



Society of Women Engineers

Annual Report 2003



A Partnership in Progress

The Society of Women Engineers stimulates women to achieve full potential in careers as engineers and leaders, expands the image of the engineering profession as a positive force in improving the quality of life, and demonstrates the value of diversity.

A Year in Progress



Contents

- 2 Mission Statement
- 3 Letter from President and CEO
- 4 A Partnership in Aspiration
- 6 A Partnership in Advancement
- 8 A Partnership in Achievement
- 10 Making it Happen
- 12 Financials
- 13 They Made it Happen

Aspire, Advance, Achieve, our new tagline, captures the momentum experienced this year as the Society of Women Engineers broke fresh ground toward fulfillment of our mission. The recruitment, retention and upward mobility of women engineers of today and the future continue to be at the heart of our programs and efforts. We have been productively engaged, conducting outreach to young girls and women, offering programs to improve the retention and leadership issues in the workplace, and demonstrating the contributions of engineering to the world and the value of a diverse engineering workforce.

Partnering with supporters from industry, academia, government agencies, non-profit organizations and individuals, we have accomplished more than any one organization could do alone. Through these partnerships our efforts and results have been dramatically enriched. With this principle of partnership uppermost, we are pleased to present the fiscal year 2003 annual report, "A Partnership in Progress."

Our shared mission acquires a new meaning when we take not just the mission to the next level, but the nature of our partnerships as well. We are creating a positive circle, an upward spiral. The stronger our partnerships become, the more progress is made in fulfillment of our mission and this success, in turn, leads to even stronger partnerships and greater progress in the mission.

ASPIRE ADVANCE ACHIEVE

The relevance and importance of this work is evident in the fact that SWE membership increased by 12.5 percent this year.

Thank you to each of our partners, supporters and members for a fantastic year, and the continued opportunities to further advance our mission and our impact on the world.



Rachel A. B. McQuillen, P.E.

