



# Connection

A quarterly publication for all WinUP members

SPRING 2015

## A note from our president

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## Remembering our history, focusing on our future

Winter 2015 has been quite challenging for many of our WinUP members! I certainly hope you are seeing a warm light at the end of a very cold tunnel!

Behind the scenes, our international committee chairs are working very hard. The Bylaws Committee, chaired by Lila Munsey, is seeking input from the membership on any specific items that should be reviewed in our bylaws. Members of this committee include Vikki Michalski, Loretta Dicamillo and Julie Jumper-Morris.

The committee has reached out to the Guidelines Committee Chair Kristen Thompson, the board of directors and the chapter chairs for input.

Ongoing sessions are scheduled to review those items. They anticipate presenting the revised version to be considered by the board of directors at the summer board meeting, if not before. If the board of directors agrees with those revisions, the revised bylaws will be put before the membership for a vote. This is an ongoing effort to keep our bylaws up to date and maintain consistency with the guidelines.

The Acorns to Oaks Committee, chaired by Vikki Michalski, is in the process of creating a new version of WinUP's history in the book titled "Acorns to Oaks." Additional committee members include Velda Otey,



**Carolyn Gordon**  
International  
President

Emily Schilling and Trena Riffle. The committee will ask the past presidents to review for facts as they present them but not for general edits. Committee members are pursuing printing quotes, and should have a plan to present to the board for discussion in June. The committee will also be looking at market-

ing "Acorns to Oaks" to the WinUP membership by the 2015 conference.

Nominating Committee Chair Rita Simpson and member Emily Schilling are currently seeking international of-

ficer candidates for 2016 for secretary (one-year term and can be re-elected), treasurer (one-year term and can be re-elected), and vice president/president

elect (one-year term as vice chair, automatically moves to president the following year and on to immediate past president). The qualifications for each office can be found in the guidelines at [www.winup.org](http://www.winup.org). Many of you meet the necessary requirements and are very strong candidates. Please reach out to your chapter chair or Rita Simpson if you are interested in seeking an international office. The success of our organization depends on your participation!

*"I learned to always take on things I'd never done before. Growth and comfort do not coexist."*

— VIRGINIA ROMETTY, CEO, IBM

# International News

## The first step can change your life

By Emily Schilling

I'm a firm believer in the old adage that you get out of life what you put into it. That saying perfectly describes my 25-year experience with WINUP/EWRT.

I jumped into the organization with both feet and because I did, I've been rewarded immeasurably.

Like many of you, my first forays into WINUP leadership happened on the committee level at my local chapter. Soon after joining the Indiana Chapter in 1990, I volunteered to be its newsletter editor. This led to other committee positions and local officer positions which evolved into chairing a national EWRT conference. By then, I was committed to the organization and running for a national EWRT office was a logical step in my development as a leader.

My progression through the ranks of WINUP/EWRT leadership, culminating my term as WINUP International president in 1999, has been a highlight not only of my professional life, but my personal life, for several reasons.

- I've met — and established lasting friendships — with so many accomplished, intelligent, interesting and supportive women from throughout the country on my journey, women I would have never met had it not been for WINUP.

- I've learned so much — about problem solving, leadership skills, organization, rela-

tionship building, prioritizing. My development in these areas has helped me in the workplace.

- I've been able to give back to WINUP, utilizing my skills and talents to make my own mark on the organization, and make decisions and assist in implementing changes that will help WINUP thrive in the future.

- Hey, let's face it — it looks good on the resume!

My experience as a past WINUP International officer motivates me to stay involved and encourage others to get involved. Because I have served as an International officer, I can

offer a perspective about the organization that is valuable during local chapter meetings.

Serving as an International officer takes time, true, but speaking from experience, it is time well-spent. Gaining leadership experience in a network of women who are there to support you and whose goals are similar to your own is an opportunity that is rare. It should not be passed up!

