



December Message from MCWT's President, Adriana Karaboutis

*With all challenges come
opportunities...*

As we approach the end of 2008, most of us reflect on what we've accomplished. We ask ourselves: "Are we better at the end of this year than we were at the beginning?" I think we all know (too well) the economic challenges we face, as a nation and as a state. From that perspective, we are undoubtedly in a weaker situation than we were a year ago.

But with all challenges come opportunities -- opportunities that enhance and improve us! For me, such an opportunity came this past January, when I took over the Presidency of MCWT from Cherri Musser (an exceptional individual, friend and colleague).

In reviewing the past wonderful 12 months, I think that for all of us in MCWT, the opportunity to grow as an organization, and as individuals, came through our very successful Council and Foundation initiatives and events. We partnered, collaborated, networked, and supported each other as technology colleagues. We enjoyed touching the lives of girls and women aspiring to join and evolve in the technology field. Let's recap just a few of those highlights:

- In February, 2008, over 275 people convened at "Geek Mythology: Lessons from the Goddesses of IT" to learn new skills, not necessarily taught in the classroom or on the job, that would help them progress in their careers.
- In April, 2008, over 100 people came together for "Café Conversations", a collaborative "salon" event that provoked thought, and encouraged professional networking/sharing.

- In May, 2008, we honored our 7 scholarship, laptop, research grant winners and thanked our generous partners and donors --- bringing together all the constituents in our community.
- Our summer Camp Infinity hosted over forty 4th through 7th grade girls learning to love technology! Many high school and professional volunteers, as well as a number of our corporate partners, collaborated in that one week program, and got back just as much as they were able to give to these young, budding technologists!
- We fielded more than twice as many robotics teams as in any previous year.
- We expanded our GET-IT after-school high school program to many more high schools.
- In October, 2008, we co-sponsored "Bridging The Gap", a session focused on improving communication between technologists and people in other sectors of their businesses.
- Rosemary Bayer, and the MCWT Foundation Board, were able to extend a record-breaking number of scholarships and laptop/printer configurations to University and post-University women; extended our first University research grant; fielded a record number of robotics teams; expanded all the robust MCWTF K through 12 programs; and dramatically expanded our second annual Web site contest for high school girls.

GREETINGS!

Here are highlights of Michigan Council of Women in Technology Winter occurrences, topics of interest, and a view of what is coming up in 2009 on the busy MCWT agenda!

IN THIS ISSUE

- [Message from MCWT President, Adriana Karaboutis](#)
- [New MCWT & MCWT-F Web Sites Launched](#)
- [MCWT Foundation 2009 Scholarship Program Announced](#)
- [MCWT Partnership News](#)
- [MCWT Events Team - Meet Valori Nikolai & Michelle Calandre](#)
- [MCWT 2008 Research Grant Winner Honored by MIEM](#)
- [MCWT-F Web site Contest Winners](#)
- [MCWT-F Announces New K-12 Director](#)
- [MCWT Membership News](#)
- [Volunteers Needed](#)
- [MCWT LinkedIn Group](#)
- [Camp Infinity BluePrint Program Launched](#)
- [2009 Calendar of Events](#)

...continued on Page 2



PICTURE PERFECT – Girls loving technology at Camp Infinity, a one week program for 4th through 7th grade girls

Message from Andi, continued



- Through two major fundraising events (our annual July MCWT golf outing and November's black tie MCWT FIRE BALL --- "Igniting Women's Interest in Technology"), we surpassed all previous fundraising efforts. We are now well on our way to establishing a permanent Foundation endowment fund for scholarships.
- Our partnership team, and membership team, extended our message and recruited a record number of corporations and members to support and join our cause.

Finally, our message of the criticality of diversity to IT, and related fields, (and its precious importance to fostering innovation and competitiveness) reached many more people and companies than ever before. And we accomplished this in a year of profound economic challenge!

Congratulations, and thank you to all of you for these successes. Thank you, too, for your continued support and participation in MCWT. Together, we will make next year even more successful and rewarding. I hope 2009 is a year filled with health, happiness, and success for each of you and your families.

Warmest best wishes,

Adriana (Andi) Karaboutis



New MCWT & MCWT Foundation Web Sites Launched!

