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# WIA Connections

VOLUME 1, ISSUE 2

SUMMER 2010

**UPCOMING EVENTS:**

July - Panel Discussion, Unmanned Aerial Vehicles

July 19-25 - WIA Reception, Farnborough International Airshow

August - Joint Happy Hour with Women in Defense

September—WIA Signature Event

September 27-Oct 1 WIA Breakfast, IAC-2010, Prague, Czech Republic

Oct. 26—WIA 25th Annual Awards Ceremony and Banquet, Ritz-Carlton, Pentagon City

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**A Message from WIA's President**

***Developing our Future Female Aerospace Workforce***



There were times when it seemed Aviation Week and Space Technology Editor-in-Chief Tony Vellocci thought he might be walking on egg shells when he moderated WIA's "Women

in the Boardroom" panel during our May conference.

"I hope my question isn't off-base ..." he would say to the five female industry leaders before inquiring about why there are so few women – and even fewer senior women – in our industry, and

whether women face unique challenges in the male-dominated field. If any of the questions fazed the panelists, certainly none showed it – perhaps in part because "growing a thick skin" as one panelist put it, was an essen-

•See "President" on p. 2

**Women Leaders Take the Stage at Aerospace 2010**



WIA Board Member Debra Factor Lepore and conference keynote speaker Jane Poynter are among the key female leaders at Aerospace 2010.

Washington, D.C.—WIA reached a new milestone with its first-ever annual conference this past May. Entitled "Aerospace 2010: Challenges and Opportunities at the

Dawn of a New Decade," the conference successfully attracted over 200 female and male industry leaders, as well as young and seasoned professionals, and students.

"WIA is extremely pleased at the success of our first conference. We wanted attendees to participate in discussions

•See "Conference" on p. 4

**WIA's "Mentor Mixer": 1/2 Experience, 1/2 Wisdom, & Twist of Fun**

Washington, D.C.—Wisdom was pouring at WIA's "Mentor Mixer and Reception" in June. Hosted by The Stevens Institute of Technology, the event encouraged participants to network, get good advice, and learn from one another's experiences.

While participants were from all ages and backgrounds, for some students and young professionals this was their very first networking experience.

"I want to learn more about majors and what careers they lead to," said high school senior Jacqueline Alexander.



•See "Mixer" Cont. on p. 3

tial component in long-term career success. With a respectfully inquisitive moderator and a group of women willing share their personal experience, the result was an incredibly candid and insightful discussion on barriers, as well as practical career advice, for women in aerospace.

Not surprisingly, the "Women in the Boardroom" panel was among our most popular and well-received session at our first annual day-long conference. Attendees heard these highly successful women discuss everything from work-life balance issues to salary negotiations to gaining deserved recognition through assertiveness and appropriate self-promotion – topics seldom discussed in an open forum at your typical aerospace conference.

Even as many firms in our industry have moved aggressively to recruit more females to their ranks—recognizing the realities of changing demographics and the benefits of a more diverse workforce—women are still woefully

underrepresented in the aerospace industry. We constitute just 12% of the engineering workforce and about 25% overall if you include other job functions.

There are compelling reasons why we should all strive to improve these numbers. As one panelist noted, studies show companies with diverse boards of directors realize greater financial returns, up to 20% better than those with boards lacking in diversity. While no panelist argued diversity for diversity's sake, all agreed that women, men, youth and seasoned workers bring unique strengths and perspectives to any enterprise. In short, diversity drives business.

So what can we do to increase female representation in our industry? I believe WIA can play an increasingly important role in realizing that

objective. Expanding opportunities for women in aerospace has always been our mission, and we are working hard to provide our members with

new and exciting professional development opportunities to do just that.

As you will see in this issue, WIA has forged two partnerships with educational institutions that share many of our goals and objectives.

We have agreements with The Stevens Institute of Technology and the International Space University, with both organizations offering WIA members special access and discounts to their programs.

WIA has also created a Foundation dedicated to providing scholarship assistance to undergraduates studying a science, technology, engineering or mathematics field. (Applications for this year's scholarship award are due June 30th!)

offer outstanding programs and networking opportunities that help keep our membership "in-the-know" about issues affecting our industry.

Just a week ago, WIA and The Stevens Institute hosted a successful Mentor-Mixer event. This fun, informal networking program featured several outstanding female leaders in our industry (including three past WIA Presidents, I might add!) making themselves available to college students, young professionals, and those seeking to advance their careers in aerospace. As I watched our mentors talk with these attendees—all eager to learn from their experience—I could not help but feel like WIA was making a real difference. Step by step, with the support of you, our members, WIA is, indeed, helping develop our future female aerospace workforce.

