



CREW Connection

E-letter

September 2007

Dear Amy,

This is a communication of the Commercial Real Estate Women (CREW Austin). In this issue you will learn about CREW Austin activities. Our members are encouraged to submit information to our [administrator](#) for the next publication.

in this issue

- Minding the Gap (Report by CREW Network)
- Board of Directors 2008
- Career Center
- Members on the Move
- October 16th Networking Luncheon
- CREW Golf Adventure 4th annual
- Welcome New Members
- Foundation Communities Opportunities
- TREC Real Estate MCE Courses
- IREM Forecast
- CREW Convention in Denver
- CCIM/IREM Series for Success in San Antonio

Minding the Gap (Report by CREW Network)

Commercial Real Estate Women (CREW) Network, released a report "CREW Network: Minding the Gap", which outlines successful strategies that both individual women and companies in commercial real estate should adopt to ensure a more diverse workplace in which women play greater leadership roles.



The findings of the report indicate that among the most significant barriers to women advancing in commercial real estate is the fact that both men and women prefer to manage groups of their own gender. Other barriers for women include a lack of awareness about compensation disparities, a hesitancy to accept risk as part of the overall career equation and challenges in setting a work/life balance.

CREW Network: Minding the Gap suggests multiple strategies for women in commercial real estate to overcome these challenges:

Quick Links...

[Calendar of Events](#)

[Career Center](#)

[Membership Requirements](#)

[Who is CREW Austin?](#)

[Leadership](#)

[Photo Gallery](#)

FRIENDS of CREW
(click on logo to visit website)



stewart



[Architectural Habitat](#)

[Clark, Thomas, Winters, PC](#)

[Loomis Austin](#)

[Munsch, Hardt, Kopf, Harr,](#)

- Use a salary increase or potential promotion as an opportunity to negotiate, not an offer to accept or reject
- Seek opportunities to invest financially in your company and business projects
- Seek opportunities to work with mixed-gender teams and senior leaders
- Develop a unique specialization or niche expertise that will add value to your company
- Seek targeted education addressing risk assessment and management
- Stay connected to the workplace when on leave, establish connection commitments before leaving

[PC](#)

[PlainsCapital Bank](#)

[Daniel B. Stephens Associates, Inc.](#)

Join our mailing list!

Join

Similarly, the report suggests ways that companies can work toward an environment that is more accepting of women in senior leadership:

- Initiate and support mixed-gender teams providing opportunities for women to gain leadership experience and demonstrate leadership capability; communicate the successes of these teams throughout the company
- Train employees to work effectively within a more inclusive culture, and institute financial rewards for those who succeed, and a disciplinary process for those who fail
- Support equal family leave benefits to both genders
- Require a demonstrated commitment to diversity from service providers and consultants

CREW Network: Minding the Gap is the result of an eight-week period of individual surveys, focus groups and intense discussions among leading women in commercial real estate in 2006. The discussions were conducted as follow up to CREW Network's 2005 study, which documented that within commercial real estate women trail behind men both in terms compensation and advancement.

[Click here for entire report \(40 pages\)](#)

Board of Directors 2008



We are pleased to announce the following members were elected at the September Annual Members Meeting to serve on the 2008 board of directors:

- Pictured above from left to right as listed below:
- Lenora DuBose of Jackson Walker
- Kristin Gardner of CB Richard Ellis
- Linda Strickland of IRR Austin
- Amy Cooper of Lehman Brothers

The following is a list of the returning Directors:

- Kathy Carr, Freescale (President 2008)
- Susan McCampbell, McAllister & Associates
- Vicki Beal McDonald, Foundation Communities
- Jinny Saad, Thomas Properties Group
- Nicki Tyler, Stewart Title Austin, Inc.
- Michelle Martin, Mmartin Associates
- Rosalie Keszler, Torreón' Capital
- M'Lou Bell, Munsch Hardt Kopf and Harr
- Melissa Anthony, anthonyBarnum PR

The board of directors nominated and approved the following officers to serve in 2008:

- Kathy Carr of Freescale as President 2008
- Jinny Saad of Thomas Properties Group as President Elect
- Rosalie Keszler of Torreón' Capital as Secretary
- Lenora DuBose of Jackson Walker as Treasurer

Career Center



CREW Network & CREW Austin launches a Career Center where members and non-members can post job opportunities and resumes. The Network center will feature global job opportunities while the Austin website will highlight local opportunities. Utilize both to maximize your job growth potential.

