March Program Highlights
The Ferguson Library and Economic Development in the City of Stamford

This very unique program was organized and presented by Lois Fusco, with the help of fellow WTS member Donna Carter. The program included a guided tour of the Stamford Rail Station, a presentation on bus wrapping techniques, a ride on the Ferguson Library bus, and a slide presentation on the Economic Boom currently being experienced in Stamford.

Stamford Train Station Tour
WTS members rode the new Ferguson Library bus to the Stamford Train Station, where they were met by Mr. Brian Mercure, ConnDOT Project Engineer for the Center Island Platform Project. Mr. Mercure led a guided tour throughout the station, indicating areas which are planned for upgrade and reconstruction.

The overall project (comprised of five smaller projects), includes reconstruction of the existing platforms, elevator and escalators, demolition and reconstruction of the existing tunnel, and track and signal work. Many of the renovations are being made to upgrade the station to meet ADA (Americans with Disabilities Act) requirements.

Mr. Mercure indicated that the work will be spread over 10 miles, and is scheduled to be performed 7 days a week, 24 hours a day, for five years. The project will be constructed in two stages, to minimize impacts to an extremely busy station. Mr. Mercure stated that the train station will continue service on a normal schedule as much as possible. However, track usage may be changed to provide for necessary outages. Additionally, night work will be scheduled for many operations which require outages on the main line to help minimize impacts to daily travelers.

David Curran of MetroPool joined the tour and explained that his involvement with the project includes notification to the public of any changes that may affect their travel. Mr. Curran indicated that throughout the next 5 years, service may be altered, but will not be reduced due to the reconstruction.

The tour through the train station was very interesting. Our thanks to Mr. Mercure!

Bus Wrapping & The Ferguson Library

During lunch, Lois Fusco, the Public Relations Supervisor for The Ferguson Library and WTS member, spoke to the audience about her experiences with bus wrapping and coordinating efforts to design the library’s new bus.

Ms. Fusco provided WTS members with the opportunity to view and ride the Ferguson Library’s new bus. The bus was donated by the Friends of the Ferguson Library, to be used to transport local students to the library to introduce them to the library’s many features. The bus also serves as a marketing tool to promote the library and its programs.

Lois took on the challenging tasks of selecting a designer and contractor for detailing the bus, negotiating prices, selecting the final design that would appeal to a diverse audience, and general project oversight.

The library explored two methods of decorating the bus - bus wrapping and air brushing. Lois explained that bus wrapping is the latest technique used...
for advertising on buses. Bus wrapping essentially is the application of an adhesive film, which has been coated with the appropriate design, and is applied in strips. This is the only method now being used by the City of New York due to the quick application time, their need to change advertising frequently, and the City's need for continued bus service.

While bus wrapping would be easier to repair and would take less time to apply, the more-traditional technique of air brushing had a longer warranty period. Because the library needs the bus operational for a period of approximately ten years, Lois recommended air brushing, which has a warrantee period of seven years (versus two years for bus wrapping). Another factor in the selection of air brushing as the preferred method of application was that there is more flexibility in the design as progress was being made. In this instance, modifications were made as the air brushing was being done.

A professional air brush artist from Louisiana, reportedly the best in the business, was contracted to apply the selected design to the bus. The results were truly beautiful. The bus is primarily orchid, with constellations lighting up the scene. The design includes computers, books, an etching of the front entrance of the library, and other library offerings. It is a real eye-catcher, highlighting that the Ferguson Library offers not only what is considered to be traditional library fare, but also offers more in the way of technology, including training and access to the Internet.

One of the greatest benefits of this brightly decorated bus, according to Lois, is that the Ferguson Library has already seen a great increase in interest from the public, particularly school children, in riding the bus and learning about the library. The bus has already been booked solid for tour through the end of June.

Lois brought a wealth of experience and a great deal of enthusiasm to this project, and the rewards are something for her, and the library, to be proud of. Congratulations to Lois on a job well done!

Economic Development in the City of Stamford

Mr. Kip Bergstrom, Stamford's first Economic Development Director, presented a slide show highlighting Stamford and ongoing improvements. Stamford is the only Connecticut city currently experiencing a major economic recovery.

Mr. Bergstrom enthusiastically explained how Stamford's recovery is a result of the construction of the Swiss Bank, the new Stamford branch of the University of Connecticut, and the dynamic industrial clusters.

