IN THIS ISSUE

FROM THE BOARD
Jennifer Pages, Secretary

UPCOMING EVENTS

COFFEE HOUR
March 19th, 2026, 7:30 - 9:30AM
Alchemist Coffee - Chinden
9115 W Chinden, Garden City

Panel and Mentoring Event
April 16, 2026, 5:00PM - 7:00PM
Inspiration Alley
217 S 11th St, Boise

SPOTLIGHTS

Patty Norberg
Retired from CSHQA

Madelynn Sand
KPFF

EVENT RECAPS

QUARTER 1
The Inner Work of Self Leadership with Michelle Choate

ACHIEVEMENTS

Kylene Collette started as a Project Manager with **Andersen Construction!**

Maddy Harwell is now Director of Brand & Communications at McAlvain Companies!

Jen Moore started a project with American Airlines!

Have an announcement, achievement, or milestone worth celebrating?

Email us at
hello@IWAEC.org
to be featured!

IWAEC

IDAHO WOMEN IN ARCHITECTURE • ENGINEERING • CONSTRUCTION

A MESSAGE FROM THE BOARD

Greetings,

My name is Jennifer Pages, and I am extremely thankful to serve as this year's Secretary! The IWAEC Leadership Team has prepared a great lineup of events, introducing new resources in collaboration with influential industry leaders to make this year even more impactful!

As someone who grew up in Boise, witnessing the city's rapid growth has been both meaningful and motivating. Having the opportunity to contribute to shaping its infrastructure and skyline, has been nothing short of inspiring. My background in Civil Engineering has allowed me to explore a variety of paths within the AEC industry. With 4–5 years of experience, I currently work as a Senior Project Engineer with McAlvain where I've been fortunate to support a wide range of projects, including mid- to high-rise commercial buildings in Seattle, ground-up self-perform concrete scopes, tenant improvement renovations, and multi-family developments.

I first discovered IWAEC last year after moving back home, and what immediately sparked my interest was the diversity of topics, perspectives, and people. Beyond the engaging conversations, I felt a genuine sense of empowerment from an organization deeply committed to uplifting one another within the community. That sense of belonging and shared purpose is what inspired me to get more involved.

With that, as we approach our 10-year anniversary, I am especially grateful to serve on the Board of Directors. We are excited for the year ahead and look forward to continuing to grow our network, strengthen our community, and create meaningful opportunities together!

Sincerely,

Jennifer Pages
IWAEC Secretary

LET'S STAY IN TOUCH!
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UPCOMING EVENTS

COFFEE & CONVERSATION

Thursday, March 19th, 2026

7:30AM - 9:30AM

Alchemist Coffee: **Chinden Location**

9115 W Chinden, Garden City

Event Recap: THE INNER WORK OF SELF LEADERSHIP - Boundaries and Self Compassion

IWAEC members gathered for an engaging evening on self-leadership, with over 30 women attending a thoughtful session led by **Michelle Choate**, MA, CTC, CEC.

The discussion explored emotional intelligence, mindfulness, and self-compassion, highlighting how self-awareness and healthy boundaries strengthen our effectiveness as leaders.

Thank you to **CSHQA** for generously hosting this meaningful and well-attended event.

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INDUSTRY SPOTLIGHT

PATTY MORGAN NORBERG

RETIRED PRINCIPAL EMERITA

CSHQA

What mark or legacy would you like to leave on the industry?
It takes a whole team as well as building relationships to create a great project with a lot of clear communication from start to finish.

Tell us about yourself and your career as an architect at CSHQA.
After 37 ½ years in the industry and at CSHQA, there have been many different evolutions I have seen, from drawing on the board with overlay drafting methods to the age of the computer and now incorporating AI, it has been a very interesting journey.

It was my goal from the beginning to become an owner in a firm and as the first female Stockholder at CSHQA, it helped me feel like I was in more control of my destiny by participating in and learning the business of architecture along with all the art and math of architecture. Now, with our firm going to an ESOP (employee stock ownership program), more people will have that same opportunity as I did, and sooner.

