



A VIEW FROM FEW

AN ORGANIZATION FOR OPPORTUNITY AND EQUALITY FOR WOMEN IN GOVERNMENT

Space Coast Chapter, Kennedy Space Center, FL

April 2001

SPACE COAST CHAPTER, FEW 2000 - 2001 Officers and Committees

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Finance	Clara Anderson
Newsletter	Rutha Williams/Vickie Hall
NTP/RTP Planners	Connie Dobrin/Barb Powell
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Seminar	Becky Fasulo
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Scholarships	Christy Vanasse
Legislation	Connie Dobrin
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NTP 2002 Chair	Clara Anderson
Regional Awards	Becky Fasulo
Regional Nominations	Jane Eitel
Regional Legislation	Vickie Hall

our keynote speaker, Carol Clendenin, and our lunchtime speaker, Col. Carol Boone, were excellent and really inspired us and hopefully motivated many of us to move on to do special things in the future. Many thanks to Becky Fasulo and Tracy Anderson and their Seminar team who did an excellent job in presenting this year's Seminar.

April looks like it will be a busy month. We have our Membership Meeting scheduled for April 19th. A great speaker is planned and lots of free food. Please mark your calendars to attend and bring a friend. Also in April is one of many community activities that we many of our members will be participating in this year. It is the March of Dimes WalkAmerica Project, on the 28th at 6:00 pm. Please make every effort to help if you can.

My monthly "drop off" for Baxley Manor will be on the 20th of April. Your monthly donations are greatly appreciated by them. Many months, they would not receive anything if it weren't for you!

Looking forward to seeing each and every one of you at the Membership Meeting, and don't forget to bring a friend. Spring is here! Have a great month!

Aneta

MEMBERSHIP COMMITTEE **Patricia Leonard**

Space Coast Chapter would like to THANK all of its members for rejoining and getting their dues paid in a timely manner. We would also like to WELCOME the following new members:

Janice Everett	Laura Nonamaker
Lori Strizelka	Michelle Lehr-Church
Robin Allsup	Charlotte Becker
Rebecca Denis	

We are truly glad to have you as a part of our Chapter and if anyone has any questions, call Patricia Leonard at: 321-867-8147(voice); 321-867-2097 (fax) or E-mail Patricia.Leonard-2@kmail.ksc.nasa.gov.

PRESIDENT'S MESSAGE



Our Seminar this year was called "Partnering for a New Future". For the first time we partnered with the Federal Women Program Working Group. What a great experience for both of the groups to participate in a great conference and to celebrate Women's History month at the same time! Both

CHAPTER SCHOLARSHIPS

Christy Vanasse

The Scholarship Committee, which was comprised of Jane Eitel, Jean Rhodes and Karen Biega (who filled in for Christy) just completed the review and ranking of the applications for this year's Space Coast Chapter academic scholarships. They started with 31 application packages and after much discussion, finally selected seven finalists. The average scores for these finalists were from 87 to 92.66 (yes, they had to go to two decimal places to get finalists). Jane Eitel will have additional details in her report at our next meeting.

A motion was made and submitted to the Executive Board for a vote to increase the Scholarship budget line item from \$4500 to \$6000. This motion passed and the Scholarship Committee will be presenting (3) \$1000 awards and (4) \$750 awards for a total of \$6000.



Smiles for the Day

"Learn from the mistakes of others. You can't live long enough to make them all yourself."

"Insanity is my only means of relaxation."

"Reason to smile: Every 7 minutes of every day, someone in an aerobics class pulls a hamstring."

"Women over 50 don't have babies because they would put them down and forget where they left them."

"One of life's mysteries is how a 2 pound box of candy can make a woman gain 5 pounds."



PROGRAM COMMITTEE
Jean Grenville

Everyone please mark your calendars for a very special Membership Meeting on Thursday, April 19, 2001 at KARS II beginning at 4:00 p.m. It's right on your way home from work so please come and bring a guest – at least one. We will have Dr.