Rachel A. B. McQuillen, P.E.
President

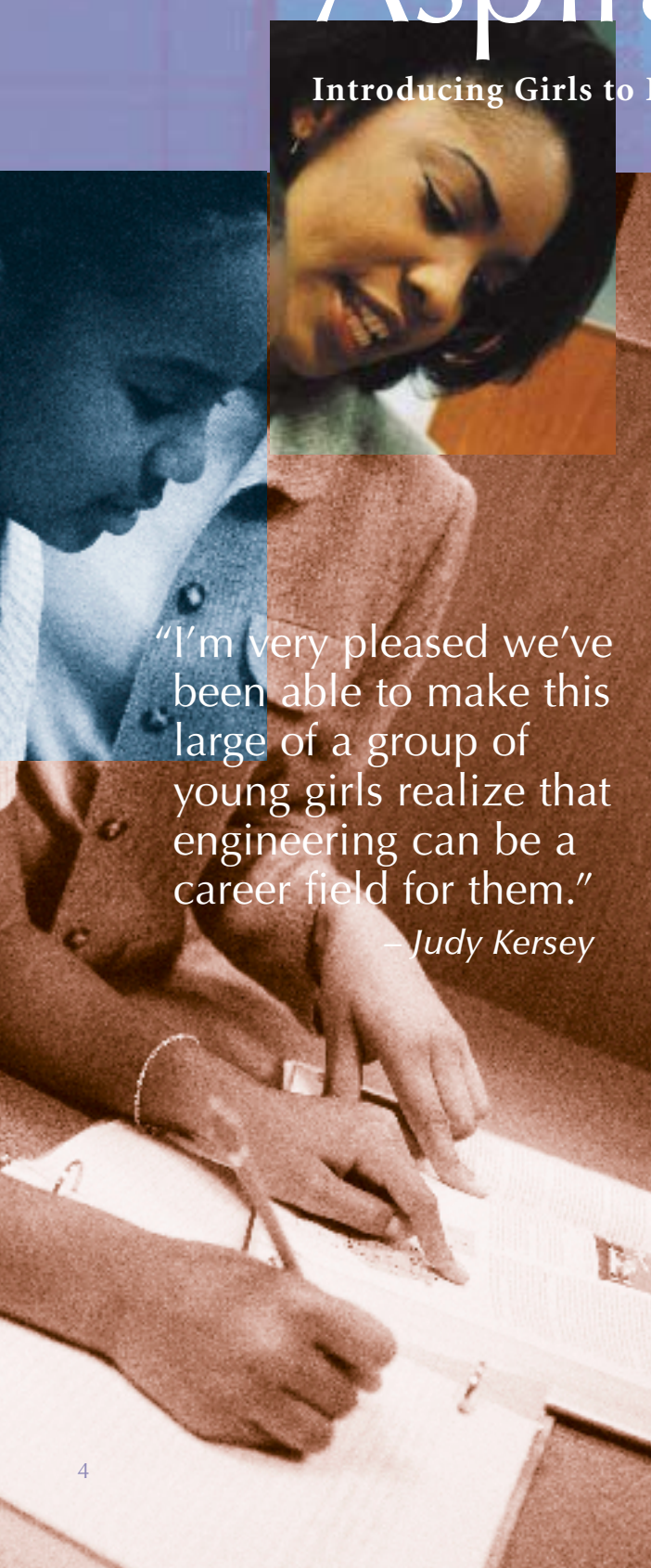


Betty Shanahan

Betty Shanahan
Executive Director and CEO

A Partnership in Aspiration

Introducing Girls to Engineering Workshop



Judy Kersey, a most determined woman, wants to make certain that girls and young women today don't share her experience from the 1950s, when a college dean tried to talk her out of a future in engineering. Undeterred, Kersey earned a master's degree in electrical engineering and went on to become deputy director, electronic engineering development at the Kennedy Space Center. Now retired, Kersey chairs SWE's program grants committee and is an energetic example of the passionate SWE members who are dedicated to encouraging young girls to *Aspire* and to find and follow their dreams as future engineers.

Kersey and other Space Coast Section members demonstrated this passion and the power of volunteering through their workshop entitled Introducing Girls to Engineering. This event provided 450 girls a closer look, and for some a first look, at the marvels of engineering. Eyes sparkled, smiles stretched across faces and mental light bulbs went on as the girls rolled up their sleeves and became engineers for a day. The participants, in grades three to nine, built Alka-Seltzer-fueled rockets, discovered the mechanics of yo-yos and cameras, and learned how road systems are constructed, building the models with what else, but chocolate. Particularly satisfying was that a number of participants were from low-income and minority households – demographics that are severely underrepresented in engineering.

With funding from a SWE grant underwritten by the ExxonMobil Foundation, organizers of this and numerous other outreach programs deliver comprehensive reports detailing how they planned and executed the event, making it easier for volunteers nationwide to conduct similar activities in their own communities. These grants are the critical financial resources that make SWE's grassroots outreach activities possible throughout the country. These efforts will continue until the day that any woman can experience the rewards of an engineering career without having to overcome the challenges and discouragement that Judy Kersey did.

"I'm very pleased we've been able to make this large of a group of young girls realize that engineering can be a career field for them."

— Judy Kersey

SWE Career Guidance and Outreach

Since its inception in 1950, the Society of Women Engineers has been the driving force that establishes engineering as a highly desirable career aspiration for women. SWE implements hundreds of national and grassroots level programs each year to introduce young girls to the world of engineering and technology.



Program Development Grant Fund

- Established in 1998 to provide a cohesive funding vehicle to financially support the mission of the Society.
- Currently supported by donations from the ExxonMobil Foundation and the Ford Motor Company Fund.
- Finances local programs supporting career guidance, professional development and diversity training.

SWE Career Guidance Partnerships

- SWE sections and the Girl Scouts work together to get girls excited about engineering through workshops, special age specific awards, and a day-long program at SWE's national conference.
- SWE provides classroom mentors to the NASA SClence Files™ program to assist educators with hands-on activities and scientific concepts.
- SWE's liaison to Girls Inc. facilitates communication between the two organizations and assists in the planning of joint activities to introduce girls to science and engineering.

SWE Scholarship Program

The SWE Scholarship Program provides financial assistance to women admitted to accredited baccalaureate or graduate programs, in preparation for careers in engineering, engineering technology and computer science. In fiscal year 2003, SWE disbursed more than 130 new and renewed scholarships valued at more than \$280,000.