-Daryle E. Lademan  
WIA President

***"As I watched our mentors talk with these attendees—I could not help but feel like WIA was making a real difference."***

## WIA Foundation to Award Inaugural Educational Scholarship in 2010!

Women in Aerospace is proud to announce the formation of the Women in Aerospace Foundation, an organization organized under section 501 ( c ) 3 of the Internal Revenue Code.

The Foundation was established to increase public awareness of the importance and benefits of innovation in the aerospace field, to increase public appreciation of the sciences, and to inspire female students to seek careers in the areas of technology and aerospace.

The Foundation will award scholarships to women who are studying engineering, math or

science in undergraduate programs.

WIA Foundation's Inaugural Education Scholarship, for the 2010 - 2011 school year, will be awarded to a rising junior or senior in college.

Applications are due on June 30, 2010, and the winner will be honored at the WIA Awards Banquet on October 26, 2010 at the Ritz Carlton, Pentagon City Hotel on October 26, 2010.

Download the full scholarship application [here](#).

### WIA Members Receive Major Discount on ISU's Executive MBA (EMBA) Program!

WIA members are committed to their own professional development and that of women in the aerospace industry. If you're ready to pursue career advancement through education, WIA membership will save you one-third on the next [Executive MBA](#) (EMBA) class offered by the International Space University (ISU) set to start in March 2011.

Intended to provide in depth understanding of business in the context of the special challenges of the space sector and similar fields, this MBA attracts students from a broad cross-section of the specialties on which successful space missions and activities depend. Thus, although the first module will provide material on specific business topics, it is also designed to provide technical knowledge to allow participants with non-technical backgrounds (e.g., law, economics, social sciences) to follow the entire program successfully.

For the next class, WIA members can apply for a one-time ISU EMBA scholarship worth 11,000 Euros for the degree program.

- "Mixer" continued from front page

***"I was impressed by the quality and quantity of mentors at the event..."***



"I am impressed by the quality and quantity of mentors at the event," said Anne Ward, a young professional who was recently hired by the Aerospace Industries Association. "It was great meeting people already established in the industry and see their obvious willingness to be a contact point," she added.



WIA owes a special thanks to our volunteer mentors for the evening: **Madelyn R. Creedon**, Majority Counsel of the Senate Committee on Armed Services; **Dr. Leslee Gilbert**, Minority Staff Director of the House Committee on Science and Technology; **Grace de Latour**, Senior Vice President of Human Resources for SES Engineering; **Erin Neal**, Director of Senate Relations at Alliant Techsystems, Inc. (ATK); **Elizabeth (Beth) Rossman**, Vice President, Global Government Operations-Aerospace, for Honeywell International; **Dawn Sienicki**, Vice President of Government Relations of DigitalGlobe; **Suzu Sterner**, Director of Congressional Relations at Aerojet.



WIA is also grateful to the event's sponsors: Aerojet, ATK, Digital Globe and Honeywell.

## **WIA Members Receive Tuition Discount at The Stevens Institute of Technology!**

WIA is proud to announce that it has entered into a partnership with The Stevens Institute of Technology in order to offer WIA members a 5% discount on Stevens' Systems Engineering program.

Systems Engineering course descriptions are available [online](#). Courses may be taken for graduate credit or as professional development opportunities. The prevailing graduate tuition is posted in the Stevens [website](#).

Courses will be scheduled to meet the needs of WIA membership within the Washington, DC area, beginning in June 2010.

## **WIA Welcomes SES Engineering and the Department of Transportation to its Job Board!**

For the past 18 months, the WIA job board has limped along at best, reflecting overall employment in the country. In March, we asked as many of you as possible to post your resumes in the WIA Career Center in preparation for additional job postings in the next six months. If you did, thank you very much.

Currently, SES Engineering and The Volpe National Transportation Systems Center have posted positions.

To encourage WIA corporate members to make use of the job board, WIA is offering a 50% discount on all job postings to each of its [corporate members](#) through the end of 2010! We believe that this offer will increase the number of positions available in our career center, making it a great tool for those seeking employment in the industry and those looking for great new employees!

You do not have to be a WIA member to apply for a job, though WIA membership does tell an employer that you are committed to your own professional development and career advancement. See the WIA [webpage](#) for more information on membership and join today!

● "Conference" continued from front page

# Aerospace 2010 Challenges & Opportunities In a New Decade

about current issues affecting our industry, to network with their counterparts, and overall find WIA to be a valuable resource for their professional development. This conference certainly achieved those goals," said WIA President Daryle Lademan.

