



# On The Level

NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION  
BLUEGRASS CHAPTER #367, LEXINGTON, KENTUCKY

## Thursday, August 20<sup>th</sup> – Planning for the Future

August,  
2009



It's an all NAWIC night as we make plans for the coming year. We are a member driven association so be sure to participate and make your voice heard!

Do you have requests for meeting topics or speakers?

Would you like to be part of a study group for a NAWIC Education Foundation certification?

Would you like to see joint meetings with other construction industry groups?

Ms. Fix-It has been successful in the past as a community service / fundraising project as we offer home repair classes to women in our community. Do we want to plan an event for 2010?

How can we enhance YOUR success?

Elaine Boyd & Mary Gail Engle have no-doubt put together a very special "surprise show" for all of us. When these two get together you never know what will happen. You don't want to miss this!!

---

### Inside this issue:

President's Letter	2
Mark Your Calendar	3
Renewal Information	3
Networking Article	4
Safety Zone	5
Girls Can Too!	6
Contact Page	7

---

## R.S.V.P. INFORMATION

**Where:** Marriott Griffin Gate, 1800 Newtown Pike, Lexington (on the Terrace  
Patio – weather permitting)

**When:** Thursday, August 20, 2009  
5:30 p.m. – 6:00 p.m. Networking & Registration  
6:00 p.m. Dinner  
6:30 p.m. – Business Meeting  
7:30 p.m. – Board Meeting

**Cost:** \$20.00 Members & Guests

Reservations required. Contact Susan Cox, [scox@messer.com](mailto:scox@messer.com) by Aug. 18th

**Remember, A Reservation Made Is A Reservation Paid.**

## Letter from the President



Thanks to Melani Fosson and Creative Kitchens & Bath along with Master Supply Company for underwriting part of the cost for the meal at last month's meeting! We had a great showroom tour, food & time spent with NAWIC members. I would also like to thank Susan Bachner & Melanie Roederer for their informative contribution on products and services they provide with their profession.

Kids, parents, grandparents everywhere are all preparing for the new school year that has come so quickly after what seems like the summer just beginning. NAWIC is no exception. Christine Parsons, Faye Miller and I are going to Toledo, OH on Saturday August 8 for a leadership seminar for an

informative, question and answer, and motivating session with Regional Director Jan Sullivan, past presidents, current presidents, and future presidents from all the chapters in our region. It's a great way to feel confident and ready to begin the new NAWIC year October 1st.

Our August meeting on the 20th is geared to discuss, prepare, organize, improve and promote the Bluegrass Chapter. We need all members to provide input on the short and long term goals for our chapter, what type of topics and speakers for our professional education portion are desired, as well as jobsite and tour suggestions. For the newer members and refresher for the "seasoned" members the Who, What, When, Where and Why of NAWIC will be reviewed. As always we have to fit in some **FUN**. Mary Gail Engle and I are working on a

surprise show. We'll keep what the show is about a surprise so you'll just have to come see it for yourself. Also thanks to Gwen Hart, our contact at Marriott, the meeting will be held on the Terrace Patio (weather permitting) to give us a change of pace. Hope to see everyone there!

To top this all off with even more enthusiasm for NAWIC upcoming leader Susan Cox, newly elected vice-president Stacia Chenoweth, brand new member Dee Brown, faithful board member Faye Miller, always "pro-NAWIC" Christine Parsons, and your humble return president myself are attending the National Convention in Phoenix, AZ August 26<sup>th</sup> thru the 29<sup>th</sup>.

Enjoy the rest summer has to offer and see you in a couple weeks.

