

ASWA FAX RETURN

American Society of Women Accountants — Houston Chapter No. 33 www.aswahouston.org

Member of *The Federation of Houston Professional Women*

VOL. 58 No. 1

Transition Meeting July 25, 2009

“Transition and Planning”

Where: Ziggy’s Healthy Grill
2202 W. Alabama
Houston, TX 77098

Time: 9:00 a.m. Complimentary Breakfast
(President’s treat)
9:30 a.m.—noon

NOTE: All members are welcome and encouraged to attend. Bring lots of ideas!

[RSVP to Melanie to let her know if you will be attending or unable to attend](#)



IN THIS ISSUE

Calendar of Events — p. 2
Career Center — p. 5
Charitable Project — p. 3
Current Fundraiser — p. 5
FHPW — p. 4
Officer & Committee Chair Info — p. 2
She’s Killing Productivity—p. 5-6

PRESIDENT’S MESSAGE By: Melanie Norton

As I write this message, the Fourth of July has not yet arrived, and it has already been hotter than a firecracker for several weeks now. I hope you are all staying cool and safe as you travel for work or pleasure this summer. Thank you for the honor of being elected to serve as President of the ASWA Houston Chapter for the 2009-2010 fiscal year. I have been a member of ASWA and the Houston Chapter for nearly seven years and have served the Chapter in many different capacities over those years. I hope that this experience will help me to serve you well during the coming year. As the Chapter president, I will be counting on all of you to “be involved” and work together with me to keep our organization moving forward in support of our mission, despite these difficult economic times. Thank you to the members who served on the board or on a committee last year and made the commitment to do it again this year, and thank you to the members who are serving on the board or on a committee for the first time. For those of you who have not yet volunteered or been persuaded to serve, there are still plenty of opportunities! We have a Director position on the board that has not been filled, and we need people to serve on the Programs and Publicity committees, just to name a few. I believe that you will get more out of your membership and inspire others to join you if you contribute some of your talents and time to the organization.

I joined ASWA in 2002, just a few months after completing my accounting studies and before I ever began working as an accountant. I was first introduced to the organization and sponsored for membership by a fellow member of our chapter, Dr. Orapin Duangploy. Thank you again, Orapin! I have just learned that Orapin has retired from her post as a Professor of Accounting at the University of Houston – Downtown and is moving back to her native Thailand to take care of her mother. Orapin has been a long-time member of ASWA and the Houston Chapter and a friend to many of us over the years. Orapin, I would like to thank you for your friendship and the many contributions you have made to the Chapter over the years. We will miss you and wish you the best as you leave Houston.

The Chapter will be having a “beginning-of-the-fiscal-year” planning meeting on Saturday, July 25. There are many important tasks to be accomplished at this meeting, such as starting the budgeting process, finalizing the meetings calendar for the year, discussing participation in other events such as the FHPW Women of Excellence Gala in September and the ASWA/AWSCPA Joint National Conference in October, and so on. All members are welcome to attend. Your input is valued. I look forward to seeing you there.

P.S. If you have not already renewed your membership for this year, please take a few moments to do it now!

2009-2010 Officers & Committee Chairs

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Deadline for August newsletter: August 6, 2009 Newsletter Editor: Ursula Cornish Cell: 281-773-1530 Work: 713-552-2105 Fax: 713-622-1366 Email: assistantcontroller@thebriarclub.com	Additions and changes to the mailing list should be submitted to Razia Sultana Home: 281-725-0785 Work: 281-725-7288 Email: rsultana71@hotmail.com
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The FAX RETURN is the newsletter of ASWA Houston Chapter 33. It is published monthly, except December. You can receive the Fax Return by email or by snail mail. **Please let the editor know which form you would like to receive the newsletter.**

Standing Reservations

- | | |
|--------------------|---------------|
| Colene Blankinship | Eunice Reiter |
| Adrienne Brown | Ann White |
| Ursula Cornish | |
| Kristi DeNardo | |
| Julianne Dorsett | |
| Suzi Martin | |
| Eileen Neucere | |
| Melanie Norton | |

The Chapter will bill for reservations that are not cancelled by noon Thursday prior to the meeting.

