

Volume 61, Issue 5

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## President's Message

by MaryKay Grueneberg

Well, Fall is officially upon us. With the coming of this season each year comes the beautiful turning of the leaves, pumpkin spice *everything*, and the annual STC membership drive. With the last one, inevitably, comes the question "Why should I spend money to join? Is it worth it?"

As an STC member for over 20 years, my answer is, of course, "yes, it is worth it." However, I know how hard you work for your money and I know that budgets can get tight, so I'm sure you need a little more to convince you than just my say so. So let me take just a few minutes to outline what STC Chicago can offer you. The STC Chicago program year runs from July through June. During the 2017-18 program year, we offered:

- 10 in person meetings (panel presentations, individual speakers – both local and from around the country – lightning talks, and general networking)
- 7 webinars

*President's Message continued on page 10*

## Honing Your Workplace Negotiation Skills

by Jack Molisani

For many people the term "negotiating" brings to images of unpleasant haggling with a used car salesperson in a loud plaid suit.

But negotiating isn't something you do just when buying a large-ticket item. Deciding what features will be documented given the time on hand, getting your kids to clean their rooms before playing video games, even deciding what movie to watch on Date Night are all negotiations.

### What is Negotiation?

Websters Dictionary defines negotiating as, "Conferring, discussing, or bargaining to reach agreement." Dictionary.com defines negotiating as, "To attempt to come to an agreement on something

through discussion and compromise." I find these definitions lacking—they just don't capture the true spirit and goal of negotiation.

I created a better definition: **Negotiation is the art of giving up as little of what you have in order to get what you want.**

What would you be negotiating? Your Compensation, Project Scope, Project Deadlines, Resources, Headcount, Comp Time, Training, Tools, etc.

What do you regularly give up in order to get what you want in the workplace?

### Negotiation Basics

*Negotiation continued on page 9*

## Navigate Detours with STC Chicago

Make STC Chicago a partner in your professional development. Join or renew your STC membership now to be entered in a drawing to win one of two great prizes. These were specially selected to help keep you on the road to success in your tech-writing career:

- A \$75 gift card from The Grommet (grommet.com) plus a GPS item tracker
- A prepaid \$59 STC webinar plus a free eWriter to keep track of what you learn



To be eligible for this offer, you must join or renew your STC membership and choose STC Chicago as your chapter by December 31, 2018. Why wait? Act today to assure your spot in the drawing.▣

(Picture left) August 2018 meeting. Everyone is watching Jack Molisani. See *Honing Your Workplace Negotiation Skills* on the cover.

## Navigate detours

Network | Learn | Grow | Lead



**Join or renew membership now at [stc.org](http://stc.org)**

Sign up by December 31, 2018, and select the STC Chicago chapter for a chance to win a \$75 thegrommet.com gift card + GPS item tracker | or | \$59 STC webinar + eWriter

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## It's Not the Gray, it's the Green

By Dan Dornbrook

Having gone through an unplanned job search this year – and many who are reading this article have had that experience or know someone who has – I was asked to write an article for *Byline* about age-related topic from the perspective of a technical writer.

Like many technical writers, I entered our field as a second career, after years in another – journalism in my case, specifically daily newspapers – that is now too far in the past to be worth listing on a resume, even apart from any clue it might give about my age to someone wanting to find that out without asking me (by which I mean without disclosing that this demographic tidbit matters to them, when they can dig it up on the sly and then feign ignorance).

For all of my current career (and even in my previous one), I've worked in multi-generational environments, and although my perspective on those environments has changed, I genuinely have found that we have more in common than we think, and that we all bring strengths to the table that can benefit each other if we let them.

The key, if I may cut to the chase, is openness to new viewpoints and experiences – the kind of openness that seems essential in a field that requires us, not only to adapt to new tools and technologies over and over, but to explain them to others. “Not learning anything new anymore” is not really an option for technical communicators, if it ever was.