Swiss Bank, which is expected to be complete in 1997, will bring an estimated 1200 new jobs to Connecticut. Mr. Bergstrom explained some of the details of Swiss Bank, and indicated that one floor of the bank would be solely for trading. The trading room, once complete, will be the largest in the world, with an 800 operator capacity.

Mr. Bergstrom explained how the Center Island Platform project will assist in bringing people into Stamford (not just through the city), and about a new bus line which will assist commuters moving within the city. Further, Mr. Bergstrom discussed current and future construction of inner-city housing, and how bringing people into Stamford to live is extremely profitable for the city.

Mr. Bergstrom concluded, indicating that Stamford is currently experiencing the best economic climate of any other area in Connecticut, and they are not finished yet.

Lois Fusco thanked all WTS members and guests for their undivided attention, and Mr. Bergstrom for a terrific slide show and discussion. WTS members were then encouraged to tour the library, and enjoy the beautiful view of Stamford from Ms. Fusco's office. Thanks to Lois for a great job coordinating this event!

WTS National Web Page

The WTS Web Page is up and running. The address is:

http://www.wtsnational.org

Dial in to the Web Page for current news about what's happening with WTS national, and about events being held by other WTS chapters.
EXPERIENCE & EXPECTATIONS
News from the 1997 WTS National Conference
by Kathleen Boyle

The 1997 Women’s Transportation Seminar National Conference, which marks the 20th Anniversary for WTS, was held May 7-10 in Baltimore, Maryland. (Baltimore is celebrating its bi-centennial this year.)

This year’s conference was held in the beautiful Marriott Inner Harbor in downtown Baltimore, which is celebrating its 200th Anniversary this year. Many WTS members took advantage of the hotel’s proximity to area attractions, including The National Aquarium, Maryland Science Center, Oriole Park at Camden Yards, and shopping at the Gallery and Harbor Place.

The conference opened with a Welcome Reception and Anniversary Celebration held at the B&O Railroad Museum. The Museum was a functioning roundhouse at one time, and now boasts miniature replicas and full-size trains from many periods of history. This reception was one of the most talked about highlights of the conference. It afforded the opportunity to hop aboard an old train and see what rail travel used to be, a chance to sample some of Maryland’s cuisine, including oysters on the half-shall and crabcakes, all while meeting other transportation professional in a festive, social setting. WTS hired an artist to draw guests caricatures, and a jazz band played throughout the evening. This was a real ice-breaker!

Outside of the social aspects of the conference, transportation professionals from both the private and public sector met for a variety of informative, participatory sessions. A broad spectrum of highly qualified industry professionals were selected for the presentations and panel discussions.

The National Conference focused on the current issues in transportation, including the latest news on ISTEA II, Intermodalism, International Transportation, Terrorism, Financing of Public/Private Partnerships, and ITS Technology. Other programs included a presentation on the consideration of gender in transportation design, local and federal transportation partnering & outreach programs, a workshop on Electronic Communication, and discussion on balancing transportation and economics with quality of life.

While not in session, WTS provided conference guests with the opportunity to visit the Goddard Space Center, take a walking tour of historic Annapolis and go on a narrated cruise of Annapolis Harbor, or spend a day on the bay and at St. Michaels. Ongoing trolley tours of Baltimore’s Inner Harbor and water taxis within the Inner Harbor area were also available.

Technical tours included trips to the Baltimore/ Washington International Airport, the State Highway Operations Center, Port of Baltimore Intermodal Freight Facility, the ventilation system for the Fort McHenry Tunnel, and the Central Light Rail System.

In addition to providing some wonderful programs on current transportation issues, and networking, networking, networking - The National Conference was GREAT FUN!!

I personally met many interesting, enthusiastic, and friendly women. I was very impressed by the number of men and women with extensive experience and obvious capabilities that are involved with WTS on the national level. I am very excited to have been able to participate in this year’s conference, and have drawn a great deal of enthusiasm from this year’s event.

For those who missed this year’s conference, I highly recommend you plan now for next year’s conference in San Diego (scheduled for May 20-23) - you won’t want to miss it! The theme is “Looking Beyond Our Borders”. This was my first national conference, and I look forward to meeting again next May.

Great job by the WTS National Conference Committee!