WINUP is full of amazing women who have what it takes to be officers on the International level. Are you one of them? Do you know one of them? If so, contact Nominating Committee Chair Rita Simpson at [rsimpson@gallatinelectric.com](mailto:rsimpson@gallatinelectric.com) **by March 31**. Taking the first step into WINUP's leadership roles can change your life.

**"My progression through the ranks of WINUP/EWRT leadership, culminating my term as WINUP International president in 1999, has been a highlight not only of my professional life, but my person life, for several reasons."**

## Make plans to attend 2015 WINUP International Conference

The West Virginia Chapter has been working very hard to put together a conference that you will not forget. If you have yet to mark your calendars and ask for the time off,

do it now. We want to see everyone in Charleston, West Virginia on Sept. 27, to kick off the 2015 WINUP International Conference.

The program/tour committees have put together an excellent list of speakers, panels and destinations that you won't want to miss.

If you would like to know more about Water, Gas, Electric this is the conference to attend. What about all of the disasters that these types of utilities have to overcome each year? You will hear about the action plans that are put into place.

Have I piqued your interest? I hope so! More information to come as the details get finalized.

**Conference Dates:** Sept. 28-30, with registration and a welcome reception on Sept. 27

**Location:** Four Points by Sheraton, Charleston, West Virginia  
— Janet Hewitt, 2015 Conference Chair



## Get social with WINUP!

WINUP's Website and Social Media Committee strives to keep members engaged on various digital platforms. Find and follow WINUP on Facebook, Twitter and LinkedIn to keep up-to-date on organizational news. You'll find reminders about important dates and deadlines and be inspired by professional development tidbits.

Stay tuned for an announcement about the launch of WINUP's new website!



# International News

## DATES AND DEADLINES

**March 31:** \$10 reinstatement fee charged if membership dues received after March 31

**March 31:** International Officer Candidates applications due

**May 1:** Fellowship and Member Professional Development Scholarship applications due

**May 1:** OAK Award nominations due from chapters (moved forward from June 15 previously)

**May 1:** POWER Award nominations due from chapters (moved forward from June 15 previously)

**May 1:** Honorary Life Member Award nominations due from chapters (moved forward from June 15 previously)

**June 15:** Past Presidents Conference Grant applications due

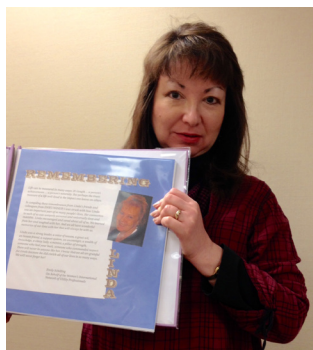
*NOTE: WiNUP Guidelines were revised effective February 2015 and posted on [winup.org](http://winup.org). Please refer to the revised guidelines for details regarding deadlines and process, as many have changed from last year.*

## Scrapbook completed in memory of Linda Johnson

In the December WiNUP Bulletin, we published an "in memoriam" article after the passing of WiNUP member Linda Johnson.

Johnson's contributions to WiNUP were numerous, and her passion and loyalty to WiNUP were evident to members who knew her. She served in various international officer roles, including president from 1989-90.

Fellow past president Emily Schilling compiled a memory book to honor Johnson. Thank you to all members that contributed memories. Photos of Johnson from WiNUP conferences were also included. The scrapbook was sent to Johnson's family in late February.



Emily Schilling created a scrapbook in memory of fellow past president Linda Johnson.

## Accepting applications for fellowships, scholarship

WiNUP offers three fellowships annually to students pursuing post graduate degrees, which will lead to careers in the energy industry or allied fields.

**The Julia Kiene Fellowship in Electrical Energy** is a grant of \$2,000, named after a past president and board member of the organization. Kiene served as home editor of Capper's Farmer and also worked at the Westinghouse Corporation.

**The Lyle Mamer Fellowship**, a \$1,000 grant, was named for a long-time associate professor at the University of Tennessee College of Home Economics who dedicated her life to contributing to advancements in the electrical industry.

