

Special Career Edition



Arizona Women's News

issues, lives and dreams...

Vol. 2, No. 2

by Terry L. Williams

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<http://www.azwomensnews.com>

Hot Careers for Women

Women will have a huge stake in the future job market as we will grow to represent 48% of the labor force by 2005. Arizona will be one of the leaders in the US for total job growth. The number of jobs in metro Phoenix alone will double in the next 25 years making it the 2nd fastest growing job market in the country.

This data should make women feel good about their future, right? Not necessarily so. The sad fact is that among the occupations with the most openings between 1996 and 2006 will be cashiers, retail sales persons and waiters/waitresses. And in 1997 the leading occupations for women were those of secretaries and cashiers.

So, how can women make sure that they take part in the prosperity that will happen during the surge of jobs in Arizona? The answer is simple. Choose a well paying career that is growing rapidly, and get the proper education and training to obtain that career.

In this edition we will look at some of the hot career areas for women. We will also look at how women who already have good training and careers can advance their positions and their income.

Where are the hot careers?

The Bureau of Labor Statistics has found that 64% of the job growth between 1996 - 2006 will be in the services division. Within this area, two of the biggest advances will be business services and health services.

The fastest growing area is computer and data processing services which will see the creation of 1.3M new jobs by 2006.

These Information Technology (IT) careers will clearly be the leader for the new millennium. The needed jobs in IT will be driven by the continuing advances in computer technology, expanding need for scientific research, and productivity gains and demand for cost reduction. Within the IT area, demand will be high for computer engineers/programmers, systems analysts, and computer and data processing repairers.

Another fast growing segment in the new millennium is the broad area of health services. Health services will add 796,000 new jobs by 2006. These jobs will be driven by the growing population of elderly persons, discovery of new therapies for life threatening illnesses, medical advances that extend lives of more patients with critical problems, the need to maintain records for an increasing number of medical tests,

treatments and procedures and the continued recognition of the need for preventative medical care.

Among top careers in health services will be registered nurses (411,000 new jobs), health information technicians, nuclear medicine technologists, respiratory therapists, cardiological therapists, nursing aides, and home health aides.

Another area of rapid growth for women will be in the area of "non-traditional" employment. Non-traditional jobs for women are occupations in which women comprise 25% or less of the total employees. These may be obvious professions such as construction, firefighting or less obvious occupations such as judges, dentists and clergy.

How can women already in careers increase their incomes?

One clear way for a women already in a good career to increase her income is to continue her education. Executive,

administrative and managerial occupations will increase by 17% between 1994-2005. But, there will be a lot of people seeking these positions. An MBA will be invaluable to women seeking management careers and better paying jobs.

The new millennium will provide the best opportunity we have known for women to get ahead financially. But to seize this opportunity, women need to pick their careers carefully, stay in school and be prepared to continue their education while working to stay in competition for the best jobs.

To learn more about hot careers for women look inside this edition for special focus sections on careers in technology, health services, non-traditional occupations, and management.



Stephanie McHenry joins her mom, Celise Halim at Honeywell Commercial Aviation Systems for Take Our Daughters to Work Day.

Janet Napolitano – First 100 days in Office

Women have been strong supporters of Janet Napolitano and clearly played a role in her election to Attorney General last year. We thought you might like to have an update on what she accomplished in her first 100 days in office. Here are the highlights:



Organizational Accomplishments:
• Consolidated activities within the Office to create the new Children and Family Protection division, which includes child abuse and child support cases.
• Created the Technology Crimes unit and recruited one of the top computer crimes experts in the country to head up the cybercrime prevention group.
• Established a new special counsel position for ethics and professionalism.
• Completed an extensive organizational review, complete with employee surveys, client

agency surveys and an analysis by the conference of Western Attorneys General.
• Established several interdivisional teams including a children's task force and a senior's task force.
• Developed new policies such as "no gratuities," "conflict of interest" and "outside counsel."

Outreach:

• Delivered more than 50 speeches at events ranging from the Child Abuse Prevention Conference to Arizona Cops and from Tucson Black Women's Task Force to the Northwest Valley Chamber of Commerce.
• Visited Pima, Pinal, Cochise and Yuma counties, with visits to the other 10 rural counties slated by year-end.
• Conducted seven media briefings and issued more than 50 news releases.
• Launched a strong constituent response program.

SBA HONORS ARIZONA LENDERS

Sixteen lenders have been recognized by the Arizona District Office of the U.S. Small Business Administration for the lending performance during fiscal year 1998. These include: Bank One, Bank of America, PPEP, The Money Store, Northwest Bank Arizona, Business Development Finance Corp., National Bank of Arizona, Sonoma National Bank, Bank of Commerce/Commerce Loan Co., Heller First Capital Corp., Newcourt Small Business Lending Corp., GE Capital Small Business Finance Corp., M & I Thunderbird Bank, and Chicanos Por La Causa, Inc.

Four organizations were recognized with special awards for their service to the Arizona small business community: Arizona Microlender of the year – PPEP Microbusiness & Housing Development Corp., Inc.; Arizona New Markets – AMRESCO Independence Funding; Arizona Certified Development Company of the Year – Southwestern Business Finance Corp.; and Arizona Small Business of the Year – Chicanos Por La Causa, Inc.

SBA loan information can be obtained by calling the Arizona District Office at (602)640-2316 or from the SBA website www.sba.gov.

Opinions, Briefs & Cases:

• Handled a wide range of cases from cybercrime to consumer scams to elder abuse.
• Issued 10 formal Opinions on such issues as legislative per diem and campaign petition circulators.
• Wrote numerous briefs such as one supporting the Clean Elections Act.
• Assisted in the settlement of the Tohono O'dham gaming case.

Legislative Package:

• Took the lead on a bill to limit methamphetamine production (bill passed).

• Working on a bill to keep the addresses of police officers off the Internet.
• Working with sponsors of the domestic violence bill to add language which allows judges to add penalties when DV acts are committed in front of children.
• Leadership role in Open Meetings bill to increase public access to information.

How refreshing to see someone in politics keeping her campaign promises.

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EDITOR'S NOTE

Mercury Ball!!!

Yes, ladies - it's almost time for another season of professional women's basketball! It's hard to believe that this will be the third season for the Phoenix Mercury. Already, we are beginning to see the onslaught of personal appearances by 'The Merc' all around town. And, we know that, come June - the games will begin.

It seems very appropriate to talk about the Phoenix Mercury in our first Career Edition. Because, one's career is so linked to one's image of themselves.

Time and time again, we talk about not seeing women in technology careers because, in the past, these jobs have been primarily filled by men.

Having the Phoenix Mercury in town should show every woman that, just because certain careers have been associated with men, doesn't mean that only men can compete in those careers.

For instance, any woman who thinks that only men can be successful at professional sports,



Terry Williams

just needs to stop by the America West Arena one night this summer.

I love watching women's basketball for just that reason. It is refreshing. It is inspiring. It reminds me that our options are limited only by our imaginations.

I remember the very first Phoenix Mercury game I ever attended. Seeing the sea of women's faces in the crowd was amazing. Some women were there with their friends, others with their children, and a few daring women even brought their spouses. All were cheering, clapping and smiling.

Even last season, the enthusiasm for this sport and for the women that play this sport hasn't waned.

If you haven't experienced a Phoenix Mercury game - make a pledge to do it this season!

Women on the Rise



Elayne Achilles Paula Goodson



Linda Herold Janet Weigel

APPOINTMENTS

Paula Goodson, formerly Director of the Governor's Division for Women, has been appointed Auxiliary Services Coordinator for Sun Health Systems. Goodson will oversee the Sun Health Auxiliary Board for activities at Del Webb Memorial and Boswell hospitals in the Sun Cities.

Tempe Community Council has elected new board members to its 1999/2000 Board which serves as the Human Services Commission for the City of Tempe. They include: **Marge Cawley, Kathie Lee, Catherine Mayarga, Lucy Urrieas, Marcia Reck, Wendy Hansen** and **Linda Redman**.

Rosemary Szczygiel recently joined the Department of Library, Archives and Public Records as Cataloger for the Arizona Newspaper Project. Szczygiel will locate, catalogue and preserve on microfilm as many newspapers in the state as possible.

Sandy Abalos, CPA, has been elected a Director of Sunrise Bank in Arizona. Sunrise Bank of Arizona was formed when top Small Business Administration (SBA) loan officers joined forces to form a new full-service community bank specializing in the lending of SBA 7A and 501 loans.