Freshmen Scholarships

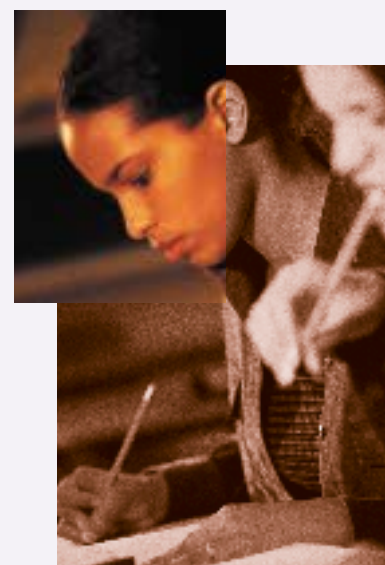
Anne Maureen Whitney
Barrow Memorial
DuPont
Exelon
General Electric Fund
B.J. Harrod
Dorothy M. and Earl S. Hoffman
Admiral Grace Murray Hopper
B.K. Krenzer Reentry
Bertha Lamme Memorial
Lockheed Martin Foundation
SWE New Jersey Section
Northrop Grumman Corporation
Olive Lynn Salembier Reentry
SWE Phoenix Section

Graduate Scholarships

Electronics For Imaging, Inc.
SWE Past Presidents
Lydia I. Pickup Memorial

Upperclass Scholarships

Adobe Systems Incorporated
Agilent Technologies Foundation
Bechtel Foundation
ChevronTexaco Corporation
DaimlerChrysler Corporation
Dell Inc.
Delphi, Inc.
DuPont
Electronics For Imaging, Inc.
Ford Motor Company
General Electric Women's Network
General Motors Foundation
Dorothy Lemke Howarth
Lockheed Martin Aeronautics Company
MASWE Memorial
Lillian Moller Gilbreth
Dorothy Morris
Microsoft Corporation
Northrop Grumman Foundation
Ivy Parker Memorial
Lydia I. Pickup Memorial
Judith Resnik Memorial
Rockwell Automation
Sarnoff Corporation
Meredith Thoms Memorial



A Partnership for Advancement



“When students graduate with programs like this offered by SWE’s Student Section Vitality Task Force, they graduate with more skills and the confidence that will really benefit companies like ours.”

– Sharon Smith
Agilent Technologies
Human Resources

Member Programs

SWE empowers women to succeed and *Advance* in their engineering studies and careers, and demonstrates the value of diversity in the engineering profession. SWE’s programs and partnerships support the retention and advancement of women in engineering through career services, professional development and networking opportunities.

Section and Region Programs

- Approximately 90 professional sections and 300 student sections provide opportunities for personal, professional and leadership development.
- Programs provide the network and support system to combat the obstacles to retention of practicing and student women engineers: isolation, lack of role models and limited access to informal networks.
- 10 geographic region conferences offer seminars in leadership, personal and professional training, and career planning.
- Career fairs at student sections and region conferences promote career opportunities with organizations that champion diversity.

Professional and Student Section Vitality

- Specially trained SWE professional and student members provide leadership coaching to sections.
- Training modules developed on topics vital to maintaining a strong section from team building to tactical planning to finances.
- Programs support the success of the sections and develop the skills of section leadership.

With 300 student sections across the country, SWE is proud of its continuing impact on the retention of young women in undergraduate and graduate engineering programs. SWE student sections are the channels for delivery of most of SWE's student benefits. With workshops, community-service activities, mentoring projects, and social events, student sections are busy operations, bustling with excitement and enthusiasm. SWE student sections are also forums where students develop leadership skills and self confidence. Yet, the continuing turnover of leadership as students graduate and the discontinuities presented by the academic year, present challenges to the operations of a student section.

Thanks to the backing of Agilent Technologies and Toyota Motor Manufacturing North America, Inc. a SWE task force is, for the second year, focusing on the vitality of student sections and the growth and development of all new student leaders. In 2003, the program added a new system of 15 training modules including the most important aspects of student section leadership, from how to chair a meeting to financial management. Any student section can become stronger and more vibrant with this program.