**The Louisan Mamer Fellowship** is a grant of \$500. Mamer was an electric industry pioneer who worked for many years with the Rural Electrification Administration educating rural Americans about the uses of electricity.

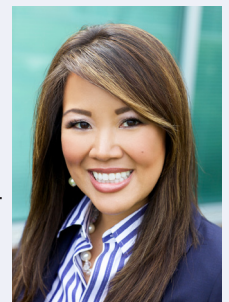
If you know someone eligible for these grants, have them visit [www.winup.org/fellowships](http://www.winup.org/fellowships) to download an application. Deadline is May 1.

Also due May 1 is the member professional development scholarship, a \$500 award given to a member of WiNUP who desires to further his or her education in the industry. Visit <http://winup.org/mem-prof-dev-scholar> for more information.

## Rehberg takes on new position

Janet Rehberg has accepted the position as the Marketing Director at Buckeye Power and left AEP on Dec. 12. Rehberg was the 2010 WiNUP Ohio Chapter Chair and the 2014 WiNUP President. In her new role, she is responsible for developing and implementing energy efficiency and economic development marketing strategies for Buckeye Power and the rural electric distribution cooperatives in Ohio. She also participates in development of market research plans to better understand electric cooperative member satisfaction and Ohio consumer attitudes on energy-related topics.

"This was not an easy decision to make," Rehberg said. "The past 10 years have been very rewarding at AEP. I have worked alongside some excellent colleagues, and have had so many opportunities to grow and develop in my career field. I am very excited that my new company will support my commitment to WiNUP. This will be a great opportunity for me to recruit more members from Buckeye Power to join WiNUP."

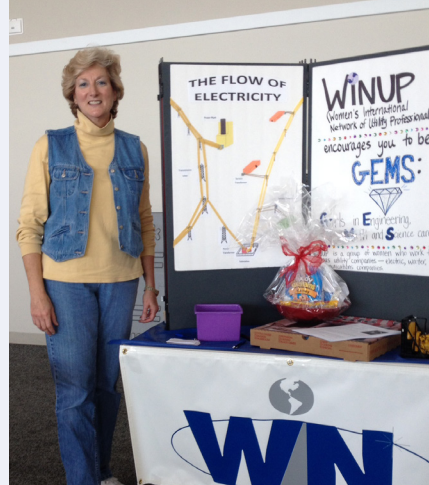


Janet Rehberg



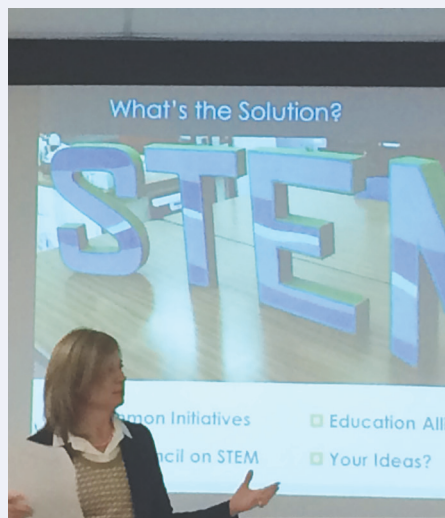
## Local Chapter Highlights

# Embracing STEM



The **Indiana Chapter** taught Girl Scouts about careers related to STEM in October at the Indianapolis Motor Speedway's "Slumber at the Speedway" event. WiNUP members showed the girls how electricity is generated with a simple experiment. Troops could also sign up to win a pizza box solar oven and s'mores kit.

The **West Virginia Chapter** kicked off 2015 with an event in January called "Embracing STEM in WiNUP West Virginia." Dr. Amelia Courts, president/CEO of The Education Alliance, gave a presentation to explain what STEM education is and how important these topics are to students' futures. STEM promotes critical thinking, problem solving and creativity. Courts also shared some of the Alliance's goals related to STEM education.



