

SERVICE TO THE ADVANCEMENT OF ENGINEERING
AS A
PROFESSION FOR WOMEN

Jean has always strongly believed that young women need to be encouraged into non-traditional careers. She has been a popular speaker for many events in the different communities in which she has been located, and in which she has been involved because of her children's activities. Some of these were associated with local and national conferences, such as:

Work and You Conference - Milwaukee Trade & Technical
High School, Nov 1977

Women in Engineering High School Conference - Texas A&M
Jan 1978

Women in Engineering Conference - Keynote Speaker at the
Parent Banquet, Univ of
Dayton, June 1980

Transition into Management - Chair & Workshop Leader
Poconos Conference, 1983

Others were more informal occasions associated with her work with the Boy Scouts/Girl Scouts and the National Society of Professional Engineers.

Jean began her association with SWE in 1974, by being drafted as a Corporate Member for P&G in Cincinnati, as the South Ohio Section was forming. Jean was a charter member and served as Secretary the first year, President the second year, and Section Representative the following year.

The year 1977 was extremely busy for Jean. As a new mother, she chaired the 1977 National Student Conference, as well as being active in the overall SWE convention in a key lead role; complimenting this position she was actively involved with the students at the University of Cincinnati and involved them in the Conference planning and execution. Overall the conference constituted a growth experience for Jean and for the students as well. Jean still maintains contact and provides support for the students who were on that conference committee.

Just to complicate the year, Jean moved into a new job with Schlitz in Milwaukee, where she then became active in the Milwaukee Section, and in that year was elected to SWE's Executive Committee as Secretary of the Society for 1977-1978

and 1978-1979. As a member of the Executive Committee, her experience in chartering a new section led to her being named New Section Coordinator; she also served as Student Activities Coordinator.

In 1978 she moved to Lancaster PA, and in addition to taking on a new position with M&M Mars Inc., with increased responsibilities, helped to revitalize the ailing Philadelphia Section, identifying and motivating the officers for the 1978-79 year. A year later, she became active in supporting the newly formed LeHigh Valley Section and assisted in their chartering.

Late in 1981, while working with the sections in and around Eastern Pennsylvania, Jean realized the need for a focus on regionalization; she sensed a growing interest in activities that required a bigger effort than could be accomplished by a single section, but closer to their specific interests than a national convention. Having chaired the Student Conference in 1977, she realized that a regional conference, using the same techniques, could pull the sections together in a common cause.

The result, after many long hours around her dining room table with members from the three closest sections, Philadelphia, LeHigh Valley, and Twin Tiers, was the planning and holding of the first SWE effort at a joint section conference. In April 1983, the three sections held the Transition to Management Seminar, designed to fulfill a developmental need for Women Engineers who were in a transitional period and faced with career choices.

This event, which also came to be known as the Pocono Conference, grew from the concept of a regional identity and became a growth experience for the committee as well as the participants. Just as her leadership in the 1977 Student Conference built a support group which continued in that capacity after the conference, the Pocono conference built a support group, who recognized that the efforts expended in preparation, as well as the participation in the conference, caused a key change in their lives. This event emphasized the growing need within SWE to help the members in their career development by first using their creative and managerial talents to organize and manage SWE activities.

At the same time, Jean was serving on the Society's Long Range Planning Committee, which was beginning to establish the Regional concept of SWE and the restructuring of the SWE governing body. In this activity she demonstrated leadership skills, including consensus building, problem solving, and political awareness to keep actions focused on the eventual outcome. She worked with the Executive Committee, as the Provisional Regional structure was set up, evaluated, and the permanent organization phased in.

Jean had elected to become a MAL, during her inter-sectional and Long Range planning activities, to assume an objective position in working for regionalization. A quote from one of her letters of recommendation indicates her effectiveness in as a key player in SWE these activities: "Jean has a rare ability to not take herself too seriously. She often provides the humorous remark or off-beat action that breaks tension and enable a group to release from positions that have become set and refocus on more productive ones. During intense sessions of the CSR and in committee meetings and caucuses that ability has often been used to SWE's advantage."

Jean moved to Nevada in 1988, and, as a MAL, has continued to actively support the goals of SWE, giving her strong support to the MAL Representatives, initiating a Regional meeting in the Sonora area, and serving on the 1991 San Diego Convention committee, a Regional effort. Jean has assisted and advised the students in the organization of a Student Section of the University of Nevada at Las Vegas, which was chartered this year.

Jean Hoppert is an outstanding role model for success. She is unique in her determination and pursuit of her career while maintaining her perspective on her overall life plan. She creates the aura of applying all her resources to complete each of her commitments, whether in her career, the community, professional societies or at home; and each commitment is completed satisfactorily, efficiently, and within the established time.