Children's Action Alliance has elected **Alice Snell** as a new member of the Board. In addition, the Children's Action Alliance Board of Directors elected **Nadine Mathis Basha** to serve as board President.

Deborah Wardrop has been named to the newly created position of director of special events-corporate services, the NFL announced. Wardrop, a resident of Scottsdale, will be responsible for the planning and operation of the NFL's annual corporate hospitality village at the Super Bowl.

Jennifer Anderson Van Kirk has joined Lewis and Roca's Phoenix office. The Ahwatukee resident joins the law firm's practice specializing in intellectual property.

Dr. Jane Kolbe has been appointed as the head of the Arizona Department of Library's Extension Division.

Amy Altshuler has joined Lewis and Roca's Phoenix office. Altshuler will specialize in real estate law for the firm.

IMPACT for Enterprising Women (IMPACT), the Phoenix affiliate

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of 34 nationwide - for an American Council on Education (ACE) fellowship that prepares leaders in higher education.

Salon Today Magazine has announced to **Debora Gallo-Capaldi**, owner and President of Pucci Salon and Day Spa, that they have selected Pucci as one of the fastest growing salons in the U.S.

Sabina Shaffer, Independent Lifestyle Consultant for Latasia Fashion Jewelry, is the winner of the 1999 Business Woman of the Year Award from the Southern Arizona Chapter of National Association of Women Business Owners (NAWBO). 520-742-6544.

Tanya Griffith has been selected to receive the Sun City Area NOW's 6th coveted Golden Apple Award. Griffith, wife, mother, and activist, has made a career in traveling around the nation delineating women's diverse accomplishments.

NEW BUSINESSES

Local communications professional and writer **Joan Fudala** announces the establishment of Joan Fudala Creative Services, a public relations consulting and freelance writing business. The business is based in Scottsdale but available for worldwide business projects. 602-585-6952.

Eileen March and **Jen Levens** announce the opening of Smileens Salon, located at 7126 E Oak St in Scottsdale. 602-874-0673.

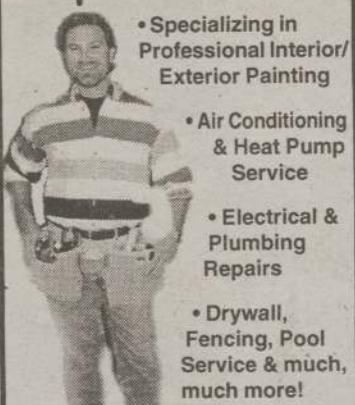
Deb Heck announces the establishment of Baby Bundles, a company specializing in cute practical baby gifts. 602-704-9522.

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Mission Statement and Policies

Our mission is to inspire, create and express unlimited potential for the women whose lives we touch.

Arizona Women's News focuses on women's issues, lives and dreams - bringing together valuable information in one, convenient location for women who want to be connected to community, to their potential and to the dreams that help them grow. **Arizona Women's News** embraces diversity, integrity and respect within the women's community. Each edition contains in depth discussions of the issues facing women today.

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IN THE NEWS...

STATE

BENEFITS

■ HABITAT FOR HUMANITY WOMEN'S BUILD DEDICATION SET FOR MOTHER'S DAY

Last-minute donations for the third Women's Build at Habitat for Humanity's South Ranch community, has made it possible for a Mother's Day dedication on May 8. It's never too early to contribute to next year's Women's Build. For funding and volunteer information for Habitat for Humanity, Valley of the Sun, call 602-268-9022.

BUSINESS

■ SBA ANNOUNCES NEW MENTORING PROGRAM FOR ARIZONA SMALL BUSINESS

The U.S. Small Business Administration created Business Coaches as a mentoring program for small business owners. Through this program, an experienced business owner is linked with a newer entrepreneur. For information or application, contact the SBA at 602-640-2316.

■ 1999 ARIZONA VENTURE CAPITAL CONFERENCE SEEKS EMERGING GROWTH COMPANIES

Arizona companies are being sought to present at the 1999 Arizona Venture Capital Conference (AVCC). Presenters will receive extensive training and coaching, and will have the opportunity to present their business plan and growth strategy to more than 100 venture capitalists and other investors. Selection is based on products or services, management team, marketing strategy and financial opportunity. To participate in Free "Get Ready" pre-application seminars throughout AZ, call 602-495-6488 or avcc@phoenixchamber.com.

GRANTS

■ NEWH GRANTS \$8,000 IN SCHOLARSHIPS TO AZ STUDENTS

The Arizona chapter of Network of Executive Women in Hospitality, NEWH, recently granted \$8,000 in scholarships for Arizona college students pursuing careers directly related to the Hospitality Industry.

HEALTH

■ THE WELLNESS COMMUNITY OPENS ITS DOORS TO PHOENIX

The Wellness Community (TWC), a non-profit organization, provides free psychosocial support services for cancer patients and their families including support groups, networking groups for specific types of cancer, educational seminars, relaxation and visualization, yoga, tai chi, art therapy, a nutrition club and social events. TWC is located at 360 E Palm Lane, Phoenix. 602-712-1006.

■ NATIONAL DRUG POLICIES PUNISH POOR WOMEN

A broad coalition of women's groups (including NOW), campus organizations and advocates for low income women are joining in the Drug Reform Coordination Network (DRCNet) to address the issues surrounding national drug policies which actually trap women in poverty and prevent them from escaping drug abuse.

POLITICS

■ PROJECT 2000: "OFF AND RUNNING."

Tucson Chapter of the Arizona Women's Political

Caucus kicked off Project 2000 by convening a workshop about recruiting women to run for office. The next workshop in the project 2000 series, "Off and Running" will be held Wednesday, May 12, from 5:30-7:30pm. This workshop is designed for women who 1) have made the decision to run for a particular office, 2) are seriously considering a run, or 3) plan to assist a candidate in the management of her campaign. Topics included: qualifying for the ballot, organizing a campaign team, preparing a campaign plan, campaign finance considerations. RSVP Linda Barter 520-625-4579 or lbarter@azstarnet.com.

NATIONAL

BUSINESS

■ MORE VENTURE CAPITAL FOR WOMEN-OWNED BUSINESS

The SBA has published "New Sources for Equity Capital-A Case Study: The Women's Growth Capital Fund." It details the process of setting up one of the first two women-owned, women-oriented small business investment companies ever licensed in the SBA's SBIC Program. Initially planned as a \$5 million fund, WGCF was quickly oversubscribed. The managers leveraged their funding and now have a \$30 million fund focused on women-owned businesses. Visit www.onlinewbc.org.

■ \$11 MILLION BUDGET FOR WOMEN'S BUSINESS CENTERS

President Clinton has signed a bill that increases the Women's Business Center Program authorization from \$8 million to \$11 million next year. The bill also changes the fifth-year match requirement from two non-federal dollars for each federal dollar to a one-to-one match.

■ SECOND ANNUAL WORKING WOMAN 500 CONGRESS

MacDonald Communications Conferences and WORKING WOMAN Magazine present the Second Annual Working Woman 500 Congress: Leadership for the New Millennium. The event will take place May 10-12, 1999 in Washington, D.C. 888-735-6192 or mc2conf@aol.com.

■ MS. MAGAZINE RELAUNCHES AGAIN

After ceasing publication for the second time in its 27-year history, Ms. Magazine is returning, this time owned by a consortium of businesswomen. Gloria Steinem, a co-founder and consulting editor, said, "It is the only magazine for women controlled by women."

■ BUSINESSES CAN NOW APPLY FOR SBA's JOB-CREATING HUBZONE PROGRAM

The US Small Business Administration (SBA) announced that it is now accepting applications for its new HUBZone Empowerment Contracting program designed to stimulate economic development and job creation in targeted areas. <http://www.sba.gov/hubzone>

■ WOMEN'S ECONOMIC SUMMIT PRESENTS CONGRESS WITH MASTER PLAN

The "Master Plan," developed by a diverse group of business, government and academic leaders, presents steps to move women's businesses to the next level of their development. The plan is the result

of Women's Economic Summit '98, where leaders from the women's business community collaborated on: financing business growth, market opportunities, training and leadership and advocacy. Contact the National Women's Business Council at 202-205-3850 or www.womenconnect.com/summit98.