Elaine

## Volunteer Opportunities

1. Auditor – audit this year's books after the fiscal year ends in September
2. Ways and Means Committee – plan fund raising events. **Mary Gail Engle & Stacia Chenoweth will be co-chairs for Miss Fix-It 2010 (aka MFI4). Will YOU serve on the committee?**
3. Company and Member Spotlight chairperson – line up companies or specific employees from our chapter to feature
4. Construction Professional Education committee – **Chair: Stacia Chenoweth – she needs a committee!!**
5. PR/Marketing – get the word out about NAWIC
6. W.I.C. week committee – make plans for activities and/or projects for the first week of March 2010

**Please let Elaine Boyd know if you are interested in any of the leadership opportunities**

# MARK YOUR CALENDARS

## Thursday, September 17, 2009 – American Arbitration Association



Ryan Loghry is an Associate with Stites & Harbison, PLLC based in the Lexington office and a member of the Construction Service Group. He is a litigator who handles commercial construction disputes of all kinds, including defending general contractors against nonpayment and defect claims and asserting and defending mechanics' and materialmen's lien claims on public and private projects. He is a frequent author and speaker on construction law topics. Mr. Loghry led the Construction Service Group's effort to write Kentucky Construction Law, 2007. He wrote the chapters for Design Professional and Contractor Licensing, Mechanics' and Materialmen's Liens, Residential Construction, and Theories of Liability in addition to editing the chapters written by other members of the construction service group.

## Thursday, October 15, 2009 – Accountability and You!

Do you see the glass as half full or half empty? Do you welcome feedback or react defensively to suggestion for improvement? Do you spend time worrying about things you can't control? Find out how your answers to these questions will make the difference between success and failure in your professional life. Gwen Hart, Director of Event Management with Marriott will address the 'victim cycle' and how to recognize it. No matter where you are in the hierarchy of your company this presentation will help you rise above circumstances and get results!



## Thursday, November 19, 2009 - TBD

### Other Dates to Remember:

- Ø National Convention is August 26-29<sup>th</sup> in Phoenix, AZ.
- Ø 9/17/09 Installation of Officers at the Membership Meeting

## It's Renewal Time!

NAWIC's fiscal year is almost over; it ends Sept. 30. This means it's time to renew your membership. Members with an email address listed in the NAWIC Database will be emailed a link to renew online by the end of July (a paper invoice will not be mailed). Members who do not have an email address will be sent a renewal in the mail by the end of July.

Printed invoices can be downloaded from the Pay Dues-Dues Renewal page of the Web site. Select your membership type; verify or change your contact information; select "check" as form of payment; select "same as personal address;" click "submit." A link to your invoice will be sent to your email address. To expedite the renewal process, please include a copy of the invoice with your payment. Renewals sent to the NAWIC Office are processed by date received. To decrease processing time of your renewal, we strongly recommend that you renew online. NAWIC accepts American Express, Discover, MasterCard and Visa, so renewing online is easy.

Renewals must be received (not postmarked by) in the NAWIC Office by Oct. 1. After Oct. 1, a \$25 late fee will be assessed. Reminder: New members who joined between November '08 and September '09 will receive a renewal statement, but their national dues will be prorated.

### **Which Category do I Choose When Renewing my NAWIC Membership?**

When you renew your membership for the 2009-2010 year, you will be prompted to choose a membership category. It is important that all renewing NAWIC members choose the appropriate membership type, which depends on your occupation and type of business. Please note: An Associate member can move to an Active membership during the year if she becomes employed in the construction industry. This will be based on the honor system.

### **New Members Joining in August and September**

New members who join NAWIC during August and September will immediately receive a renewal for the upcoming 2009-2010 fiscal year, which runs from October 1, 2009 through September 30, 2010. To avoid receiving a renewal, they can choose to pay for this year and next year all at once. They will need to call the NAWIC Office at (800) 552-3506 and speak with the Membership Department to determine the exact amount of dues to pay for both years. If they choose this option, they will not be able to complete the online membership application.

# Networking is key for entrepreneurial women

Many don't see the value of social capital in helping business succeed

Ann Meyer | Minding Your Business

July 13, 2009

It took restaurateur Rohini Dey years to catch on to the power of networking.