Wendy Nickerson from Atlantic Counseling speaking to us about "Finding Yourself in the Workplace." We'll have a picnic of fried chicken, baked beans, salads

and other goodies so come share some time with us and learn what we are doing in Federally Employed Women, Space Coast Chapter. There will be special door prizes awarded also.

A program and business meeting will be conducted in May, time and place to be decided. Since the 4th Monday comes on a holiday we will have to select a better meeting date but it will be during the week of May 21. We hope to have Dr. Peggy Moore with the Wendy Program at BCC as our speaker tentatively at the Olive Garden in Merritt Island. Come be with us and help us plan our installation and awards dinner, which is coming up in June. This is a very special occasion and we would like all of you to enjoy it with us. For the past two years we have invited past presidents and past members to attend and have really enjoyed the reunion with them.

We look forward to seeing you in the near future!



SUNSHINE
Suzanne Worland

The following members have birthdays during the month of April

Marian Patek	April 3
Aneta Ott	April 5
Karin Biega	April 8
Betty Loudermilk	April 21
Pam Steel	April 24

If you are not listed on the Birthday list, it's because we do not



have your birthday in our books, please send an e-mail to Suzanne Worland with the day so that we can honor you on your special day. Suzanne.Worland-1@ksc.nasa.gov



Condolences to Valarie Franklin and Carolyn Burnham in the loss of their brothers. Our thoughts and prayers are with you both.

AKA "THE REALITY CHECK"
Submitted by Karin Biega

Now I see why powerful people often wear sunglasses. The spotlight blinds them to reality. They suffer from a delusion that power means something. They suffer from the misconception that titles make a difference. They are under the impression that earthly authority will make a heavenly difference.

Take this quiz.

- * Name the ten wealthiest people in the world.
- * Name the last ten winners of the Miss America contest.
- * Name eight people who have won the Nobel or Pulitzer Prize.
- * How about the last ten Academy Award winners for best picture, or
- * The last decade's worth of World Series winners?

How did you do? I didn't do well. With the exception of you trivia hounds, none of us remember the headliners of yesterday too well.

Surprising how quickly we forget, isn't it? And what I've mentioned above are no second-rate achievements. These are the best in their Fields. But the applause dies. Awards tarnish. Achievements are forgotten. Accolades and certificates are buried with their owners.

Here's another quiz. See how you do on this one:

- * Think of three people you enjoy spending time with.
- * Name ten people who have taught you something worthwhile.
- * Name five friends who have helped you in a difficult time.
- * List a few teachers who have aided your journey through school.
- * Name half-a-dozen heroes whose stories have inspired you.

Easier? It was for me. The lesson? The people who make a difference are not the ones with the credentials, but the ones with the concern. Always remember to let those who are important in your life know that they are important.

GOVERNMENT NEWS & LEGISLATION

Connie Dobrin



HOUSE RESOLUTION FOR CIVILIAN, MILITARY PAY PARITY PASSES

Last week, the U.S. House of Representatives passed a federal budget resolution containing a provision calling for a federal civilian pay raise of 4.6 percent next year. The pay raise provision is non-binding, but expresses the Members' view that federal civilian employees should receive the same pay raise military personnel can expect. In his recent fiscal 2002 budget proposal, President Bush recommended that military pay increase 4.6 percent. While the President's budget proposal did not contain a pay raise figure for civilians, the Office of Management and Budget has advised agencies to assume that civilian employees will receive a raise of 3.6 percent next year, leading many to believe the President plans to propose a smaller raise for civilian workers. Historically, Congress and the President have acted to ensure pay parity between military and civilian federal employees.

