



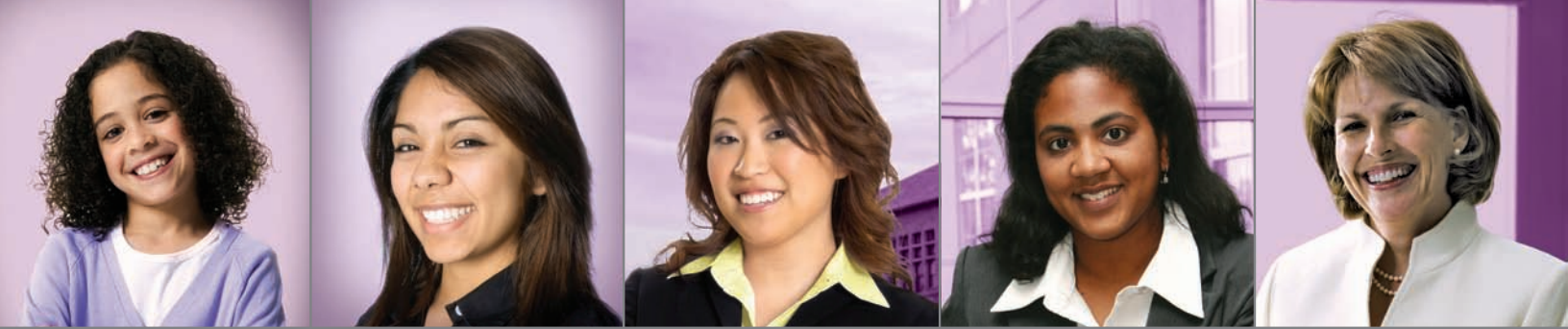
Society of
Women Engineers

ASPIRE • ADVANCE • ACHIEVE

Enduring Impact



Annual Report FY2005



The Enduring Impact of Partnering with Champions

As champions of women in engineering and technology, the Society of Women in Engineering continues to grow and succeed through the generosity and commitment of partners. The strides made this year will have an enduring impact on the young girls recruited into engineering's future ranks and women engineers in all stages of their careers.

Growth of our membership and the SWE Corporate Partnership Council point to an organization making an impact in the engineering community. This is reflected by the expansion of professional development, outreach and recognition programs.

After piloting a webinar last year, two more were offered in FY2005 to conveniently bring training and information to members with busy lifestyles. A new one-week course at Smith College for engineers ready for managerial positions quickly sold out, and the second annual SWE Leadership Conference was held for senior-level managers.

New initiatives for the academic community were put in place in FY2005 with the addition of an academic career track and Engineering Faculty Recruitment Fair at the national conference. A career development workshop exclusively for senior women faculty also was held in partnership with the Women in Engineering Leadership Institute.

The Emerging Leaders Awards were initiated in FY2005 to recognize women during the second decade of their engineering careers.

SWE made great strides in FY2005 in partnership with those sharing our vision and goals. The enduring impact of our new initiatives will be achieved and expanded with the enduring support of our partners.

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Our Mission

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.

Violettee V. Brown
SWE FY05 National President



Betty Shanahan
Executive Director and CEO



Aspire

Inspiring Future Generations of Women Engineers Through Outreach

SWE outreach programs focus on getting girls acquainted with engineering and technology and supporting college members interested in making engineering a career.

GetSET: Inspirational Incubator

Each August, 80 wide-eyed girls from the San Jose, CA area spend a week at Santa Clara University attending an elite, four-year summer enrichment program in science and engineering, called GetSET. The community outreach program is for minority students to introduce them to technology and engineering, with tuition and expenses underwritten.

The 9th through 12th graders live as college students for the week, attending hands-on workshops using science and engineering principles to solve real-world challenges. The girls work in teams under the guidance and supervision of women engineers who volunteer as role models and mentors.

All GetSET participants have completed high school, despite most coming from school districts where the average dropout rate exceeds 60 percent. More than half of all GetSET alumni attend and graduate from college with nearly half earning degrees in science or engineering.

The Santa Clara Valley (SCV) section launched GetSET in 1992 with financial support from NASA and local businesses. Since then, additional funding from Microsoft, the S.D. Bechtel, Jr. Foundation and SWE's Program Development Grants sponsored by the Exxon Mobil Foundation allowed GetSET to expand four-fold.

"Little Things" Can Mean a Lot

Programs and activities at the grassroots in SWE local sections are what make the Society vibrant. Faith Kay is one example of how much impact one person can have. A project engineer with Forerunner Corporation of Lakewood, CO, and 2005 region governor of Square Root -1 Region I, Faith remembers not only when she became a SWE member, but why, after meeting SWE member Karen McLain at a women's business luncheon. Upon learning Karen was a SWE member, Faith told her about receiving a SWE Certificate of Merit in high school from the Chicago Area section. "I told Karen that I was looking for a way to give back," she recalls.