The former McKinsey & Co. consultant got better at reaching out to others over an 18-month period, as her involvement grew in groups such as The Chicago Network, the International Women's Federation and the [James Beard Foundation](#).

"I'm shocked it has taken me so long to get into this," said Dey, who despite the recession raised several million dollars through networking to open the 12,000-square-foot Indian-Latin fusion restaurant At Vermilion in Manhattan in November.

Dey's early reluctance to network is the norm among women in business, experts said. It helps explain why women have less "social capital" in corporations than male counterparts, said social psychology professor Alice Eagly, a faculty fellow at the Institute for Policy Research at [Northwestern University](#), who has studied gender differences in leadership.

"Research suggests women are less well networked in organizations than men, despite what might be regarded as women's good social skills," Eagly said.

Women tend to have less time to hang out after work because they have more duties at home and they're not as interested in sporting events, poker or heading to the bar, activities that often support the so-called good ol' boys network, she said.

With most high-level positions in business going to men, the disparity can become a vicious cycle.

"Women should look harder for ways to network. They need to know it's important to career success," Eagly said.

Breaking through the good ol' boy network is a persistent problem, one the Chicago Network has been targeting for 30 years. A small group of women launched the organization to help other high-level women executives form

connections, because they often feel isolated, said Amy Osler, Chicago Network executive director since 1982.

While women represent 15 percent of board members at Chicago's 50 largest public companies, the highest percentage recorded, nearly one-third of those companies have no female executive officers, according to the group's most recent data.

"I don't think the need for this group has lessened one bit," Osler said.

The Chicago Network encourages members to help other women gain influential positions.

"Our power is nothing if we don't use it to help other people," said member Adela Cepeda, president of A.C. Advisory, who sits on the boards of UBS Mutual Fund and Amalgamated Bank.

But, more often, women hit a glass ceiling in corporations, failing to rise higher than midmanagement. The phenomenon motivates many to start their own businesses. But entrepreneurs also need to network, said Donni Case, former president at the Financial Relations Board, who recently launched consulting firm Kennicott Partners.

"If you have someone who is respected opening the door for you, it's a tremendous advantage," Case said.

Though time-consuming, networking can be highly effective, said Jennifer Speaker, president of compUcoach, who picked up four Web site jobs for her computer support firm in a recent week through networking. Elmhurst-based compUcoach doesn't advertise, but Speaker spends five to 10 hours a month at sales-leads groups and chamber events.

Picking the right networking group by trying a couple of events before joining is important, she said. Even then, many lose their usefulness after you've met everyone. Speaker recently left an [Oak Brook](#) group and joined one in [Naperville](#) to gain exposure in a different area.

Chicago Tribune  
**chicagotribune.com**  
 > homepage

Besides customers, Speaker has found her most trusted advisers through networking.

"They will stick with you after you leave the group," she said. "They take my calls at all hours of the night."

Taking time to get to know clients and associates ultimately pays off in new business and opportunities, said Therese Fauerbach, chief executive of The [Northridge](#) Group, a technology consulting firm in Rosemont. A male mentor encouraged her to sign up for a golf class 25 years ago so she didn't miss out on opportunities.

"I treat networking as a way of life," she said. "It's about helping others, and someday you're going to get a payback."

More often, women focus on getting the job done and downplay the importance of building connections, Eagly said. But without those relationships, women won't progress, she said. "We call it building social capital," she said.

That social capital has financial implications as well, as Dey discovered when she needed millions to open At Vermilion. Dey tapped Chicago Network member Marsha Serlin, chief executive of United Scrap Metal and a frequent customer at Dey's Chicago restaurant, Vermilion. Serlin invested more than \$100,000.

"She said, 'Would you help me?' So I did and tried to get her other investors," Serlin said.

Dey also tapped Chicago Network member Barbara Levy Kipper, novelist [Salman Rushdie](#) and Hotmail co-founder Sabeeer Bhatia, among others. In the process, she learned many people are willing to help.