On December 1st, 2008, the MCWT Operations and Marketing teams (respectively headed by Gail Bernard and Kathleen Norton-Schock) announced the launch of the new [MCWT](#) and [MCWT Foundation](#) Websites. Reflecting a new "look and feel" for both the Council and Foundation, the Websites offer enhanced functionality and robust content management in a number of areas.

- Members, partners, contacts and event attendees now have the ability to log-on, in an active and dynamic way, simply using their e-mail addresses
- Each corporate partner can submit their annual application online; access their membership database online; pay online through credit card; and manage their sponsored members (and benefits) online
- Each corporate partner can also now submit job postings online
- Every member can access, edit and enhance her/his professional profile online, with secure contact options (this will help MCWT partners, who are seeking to fill prequalified positions, find you)
- An online Member Directory will now be accessible by members and partners, only
- Volunteers can match their capabilities with volunteerism needs, and submit their names electronically
- Each MCWT committee chairperson will be able to be contacted online
- An enhanced level of security has been enabled
- American Express credit card capability for payments has been enabled

MCWT Membership will imminently launch the "MCWT Ambassador Club" on these new Websites, which will offer members special points and privileges for contributing to our goal of recruiting new, dynamic members to join our mission. The MCWT Foundation will manage many of its educational programs online, and will make research, IT-related measurements and metrics available online.

The launch of these new sites could not have been accomplished without Herculean efforts on the part of Gail Bernard, and our subcontractor: CU Village. Please thank them!

Also, in the first quarter of 2009, more site enhancements including an MCWT "blog" and an RSS feed featuring continuous technology-oriented and regional news will be added to the Web sites to increase the number of new people finding and becoming involved in MCWT.



MCWT FOUNDATION 2009 SCHOLARSHIP PROGRAM ANNOUNCED

The MCWT Foundation announces its 2009 University and Post-University Scholarship Programs, a new scholarship for high school student involved in the MCWTF GET-IT Program, as well as its laptop awards program for women interested in pursuing technology programs at the university level.

- The MCWT Foundation 2009 scholarship program covers one high school senior, one undergraduate-level and one graduate-level college/university scholarship for women who are currently or will be enrolled in college/university-level courses for the 2009/2010 academic year. In addition, MCWTF is offering one graduate or undergraduate level research grant, which can be applied to research materials, lab requirements, travel and presentation needs.
- Again, MCWTF is also offering three laptop/printer combinations to deserving students
- Additionally – and new, this year – any student involved in the MCWTF GET-IT program (Girls Exploring Together: Information Technology) is eligible to apply for one new scholarship for high school seniors entering college or taking college-level courses in the fall of 2009

All application deadlines are February 27, 2009 to be considered for the 2009 fall semester. Applications and eligibility requirements can be accessed at both the MCWT and MCWT NEW Foundation Web sites at www.mcwt.org and www.mcwtf.org. Winners will be announced in late March.

MCWT PARTNERSHIP NEWS

Chris Rydziewski, Carey Pachla, and Jill Maiorano want to sincerely thank all of the wonderful sponsors who continue to support the inspiring work of MCWT. The Partnership Team acknowledges that MCWT is gaining a much more extensive presence in the community, through everyone's cooperative efforts.

The 2008 November MCWT Fire Ball had 27 sponsors (a record number) who contributed funds toward the work of the MCWT Foundation. Fire Ball raised over \$180,000 in gross revenue (with over \$150,000 of that emanating from direct sponsor contributions!). That is more than triple the revenue raised from the July Golf Outing. Even more impressively, 14 (52%) of Fire Ball sponsors were NEW to MCWT.

Special thanks go to Andi Karaboutis, Ralph Szygenda (co-hosts for the Fire Ball event) and General Motors Corporation for their significant commitment to making Fire Ball and its theme of "Igniting Women's Interest in Technology" such a resounding success!

Partnership would also like to thank all the Fire Ball 2008 event sponsors for their contributions:

- Host and Signature Sponsor: General Motors Corporation
- Diamond Sponsor: Compuware (and its subsidiary, Covisint)
- Sapphire Sponsor: EDS, an HP company
- Platinum Sponsors: i2, IBM
- Gold Sponsors: Bearing Point, Booz & Company, Cap Gemini, Cisco, TPI, Verizon and WiPro
- Table Sponsors: 4Gen Consulting, AMI Strategies, Analysts International, Arzika LLC, AT&T, Compuware, Covisint, CSC, CSI Leasing, EMC, Microsoft, Siemens, Sun Microsystems, Symantec, Valassis, and VisionIT

ONLINE MCWT DONATIONS PROGRAM ACTIVE!