Task force chair Danielle Forget points out that these modules also impact the individual student leaders, helping them to become more confident, more capable and more efficient.

She notes, "Everything we teach them to make a section better also makes them better students and better future engineers. If we can teach a woman how to do conflict resolution within her student section, she'll have those skills when she becomes an engineer."

Agilent and Toyota commit resources and support to the student section vitality program because they recognize the program impacts both the retention of female students in engineering today and the leadership skills of the next generation of engineers who enter the workforce.



Career Services

- Online Career Center for member résumé management, job searching and sponsor access to résumés and job postings.
- Career planning tools, corporate profiles, articles on career management and life/work balance issues addressed.

SWE Magazine

- Published five times a year, the Society's award-winning magazine supports the mission of the Society.
- Covers issues of interest to women engineers including accomplishments, career development, member activities and technical themes covering a broad range of engineering disciplines.

SWE National Conference

- National conference includes technical and leadership training, continuing education credit programs, career fairs and networking opportunities.
- The Society's national conference is the premiere event for thousands of members, partners and supporters to gather.
- SWE's national conference award ceremony celebrates the key contributors inside and outside of the Society that have made a direct impact on women in engineering and the advancement of SWE's mission.

A Partnership in Achievement



"Each of these women in her own way contributed to opening doors for women who came after her."

– Deborah Rice,
SWE Archivist

SWE Archives, Walter P. Reuther Library, Wayne State University

Awards Programs and FY03 Recipients

SWE empowers women to succeed in their engineering studies and careers and *Achieve* the recognition and credit for their life-changing contributions as engineers and leaders. SWE's recognition programs celebrate the rich history and heritage of women in engineering, and honor today's leaders and innovators.

Achievement Award

The Achievement Award is SWE's highest honor recognizing an outstanding contribution to engineering over a significant period of time.

Dr. Mitra Dutta, Ph.D.
University of Illinois at Chicago

Upward Mobility Award

In recognition of a woman who has risen to a significant management position in her organization, where she is able to influence the decision making process. This award is underwritten by Northrop Grumman.

Patricia D. Galloway, P.E.
Nielsen-Wurster Group

Resnik Challenger Medal

Awarded for visionary contributions to space exploration, in memory of SWE member, Dr. Judith A. Resnik.

Colonel Eileen M. Collins
United States Air Force and
NASA astronaut



SWE Archives, Walter P. Reuther Library, Wayne State University

There is combined interest in expanding the thousands of publications, photographs, reports and other documents detailing the history of women in engineering in the SWE Archival Collection housed at the Walter P. Reuther Library, Wayne State University, Detroit.

Alive with passion and personality, "Profiles of SWE Pioneers: An Oral History Project" is the latest addition to the SWE archives. The project features interviews with 30 women whose lives and work changed the world of engineering.

Conducted from March – June 2003 by former SWE Archivist Lauren Kata, the historical interviews provide a meaningful and multi-dimensional understanding of the lives of the pioneers, including the challenges they faced, the perseverance they demonstrated, and the summits they conquered.

From Irene Peden, who broke the gender barrier in Antarctic research, to Josephine Webb, whose advances in facsimile transmission changed communications technology; these interviews demonstrate significant achievements made by women in a variety of engineering fields. The contributions of these pioneers led to major innovations in their eras. For example, interviewees include women like Elizabeth Plunkett, Barbara Johnson, Lt. Colonel Arminta Harness, USAF, Ret., and NASA astronaut Bonnie Dunbar, who were instrumental in the early development of commercial, defense and space aviation.

Made possible by a generous grant from the Ford Motor Company Fund, the oral history project enhances the collection, already considered a jewel for its detailed accounting of women striving to succeed in a traditionally male profession.

Much like the highly regarded "Petticoats and Slide Rules" traveling exhibit highlighting SWE's first 50 years, SWE's archives brings history much closer to each of us and captures these remarkable stories to serve as an inspiration for all generations.



SWE Archives, Walter P. Reuther Library, Wayne State University

Rodney D. Chipp Memorial Award

In recognition of a man or company who has contributed significantly to the acceptance and advancement of women in engineering.