"We need to be much more aggressive in reaching out for help and marketing ourselves," Dey said. "We need to get over our reservations and qualms."

## SAFETY ZONE

**Construction safety tip #1:** Double-sided safety ladders should be required on the job site. These ladders are more expensive but in the long run will help prevent accidents that can be even more costly. When you use this type of ladder you will not have to worry about a worker stepping onto the wrong side of a ladder while working.



**Construction safety tip #2:** Ladders should be secured to the sides of buildings. There should also be a requirement that mandates that all ladders be extended 36 inches from the edge of the surface where they are being used.

**Construction safety tip #3:** Protective glasses should be worn by all workers on the construction site. Many workers avoid wearing safety glasses because they do not like the way they look but they can protect workers from serious eye injuries. You may be able to find glasses that are stylish and more acceptable to the workers.



**Construction safety tip #4:** Rookies should not be working on the roof. Allow only experienced workers on rooftops and you can identify these people by having them wear hats or vests that are different from other workers.

**Construction safety tip #5:** Before and during any construction job take the time to let your workers know about any potential hazards or dangers on the job. Also inform your workers of correct procedures if there is an accident.

## HEAT STRESS

Unfortunately, hundreds of heat-related deaths occur each year in the United States. Kentucky is well known for high summer temperatures and humidity, two of the primary components that contribute to heat-related deaths and illnesses. Employers whose employees work in high temperature environments must be vigilant to ensure their employees are protected from the hazards associated with heat stress.

Much information is available relating to heat stress and the measures that can be taken to prevent it. Visit the Occupational Safety and Health Administration's website at <http://www.osha.gov/SLTC/heatstress/index.html> or the National Institute for Occupational Safety and Health website at <http://www.cdc.gov/niosh/hotenvt.html> to learn more.

Rather than repeat what has already been said, the Labor Cabinet would like to highlight a few points:

- Ø **Education is vital to prevent excessive heat stress.**
- Ø **Implementation of proper workplace controls and work practices can prevent heat stress.** The ability to recognize the signs and symptoms associated with heat stress, should it occur, can save lives.
- Ø **Provision of adequate water supplies is also crucial.** Most individuals exposed to hot conditions drink fewer fluids than needed because of an insufficient thirst drive. A worker should not depend on thirst to signal when and how much to drink. Instead, the worker should drink five to seven ounces of fluids every 15 to 20 minutes to replenish necessary fluids in the body.
- Ø **Regular rest breaks also aid workers in hot environments, whether their heat exposure occurs indoors or out.**
- Ø Finally, heat stress is not the only hazard associated with outdoor work during the summer months. It is also necessary to protect employees from the harmful ultraviolet (UV) rays of the sun. This is easily accomplished through **regular use of sunscreen and wearing clothing that provides UV protection.**



# Girls Can Too!

Helping girls explore and experience careers in construction is the goal of the “Girls Can Too”. Created through a partnership of our NAWIC chapter #367 and Bluegrass Community & Technical College (BCTC) the program is targeted at middle and high school girls. The programs free and open to the public will take place on BCTC Leestown Campus, 164 Opportunity Way in Lexington on the second Saturday of each month from 10:00 a.m.-12:00 p.m. Projects and take home kits are made available to the girls through a grant from the American Association of University Women.

The Fall Schedule includes:

## September 12 -Carpentry, Plumbing, and Other Skilled Trades

Laura Lynch, Assistant Professor of Carpentry at BCTC and Joan Markwell, Licensed plumber and developer will share their stories of their education and life in the skilled trades’ residential building teaching and development of property. Following their demonstration of Google Sketch Up and Sage Timber Line estimating soft ware and question and answer session participants will join them in the carpentry shop to learn to use basic hand tools and assemble a take home tool box.

