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MCWT HAPPENINGS – WINTER 2008

www.mcwt.org

Greetings and Happy New Year!

The Michigan Council of Women in Technology welcomes the New Year with lots of exciting news!

We have enhanced both our Association and Foundation leadership teams; have an energizing series of member events planned; have enjoyed major success with some of our Foundation programs; and are launching new initiatives for and are launching new initiatives for our Membership and Partnership programs. **READ ON, AND SHARE OUR EXCITEMENT!**

“Thank You” to Cherri Musser, MCWT’s Outgoing President

Under the leadership of Cherri Musser, GMAC’s senior vice president and chief information officer, MCWT has seen extraordinary growth in the last three years. Increasing our membership by 39 percent (in an era where less women are entering the IT field); doubling our number of worthy events; amplifying our extraordinary community partners by a factor of almost 46 percent; and enabling our fledgling MCWT Foundation to reach a very healthy adolescence (with four times the number of repeatable programs and initiatives as it supported in 2004) are just some of the accomplishments that marked Musser’s tenure as MCWT president. In a recent tribute to Musser, to mark her transition to MCWT’s Advisory Board (and an active role with other key MCWT Committees,) MCWT Partnership Committee Leaders Jane Sydlowski, Chris Rydzewski, and Jill Maiorano, commented on her contributions with this TOP 10 List of Attributes and Accomplishments:



“THE TOP TEN REASONS WHY WE VALUE CHERRI MUSSER” (with apologies to David Letterman)

1. **Ultra-Organizer**
Who else could have brought such an efficient structure to the talented, feisty board and members who comprise MCWT?
2. **Perfect Process Engineer**
Introduced consulting methodology to constantly improve and streamline cumbersome structures.
3. **Incredible Encourager**
Strongly persuades (or begs) volunteers to get it all done.
4. **Resource Locator**
Pinpoints, motivates (or begs) new resources to get involved.
5. **Maximizing Mediator**
Achieves the delicate balance among many strong women (with strong opinions) to enable them to reach the group’s collective goals.
6. **Humble Executive**
Consistently self-effacing, she is the human embodiment of “servant leadership”
7. **Super Sales Person**
Never lets an opportunity go by to gain a new corporate partner!
8. **Generous Individual Contributor**
Has made munificent contributions of over \$15,000 to support both the Foundation summer camp, and other Foundation initiatives, in just 36 months.
9. **Dedicated Wife**
In the true spirit of spousal partnership, has generously included her husband in the fun (without Jack Musser, where would our computer infrastructure be?)
10. **Dear MCWT Friend**
Unfailing support and affection shown to all the members of the MCWT community!

Welcome to ANDI KARABOUTIS, MCWT's New President

MCWT has the good fortune to gain the services of Andi (Adriana) Karaboutis as MCWT's new President, and board member, as of January 1, succeeding Cherri Musser.

If you don't know her, Karaboutis is Global Purchasing and Supply Chain Process information officer in General Motors's Information Systems & Services (IS&S) organization. In this capacity, she is responsible for all global procurement, order fulfillment, supply operations and logistics systems. She joined GM in August 2004.



Prior to working for General Motors, she spent 15 years at Ford Motor Company, where she began as a programmer/analyst and moved into various global IT leadership positions with increasing responsibility in manufacturing, supply chain, finance and purchasing, residing in both Europe and North America.

Among Karaboutis's prior experiences before joining Ford:

- development of microprocessor-based welding controls and gauging inspection devices at Medar, Inc.
- test engineering at Volkswagen of America
- thermoforming process engineering at GM's Fisher Body Division
- a true citizen of the world, has also held positions in scheduling in the shipping industry in Athens, Greece

Karaboutis received her Bachelor of Science Degree in Computer Science in 1986 from Wayne State University in Detroit, Michigan, as a Merit Scholar. She subsequently pursued graduate Electronic Computer Control Systems studies at Wayne State and received an Academic Excellence Award jointly from Wayne State University and Ford Motor Company. She completed the accelerated Fuqua School of Business Marketing Strategy Program at Duke University. Additionally (if MCWT's vision ever encompasses an expansion across the Atlantic, she could be our emissary,) as she also received The Certificate of Advanced Greek Language Studies from Athens, Greece and is fluent in the Greek language.

At a recent Partnership Event, Karaboutis outlined just some of the areas in which she and the leadership team will focus in MCWT's upcoming year including:

- Corporate Partnership Campaign –
With the goal of achieving \$250,000 in new and renewed financial contributions from key companies
- Enhanced Professional Development and Mentoring Programs –
To better serve the career evolution needs of our members
- Sustained Philanthropic Programs –
Including current and new Foundation initiatives (some of which will be discussed later in this newsletter)
- Consistent Calendar of Valuable Membership Events –
As an additional value-added service to our members

Come to an upcoming major MCWT event, soon, and hopefully you will get the chance to meet Andi Karaboutis!