Attendees came from across the nation and included professionals from all experience levels.

"What drew my attention to the conference was getting to meet women leaders in aerospace," said young professional Anuja Mahashabde, who had joined the MITRE Corporation six months ago. "As a newbie I can learn a lot from their experiences."

The day began with Chairwoman and President

of Paragon Space Development Corporation Jane Poynter who spoke about her time as a crewmember of Biosphere 2. She also spoke about being a female leader in the industry. "All of us in this room can serve as female role models," Poynter told the audience after noting when she was growing up in the U.K. her job options were: nurse, air hostess, or wife.

The following session entitled "Women in the Boardroom," featured advice from five corporate leaders who shared their insight about challenges for women in the industry.

The panelists offered career advice such as being more proactive to gain recognition. "Unfortunately, hard work isn't always rec-

ognized", a panelist said. Another panelist encouraged attendees to "sit at the table", and not around the walls. "If you feel like you belong, then people will think you belong," she said. All of the panelists agreed that work-life balance could be achieved by better communicating with one's supervisor about your needs.

For lunch, the keynote speaker, was Dr. Regina Dugan, the first female Director of the Defense Advanced Research Projects Agency (DARPA). Dugan provided insight on DARPA's mission and future, such as an increase in the use of unmanned aerial vehicles. She also encouraged women in the field to persist even if they encounter barriers. "Protect your

spirit. Stay the course. Ladies, hang in there," she advised.

For the afternoon, attendees participated in one of three breakout sessions that covered the topics of Next Generation Air Transportation, Human Space Flight, or National Security.

Each of the panels brought distinguished experts to the table and generated lively discussion.

In the NextGen session, panelists discussed forthcoming technology to improve air travel—e.g. more environmentally-minded and fuel efficient flight routes. Security lines "where we don't have to remove our shoes" was also proposed to cheers from the audience.

In the National Security discussion, topics ranged



from protecting our space security assets to maintaining a robust industrial base. One lively discussion on “air dominance” had one female panelist discuss why it shouldn’t be a goal. One male panelist joked that “dominate” is just a “guy’s word.”

In Human Spaceflight, the discourse focused on the Obama Administration’s proposal for the nation’s civil space program. Panelists discussed the business case for developing space systems and space destinations the U.S. should explore. This prompted one panelist to ask about the inspirational value of “going to a rock the size of two-football fields” with the caveat that we’re not sending Bruce Willis to it.

The day ended with a reception and guest keynote from Elaine Harmon, one of the female trailblazers of WWII who served as a Woman Air Force Service Pilot or WASP. Harmon treated the audience

to tales of her WASP adventures. Harmon provided a fitting ending to a day filled with smart and fearless women involved in the aerospace community.

WIA is very grateful for our conference planning committee: **Cindy Malawy**, Conference Chair, The Boeing Company; **Bruce Wald**, Planning Co-Chair, ITT; **Daryle Lademan**, Planning Co-Chair, The Avascent Group; **Laura Brazie**, ITT; **Sandy Coleman**, ATK; **Mary Beth Crile**, ITT; **Bill Klanke**, Space News; **Merrie Scott**, AIAA; **Samantha Segall**, SAIC; and **Dianne Sosa**, Lockheed Martin.

And WIA owes special thanks to our conference sponsors: **ITT**; **The Avascent Group**; **The Boeing Company**; **SAS**; **Ball Aerospace**; **DigitalGlobe**; **ATK**; **Orbital Sciences Corporation**; **Lockheed Martin**; **DFL Space, LLC**; **Infinite Links**; **Metron Aviation**; **The MITRE Corporation**; and **SAIC**.



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**WIA**

**Women in Aerospace  
WIA Connections**

204 E Street NE  
Washington, DC 20002

Phone: 202-547-0229

Fax: 202-547-6348

E-mail: [info@womeninaerospace.org](mailto:info@womeninaerospace.org)

Web: [www.womeninaerospace.org](http://www.womeninaerospace.org)

**Expanding Women's Opportunities**

Women in Aerospace (WIA) is a professional society for both men and women. WIA is dedicated to expanding women's opportunities for leadership and increasing their visibility in the aerospace community. Our membership shares an interest in a broad spectrum of aerospace issues, including human space flight, aviation, remote sensing, satellite communications, robotic space exploration, and the policy issues surrounding these fields.

For information about membership contact Militza Konova at [mkonova@avascent.com](mailto:mkonova@avascent.com).

For information about the newsletter contact Daphne Dador at [daphne.dador@aia-aerospace.org](mailto:daphne.dador@aia-aerospace.org).



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