More News on Back Page



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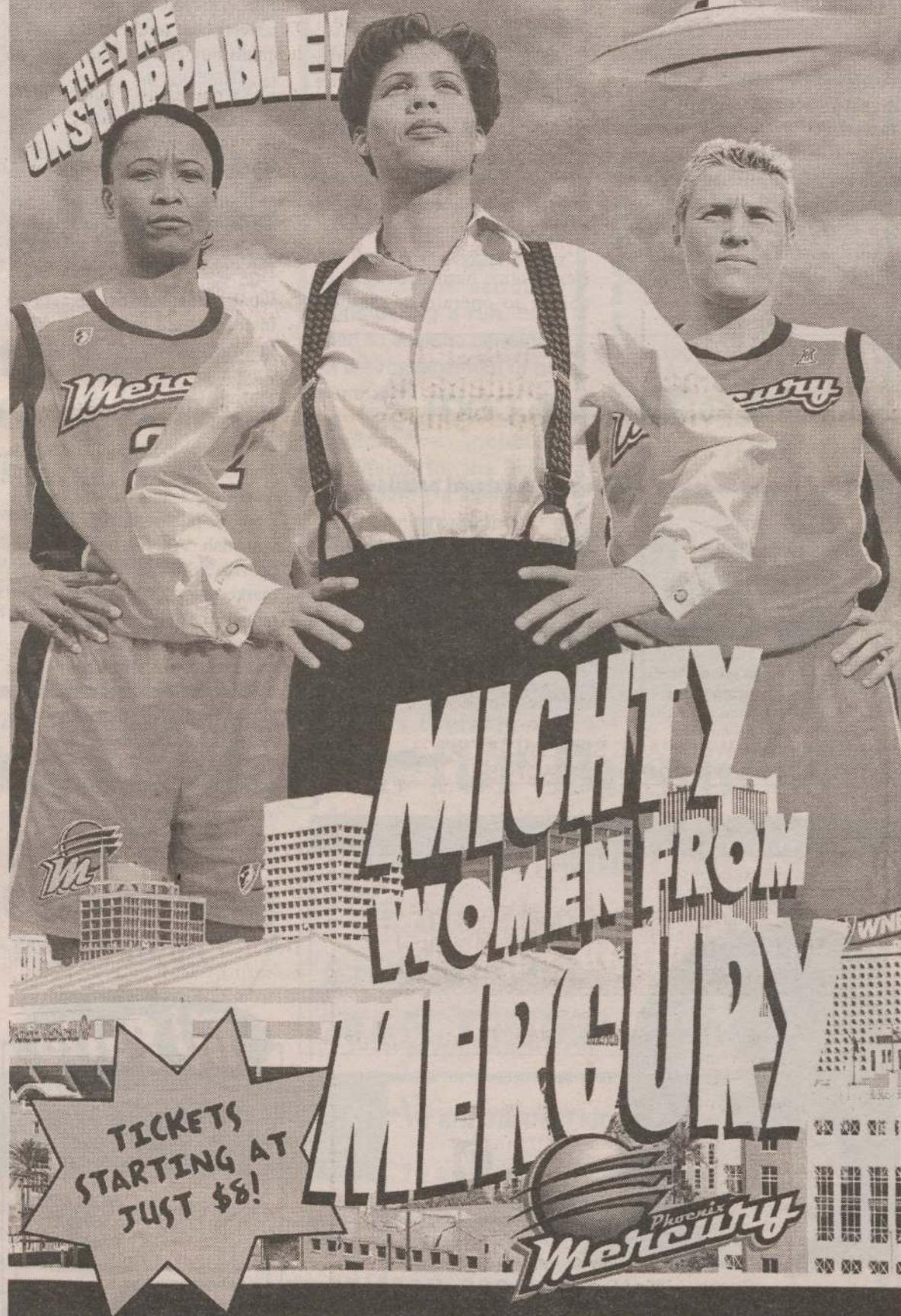
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INTERNET

Is It Still David vs. Goliath?

How the Internet has leveled the playing field for women in today's business world.

Years ago, the entrepreneurs and small business owners were at the mercy of the corporate bully. In yesterday's world, small businesses were thwarted because of limited capital, geographic barriers, and the inability to obtain the information and tools necessary for competing in the "big dog eat lil' dog" business world. How can individuals embark on a business opportunity when from day one they were a step behind the competitor?

At first glance, it appears times haven't changed. However, a deeper probe into the technological revolution reveals some astonishing facts. As technology has become the most intricate aspect of business, as we know it, surprisingly corporate bullies are at a decided disadvantage. Does this seem fictional? Think about the last time you drove up to neighborhood bank branch only to find the doors bolted shut and a note directing you to the nearest supermarket, where an ATM replaces the smiling face of your favorite teller.

With that in mind, let's explore 3 reasons you can *stone* the Goliaths of your industry.

Why not tackle the biggest obstacle for most startups? **Capital.** Maintaining an online business requires a modest initial investment, which includes aspects such as building your website, upgrading, and locating a host. On the other hand, a corporation requires employees, advertising, legal fees and an endless list of obligations, which demand a stiff financial investment. In reality, an online company operates more efficiently with lower overhead. Why? Automation allows a computer to maintain the same functions as an employee.

All things considered equally, a computer never needs a coffee break, sick time, health insurance, lunch and bathroom breaks, thus allowing small businesses to operate continuously. Consequently, we see a drastic reduction in overhead, which increases profit margin.

Next, online businesses have the ability to operate in a **global**

by Karen Piccolo



marketplace from a centralized location, without maintaining storefronts on every corner in the free world. Geographically, small businesses have always been disadvantaged because they had little or no means of notifying vast audiences of their product or service.

Currently, there are 1100 search engines which will direct users to the site of their interest. Not to mention, easy to use software, which will aide in maintaining a high search engine presence, at the fraction of the cost of advertising. In the past, whoever could buy the best ad spots on television and the newspaper had the upper hand in market share. That's all changed. Online users are growing at a rate of nearly 300%. By creating an Internet presence now, businesses are poised for the tidal wave of online marketing.

Finally, the **sun never sets** on Internet based businesses. The Internet enables the smallest of companies to operate a business globally around the clock. Imagine. People from all walks of life visiting you at their leisure. You now have the world as your marketplace and you can operate from the pool with your laptop if you wish. Alternatively, you can operate with the remains of the market share left by the corporate bully. Yeah right! Roll up your sleeves, grab a cup of coffee, research the Internet and determine how the Internet can allow you to take advantage of the *Entrepreneurial Revolution*.

Karen Piccolo is a majority owner of MeZone.com. To learn more about entrepreneurial development through the Internet, contact Karen toll free at 877.ZONE.911 or email her at kpiccolo@mezone.com.

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HUMAN RESOURCES

Careers in Human Resources

by Anne Caldwell

Today, many companies recognize the value of employing HR professionals as part of their strategic teams. They expect their HR managers to have some education in human resources or personnel management, as well as some business background, so today's students are seeking degrees in related fields.

What curriculum should aspiring HR professionals pursue? Most organizational leaders agree that a mix of behavioral science, general business, and labor law is essential. HR professionals encounter a wide range of issues and a diverse background is an asset. Some courses that enhance effective communication, both oral and written, as well as accounting and economics, are useful.

Master's degrees in human resource management, industrial relations, organizational development and behavior, and business administration are becoming a vital part of preparation for today's human resource professionals. Ongoing education, including seminars and certification programs, keep today's human resource team members up to date on the latest developments in the field. With regulations, laws and trends changing frequently, staying current is critical.

Human resource professionals can pursue a range of careers. Someone who wears many hats and handles most areas of HR is known as a Generalist. This individual will perform activities such as staffing, training and development, maintaining compensation programs, developing policies, strategic planning and ensuring compliance with laws and regulations.

Larger organizations require specialists with knowledge in a specific area. This

might include Recruiting and Placement, Training and Development, Compensation and Benefits, Employee and Labor Relations, Health, Safety and Security. Human Resource Information Systems is another specialty that is beginning to grow. This involves dealing with technical activities, including management of employee database systems. The growth of global networking has created yet another field of specialization, which involves international HR management.

Further certification is available from HRCI, the Human Resources Certification Institute, the accrediting arm of SHRM, the Society for Human Resource Management. SHRM is the foremost professional organization for HR people. The certification is challenging and has two levels, PHR (Professional in Human Resources) and SPHR (Senior Professional). The requirements include a combination of education and extensive experience, and passing the exam and receiving certification signifies mastery of the human resource body of knowledge. You can find out more about SHRM at www.shrm.org.

