University in Milwaukee. Judges are provided with breakfast and lunch. Time commitment is from about 7:30-12:30, if you have the time consider volunteering in the afternoon too. Project posters are first reviewed without the students, and then the students present their projects and answer judges questions. Judges confer and come to a consensus on the top projects in their section (i.e. engineering, physics, psychology, etc.). In the afternoon the Best of the Fair judging occurs.

Location: Marquette University, Milwaukee, WI
Event Date: March 14, 2020
Time: 7:30 am - 1:30 pm
Any questions, contact Heidi at swewioutreach@swe.org

Volunteer at FIRST Robotics Competitions in Milwaukee and La Crosse!

SWE is a FIRST Strategic Alliance partner. FIRST Robotics Competition is a High School program that promotes STEM through a new challenge each year that teams must work together to solve. Wisconsin has two different Regional Competitions that always need many volunteers to run. These events are free and open to the public. Volunteer signup allows you to indicate your availability - even half a day of your time can help! It takes a lot of volunteers to run a FIRST Robotics Competition. Consider volunteering in one of a variety of roles: judging, field set-up/take-down, robot inspector, safety attendant, pit supervisor, queuer, quiet room attendant, see the website below for all roles. Wisconsin dates and locations are March 18-21 in Milwaukee, April 1-4 in La Crosse.

The Wisconsin Regional in Milwaukee, WI is March 19th - 21st
The Seven Rivers Regional in La Crosse, WI is April 2nd - 4th

If you are interested in learning more about these events or want information on how to sign up to volunteer, please contact SamanthaBilletdeaux@gmail.com
https://www.firstinspires.org/ways-to-help/volunteer/how-to-register
Upcoming Events:

February 16-22 Engineers Week

March 6 – Milwaukee Discovery World -Rube Goldberg Machine Competition – SWE-WI Judges

March 14 – UWO Fox Cities – Tech Savvy

March 14 – Milwaukee Marquette University- Badger State Science Engineering Fair (BSSEF)

March 18-21 – Milwaukee – FIRST Robotics Competition

April 1-4 – La Crosse -FIRST Robotics Competition

For more information contact swewioutreach@swe.org

Rube Goldberg Machine Competition

Rube Goldberg is a cartoonist who is famous for cartoons showing simple tasks being done in extremely complicated, convoluted and extreme ways. The Rube Goldberg Machine Competition is a High School competition where teams build a machine to shut off a light (this year’s simple task) in as many steps as they dare, with only the first action being triggered by a student. Watch a video of the champion from Wisconsin in 2017 https://www.youtube.com/watch?v=50wCJX1Qou8 put on a Band-Aid. Below are pictures from last year’s competition. SWE-WI sponsors an award to recognize a team that has the best technical writing skills. SWE-WI members are needed to volunteer to review technical steps on the day of the competition for less than 3 hours, instructions are provided.
SWENext Membership – General Information

SWENext is a way to become part of the Society of Women Engineers as a student through the age of 18. Become part of SWE and #BeThatEngineer! Joining is free. Any student 13 or older can become a SWENexter. For those younger than 13, a parent will need to be the primary contact.

Add the following to SWENext information:
Register for SWENext and use event code: Wisconsin.

General SWENext Websites

◊ Visit our main SWENext website:
  http://societyofwomenengineers.swe.org/swenext

◊ Read our comic book series all about engineering Constance and Nano:
  https://constanceandnano.swe.org/

◊ Connect with SWE members and other SWENexters through our SWENext Clubs:
  http://societyofwomenengineers.swe.org/swenext-clubs

◊ Watch our SWENext Reporter’s videos:
  https://www.youtube.com/playlist?list=PLYvUdOKoCBdchedo5w20uh9wuXH_RRQNo7

◊ Find out more about our awards programs for high school students:
  http://societyofwomenengineers.swe.org/k-12-outreach/swenext-awards

General SWENext DesignLab Social Media

◊ Twitter@SWENext
◊ Facebook (exclusively for high school SWENexters)
◊ #SWENext
◊ #BeThatEngineer

Thanks for helping us get the word out!
Please send all SWENext queries to outreach@swe.org.
SWE PROGRAMS

Register and Join SWENext!

Do you know a girl interested in engineering?

SWENext is a way to become part of the Society of Women Engineers as a student through the age of 18. Become part of SWE and #BeThatEngineer! Joining is free. The SWENext program offers resources and information for adult advocates, as well.

Signup at https://swe.org/k-12-outreach/youth-programs/ use event code Wisconsin at signup.

In addition, our section entered a contest with SWE to recruit SWENexters this fiscal year. Top 3 sections win $500, $300, or $200. Currently we are tied for 4th place and 13 away from 3rd place... If we can get 9 more SWENexters registered with the event code “Wisconsin”, we will get a gift card for $50 to use on outreach. Important, the SWENexter does not need to be in Wisconsin to use our code. Share the code let’s see if we can meet a goal of 9 more SWENexters and a stretch goal to be in the top 3.

Heidi
Event Planning

Would you like to plan an event this year for SWE? We are looking for anyone who would like to plan an event in your area to get a list of those we could ask for an event during the year. This could be any event; a happy hour meet, trivia night, pottery or canvas painting, yoga session, group run, concert, attending a local event, webinar watching, escape room, etc. If you are interested, please contact Sam at SamanthaBilletdeaux@gmail.com.
NEWSLETTER INFORMATION

Advertisement Information
Website and email postings may be covered by a set fee instead of the Corporate Supporter option. An individual posting to the website and an email message to all SWE-WI members is $50. The website posting will remain in place for a 30-day period.

Postings to the website are generally completed in 3 to 7 business days after the request has been confirmed. An email notice to SWE-WI members and subscribers will follow a website posting with the same information. Requests for a large number of postings at one time may take longer to prepare and post.

The preferred format for postings is Microsoft Word (version 2003 or higher); other text formats will be considered on an individual basis. Postings will remain on the SWE-WI website for a 30-day period. If the posting is for a job and it has not been filled in that 30-day period, a Corporate Supporter can request a 30-day extension via email. Please put “SWE-WI Newsletter Entry” in the subject line.

Newsletter Entry
Send us your stories! We want to see what our professional and collegiate members are doing in the community! We are looking for events that SWE has hosted, job posting, member milestones, interesting articles or books that you would like to share with others, truly a multitude of topics. If you have something you want to see in the newsletter and share with everyone please fill out the survey at this link: https://forms.gle/CztgytTXYQB2hK6JA