Nicholas M. Donofrio
IBM

Gerard M. Exley, Ph.D.
NUWC Division Newport

W. George Hairston III
Southern Nuclear Operating Company

Distinguished Engineering Educator

In recognition for demonstrated excellence in teaching, scholarship and contribution to the engineering profession.

Ruth E. Baltus, Ph.D.
Clarkson University

Entrepreneur Award

Presented to a successful SWE member who has started and/or maintained her own engineering-based business.

Cheri J. Leigh, P.E.
Leigh & O'Kane, LLC

Work/Life Balance Award

Recognizes an individual who has been instrumental in establishing a landmark program permitting employees to balance work, family and interests. This award is underwritten by Honeywell.

Rosalind J. Cox
Ford Motor Company

Distinguished New Engineer Award

For demonstrated outstanding technical performance in the first 10 years of an engineering career.

Kristin R. Brandenburg
Applied Process, Inc.

Jennifer Darnell
General Motors

Semahat Siddika Demir, Ph.D.
University of Memphis

Debra A. Jones
Delta Mobile Software

Michele Tesciuba
Schlumberger Oilfield Services

Distinguished Service Award

For significant contributions to the Society and its members.

Judy Kersey
NASA, Retired

Joyce Gienger Medalen
School of Engineering and Mines
University of North Dakota

Fellow Grade

Presented to SWE members in recognition of continuing service to SWE and its members and their contributions to the field.

Michelle Ditizio Ballew
Christy Cobb, Inc.

Gloria Montano
Virtual Development Center
Institute for Women and Technology

Patricia M. Nelson
Nelson Electronics

Laurie Ramsay
Ford Motor Company

Caroline VanIngen-Dunn
CVID Consulting Services, LLC

Making it Happen

“We named it the Corporate Partnership Council because a partnership is really what this is all about.”

– *Sandy Postel*
Cofounder & Chair



This year, more than 20 of the Society of Women Engineers' leading financial supporters joined to create a Corporate Partnership Council (CPC). The CPC is a true partnership designed to facilitate frequent, on-going interaction between SWE leadership and representatives of SWE's most significant supporters. "This new relationship will enable the Society to have an even greater impact in the engineering world," noted Sandy Postel of the Boeing Company, who worked diligently with Kimberly Gavaletz of Lockheed Martin Corporation and SWE leadership over the past two years to conceive and establish the group.

The CPC will advise and support SWE in identifying and exploiting opportunities that make a difference in increasing diversity in the engineering pipeline, the engineering workforce and engineering leadership in industry and academia.

Corporate representation on the CPC comes from a functional cross section of active industry leadership: operations, research, human resources and recruiting, corporate management, and philanthropy. This diverse group brings a breadth of perspectives on the issues impacting engineering. Leveraging that perspective, the CPC can be SWE's partner in tackling issues as they surface, wielding influence on matters as wide ranging as government initiatives, company policies, recruiting, professional trends and educational and academic standards.

Council partners will provide assistance to SWE through consultation with society leaders, insight into industry trends and developments, and financial support for innovative projects, operations and infrastructure of the society. In exchange, council partners will have more immediate access to SWE leadership, opportunities to share best practices in the recruitment and retention of women engineers, and the satisfaction of making a difference in the lives of girls and women who dare to dream of achievements as engineers.



FY03 Sponsorship

SWE's mission is advanced every day through the dedication, effort and innovation of SWE members combined with crucial financial support from corporations, foundations and individuals who endorse SWE's mission and objectives. By working closely with each organization, we are able to fashion a sponsorship package that meets the needs of both the sponsor and SWE. Here are just some of the ways our partners are getting involved:

Corporate Partnership Council

- Created during FY03 by SWE's most prominent supporters to provide a forum to partner more effectively with SWE. (see CPC members list on page 13)
- Corporate Partnership Council members commit a minimum of \$30,000 to a set of SWE programs and initiatives, including unrestricted funding.

Corporate Membership

- Corporations, educational institutions and government entities can support the mission and objectives of the Society and provide opportunities for SWE membership for their employees through corporate membership. (see member list on page 13)
- Redesigned in FY03, SWE's \$3,000 corporate membership package includes nine SWE memberships for company employees, national conference registration for three of the sponsored members, and formal sessions and newsletters on how to best leverage SWE corporate membership within an organization.