If anything, I feel more out of sync with – to pick one example – people close to my age who stopped listening to any music released after they reached their early to mid-20s than with people much farther from my age whose tastes and interests may differ greatly from mine but who are open to something new. I felt that way 15-20 years ago and still do.

Hey, if Paul McCartney can still write and record actual new songs and unleash them on the world, when he not only has enough greatest hits to recycle them

forever but could easily live off the royalties in seclusion if he wanted to ... why should I stop being curious? (Not that I need or want to know everything that anyone might wish to blab – Instagram lunch-oversharers and phone-shouters-on-trains, I'm looking at you – but I'm not yet ready to be sedated, at least not without a little help from the Ramones.)

Age bias is real, but the greatest bias in today's job market is one that affects all residents of higher-wage countries like ours who wind up competing with residents of lower-wage countries: cost bias. Income has been static (and purchasing power shrinking) for a reason: Too many corporations

prioritize cost reduction (and enhancement of executive compensation, especially through stock) over nearly everything else – including, most notably for those of us who communicate for a living, language skills.

Indeed, those laundry lists of requirements in job descriptions seem less related to actual business needs for specific skills than to minimizing the time spent by HR staff in filtering the applicant pool down to that much-desired short list (more keywords = fewer matches). When software-as-a-service companies require experience in interpreting mechanical drawings, the real requirement clearly was to generate verbiage with as little paid effort as possible (“just copy from the Department of Labor site, yeah, that's the ticket!”). In short, it's not the gray, it's the green, as in those who have the latter not wanting to part with any more of it than they must, even to get what they say they want or need. This is not new.

*It's Not the Gray* continued on page 5



Dan Dornbrook



## Academic Technical Editing: From Headache to Headway

by Margaret Larkin

I have been editing and proofreading for several years, in addition to translating, writing, and learning the subtleties of English and the mechanics of other languages. So when I got the opportunity to be a copy editor/proofreader/language decipherer for an engineering scientific journal, I figured I'd be able to handle it.

But it took a while. Each manuscript I read had numerous technical words wrapped in complex sentences surrounded by equations and data that I had never seen before. I knew what a correct English sentence was, but multiplied by thousands, I ended up having to trudge through several pages of rocky terrain that resulted in daily struggles that made me reevaluate my destiny.

It wasn't that I couldn't do it, but my brain was resisting the growth. I felt like new synapses were forming and new neural connections were made until I was able to reach the end of the road, which was usually full of references citing other complex scientific studies, which luckily I didn't have to confirm.

It took several hours to read papers that were on their way to acceptance, and I often felt defeated while the authors were elated that they were getting published in a prestigious journal.

Now reading the papers is no big deal. They still are barely comprehensible for my non-scientific mind, but now I glide through them, and my brain no longer hurts. In fact, I think my brain has become hungrier for stimulation, and it's expanded rather than exploded.▣

## November Webinar: Defining Your Career in Content Strategy

How do you know if you're a content strategist? What does that even mean? In this session, we'll walk through a broader view of the content strategy spectrum, focusing in on back-end driven, educational models. Our presenter, Emily Messer, will share her story about what it's like to lead an integrated content function and how you can reframe your experience and perspective to expand your career into content strategy roles.

Wed, Nov 7. 12:00 pm - 1:00 pm CST. For registration, see <http://events.constantcontact.com/register/event?llr=erucd7bab&oeidk=a07efq3hvti1277afbe>

STC Chapter Members - FREE\STC Members - \$5.00\Non-members - \$10.00

About the Speaker: Emily Messer is the Director of Customer Success Content at Relativity. With a career that spans across academia, corporate, and tech, her sweet spot is aligning business imperatives with content strategies to transform focused audiences into high performing communities of professionals. Emily holds an MBA, MS.Ed, and is certified in design thinking from both the Design Management Institute and the Grenoble Graduate School of Business.▣

(Picture right) The eLearning Showcase. See *eLearning Showcase - More Than an Opportunity to Learn* article on page 11.