Faith has given back many times over since then. She co-chaired the Houston section's Career Guidance Committee, became active in the SWE Rocky Mountain section when she moved to Lakewood two years later and held many leadership positions there, now serving as Region I governor. Yet, Faith's favorite post was chairing the Rocky Mountain section's Certificate of Merit Committee, because she still remembers the excitement when she received her SWE certificate. "That award came out of nowhere. It's why I'm involved in SWE today—because back then, somebody acknowledged me."

"It's so rewarding and enriching to work with these girls. They are all extremely bright, motivated, capable and enthusiastic. We're proud to have played even a small part in their success."

– Linda Sorauf, GetSET Co-director

SWE Student Scholarships: \$320,000 for 139 Women

In FY2005, 139 women students were selected from hundreds of applicants to receive SWE scholarships, totaling \$320,000—a nearly 40-percent increase over FY2004 in recipients and funding.

Scholarship recipients demonstrate the desire and ability to succeed in an engineering field and meet the standards established by each corporate sponsor. SWE works with its corporate partners to continue providing these scholarships and to increase the pool of funds available so more women benefit. We applaud the recipients for their energy and determination and the sponsors for their continuing generosity.

FY2005 Scholarship

Freshman and Re-entry

Anne Maureen Whitney
Barrow Memorial
DuPont
Exelon Corporation
General Electric Corporation

B. J. Harrod
Dorothy M. and Earl S. Hoffman
Honeywell International Inc.
Admiral Grace Murray Hopper Memorial
Bertha Lamme Memorial

Lockheed Martin Corporation
Northrop Grumman Foundation
SWE New Jersey Section
SWE Phoenix Section

Upper Class and Graduate

Adobe Systems Inc.
Agilent Technologies, Inc.
Bechtel Corporation
Caterpillar Inc.
Chevron
DaimlerChrysler Corporation
Dell Inc.
Delphi, Inc.
DuPont
Electronics For Imaging
Ford Motor Company
General Electric Women's Network

General Motors Corporation
Lillian Moller Gilbreth Memorial
Guidant Foundation
Honeywell International Inc.
Dorothy Lemke Howarth Memorial
IBM Corporation
Lockheed Martin Corporation
Henry Luce Foundation, Clare Boothe
Luce Program
MASWE Memorial
Elizabeth McLean Memorial
Microsoft Corporation

Susan Miskowicz Memorial
Dorothy P. Morris
Northrop Grumman Foundation
Ivy Parker Memorial
Lydia I. Pickup Memorial
Ada I. Pressman Memorial
Judith Resnik Memorial
Rockwell Automation
David Sarnoff Research Center
SWE Past Presidents
Meredith Thoms Memorial
Jill S. Tietjen, P.E.



"SWE delivers a national presence and attracts the kind of volunteer support that really makes our program money go far, and SWE members serve as wonderful role models for young girls. As other foundations join in, we can continue to build this into an even bigger program."

– Truman Bell, ExxonMobil Foundation

Advancing Careers through Professional Development

Online and offline, SWE responded to the impact of a broad new push in FY2005 to make life-long professional development training more accessible to members. The impact, to paraphrase participants, was “inspiring, paradigm-shifting, life-altering, liberating, startling, empowering and, of course, career-advancing!”

From Specialist to Strategist: First Executive Education Program Sells Out

Smith College Executive Education partnered with SWE to launch a one week management development program for women engineers four to ten years into their careers, who are poised to assume higher level management and leadership positions. It sold out immediately. The curriculum featured management guru Tom Peters as keynote speaker and a week with renowned faculty on technical and managerial engineering subjects.

“We always believed considerable demand existed for programming like this,” said Dr. Barbara Reinhold, former director of Smith EEE and now a consultant to the program. “But the response exceeded all expectations. The 66 slots quickly filled up, and we had to wait list everyone else!”

Training focused on developing skills in three key areas critical to managerial strength and effectiveness: strategic innovation, communication and interpersonal skills, and financially-driven decision making. The women reviewed basic financial concepts and learned how to apply them to new product launches. They discussed the importance of creative, non-linear thinking in today’s increasingly competitive, global marketplace and reviewed medical and scientific findings that show women’s natural thought processes may be an edge in this area. They also identified their individual leadership and interpersonal styles and worked on honing their “executive presence.”



By the time the week ended, Reinhold said, many of the women had become far more confident and assertive. “They were ready to climb out of the ‘good girl’ paradigm that says, ‘Be quiet. Do your work; and it will speak for itself.’ The truth is, without at least some self-promotion, nobody will know.”