BILL INTRODUCED GIVING RETIREES, MILITARY A TAX BREAK

Under a bill introduced by Senator Susan Collins (R-Maine), federal retirees and military personnel could pay their health insurance premiums with pre-tax, instead of after-tax, dollars. The bill (S. 561) is entitled the "Federal Employees Health Insurance Premium Conversion Act of 2001." Beginning last year, current federal employees began enjoying a savings of several hundred dollars each year when they were permitted to pay Federal Employees Health Benefits Program (FEHBP) premiums with pre-tax dollars. The law did not allow the federal retirees, active military members, and retired military personnel to receive the benefit, however. Senator Collins' bill seeks to extend this benefit to retired federal employees and active and retired military personnel.

LONG TERM CARE PROGRAM PROGRESSING

OPM reports that it is making progress in its efforts to develop a long-term care insurance program for federal employees and their families. The Long Term Care Security Act, which was signed into law on September 19, 2000, provides for the establishment of a program under which long-term care insurance is made available to Federal employees, members of the uniformed services, and civilian and military retirees. To date, OPM has received input from long term care insurance industry representatives, and is in the process of reviewing recommendations with a panel of expert consultants. After reaching some tentative conclusions about plan design and underwriting approaches, OPM intends to spend the rest of this month soliciting feedback from stakeholder groups. A preliminary plan should be ready for release

in April. The new program will be up and running by October 2002.

MORE EMPLOYEES TO QUALIFY FOR STUDENT LOAN REPAYMENTS

Many more federal employees and applicants would qualify to have their student loans repaid under rules recently proposed by the Office of Personnel Management (OPM). Federal agencies were given authorization to repay employees' student loans more than a decade ago, if repayment was necessary to recruit or retain highly qualified technical, professional, or administrative personnel. Legislation passed by Congress last year, however, amended the law so that the repayment program was no longer limited to these types of employees. As a result of the change in the law, hundreds of thousands of additional employees - many in wage grade positions - will be eligible for the repayment program. To bring the regulations in line with the recent statutory change, OPM issued proposed rules on March 16th (1) removing the restriction of the student loan incentive to professional, technical, or administrative personnel; (2) removing the limitation to employees covered under the General Schedule pay rates; (3) broadening the type of loans that qualify for repayment; (4) requiring agencies to report to OPM annually on their use of this incentive; and (5) requiring OPM to report to Congress annually on agencies' use of the incentive. The proposed rules were published in the March 16, 2001 Federal Register, Vol. 66, No. 52, pages 15202-15203. Written comments will be considered if they are received by OPM by May 15th.

BILL WOULD REDUCE WINDFALL ELIMINATION HIT

Representative Barney Frank (D-Massachusetts) has introduced a bill (HR 1073) that would put extra money in the pockets of the vast majority of federal retirees. If enacted, HR 1073 will modify the windfall elimination provision (WEP), which reduces Social Security benefits for federal retirees who also receive federal retirement benefits. The WEP applies to federal employees covered under the Civil Service Retirement System (CSRS). The bill would exempt federal retirees from the WEP if they have a combined monthly income from Social Security and retirement benefits of \$2,000 per month or less. Retirees receiving between \$2,000 and \$3,000 per month would receive some Social Security benefits. The bill has 49 cosponsors, and has been referred to the House Committee on Ways and Means.

Retirement Errors Rules Published

The Office of Personnel Management has published rules to carry out a law enacted last year aimed at correcting incorrect retirement enrollments, a problem that has caused financial hardships for thousands of

federal employees, with the problem often discovered just as they are putting in their retirement papers. The rules spell out the complicated set of "if-then" scenarios under the law, and in general give those whose errors already were corrected 18 months ago to seek relief under the new law's provisions, while requiring that those who get notices from now on that they were mis-enrolled to decide what to do within six months of being notified.

Closer Look at Errors Rules-for Everyone

While many employees assume that the retirement errors measure doesn't apply to them, they should bear in mind that all the employees whose errors previously were discovered thought the same thing. No one knows how many active and now-retired employees were mis-enrolled. For a look at what the law might mean to you and what you should do if it appears it does apply, go to <http://www.fedweek.com> and click on the "Hot Free Info" button on the home page.