# Not Just a Writer! From a Content Generator to Something More

By Amruta Phansalker

When the much-debated value of a technical writer's contribution assumes centerstage, nothing says it better than the changing nature of the technical writing profession. Originally the "story-tellers" for the product at hand, writers today, are donning more hats than what they had before. Of course, with much aplomb!

The growing competitiveness of businesses translates to increased demands out of employees, and writers are no exception to this rule. Organizations constantly want more from their employees, and in doing so, are testing employee's limits. Writers feel the pressure too. Technical writing is evolving into something much larger, thereby doing away with the outmoded idea that writers are "content creators".

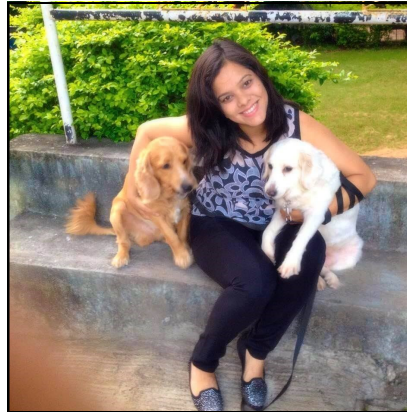
Here are some added roles that writers are essaying with much ado. Some may come as a surprise.

## Writers as programmers

Writing an effective block of code is without a doubt, a job best for the experts. That has not deterred writers from acknowledging this little ace up their sleeves. Software today is changing face. With the emergence of MVP (minimally viable product concept), more and more software offerings are now designed such that they respond to a standard set of functional expectations, with the possibility of "adding" to this list, if you have the skills to. What this means is, companies are building software, and then leaving it to their customers to customize the software so that it is best-suited to their needs. This is beginning to blur the boundaries between developer documentation, and end-user documentation, with end-users increasingly being programmers themselves. More and more documents now include code, as actuals and as examples. That is why it is important for us writers not to shy away from code; in fact, much of the code logic is at one end of the spectrum, discernable, and at the other, reproducible. Self-paced study, online universities offering

coding courses, books and notes, and of course, help from your developer friend are some of the ways you can quell the angst around code blocks.

Can writers become programmers? Why not?



Amruta Phansalker

## Writers as Code-Reference Writers

API documents are nothing new. Much has gone into making the process simpler, such as API-generating tools. As codes become nimbler, and more "open", the demand to make every code component self-explanatory becomes resoundingly high. Code methods, classes, parameters, events, metadata, and parameters are beginning to come under the writers' purview. Writers often log on to the same versioning systems as devel-

opers and work at the heart of the code. Class descriptions, parameter types, or method calls – nothing is off-limits provided you have the keen eye and a general sense of kinship with the developers. How do you get started? Well, you either have to be lucky to get the coveted computer science degree, or you are naturally inquisitive. In either case, a thorough understanding of code semantics and syntax, together with the underlying logic is essential.

## Writers as User Experience Experts

Technical writers translate thoughts, and this quality makes them integral to developing the functional maturity of products. When technical writers and UX designers team together, the result is often a product as seen from the eyes of end-users. Technical writers contribute in numerous ways – tooltips, error text, label names, or even workflow logic. It is not uncommon to have writers turn into full-time usability experts, underlying the very importance of the role they play, albeit in the shadows.

How can you start? Well, e-universities is the answer to everything today. You can also look for willing

*Not Just a Writer!* continued on page 7

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## STC Fellow and Associate Fellow

Applications for STC Fellow and Associate Fellow are due November 1, 2018.

If you would like to nominate a candidate or be considered for either honor, now is the time to begin the process. Associate Fellows who received their AF honor in May of 2016 or earlier are eligible to apply for Fellow. See <http://www.stc.org/membership/recognition/honors> for eligibility requirements and instructions.▫

## STC Summit 2019 - Speaker Proposals Due Oct. 4

Are you an expert on a cutting edge Tech Comm topic? Do you have something unique and interesting to share with the Tech Comm community? Are you looking for a way to advance your career? If so, then consider speaking at the 2019 STC Summit, the annual Tech Comm conference by the world's premier organization "for those who explain the complex, demystify the confusing, organize the chaotic, and manage the content that enables our modern civilization to function."