Signature Programs

- To address the society's objectives, SWE signature programs target key areas such as career guidance, diversity, educational outreach, professional development and leadership training.
- In return for its support, the sponsor is acknowledged by having the program named in its honor. This provides high visibility for the sponsor and allows SWE to launch or sustain programs that provide vital services to SWE's members at all levels. (see list of sponsors on page 14)

SWE National Conference Sponsorship

- The SWE national conference is the society's premier event for professional development, networking and career advancement for both student and professional members.
- Conference sponsorship enables SWE to subsidize the attendance of student members at the conference and the presentation of high value conference programs. (see major sponsors list on page 13)

SWE Magazine Advertising

- SWE, the award-winning magazine of the society, is published five times per year. The publication provides all SWE professional and student members with inspiration, information and news on the Society.
- The commitment of organizations to advertise consistently in each issue of the magazine enables SWE to design a high quality publication year after year. These advertisers, the Heritage Club, are listed on page 13.



Society Statement of Financial Position

	Unrestricted	Temporarily Restricted	2003 Total	2002 Total
Cash/Investments	\$4,081,459	\$1,023,035	\$5,104,494	\$4,215,342
Accounts Receivable	262,420	8	262,428	268,032
Prepaid Expenses	278,074	0	278,074	269,354
Inventory	0	917	917	4,736
Deposits	36,811	0	36,811	46,962
Net Fixed Assets	16,762	0	16,762	14,561
Total Assets	\$4,675,526	\$1,023,960	\$5,699,486	\$4,818,987
Liabilities & Accounts Payable	\$574,472	\$3,512	\$577,984	\$437,184
Deferred Revenues	1,206,269	0	1,206,269	820,227
Fund Equities	2,894,785	1,020,448	3,915,233	3,561,576
Total Liabilities & Net Assets	\$4,675,526	\$1,023,960	\$5,699,486	\$4,818,987

Society Statement of Revenues and Expenses

	Unrestricted	Temporarily Restricted	2003 Total	2002 Total
REVENUES				
Dues	\$427,502	\$0	\$427,502	\$430,460
Other	312,028	0	312,028	127,189
Conference	1,744,698	0	1,744,698	0
Programs & Services	104,241	450,244	554,485	414,716
Publications	1,020,553	0	1,020,553	779,572
Net Assets Released from Restrictions	102,798	(102,798)	0	0
Total Income	\$3,711,820	\$347,446	\$4,059,266	\$1,751,937
EXPENSES				
Management	\$212,212	\$0	\$212,212	\$202,760
Administrative	845,513	0	845,513	832,285
Conference	1,345,240	0	1,345,240	0
Programs & Services	382,484	0	382,484	638,722
Membership	290,155	0	290,155	337,499
Publications	630,005	0	630,005	567,476
Total Expenses	\$3,705,609	\$0	\$3,705,609	\$2,578,742
Revenue - Expenses	\$6,211	\$347,446	\$353,657	(\$826,805)

Consolidated Net Assets

	6/30/03	6/30/02
Society		
Contingency Reserve*	\$2,067,710	\$2,055,436
Restricted Grants	406,939	195,128
General Operating	402,617	483,695
Annual Conference	399,458	349,443
Sponsored Scholarships	283,896	143,063
Rodney D. Chipp Memorial*	236,090	240,027
Resnik Challenger Medal*	55,734	55,071
Motorola Multi-Cultural Program*	37,789	39,713
Corporate Partnership Council	25,000	0
Total Society Net Assets	\$3,915,233	\$3,561,576
Scholarship Fund*	\$1,761,291	\$1,674,352
Anne Maureen Whitney Barrow Memorial Scholarship*	122,383	133,396
Headquarters Fund*	1,268,844	1,088,635
Total Net Assets	\$7,067,751	\$6,457,959

*Managed by Board of Trustees

They Made it Happen

SWE Corporate Partnership Council Charter Members

Abbott Laboratories
Agilent Technologies
Bechtel
The Boeing Company
Caterpillar
ChevronTexaco Corporation
DaimlerChrysler Corporation
Dell Inc.
DuPont
Exelon
ExxonMobil Foundation
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Goldman Sachs
Honeywell
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Lockheed Martin
Medtronic
Microsoft Corporation
Northrop Grumman
Raytheon