As the end of the year approaches, the MCWT Foundation Board would like to remind you that all individual donations to the MCWT Foundation (a 501 (c) 3 non-profit organization) are tax deductible.



You can access the online donation page at either www.mcwt.com or www.mcwtf.com.

MCWT EVENTS TEAM – MEET TWO OF OUR MOST DEDICATED PROGRAM MANAGERS



Valori Nicolai



Michelle Calandre

Thanks, Val and Michelle --- you are shining examples of what MCWT volunteers can be, and do.

The two major 2008 annual MCWT fundraisers required strong efforts by over 80 volunteers, and equally strong leaders to marshal and manage those efforts. But without a number of coordinating “point people” to consistently monitor progress and ensure success, neither event would have occurred with such a high level of excellence and attention to detail.

Events Team Co-Chairs, Michele Fischer and Tracy-Ann Palmer have admirably led our Events Team this year. They would like to recognize and thank two exemplary MCWT Events Program Managers for their incredible efforts and talents:

MEET VALORI NICOLAI

Val Nicolai (a resilient glutton for punishment or one of MCWT's strongest volunteers --- dependent on your viewpoint!) ran not one but TWO of MCWT's largest events this year. First, she was the Program Manager for February's successful “Geek Mythology: Lessons from the Goddesses of IT” full-day event. Then, she took on the largest fundraiser in MCWT's history (the MCWT Fire Ball) and with her enthusiastic team, executed all aspects of this initiative flawlessly with amazing results.

Val has a long history in the information technology field. Among a number of roles, she has been a global program manager for a prominent Fortune 500 technology consulting company; has developed a number of emerging technologies; and has provided business strategy consulting for many years. Having also been a single mother, pursuing her technical degree with no support, she intimately understands what a struggle and a challenge it can be to simultaneously pursue both career and education.

Why does Val contribute so much of her spare time to running MCWT Events? “The fact that MCWT's purpose is to help girls develop a love of technology strikes a deep chord with me. And when I can support women's education and career development, I feel extremely rewarded. My management of both GEEK MYTHOLOGY and MCWT FIRE BALL has given me the personal opportunity to foster other women in technology, and to see, first-hand, the ultimate benefits these programs can, will and DO provide the state of Michigan, and our corporations.”

MEET MICHELLE CALANDRE

For two years (2007 and 2008), Michelle Calandre has successfully managed the annual MCWT Golf outing. Her team's efforts in 2008 resulted in triple the amount of funds raised and over 37% increase in attendance.

A proficient golfer, herself, Michelle is a Business Intelligence Consultant at EDS and the mother of three girls (19, 16 and 15 years of age).

Michelle comments on her MCWT volunteerism: “I love being a member of MCWT! It has been so rewarding. We are a group of people with drive and the passion to encourage each other in our careers and personal lives. Our programs extend encouragement, mentoring into and beyond the community. We support and educate women and girls to see all the opportunities available to them through technology. On the MCWT Events team, it is truly amazing to see how so many people, from so many different companies and organizations, come together with a common goal: to share our talents and encourage each other to implement successful events that participants want to enjoy and come to, year after year. And we raise significant money to give back to all the other girls and women who can use our help!”

MCWT FOUNDATION 2008 RESEARCH GRANT WINNER HONORED BY MIEM!

Vickie Galvin is a two-time recipient of MCWT's support. In 2007, Vickie (a mid-life returning University student) was awarded one of the MCWT Foundation's laptop/printer/software configurations to assist her as she pursued her technology education. And in 2008, Vickie was the inaugural winner of the first annual MCWT Foundation Research Grant for her work in improving the infrastructure at the Redford Union Schools, where she works full-time, while pursuing her degree in her "spare" (ahem) time.

Recently (in November, 2008) Vickie also won the coveted Crystal Ball Award for Best Practices. This is one of only three awards (of a possible 400 recipients) annually given by the Michigan Institute of Educational Management for the strides she is making at District 1 of the Redford Union Schools.