Anne Caldwell, President/Founder of Outsourcing Solutions, a Human Resource consulting firm, provides innovative human resource approaches for small companies, or those in rapid growth or transition. Call 220-4233 for more information.

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The Women's NETWORK



Camp CEO July 25-31, 1999

Sponsors Needed

Taught exclusively by an outstanding faculty of women business owners and executives, girls learn smart business skills while having fun in a supportive environment.

"Our goal is to inspire young women from diverse backgrounds to create new possibilities for their future," said Maria Ort, who has been involved in Camp CEO since its inception in 1997. "Once you've played a part in the transformation of a girl who hadn't previously considered business ownership within her reach, you want to do it every year."

Sponsorships are needed to operate the camp and assist girls in their camp tuition. Levels range from \$250 - \$5000. Recognition varies for each level but all include name recognition on the Camp CEO Banner, and listings in the Manual and Annual Report.

For more information, Call Janet Kington at the Arizona Cactus-Pine Girl Scout Council: 602-253-6359 ext.215.

Camp CEO



A weeklong resident camp experience (July 26 - August 1) for teen women promoting business ownership, leadership skills, friendship and fun.

Camp CEO developed to inspire young women to dream and achieve personal goals of today and professional goals of tomorrow. It is taught by a faculty of women business owners and executives.

For more information on volunteering as a business professional or camp attendance, contact the Arizona Cactus-Pine Girl Scout Council at 800-352-6133 or 602-253-6359.

Camp CEO is a partnership among the Arizona Cactus-Pine Girl Scout Council, National Association of Women Business Owners (NAWBO), AZ Department of Education, Arizona Public Service (APS), BPW-Midtowners and Arizona Women's News.

May 21 WOMEN IN BUSINESS 4TH ANNUAL CONFERENCE AND TRADE FAIR

Meet the members of the Phoenix Mercury. Marsha Reynolds will inspire us with "Reaching Your Dreams," Sherilyn Curry will motivate us toward "Achievement: A matter of personal success," and Cheryl Miller will coach us on "Celebrating Your Success."

We will name the Woman of the Year.

Proceeds to benefit the Tempe Chamber of Commerce

"Reach, Achieve & Celebrate Scholarship Program" and recipients from Empower, a local nonprofit agency which assists women in transition from welfare to work force.

8am - 3:30pm (\$69 with breakfast & lunch included) Sheraton Phoenix Airport Hotel, 1600 S 52nd St, Tempe. RSVP: Tempe Chamber of Commerce 602-967-7891.

May 7- 9 AZ NOW STATE CONFERENCE

Inn Suites Hotel,
475 N Granada Ave, Tucson.
Contact: Paula Bachman-Williams at
520-622-6992 or
bachman@azstarnet.com.

PROJECT 2000: "OFF AND RUNNING"

Tucson Chapter of the Arizona Women's Political Caucus kicked off Project 2000 by convening a workshop about recruiting women to run for office.

The next workshop in the project 2000 series, "Off and Running" will be held Wednesday, May 12, from 5:30-7:30pm.

This workshop is designed for women who 1) have made the decision to run for a particular office, 2) are seriously considering a run, or 3) plan to assist a candidate in the management of her campaign.

Topics included: qualifying for the ballot, organizing a campaign team, preparing a campaign plan, campaign finance considerations. RSVP Linda Barter 520-625-4579 or lbarter@azstarnet.com.

6th ANNUAL SMALL BUSINESS ENTERPRISE BREAKFAST & TRADE FAIR

May 21, 1999 - 7am to 1:30pm

Phoenix Civic Plaza (Third and Jefferson streets)
Breakfast (7am-9am) - Tucson Room
Trade Show (9am-1:30pm) - Exhibit Hall E

A great opportunity for establishing business leads, learning new and proven business strategies, finding more financing resources and networking with business, government and civic leaders.

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Convention
May 15-16,
1999

(\$30/meals extra)
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Hotel, 427 N 44th St.
RSVP by 5/10:
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7:30 am - Noon
Arizona Club
201 N. Central, 27th Fl.



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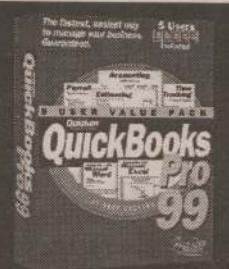
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her inspiring story of recovery. 7 pm (Free) Barnes & Noble Metrocenter, 10235 N Metro Pkwy E. For information, call Janet Grosse 602-678-0088.

5/27 Thursday

WOMEN OF THE GRAND CANYON Betty Leavengood corrects the omission from history. 7 pm (FREE) Barnes & Noble, 10500 N 90th St, Scottsdale. Call for more information, 602-391-0048.

conferences

5/4 Tuesday

5th ANNUAL SEMINAR IN SPANISH & BUSINESS EXPO 1 - 8:30 pm (?) Phoenix Civic Plaza, South Plaza, 3rd & Jefferson. Call for information 602-534-7000.

5/20 Thursday

6th ANNUAL SMALL BUSINESS CONFERENCE Small Business 2000. 7 am - 4 pm (\$30 advance/\$40 door) Phoenix Civic Plaza, Exhibit Hall E. Call for more information 602-265-4563.

education

ARIZONA WOMEN'S EDUCATION & EMPLOYMENT, INC. (AWE) Provides training and placement for women - such as displaced homemakers, welfare to work candidates, and women transitioning from incarceration. 223-4333.

BUSINESS & INDUSTRY INSTITUTE Provides training in a variety of technical areas, including specific computer applications and related technology. Ongoing classes - call 461-6113.

health

5/1 Saturday

REIKI I Learn techniques of this Tibetan Healing Art. 9 am - 4:30 pm (\$150) **INSIGHTS: Exploring Body & Mind Connections**. 602-257-1964.

5/1 Saturday

INTRODUCTION TO HOMEOPATHY 12 - 1:30 pm (FREE) Desert Institute of Classical Homeopathy, 5501 N 19th Ave, Ste 425. 602-598-8863.

5/11 & 25 Tuesday

BEATING THE ODDS: BREAST CANCER & YOU Panel discussion with Valley doctors in the field. (FREE) Arizona Institute for Breast Care, 8994 E Desert Cove Ave, Scottsdale. Call 860-4200 to reserve your space.

Wednesdays

HEALING CLASS Sat Nam Rasayan. 7 pm (\$8) 3HO Yoga Center, 2302 N 9th St, Phoenix. 271-4480.

political

LEAGUE OF WOMEN VOTERS OF METROPOLITAN PHOENIX A non-partisan organization whose mission is to encourage the informed and active participation of citizens in government and to influence public policy through education and advocacy. Call 602-997-5218 for information.

MESA/TEMPE February 16, 11:30 am (?) Call for location. 602-997-5218.

PHOENIX February 10, 9:30am (?) Orangewood Retirement Community, 7550 N 16th St, (16th St & Northern).

SCOTTSDALE February 9, 10am (?) Scottsdale Civic Center Library, Gold Room, 3839 Civic Center Blvd.

PINNACLE PEAK February 8, 7am (?) 2334 N 85th St Scottsdale.

EVENING UNIT February 8, 7pm (?) Borders Bookstore Cafe, Biltmore Mall, 2402 E Camelback.

NATIONAL ORGANIZATION OF WOMEN (NOW) Works to promote judicial, social and economic equality for women. arizNOW@aol.com.

PHOENIX/SCOTTSDALE CHAPTER Meets 1st Thursday of the month, 7:00pm (free), CASA conference room, 2333 N Central Ave, Phoenix. Call for information. Shannon Chavez 602-668-9646.

ASU/EAST VALLEY CHAPTER Meets 2nd Thursday of the month, 7-9pm (free), ASU Memorial Union (speaker) and 4th Thursday of the month at various members homes for Feminist Film night (free), Lori Stormer 968-2016.

EAST VALLEY CHAPTER meets 2nd or 3rd Monday of the month. 7pm (free) Dobson Ranch Library, 2425 S Dobson, Mesa. Mary LaRusso 602-941-4178.

SUN CITY CHAPTER meets 1st Wednesday of the month except July & August, 1pm (FREE) 10861 Sunland Dr, Sun City, 602-948-5014.

TUCSON meets twice monthly. For more information,

WOMEN'S CALENDAR

contact Tucson NOW, 240 N Court Ave, Tucson, AZ 85701. 520-884-7630.

FLAGSTAFF meets the 4th Saturday of each month. 10:30am (free) Flagstaff Public Library. Pamela Baker, 520-522-8158.

