

Program: Saturday, Feb 25

8:00 - 9:00 AM **Registration & Breakfast**
9:00 - 10:15 AM **The State of SWE Address & Morning Keynote Speaker**
10:30 – 5:00 PM **Collegiate Poster Session**

10:30 - 11:45 AM **Session 1**

- 1A. Executive Insight – What it's like to be a Chief of Staff
- 1B. New Kid on the Block – Hit the Ground Running
- 1C. License to Liberate
- 1D. Introverts vs Extroverts
- 1E. Engineer Meets World: Navigating Transitions & Achieving Balance
- 1F. Speed Resume Reviews

11:30 - 1:30 PM **Lunch**
12:00 - 2:30 PM **Career Fair**
1:00 – 5:00 PM **Lightning Talks**

1:00 - 2:00 PM **Session 2**

- 2A. Keeping Skeletons Out of Your Closet: A guide to Conflict Management & Corporates Politics
- 2B. Speed Mentoring
- 2C. Entrepreneurship: Forming Your Own Company
- 2D. SWE Finance for SWE Leaders
- 2E. Women in STEM – Looking Back: How Far Have We Come?

2:00 – 4:00 PM **Tours**

2:15 - 3:30 PM **Session 3**

- 3A. Let's get Engaged: Creating opportunities for employee involvement
- 3B. I have a job, why am I still poor? Money matters as transition from Collegiate to Professional Life
- 3C. Saying No & Recharging
- 3D. Using Influence to 'Sell' Ideas and to Gain Recognition in a Corporate Environment
- 3E. The Pretty Good House

3:45-5:00 PM **Session 4**

- 4A. When you work on an Island: How to manage your career when you work remotely
- 4B. Job Offer Considerations
- 4C. Independent Systems Operators: who we are, what we do, and how you can join us
- 4D. From Manager to Leader: Motivating, Inspiring and Engaging Others for Results
- 4E. Batter Up! Hitting curve balls out of the park on the path to career realizations

5:00-6:00 PM **Networking Reception, Region Awards & Poster Session Awards**
6:00-8:00 PM **Banquet & Evening Keynote Speaker**

Session 1 (10:30 - 11:30)

1A. Executive Insight What it is like to be a Chief of Staff (Panel) *Allyson Stewart, Erin Lavigne (moderator), Eva Holmes, Isabelle Ferrain, , GLOBALFOUNDRIES*

Chief Of Staff or Technical Assistant(TA), these are titles many in Corporate America and Government see or hear about. So, what does a Chief of Staff or TA do? The simple answer is that it means something different for every Chief of Staff/TA. It's a role where the title is the same but responsibilities widely vary based on the person in the role, and for whom they work. In fact, there isn't another title in the corporate/government world that carries so much variety in actual responsibilities, not just across companies but also within the same one. In this single position you can experience: (1) the in-depth parts of being an executive, how a executive functions day to day, how they think of problems and solutions, how they handle their personal lives, to (2) what it takes to make a business work, with relationship management with outside and internal entities. This talk will cover all these aspects and more as this is a once in a career opportunity that allows an engineer to step outside themselves and what they are used to gain skills and relationships that will last them a life-time.

Dr. Isabelle Feraine is PVD Engineering Manager for GLOBALFOUNDRIES. She was technical assistant to SVP and General Manager Tom Caulfield in 2015, after working her first three years at GLOBALFOUNDRIES as a Manager in Technology Development. She has 15+ years of experience in advanced technology development and has a Ph.D. degree in Electrical Engineering from Katholieke Universiteit in Leuven, Belgium. She has authored more than 100 international journal and conference papers and co-authored 6 books.

Eva Holmes has been in the semiconductor industry for a little over 8 years and has worked in many different areas of manufacturing including process engineering and engineering management to her current role as technical assistant for VP of Site Operations and Senior location executive. She received her bachelor's degree (UMass Amherst) in ChemE and her master's degree(Penn State) in Engineering management. She has 20 month old twins and is learning to juggle work and home.

Erin Lavigne has been in the semiconductor industry for a little over 8 years spanning advanced patterning engineering to development management to her current role as the Technical Assistant to the VP of the Advanced Tech Organization in multiple locations, starting in IBM Albany to currently GLOBALFOUNDRIES Fab8 Malta. She has her bachelors (RPI) and PhD (Northwestern Univ) in Chemistry. She also has 2 kids, 2 dogs and a husband who support her crazy endeavors.

Allyson Stewart is an experienced manager with an extensive background in development, manufacturing, and procurement engineering. Building on her mechanical engineering degree from University of Vermont and over 17 years in industry, she has held coveted leadership positions leveraging her strengths in developing customer relationships, cross-functional leadership, and project management. Outside of work she is a wife, mother of 2 children and a couple pets. She loves to ski, do yoga and spend time with her family. Work life balance is always a priority.