Vickie believes that part of her current success stems directly from MCWT support: "I owe MCWT so much. You have changed my life," she simply stated in a recent phone interview. And in "PLAY IT FORWARD" manner, Vickie is another active volunteer for MCWT, handling a number of operational and strategic tasks for key committees, when she can.

MCWT FOUNDATION WEB SITE CONTEST – A COMMUNITY SUCCESS

This fall, the MCWT Foundation Board authorized its second annual high school Web site contest, centered on the theme of "My Career". It brought together both ends of the MCWT spectrum: the girls that we support and the volunteers and IT leaders who support them.

Gloria Schneider, Vice President of Operations for the MCWT Foundation, led the Website contest team (Patty Howard, Kathy Schroeder, Tonya Thomas, Meena Chakraborty, Rosemary Bayer, and Loretta McGuckin) who coordinated two rounds of Web site judging. The first round winnowed over 40 teams down to 10 finalist teams.

AND THE WINNERS ARE:

First Prize (\$500)
Second Prize (\$350)
Third Prize (\$200)
Honorable Mentions (\$50):

Michelle McCarthy, Mercy High School
Rahina Choudhury, Fitzgerald High School
Shannon Picking, Fitzgerald High School
Latavia Coker, The GoLightly Career Institute & High School), the joint team of **Amanda Kiely** and **Holly Framalin** (Warren Mott High School), and the joint team of **Diane Mikho** and **Thawra Warida** (Warren Mott High School).

Over 21 MCWT volunteers donated considerable hours to the first round of judging. Thanks go to Jennifer Buchanan, Debbie Choi-Blumbergs, Sheila Corp, Sue Cotts, Tracie Diamond, Beth Egan-DeGuise, Valerie Gill, Paula Gwynn, Elizabeth Hepola, Dawn Kolb, Cathy LaTona, Barbara Mlodzik, Shelly Noll, Martha Nowak, Cheryl Patton, Mark Phillips, Tamme Quinn-Grzebyk, Cynthia Scherphorn, Eugenia Schwalm, Kathy Seifarh, and Kim Stratton.

At the November 22nd final judgment day, MCWT's second round contest judges represented a number of our important community partners and sponsors. They included:

- Marietta Davis, General Manager, Heartland District, Microsoft Corporation
- Janet MacQueen, CIO, Blue Care Network
- Linda Monteith, V.P., Emerging Technology Utility Services, Comerica Bank
- Matt Roush, Editor, WWJ's "Great Lakes IT Report"
- Ellen Simonds, Director – Application Development and Support, American Mutual Community Insurance
- Dr. Maria Vaz, Provost, Lawrence Technological University

See coverage of the
MCWT-F Website
Design Contest in the
Detroit Free Press!



Our Website Design contest
winners – pictured from left to
right: Shannon Picking, Rahina
Choudhury and Michelle
McCarthy

The GT, or Girls into
Technology, Web site,
won Michelle 1st place

MCWT FOUNDATION ANNOUNCES NEW K THROUGH 12 DIRECTOR

The MCWT Foundation has welcomed long-time volunteer, Tonya Thomas (formerly very active on both the Marketing/Communications and Operations teams) to its Board.

Tonya (the mother of three children, including two lovely teenage girls --- future members of MCWT ---) will be leading the evolution of MCWT Foundation's elementary school through high school programs.



Tonya Thomas

MEET TONYA THOMAS

MCWT Foundation's K through 12 Program Director, Tonya Thomas, is currently President and Chief Learning Officer of Kappa Beta Technology & Instruction, training and design firm in Westland, MI, as well as Webmaster and Production Specialist at St. Mary Mercy Hospital, Livonia. (St. Mary Mercy Hospital is a member of St. Joseph Mercy Health System, which is a member of Trinity Health.)

Having originally pursued a Bachelors Degree in Nursing from Wayne State University, Detroit, she's worked in the clinical field for St. John Health System and Beaumont Hospitals; computer training with New Horizons, EDS, ExecuTrain and National Tech Team; senior-level technical support for Renaissance Health Care, Sierra Systems, Adval Communications, and Doner Advertising, Southfield. During her technical career, she's held MCP, MCT, and CIW certifications (Microsoft Certified Professional, Microsoft Certified Trainer, and Certified Internet Webmaster – System Administrator, respectively).