Membership Committee News

The long-awaited "members only" section of the MCWT web site will launch the middle of the second quarter of 2008. This robust web site area will include many new features available only to MCWT members in good standing, to include:

- Updated and simplified Member Profile page, featuring a highly-intuitive approach to entering and viewing your membership information
- The ability to download a comprehensive member directory, by name and company
- Up-to-date job postings
- Volunteer opportunities listing
- Career and educational resources
- Mentoring program
- New variety of evolving incentives offered by MCWT to its members ONLY

MCWT's vision is to provide a resource for members to assist in connecting with other members, and to provide a strong repository of information related to "technology" and "women in technology."

Member Profile: MEET MAI KAZAKOS-RESH

In each newsletter, MCWT profiles a member, whose biography, viewpoint, experiences and/or goals resonate with the mission of MCWT and can provide inspiration for us all.

Mai Kazakos-Resh is director of Information Technology for the well-respected Cranbrook Educational Community. At CEC, Mai works with her nine-member team to ensure that the creative work of the constituents of Cranbrook (typically high achievers in creative arts and sciences) is fully supported, and made easier, by Cranbrook's technology. Her focus has been the stabilization and standardization of diverse systems to support both Cranbrook's business goals, and the needs of her user base, through superior development of the IT team and its members. All Cranbrook users give her IT team high marks for stellar service; consistency in systems and processes; and a structure that makes it easier for each Cranbrook constituent to accomplish his/her goals using [available](#) technology.

Kazakos-Resh's evolution into her current leadership role has been somewhat non-traditional. She began her association with Cranbrook as a volunteer. She later transitioned to the role of IT consultant, and then director of I.T. Prior to Cranbrook, she worked at EDS for over 15 years.

Kazakos-Resh never intended her professional life to be in I.T. She literally feels as if she "fell into" the technology industry through an opportunity in graduate school, where she worked with a programmer to design computer-based training modules. Her original undergraduate degree is from the University of Michigan, where she pursued an independent major in creative writing, languages and literature. Her master's degree from U-M is concentrated in Education, with a focus on Instructional Design/Technology and English as a Second/Foreign Language (ESL/EFL).

Kazakos-Resh recently spoke on the topic "How to Diversify Your Portfolio" to an MCWT audience. She shared many of her own personal experiences with lifelong learning and the value of mentorship. She inspired many of her audience members to consider joining the MCWT Mentoring Program, as part of their personal evolution and path.



MCWT PARTNERSHIP NEWS

The MCWT Partnership Committee has launched its new corporate campaign with a series of revised corporate packages, now being actively promoted to target companies. Please feel free to discuss the benefits of the packages outlined below with decision-makers at your company, or refer them to our leadership board.

Diamond Partnership Program (\$25,000 annually)

- a seat on the MCWT Advisory Board
- an annual face-to-face, in-depth meeting with any member of our board
- 10 complimentary individual memberships for corporate employees
- 10 complimentary event passes per year
- one press release publicizing your company and its MCWT support
- MCWT leadership facilitating an educational or other valuable event at your facility
- a promotional reception table at every MCWT event
- the ability to post job listings on the MCWT Website
- your company logo on, and reciprocal links to, the MCWT web site

Platinum Partnership Program (\$10,000 annually)

- a seat on the MCWT Advisory Board
- 10 complimentary individual memberships for corporate employees
- 10 complimentary event passes per year
- one press release publicizing your company and its MCWT support
- a promotional reception table at two MCWT events
- ability to post job listings on the MCWT Website
- your company logo on, and reciprocal links to, the MCWT web site

Among our current partners:

- **AT&T**
- **Cisco**
- **Compuware**
- **Deloitte**
- **EDS**
- **Ford**
- **GM**
- **GMAC Financial Systems**
- **Lawrence Technological University**
- **Microsoft**
- **BearingPoint**
- **CA**
(formerly Computer Associates)
- **R.L. Polk**
- **Ricoh Business Systems**
- **4Gen Consulting**
- **Wipro**
- **Vertabase**
- **Keane**

Gold Partnership Program (\$5,000 annually)

- five complimentary one-year memberships
- five complimentary event passes per year
- one press release publicizing your company and its support of MCWT
- your company logo on, and reciprocal links to, the MCWT web site

MCWT Events for 2008: January – June

The current MCWT Calendar is comprised of a minimum of nine events, with some additional events to be added by the end of our first quarter. The first half of the current calendar includes:

- **Feb. 12: “GEEK MYTHOLOGY: Lessons from The Goddesses of IT” 12 - 8 PM – Lawrence Technological University, Southfield, MI**
Annual half-day symposium (see Exec Overview, below)
- **March: Café Conversations**
The continuation of our successful “salon” event where diverse women meet in an evening format to exchange ideas, and productively network.
- **April: Joint ConnecTech** (formerly GLIMA – The Great Lakes Interactive Marketing Association) **and MCWT Networking Event**
- **May: Scholarship Award/Partnership Recognition Event** – Our annual award evening where our generous University and post-graduate scholarships are announced; our recipients are honored; and we thank our wonderful sponsors in an elegant and convivial setting
- **June: Joint Annual SIM** (Society for Information Management) **and MCWT Golf Outing**

For more information about MCWT events, please visit the Events Calendar on the MCWT web site (www.mcwt.org).

