

BITS AND BYTES

VANGUARD'S TLP NEWSLETTER
MARCH 2021 EDITION

Letter from the "Editor"

Katie Morris

Happy April Fool's Day, everyone!
While I certainly enjoy a good prank, it's no joke for me to welcome the newest additions to the *Bits and Bytes* staff:

Kaitlyn Smith (2019)
Alissa Vining (2020)
Ryan Wolverton (2020)
Alex Diaz (2020)

Over the course of the next few months, we'll be launching a few new series, fun segments and other tidbits to keep you informed, yet entertained. Make sure not to miss the first of these special new releases "*Refactoring With Ryan*", where **Ryan Wolverton** will tackle how to refactor common anti-patterns with style and flair! If you have ideas that you would like to see included, please feel free to reach out to me, or to one of the folks listed above!

Happy reading and best of luck to the 2020's as they transition from R1 to R2 next week!

In the March issue:

Page 1:

Letter from the "Editor"

The Importance of Pronouns

Drexel Co-op Involvement Opportunities

From the Leadership Desk...

Meme of the Month

Page 2:

Refactoring with Ryan—NEW SERIES!

Shout Outs

Upcoming Events

The Importance of Pronouns

Jenn Phillips—TLP Program Manager

[This article](#) shares how using pronouns is a small, yet highly impactful and meaningful way to foster a safer environment for anyone.

Here are some ways to share your pronouns at work:

- Signature page in your email
- Crewnet
- LinkedIn
- Add it to your intro when meeting new teams / people

Special shout out to **Isabel Uzsoy** for raising the topic with me. As a community it is important for all of us to be more intentional and remove assumptions as we continue to strive towards a more inclusive team culture.

Drexel Co-op Involvement Opportunities

Kaitlyn Smith—Bits and Bytes Staff Writer

Vanguard has employed scores of co-ops over the past few years as part of our partnership with Drexel University. Co-ops are similar to interns as they are undergraduates seeking experience in industry for college credit. However, these co-ops are six month long instead of the ten week program we offer interns. Co-ops work in one of two cycles Fall/ Winter or Spring/Summer. This program has shown strong results in recruiting local IT talent into our entry level specialize roles.

This upcoming Spring/Summer co-op class will be the first time our co-ops will be treated as a cadre. This means HR and co-op administrators will be adding structure in the form of networking opportunities, mentorship, and technical workshops.

This leaves an exciting opportunity for TLPs to get involved to help enrich the co-op program. The new co-ops will be joining us from April 5th to September. If you are interested in volunteering as a mentor or running a technical workshop please reach out to me*.

**Note—If interested in volunteer opportunities, please reach out to Kaitlyn directly via e-mail (kaitlyn_smith@vanguard.com) or by Teams chat.*

From the Leadership Desk...

Selected Updates from the TLP Leadership Team

Thank you for the great Summit week!

We had many TLPs speak up in sessions and make a positive impact!

Fuel-Up Week for the 2020s: 4/5-4/7

Look forward to remarks from Kristie Edling-Day, Principal—US Intermediary Technology (USIT)!

Pod Leadership:

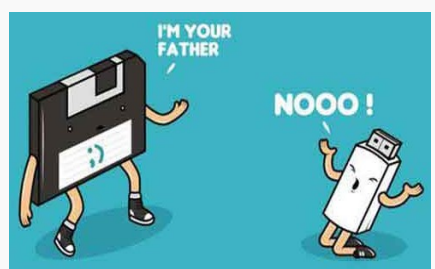
Application window is now open! The last day to apply is next Friday (4/9).

TLP Leadership Offsite scheduled for 4/16

Register for The Road to DEI - Vanguard's first ever daylong cross-CRG conference:

http://crewnet.vanguard.com/news/mar/crg_conf_2021.html

Meme of the Month



SHOUT OUTS

2019 Cadre

This past year has been super difficult for all of us in so many ways. I am so happy that we all got the chance to even get to know each other and hangout, even if it was only for 8 months :)
- Mohsin Ali -

Casey Cole

Congratulations on your AWS Certified Cloud Practitioner Certification!
- Candace Shields

Jessica Tang and Lisa Clarke

Recently helped with instruction of technical interview prep at Temple University. This was the feedback from the course's instructor, Rose McGinnis:

"It went REALLY well - they were so organized and gave some great problems and the students were really engaged - one student pretty quickly got the first problem and I think she was surprised. (I had not figured it out yet) I would love to have them back if we teach this class again. She was really good at this!"

Great job, Jessica and Lisa!
- David Thompson

Know someone awesome?

[Click here](#) to shout them out in April's edition!

Refactoring with Ryan: Monster Functions

Ryan Wolverton—Bits and Bytes Staff Writer

Every team has one - that one function that is completely incomprehensible to everyone, but somehow makes everything run smoothly. It was written 17 years ago in FORTRAN by someone that now lives in the Swiss Alps, only contactable by carrier pigeon. You don't have any pigeons, and The Function can break at any moment, threatening to bring down your production systems. Wrangling something like The Function into a clean program is not an easy task, and you are going to need some tools in your tool belt to do it.

This, as you may have guessed, is the noble cause of Refactoring. To do it, you must be a one person Rosetta Stone that is able to translate something like The Function into code that is easy to read, understand, and maintain. We at the newsletter are going to give you some tips on how to do it - if you can do it well, countless generations of developers will be in your debt.

In this inaugural entry of my new series, we will first talk about long methods. In general, you want a method to do one thing, and one thing only. If you find yourself needing to put a comment on something inside a method to explain what it does, odds are that the scope of what you're writing is beyond the method, and you should take this code and put it in a new one. Mentally, it can be difficult to create a new method instead of just adding to an existing one, but continuing to add and add can result in a method that is obtuse and difficult to read.

So, what do you do when you run into a method that is a million lines long? You investigate, find any fragments of code that can be grouped together, and extract them to their own methods. This results in a collection of methods that are self-contained and understandable, as opposed to a monolith that is intimidating and difficult for anyone trying to debug problems with the code. If methods are split so that they are a reasonable size and named effectively, the code explains itself.

Stay tuned for next month's edition of *Refactoring with Ryan*!

UPCOMING EVENTS

April 5th-7th: 2020 Cadre Fuel Up Learning Days!

April 13th-15th: HOLA Voces Series—"Immigration and Integration Into Society"

Sessions from 12:00pm to 1:00pm and 3:00pm to 4:00pm all three days! Please click [this link](#) to sign up!

April 15th, 2pm-3:30pm: Grey Spaces—"Age in the Workplace"

The Grey Spaces team would like to invite you to our session "Age in the Workplace" on April 15th from 2-3:30pm. We will be sharing research around generational differences and ageism followed by breakout sessions to discuss thoughts on the presentation and our experiences as new crew. If you have any questions or would like to get involved in future Grey Spaces sessions, please reach out to us!

April 16th, 12pm: Engagement Committee—Lunchy Bunch!

On April 16th at noon, the Engagement Committee is bringing the lunchy bunch back! We will be having lunch together, fully paid for by TLP. Do consider RSVPing if you enjoy Fridays, free food, and/or fun games.

In addition, keep your eyes peeled for an All Cans On Deck focused event that will involve some friendly competition in the coming weeks!