VERDE VALLEY is currently organizing. Call Wendy Eckberg, 520-634-5655.

May 7 - 9

AZ NOW STATE CONFERENCE Inn Suites Hotel, 475 N Granada Ave, Tucson. Contact: Paula Bachman-Williams at 520-622-6992 or bachman@azstarnet.com.

May 15 - 16

LEAGUE OF WOMEN VOTERS STATE CONVENTION (\$30/meals extra) Wyndham Garden Hotel, 427 N 44th St. RSVP by 5/10: 602-997-5218.

spiritual

ARIZONA SUBTLE ENERGY & ENERGY MEDICINE STUDY GROUP (AZSEEM)

Meets 4th Wednesday of the month, 7:30pm (\$) Scottsdale Senior Citizens Center, Rm. 1 (7375 E. 2nd Street, Scottsdale), Barbi Davis 213-0512.

SPIRIT PATH A woman's spiritual support group. Meets 2nd and 4th Fridays of the month, 7pm (\$10) Bodyworks Studio, Center for Arts & Wellness, 1801 S Jen Tilly Ln, Suite B-8, Tempe 894-2090.

support groups

ADULT FEMALE SEXUAL ABUSE SURVIVORS GROUP

Meets Wednesdays, 5:30-7pm (\$10/week) Wholeness Institute (4202 N. 32nd St.), Liz Sikora, M.A. 508-9190.

AZ COALITION AGAINST DOMESTIC VIOLENCE Will provide information and assistance to victims of domestic violence in Arizona. 1-800-782-6400.

BOSOM BUDDIES A support group for breast disease.

WEST VALLEY CHAPTER meets 1st Thursday of the month, 4:30-6:30pm (free), Community Room, OSCO-Arrowhead Store (7720 W. Bell), Norma 933-6217.

EAST VALLEY CHAPTER meets last Tuesday of the month, 6:30pm (free), Women's Center at Valley Lutheran Hospital (6644 E. Baywood Ave.), Wanda 789-7044. **MIDTOWN CHAPTER** meets 2nd Saturday of the month at various member's homes, Wanda 789-7993.

SINGLE PARENTS ASSOCIATION Devoted to providing educational opportunities and fun, family activities for single-parent families. Call SPA's activity line for meetings & events, 602-404-6787 or visit <http://singleparents.org>.

WOMEN WITH EPILEPSY

A support group for Women with Epilepsy sponsored by the Epilepsy Foundation of Arizona. (FREE) Phoenix Children's Hospital Outpatient Building, 909 E Brilli, 3rd Floor Conference Room. 602-406-3581.

teen women

July 25 - 31

CAMP CEO Residential camp for High School girls dedicated to promoting business ownership, leadership skills, friendship and fun. (\$175/ Scholarships available) Apply through the Arizona Cactus-Pine Girl Scout Council. 800-352-6133 or 602-253-6359.

tucson

ARIZONA SMALL BUSINESS ASSOCIATION (ASBA)

Supports and networks small business owners throughout the state. Business workshop on variety of topics meets weekly Thursdays. 8 am (FREE to members/\$10 guests) Various locations. For more information, call 520-886-6588.

CHAMBER OF NORTHERN PIMA COUNTY NETWORKING LUNCHEON:

Second Thursday of each month, 12 pm (\$10 members/\$12 non-members) El Burrito Patio Restaurant, 10450 N La Canada Dr. RSVP (520)297-2191.

BREAKFAST MEETING: Last Thursday of the month. 7am (\$12 members/\$17 non-members), Oro Valley Country Club, 200 W Oro Valley del Oro. RSVP (520)297-2191.

FOOTHILLS WOMEN'S CHORUS

An intergenerational group of women who are interested in singing & performing in the community with quality singing and having fun as the main goals. All are welcome. Meets Mondays, 7-9 pm (\$1 Dove of Peace Lutheran Church, 665 W Roller Coaster Rd. MaryBeth Englund 520-797-3986.

NATIONAL ASSOCIATION OF WOMEN BUSINESS OWNERS (NAWBO)

To train leaders for a changing world and to be the continuing voice and vision of women business owners in expanding their personal and business influence politically. Meets 2nd Thursday of the month, noon (\$15 members/ \$20 non-members) Double Tree Hotel, 455 S Alvernon Way, Tucson. RSVP: 520-740-9543 to verify location.

WOMEN BUSINESS OWNERS NETWORK Meets 3rd Friday of the month, 11:30am (\$10/\$12) Viscount Suites, 4855 E Broadway, 520-881-4506.

WOMEN FOR WOMEN A monthly meeting for Lesbian Business Women. Meets 1st Wednesday of each month. 7am (\$) Maxwell's Restaurant, 1661 N Swan. 520-327-8586.

5/11 Tuesday

FINANCIAL STATEMENTS

MAKING SENSE Presented by Vivian Uhlig, CPA. NAWBO. noon (\$15 members/ \$20 non-members) Double Tree Hotel, 455 S Alvernon Way. RSVP: 520-740-9543 to verify location.

5/12 Wednesday

PROJECT 2000: OFF AND RUNNING

AZ Women's Political Caucus campaign training workshop. 5:30-7:30pm (?) Himmel Library, 1035 N Treat. For reservations, call 520-625-4579.

5/12 Thursday

LEGISLATIVE WRAP-UP

AZ Women's Political Caucus annual breakfast meeting with AWPC-endorsed legislators. 7:30-9am (\$12.50) Arizona Inn, 2200 E Elm. For reservations, call 520-298-7520.

5/24 Monday

CELEBRATING SMALL BUSINESS WORKSHOPS

9:30 am - 6:30pm (\$10) Double Tree Hotel, 455 S Alvernon Way. <http://www.tsb.websbest.com>.

Mondays

DESERT VOICES Tucson's Lesbian & Gay Chorus Rehearsals. 6:30 - 9:30pm (?) 220 S 6th (Armory Park Senior Center) call: 520-791-9662.

First Tuesday

WOMEN SINGLES SOCIAL NETWORK

(Lesbian) 7 - 8pm (?) Coffee Etc. on Campbell & Glenn.

women's issues

4/30 Friday

GOVERNOR'S COMMISSION ON VIOLENCE AGAINST WOMEN SYMPOSIUM

11 am (free) Marriott Hotel at Grayhawk, N Scottsdale. For more info, call (602)542-1773.

womyn with a preference

5/15 Saturday

LOOKING FOR A NEEDLE IN A HAYSTACK

Fun & informative workshop for single Lesbians, about dating, relating vs. entangling & sex. 9am - 4pm (\$50) **INSIGHTS: Exploring Body & Mind Connections**. Call 602-257-1964. Meldoy Hicks, MC, CPC & Sandra Leal, CISW, LMT.

5/16 Sunday

SPORTS GET-TOGETHER

Volleyball, basketball, flag football & Frisbee... or bring equipment for your favorite sport. 3pm Eldorado Park, just north of McDowell between Miller & 78th St, Scottsdale. Contact: M.E. at 480-654-3459 or email marmeo@msn.com.

5/22 Saturday

WOMYN'S POOL PARTY

Bring something to snack on and drink, a towel, suntan lotion and any "special music". 2pm - ? Contact Donna at 602-331-4018 or email at twosquared@home.com.

workshop/seminar

May 1 & 8

ARIZONA OUTDOORS

WOMAN Quality experience at an affordable price: Personal Protection & Handgun Safety class, 5/1 (\$55) lunch/range fee included; Fly Fishing class, 5/8 (\$75). Lunc/materials fee included. Weekend retreats at

Sunrise Park Resort, June & August. Call (602)375-1054 or (602)279-7622.

5/1 Saturday

WOMEN'S SYMPOSIUM

An empowering all day workshop for women by women in the yogic tradition. (\$55 prepaid/\$60 at the door). 3HO of Arizona, 2302 N 9th St, 602-271-4480.

May 6, 13 & 20

HOLISTIC HEALTH SERIES

Oriental Medicine, Winning the Weight War & Hormone replacement. 7-9pm. (\$10) Mesa Lutheran Hospital, Saguaro Room, 525 W Brown Rd, Mesa (Country Club & Brown) RSVP 602-216-1870.

5/4 Tuesday

AZ DEPT OF REVENUE EXPLAINS...

6 pm (free) Glendale Public Library, 5959 W Brown St, Call 930-3554 to reserve your space.