STC is currently looking for speakers to share their knowledge, research, work experiences, technical expertise, and, most importantly, willingness to teach others. The 2019 Summit is 5-8 May in Denver, Colorado.

For full details and the official submission form, see the [STC Call for Proposal](#) page.▫

## October: The Technical Communicator in a Contract Role

*An evening workshop devoted to contractors, contracting firms, and contract work*

In this evening workshop, we will briefly touch on the tried and true components...resumés, work samples, and interviewing. But we will focus on working with consulting firms, finding contract projects, and moving to the contract world from the employee role. We will also cover some new things like social media and virtual components as these impact the ever-evolving work environments.

As more and more companies utilize Technical Communicators in contract roles, our moderated panel will focus on things you need to know to get good contracts. We will answer questions like "How do you choose a consulting firm?" and "Do you need to be represented by a consulting firm to get the best contracts?"

The evening's focus will be on the moderated panel, with time for questions. The panel will include representatives from two consulting firms and two contract technical communicators.

It will also include a hands-on portion that will focus on the "Dos and Don'ts" of social media and the role social media plays in establishing your personal brand.

Please join us in Oakbrook on October 18 for this special evening workshop. Go to our [website](#) for details and registration information.▫



(Picture left) Francis Bao at the eLearning Showcase. See *eLearning Showcase - More Than an Opportunity to Learn* article on page 11 for more details



## Attention All Tweeters

By MaryKay Grueneberg

Social media is becoming more than just a casual social tool. It is becoming more and more popular in the work place, being used as a marketing tool, and even as a tool for disseminating technical documentation for company products. Social media platforms have become a means of passing on important career-related information and are used for creating engagement and awareness on many important topics. This is why, in part, STC Chicago has a presence on several social media platforms and we are striving to expand that presence to let everyone know about STC, STC Chicago, and the important role a professional organization such as ours can play in a technical communicator's career.

@stc\_org  
@STCCAC  
@STC\_Summit

@stc\_rochester  
@STC\_NEO  
@STCAAlberta  
@STC\_Florida  
@STC\_ETC  
@STCSanFrancisco  
@STC\_Atlanta  
@STCSactoMetro  
@stc\_eastIA  
@STC\_TC  
@STC\_Arizona

@STC\_SVC  
@STC\_ECU  
@stc\_carolina  
@STCLoneStar  
@stccwc  
@STCORLANDO  
@STC\_Austin  
@STCRockyMtn  
@STCAtlanta  
@STCSocal  
@stcwc  
@STCIndia  
@STCNewEngland  
@STCHouston  
@STCIndiana

@STCEO  
@stcpgh  
@STCSM  
@STC\_TO  
  
@LoneWriterSIG  
@STCAcademicS  
@STCPPSIG  
@STCJMU  
@STC\_SOCSIG  
@STC\_IDL\_SIG  
@stc\_cic\_sig  
@ttustc  
@stc\_te\_sig

Take a look at and consider following some of the many STC communities that have a Twitter presence – you never know what you will learn!

I know a lot of you are on Twitter – if you are, be sure to follow @stcchicago. If you tweet about anything related to Tech Comm, please be sure to tag us in your tweets so we can 'like' and retweet your articles and Tech Comm thoughts. Please keep in mind that @stcchicago will not tweet, re-tweet, or 'like' anything political or defamatory in nature. For more thoughts and ideas on how to use social media to enhance your professional brand, check out our October evening workshop.▀

## Not Just a Writer! continued from page 5

mentors within your organization. Start small but start on solid grounds. Great user experience was never achieved in a day!

### Writers as Web Designers

A single peculiarity of technical writing is the diversity of the people who are a part of the writer's fraternity. Erstwhile professors, literature enthusiasts, army veterans, and computer science zealots, you can find them all, and even some others in a typical writers' team.