Society of Women Engineers
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Wayne State University

RECOGNIZED CONTRIBUTIONS TO ENGINEERING

Through her growing experience and increasing engineering and managerial responsibilities, Jean has developed the capability to select, motivate, and direct highly qualified teams that can quickly generate results. Tracing her career path shows a pattern of one who succeeds through her persistence, her team leadership, her ability to recognize and solve the critical technical problems, and her establishment of priorities to get the job done right and on schedule.

Jean's contributions have been made in one of engineering's most difficult areas - the translation of product concepts into the final high quality product ready for shipment, and she has done so superbly. A citation by her peers and management upon the completion of a successful manufacturing start-up for a new product line reads, "In appreciation for your guidance, vision, energy, and leadership which has made possible the successful start-up of Sheba". In this case, the product was a new line of cat food for the Kalkan Division of Mars, Inc. Earlier, she had established and led the start-up team for a new granola snack food product, Kudos, for M&M Mars. She went on to a third Mars, Inc., subsidiary, Ethel M. Chocolates, to become the Manager of Manufacturing for their new premier line of chocolates.

This diversity of products and her continued promotions to more responsible positions demonstrates Jean's mastery of the engineering requirements for the manufacturing process. She is now responsible for all manufacturing and operations aspects of the company, including production, product integrity, quality control, plant lay-out, operational controls, safety, human engineering, packaging, sanitation assurance, shipping and receiving, waste disposal, and personnel performance. She must supervise technical activities in engineering, equipment and plant maintenance, and investment strategy; and commercial activities of operations research, purchasing, and inventory management.

In each of the different product plants and at every level of the manufacturing operation, Jean has left behind a fully trained operational crew to carry on the product-line after she has moved on to a higher management position with greater engineering responsibilities.

SWE FELLOW NOMINATION -- GLORIA JEAN HOPPERT SL740163

Present Employer Mars, Inc.
Ethel M. Chocolates, Inc.
2 Cactus Garden Drive
Henderson NV 89014

Present Title Manufacturing Manager

PROFESSIONAL EXPERIENCE

1978 - Present Mars, Inc. - Three Independent Mars
Subsidiaries

1988 - Present Ethel M. Chocolates, Inc., Henderson NV

As Manufacturing Manager, Jean reports to the General Manager of Ethel M. Chocolates, Inc. and, as such, is a member of the executive staff.

In that capacity, Jean is responsible for strategic planning for the operating company, including organizational development, short term planning, and the medium term plan. This responsibility requires that she be fiscally accountable for the profitable growth of the manufacturing unit through the efficient operation of the plant, prudent capital spending decisions, astute purchasing contracts, and assets utilization.

As Manufacturing Manager, Jean is responsible for all manufacturing and operations aspects of the company, including production, product integrity, quality control, plant lay-out, operational controls, safety, human engineering, packaging, sanitation assurance, shipping and receiving, waste disposal, and personnel performance. She must supervise technical activities in engineering, equipment and plant maintenance, and investment strategy; and commercial activities of operations research, purchasing, and inventory management.

1987 - 1988 Kal Kan, Inc., Columbus OH

Because of her earlier, successful product start-up of KUDOS at the M&M subsidiary of Mars, Jean was named Plant Manager for launching a new pet food product (Sheba) of Kal Kan, Inc., another Mars Subsidiary. Jean was responsible for building a team organization to implement the new product start-up, with an emphasis on on-line quality. She hired and trained the team of 200 highly motivated associates, operating in a new, flexible work environment. With complete responsibility for all plant and product operations, Jean was equally successful with the start-up of Sheba and met all targets, production standards, and financial objectives.

1984 - 1987 . M&M Mars, Inc., Elizabethtown PA

As Operations Manager, Jean was responsible for the production staffing, maintenance staffing and operations of Line One. In that position, she was required to shut down the candy-making operation for a nougat filled bar in July 1985, and restart the line, modified to produce a granola snack product in three flavors by December 1985.

To accomplish the change-over and start-up, Jean developed a new job structure for the new technology, selected 7 salaried and 160 hourly Associates for the new jobs, developed and conducted training required to assure meeting start-up plans, and assumed management of the selected associates. New statistical Quality Control methods and charting were implemented, on-line tasting and quality parameters were established. She participated in the Brand Management Team which recommended and acted on all decisions on the overall Brand Strategy. The transition and new product roll-out were produced on time and under budgeted costs.