5/5 Wednesday

NETWORKING TIPS THAT WORK

Success Through Integrity Seminars. 6:30 - 9:30 pm (free) Scottsdale Community College, Peridot or Turquoise room. Call Dave Sherman at 602-860-6100.

May 5 or 17

Classifieds

business opportunities

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Susan A. Davis is an attorney who advises clients in the areas of estate planning, small businesses and non-profit organizations. Estate planning includes wills, trusts, powers of attorney, medical care directives and living wills. Business issues include choice of entity for the business, policies and procedures, employee matters and business planning. Nonprofit organization matters include tax exempt status, organizational structure, government regulation, board duties and responsibilities.

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Ann Williamson Ph.D. is a personal life coach and president of Integrity 3000. Integrity 3000 is a coaching and training company which specializes in diversity in the workplace and in assisting professional women and women in transition lead a life that is designed based upon making the necessary changes to live the life they so desire. Call today 602-892-7876 for a free coaching session.

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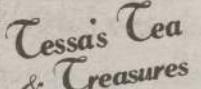
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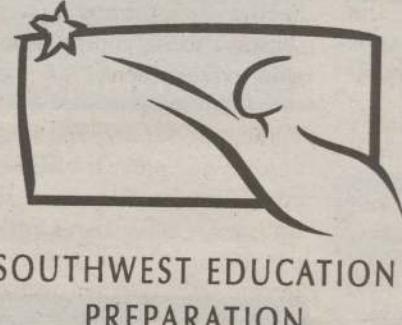


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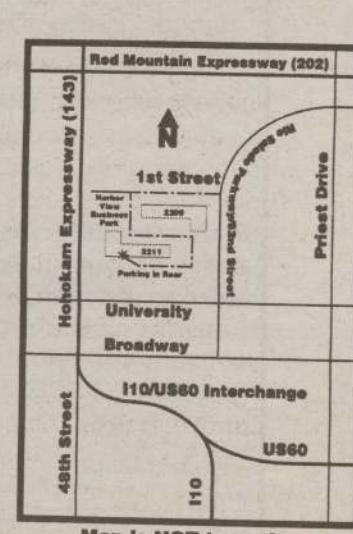
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Equipment operating, meat cutting, engineering and administrative positions - along with those in construction, maintenance, fire fighting, aviation and many others - are currently held by a workforce consisting of at least 75% males. As such, they are classified by the DOL as "nontraditional" or "nontrad" positions for women. Interestingly, these nontraditional jobs pay a third more, on average, than "traditional" or female-dominated career fields. Yet, women still rarely consider these options when making job choice decisions. The question is why?

A brochure produced by the Governor's Commission for Nontraditional Employment (NEW Commission) helps to answer this question by exploring some of the myths and realities associated with nontrad work, as follows:

Myth 1: Women lack the strength for "men's work".
Reality: Very heavy jobs require special lifting equipment - regardless of the gender of the operator. Many traditional jobs (such as waitresses, nurses and office cleaners) are equally strenuous.

Myth 2: "Men's work" is too dirty for women.
Reality: Dirt can be washed out. And, household chores and childcare demands exceed many "dirty" tasks traditionally performed by men.

Myth 3: Women lack the temperament to work in a field comprised mainly of men.
Reality: Women are adaptable and should not be intimidated by having to learn how to operate machinery or perform technical tasks. Also, as observed by secretaries and waitresses as well as nontrad workers, offensive language and gender-based intimidation can occur anywhere. Fortunately, employers are becoming increasing more sensitive to supporting a positive work environment.

"When we remove the myths or hurdles that prevent women from considering all their career options, nontraditional employment becomes less threatening. Women realize that

By Robin Sobotta-Douglas

they indeed have the abilities needed to enter into and succeed in these jobs. And, they enjoy becoming more financially independent," said NEW Commissioner Mary Cook.

For more information on nontraditional employment, consider the following:

- Inquire about training programs at your local community college. Take a class in an area you may have never considered.

- Check the want ads under trades or technical listings, as well as apprenticeship programs.

- Speak with a school or college guidance counselor.

- Ask potential employers about on-the-job training opportunities.

- Talk with women who hold nontraditional jobs.

- Inquire about nontraditional employment options through Workforce Development Programs at 602-542-2488.

- Contact the US Department of Commerce at 602-280-8130 for more information on nontraditional employment options.

Robin Sobotta-Douglas is the Commissioner for the Governor's Commission for Nontraditional Employment for Women.

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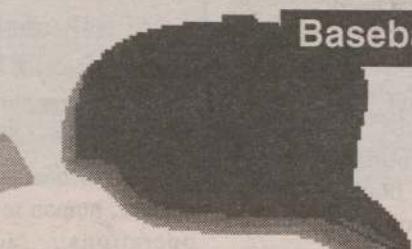
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Technology is propelling us into the new millennium. Computers are faster than we ever imagined and have become a part of every facet of our lives. Computers run our factories, design our cars and can solve problems in seconds that would take the average person hours, days, or even years to complete.

Internet companies have seen unbelievable gains on Wall Street. The Internet itself has created a whole host of new good paying jobs that we never even dreamed of ten years ago. Computer World magazine reports that Phoenix is a high-tech hotspot. There are schools available all over the state, even high tech high schools, to train people so they can take advantage of the incredible array of new opportunities in technology careers.

So why aren't women jumping on for the ride?

It's hard to say why. At first look, one would think that the disparity between men and women in technology related fields isn't that bad. 56% of the Information Technology (IT) workforce are men while 41% are women. However, when you remove the women working in lower end jobs like computer operators and data entry keyers, the figure sinks to just 25%.

Even worse - there seems to be a downward trend for women pursuing IT degrees. While women received 35.8% of all graduate and undergraduate computer science degrees awarded in 1984, that figure dropped to 28% in 1996. And this drop occurred during a period when more and more women are earning degrees.

Studies have identified a number of potential reasons: image - IT careers can appear monotonous and somewhat 'geek' filled; there is a lack of encouragement or imagery as girls don't see their mothers in IT professions; there are a lack of mentors as only 6% of the college engineering faculty are women.; and women are concerned about their ability to balance family and an IT career.

One thing is certain. There are great opportunities with great companies in Arizona for any woman who wants to ride the wave of excellent income, interesting work, and limitless opportunity provided by the technology revolution.

One such company is Honeywell. Honeywell, the world's leading provider of control technologies for buildings, homes, industry, space and aviation, employs 57,000 people in 95 countries.

Two of their divisions have their primary homes right here in Arizona - Commercial Aviation Systems (CAS) which supplies cockpit controls for various types

of aircraft and Industrial Automation and Control (IAC) which provides industrial automation solutions for a number of industries.

In essence, Honeywell designs, manufacturers, and programs the systems that make our homes, industries, spacecraft and aircraft run.

Honeywell is an example of a large company that understands the need to support diversity and create opportunities for women. Without finding, grooming and keeping top talent, high-tech companies cannot compete. This drive to be the best, is what produces excellent opportunities for women of all colors.

Eileen Ward, Director Human Resources - Honeywell, Commercial Aviation Services, says that we are in "a very exciting time," as Honeywell has a whole breadth of jobs to fill. While many are technical, they

Loretta Cheeks, Sr. Project Manager - Honeywell, Commercial Aviation Systems, is living proof of the desire companies have to bring women into the workforce. Loretta took part in a number of programs while she was in school that helped her identify a career path that suited her and become comfortable with her abilities in technology.

During her last year of high school, she was part of a university program that allowed her to take college classes fulltime. Loretta says, this "tied her in" to a transition into college. Then, while in college, she took part in a co-op program which allowed her to work at Dow Chemical during her sophomore year. At

diverse workforce. She says, "I know I have something to contribute. I believe with a diverse group of people, we are better equipped to compete globally - to go to other countries where the people look like me."

To make sure there are people in the workforce like Loretta, companies like Honeywell work hard to target educational programs that are reaching out to the grade schools, the high schools. Honeywell sends men and women into the schools to talk with classes, they hold open houses so young people can see the work environment, each summer they employ a couple of hundred students as interns, and they provide shadowing experiences where students can come in and see the simulators and technology in action.

One such program aimed at bringing women into technology was recently seen in the East Valley. On April 13, 1999 a

the diversity of IT careers, women who have been successful in IT careers, and how much employers want to hire women.

Brenda Holland, Software Engineering Department Manager - Honeywell Space Systems, believes the imagery created by these experiences for young women are invaluable. She says, "the same problems exist in schools as they did 25 years ago." 25 years ago, there was no one there to encourage young girl's interests in science and math. Brenda sees women, even her own children, steered into the same old careers.