What we bring to the table is skillsets that are almost unexpected, but can be put to great use. Writers are also beginning to turn into web designers, a skill that small to mid-sized companies find most valuable. For smaller-sized companies, the return on investment is of utmost value; it is after all, a one-person army building a website as well as writing documents.

What can you do to become an effective web designer? For one, you definitely need to have a strong interest in learning WordPress (or another tool) and writing and manipulating HTML code. Add to that, an artist's eye that oversees a great web design.

This list is of course not comprehensive. There is always more that you can learn. Technical writing is evolving. Much like everything else.

This article was reprinted with permission from STC Canada West Coast.▀

## Steve Johnson Receives Award

Steve Johnson, president and CEO of Copresco, has been named a 2018 C-Suite of the Year Awards honoree by the Daily Herald Business Ledger. The awards program recognizes chief executives who demonstrate outstanding corporate and community service leadership.

He has 40 years of experience in the graphic arts industry.■



Steve Johnson



(Picture above) MaryKay Grueneberg at the eLearning Showcase. See *eLearning Showcase - More Than an Opportunity to Learn* article on page 11 for more details

## Call for Entries and Judges

STC Chicago 2019 Technical Communication Competition

STC Chicago's 47th annual Technical Communication Competition is still open – entry deadline is October 20. We'd love to have your entry in this year's competition! We've cleaned up and shortened the entry form this year to make it easier than ever to enter!

Although this is a competition, each entry is evaluated on its own merit and judges will provide detailed feedback. The categories for entries are: Training Materials/Informational Materials/Promotional Materials/User Support Materials. For full details, entry form, and payment link, go to our Website at <http://www.stc-chicago.com/competition/call-for-entries/>

Would you like to be a judge? No experience? No worries! We will give you all the tools you need to be an integral part of the competition. After all, a competition is not a competition without a good set of judges! For full details on judging, go to our Website at <http://www.stc-chicago.com/competition/judging-for-the-competition/>

Questions? Contact us at [Competition@stc-chicago.com](mailto:Competition@stc-chicago.com)■

## It's Not the Gray continued from page 3

Your mileage may vary, of course, but the only response I can see is to redouble our efforts to communicate our value – not just what we can do, but how it benefits others, especially the customers or shareholders whom current or potential employers purport to serve. We know our skills can solve real-world problems, especially as technology keeps finding new ways to tax people's patience. The better we can articulate the value that we add, the better off we'll be.■



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## Negotiation continued from cover

One negotiates to reach a common agreement. I believe all negotiations have to be either Win-Win or Lose-Lose to be considered “successful.” For example:

A sale: The buyer gets a product (or service) they wanted at a price they can afford, and the seller make a reasonable profit

A war: Both factions split the territory in dispute. Neither side is happy, but it’s certainly better than fighting

Win-Lose is not “negotiating.” When one side forces their terms on the other, there is no common agreement, no meeting in the middle. The other party may accept the offer because they have to, but they sure aren’t going to like it, and they certainly are not going to give 100% if they feel they have been cheated.

What do you think an employee will do if they accept a salary that is much lower than what he/she thinks is fair? Let’s look at some lessons learned and best practices for conducting negotiations.

### Before You Begin

The first thing to do before starting any negotiation is do your homework. Decide before you begin what you would like to achieve.

Decide what is a nice-to-have, what is a must-have, and at what point will you walk away from the negotiations if you are just not getting what you want.

Don’t try to decide these things during the negotiation. There is usually far too much stress or emotion in a negotiation, and you don’t want to make a snap decision that you will later regret.

Also, Chellie Campbell, author of *Zero to Zillionaire*, talks about doing business with “Your People.” You recognize Your People when you meet them. They value your services and are happy to pay your rates for a quality product or service. They want to strike a deal that is good for both parties.

So the next step after doing your homework is to find Your People and negotiate with them.