National Conference Sponsors

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BorgWarner Inc.
Caterpillar
ChevronTexaco Corporation
Cisco Systems
DaimlerChrysler Corporation
Dell Inc.
The Dow Chemical Company
DuPont
ExxonMobil Corporation
Ford Motor Company
General Motors Corporation
Goldman Sachs
Hewlett-Packard Company
IBM Corporation
Kimberly-Clark Corporation
Lockheed Martin
Lucent Technologies
Northrop Grumman
Praxair
The Procter & Gamble Company
Raytheon
Rockwell Automation
Rolls-Royce North America
Sandia National Labs
Schlumberger Technology Corporation
Symbol Technologies Inc.

SWE Magazine Heritage Club

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of Johns Hopkins University
Argonne National Laboratory
BAE SYSTEMS
Capital One
Central Intelligence Agency
ChevronTexaco Corporation
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Exelon
Fermi National Accelerator Laboratory
General Motors Corporation
Goldman Sachs
Kimberly-Clark Corporation
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Northrop Grumman
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Pitney Bowes
The Procter & Gamble Company
Raytheon
Shell
Southern Company

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Argonne National Laboratory
Atlantic Research Corporation
Bechtel
The Boeing Company
Booz, Allen & Hamilton, Inc.
BorgWarner Inc.
Brown & Caldwell
Caterpillar
ChevronTexaco Corporation
Corning, Inc.
Deere & Company
DuPont
ExxonMobil Corporation
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Fluor Corporation
Ford Motor Company
General Motors Corporation
HNTB Corporation
Honda of America Mfg., Inc.
Honeywell
Delta International, Inc.
IBM Corporation
Institute for Defense Analysis
Johnson & Johnson - CPWW
Lockheed Martin
Merrick & Company
The MITRE Corporation
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Hewlett-Packard
SWE Phoenix Section
Toyota Motor Manufacturing
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Platinum Halo Circle \$1000 and above

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John Goodrich	Elizabeth Plunkett	
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** Shannon Heimbuch	** Karla Romereim	
** Kathryn	** Monica Ron	
Heimerman	* Holly Ross	
** Janet Henke	** Joan St. Amour-	
Hess Foundation	Scheske	
** Rhonda Houston	** Leela Sasaki	
** Stacey James	** Linda Schiff	
** Cynthia Jensen-	** Denise Schmidt	

Golden Gear Circle \$500-\$999

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* Yue Chang	Michelle Hazard	Valerie Maier-	Anita Ramamurthy	** Antoinette Whitaker
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Silver Cog Circle \$100-\$499

Anne Abaya	Lauren Demski	Dan Heintzelman	* Shirley McCarty	Debra Starnes
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* Kathy Anderson	Mandy Edwards	Katharine Hickel	Diane Michelucci	Frances Stuart
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Stephanie Balik	Employees	* Elizabeth Horton	* Judith Nelson	Mary Rose Sylvester
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Janet Bautista	Fund of Boeing	* Lucy Hsu	Mae Nishioka	Lilith Terry
Susanna Biancheri	Catherine	Sara Irwin	* Katherine Norris	Linda Thomas
Arlene Borkowski	Estrampes	Cynthia James	J. Parcher	* Jill Tietjen
Mary Bradford	Thelma Estrin	Esther Jimenez	JE Parson	Laurie Titran
Susan Brate	* Jane Evans	Margaret Johnston	* Susan Parsons	JoAn Walter-Toney
* George Brewster	Jack Fish	Tina Ju	Lisa Paulick	Jill Wannemacher
* Wendy	Jessica Flasche	Christine Karas	R.L. Pease	Kathleen Warren
Bromenshenkel	Ann Fletcher	John Kasab	Abigail Peele	Susan Webb
* Violettee Brown	Alma Forman	Laura King	* Diane Peters	Bethany Weeby
Denise Bruce	Catherine Forth	Ruthellen Kline	Susan Peters	Julia Weertman
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