



A publication of the Diversity Specific Interest Group of the Project Management Institute

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President's Message

2005 Year Review: From the Diversity SIG

Stewart White, 2005 Diversity SIG

President

PMI Diversity SIG made great strides during the 2005 calendar year! Some of our accomplishments were:

- Increased DSIG membership by 38% (additional 61 members)
- Increased DSIG PMP's by 67% (additional 43 certified members)
- Conducted educational offerings through web seminars
- Redesigned DSIG Newsletters
- Held DSIG Annual Business Meeting via Web Teleconference allowing a DSIG global member participant discussion forum.
- DSIG member surveys
- Collaborated with other PMI components
- Enabled DSIG officer trainer and attendance at PMI Leadership Meeting

DSIG exceeded the 2005 goals set by DSIG membership and DSIG Board of Directors. In the future, we will have the opportunity to continue the DSIG component membership growth, partner with industries to bring diverse project management to the forefront, and collaborate with neighboring PMI components on high quality programs for our membership.

The Diversity Special Interest Group has a website! Check it out! Go to <http://www.pmidsig.org> for a preview.

Earn PDUs! Submit an article for the next publication of the DSIG newsletter by **April 15, 2006**.

I personally thank all DSIG members and volunteers who have contributed their time, talents, and newsletter articles. DSIG officers continue to champion our cause and support ongoing efforts to promote diversity within the project management profession. Our challenge is to maintain and further expand the momentum. Please share project experiences, submit newsletter articles from different perspectives that encompass diverseness, and volunteer to server on the DSIG board.

DSIG ANNOUNCES NEW 2006 OFFICERS!

DSIG welcomes **Jason Elderman** to the 2006 DSIG Board of Directors! Jason will serve as Vice President of Marketing. He is currently an IT Project Manager for , managing projects in the functional areas of Environmental, Exploration, Health and Safety. He holds a Bachelor of Music degree, and is working towards attaining his PMP certification this year. He has been a member of PMI for one year and brings much enthusiasm and creativity. Jason contributed to DSIG on the leadership level last year. Additionally, Jason has held positions as VP of Public Relations and Marketing for Toastmasters and spent volunteer time with the Arizona ACLU and Phelps Dodge corporate sponsored events.

DSIG welcomes **Ray Ju, PMP** to the 2006 DSIG Board of Directors! Ray is the new Vice President of Programs. He is a seasoned Information Technology infrastructure specialist with 20+ years of practitioner experience managing global and enterprise projects in the telecom, finance, high tech, government, bio tech and healthcare sectors. Ray is PMP certified, and holds a Masters Certificate in Project Management from George Washington University. He has demonstrated ability to deliver repeatable and sustained business and operational successes across industries, cultures and geographies. Ray is known for building high performance teams by leading, collaborating and developing transformational Program and Project Management Offices.

DSIG welcomes **Lee Tian, PMP** to the 2006 Board of Directors! Lee will serve as Vice President of Membership. He has fifteen years of experience in Project Management, IT Management, Organizational Development, Operations, Facilitation and Marketing. He holds a Bachelor of Engineering degree from Tsinghua University (Beijing, China), and the Master of Science in Information Systems from George Mason University (Virginia, US). Lee is also Project Management Professional (PMP) certified, Microsoft Certified Database Administrator (MCDBA), Microsoft Certified Systems Engineer (MCSE), and Microsoft Certified Solution Developer (MCSD). He is eager to offer his talents in organization, presenting ideas and information effectively, and forging a consensus in cross-cultural and divergent groups

PMI Diversity SIG Host 'Town Hall' Meeting

Stewart White, President PMI Diversity SIG

PMI Diversity SIG held its annual 'town hall' business meeting with DSIG membership on November 17, 2005. The meeting was held in webinar format with PowerPoint presentation and live member interaction. This forum allowed a great representation of global Diversity SIG member participation.

Stewart White, President, opened the annual business meeting by welcoming the participants and introducing the Diversity SIG Board of Directors. PMI Diversity SIG has in excess of 225 members, from 15 different countries. DSIG officers represent diversity at its best, and hail from various continents.