In late November, the **Virginia Chapter** attended a local college and career fair. Members April Looney and Elizabeth Testerman shared information about the WiNUP organization and some of the local chapter's achievements. They encouraged students to pursue WiNUP membership as a networking opportunity.

**What has YOUR chapter been up to? Share it with other WiNUP members!** Each issue of the newsletter features highlights from local chapters. Send pictures and a brief description of your chapter's events and activities to Mandy Kent at [mkent@indianaec.org](mailto:mkent@indianaec.org).

## GENDER ISSUES

### Hurdles remain for women in energy

When Decie Autin would visit offshore platforms in the 1980s, she said, things didn't always start off on the right foot.

"There were no women's rooms," said Autin, a longtime Exxon Mobil employee, speaking at a panel Monday at University of Houston. "Basically, if I was going to spend the night... one of the field superintendents had to give up his room for me."

Today, things have changed, and the industry has done more to embrace women, said Autin, upstream synergies manager at Exxon Mobil Development Co. But there are still barriers facing women in the energy sector.

"I would say today, they are not near what they were in 1980," Autin said. "I won't say it's equitable. But we've come a long way."

Women have made strides in the energy industry, but there's still a lack of women in some engineering and management positions, a panel of female energy sector executives said Monday.

Women account for only 19 percent of workers in the oil, gas and petrochemical sectors, according to a study published earlier this year by the American Petroleum Institute. **Read more ...** — *Ryan Holeywell, FuelFix.com, Jan. 26*

## SOLAR ENERGY

### Otherlab's Leila Madrone is trying to make solar power finally work

Leila Madrone's earliest aspiration was to work for the National Aeronautics and Space Administration. "When I was seven, I wore a black NASA jacket every single day," says Madrone. A quarter century later, after earning two degrees and designing robots of all shapes and sizes at MIT, she attained that goal, landing a job at NASA's Ames Research Center in Mountain View, Calif.

Her work there — on the GigaPan imaging project, a spin-off of the Mars rover missions — was enjoyable, but deep down she didn't find it satisfying. Madrone wanted her toils to have greater social impact. So after careful thought, she decided to apply her background in robotics to solving some of the problems of renewable energy. Her new ambition is "to make solar energy actually work." She's now pursuing that objective at Otherlab in San Francisco, where she's doing R&D that could one day make solar energy competitive with coal, even in the developing world.

Madrone didn't expect to make significant inroads



right away. Her first step was identifying a solar company that could use her skills in robotics so that she could learn more about the solar industry. At the time, GreenVolts, then based in Fremont, Calif., seemed to fill the bill. It was developing systems to concentrate sunlight on high-efficiency photovoltaic cells, so it needed equipment capable of tracking the sun precisely. "This is great," Madrone remembers thinking. "This is robots, but with a solar device on the end of it." **Read more ...** — *David Schneider, IEEE.org, Jan. 28*

## ELECTRICITY

### Electric companies preparing for record energy use during cold blast

Power companies across South Carolina are preparing for what could be a record demand for electricity with the entire state under a wind chill advisory.

SCE&G is expecting energy use to be high Thursday and Friday due to the extreme cold temperatures. Governor Haley has also called on South Carolinians to conserve energy over the next two days to combat the projections.

Officials at SCE&G are encouraging the public to unplug items that are not being used.

"Don't run your large appliances such as dishwashers, dryers, or washing machines," said Keller KISSAM, SCE&G Retail Operations President. "Also, your thermostat has a big part to play in that. Set it on 68 degrees or lower."

Keep up with the latest news on possible weather-related outages and safety tips on the SCE&G Facebook page. — *Associated Press, Feb. 19*

## CLIMATE CHANGE

### BP: Huge rise in energy demand at odds with climate change fight

Rising global demand for energy over the next two decades is at odds with the fight against climate change,

*Please turn to the next page*



the head of BP said on Tuesday, as he outlined the oil giant's forecasts showing unsustainable increases in carbon emissions.