1B. New Kid on the Block – Hit the Ground Running *Amanda Smith (SWE LCC), Kelsey Weidman, GLOBALFOUNDRIES*

Amanda will be giving the LCC module for Collegiates that focuses on transitioning from collegiate to professional with advice on entering the work force. Great for upperclassman SWE collegiate members, and will be expanded to cover young professionals.. Whether you are a new hire to a company, moving to a new site, or just taking a new role, there's no doubt that the transition has lots of challenges, including getting comfortable with the people in your new "neighborhood". You want to quickly get

past the "newbie" phase, connect to people, and get involved, but where do you start? Kelsey will share the experiences and best practices for meeting and forming relationships.

Amanda Smith is an Exploratory Research and Development Engineer at Boston Scientific. She graduated from the University of Iowa with a degree in Biomedical Engineering this May, and returned to New England after having a six month co-op with Boston Scientific's Endoscopy department her junior year of college. While in Iowa, she was volunteer chair, conference chair, and Vice President of the UIowa section. She also participated in the SWE Collegiate Leadership Institute at WE15 in Nashville and attended all four Region H conferences during her undergrad. She now serves as a SWE Region F Leadership Coach and is a member of the SWE Boston Section.

Kelsey Weidman is a principle yield engineer at GLOBALFOUNDRIES. Her primary role is a customer facing engineer bridging many technical levels and language barriers. She is the current president of the early tenure professionals network for GLOBALFOUNDRIES. She graduated with an electrical engineering degree from the University of Vermont. She's also passionate about teaching and is part of multiple mentoring and educational reach-out programs throughout Vermont. In her spare time, Kelsey enjoys cooking and going on adventures including finding the next skydiving location.

1C. License to Liberate *Emily Franz, Newport News*

This interactive session is an opportunity to share experiences and practice skills for combating subtle sexism in the classroom and workplace. How often have you left a conversation with something not settling right? Or worse when you walk away and then have a good comeback? It isn't easy to be a referee and throw a flag on the play in the moment something happens. The small tips and tricks shared are to help change classroom and office attitudes and behaviors subtly. In many urban and rural areas, the Town or City's priority goal is to maintain infrastructures in a "State of Good Repair". As engineers, we need to make sure the deficiencies from wear and tear are addressed to continue the life of the infrastructures. This presentation will include successful public involvement practices that were applied as part of projects in urban areas to reach consensus with multiple stakeholders. It will also discuss innovative approaches to the robust Public Outreach Process through effective use of web-based and mobile communication technologies to reshape the corridor's visions and goals utilizing a cyclical methodology and applying best practices learned from other transportation planning projects. Furthermore, the attendees will learn through examples, effective ways how to work with organized focus groups in smaller group settings in order to gauge people's opinion about an existing project and the future of the project. Attendees of this workshop would acquire effective team building techniques and would inspire them to utilize diverse approaches in applying their creativity to the surrounding community.

Emily Frantz earned her BS in Nuclear Engineering from Rensselaer Polytechnic Institute in May 2015. Upon graduation, she joined Newport News Shipbuilding as a nuclear engineer in maintaining naval reactor prototypes used to train sailors in Ballston Spa, NY. Emily was an active leader in her collegiate section, where she started several committees and was ultimately Section President. During her senior year, she served as a Region F Collegiate Representative. Today Emily serves as President of the New York State Capital District section. In addition to her work with Newport News, Emily is a licensed Senior Reactor Operator and teaches a critical reactor laboratory class at RPI's test reactor in Schenectady, NY. In her free time, Emily enjoys running, knitting, and making pickles.

1D. Introverts vs Extroverts *Stephanie Yum, Rebecca Kelley, GLOBALFOUNDRIES, Priyanka Greene, Medtronics*

Do you ever feel that it's unfair you are introverted? Does it feel as though the world caters to extroverts? This panel will cover how to leverage introversion, and how to navigate the world of

networking, presentations, and other scenarios that require extroversion. This panel is for introverts and for extroverts looking to understand the introverts around them.

Rebecca Kelley has been working for the past two years at GLOBALFOUNDRIES, formerly IBM Microelectronics, in Essex Junction, Vermont. Her roles there include Manufacturing Engineer in the Reactive Ion Etch area and Change Review Board Chair. She graduated from the University of Rochester in 2014 with a B.S. in Chemical Engineering.

Stephanie Yum is currently a manufacturing process engineer at GLOBALFOUNDRIES' semiconductor fab in Essex Junction, VT, where she has worked for 5 years in photolithography processing. She owned via photolithography processing and had previously worked in Reticle Quality Engineering. Stephanie has just started as a new journey as Customer Quality Engineer with GLOBALFOUNDRIES. Stephanie first joined SWE during her Freshman Year at the University of Maine, and was an active member for all 4 years, serving as the Treasurer and Vice President of the UMaine SWE collegiate Section. She graduated in 2011 with a B.S. in Chemical Engineering. She joined SWE North Country after graduation and has served as President and Vice President in her 5 years with North Country. Stephanie currently represents Region F as a Professional Senator.

Priyanka Greene is an Engineering Program Manager with Medtronic Advanced Energy located in Portsmouth, NH. She has a Bachelor's degree in Biomedical Engineering from RPI, and Master's degree in Manufacturing Systems Engineering from Lehigh University. Priya and her husband live in Amesbury, Massachusetts and enjoy hiking, skiing, and traveling.