“GEEK MYTHOLOGY: Lessons from the Goddesses of IT”: Exec Overview

MCWT’s third annual career-building symposium on Tuesday, Feb. 12, is sponsored by Sun Microsystems and Accretive Solutions. It represents an invaluable opportunity to network and learn from a prestigious lineup of speakers and workshop leaders, and will convey vital business skills to university students and corporate professionals.

Kicking off the midday keynote will be renowned author and researcher **Susan Kaufmann**. As author of *Michigan Women and the High-Tech Knowledge Economy*, Kaufmann is an expert on Michigan’s technology industry and the role women play in propelling the workforce. She serves as associate director of the University of Michigan Center for the Education of Women, as well as associate director for advocacy, leading research and policy initiatives that benefit women.

Following a networking lunch, guests can choose to attend three or four of a number of 50-minute interactive sessions. Some of these, facilitated by accomplished executives and entrepreneurs, include:

1. Communication Hints And Tips For The Global Workplace
Eugenia Schwalm, managing director of Lighthouse Consulting Partners
2. Building and Cultivating Powerful Relationships
Jill Jordan, co-founder of Smart Women’s Coaching
3. The Mobile Office Of The Future
Brendan Newell, technology specialist, Microsoft Corporation
4. Mastering The Personal Excellence Toolkit
Barry Demp, master certified coach and owner of Barry Demp Coaching
5. Feng Shui for The Office
Catherine Hilker, owner of Creating Sanctuary, master teacher of Interior Alignment™ and graduate of Western School of Feng Shui.™
6. Negotiating For Amateurs – It’s Not As Bad As You Think
Eugenia Schwalm, managing director of Lighthouse Consulting Partners
7. Cultural Collaboration
Jasdeep Sandhu, quality management practice lead, Accretive Solutions



A high-level panel discussion, moderated by MCWT vice president Michelle Pallas and entitled **Women Empowered: An Executive 'How-To'** will include:

- **Cherri Musser, Group VP & CIO GMAC Financial Services**
- **Mary Ann Ellsworth, VP, Comerica Bank**
- **Karen Kirwan, founder, North Shore Consulting, Inc. (and former CIO, U.S. Cellular)**
- **Jennifer Nash, Director, Facilities Planning and Design, Accident Fund Insurance Company of America**

During the closing keynote, **Donna Ventimiglia, senior vice president, Product Sales at Compuware**, will speak on facing adversity and rising to the top.

[Register here](#), or for more information, please contact Valori Nicolai at bvnicolai@comcast.net.

MCWT FOUNDATION NEWS



Educate, Inspire, Succeed... We Can Change The World!
WWW.MCWTF.ORG

Online Donation Program Launched

Through the combined efforts of members of the MCWT Operations Committee (Gail Bernard and Jennifer Pfaff,) Marketing Committee (Kathleen Norton-Schock and Liz Siver,) and the MCWT Foundation Board Leadership (Rosemary Bayer,) the MCWT Foundation launched its first online donation program, which became fully operational in September 2007. Promoted throughout November and December, the site has begun to attract individual donors, and [can be accessed here](#). On the site, you can make fully acknowledged donations and gifts, anonymous gifts or gifts "in honor of" or "in memoriam to" colleagues, family and friends. Donors receive automatic confirmation/acknowledgement of their gifts, and all donations are tax deductible. All donations big and small make a difference and are sincerely appreciated. So please consider giving generously (and often!) Your [donation](#) will be used wisely and well, on behalf of the development of women making progress in the technology industry.

Musser Foundation Donates \$10,000

The Jack and Cherri Musser Foundation made the largest individual gift to the MCWT Foundation of the 2007 calendar year. Their \$10,000 donation will be used to underwrite an initiative designed to encourage technology-oriented high school girls.

Patent Program Endowed by Diane Cairns

Diane Ruiz Cairns, long-time foundation board member, recently endowed the MCWT Foundation with a five-year contribution of \$15,000 (\$3,000 per year.) The endowment will be used to underwrite the cost of a program designed to encourage the development of patentable technology by high school girl teams. As the program rolls out, look for more information about eligible students and the program's recipients.