A Bit of Trivia

Since 1901, 15 people have intentionally gone over the Canadian side of Niagara Falls. (2 people went over twice). Five out of 15 (1/3) have lost their lives. The first person to do so was Annie Edson-Taylor. She made the trip in a wooden barrel and survived.

A WOMAN'S WORLD

Submitted by Clara Anderson

As many start-ups flounder, taking borrowed money down with them, venture capitalists (VCs) want business opportunities with the greatest potential for long-term growth and profitability. Increasingly, this means women entrepreneurs who have developed innovative and practical business plans.

Springboard 2000, a program in which a select group of women-led companies present business plans to venture capitalists in a public forum, has resulted in more than \$350 million in VC funding, and has attracted corporate sponsors such as Fleet Boston Financial.

Fleet, the Boston-based financial-services company, is so convinced that women-led firms represent a lucrative but largely untapped market that it has earmarked \$2 billion for a financing and investment initiative focused exclusively on this market.

Fleet's support of the Springboard program is a critical component of its small business strategy. "It's consistent with our commitment to providing credit and

investment resources for women business owners and our desire to be the bank of choice for women entrepreneurs," says Teri Cavanagh, director of the Women Entrepreneurs' Connection.

The company's Women Entrepreneurs' Connection is a dedicated unit focused on resources to connect women business owners to capital, technical assistance, and networking support. "In our experience, women-owned businesses have their own approach to achieving success and very specific needs for attaining it," Cavanagh says.

Women have traditionally lagged behind their male counterparts in securing outside backing Cavanagh says. "These firms haven't been part of the network of trusted advisors that influence VC decisions," says Cavanagh. "And with hundreds of business plans crossing their desks every week, it's been difficult for women to become a part of that deal flow."

The National Women's Business Council (NWBC) reports that while women-owned business comprise 40 percent of all small businesses today, these enterprises only secure about 5 percent of U.S. venture funding and 12 percent of small-business credit.

Fleet recognizes the need to forge new ties with this market. The company has 400,000 small-business customers, and although federal regulations prevent Fleet from tracking exactly how many are women-owned, Fleet estimates this number at about 20 percent. That is in keeping with the industry norm, but for Fleet, 20 percent isn't enough.

Cavanagh says Springboard 2000 has been a unique opportunity for Fleet to connect with women leaders. Chosen from more than 300 applicants, approximately 30 women business owners pitch their business plans to investors at each event, which have been jointly hosted by NWBC and the Center for Women and Enterprise in Silicon Valley, Washington, D.C. and Boston, Mass.

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Jan. 25, 2001

COMMUNITY OUTREACH **Dawn Partlow**

This month's Community Outreach Project is the March of Dimes WalkAmerica, to be held April 28th at 6 p.m. on Cocoa Beach. The walk is five miles and we have several members as well as others signed up to walk in this event. If you would like to participate either by walking or sponsoring a member who is walking,

please contact Dawn Partlow, 867-2985 or Vickie Hall, 867-9100.

NOMINATIONS AND ELECTIONS **COMMITTEE** **Arden Belt**

It's that time of year again when we are looking for some eager beavers to agree to serve your Chapter as an Officer or Committee Chairperson. Nominations will remain open until May 16th. We are all busy, busy, busy, but the Chapter cannot run without some dedicated folks to help keep it going. Please think seriously about this, and if you are willing to serve as an Officer or on the Nominating Committee, contact Arden Belt, 867-2201 or Lee Furis, 867-4345.

MEMBER OF THE YEAR AND **DISTINGUISHED SERVICE AWARDS** **Suzanne Worland**

The criteria for Chapter Awards will be sent to you shortly. Be thinking about a deserving individual that you would like to recognize at our Installation and Awards Dinner in June. For further information contact Suzanne Worland, 383-2918.