1982 - 1984 M&M Mars, Inc., Elizabethtown PA

As Maintenance Section Manager on the Elizabethtown Plant Staff, Jean was responsible for the maintenance section, including implementation and continuous improvement of a planned preventive/predictive program; management and development of maintenance staffing of 9 salaried associates and 91 hourly associates; and control of the maintenance budget.

1980 - 1982 M&M Mars, Inc., Elizabethtown PA

As Industrial Products Maintenance Manager, Jean was responsible for planning, coordinating, and managing all maintenance activities and plant modifications of the Industrial Products area; and implementing preventive and predictive maintenance.

1977 - 1978 Jos. Schlitz Brewing Co., Milwaukee WI

As Project Engineer in the Brewing Process Engineering Division, Jean was responsible for the definition of project scope, design, and supervision of installation and start-up procedures for brewing systems at all company plants.

1972 - 1977 Proctor & Gamble - Two Divisions

1975 - 1977 Pulp & Paper Div., Cincinnati OH

As Product Technical Engineer in the Pulp & Paper Division, Jean was a member of the Mehoopany boiler sulfur dioxide control team, responsible for engineering a method for sulfur dioxide scrubbing and the reuse of recovered sulfur dioxide in the pulp-making process. Other responsibilities included development and costing of systems for chemical unloading, bleach making, bleaching, wet lapping, and disposal of sludge wasting and fines wasting.

1972 - 1975 Shortening & Oil Div., Ivorydale Food Plant

As Supervisor & Staff Engineer, Jean had three years of plant supervisory experience, including both line and staff assignments. She was responsible for quality assurance, including the supervision of technicians who tested quality parameters; engineering input to plant projects; coordination of test market productions; production planning through inventory control systems; cost control analysis and budget planning; development of group incentive programs; and direct supervision of 50 hourly employees.

Society of Women Engineers
National Records
Walter P. Reuther Library
Wayne State University

SWE FELLOW NOMINATION -- GLORIA JEAN HOPPERT SL740163

EDUCATION: BSChemE 1971 University of Michigan
MBA 1975 Xavier University

Licensed Professional Engineer - Pennsylvania & Wisconsin

PATENTS, HONORS, PUBLICATIONS

HONORS

High School: National Honor Society
Junior Achievement Executive Award

College: University of Michigan Regents Scholarship (4 yrs)
Michigan's National Honors Scholarship (4 yrs)
Both these scholarships provided full tuition
& the balance was received in cash to cover
books, fees & expenses.

Citations: 1977 Citation from Univ. of Cincinnati SWE
Student Section
Who's Who in American Women in 1979-80
Certificate of Accomplishment for Preventive
Maintenance Techniques from the Marshall
Institute & Factory Mutual Systems.

PUBLICATIONS

"Assertiveness Training", Workshop at SWE Convention in
Atlanta GA, June 1978

Company recognized for World-Wide Maintenance Management
Manual with the Progressive Reliability Engineering
Technic.

Numerous papers from the Transition Into Management Workshop

"Process to Initiate Change", First Mid Atlantic Regional
Conference in Princeton, March 1986

"A Survival Kit For Start-up", US Women Engineer, Society
of Women Engineers, March/April 1989

OTHER AFFILIATIONS, PROFESSIONAL ORGANIZATIONS, SERVICE

National Society of Professional Engineers

Federated Women's Club

Girl Scouts - Leader, Committee Member

Boy Scouts - Tiger Cub Coordinator, Committee Member

Church Activities - Youth Counselor, Sunday School Teacher

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G. JEAN HOPPERT

A citation for Jean Hoppert from the Sheba Start-up Team at Kal Kan reads: "In appreciation for your guidance, vision, energy and leadership . . ." This citation for the election to the College of Fellows will be a paraphrase of her management's opinion.

During her career at Mars, she has risen from Design Engineer to Maintenance Manager, to Section Manager, to Kudos Operations Manager, to Plant Manager, to Manufacturing Manager and most recently has been transferred to M & M Mars in Chicago. This has been accomplished in her 12+ years at Mars. This, plus being a wife and mother of two and an active member of the Society at all levels. She has served as Section Secretary, National Student Conference Chairman, National Executive Committee Member and as National Secretary, Long Range Planning, and most currently is working on this Convention for the Sonora Region.

Jean has formed or revitalized sections in Ohio, Wisconsin and Pennsylvania and is now active as a MAL. In addition, the Pocono Transition to Management Conference should be added to her energetic activities for the Society.

As her children grew so did Jean's input to the students and student sections. She was never too busy for a Boy Scout or Girl Scout group, a school or church presentation on engineering or women in engineering.

Quoting her nominator: "She is unique in her determination and pursuit of her career while maintaining her perspective on her overall life plan."