Web Site Contest Highly Successful!

The MCWT Foundation's second annual high school web site development contest was a roaring success. Eleven teams competed; three winners and four honorable mentions were awarded. Top prizes went to:

- First place: **Annika Scott**
- Second place: **Renita Adams**
- Third place: **Shahnaj Beum**

Our illustrious judges' panel reflected some of the keen commitment by our partners, and included:

- **Dr. Maria Vaz, Provost, Lawrence Technological University**

- **Gail Meadus, Business Development Director, CA (formerly Computer Associates)**
- **Cherri Musser, VP & Chief Information Officer, GMAC Financial Services**
- **Janet McQueen, Chief Information Officer, Blue Care Network of Michigan**
- **Ruth Ann Largent, Director of Information Technology, MGM Grand Casino**
- **Linda Monteith, VP of Emerging Technologies, Comerica Bank**

Robofest

The MCWT Foundation is once again proud to sponsor a significant number of "girl" teams at this year's Lawrence Technological University 2008 Robofest contest. Robofest is an annual autonomous robotics competition for students in grades 5 – 12. The competition challenges teams of students to design, build, and program robots to compete in playful missions and exhibitions. Students have fun while learning computer programming, engineering, math, and science. At press time, judging has not yet taken place; so stay tuned to the Foundation web site to find out if any of our talented teams win!

Foundation Board Changes

The MCWT Foundation board is honored to add **Charity Ginger** to its membership. Ginger will serve as our volunteer coordinator. In this role, she will be actively recruit and mentor new volunteers eager to contribute to the philanthropic mission of the MCWT Foundation. She can be reached at charity.ginger@ricoh-usa.com.

University Scholarship Program

This is just a reminder that the MCWT Foundation Scholarship program for 2008 launched December 2007. The program offers 2008/2009 college and university level scholarships:

- One high school senior (\$5,000 annually, renewable for four years)
- One undergraduate student (\$5,000 annually, renewable for three years)
- One graduate-level student (\$5,000 annually, renewable for two years)



The Foundation is also offering one graduate or undergraduate level research grant of \$3,000, which can be applied to research materials, lab requirements, travel and presentation needs. Additionally, three stipends for laptops, software and accessories will also be awarded to select applicants.

The deadline for application submission is February 27, 2008. Applications can be downloaded from the MCWT Foundation web site at www.mcwtf.org.

Leadership Updates

To become involved, you should know some of our "key players:"

2008 MCWT BOARD

President:	Andi Karaboutis	General Motors
Vice President, Strategy:	Michelle Pallas	Lighthouse Consulting Partners
Vice President, Operations:	Jennifer Pfaff	Axiom
Treasurer:	Deb Habel	GMAC Financial Services
Secretary:	Carolyn Barber	Compuware
Vice President, Marketing/Communications	Kathleen Norton-Schock	SolidWorks Corporation
Co-Chairperson, Marketing/Communications	Becky Johnson	Quell Communications
Chairperson, Events Committee	Tracy-Ann Palmer	Salesforce.com
Co-Chairperson, Events Committee	Michelle Fischer	Accretive Solutions
Chairperson, Operations	Gail Bernard	AMI Strategies
Co-Chairperson, Operations	Connie Panzica	EDS
Chairperson, Membership	Deb Swink	CSI Leasing
Co-Chairperson, Membership	Paula Scola	Kelly Services

Chairperson, Partnership	Jane Sydlowski	AMI Strategies
Co-Chairperson, Partnership	Jill Maiorano	CISCO
Co-Chairperson, Partnership	Chris Rydzwiecki	Compuware

2008 MCWT FOUNDATION BOARD

President	Rosemary Bayer	Sun Microsystems
Vice President, Strategic Planning/Operations	Patricia Amaranth	EDS
Vice President, Marketing	Kathleen Norton-Schock	SolidWorks Corporation
Treasurer	Deb Habel (acting)	GMAC
Secretary	Kathy Schroeder	R.L. Polk
Director, K through 12 Programs	Gloria Schneider	Compuware
Director, University Programs	Dr. Pam Lowry	LTU
Director, Metrics and Measures	Diane Ruiz Cairns	LTU
Director, Scholarship Programs	Leah Carpenter	Ford
Director, Community Partnership Programs	Marie Couch	ShoreTel
Volunteer Coordinator	Charity Ginger	Ricoh

Please contact anyone on the MCWT and MCWTF Leadership teams if you would like to support our mission, and contribute to our vision of continuing as Michigan's premier organization for women in technology, and dedicated to inspiring and assisting girls and women to pursue technology education and careers.

If you have any questions or comments about this newsletter, please contact:
 Kathleen Norton-Schock at knorton-schock@solidworks.com, or
 Tonya Thomas, or our newsletter editor at tonya@kappabeta.com

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