NATIONAL DIVERSITY SUMMIT WILL **FOCUS ON TECH INDUSTRY**

By CANDICE CHOI
©DiversityInc.com
April 11, 2001

For the first time since its inception, a national diversity summit will address how diversity impacts specific industries - particularly the technology sector.

The annual event, sponsored by the Conference Board, will take place May 2-3 in San Diego, Calif. The Conference Board is a nonprofit business membership and research group headquartered in New York City.

"Each industry has a unique perspective on diversity," said Michael Wheeler, program director for the Conference Board. "One of the key points of this conference will be to address some of those unique needs of the high-tech sector."

Conference Board participants will be given an opportunity to brainstorm for new diversity ideas. Breakout workshop sessions will focus on industries and business sectors including manufacturing, financial services, government and non-profit, and technology.

Robert Brownstone, senior manager of corporate diversity at Cisco Systems, will discuss how this need for talent has impacted the high-tech sector.

"From Cisco's perspective, the Internet will create a level playing field," Brownstone said. "Education and the Internet are the two great equalizers, so feeding the pipelines is essential."

The number of women and minorities with engineering degrees has been low.

Despite the growing demand for IT professionals, only 11 percent of engineering positions are filled by women, according to the National Science Foundation (NSF), a government agency that promotes the study of science and engineering.

Among the students enrolled in engineering programs nationwide, 20 percent are women, according to NSF. Certain disciplines, such as electrical and mechanical engineering, have fewer than 10 percent, however.

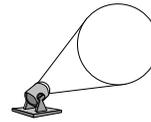
In 1997, white women accounted for 15.4 percent of the engineering degrees earned in the United States; African-American women made up 1.1 percent, Asian-American women made up 2.2 percent, Latinas 0.6 percent and American-Indian women only 0.05 percent, according to NSF. These figures include life-sciences degrees such as biology, where women are better represented than in electrical or mechanical engineering.

Word of the Day

Nescience

Pronunciation: /'nesh-uhnts/ n : lack of awareness or knowledge.

"Many people show their nescience of computers by using the wrong terms."



MEMBER SPOTLIGHT **Rubye Jennings**

Rubye has been a member of the Space Coast Chapter of FEW since 1972. She has held the offices of Vice-President and Secretary. She worked closely with US Representative Jim Bacchus, successfully cosponsoring the Family Medical Leave Act, which was passed on February 4, 1993. In 1982, when serving as Federal Women's Program Manager at Patrick Air Force Base, Rubye worked with the Surfside Chapter of FEW and the National President of FEW, Jean Christiansen to gather statistical data of men and women in 33 states, District of Columbia, and Japan over a 3-month period for a survey of flextime, maxiflex, compressed work schedule, part-time, job sharing—results were presented to the Office of Personnel Management for use in their efforts to expand policies regarding the work tours. Born in Deer Park, Alabama, Rubye's desire for education has taken her from Brevard Community College where she received her Associate of Arts degree, to Rollins College for her Bachelor of Science Degree, to Webster University for her Master of Arts Degree in Management. She is a graduate of Air University's Squadron Officers' and Professional Military Comptroller School, Simmons College graduate school of management for women, Boston, and the prestigious Institute for Women Executives, University of Alabama. She began her professional career as a GS-2 tabulating machine operator at Brookley Air Force Base, AL. Before retirement, Rubye worked in Washington, DC, Colorado, and Florida for a career total of 41 years. She is currently semi-retired, and works part time as a software engineer for an online internet company and also as a wedding coordinator for two of the local churches. She has one grown son, and lists her hobbies as reading, playing the stock market on the internet, attending church, and watching the ocean waves crash upon the shoreline, with the pelicans dipping down for fish. When not attending FEW meetings,

Rubye can be found at the Ladies Oriental Shrine, where she was High Priestess last year and is now serving as a trustee for three (3) years, at the Shrine Center on Tuesday nights as a money runner, where the proceeds go to the Shrine's 22 Hospital's for Children, Daughters of the Nile, where she is now serving as a Prompter, behind the cashier's desk at the Cocoa Beach Community Church Thrift Shop, donating time to the Patrick Officers' Wives Club whose endeavors are to give scholarships to the most

deserving college entrants. After all of that, her aspiration is: "Have more time."