Brenda says that most of the resumes that cross her desk of new college graduates are men. She continues, "we hear - 'women can do anything.' But what if you are 15 years old. You don't know if you can do it." Brenda speaks to women in high school often to encourage them. "But, it takes years," she says. "If we don't start back in those early years, then we don't have anything to work with at the corporate level."

Brenda should know. She didn't begin college until she was in her thirties. She worked full-time, raised a family and secured her bachelor's degree. It took her seven years. And she didn't stop there with her education. "I went all the way through my master's program always doing it at night."

Brenda clearly has no regrets. Since receiving her education, and honing her skills, she has been pursued by great opportunities throughout her career. "It's kind of exciting. Because you don't even know it's happening in the beginning."

Sandra Peterson, is another great example of a women who has succeeded in a career dominated by men. Her degree is in chemical engineering. As Director, Hydrocarbon Processing Industry Marketing - Honeywell, Industrial Automation and Control - BS in Chemical Engineering

Director, Human Resources - Honeywell, Commercial Aviation Services - Degree in Business Management

Anna Keating



Vice President of Finance - Honeywell Space and Aviation Control - BS in Accounting, MBA in Finance

Sandra Peterson



Director, Hydrocarbon Processing Industry Marketing - Honeywell, Industrial Automation and Control - BS in Chemical Engineering

Eileen Ward



Director, Human Resources - Honeywell, Commercial Aviation Services - Degree in Business Management

also have needs for people in finance, human resources, health, operations, administration, manufacturing - even nurses and security guards. Eileen's division alone employs 6,400 people.

The rewards for obtaining an electrical engineering or computer science degree can be very rewarding. Eileen reports that, "someone with an Electrical Engineering or Computer Science degree," hired by Honeywell, "can make as much as \$42,000 to start."

While, in her division, women represent only 20% of the technical workforce, Honeywell would like to have more women. Eileen says that, "a lot of our ability to increase that (percentage) has to do with education." There simply aren't enough women graduating college with technical or engineering degrees.

Dow Chemical, she received her first exposure to the process control and database area in which she now works.

Loretta says, "They were gracious to me." And after they saw that she knew what she was doing, they let her take on more responsibility. And yet, Loretta was one of only one or two women in her 1990 graduating class.

With her education and experience, finding that first job was a snap for Loretta. The career placement office at her school set "a bunch" of interviews for her and Loretta had a selection of jobs from which to choose. Loretta even thinks that her ethnic heritage has helped her career. Loretta is an African American. She says, "companies are going to the schools to recruit African Americans in technical positions - and it's not a large pool."

And Loretta understands why companies are looking for a

conference for young women was held on campus at the East Valley Institute of Technology (EVIT). This conference called, "Finding Your Hidden Talents," was sponsored by EVIT (a high school), the Mesa Community College Business & Industry Institute (which provides training and certifications for IT careers), the Software Cluster, and Arizona's School to Work System.

During this day long conference, high school women from the east valley explored emerging IT careers such as computer repair, computer programming, network management, electronics and internet services. Young women mixed with professionals in IT industries through roundtable discussions which allowed for questions and answers about careers, life and the educational needs to obtain IT careers.

Programs like this are just a beginning of the ways in which young women are beginning to see

Sandra also says, "I have a very good informal network of women in technology related fields. And, I have lots of guys in this network." Sandra thinks that one of the most important things for women to do is to stretch

themselves. She thinks high school girls should take some upper division math and science courses. "It's a question of challenging yourself," she continues. "You have to say, I can do this. I can try it."

That attitude of challenge and growth has been a hallmark of Anna Keating's career at Honeywell, too. As Vice President of Finance - Honeywell Space and Aviation Control, Anna is an example of someone who has been successful in a technology based company, while not being in a technology related career.

When she chose Honeywell right out of college, she says her goal was to, "pick a good company." One of the keys to Anna's success has been her willingness and desire to take on new challenges.

She says that early on she received excellent advice from one of her mentors when she had the opportunity to move up within her current department, or move into a different division. Her advisor told her to 'go where you will be building your credibility, building your knowledge base about Honeywell, and with the idea that when opportunities open up - the more people that know something about you, the better you'll be.'

"In 20 years at Honeywell, I have had probably 17 different jobs," Anna says. "The single most important thing was building my credibility with a number of different people."

The 1st Go for "IT" Conference for Young Women was held April 13, 1999.

Sponsors included East Valley Institute of Technology, MCC Business & Industry Institute, Software Cluster, and Arizona's School to Work System.



Brianna Ingram, Coronado HS; Nella Bishop, Syntellect; Ashley Rutherford, Coronado HS

Anna also realizes that her opportunities have grown because she is with a successful, growing company. "If your company isn't successful, then there are going to be much fewer opportunities," she adds.

Anna also knows what it is like to have a successful, demanding career while balancing a quality family life. She is married with two children (one a recently adopted Russian child). She says, "It's a constant struggle. Women ask me (about) that. Particularly young mothers. Having a spouse that is supportive and willing to do their share, and sometimes even more is probably the biggest thing."

"And, working for a company that recognizes that people are at different places in their life. If I've had a (time) conflict with my child, I've never felt pressured," says Anna.

Anna also takes part in a company mentoring program. Two of the people she mentors are women. She says, "probably the questions I get asked the most deal with the family issues and how do you find

the balance. A lot of women believe they can't give their family what they need and advance at the same time and they limit themselves."

"We talk about the 'glass ceiling' - they sort of build their own because of a legitimate concern that it's going to take away too much from their family." For Anna, the key is, "don't expect too much of yourself. You need to accept your limitations." Clearly, Anna has learned how to have it all - challenge, career, family, and children.

These five very successful women working in the high-tech industry prove that today's rapid growth in technology has created an incredible number of opportunities for women. The dramatic need for qualified workers, has leveled the playing field between men and women, creating career paths where gender issues have diminished. In the new millennium women taking on technology careers will experience challenging, rich, and financially rewarding careers.

Did You Know?

One of the chief developers of COBOL, a language for programming digital computers for business applications, was a woman, Admiral Grace Murray Hopper.

Called "Amazing Grace" for her series of impressive contributions to the world of science and technology, Hopper coined the word "bug" in reference to a computer error.

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Located at 59th Ave. and Union Hills Rd., this division designs, develops and produces hardware, software and systems for space flight, including the International Space Station and communication satellites.

Industrial Automation and Control (IAC)

Located at I-17 and Bell Rd., this division provides a broad range of control systems/products, software and services to process manufacturers worldwide.

Management Careers

Get an MBA to Get Ahead

Haydn Bronte, a single mother understands the value of an MBA. She says, "I have three kids." After completing her bachelor's degree, she realized that, "having a bachelor's degree was for me if I wanted to stay in a position where I simply did a job."

But, Haydn wanted to do more than that. Not only did she want an advancing career, she says, "I have two daughters and one son, and I wanted to show them that you need a good education."

Regardless of your reason, if you have a bachelors degree and want to move into management, you should strongly consider obtaining an MBA.

Executive, administrative and managerial occupations will increase by 17% between 1994-2005. But, there will be a lot of people seeking these positions. An MBA will be invaluable to women seeking management careers and better paying jobs.

Several years ago, getting an MBA was even more challenging than today because schools had not learned to accomodate the average MBA student. Not so, today. Schools like Keller Graduate

School have created programs that cater to working adults.

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Most students at Keller take one class a week. Virtually 99% of

their students work full-time jobs during the day. And 80% receive tuition waivers from the current employers.

Deborah

also says, "We have a remarkable number of women who are single mothers. They see that going back to school is going to be better for them in the long run."

Haydn Bronte agrees. She says, "the thing that Keller gave me was knowing what my priorities were and having the education has opened up so many more doors from which I get to choose."

If you are looking for a better income, better career with a brighter future, consider an MBA. The commitment of just a few years of hard work can bring financial rewards for decades to come.

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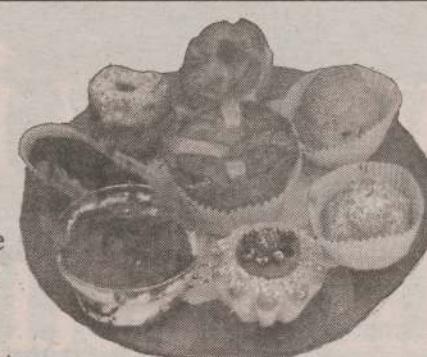
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Woman with Vision Governor Mary Thomas

by Margot Dorfman,
M. Ed., M. Div.