Stewart outlined Diversity SIG component Highlights and 2005 accomplishments:

- DSIG membership increased from 157 members in December 2004, to 218 members in December 2005. This is a 61 member and 38 % increase!
- DSIG PMP certification increased from 64 PMP's in December 2004, to 107 PMP's in December 2005. This is 43 PMP certified and 67 % increase!
- DSIG had two officers attend the PMI Global Congress EMEA in Edinburg, Scotland. DSIG had one officer attend the April PMI Global Operations Center- Communities Transformation Project. DSIG had two officers attend the September PMI Leadership Conference. Stewart explained the importance of the DSIG component officers being involved in these events. These events educate and update officers skill sets for managing component relations. The project engagements are multi-phased projects that will deliver a framework for identifying, validating, and supporting
- PMI community models to meet stakeholder needs and alignment with strategic and market drivers.
- DSIG officers delivered key presentations at PMI Leadership Meetings and PMI Global Congress events.
- DSIG conducted several webinar meetings that enhanced DSIG global member participation while providing educational opportunities.
- Enhanced and updated DSIG's Strategic Initiative Plan which allows collaboration between SIG components by identifying key tactical and operational issues shared by all SIG's. There were 4 main issues that were identified that needed immediate attention. Organization, Communication, Collaboration, and Membership.

Organization is a critical discussion topic as various SIG components are not organized with similar structure. Therefore, there exists a huge challenge to attain standardization.



PMI Global Operations Center suggested that:

- A SIG mentor group be created to advise and mentor various SIG leaders bringing consistency within the SIG operational plan.
- Communication – Share the use of technologies and industry 'Best Practices' to raise awareness and educate the PM community and SIG membership.
- Collaboration – Share knowledge by interacting with other PMI Components for greater effectiveness. SIG's to start a monthly meeting of SIG Chairs to effectively solve common problems.
- Membership – Many PMI components are struggling with retaining members. Components want to increase their value proposition by better recruiting, retaining, and mentoring of membership. PMI corporate to assist with survey results and responses.

Overall, the meeting produced positive interaction with ongoing with room for improvement. The meeting minute transcript and PowerPoint presentation is posted for member review.

Did You Know...

Member involvement makes a difference! *Volunteers are the lifeblood of PMI. Filling a leadership role or working on a project is a great way to gain professional exposure while making your PMI experience richer and more meaningful. As a volunteer you will not only make great professional contacts, you will also expand your knowledge and develop your leadership skills.* Interested candidates for DSIG can email the Diversity SIG President at presidentpmidiversity@yahoo.com or call 901-375-6075.



DSIG Calendar/Programs

Past Events

Managing Culture Change in Biomedical/Pharmaceutical Research

Ray Ju, PMP

February 22, 2006

Stem Cell Research **Conference** – San Francisco, CA

PMI Global Congress Asia Pacific

February 27 - March 1st 2006

Bangkok, Thailand

Up Coming Programs

"Principles of Project Portfolio Management" - Webinar

Roger Day, PMP

Date: Thursday, **March 30, 2006**

1:00 pm EST, 12:00pm CST, 1:00 am PST

"How to Handle Multiple Projects and Stay Above the Water" - Conference

Ray Ju, PMP

Date: March 31, 2006

Project Management for Research and Development Conference

San Francisco, CA

http://www.ivtconferences.com/pdf/ivt0306_proj_mgmt.pdf

"From PMO NO to Oh! YES: Best Practices for a Successful Strategic PMO" - Conference

Ray Ju, PMP

Date: April 4, 2006 IT Portfolio Management Conference San Francisco, CA www.iirusa.com/ppm

The benefits of a PMO are to attain formalized and consistent project management throughout the organization, and to realize improvements in project performance. Implementing a PMO is about changing the culture of your organization. Let's discuss how to successfully achieve this.



Up Coming Programs (continued)

"The Evolution of Project Management at Genentech' - Webinar

Ray Sanchez-Pescador, PhD, PMP

Date: April 12, 2006

Time: 1:00 pm EST, 12:00 pm CST, 10:00 am PST

"Systematic, Integrated Approaches to Improving the Management of Multiple Projects"

Ray Ju, PMP, DSIG

Date: To be announced

This interactive session will address project portfolio selection and performance, and the OPP (Optimal Project Portfolio) management approach that helps companies select the best projects for their businesses. Additionally, it will present: Decision Analysis, a proven tool that incorporates consistent objectives, rigorous evaluation, risk analysis, and database management to guide client decisions, and the social and technological environment in companies. These are key factors to keep you above water.