1E. Engineer Meets World: Navigating Transitions & Achieving Balance (Panel of UConn Alumni) *Heidi Douglas (moderator), Stephanie Bealing, (M.S. Materials Science & Engineering, '06), Amanda Card (B.S. Chemical Engineering, '13) Melissa Jacques (B.S. Mechanical Engineering and Metallurgy & Materials Science Engineering '10)*

The adjustment from college to the “real world” can feel pretty unnerving and foreign. Your days of sleeping in late, midday workouts, and late nights with good friends are suddenly gone. Working a rigid, unrelenting daily schedule, moving to a new city, finding your first apartment, breaking up with your college boyfriend, experiencing your first business travel, navigating your new job and colleagues, and having very little vacation time are major adjustments in your early twenties.

As you grow personally and professionally into your late twenties and thirties, the changes continue. You're promoted and take on more challenging assignments, performance expectations rise, your company is acquired and merged, you meet someone new, think about starting a family. Learning to navigate changes and the associated stress and anxiety is essential for your long term success, health and well-being.

In this session, a panel of UConn Engineering alumnae share their experiences and strategies for navigating transitions and achieving balance in their personal and professional lives.

Heidi Douglas, as Director of Engineering Alumni Relations at the University of Connecticut, creates meaningful and mutually benefiting opportunities for alumni to engage with students, faculty and fellow alumni. A long-time technological innovator and entrepreneur, she founded Nuventus LLC, a consulting firm serving small to mid-size high tech and life sciences companies based in Florida with offices in Connecticut. Prior to her affiliation with Nuventus, Douglas was co-founder of several technology start-ups. As a partner in Deloitte's high technology practice, she managed some of firm's largest engagements at Fortune 100 companies. Douglas began her career in the pharmaceutical industry, accelerating into managerial positions at Pfizer Inc., the world's largest research-based pharmaceutical

company, and Syntex (USA) Inc., now Roche Bioscience, known as an innovator in the field of pharmaceuticals and founder of the birth control pill. She holds an MBA in management from Rensselaer Polytechnic Institute, an MS in Computer and Information Science from the University of New Haven and a BS in Biological Science from UConn.

Stephanie Bealing (M.S. Materials Science & Engineering, '06) is a strategic sourcing senior specialist, Supply Chain Management, at Cigna. In 2010, she founded Replacement Lens Express, an award-winning prescription eyeglass lens replacement company extensively on the web and won the HYPE Entrepreneurship "Business Launch Award." She received the 2015 Hartford Business Journal "40 Under Forty" award. Bealing earned her MBA in Business at Carnegie Mellon University in 2011 and joined the Stanley Black and Decker Leadership Program earning the GSM Excellence Award Q42011.

Amanda Card (B.S. Chemical Engineering, '13) is a chemical engineer at MPR Associates, Inc. She serves as professional development vice-chair at U. S. Women in Nuclear (WIN), premier network of over 8,000 women and men who work in nuclear- and radiation-related fields around the country. As UConn collegiate section president of Society of Women Engineers, Card planned and coordinated the 2013 SWE Region F Conference, including social, professional, and outreach events. Earning a cumulative 4.0 GPA at UConn, she was Engineering class valedictorian, Dean's list for 8 semesters and Homer Babbidge Scholar for 3 years.

Melissa Jacques (B.S. Mechanical Engineering and Metallurgy & Materials Science Engineering '10) is an F135 Support Equipment Project Engineer at Pratt & Whitney working on military engine assembly/ disassembly tooling for the most advanced fifth-generation tactical fighter engine, the F-35 Joint Strike Fighter Lightning II Jet. Jacques is most proud of her work done on a recent project for engine alignment and recently returned from Israel where she did F135 Site Activation with the Israeli Air force. A member of the National Society of Black Engineers (NSBE) since 2005, she served as the 2007 President of the UConn NSBE Chapter.

Caitlin Oswald (B.S., M.S. Mechanical Engineering, '09, '14) is an additive manufacturing engineer at LAI International, Inc. She gained her aerospace additive manufacturing credentials from 6 years at Pratt & Whitney leading technical and manufacturing readiness level programs for additive manufacturing and was a project manager for various additive development programs. In March 2016, Oswald was featured in Women in 3D Printing, profiling stories and work of prominent women in the industry. She was named a Fast Company 2015 Top 100 Most Creative People in Business and received the 2014 Women in Manufacturing STEP Award.

Session 2 (1:00 - 2:00)

2A. Keeping Skeletons Out of Your Closet: A guide to Conflict Management and Corporate Politics *Basak Simal, Kendra Goudreau, GLOBALFOUNDRIES*

With so many people and ideas at the table, some are bound to clash. If we handle these volatile situations just the right way, we can all walk away without problems. As always, communication is essential. By clearing up any misunderstandings, we can pave the way to understand how your colleagues think and how to best interact with them without creating any rifts. This session will explore conflict management styles and figure out which one fits you best. You will further understand how to navigate in volatile situations such as office politics and how to disagree with your boss. The session will be interactive as participants explore further how they could approach to given scenarios and share experiences.