What an industry we work in, very diverse and it is up to you to be self-directed, find your champion and go get it.

What will you miss the most about your work?
Definitely, the people, team collaboration and all the trusted partners.

MEMBER SPOTLIGHT

PATTY MORGAN NORBERG

Tell us about your favorite project you've been involved with.
All the Whole Foods Markets our team worked on in the Pacific Northwest and Rocky Mountain Regions (Seattle, Salt Lake, Denver, Kansas City and especially the first one in Idaho). An excellent example of the BEST in collaborative efforts with clients, their consultants and the various engineers to make each project special and designed for an experience build for the local customers.

What new things do you want to learn in this next phase of your life?
Incorporate the art side of my brain more with metal work, welding, silver smithing, sewing, architecture tours of the world (Sweden and Japan were sweet!) and fly tying.

What advice do you have for women in the workplace?

- Be kind, but firm while being yourself. Kindness is NOT a weakness.
- Networking is a BIG deal - the industry is small - for example people I went to college with became my clients.
- Make a 1-3-5 year plan to map out your goals, then meet with your manager and determine how your manager can support your goals

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MEMBER SPOTLIGHT

MADELYNN SAND

STRUCTURAL ENGINEER, EIT

kpff

Tell us about yourself and your current role at kpff.
I'm a passionate structural engineer in KPFF's Boise office. I was born and raised here in Boise and earned both my bachelor's and master's degrees from the University of Idaho (Go Vandals!). Anyone who knows me knows I bring energy, enthusiasm, and curiosity to every project I touch. I genuinely love what I do, and that passion doesn't stop at the technical work. It fuels my drive to collaborate, mentor, and give back, especially through K-12 outreach and inspiring the next generation of engineers. I'm deeply involved with ACE Mentorship, the University of Idaho's senior design program, and I regularly guest lecture at BSU, U of I, and WSU.

How long have you worked in the industry? What drew you to the AEC industry?
I have been in the industry for a year and a half. I'm still very early in my career and staying humble, but I love learning something new every day. KPFF has been such a blessing, and I'm lucky to be surrounded by amazing role models every day.

What is driving you professionally right now?
What drives me professionally is remembering where I started. I came from a difficult home environment, barely graduated from high school, and nearly ruled out college altogether. A last-minute "tour" to the University of Idaho turned out to be freshman orientation and changed everything. The civil engineering department met with me specifically because I was one of only a few women who had registered. They helped me learn that I was Pell Grant eligible and for the first time, I could see a path forward. I committed to change, focused on my grades, and got involved. I went from nearly dropping out of high school to becoming a top performing engineer.

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MEMBER SPOTLIGHT

MADELYNN SAND

What fulfills you outside of work?
I'm an "artist at heart and an engineer in the head". I've painted several murals, dabbled in live wedding painting, and tried basically every art medium. It's fun taking a break from the hard math I do all day and doing something purely creative.

Tell us about someone that influenced your career path.
My husband, Tyler Sand, has been my biggest cheerleader from day one. He works in the A/E/C industry as a mechanical engineer and shares my passion for outreach. We met in college and spent our early years traveling around the state to get kids excited about STEM, which is how we fell in love. Years later, he still joins me every week at ACE. He is my anchor when things get rough and my sail when I need that extra push.

Tell us about your favorite project you've been involved with.
One of my first major projects at KPFF was the Boise State University Construction Management Building. I worked on it as an intern and later returned full-time to assist with construction administration. I've had the opportunity to tour BSU timber engineering students and ACE high school students through the building. Being part of such a meaningful, local project and using it to show young people what careers in engineering can look like, has been incredibly rewarding.

What mark or legacy would you like to leave on the industry?
I want to become a role model and supporter for future women in this industry. There is still a huge gap of women in engineering in Idaho, and that is why I stay so heavily involved with students. I see so much of myself in them and want to give the encouragement I didn't have when I was first considering a career in this industry.

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