HEALTH CORNER
Submitted by Connie Dobrin

The Dalai Lama's Instructions for Life

- Take into account that great love and great achievements involve great risk.
- When you lose, don't lose the lesson.
- Remember that not getting what you want is sometimes a stroke of luck.
- Learn the rules so you know how to break them properly.
- Don't let a little dispute injure a great friendship.
- When you realize you've made a mistake, take immediate steps to correct it.
- Spend some time alone every day.
- Open your arms to change but don't let go of your values.
- Remember that silence is sometimes the best answer.
- In disagreements with loved ones, deal only with the current situation, not past problems.
- Judge your success by what you had to give up in order to get it.
- Share your knowledge. It's a way to achieve immortality.
- Be gentle with the earth.
- Once a year, go some place you've never been before.
- The best relationship is one in which your love for each other exceeds your need for each other.

QUOTE OF THE DAY

"Kind words can be short and easy to speak, but their echoes are truly endless"

- Mother Teresa

Calendar of Events

April

- 1 Daylight Savings Time Begins
- 3 NTP Meeting, Hqs, 1460, 4 p.m.
- 6 – 8 FIRST National Robotics Competition, EPCOT - Orlando
- 7 Delta II/Mars Odyssey Launch, 11:02 a.m.
- 15 Easter Sunday 
- 17 – 20 Environmental & Energy Awareness Week @ KSC
- 19 FEW Membership Drive, KARS II, 4 p.m. – Come One and All!
- 19 STS-100 Shuttle Launch, 2:04 p.m.
- 22 Earth Day
- 23 – 27 Administrative Professionals Week
- 24 Community Leaders Breakfast @ KSC
- 30 STS-100 Shuttle Landing, 9:56 a.m.

SPACE COAST CHAPTER NEWSLETTER

Rutha Williams



This monthly publication is a means of sharing information and ideas, please send news articles or items of interest for this Newsletter to Rutha Williams at QA-D or e-mail Rutha.Williams-1@kmail.ksc.nasa.gov

Please feel free to share this Newsletter with your friends. And for anyone interested, a Membership Application is attached as the last page.

FEDERALLY EMPLOYED WOMEN, INC.

Space Coast Chapter Membership Application

New Applicant		Renewal		Previous Member		Change of Membership Info	
Name							
			Membership Number			Birth Date	
Home Address							
City, State, Zip							
Home Phone							
Agency/Company							
Mail Code/Address							
City, State, Zip							
Work Phone				E-mail Address			
<i>Committees you would like to work on or Chair</i>							
Finance		Bylaws		Seminar		Programs	
Legislative		Historian		Scholarships		Sunshine	
Community Outreach							
Environmental							
If interested in serving as a Chapter Officer, please indicate which office							
President		President Elect		Vice President		Secretary	
Treasurer							
If you would like Space Coast Chapter to address a specific issue or provide a program covering a specific topic, please let us know here:							
METHOD OF PAYMENT							
Cash or Check		Amount Paid		Check No.			
Charge to the following Credit Card				Visa		Master Card	
Card Number				Expiration Date (MM/YY)			
Please Print Cardholders Name (as it appears on card)				Signature (Credit Cards Only)			

The following information is requested by the National Office for statistics only.

Position/Title: _____ **Series/Grade:** _____

Circle One: SES GM GS WG Military Other

Membership dues are to be paid February 1st of each year. However there is a pro-rated fee schedule for those joining after March 1st. Please contact the Membership Chairperson, Patricia Leonard, 867-8147, XA-D1, if you have questions concerning your dues.