Kendra Goudreau currently works at GLOBALFOUNDRIES (formally IBM Microelectronics) in information technology supporting supply chain IT applications. She serves as an officer for the local Society of Women Engineers (SWE) section and established the women's group at her company's Essex Junction location. Her previous roles include semiconductor manufacturing engineer and client-facing engineer. Kendra graduated from the University of New Hampshire with a degree in electrical engineering.

Basak Simal works at Autumn Harp, R&D and Manufacturing partner in the cosmetics and skincare industry in Vermont, as the Production Process Improvement Engineer. Previously she was in the Leadership Rotational Program with Keurig Green Mountain. She graduated from Florida State University with a mechanical engineering degree. She has been involved with SWE since freshmen year in college. She has been to national conferences as a collegiate and has recruited and participated at a regional conference.

2B. Entrepreneurship: Forming Your Own Company *Stephanie Bealing, Replacement Lens Express (RLE)*

Stephanie Higgins Bealing has formed her own company, RLE. She will talk about entrepreneurship and how to form your own company.

Stephanie Higgins Bealing, since founding Replacement Lens Express (RLE) in 2010, has grown her award-winning prescription eyeglass lens replacement company extensively on the web, with last year's sales exceeding \$425,000 and delivering to customers in 55 countries. In her role, she has designed RLE's unique supply chain initiatives to allow the business to sell its name-brand products at significantly reduced prices, helping consumers save hundreds of dollars a year. She is an active participant in the local small business community, serving as an advisory board member for the Viscogliosi Entrepreneurship Center and guest lecturing around Connecticut.

In addition to her entrepreneurial endeavours, Bealing is a Strategic Sourcing Senior Specialist at Cigna (Bloomfield, CT).

Prior to founding her company, Bealing travelled to Antarctica to conduct a geochronological survey and held positions as a fuel cell engineer, where she presented her scientific results at international events. She worked as a strategic sourcing manager at several Fortune 500 companies. She holds two U.S. patents and is a regular judge at the Connecticut Invention Convention. Bealing promotes financial literacy as well as women in business and science at Miss Porter's School, where she serves as an executive member of the Alumnae Board.

Bealing lives with her husband and two daughters.

2C. SWE Finance for SWE Leaders *Trish Adamo Clemmer, FY17 Chair, Finance Committee*

This is a workshop on training for section/MAL/region treasurers. The information will be useful to anyone interested in learning more about SWE finances.

Trish Adamo Clemmer is the president of Cases-Cases, Inc, a value-added distributor of shipping and transport cases to military, government, and commercial industries. Trish has spoken at four SWE conferences, five Region F conferences and numerous local SWE events all over the region. She is currently a member of the SWE Finance Committee, the Ethics Committee and the Awards Committee. She is a past chair of the Leadership Coaching Committee, and a prior member of the Society Nominating Committee. She has held numerous offices within SWE Boston over the past 18 years as a

member. She has her BSME from Tufts University. She enjoys spending time with her two young boys and her husband, and is taking on two challenges this year: completing a Tough Mudder, and her second triathlon.

2D. Women in STEM – Looking Back: How Far Have We Come? *Pam Gillis, retired from IBM*

Women in engineering and physics have come a long way since Pam started in the late 1960s, though there is still a long way to go. This talk will look at what it was like to be a woman in physics and engineering in the late 1960s and the 1970s compared to now. She will relate personal experiences and show some statistics. When she entered graduate school in physics 1971, only 3% of the PhDs in physics were granted to women, only a 1% gain since 1920! The percent has risen to 20% in 2013. There were about 100 physics graduate students at my school with only 3 being female. The number of women in engineering was so low that the engineering building at UCLA only had women's restrooms on a few of the floors. The percent of engineering bachelor degrees was about 1% in 1970 and has increased to about 20%. When Pam started work as an engineer, virtually every man she encountered assumed she couldn't do much or thought she was just a technician. She quickly got used to this and just proved them wrong by her work. Over the years, she definitely noticed improvements in attitudes toward women in engineering. But even today, 61% of women still experience something similar (they have to repeatedly prove themselves, as reported in the State of Women in Engineering at WE16). SWE has certainly contributed to these gains. When she was at UCLA, they did not yet have a SWE section. Let's all work to continue the progress!

Pam Gillis is a SWE Life Member (35-year SWE member) who has held numerous positions with the SWE North Country Section and is currently their Section Rep. She received a bachelor's degree in physics and astronomy from UCLA in 1971, a master in physics in 1973, and a master in mathematics in 1974, both from the University of Colorado at Boulder. She retired from IBM in 2012, after about 30 years with IBM, where she worked as an electrical engineer on testing of application-specific integrated circuits, and 8 years with TRW doing various engineering studies for the US government. She has 13 US patents and numerous publications.