Please contact **Julianne Dorsett** to be added or deleted from the Standing Reservations List.
832-563-3840 julianne_dorsett@petrochemintl.com

CALENDAR OF EVENTS

- July 25—Transition meeting—** Ziggy's Healthy Grill
- July 27—** FHPW Quarterly Meeting— HESS Building (details and registration at www.fhpw.org)
- Aug 25— Membership Meeting—** The Briar Club
Speaker: Harold Mangum— Memory Technology Institute
- Aug 25—** Board Meeting
- Sep 19—** FHPW 2009 Women of Excellence Gala
Adrienne Brown is our Honoree
- Sep 22- Membership Meeting—** The Briar Club
Speaker: David Aloha— Current Events in Internal Audit
- Sep 22—** Board Meeting
- Oct 19-21—** ASWA/AWSCPA Joint National Conference
- Oct 27— Membership Meeting—** The Briar Club
- Oct 27—** Board Meeting

Houston ASWA Memorial Fund

The Houston ASWA Memorial Fund was chartered in 1973 with the two-fold purpose of:

- Providing scholarships to deserving accounting students
- Furthering the mission of the American Society of Women Accountants -- “To enable women in all accounting and related fields to achieve their full personal, professional and economic potential and to contribute to the future development of their profession”.

The Memorial Fund receives contributions, in lieu of flowers, for members and their loved ones during times of grief. We receive contributions to celebrate special occasions and in honor of special people.

Please consider the ASWA Memorial Fund as an opportunity to honor or to memorialize the people in your lives.

Contributions should be made payable to:

ASWA Memorial Fund
c/o Eunice H. Reiter
5005 Woodway, Suite 200
Houston, TX 77056-1789

If your contribution is in honor or in memory of someone, be sure to include information regarding where to send the acknowledgement.

Charitable Project

Please remember to gather your sample toiletries when you travel and donate them to Miryam’s Hostel which is on the second floor of the Loaves and Fishes Soup Kitchen. It is a place where 6 – 8 women can spend the night, wash their clothes, take a shower and sleep in a bed. Then they are back out on the street. It is sponsored by Magnificent House which is affiliated with the Catholic church. They can use toiletries, towels, twin bed sheets, pajamas etc.

ADVERTISING RATES

The ads are to be emailed to the newsletter chair no later than the 1st of the month in which the ad is to appear.

\$300/ year—full page
\$160/ year—1/2 page
\$ 10/ month—business card size

The Fax return is published monthly except December.

Official National Registry Statement

ASWA is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State Boards of Accountancy have the final authority on the acceptance of individual courses of CPE credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors: 150 Fourth Avenue, Nash-



The Federation of Houston Professional Women and
FHPW Educational Foundation

Women of Excellence Awards Gala

Women Standing Strong and Working Together

**Saturday, September 19th, 2009
5:30 - Reception/Silent Auction
6:30 Dinner**

Hyatt Regency

Federation of Houston Professional Women

Next Meeting: July 27, 2009
Web site: www.fhpw.org

Location: H.E.S.S. Building
5430 Westheimer
(between Chimney Rock and Yorktown)

ASWA Delegates: Kasi Wieding
Eunice Reiter

Alternates: Melanie Norton
Coleen Blankinship

Federation of Houston Professional Women (FHPW)

The Federation of Houston Professional Women is an alliance of women's professional organizations, chartered by the state of Texas as a non-profit, non-partisan business league. Each FHPW member organization, although diverse in style and structure, has professional or businesswomen members focused on education, networking, specific careers or community service.

FHPW offers quarterly events designed to bring its diverse membership together to promote a place of POWER and INFLUENCE. Quarterly events are open to both members and guests and allow Houston professional women the opportunity to network, have some fun and learn something new.

If you are a member of ASWA then you are automatically a member of FHPW.

FHPW Quarterly Meeting

"Women Standing Strong and Working Together"

July 27, 2009

Introducing the 2009 Women of Excellence

Where: H.E.S.S. Building, 5430 Westheimer
(between Chimney Rock and Yorktown)

Time: 5:15 PM Social/Networking/FHPW Table

6:15 PM Dinner/Business Meeting/
Opportunity to Network

7:00 PM - 8:00 PM Program

Please join us as we introduce the 2009 Women of Excellence. This first event introducing these outstanding women will start the special events leading up to the 2009 Women of Excellence Gala September 19th at the Hyatt Regency Downtown. **Please note this event is organized by the [FHPW Advisory Council](#) to benefit the [FHPW Educational Foundation](#) – all checks and credit card charges are payable to [FHPWEEF](#).** Make your reservations today and be a part of the wonderful celebration of the *2009 Women Standing Strong* – who has inspired all of us!