BP's annual energy outlook predicted that the world economy would double in size in the next 20 years, resulting in demand for energy rising by almost 40 percent. The company said two-thirds of this demand would be met from fossil fuels – oil, gas and coal – and that this would lead to a 25 percent increase in carbon emissions.

BP said slower growth in China and India coupled with greater energy efficiency would mean that demand would rise by 1.5 percent a year over the next two decades, rather than the 2.5 percent a year recorded during the past decade. **Read more ...** — *Larry Elliott, BreakingEnergy.com, Feb. 17*

## PRODUCTIVITY

### How energy productive is the U.S.?

A new global index commissioned by Philips ranks countries by their energy productivity performance and finds the US in 38th position trailing the likes of Japan (24th) and Germany (17th). The “2015 Energy Productivity and Economic Prosperity Index – How Efficiency Will Drive Growth, Create Jobs and Spread Wellbeing Throughout Society” report – authored by Ecofys, the Lisbon Council, and Quintel Intelligence – sheds light on the tremendous potential of improved energy productivity for “rais[ing] economic performance and extend[ing] significant environmental and social benefits” to societies.

According to the report, a staggering 98 percent of energy is wasted and only “a modest rise in energy productivity will boost the economy, create jobs and contribute to saving the environment.” Various country-specific energy productivity scenarios show, for

example, that “overall energy consumption in the EU could [simply] be cut by 35 percent by doubling the region's rate of energy productivity improvement from currently roughly 1.6 percent to 4 percent per year by 2030.” **Read more ...** — *Roman Kilisek, Philips News Center, Feb. 19*

## TECHNOLOGY

### Some tech firms winning while oil is falling

Until recently, the workers who maintain pump jacks for energy firm EEC recorded oil production at the company's 40 wells by scribbling figures into notebooks, transferring the data to paper forms and mailing the documents to the head office in Norman, Oklahoma. There, accountants keyed the data into spreadsheets.

These days, the company's seven pumpers enter the information into an iPad and instantly beam it to computers and tablets in Norman using a program called GreaseBook, named for the notepads the app replaced.

The energy patch is slow to change, but with U.S. crude prices down 50 percent, oil firms are increasingly focused on productivity. That presents an opportunity for tech companies that aim to strip inefficiencies out of drilling, fracking and oilfield services. **Read more ...** — *Tom DiChristopher, CNBC.com, Feb. 19*



## EDUCATION

### Pima College signing day highlights technical education

Flanked by supporters and balloons, 21-year old Taylor Martinez put on a baseball cap bearing a large white P and signed her name on a letter of intent, sealing a future with Pima Community College.

Martinez doesn't play a sport. Instead she committed to a program she hopes will lead to a job with Tucson Electric Power. **Read more ...** — *Mariana Dale, Arizona Daily Star, Feb. 19*

### You can be a role model or sponsor to other women

I have been fortunate to have the opportunity to write articles for a variety of sources and, once I actually begin the process, tend to find it therapeutic. However, finding the inspiration each time is often a challenge. In this case, I found inspiration by reading another article, *Fostering Women Leaders: A fitness test for your top team*: Posing five questions can help start a challenging management conversation, written by Laraina Yee and published in McKinsey & Company's January 2015 Insights.

In the article, Lee sets the tone by recognizing that "women in business continue to face a formidable gender gap for senior-leadership positions ... Increasingly, the barriers too are well known: a mix of cultural factors, ingrained mind-sets, and stubborn forms of behavior, including a tendency to tap a much narrower band of women leaders than is possible given the available talent pool."

Recognizing those facts, Lee poses five questions that she encourages companies to consider in evaluating how actively they are addressing the gender gap challenge within their organizations.

1. Where are the women in our talent pipeline?
2. What skills are we helping women build?
3. Do we provide sponsors along with role models?
4. Are we rooting out unconscious biases?
5. How much are our policies helping?