Woman with Vision has, up until now, focused on the notion of visionary in relation to personal goals and dreams. However, the truly great leaders, Susan B Anthony, Madam Curie, Mother Theresa,... have held visions for the betterment of their communities. Mary Thomas, Governor of the Gila River Indian Community, falls into the latter category. She never set out to be Governor. Mary Thomas, instead, saw solutions to problems that existed within her community. Her vision was, and still is, to improve her community and to return to the original values of the tribe.

Ask Mary Thomas about her path to Governor and she will tell you, "I had various jobs. One time I took stock of the different jobs I've had. They've all been service oriented." The job Mary held the longest was for the US Postal Service. On a day-to-day basis, she interacted with people from all parts of the reservation and began hearing about things that were going on in the community. She became so interested, that she started to get ideas about how they could work together on different issues. "I had the solutions but it was never spoken out that much so I said, 'maybe I could be a vehicle for that.' The more I listened, the more ideas started formulating," Governor Thomas said. She was then asked to consider sitting on the health advisory and school board, which she did simultaneously.

The first issue she attacked involved the diabetes problem where they worked towards acquiring a dialysis unit. The second challenge was developing a long-range plan for the school system to improve

standards and prepare students for public school. Mary Thomas had served on the school board for 7 1/2 years and the health advisory board for 3, when she was asked to consider running for tribal council, representing district 3 - the largest and the headquarters. Once again she agreed. "I didn't know anything about politics at the time. My first two years I had a lot of people supporting me. I sat behind for a year just learning the process, learning the laws, the ordinances, the regulations; really thinking about the oath I took. So after reviewing some of those, I said, 'hey - these are antiquated, they're old,'" Governor Thomas said. She sat on the legislative committee that dealt with the constitutional revision. Seeing that the community didn't have a current economic plan, she spoke up the second year. "That was my plan of attack - always take your time, learn the system, what you can do, what you can't." Governor Thomas said noting that some of her ideas were taken in good faith and implemented, while others were discarded.

After two years of sitting on various committees, Mary Thomas was asked to run for Lieutenant Governor. Before she had a chance

to say yea or nay, the Governor had already made signs putting their names together to run as a team. They won.

"I had a good time being Lieutenant Governor," said Governor Thomas. She noticed the environment and how pollution was taking control. Her solution was establishing a solid waste program. This was the first of a long list of impressive projects during which time Lieutenant Governor Thomas became Governor. In addition, Governor Thomas was involved in building a dialysis center, auditing the operations of the community, dealing with the question of gaming within the community and establishing a casino, which includes a resort plan, starting a telephone company, and building ball fields, a wellness center and rehabilitation centers. They took over their hospitals, are dealing with housing issues and bringing back the work ethic through training programs starting with the firefighters program.

Governor Thomas is now looking towards retirement from office. When I asked her about her vision for her retirement, Governor Thomas said, "My vision for the community is more important than my vision for myself. I built a base. There are potential leaders in this community that will keep it going and really improve it." Governor Thomas did speak of sightseeing and spending time with her family, and the probability of writing a book. "I've had a full life. Not much I would change except to encourage the youth to keep their noses to the grindstone and get their education and stay out of trouble."

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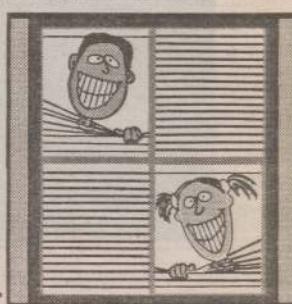
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Health Services Growing Careers for the Future

With the growing population of elderly persons, discovery of new therapies for life threatening illnesses, medical advances that extend lives of more patients with critical problems, the need to maintain records for an increasing number of medical tests, treatments and procedures and the continued recognition of the need for preventative medical care, health services workers will be in high demand for many years.

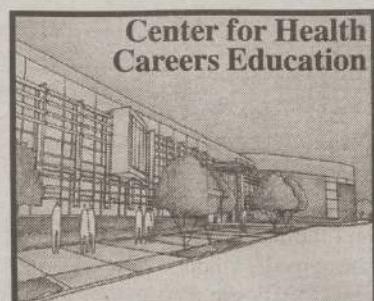
Among top careers in health services will be registered nurses (411,000 new jobs), health information technicians, nuclear medicine technologists, respiratory therapists, cardiological therapists, nursing aides, and home health aides.

Lynn Hill, HR Director at Paradise Valley Community Hospital say, "there is a high demand for nurses right now and not many nurses are out there." She continues, "there aren't enough people going to nursing school anymore."

Gateway Community College is working to provide more health services workers. This fall their "Center for Health Careers Education" will open. This \$11 million, 76,000-square-foot facility will offer students the opportunity to apply their skills in real-life settings before entering the workforce.

The facility is a mirror image of a fully functioning hospital, complete with operating room,

Home Health Care Unit, and a Diagnostic Medical Imaging suite. The Center for Health Careers Education will also include state-of-the-art science labs, a cadaver lab, labs for respiratory care, physical therapy assistant and health unit coordinator, interactive classrooms, 100-seat tiered classroom, and an outside amphitheater.



Clearly, Gateway is ready to produce some well qualified entry level employees. Lynn Hill says that entry level nurses are paid well with a starting base pay of \$14.60. And Paradise Valley Community Hospital offers great benefits, flexible schedules and daycare.

Careers in health sciences may include nurses, technicians, medical technologists, and laboratory technicians. At Gateway, there are a number of different programs including Licensed Practical Nursing (LPN), diagnostic medical ultrasound, health unit coordinator, medical radiography, nuclear medicine technology and respiratory care.

Health services career of the future include good pay, stability and the opportunity to help others.

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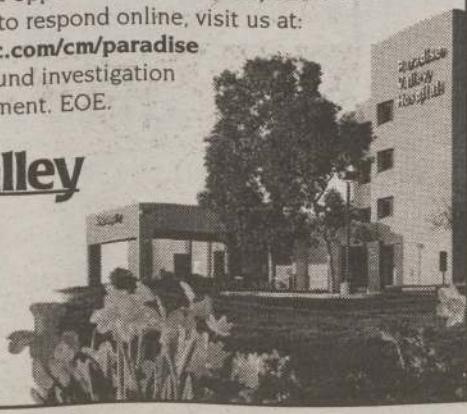
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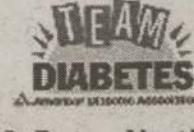
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In The News,
Continued from Page 3

CHILDCARE

■ SENATE ADOPTS RESOLUTION TO EXPAND CHILDCARE SPENDING

Senators approved an amendment for an additional \$5 billion in mandatory spending for the Child Care and Development Block Grant (CCDBG) and for an increase in the Dependent Care Tax Credit. CCDBG programs assist low-income families to pay for childcare services. Tax credit is available to families who have employment-related childcare expenses and/or where one parent stays home to care for an infant.

EDUCATION

■ WOMEN'S STORIES DEBUTS ON THE WEB.

Women's Stories offers history with a twist - the stories are true, they're interesting, and they're all about women! The new site (<http://writetools.com/women/>), based on extensive research, makes history interesting by focusing on fascinating facts, little known anecdotes, and provocative quotations from the week's famous and infamous women.

POLICY

■ CLINTON DELETES WOMEN-IN-APPRENTICESHIP FUNDING

The Women in Apprenticeship and Nontraditional Occupations Act

(WANTO) was zero-funded in the President's request for the House Labor/Health and Human Services/Education appropriations bill for FY 2000. This program has helped thousands of women attain higher-paying jobs in non-traditional fields. 18 community-based organizations have received \$3.7 million in grants to assist employers and unions in preparing women for jobs in construction, transportation and the high technology fields. Additionally, the Workforce Investment Act, passed in 1998, which repealed the Job Training Partnership Act (JTPA), also

dropped other federal programs designed to help women achieve those better-paying occupations.

INTERNATIONAL

AWARDS

■ TWO WOMEN WIN PULITZER PRIZE. The drama award went to "Wit," a play by Margaret Edson, a kindergarten teacher from Atlanta. "Wit" is a deliberately unsentimental look at a woman's fight with ovarian cancer. Melinda Wagner won the music prize for her composition "Concerto for Flute, Strings and Percussion."

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