Session 3 (2:15 - 3:30)

3A. Let's get engaged: Creating opportunities for employee *Emily Anderson, GE Healthcare*

If you are trying to drive a new initiative at work, change your workplace culture, or develop a strong cross-functional team- this is the session for you. Employee involvement is key for success, but sometimes it is hard to figure out how to get your co-workers engaged. In this session, we'll review concrete examples of creating employee involvement for three different initiatives: lean manufacturing, health & safety, and HR. There will be opportunity to participate in an activity and share best practices. You'll leave the session with ideas and tactical tools to increase employee involvement in your workplace.

Emily Anderson is the Environmental Health & Safety Leader at GE Healthcare in Westborough, MA, where she is responsible for environmental compliance and employee safety. She leads or participates on 6 different health & safety teams and is actively involved in her company's Women's Network. Emily

graduated from Tufts University with a B.S. in Environmental Engineering. Emily is the SWE Boston VP of Membership and is the chair-elect of the Membership Committee. Emily lives in Somerville, MA and enjoys rock climbing, craft projects, and baking.

3B. I have a job, why am I still poor?? Money matters as you transition from collegiate to professional life *Stephanie Yum, GLOBALFOUNDRIES*

You've done it! You've landed an engineering job. You might have just been offered more money than you have had in your entire life time up until now, and yet, months later, you still find yourself checking your bank balance before rent check goes through. Before you hit the trigger on that new car, it is imperative for you to get a better understanding of your financial situation. In this session, we will explore the financial landscape of a young professional entering the workforce. From mapping an ACCURATE budget, to decoding your "benefits" package, to demystifying the 401(k), you will leave this session armed with the knowledge you need to translate what that offer means to your post-graduation lifestyle.

Stephanie Yum is currently a manufacturing process engineer at GLOBALFOUNDRIES' semiconductor fab in Essex Junction, VT, where she has worked for 5 years in photolithography processing. She owned via photolithography processing and had previously worked in Reticle Quality Engineering. Stephanie has just started as a new journey as Customer Quality Engineer with GLOBALFOUNDRIES. Stephanie first joined SWE during her Freshman Year at the University of Maine, and was an active member for all 4 years, serving as the Treasurer and Vice President of the UMaine SWE collegiate Section. She graduated in 2011 with a B.S. in Chemical Engineering. She joined SWE North Country after graduation and has served as President and Vice President in her 5 years with North Country. Stephanie currently 1 of 2 Region F Professional Senators.

3C. Saying No & Recharging *Rebecca Kelley, GLOBALFOUNDRIES*

You're maxed out, but somehow you still find more being piled on your plate. How do you say no? Or figure out what's the most important thing to work on and what can wait? Learning how to say no in a tactful way is essential to a successful career and your sanity. In this session, you will reflect on your priorities and goals to give you a better sense of what to say no to, learn tips for saying no in different situations, and interact with a partner or group.

3D. Using Influence to 'Sell' Ideas and to Gain Recognition in a Corporate Environment *Sherry Finkel Murphy, Northwestern Mutual*

It's no secret that the corporate world simply isn't the meritocracy we wish it was. There are many talented, hard-working, *deserving* people whose ideas are not heard or who do not receive the recognition due them. Why is that? Because an idea, in order to be established, needs to come from the 'right lips to the right ears'.

This session explores the notion of using influence vs. authority to move your ideas through your organization and to see greater adoption of and, in turn, recognition for your work. We will learn to identify who wields influence and explore ideas to target messages through those channels. Last, we'll explore tactics for creating self-promotion without hubris, messaging that is easy for others to bring forward on your behalf, and ideas for developing a reputation that results in you being tapped for your next career move.

Sherry Finkel Murphy started her career as a technical writer and software programmer. She emerged from her cubicle to do customer-facing work in software technology sales, later becoming a rookie-of-the-year salesperson and a top performing seller in her own right. Over the last 20 years, she has been a sales leader, sales coach, and, finally, a Business Unit Executive with IBM Analytics. Upon 'retiring', she launched a financial planning practice with the Northwestern Mutual Financial Network, specializing in the professional women sellers, technical sellers and technologists who have always been her peers and protégés. Sherry has a Master of Science degree from RPI.

3E. Managing Stress *Anna Towle, University of Vermont*

Everyone gets stressed. The key is learning how to manage it. Throughout my college career I have had a lot of different responsibilities and have had to learn a lot about time management and self-care, including how to manage my stress levels. Whether you are in the collegiate or professional world, stress is a major problem that we face every day, and if left unchecked it can become overwhelming. I am here to share a few tips about managing stress that I have learned and which have helped me survive my senior year of college. Participants will get a chance to try one of them out during the session, as well as share any tips they have as well.

Anna Towle is a senior Electrical Engineering major at the University of Vermont and the current President of the UVM SWE chapter. She is interested in renewable energy and smart grid technology, and plans to pursue a masters degree in that area. In her free time Anna loves to salsa dance and make jewelry.

3F. The Pretty Good House *Helen Watts, Helen Watts Engineering*

The Graphic Handbook is not a coloring book. The Pretty Good House is not LEED Platinum Net Zero Leading Edge. This is a book about 21st century building science for the rest of us.

