**ARCH IWD 2021\_D Morrison\_SIDE**

**Four Questions for ARCH® Cutting Tools Engineer Dolores Morrison**

Research shows that diverse talent – including gender diversity – in a business organization can drive innovation. ARCH® Cutting Toolsis a company that is fully invested in supporting a gender-diverse culture, including its engineering team, for its innovation and growth.

**Dolores Morrison**, an Engineer at its Mentor (Ohio) facility, is a key member of the ARCH Cutting Tools team. Answering these four questions, she reflects on her nearly 30-year career.

**Why did you choose engineering?**

“Originally, I did not plan on engineering as a career,” Morrison said. “In high school, I wanted to be a nurse. I took all the high school prep courses necessary to get into nursing school, including physics. While I got good grades in physics, I didn’t fully understand it. Since it was a requirement in college, I decided to take physics to sort of ‘get it over with.’ But the professor was so engaging and dynamic that I ended up loving it!”

That changed her focus to engineering because she liked the puzzle-solving aspect of that profession, she remembers.

“When I graduated in 1990, there were only two other women with engineering degrees. One was in Civil Engineering and one was in Electrical Engineering. I was the only woman graduating with a degree in Mechanical Engineering.”

**What was your experience as a woman engineer in the 1990s?**  
”I started with Competitive Carbide as an engineer in July 1994, when it had fewer than 10 employees, so, when necessary, I helped in other departments. I occasionally ran machines, etched inserts, assembled tools and even helped in shipping. Those experiences helped me as an engineer to better understand our products and the work involved in manufacturing cutting tools; and it helped me better understand our customers.”

Dealing with customers as a female engineer 25 years ago was totally different than today.

“Back then, I would have a discussion with a customer and almost immediately the customer would call back to talk to a male engineer to have the same discussion. Fortunately, my boss and my fellow (male) engineers were very supportive. … they would ask ‘What did Dolores tell you?’ and then confirm, ‘Well, that’s the answer.’”

Over the years, she has seen attitudes change. Now … her ability or insight is not questioned because she is a woman.

**How has the industry changed over the course of your career?**“When I graduated from college in 1990, the only drawing experience I had was on a drafting board. Within three years, I had to re-educate myself by taking courses in computer aided drafting (CAD). Starting out, I used AutoCAD to design tools and create quote prints and manufacturing prints for the shop.

“The drawing systems evolved into 3-D CAD/CAM systems and once again, Morrison had to re-educate herself, but this time it was on-the-job learning.”

**What advice do you have for women considering an engineering?**  
“I encourage women seeking careers in any branch of engineering to get as much practical experience as they can. Take classes for CNC machining, welding, or other hands-on learning – they will be invaluable to you in the day-to-day real-world application of engineering.

“Women are natural-born problem solvers. I believe that if we can nurture this ability in girls and young women, and combine it with comprehensive STEM education, women’s contributions to engineering – and other science-based careers – will become the norm, and the world will be better for it.”

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**About ARCH® Cutting Tools**ARCH Cutting Tools is the recognized world leader in high-performance solid round and indexable cutting tools. With manufacturing facilities located throughout the United States, the company’s engineering and machining facilities are dedicated to the betterment of precision machined parts, products, tools, and related supply chain processes. ARCH Cutting Tools combines the expertise of leading American manufacturing professionals and expanding technologies to serve the medical, aerospace and defense, and industrial markets. [archcuttingtools.com](http://archcuttingtools.com/)

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