Reconsideration of Gender in Transportation Design and the Marketplace

Ms. Connie Gutowski, the Chassis Design Manager for the Windstar Minivan at Ford Motor Company, was the speaker for this very memorable presentation at the conference. In her various engineering positions with Ford, Ms. Gutowski has been responsible for design and release of chassis components. Product Planning, Marketing and Cycle Plan Strategy, and Special Vehicle Engineering.
Ms. Gutowski explained how Ford Motor has recognized that purely technical solutions do not fully address customer needs, and how the changing role of women impacts major purchases. Women now represent 45% of the American workforce, or 56 million women employed. The number of women in top management positions of America’s leading companies is increasing greatly, as is the number of women owning their own businesses.

Ford’s research has indicated that women are often the primary decision makers in major purchases, with 95% having “veto power” over automobile purchases. It’s interesting that with that amount of power over these types of purchases, only 15% of automobile designers are women. Ford has now recognized that product design cannot be gender neutral.

Design issues are broken down by primary, secondary (usage, safety, functionality, affordability), and tertiary (cosmetic). Tertiary issues are the easiest, and therefore usually the first design issues addressed. The example given was the 1953 Dodge LaFemme, of which only 300 were sold. This vehicle addressed only the cosmetics of the vehicle (it was pink and white with a pink brocade interior, and a matching brocade handbag), and was no more comfortable, or functional for women than traditionally designed vehicles. Another cosmetic addition to vehicles were the “vanity mirrors”.

Although power and maneuverability are important to women, power and styling are the greatest motivators for men. Women are motivated more by safety, comfort, and affordability, and desire such features as integrated cellular phones and child seats. Power is considered by women more from the perspective of ability to move in traffic safely.

The standard vehicle is designed (and industry standards for seatbelts and airbags are) based on the 50th percentile man, who is much larger than most women. American women, in fact, are more represented by the 50th percentile Japanese male. Design issues which impact women due to the use of this 50% standard include weight of doors, easy of entry / exit, and height of seat versus steering wheel and dashboard height. Another problem is lack of a place for women to put a handbag or briefcase. A very funny video was presented, illustrating the problems women have with conventionally designed vehicles. The video was funny to watch, but represented some real design issues. Ford Motor had all its engineers walk around in high-heels for a week to help the male engineers “get in touch” with their female customers. Out of this experience, it was determined that the runner for the drivers side seat was just wide enough to allow a woman’s heel to catch, or to collect a small Lego. The runner was then redesigned to prevent this.

Ms. Gutowski noted that, by law, automobile manufacturers must make air bags to protect the 50th percentile male in a severe crash if he were unbelted. Recent studies show women suffer more severe damage to their lower extremities in a crash with an airbag than men. Ms. Gutowski suggested that the standard used for airbag design should be changed to the 50th percentile person, and designed to protect a belted person. This would allow for depowering the airbag, and reduced risk of injury to women and children. Ms. Gutowski did note that, even with the injuries airbags can cause, airbags have saved many more lives than injuries caused.

In 1995, $4.3 billion in automotive purchases were made by women. 50% of the cars, and 25% of all light truck purchases were made by women. With this amount of buying power, Ms. Gutowski said that Ford is trying to break the gender-based conventional conceptions. Ford Motor has recognized that purely technical solutions do not fully address women's needs, and have increased efforts to address this powerful sector of the market, more consideration must be given during the design phase to the needs of women.
Ms. Claire Barrett was an artist living in Concord, Massachusetts, when a proposal to re-route Route 2 through Concord captured her attention. Ms. Barrett made stopping the Route 2 work her personal mission, and after years of sweat and perseverance, the town of Concord was proclaimed a historic district, preventing not only the development of Route 2 through Concord, but also future projects which might have impacted Concord.

Ms. Barrett is Principal of Claire Barrett & Associates, which specializes in communications, marketing, public affairs and strategic planning for transportation companies and projects. Ms. Barrett is the first woman to serve on the Board of the Massachusetts Bay Transportation Authority (MBTA). She plays an active role in WTS as Editor of WTS Transcript, and as a two-term President of the WTS Boston Chapter.

WTS selected Frederic R. Harris, Inc., as the 1997 WTS Employer of the Year. Frederic Harris was chosen in recognition of their long-term efforts to support and aid in the success of women within their firm. Frederic R. Harris is also one of the major engineering firms to continually support the efforts of WTS on both the local and national level.

Intermodalism Rhetoric or Reality?