Helen Watts is the Principal and sole proprietor of Helen Watts Engineering PLLC, performing structural engineering for industrial, commercial and residential properties, new and old. I do STEM activities with all ages of Girl Scouts, including the Slime Show and Making (and Breaking) Cranes.

Session 4 (3:45 - 5:00)

4A. When you work on an Island: How to manage your career when you work

Lesley Griffiths, GLOBALFOUNDRIES

It is often hard enough to figure out what to do when you are working with your team members in person, but in this digital age, more and more employees will find themselves working remotely at some point in their career. How do you make sure your manager and team members know what you are doing? How do you get feedback, when you can't talk face to face? How do you make sure you aren't overlooked for new opportunities? How do you create a high performing team when you never see each other face to face? This presentation will share many do's and don't, tips and tricks to help you make sure you aren't derailed just because you are working in a different location, country or time zone!

Leslie Griffiths is a Senior Engineer at GLOBALFOUNDRIES in Essex Junction, Vermont. Prior to GLOBALFOUNDRIES, she was at IBM where she worked in multiple engineering roles, including Line Support, Product and Development engineering, supporting the Bond, Assembly and Test of Semiconductors and Cards. She has many years experience in Division Quality Management Systems, and recently took a position as Quality

Engineer in the Mask House, making reticles supporting semiconductor technologies. She is also an officer in SWE North Country, as well as Region F Leadership Coaching Committee Lead and team member. When she is not working, she enjoys spending time with her husband, exploring in their convertible. She has 3 children, 2 engineers and a teacher!

4B. Job Offer Considerations *Valerie Maier-Speredelozzi, Univ. of Rhode Island*

A recent discussion with SWE students who are currently in their senior year revealed that they are interested in learning more about how to systematically consider job offers. Our students are in demand and thus might be in the position to consider multiple offers, or they may wonder which positions should be top priority during their application process. Salary is only the first point to compare, because travel and lifestyle, benefits, company organization structure, and location have a large impact on long-term job satisfaction. Students will be led through an exercise to help identify their top priorities for comparing job offers, and will have the opportunity to interact with other attendees to debate the relative merits of various job offer packages.

Dr. Valerie Maier-Speredelozzi is an associate professor in Industrial and Systems Engineering at the University of Rhode Island. She received her Ph.D. in 2003, and Master's degrees in both Mechanical Engineering and Industrial & Operations Engineering in 2001, all from the University of Michigan, and her Bachelor's degree from Georgia Institute of Technology in 1998. Her research interests include lean manufacturing, sustainability, and system design across multiple industries. She has worked with healthcare, service and manufacturing organizations. She is a Life Member of SWE and faculty advisor at the University of Rhode Island.

4C. Independent System Operators: who we are, what we do, and how you can join us (Panel) *Yachi Lin (moderator), NYISO, Anne George, ISO-NE, VP of External Affairs and Corporate Communications, Carissa Sedlacek, ISO-NE, Director of Resource Adequacy, System Planning, Emilie Nelson, NYISO, Vice President of Market Operations*

When you turn on the light switch, you expect the light to come on and to not cost too much - so do we.

We, the independent system operators, control and operate the high voltage electric power system, administer regional wholesale electricity markets, and manage long term planning for the health of the grid. Our missions are to ensure the reliability of the electric power system and to do so in an economic way.

In this joint panel by the New York Independent System Operator (NYISO) and the Independent System Operator of New England (ISO-NE), we will discuss who we are, what we do, and how you can join us. ISOs, like us, offer a wide variety of career opportunities, from power system engineering and IT, to market operations and design. Our responsibilities are diverse and we actively promote diversity in the work force.

Ms. Yachi Lin has diverse knowledge and skills of electric power system planning and grid operations. In the past 20 years, she has devoted herself to enhancing power system stability ("keep the lights on!") and helping other to excel in power system engineering.

4D. From Manager to Leader: Motivating, Inspiring and Engaging Others for Results *Kemi Sorinmade, Growth Studio*

You've just been promoted to lead a department, team or project or you've become a member of a cross functional team, and you're quickly learning that your new role requires a new set of skills. As technical professionals, our success and effectiveness is usually limited by our inability to work well with others and inspire change. To work well with others you need the power of influence. In this hands on and interactive workshop we will discuss five strategies and practical ideas to help you grow into a leader that can communicate effectively and inspire and engage others for maximum results. Implementing these strategies will enable you to lead your team from a place of respect and influence and not manipulation, force or position. As a result you will be able to successfully complete projects, grow your company culture, and impact results. You will learn how to go from managing to leading so that you can truly inspire and motivate others for results.

Kemi Sorinmade is the owner of the Growth studio, a performance improvement and leadership development firm based in Massachusetts. She has over 20 years of combined experience as an engineer, project manager and process improvement coordinator. She works with science, engineering, and technology professionals to help them become better leaders so that they can truly succeed in their different roles. She is a certified leadership development coach with the John Maxwell team and she works with individuals, business leaders and corporations by offering improvement and leadership development strategies for more effectiveness and growth. She has spoken at a number of SWE sections and a SWE conference, and holds a Bachelor of Science degree in Chemical Engineering and a Master of Science Degree in Engineering Management from Northeastern University, Boston.