Current Fundraiser

Our chapter has been registered with the Current Fundraiser Online program. It is very simple—all you have to do is shop online at www.CurrentFun.com, and when you check out, select:

State: **Texas** Organization: **ASWA – Houston** City: **Houston**.

Our chapter will receive a check quarterly for 50% of online sales that are attributable to our organization. Tell your friends and relatives, and help raise money for our scholarship fund. You can save some money for yourself and get some great products, and at the same time, contribute to the scholarship fund. What a deal!

Career Center

Please remember to encourage friends and colleagues to register and that there is not cost to individuals to post their resumes. Members can help by letting their HR Departments at work know about the site. Using the site is a win-win-win-win proposition because 1) employers gain access to a pool of specialized job seekers, 2) individuals seeking employment in accounting and finance can easily connect with employers/recruiters looking for candidates with those skills, and 3) the ASWA raises funds that it uses to 4) provide scholarships to worthy individuals.

Support a worthy cause by spreading the news about the ASWA Career Center today!

She's killing productivity with her 'star' attitude: Now what?

Getting the office egomaniac to work well with others

Star performers bring loads of creativity and productivity to the workplace. But that success often comes with a strong personality – so it's no surprise these employees don't always endear themselves to their co-workers.

That's the situation Gaby, a manager, found herself in when a top employee tried to take over her team 's project – without the team's consent.

It's all about her

"That woman is impossible to work with!" Nick, an employee, exclaimed. "She has no idea how to work on a team."

"Slow down, Nick," Gaby said. "Who are you talking about?"

"I'm talking about Shauna," Nick said. "We're trying to hash out ideas for the project. Whenever anyone tries to speak up, she immediately tells them why their ideas won't work."

"Shauna does like to take charge," Gaby said. "Are you sure she's not just expressing her opinion about whether the ideas will work or not?"

"Even if she's just expressing her opinion, she does it way too much – and with no tact whatsoever," Nick said. "We're all getting tired of it. Everything's about her."

"My team members asked me to speak to you to see if you could help fix the situation."

Now it's worse

"Has she come up with any ideas for the project?" Gaby asked.

"Sure has," Nick said. "And some of them are good, but she's never willing to listen to anyone else. She wants to be the star of this project, and she's not letting anyone get in her way."

"You've worked with her before, haven't you?" Gaby pointed out. "Has she always been this bad?"

"Well, she's always been bossy, but this is over-the-top...even for her," Nick said. "I don't see how any of us can work with her like this."

"Everyone does need to play a part in this project," Gaby said.

The big question

Whenever Gaby had worked with her, Shauna had always proven herself an asset. Gaby also knew some of the other workers resented Shauna for her success and strong-willed personality. But whether the fault rested with Shauna or the rest of the team, Gaby knew she had to help them find a way to make this project work.

If you were in Gaby's situation, what would you do? One of the ideas offered below might provide some guidance.

What you need to know:

To deal with star performers who want all the control:
Provide a mentor or counselor to help them tone down the issues, and
Set guidelines and boundaries for unacceptable team behavior.

How Two Managers Would Solve the Above Communication Problem

1 Get the specifics

First I'd ask Nick, and any of the other team members involved, to cite specific examples of Shauna's controlling behavior. Once I had a clear idea of what was going on, I'd call Shauna in and explain what I'd heard from her teammates, offering those examples. Then she could give her own take on the situation. It's important to make sure employees can point to specifics before I talk to Shauna myself. Then I'd have a clear, accurate picture of what was going on – so Shauna and I could discuss why it's happening and what we can do to fix it.

*Gail J. Shaw, Care Coordinator
St. John's Home & Community Care, Collinsville, IL*

2 Sandwich my critique with praise for performance

I'd take Shauna aside in a private location for a talk and bring up what she's doing right – all the ideas and actions that've led to her becoming a top performer. Then I'd tactfully mention there's always room for improvement. The areas Shauna needs to focus on are learning how to be a team player, and respecting and listening to others' ideas. Of course, I'd let her speak for herself. Certain people have such strong personalities they're not even aware of the damage they can do. So I'd give Shauna the benefit of the doubt and only pursue disciplinary action if she continued the behaviors.

*Tammy Cohron, Office Manager
The Pet Clinic, PC, Omaha*

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