## October 10- Architecture and Leadership in Environmental and Energy Design

Debra Shockley, Ross Tarrant Architects, Inc., will present her personal story of becoming an architect and quality control manager. The educational path she pursued and hurdles she faced along with advice on how to prepare for the future in her field. Debra will also educate the girls about her firms focus on Leadership in Environmental and Energy Design or LEED. The firm’s office was remolded into a LEED certified building and they have designed several others in Kentucky to include one for BCTC. Following Debra’s talk, PowerPoint presentation and question and answer session participants will receive a cut and assemble house kit to assemble and take home with the help of NAWIC members to facilitate further one on one discussion about possible careers in construction.

## November 14- Building Materials and Sales

Anna Wientjes, Clay Ingles Brick Inc and Melanie Fosson Creative Bath and Kitchens will share their interior design educational paths and their experience and expertise in building materials and sales. Anna Wientjes will also share an informative and interesting presentation on Julia Morgan 1872-1957 The architect of over 700 buildings in California, she is best known for her work on Hearst Castle in San Simeon, California. Throughout her long career, she designed multiple buildings for institutions serving women and girls. Upon completion of the program girls will assemble brick and mortar kits stone replicas of world famous structures to take home. Kit mortar dissolves in water to so structures can be built again.

The spring schedule is currently being created if you are interested in joining Elaine Boyd and Christine Parsons on the spring schedule or know a girl who would like to attend please contact Laura Lynch at 859 246-6583 or [laura.lynych@kctcs.edu](mailto:laura.lynych@kctcs.edu). Registration is required in order to provide enough materials and take home kits for participants.

---

## About Our Organization...

**Bluegrass Chapter #367**  
[www.bgnawic.org](http://www.bgnawic.org)

**Region 4 – NAWIC's Core**  
[www.nawic4.org](http://www.nawic4.org)

**NAWIC National**  
[www.nawic.org](http://www.nawic.org)

**NAWIC Education  
Foundation (NEF)**  
[www.nawiceducation.org](http://www.nawiceducation.org)

**The Bluegrass  
Chapter is on  
Facebook!  
Join our group!**

Since its founding, NAWIC, an international non-profit organization, has grown to a membership of 5,500 women with more than 179 chapters. In its 51 years of service to its members, NAWIC has advanced the causes of all women in construction whose careers range from business ownership to the skilled trades. With almost 900,000 women working in construction today, the industry is becoming more accepting of their non-traditional roles

### NAWIC's objectives are:

- To unite for the mutual benefit of the women who are actively engaged in the various phases of the construction industry.
- To promote cooperation, fellowship and a better understanding among members of the Association.
- To promote education and contribute to the betterment of the construction industry.
- To encourage women to pursue and establish careers in the construction industry.
- To provide members an awareness of the legislative process and legislation as it relates to the construction industry.

---

## Executive Board

President	Elaine Boyd	<a href="mailto:eboyd@clayingels.com">eboyd@clayingels.com</a>
Vice-President	Angela Goodlett	<a href="mailto:angela.goodlett@yahoo.com">angela.goodlett@yahoo.com</a>
Treasurer	Cindy Hiens	<a href="mailto:chiens@messer.com">chiens@messer.com</a>
Corresponding Sec.	Mary Gail Engle	<a href="mailto:mgengle@uky.edu">mgengle@uky.edu</a>
Recording Secretary	Stacia Chenoweth	<a href="mailto:stacia@masonstructure.com">stacia@masonstructure.com</a>
Director	Melani Fosson	<a href="mailto:mfosson@creativekitchenandbath.net">mfosson@creativekitchenandbath.net</a>
Director	Teri Fox	<a href="mailto:tfox@bbandt.com">tfox@bbandt.com</a>
Director	Faye Miller	<a href="mailto:fmiller@bbandt.com">fmiller@bbandt.com</a>
Membership Chair	Christine Parsons	<a href="mailto:parsons@parsonselectric.com">parsons@parsonselectric.com</a>
Newsletter Editor	Susan Cox	<a href="mailto:scox@messer.com">scox@messer.com</a>