At St. Mary's Mercy Hospital Tonya oversees all web development, visual design and creative publications operations. She has been responsible for building and administering the organization's first in-house computer training program, managing all facets of the program from learning needs assessment to curriculum/courseware design and course delivery. Concurrently, she helped establish and develop the organization's Intranet, where she successfully expanded tech education into the online environment.

Tonya shares her learning & development and technical expertise through active community volunteerism, supporting local school districts, civic groups, and other mission-based non-profits, as well as through active membership in the American Society for Training and Development (ASTD), the Wayne-Westland Community Schools Business Career Tech Advisory Committee, the Chief Learning Officer Business Intelligence Board, the Detroit Free Press PC@Home Advisory Board, and others.

Tonya is also pursuing completion of her undergraduate degree in psychology, with further intent to pursue a Masters in Education, Instructional Technology/Design. She enjoys music, theater, singing, volleyball, sketching/painting, photography, interior design, learning, and of course, technoloav.

MCWT Membership News

Deb Swink and Paula Scola, with their active Membership Committee, have had a busy 2008, and are planning an even more productive 2009.

- **MCWT Awareness Sessions** – Together with the Partnership Committee, Membership has conducted numerous recruiting and awareness sessions including those at DTE Energy, EDS, Ford Motor Co., GM/GMAC, OnStar, and Valassis Communications. Each session highlights the value that MCWT membership brings both to corporate partner companies, and individual members. If you would like to have your company participate in an upcoming session, please contact Deb Swink at deb.swink@csileasing.com
- **Net Membership Growth** – MCWT has experienced a 25% net growth in membership this year; and 27% of the 2008 members are NEW!
- **MCWT Mentoring Program** – As highlighted in the MCWT Autumn Newsletter, this year's MCWT Mentoring Program enjoyed tremendous growth and success and will continue throughout 2009. The program boasts a record number of mentors and mentees in 2008 (52 participants) Here are typical quotes from MCWT mentoring participants:
 - "This is my first experience with formal mentoring outside my company. It's been wonderful; we have created a safe space in which to discuss and plan our careers."
 - "I not only benefited from my mentor's knowledge, but was amazed how much we have in common. She easily understood what I was grappling with and helped me to objectively solve some of my own issues. In some cases where neutrality was necessary, she shared her experiences without telling me how to approach the situation. "
 - "I couldn't have had a better mentor and am very appreciative of the opportunity. I hope to be able to do the same for others in the future."
- **New Member Packages** – In addition to the standard MCWT brochures and info package, and a wonderful MCWT lapel pin, all new members now receive a special MCWT-Logoed Flash Drive which contains crucial information about the Council and our Foundation including:
 - The MCWT Foundation Annual Report for 2007
 - MCWT Frequently Asked Questions
 - MCWT Leadership Page
 - Host an MCWT Awareness Session
 - Typical MCWT Activities Calendar
 - Volunteer Opportunities
 - Share the MCWT Experience

Volunteers Needed

With the advent of the new Website, volunteering for MCWT Committees (as noted) will become much easier. Here are some committee descriptions to enable you to consider donating your time in 2009.

- **Operations:** handles all MCWT technical infrastructure; with Marketing, maintains and updates the MCWT website and member database
- **Events:** identifies, selects and implements events
- **Marketing and Communications:** creates marketing messaging, manages PR and external identity, manages all internal communications, and promotes fundraising
- **Partnership:** identifies, cultivates and recognizes major gifts from corporate partners
- **Membership:** fosters membership growth through recruitment and retention
- **Mentoring:** creates a personal and professional mentoring/coaching program
- **MCWT Foundation:** creates and drives programs to mentor and guide women and young girls interested in technology
 - MCWT Foundation volunteers include active members who run the summer camp, high school programs, and university outreach programs, in cooperation with MCWTF Board



[Come find us on LinkedIn!](#)



LinkedIn Group for Active MCWT Members Going Strong

Numbering over 100 people, and administered by Kathleen Norton-Schock (Vice President, Marketing) and Deb Swink (Director and Co-Chair MCWT Membership) the MCWT LinkedIn Group brings concrete benefits to its members. It is a mark of distinction and community involvement; comprises another way to network with your fellow MCWT members; and features an active on-line discussion component. If you are already involved in LinkedIn, we hope you will see the career advantages of belonging to this group.