4E. Batter up! Hitting curveballs out of the park on the path to career realizations *Patricia Shirk, Karen Badger, GLOBALFOUNDRIES*

Simply speaking, the shortest distance between two points is a straight line. Unfortunately career paths are seldom simple...and seldom, do they follow straight lines. The path to career realization is decorated by curves that are sometimes self-inflicted...and sometimes formed by outside forces. Maybe, while cruising along your scripted career path, you're hit with a 'lightbulb moment' and realize the path you're on is not for you...or maybe you realize that you've reached a threshold that signals you to switch out of the fast lane. It could be, you've reached an upper rung of the career ladder and the path ahead is not as clear as you expected it to be. There are many factors that shape your career path and how you manage the curves and carry on is important to your brand and to the shape of the path that still lies ahead of you. Hear how two experienced professionals dealt with the curve balls thrown at them, with scripted and un-scripted life choices, and various life's interruptions, such as, kids, marriages (beginnings and endings), their own career realizations, and industry changes.

Karen Badger is a Principle Member of the Technical Staff at GLOBALFOUNDRIES with 38 years of experience in mask inspection. She is responsible for developing mask inspection methods for binary, phase shift and EUV masks, at the GLOBALFOUNDRIES Mask House in Essex Junction, Vermont. She holds a Bachelor of Science in Mathematics and has authored 24 technical papers and holds 14 technical patents. Karen is also an award-winning author, and co-founder of her own publishing house, Badger Bliss Books, with her wife, Barbara. She writes and publishes novels in many genres and has been honored with literary awards.

Patty Shirk has thrived on her 20 years of engineering, project management, and leadership roles in the semiconductor industry. She credits her success to her strong foundational training (BSIE, MS, Engineering Management, PMBA, and PMP) and her passion for personal and professional "give-back".

She continues her long history supporting and leading diversity initiatives, STEM outreach, and currently serves on a local non-profit Board of Directors.

Lightning Talks, 20 minutes each (1:00 - 5:00)

A. Something Old, Something new: The Differences Between Working in Manufacturing and Development *Christina Turley, GLOBALFOUNDRIES*

Engineering covers not only a breadth of industries but also stages. For each sector there is a spectrum from established manufacturing jobs to leading edge development. But what exactly does that look like in your daily job? We'll cover the difference between manufacturing and development, highlighting how responsibilities, uncertainty, and projects differ between the areas. By understanding the strengths and weaknesses for manufacturing and for development, you can align yourself to best engage and succeed in your work.

Christina Turley holds a Master's degree in Chemistry from University of Oregon and Bachelor of Science Degree in Materials Engineering from Cal Poly San Luis Obispo. She joined the IBM Microelectronics division in Burlington, Vermont in 2012. She now works as an engineer for GLOBALFOUNDRIES in the Photomask metrology and EUV development sectors. To date, she has published eight papers and presented at four conferences. Outside of work, Christina enjoys climbing, hiking, and traveling.

B. Your Conference Elevator Pitch: How to Market Yourself and Your Work in a Short Time *Genevieve Kane, graduate student*

At conferences or networking events, the ability to convey yourself to others and make an impression in a short period of time is key. This workshop will feature a short introduction to how to market yourself, and what type of elevator pitch will make you stand out from the crowd! The rest of the session will be used to practice that elevator pitch on workshop participants.

C. I hate my job I love my job I hate my job I love my job *Hannah Rosen, GLOBALFOUNDRIES*

Every other day at work, these thoughts pop into our heads. When is it time to tough it out versus when is it time to pack your bags and leave? This session will cover the rollercoaster of feelings and emotions we go through, and how we can embrace them as a normal part of growth.

Learning Objectives:

- Understand why the changing of emotions regularly is a normal part of career growth
- Learn effective strategies for embracing and adapting to your current position
- Learn tips and techniques on what TO DO and what NOT to do when you think you need change

Hannah Rosen is an Equipment Engineer at GLOBALFOUNDRIES in Malta, NY. She has a B.S. in Mechanical Engineering with a Biomedical Concentration from the University of Vermont. Within the last two years, Hannah graduated, has transitioned to two different jobs and had three different managers. She has been an active member of SWE since 2012 and spoke at the Region F Conference in 2015 and 2016. Hannah is currently active with the NYSCD SWE Section and is the Membership Director. Some of her passions include hiking, cooking, lifting, skiing and computer science.

D. "A-broad" look at foreign working and living *Neerja Bawaskar,* *GLOBALFOUNDRIES*

Have you ever considered studying or working in another country? Living abroad can be exciting as well as challenging at the same time. Although you get to experience a new country, make new friends and explore new places, it is not as smooth as it is portrayed in the movies! From sharing an apartment with new people, striving to excel in your career along with simple day-to-day chores to adjusting to the new culture can be overwhelming. Moreover, managing all this while staying far away from your family can be intimidating. That been said, living in a foreign country is a life-changing and a novel experience that makes you a stronger person. In this session we will discuss the benefits of studying or working abroad as well as tips and tricks to learn how to adjust to new culture, face challenges with confidence and learn to become self-dependent.