### At the Start

When opening a negotiation, don’t just jump into price negotiations. Take time to get to know something about the person with whom you are negotiating, and for them to get to know you. They will be more open to negotiating if they feel you are “birds of a feather,” so look for shared values and common ground.

Also find out what is important to them, and let them know what is important to you. (More on this later in the article).

### Opening Offers: Theirs

When possible, let the other side make the opening offer. That is the first insight you get into what they have in mind as a fair price, and you can determine if the deal is even worth pursuing.

So when a company comes to me looking for a contract technical writer, I usually ask:

“Compensations can vary widely based on the amount of education and experience they have. Do you have a particular range in mind so I don’t send anyone too expensive...?”

If a client tells me they want someone for a ridiculously low amount, I assume they’re telling me the truth—they really are looking for a writer for \$x/hour. In that case I don’t even try to negotiate. I just say, “Sorry, there is no way I can find someone at that rate and still include a margin to cover my overhead.” But if the number is not too far from your target, you can ask to split the difference, or even just agree to their number if it is not too far from your own.

### Opening Offers: Yours

There will be times when you will have to make the opening offer, such as stating your bill rate or salary expectations in an interview.

I have a rule of thumb: The better the interview went, the higher the number I quote when they asked my bill rate.

However, I always add a qualifier in case I needed to back pedal. I say, “My normal bill rate is \$x/hr...” and then watch their reaction. If they accept my rate without hesitation, I make the offer. If not, I back pedal.

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## *Negotiation continued from page 9*

rates! If they react negatively, I can quickly add, "...I'm flexible given that this is a long-term contract [given the state of the economy, etc.]." If they react negatively and I have to back pedal, I also add, "What bill rate did you have in mind...?"

### **Justifying Your Numbers**

For bidding projects (no matter if you are an internal employee or external contractor), you must be able to show how you came up with your estimate. The best way is to support your numbers with historical data. "The last time we did a project just like this it took...." If you can show exactly how you came up with your numbers, the negotiation will swing away from your hourly rate and onto the scope of the project.

### **Negotiating: Give and Take**

Remember, most people consider making and receiving concessions as part of the negotiation process. So knowing the other person expects me to give up something as part of the negotiation, I always add things to my "wish list" that I am willing to negotiate away. At the start of the negotiation you should ask the other party what is important to them at the start of the negotiation. That way I can say if you give me what is important to me, I'll do what I can to give you what is important to you. When I do that, I find negotiating a deal is much closer to a dance than a tug-of-war.¤

## *President's Message continued from cover*

- 10 months of First Thursdays networking lunches simultaneously in three different locations
- 1 amazing banquet and awards celebration

If that's not enough, we also...

- hosted our 46<sup>th</sup> Technical Communications Competition (the 47<sup>th</sup> is currently open for submissions)
- held our first design contest
- awarded college scholarships
- for the first time, awarded a scholarship to a graduating high school senior
- co-hosted the popular annual eLearning & Technology Showcase

All of this activity – and more! – has earned us a few awards. In May of 2018, we were once again declared an STC Platinum Community and a Pacesetter Community. We have earned Community Achievement awards every single year since 2006, reaching the highest level for 11 of the 13 years. We have been named Community of the Year twice and have been named a Pacesetter Community three times.

So, for less than the price of a daily small, plain coffee, you can have access to all STC Chicago has to offer, you can build your personal toolkit, you can advance your career, and you can even influence the career of a new professional in the field of technical communication.

The 2018-19 program year has already started and we will be doing all that we did last year and more! Join us today! ¤

# eLearning Showcase – More Than an Opportunity to Learn

By MaryKay Grueneberg

The 11th annual Chicago eLearning and Technology Showcase was, once again, a huge success.