If you would like to join, you must be an MCWT member in good standing (dues paid up!).

Go to www.linkedin.com and visit this link:

<http://www.linkedin.com/groupsDirectory?results=&sjk=1219591447099>

Or go to the upper right hand boxes on LinkedIn; choose Groups; type in "MCWT"; and you will be directed to the group. Please enter your request, and if you are a current MCWT member, you should be accepted with 5-7 business days. Then you can proudly display the MCWT logo on your professional profile!

MCWT Camp Infinity BluePrint Program Launched

Coordinated by Marie Couch, Director of Community Development for the MCWT Foundation, the "Friends of Camp Infinity" BluePrint Program has launched.

With the strong support of corporate partner 4Gen Consulting, and John Willis, the goal of the program is to extend the lessons learned, and material compiled, from four years of running the MCWT Foundation Summer Camp to other institutions and organizations capable of starting and running their own annual (or more frequent) camps for technologically-oriented girls.

The goal for the BluePrint Program is simple: to extend the message that technology camps for girls are FUN. Every girl who attends a camp leaves knowing that she can do it (create a robot, create a Web site, plan a technology career, share technical knowledge) and she will have a good time when she does.

In addition to long-time Camp Infinity supporter, Lawrence Technological University, Michigan State University, ITEC, Macomb Community College and Davenport University all convened at the launch of the BluePrint Program to learn how to host their own Camp Infinities (and continue them into infinity???)



MCWT 2009 Events/Foundation Tentative Schedule – Mark Your Calendars (And Check the Web sites!)

Taking a brief break from the successful, breakneck pace of 2008's events, the Events Team is currently planning another jam-packed MCWT schedule for 2009. The Event Calendar is always open to change (and periodic email blasts will herald new events, along with Website updates to keep you informed of upcoming events).

The tentative 2009 schedule includes the following (still subject to some change):

<u>MONTH</u>	<u>EVENT</u>	<u>CONSTITUENCY</u>
January	Café'	Conversations Panel: "Pursuing IT Careers"
January	Volunteer	Recognition Event
January	Robotics	Team Award Winners Announced
February		EduTec Event I – with community partner
March		"Geek Mythology: Lessons from the Goddesses of IT"
March		MCWT Foundation Scholarships Announced/Celebration
April		Robofest World Finals
April		Café' Conversations/Networking Event
May		Partner Recognition/Scholarship Awards Event
June		GET-IT Team Celebration
July		Camp Infinity for 4th through 7th grade girls
July		MCWT Invitation Golf Outing/Fundraiser
August		GET-IT (Adult Team) Kick-Off
September		EduTec Event II – with community partner
November		High School Website Design Finals (kicked off in Sept.)
November		MCWT FIRE BALL (annual black tie fundraiser)
		MCWT members and guests
		MCWT Volunteers (by invitation only)
		MCWT Foundation High School Girls
		MCWT community and guests
		MCWT community and guests
		MCWTF Scholarship Team
		MCWT Foundation & Robotics Teams
		MCWT community and guests
		MCWT members, sponsors, & guests
		Scholarship award winners & families
		GET-IT Team members
		MCWTF volunteers and camp-goers
		MCWT community and guests
		GET-IT Adult Leaders
		MCWT community and guests
		MCWT volunteers and high schoolers
		MCWT community and guests

**Thank you for reading
our Winter MCWT Newsletter!**

If you have any comments or questions,
please contact:

- Kathleen Norton-Schock
V.P., Marketing
kathleen@midwesttechnologyleaders.com

– OR –

- Rebecca Peplinski
MCWT Marketing Committee
rebecca.peplinski@eds.com



**Happy End-of-Year Holidays from
Your MCWT Marketing/
Communications Team:
Kathleen Norton-Schock, Becky
Johnson (co-chairs), Angela
Leon, Heather Monaghan,
Shauna Nicholson, Shannon Paul,
Rebecca Peplinski, Danielle
Roush, Kathleen Salaj, and Liz
Siver!**