Neerja Bawaskar is a recent college graduate currently working as a Diagnostics Engineer at GLOBALFOUNDRIES for the past two years. She is actively involved in SWE local events and a member of the planning committee in her company's women's networking group - "GLOBALWOMEN". Neerja moved to US from India in 2012 for her masters program in Electrical and Computer Engineering from Portland State University, Oregon. For the past 4 years that she has been in US, she has learned many new things, experienced some unexpected surprises that have helped her get out of her comfort zone and become a stronger person than she was before.

E. User experience on fitness mobile applications *Palak Agarwal, student*

Palak will present her current research on mobile application user experience and present the heuristics evaluation of the apps.

Palak Agarwal is a current masters information science student at University of Albany, SUNY.

F. The Nature of Continuous Improvement *Rochelle LaPorte, Sikorsky*

Have you ever seen an inefficient process and wanted to make it better? Come learn about continuous improvement programs and their impact in technology development companies. There are a variety of structured approaches to process improvement and problem solving. The industry standard for process efficiency is Lean Six Sigma; a strategic methodology used to eliminate waste and defects in business and manufacturing processes, which ultimately results in cost saving enhancements. Introduced by Motorola in 1986, the Six Sigma concept was later adopted by many other industrial companies including General Electric and Toyota. Using formal project management techniques, continuous improvement applies lean principles that drive business decisions to reduce cost and increase process efficiencies resulting in higher product quality and customer satisfaction. In this interactive session, the key fundamental elements, methodologies and tools of continuous improvement will be introduced. Attendees will have the opportunity to observe a continuous improvement process simulation and learn about the most commonly used problem solving tools.

Rochelle LaPorte is the Engineering and Technology Continuous Improvement Coordinator at Sikorsky, A Lockheed Martin Company. In this position, she is responsible for the oversight of process improvement initiatives for over 3,000 engineering and technology employees. Rochelle trains, mentors and coaches respective teams utilizing lean and quality principles, project management and business integration skill sets.

Rochelle began her full time career in 2012 as a Manufacturing Engineer on the Final Assembly line for Black Hawk helicopters at Sikorsky in Stratford, Connecticut. Her love for process improvement tools and problem solving strategies enabled her to drive cost saving enhancements within the Assembly and

Flight Operations group. She also led waste elimination efforts for Commercial helicopters while working at Sikorsky's Coatesville, Pennsylvania facility.

Rochelle graduated from Clarkson University in 2011, where she obtained a Bachelor of Science degree in Mechanical Engineering. She completed her Master of Science in Organizational Leadership from Quinnipiac University in 2016.

Rochelle is the current Vice President of the SWE Connecticut (CT) professional section, and previously held board positions including Section Representative and Alternate Section Representative. As a SWE professional, Rochelle has participated in local University career panels, K-12th grade Science, Technology, Engineering and Mathematics (STEM) activities, and represented Sikorsky at four SWE National Conferences. Rochelle is also the Co-Chair for Sikorsky's Professional Development Network (PDN) Employee Resource Group and a member of the Sikorsky STEM Council. Through PDN sponsorship, she helped design and build a 5k run obstacle for the Sterling House Community Center's largest fundraiser to date. In her free time she enjoys exercising, wine tasting, boating and traveling.

G. Intro to SWENext and SWENextEd *Sadaf Qazi, Raytheon*

The key objectives of this session will be to give an introduction on what is SWENext and SWENextEd and provide tactical guidance on how to start a SWENext group in your local school.

Sadaf Qazi is currently a Senior Systems Engineer with The Raytheon Company where she works on Systems Architecture, Design and Integration of Surveillance Radar

Tours

Storrs Main Campus Tours

- The Lodewick Visitors Center provides student-guided campus tours. Collegiates will be lead by student tour leaders to provide information about campus life at UConn.

- 90-minute walking tour (5 - 7 tours)
- 2:00-4:00 PM

Co-Generation Facility Tours

- UConn's Co-Generation Facility opened in 2006, replacing several oil-fired utility boilers and enabling the University to meet its own energy needs at the main campus. Collegiates will be able to take part in a tour to learn more about the facility.

- 2-3 tours
- 2:00 - 4:00 PM
- Maximum 15 per group

Reclaimed Water Treatment Facility

•The Reclaimed Water Facility uses a tertiary treatment process for the University's waste water. Collegiates will see the microfiltration and ultraviolet disinfection process that allows UConn to divert one million gallons of non-drinkable water each day to meet the campus needs.

- 2-3 tours
- 2:00 - 4:00 PM
- Maximum 15 per group

Engineering Tours

•The Engineering Ambassadors are network of college students that will provide on-campus tours of the School of Engineering.

- 45 minutes (7-10 tours)
- 2:00 - 4:00 PM

3D Printing Tours

•Collegiates will be able to learn information about our 3D Printing Lab on campus.

- 25 minutes (4 tours)
- 2:00 - 4:00 PM