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April 2016



From the President



The third CREW Network *2015 Benchmark Study Report: Women in Commercial Real Estate* marks the most extensive industry research to date over an unprecedented 10-

year span, tracking and analyzing specialization, compensation and career achievement by gender.

Key findings from the 2015 survey:

- Women continue to gain ground in commercial real estate. **In 2015, more women were hired to fill senior, senior vice president, managing director and partner positions than in 2010.**
- **Women now have as many direct reports as men.**
- While more women are in senior roles than ever, they are not advancing into the C-Suite – and most are not vying for the top

Events

CREW and other local events



May 10, 2016 11:15 am - 1:00 pm
[**CREW Charlotte May 2016 Luncheon - The Charlotte Douglas International Airport and its Impact on the Growth of our Community**](#)
[Register Now](#)

May 20, 2016 6:00 p.m. - 10:00 p.m.
[**2016 50 Most Influential Women**](#)
[Register Now](#)

Welcome

Say hello to our newest members



Aimee Adams
 Cottonwood Residential

Z Brennan
 Brennan Law Firm

Adam Eberhart

roles either. **Forty percent of men surveyed aspire to the C-suite, while just 28% of women want the top jobs. Forty-seven percent of women surveyed aspire to senior vice president or partner level.**

- **Women's career satisfaction and feelings of success in the industry increased across all specializations in 2015.** Women with higher commission-based pay reported the highest satisfaction levels.
- When it comes to workplace challenges, women listed 'lack of a company mentor/sponsor' as the #1 barrier to success. Men and women both listed "relationship with internal mentor" as the #1 factor for future success.
- The income gap is still prevalent in commercial real estate. The gap is shrinking at the entry level, but widening as years of experience and position responsibilities increase.

Action items stemming from research findings from CREW Network:

- The 2015 study findings will enhance CREW Network's research and program agenda, including existing mentoring and targeted programming for senior women.
- As part of the inaugural CREW Network Certificate in Leadership program, 60 women are undergoing year-long specialized leadership development, industry training, and mentorships. The Certificate in Leadership curriculum was developed from previous CREW Network research findings indicating that women are often reluctant to take risks, negotiate salaries and develop specific career plans

Master Title Agency

Tiffany Etheridge
NAI Southern Real Estate

Dawn Krieg
Lincoln Property Company

Denise McCaskill
TWM Construction

Heather Osterweil
Truliant Federal Credit Union

Ilesha Patel
C Design

Jacquelyn Paulsmeyer
Lawrence Group

Rachel Wheeler
Lawrence Group



Please contact [Patty Drummond](#) with your career updates.

Kelly Barnhardt
Matthews Chamber of Commerce

Jennifer Deal
McAdams

Ann Erickson
Northwood Ravin

Member Spotlights

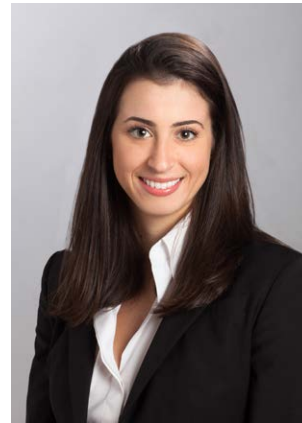


Robin Haddock
RLH Development

that allow them to advance at the same pace as their male counterparts.

Action items Industry Leaders should consider:

- Both men and women leaders should make mentoring and sponsorship of women a priority. Volunteer to sponsor or mentor a woman in the industry. Encourage women to strengthen and expand both their internal and external networks, and ensure that mentor and sponsorship activities include building relationships with high profile/high value clients. This may be over business lunches, golf outings, etc. – and women need to be invited. Mentors and sponsors should also help women become more comfortable with taking the risk of moving to new companies and accepting commission-based compensation in order to advance in their careers.
- Companies and organizations must be honest about unconscious bias in their employee hiring, promoting, assigning of challenging projects, and inclusion in high-profile client relationship development. Leaders can utilize an assessment tool and engage a diversity consultant to recognize unconscious bias, take action to overcome it, and put accountability measures in place.
- Human resource leaders should conduct employee pay equity tests regularly to identify disparities in compensation between genders. It is only through fact-based analysis of salaries that employers can truly know if, and where, pay gaps exist.



Christianna Williams
Cushman & Wakefield

[To read the member spotlights, please click here.](#)

Members Making Deals

[Robin Turner](#)

I would like to thank my fellow CREW member, Mary Wilken with Insite Properties, for her recent commitment to O'Leary Group Waste at two of her Charlotte properties. I've known Mary quite a while but our mutual involvement in CREW Charlotte has allowed us to deepen our relationship. Thanks, Mary!

[Click here for more deals.](#)

Job Opportunities

Office Administrator / Bookkeeper -
Southeastern Construction & Development

[Click here for more jobs.](#)

Announcements

[ONE Global Design Summit meets in Mexico to recap 2015, plan growth for 2016](#)

[Click here for more announcements.](#)

Highlights

CREW Charlotte will be partnering with **Habitat for Humanity in the 25th anniversary of the Women Build initiative.**



What started as a casual conversation among a group of Charlotte women in 1991 has grown into an international movement. CREW Charlotte is looking forward to contributing to the 2016 Women Build houses. We will have two build days available for the women of CREW Charlotte: Friday, June 3rd and Saturday, June 18th. Below is a link to sign up for one of the build days. Please [click here](#) to register and contact [Nancy Everhart](#) or [Jennifer Bickett](#) with questions. If those dates conflict with your schedule, reach out to [Nichole Kelley](#) to help on Wells Fargo build dates. Those are: Friday, June 3rd; Friday, June 10



Intern Lunch Event from UCREW CREW members, our June lunch meeting is targeted as CREW **Charlotte's SECOND annual Bring Your Intern to Lunch**

event. We are encouraging all our members who have an intern this summer to invite them to join you at the June luncheon. By hosting your intern for the luncheon, you allow them to participate in one of our excellent program events as well as expose them to the great networking opportunities within CREW. We'll provide them with a "student" ribbon for their name badge and will have a small gift for them to take home. Also, we plan to acknowledge all interns and your companies during the announcements. To register your intern, please contact [Patty Drummond](#) to receive the \$35 student luncheon

rate. If you have any questions, contact one of the UCREW Committee Chairs- [Liz Ward](#) or [Emily Buehrer](#).

On May 20, The Mecklenburg Times will host the eighth annual **50 Most Influential Women**



awards. The 50 Most Influential Women event was created to spotlight and recognize the important role women play in the greater Charlotte region, in the economy, and in society. The honorees represent the most influential women in business, government, law, education, and not-for-profit fields. To register, please [click here](#).

CREW



NETWORK*

Do you know an undergraduate or graduate student pursuing a career in commercial real estate?

CREW Network Foundation provides scholarships and a paid internship based on academic excellence.

Eligible students should be enrolled full-time in accredited real estate programs or enrolled in other fields of study with an intent to pursue a career in commercial real estate. The deadline to apply is April 30, 2016. For more information and to apply, please [click here](#).

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704.338.6898

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czawtocky@harthickman.com
704.586.0007

Executive Administrator

Patty Drummond
CREW Charlotte
executive@crewcharlotte.org
704.968.0609

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