Presented by ATDChi and STC Chicago, it was a day filled with exploring eLearning best practices and technology. Approximately 260 attendees had the chance to hear from their choice of 34 speakers, all with different backgrounds and experiences, from all around the country. A total of 28 sessions were offered to attendees. The sessions were divided into four categories:

Design, Develop, Strategize, and Learning Sparks. Learning Sparks were 5-minute lightning talks on a focused topic.

Beyond the educational sessions was the networking opportunities. For any of you who know me, you know that I think one of the single most important aspects of any conference is networking.

The eLearning Showcase was no exception. Sitting at the STC Chicago table in the venue lobby, I had ample time to observe, listen, and talk to the attendees. Two absolutely great stories happened which just proved to me the power of networking.

First, I met an attendee who was a voice-over artist. He was talking about how he came to the event with more than a few apprehensions as he wasn't quite sure if it was the right conference for him. Then he proceeded to tell me how he had met and talked with another attendee earlier in the morning and they exchanged cards and information. A few hours later, just after lunch, the man's new contact ran into

him in the hallway and said that he was talking to a colleague in California over the lunch break and he thinks he has a job for him and then gave him all the information. Bam! Connection made!

Then, I was sitting at the table during one of the breaks between sessions and overheard a conversation between two attendees who had obviously just met. The first woman was saying that she looked at the other woman's samples over the previous break

and said she would love to talk further about a contract position she had open that she thought would be a perfect fit. Bam! Connection made!

Now, that's what I call the power of networking – and those are just two of what I'm sure must be many stories! The next time you have an opportunity to attend a conference,

don't just think about the positive aspects of the available presentations, also give some thought to the impact of the networking opportunities it will afford.

On a side note, I would also like to say "congratulations" to the STC Chicago table raffle winners:

Marta Aranda (Abbott) – Amazon Kindle Fire  
Siatmoy Chong – TechSmith SnagIt License  
Jennifer Kern (Lake Forest Graduate School of Management) – STC Chicago Swag Bag





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## STC Chicago 2018-19 Officers

**President** – MaryKay Grueneberg, [president@stc-chicago.com](mailto:president@stc-chicago.com)

**Vice President** – Michael Burke, [vp@stc-chicago.com](mailto:vp@stc-chicago.com)

**Secretary** – Dan Dornbrook, [secretary@stc-chicago.com](mailto:secretary@stc-chicago.com)

**Treasurer** – Pete Wagner, [treasurer@stc-chicago.com](mailto:treasurer@stc-chicago.com)

**Immediate Past President** – Elizabeth Gecas, [ipp@stc-chicago.com](mailto:ipp@stc-chicago.com)

### Byline

Byline is a bi-monthly publication of the STC Chicago chapter of the Society for Technical Communication (STC), a non-profit membership organization serving the needs of technical communication professionals.

**STC mission statement:** Creating and supporting a forum for communities of practice in the profession of technical communication.

**Copyright statement:** Byline invites submissions for consideration for publication. By submitting an article, you implicitly grant a license to Byline to run the article and for other STC publications to reprint it without permission. The writer holds copyright. In your cover letter, please let the editor know if this article has run elsewhere and if it has been submitted for consideration to other publications.

**Subscriptions:** The current issue of Byline and all archived editions are available on the [STC Chicago Website](http://stc-chicago.com).

## 2018-19 Committee Managers

**Alliance** – Linda Jansak

**Bylaws** – Becky Hall

**Competition** – Elizabeth Burke, [competition@stc-chicago.com](mailto:competition@stc-chicago.com)

**eLearning & Technology Showcase** – Linda Jansak

**Historian** – Bill Leavitt

**Byline Newsletter** – Robert Delwood, [byline@stc-chicago.com](mailto:byline@stc-chicago.com)

**Nominating** – Pete Wagner, [nominating@stc-chicago.com](mailto:nominating@stc-chicago.com)

**Get Real! Professional Interview Program** – Dan Dornbrook, [interview@stc-chicago.com](mailto:interview@stc-chicago.com)

**Programs** – MaryKay Grueneberg, [program@stc-chicago.com](mailto:program@stc-chicago.com)

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