In reading the article, I found myself asking how we can apply this process not only within our respective workplaces but in all organizations in which we're involved to seek out opportunities to lift women up, highlight their skills, abilities and expertise and work to cultivate a culture (corporate and otherwise) where we no longer have to ask those questions.



**Danette Scudder**  
International  
Vice President

Two of the questions in particular resonated with me in the broader context. What skills are we helping women build and do we provide sponsors along with role models?

Whatever organization you're working to transform, there are specific skills and abilities that are in demand. In the article, Lee notes,

"Many women's programs focus on convening, creating, and broadening networks. While these are important investments, they are insufficient. Companies should also instill the capabilities women need to thrive. Some of the most important are resilience, grit, and confidence."

Traditionally, those words might conjure images of rough and tough, life-hardened heroes. Let's shatter that image and create a new one. What women do you know that you



We have opportunities to be role models every day, whether we know we're serving in that capacity or not.

can associate with those words? What are we doing to make sure we have more women in our lives (including ourselves) that embody those characteristics? And, how are we bringing positive attention to those women and their accomplishments?

As we discussed during the 2012 WiNUP conference in Columbus,

women are not always comfortable bragging on themselves while our male counterparts seem to take it in stride. If we're to overcome the gender gap we not only have to come to terms with that internal struggle on a personal level but for the benefit of other women. This will allow us to become proficient in shining the spotlight on women that exemplify the qualities organizations need to be successful.

In the Insights article, Lee confirms that research shows "seeing female role models makes a huge difference to younger women." That said, while role models are important, organizations "should focus on sponsorship, including the creation of opportunities. In leading companies, formal sponsorship programs help fill the opportunity gap by encouraging women to set higher aspirations and by finding ways to open doors for them. Sponsorship is an area where men can play a huge role. In fact, it is one of the most basic commitments male leaders can make to help increase the number of talented women in their organizations. A simple question to ask men in senior roles is this: How many of you sponsor at least one woman? At the same time, of course, ask the women in leadership positions what they are doing to share their stories and to make themselves more visible role models for women throughout the ranks. Sponsorship programs with tangible goals can be highly effective."

We have opportunities to be role models every day, whether we know we're serving in that capacity or not. Sponsorship, on the other hand, is a conscious, deliberate relationship we can have with other women.

Will this be easy? No. Do we still have a long way to go? Yes. But, working together with a unified vision and strategy for the future, we have the power to make the gender gap challenge something we talk about in the past tense.



## Member Profile

### Membership is all about your commitment

*Meet Liz Dousias! She is a member of the newly chartered Metro Chicago Chapter and can already attest to the benefits of joining WiNUP and getting involved in various roles and committees within the organization.*

***Where do you work? What is your job title? How long have you worked there?***

I am a Compliance Manager at Ni-Source in the Corporate Compliance function based out of Merrillville, Indiana for 3 1/2 years.

***How did you first hear about WiNUP?***

I heard about WINUP through a colleague who assisted with the initiation of the Metro Chicago chapter.

***What made you join?***

I see a need in our industry to further the empowerment of women and am excited to be a positive influencer in our area.

***When did you join?***

I joined in the summer of 2014, just after the Metro Chicago chapter was chartered.

***How have you gotten involved in the organization — both locally and internationally?***

Locally I am our chapter chair and leading the chapter in its first full year of membership and activities. I assist with the publication committee, producing the energy news updates, at the international level and serve as our board representative.

***Have you attended international conferences? What was your favorite thing about the conferences?***

I did attend the 2014 international conference in Dallas,



LIZ DOUSIAS

Texas. I enjoyed the camaraderie of the organization and socializing with all the past, present and future members.

***Would you encourage other members to attend international conferences?***

Yes, I actively encourage other women to attend and have wrangled a wonderful group together based in the Chicago area.

***What have you enjoyed most about your membership so far?***

I enjoyed the international conference most significantly so far to learn about the history and meet other members across the WiNUP chapters.