You can submit job listings and resumes to our [administrator](#) at no charge.

[Click here for CREW Network Career Center](#)

CREW Austin will be participating in the Real Estate Career Day at University of Texas this Friday and will offer students our website to post resumes. Check back periodically to see what we may have posted.

[Click here for the CREW Austin Career Center \(we need your postings!\)](#)

Members on the Move

- Nicki Tyler of Stewart Title and our current 2007

President was featured in the [August 3rd Austin Business Journal](#) - Congrats to Nicki!

- Liz Cunningham is now with Balcones Resources
- Barbara Roeling, P.G has recently taken a position with ATC Associates, and national environmental and geotechnical engineering firm, to open their Austin office.
- Michelle Martin announces that her company MMartin Associates, Inc. (MMA) established in July of 2004 provides aerial mapping services to the private and public sectors. Michelle formerly represented Loomis Austin, Inc (LAI), a reputable and successful Central Texas engineering, surveying and environmental consulting firm
- ABJ announces that two CREW Members were listed in the top Commercial Interior Design Firms:
 - #8 PPDS Janna Paulson President
 - #11 0,0...Defining Space Pamela Krisan Owner

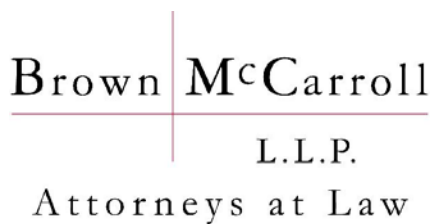
October 16th Networking Luncheon



CREW Austin & CLBA present an October 16th luncheon presentation featuring **Ted C. Jones, PhD**, Senior Vice President-Chief Economist of Stewart Title Guaranty Company (pictured above). Ted will present "**You're Nobody Unless You're somebody@somewhere.com The Internet, Real Estate, Interest Rates, Bubbles and the Economy**".

[Click here for more information and to register...](#)

CREW Golf Adventure 4th annual



Mark your calendar for October 25th, 2007 for the 4th Annual Golf Adventure to be held at The Club at Circle C.

Golf Lessons by Tina Bradley Mayers who is the head teaching professional at Buck Mayers Golf Academy located at The Golf Club at Circle C in Austin, Texas.

Including: 9 holes of Golf with cart, Instruction, Fun, Shirt, Goodie Bag and Dinner with drinks! All for only \$75.00 for members and \$100.00 for non-members.

BROUGHT TO YOU BY THE FOLLOWING COMPANIES:

Brown McCarroll LLP - EVENT TOP PARTNER

St Croix Capital Corp - Shirts
Frost Bank - 19th Hole Host
Fidelity National Title - Food Host

IRR Austin - Eagle Partner
Jackson Walker LLP - Birdie
CB Richard Ellis - Birdie

Hole Hosts:
JPM Upholstery & Carpet
Planning Works
Haynes Whaley Associates
The Betts-Farber Investment Team of Grubb & Ellis
SNB of Austin
Torreón Capital

[Click here for more info & to register](#)

Welcome New Members

Please welcome the following new members as approved by the board of directors on 9-13-07 which brings our total to 105 members:

- Dawn Campbell, CPM
- Robin Ezzell of Fidelity National Title
- Adam Hauser of Brown McCarroll LLP
- Becky Hopkins of LandAmerica Austin Title
- Eleanor Jewart of Brown McCarroll LLP
- Valerie Learman of Terracon Consultants
- Carla Neel of Cencor Realty Services, Inc
- Denise Speller of Simon Property Group (transfer from Florida)

[Visit our website to view the membership directory](#)

Foundation Communities Opportunities



Vicki McDonald ([Foundation Communities](#) and CREW Austin Board Member) invites you become involved with Foundation Communities.