Did You Know...

*You can earn Professional Development Units (PDUs) by submitting an article covering a project management topic to be published in the newsletter! We'd like to hear success stories, best practices, and experiences from our members are managing projects in different parts of the world. The deadline to submit articles for the next DSIG newsletter is **April 15, 2006**. Send your articles to: pmifaye@yahoo.com*



PMI DSIG Membership Statistics

*"Building professionalism in project
management"*

Welcome to 4th Quarter New Members / Renewals

New Members

Victor Bethune, St Petersburg, FL,
USA
Patrica Handfield, Indianapolis, IN,
USA
Mary Hubbard, Arlington, VA, USA
Dwayne Johnson Portland, OR, USA
Courtney Thompson, PMP,
Jacksonville, FL, USA
Francis Wega, PMP, Upper Marlboro,
MD, USA
Brenda Williams-Rosalez, PMP,
Jasper, IN, USA

Renewals

Douglas Brown, PMP.
Northridge, CA , USA
Mary Connell, PMP,
Pasadena, TX, USA
Kirsten MacPherson, PMP,
Seattle, WA , USA
Saji Madapatu, PMP,
Memphis, TN, USA

New PMPs

Kathleen Morison, PMP, Atlanta,
GA USA

October

November

William Beneke, Flower Mound, TX,
USA
Alexander Brown, PMP, Belle Mead,
NJ , USA
Linda Chenevert, PMP, Tucker, GA,
USA
Jose Fuentes-Colon, Louisville, CO,
USA
Anthony Hankins, Livermore, CA, USA
Ayad Mounir, Brossard, PQ, CANADA
Karen Nimmons, PMP, Fairfax, VA,
USA
Sabra Robinson, Charlotte, NC, USA
Richard Savage, Austin, TX , USA
Diane Vitale, Wainscott, NY, USA

A.C. Hollins, PMP,
Las Vegas, NV USA
Betty Hutchins, PMP
Rochester, MN , USA
Yoon Jang, PMP
Mississauga, Ontario, Canada
Keith Lennox, PMP,
LaVerne, CA, USA
Ernest Owens, PMP
Woodbury, MN, USA
Donna Taylor, PMP,
Redmond, WA, USA

Lenora Cowley-Young, PMP,
Gilbert, AZ USA
Paul Minor, PMP, Austin, TX USA



New Members

Margaret Azami, Atlanta, GA, USA
Harrie Brakel, Ph.D., NETHERLANDS
Richard Collyer, ENGLAND
David Halbeisen, Arlington, VA, USA
Steven Hattey, PMP, Auburn Hills, MI,
USA
Juan Urena, Skokie, IL USA
Maury Watze, Lansdowne, PA, USA

**Renewals
December**

Edwin Bondoc, USA
Sandra Byrne, PMP USA
Edward Chestnut, USA
Kem Robinson, USA
Mark Stanton, USA
Billy Vaughn, Ph.D. USA
Hsia-Bai Wu, PMP USA

New PMPs

Sheena Campbell, PMP, London,
ENGLAND

DIVERSITY in project management



Striving to promote the participation and advancement of individuals of diverse backgrounds, in the field of project management

2006 Board of Directors

President

Stewart White
Presidentpmidiversity@yahoo.com

VP, Finance

Mark A. Lurch, PMP
Mark.Lurch@gd-ais.com

VP, Education

Sheilina Somani, PMP
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VP of eTechnology

Open

VP, Membership

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VP, Marketing

Jason Elderman
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VP, Publications

Faye A. Smith, PMP
pmifaye@yahoo.com

DSIG is currently composed of over 225 members from more than 15 countries.

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|-----------|---------------|
| Australia | India |
| Austria | Ireland |
| Barbados | Korea |
| Belgium | Malaysia |
| Brazil | Netherlands |
| Canada | Singapore |
| England | Venezuela |
| Germany | United States |



DSIG NEWSLETTER
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