***How would you encourage members to get more involved and make more of their membership?***

My view is membership is all about your commitment. I urge our new or current members to commit to themselves and their personal and professional development to further the benefits of the organization. This is also flexible enough to allow different levels of commitment based on individual needs.

***Why would you encourage non-members to join the organization?***

I encourage people to join the organization and something outside of their current role and to push the connections among the industry as the value. I also like to say “we can make it what we want.” I mean this to fill in gaps to expand their energy industry support system — from meeting other professionals in the field to having a professional development workshop.

***Has WiNUP helped you professionally or personally? If so, how?***

WiNUP has helped me professionally to fulfill a part of my professional support system to increase my connections among the females in energy industries. I participate on the international board, the international publication committee, and serve as chapter chair to strengthen my relationship with WiNUP. I hope to be involved for several years in leadership roles to grow and mature our Metro Chicago chapter.

***“WiNUP has helped me professionally to fulfill a part of my professional support system to increase my connections among the females in energy industries.”***



## Chapter Spotlight

### Executive sponsorship spurs the formation of WiNUP's Kentucky Chapter

By Trena Riffle

Kentucky Chapter members can vouch for the benefit of executive sponsorship. Why? Because the chapter's formation stemmed from an offer from then Kentucky Power Company President Timothy C. Mosher. His promise of support for employees who become WiNUP members prompted Delinda Borden and Debbie Kahn to attend the 2008 annual conference. There they met fellow Kentuckian Lynn Thieneman, a member at large from the defunct Bluegrass Chapter. Under Thieneman's guidance, 24 members of Kentucky Chapter received a charter in February 2009. The officers that first year were Debra Kahn, chair; Debbie Greene, vice chair; Clyda Hester, secretary; Delinda Borden, treasurer; and Lynn Thieneman, international board representative.

Since then, the Kentucky Chapter members have been making a difference in their communities of Ashland, Frankfort, Hazard, Louisa, and Pikeville. They have provided backpacks to schools, donated to assist those affected by a major flood in Kentucky, provided toiletries to Clean Start in the Neighborhood and also to local homeless shelters. They sponsored a former temporary employee who was deployed to Iraq. Food, books, games and clothes were sent to her unit. The chapter was then honored to receive a flag that had flown over the camp in Iraq and proudly display it in the Pikeville office where the employee had worked. While the chapter members claim to be small in numbers, they are certainly big at heart.

The WiNUP Kentucky group visited the Kentucky state capitol to get a front



Top: The Kentucky Chapter was chartered in 2009.

Bottom: Several members from the Kentucky Chapter attended the 2014 International Conference in Dallas.

row seat in seeing how our government works. External Affairs Manager James Keeton was the guide for the day. The chapter is not all work and no play, so they traveled to Keenel in Lexington, Ky. to enjoy a day at the horse races and splurged on a shopping excursion to Cincinnati.

The 2015 officers of Kentucky Chapter are: Carolyn Thacker, chair; Lisa Syck, vice chair; Stevi Cobern, treasurer; Belinda Stacy, secretary; Kim Maynard, international board representative; and Delinda Borden, immediate past chair. Goals for moving forward are to increase membership from 22 members in 2014 and continue to support their communities by providing assistance to projects for people in need.

*Carolyn Thacker, Judy Rosquist, Belinda Stacy and Debra Kahn contributed to this article.*

**Connection** is published quarterly by the Women's International Network of Utility Professionals.

To include news from your local chapter, send photos and a brief description of the chapter's activities to Newsletter Editor Mandy Kent at [mkent@indianaec.org](mailto:mkent@indianaec.org).

The Women's International Network of Utility Professionals provides a link for developing and recognizing professionals involved with utility business, trends, issues, products and services. Its objectives are to provide:

- Opportunities for professional development of members.
- Networking and mentorship among members.
- Recognition and visibility for members and business partners.