This was the topic of a timely panel discussion, made up of industry professionals: Jolene Moltarit, Administrator for U.S.DOT's FRA; Gloria Jeff, Associate Administrator for Policy for the FHWA: Charlotte Adams, Associate Administrator for Planning for the FTA: Richard Biter, Acting Director of the U.S.DOT's Office of Intermodalism: and Joan Yim, Program Manager for Parsons Brinckerhoff Marine Services.

All parties brought with them their own definition of Intermodalism, which Ms. Moltarit defines as all modes of transportation working together to provide for seamless transportation. Intermodalism, as it relates to ISTEA, is a “team approach” to providing for overall transportation needs in the U.S. In looking at the whole, costs can be reduced due to elimination of redundancy, and efficiency can be increased. The greatest barrier to intermodalism is attitude. A major hurdle was crossed when J.B. Hunt approached ConRail to transport their goods. J.B. Hunt, a major trucking firm, was having a problem with turnover, as their truckers wanted to be with their families rather than trucking long haul for the long term. By contracting with ConRail to transport some of J.B. Hunt’s goods, J.B. Hunt reduced its employee turnover and increased its service to customers, and ConRail benefitted by having a new customer.

Mr. Biter noted that other companies are becoming in-tramodal to handle these problems in-house. An example is United Parcel Service (UPS), who have their own trucks and airline to transport their goods. Today's consumer is paying for the overall service, and if the package is delivered at an acceptable costs, when and where desired, mode of transportation is unimportant.

Ms. Jeff illustrated the continuing need to think in intermodal terms, citing the Memphis Airport, which shuts down to passenger service at 10 pm each night. Memphis is the headquarters for Federal Express, and daily, a 4 1/2 hour fly in, re-sort, and fly-out process is undertaken. Effort must be taken to make these shared facilities work so the airport can provide for increasing freight and passenger travel.

“Access to Jobs” program is another example of how intermodalism is working. The program assists in getting welfare recipients off welfare by providing reliable, accessible, inexpensive transportation to work.

All panel members agree that while intermodalism is, in part, reality, it is also rhetoric. Moving forward with the intermodal approach to transportation through legislation like NEXTEA moves intermodalism closer to reality. (Many consider NEXTEA to be a refined version of ISTEA, expanding fund usage flexibility, providing more / better information to local administrators). A major change in fund usage is in the re-definition of operating and capital expenses, where expenses formerly considered operating expenses can now be considered capital expenses, and are therefore eligible for NEXTEA funds.

Intermodal thinking along with innovative financing through public/private partnerships has been effective in releasing log-jammed projects which would probably have never gotten underway. Continuing efforts are necessary to address transportation issues across inter-disciplinary lines in order to improve our national transportation system.
WTS CONNECTICUT VALLEY
ANNUAL LUNCHEON

WTS Connecticut Valley held its 6th Annual Luncheon on Friday, April 18, at the Hawthorne Inn in Berlin.

Following a welcome and introductions by Program Coordinator Donna Carter, Sue Reynolds, WTS Vice-President, conducted the business meeting portion of the program.

During lunch, the Scholarship Committee showed a photo of the WTS National Quilt, and members and their guests had the opportunity to purchase raffle tickets to benefit the WTS National Scholarship Fund.

A raffle was also held to award two partial scholarships to the WTS National Conference in Baltimore.

The featured speaker was Ardell Hoveskeland, Vice President and Manager of IVHS Programs for Deleuw, Cather & Company, who is currently the Project Manager on the Central Artery ITS Project in Boston.

Mr. Hoveskeland has more than 25 years experience in planning, designing, managing, implementing, and operating complex transportation systems, and has worked on several notable projects, including the “Let’s Move” project in Toronto, San Juan’s “Tren Urbano” Light Rail Transit System, the IVHS Project for New York City’s Williamsburg Bridge, and Chicago’s Circulator APTS.

The Central Artery Project in Boston is comprised of 35 different contracts, and is the largest transportation improvement effort in the U.S. Mr. Hoveskeland explained how the IPCS (Integrated Project Control System) is being used to ensure safe and efficient use of the tunnel, provide information on tunnel traffic available so it can be disbursed to the public, as well as minimizing environmental problems (i.e. elevated carbon monoxide levels).

The Central Artery Tunnel Project, approximately 7 miles in length, and up to 7 travel lanes wide, is slated to last 14 years (1190-2004). Once complete, the control center and backup control center will house walls of television monitors, which will be connected to the 361 CCTV cameras placed throughout the project. Vehicle detectors (approximately 1200 total) will be placed approximately every 100 feet. Other significant equipment/materials include: 53 miles of fiber optic cable, 196 tunnel supports, 788 electronic signs, 364 overhead supports, and 1.3 acres of fixed signs.