Please join them for an Open House Lunch, an intimate tour and lively discussion with executive director Walter Moreau, board members, and residents. Learn about the challenges facing families and individuals with low incomes and solutions that work.

In Austin, Foundation Communities works in four areas to create housing where families succeed:

- Opening doors for families - 1,200 Austin families live in quality apartments & duplexes they can afford

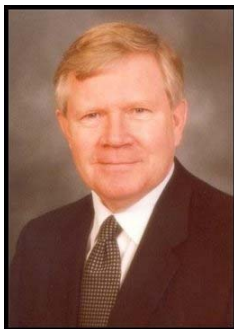
- Learning in a community - 500 kids of working parents take part in free after-school & summer programs right where they live
- Helping the homeless - 40 families and 225 individuals have a home and they support need
- Saving for the future - 150 families have bought a home, gone to college, or started a business and 12,000 working poor families have their income tax forms prepared for FREE by IRS-trained volunteers

Tues, Sept 25
 11:30-12:30
 Info lunch & tour
 Sierra Ridge Apts Community Learning Center
 201 W. St. Elmo

Wed, Sept 26
 11:30-12:30
 Info lunch & tour
 Sierra Ridge Apts Community Learning Center
 201 W. St. Elmo
 Hosted by Laura Alexander & De Humphries

[RSVP to: Robin Bradford or call 447-2026 ext 27](#)

TREC Real Estate MCE Courses



CREW Austin member Charlie Dismore features two MCE courses on October 16th and November 1st, 2007.

Featuring 9 hours MCE Credit for Biennial License Renewal (Including 6 Hours of mandatory Legal on October 16th and 3 hours of mandatory Legal on November 1st)

Invest your continuing education dollars and precious time where they provide the greatest return for your Texas real estate license renewal! These two one-day events each provide nine hours of approved TREC mandatory continuing education.

[Click her for flyer](#)

IREM Forecast

The 2007 IREM Real Estate Forecast Forum scheduled for October 30th, 2007 is a must-attend event featuring specialists from all facets of the real estate industry providing their projections and insight into what Austin's real estate market will hold in 2008 and beyond. Our local economy is experiencing major changes, and the forecast forum will help you understand the factors that are impacting our market. Armed with their predictions on absorption, rental rates, relocations and occupancy, you will have important information you need to enhance your success in this market. RECEIVE 3 HRS OF MCE FOR ATTENDING.



[Click here for flyer & registration info](#)

CREW Convention in Denver

The CREW Network Annual Convention scheduled for October 3-6, 2007 in Denver provides a unique opportunity for commercial real estate professionals to grow their personal and professional networks. More than 800 attendees from across North America are able to share emerging deals and forge new business relationships that cannot be found through other industry conventions.



[Click here for more info](#)

CCIM/IREM Series for Success in San Antonio

The CCIM/IREM Series for Success will be held in San Antonio on October 19 & 20, 2007. The benefits of Success Series 2007 are simple. In addition to benefiting from sessions on many of today's most popular topics, Success Series 2007 offers you the opportunities to talk real estate with more than 1,000 prospective business partners. At last year's Success Series, relationships were forged, deals were done and money was made! Discover the potential IRR and ROI of CCIM & IREM Success Series 2007!



Receive MCE Credits for seminars.

[Click here for more info](#)

***CREW AUSTIN IS A PROUD MEMBER OF THE
GREATER AUSTIN CHAMBER OF COMMERCE.***

email: crewaustin@austin.rr.com

phone: 512-554-1763

web: <http://www.crewaustin.com/web112/default.asp>

[Forward email](#)

SafeUnsubscribe®

This email was sent to amy@aafame.org, by crewaustin@austin.rr.com
[Update Profile/Email Address](#) | Instant removal with [SafeUnsubscribe™](#) | [Privacy Policy](#).

Email Marketing by



CREW Austin | 3209 Blue Ridge Dr | Cedar Park | TX | 78613