In addition to the tremendous coordination effort between the control center and various other agencies (fire and police departments, media, etc.), one of the greatest challenges to be overcome by the IPCS is the complexity of clear and visible signing. This area of Boston is very heavily travelled, and with limited space available for signing in the tunnel, and limited visibility, providing travelers with adequate notice regarding travel conditions and notice of impending exit/entrance ramps is crucial.

The IPCS temporary control center went on-line for the first time in December 1995, with the opening of the Ted Williams Tunnel.

WTS members and their guests enjoyed Mr. Hoveskeland’s informative presentation and greatly appreciate the wonderful job Donna Carter did organizing this event! Excellent choice in location for this year’s luncheon! Thanks Donna!

Note from the editors

Usually we use this space for "cheerleading", trying to encourage WTS membership participation. Guess what? We’re waving our pom-poms again!

When first introduced to WTS, we were a little timid, met a few people, attended a few programs, and that was about it.

As we got our feet wet, and our participation level increases, the benefits of WTS membership are becoming more and more appreciated.

Being a WTS member affords you many opportunities. It is a way to effectively network with other women (and men) in the transportation industry, with whom you may have some common experiences and interests. WTS programs offer the opportunity to learn about areas of transportation with which you are not as familiar, or about other topics germane to professional women. WTS not only provides an avenue for keeping up on the latest in your field, but also for developing new friendships. (Perhaps the greatest benefit of all!)

WTS is about Opportunity.
We strongly encourage you - Seize the Opportunity!

Please don’t forget to complete the attached survey and forward to WTS.
Your voice counts.

Kathleen Boyle - Parsons Brinckerhoff
Lori Long - Frederic R. Harris
**Member News**

WTS member Ann Marie Kemp has been promoted! Ann Marie has been named Public Relations Manager at Cronin and Company Inc., a Hartford-area advertising and public relations agency (recognized by Connecticut Valley Chapter as 1996 Employer of the Year). She will be responsible for developing and implementing public relations strategies for several of the agencies accounts. Congratulations Ann Marie!

**REMEMBER:** If you have changed job, been promoted, or have other more personal events you would like to share with other WTS members, please contact Newsletter Co-Chair Kathleen Boyle at (203) 468-5100.

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**WTS Membership Profile**

Women's Transportation Seminar was founded in 1977, and currently has more than 3,000 members (men and women) nationwide. To date 28 chapters have been established, with additional chapters in the development phase.

In May 1996, WTS National conducted a member survey. This is what the survey indicated:

- 94% of WTS members work in the transportation field. Of those, over half have worked in transportation for more than 10 years, with approx. 33% having more than 15 years experience.

**Transportation Mode Working In**

- 31% Aspect of Public Transit
- 28% Multi-model / Intermodal business
- 24% Highway sector

WTS members also work in freight, aviation, maritime, safety, traffic and manufacturing.

**Field of Expertise / Experience**

- 29% Planning
- 10% General Management
- 16% Engineering

Other members work in public relations, marketing, finance, support services, personnel, policy board/ law, and maintenance / operations.

**Level of Education**

- 60% Graduate / Post Grad degree
- 33% College degree
- 9% Some college / H.S. diploma

**Public / Private Sector**

- 43% Public Agencies
- 57% Private Sector
  - 86% For-Profit (Private)
  - 14% Non-Profit (Private)

In the private sector, 15% are from Women’s Business Enterprises or Minority Business Enterprises.

**Age Range**

- 20% 25-34 years
- 35% 35-44 years
- 34% 45-54 years
- 9% 55-64 years
- ~2% under 25 or over 65

**Annual Salary**

- 62% $30,000 - $70,000
- 24% $70,000 - $100,000
- 9% over $100,000

**Diversity**

- 86% Female
- 14% Male

Please be sure to complete and return the WTS Connecticut Valley Member Survey enclosed with your newsletter.

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**WTS Membership Application**

If you know someone who might be interested in joining WTS Connecticut Valley Chapter, please give them a copy of the attached membership application. If one of your friends or colleagues is interested in “checking us out”, encourage them to join us at one of our monthly programs.

One of our chapter’s goals for 1997 is to increase membership. Another goal - to increase participation. Let's work together to make this an exciting, active chapter.
WTS National constructed a beautiful quilt, composed of blocks representing WTS chapters from across the country. This unique quilt was raffled off at the National Conference to benefit the National Scholarship Fund. (Chapter Members were given the opportunity to purchase raffle tickets at the Annual Luncheon in April.).

Congratulations to Liz Levine, Vice President of WTS National, and a member of the Boston Chapter, who won the quilt!

The Connecticut Valley Scholarship Committee is hard at work trying to get things rolling for this coming Fall. Fund raising continues to be the biggest hurdle. Fresh ideas for fund raising would be appreciated - please contact the Scholarship Co-Chair Bea Isaacs at (860) 768-4845.

**WTS Job Bank / Information Hotline**

(860) 298-7000 ext. 148

Available to all WTS members is the Job Bank and WTS Hotline, sponsored by the Rideshare Co. The Hotline contains the latest news in WTS programs and exciting job openings currently available in the transportation industry.

For more information on specific job openings or to post a job opening, contact Job Bank Co-Chairs:

Leslie Haines (860) 282-4400
Colleen Kissane (860) 594-3255

departments, railroad companies, local elected officials, and the Connecticut School Bus Association.

CONNDOT will commemorate “Operation Lifesaver Awareness Day” at an event at DOT headquarters in Newington, at 10 AM, May 20. Following a reading of the Governor’s Operation Lifesaver Day Proclamation and remarks by government and railroad officials, a brief program for young students will be presented.

The program will consist of a rail safety presentation, including a cartoon video, and appearance by “McGruff, the Crime Prevention Dog” and “Metro-Man”. Operation Lifesaver literature and items of interest to children will also be distributed.

The State of New York’s Operation Lifesaver van, which graphically depicts what train engineers view on their approach to railroad grade crossings, will be on display until 3:30 PM.

Governor Rowland’s proclamation emphasizes that the chance of death or serious injury occurring in a train-related motor vehicle crash is 30 times greater than for other highway accidents. Almost all of these crashes could be avoided if people used common sense safety measures at railroad crossings. In 1996, four people died and numerous people were injured in crashes involving trains in Connecticut.
CT Valley Chapter Calendar

July 1997
Charter Oak Landing
Cocktail Cruise in Hartford

Plans are being made for a 1 1/2 hr long Friday evening cocktail cruise on the Connecticut River to learn of the progress being made by Riverfront Recapture, Inc. in creating a new riverfront in Hartford. Now that the riverfront is accessible and alive with activity, developers are building major projects on both banks of the Connecticut River.

September 1997
Field Trip to ConnDOT
Newington Operations Center

If you have ever wondered who is behind the advisories on those electronic message signs along the highway, this is the tour to take. The tour will allow you to get a behind the scenes look at ConnDOT monitoring traffic conditions on I-91 and I-84 in the greater Hartford area. This provides a great follow-up to the Annual Luncheon program on Intelligent Transportation Systems, presented by Mr. Ardell Hoveskeland.

August 1997
Summer Picnic

We would like to plan a picnic for WTS members and their families. Recognizing that many members take summer vacations, we would appreciate feedback on how many would be interested in attending this strictly social event. Also, if there are any volunteers to help organize this event, or know of a good place to hold the picnic (anyone with a BIG back yard?), please contact Christina Olson (860) 247-5329 ext. 3004.

October 17, 1997
Financial Investments Luncheon in Newington, CT

Now is the time to plan for your financial future! WTS welcomes guest speaker James W. Smith, Account Executive, Investments of Dean Witter, Reynolds, Inc. Where will our economy be in the next 5 to 10 years? Given the fluctuations in the economy, it is important to know how to structure your investment portfolio right now, for a secure future using stocks, bonds, mutual funds, 401(k)’s, etc. Mr. Smith will be on hand to answer these and many other questions.

November 1997
Career Development

Leslie Haines, WTS Job Bank Co-Chair, presents a program on Career Development. Donald Blanchette of Flath & Associates will be speaking on Career Development, from the perspective of parlaying experience and abilities you have already acquired into a new career. He will also discuss goal setting, and provide direction on how to use your present job to gain additional experience to develop your qualifications for your “dream job”.

December 1997
Holiday Gathering

This evening program will include presentation of 1996 WTS Annual Awards & Introduction of New Officers

Be sure to mark your calendars - you won’t want to miss these upcoming events!!