New Web Training Just a ‘Click’ Away

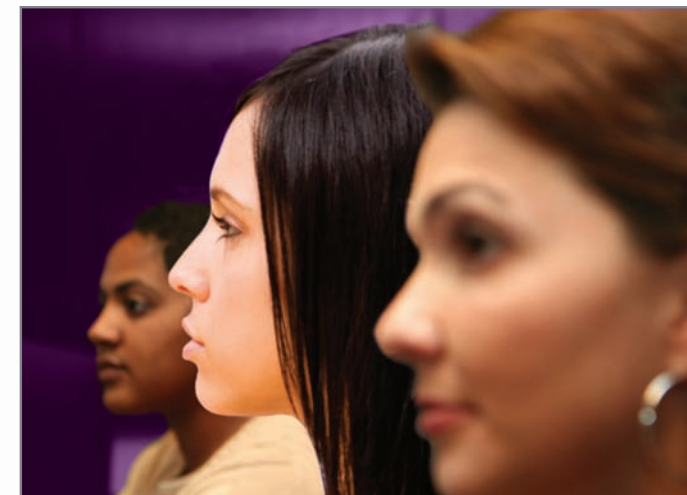
SWE continued to promote online professional development training this year with the introduction of two webinars, after successfully piloting the concept in spring 2004. Nearly 1,250 members attended either the live events or viewed them afterwards in the on-demand format. The topics offered were “Leading Teams Without Authority” and “The Mentoring Connection—Being and Finding the Perfect Protégé.”



Leadership Advancement Conference: Advancing Mid-Level Professionals

The SWE Leadership Advancement Conference, an all-day retreat for highly-skilled, mid-level women engineering managers, was held for the second consecutive year. Produced by the training firm, ThoughtBridge, and underwritten by generous funding from Honeywell, 60 women managers from

companies grappling with major changes traveled to Scottsdale, AZ for the conference, “Leading Change in 2005.”



Topics covered the three stages of change, change issues facing them at their companies, and several new, effective change management strategies. ThoughtBridge facilitator Irma Tyler-Wood said participants returned home more motivated and confident about their ability to serve as effective change agents for their companies.

“Honeywell values strong leadership talent and recognizes the need to continually improve our leadership skills. One of Honeywell’s most important assets is its diversity of values, opinions, backgrounds, cultures and goals. Effective leadership enables us to leverage our talent and mobilize our diverse workforce into successful teams. The SWE Leadership Conference provides a forum for our associates to continue to build their leadership skills.”

– Vicki Panhuse, Ph.D., PMP, Vice President, Honeywell Commercial and Military Helicopters, Honeywell Defense and Space

Achieve

Recognizing Success at All Career Levels

Recognition through awards provides inspiration and motivation to all members of SWE, not just the award recipients. Various awards presented by SWE are given at all levels of a women’s education and career in engineering.

Emerging Leaders Awards Announced

In 2005, SWE introduced the Emerging Leaders Awards—an important, new series of honors—to recognize women engineers who excel during the critical, middle phase of their careers (10 to 15 years out of college). The awards recognize “outstanding technical excellence” leading to significant accomplishments in seven areas: academia, manufacturing and construction; procurement and logistics; product research, design and engineering; quality; safety, health and environment; and sales and marketing.

Mid-career traditionally offers few opportunities for recognition, yet women who continue to strive and distinguish themselves as they enter the second decade of their engineering careers have a far greater chance of moving into mid- and senior-level management positions.

Barbara Haney, Intel’s representative to the Corporate Partnership Council (CPC), said the Emerging Leaders Awards provide important incentives for both women engineers and their employers. External recognition of accomplishments provides both a showcase for employees and a benchmark for a company. Intel sponsors the Emerging Leaders Awards for Product Research, Design and Engineering.

The Emerging Leaders Awards enable companies to demonstrate their ongoing support for women engineers. Stacey M. DelVecchio, Caterpillar Inc.’s representative to the CPC, said “Winning can boost a company’s image with potential employees, customers and the public, because a company must have been supporting women engineers for quite some time to field strong candidates.”

“The SWE Emerging Leaders Awards represent a special category, since they recognize engineers at a critical transition point, where their influence is extending outside their organizations. The ability to lead in industry-level settings is an important milestone for technical leadership.”

– Barbara Haney, Intel

Olin College Named Outstanding New Student Section for 2005

When Franklin W. Olin College, the first all-engineering, gender-balanced college in the United States, began operations in 2002, few might have guessed that its female students would quickly form a SWE Collegiate Section and, a year later, win SWE’s Outstanding New Collegiate Section for 2005. Nearly two-thirds of all female Olin students—64 of 98—were members by the end of the 2005 academic year, and male students and professors were invited to all events to promote greater inclusion of women. Their success is a combination of strong leadership and effective programming.

Congratulations to the FY2005 SWE Award Recipients

Achievement Award

Kristina M. Johnson, Ph.D.
Duke University

Upward Mobility Award

Vicki E. Panhuisse, Ph.D.
Honeywell

Entrepreneur Award

Judith Nitsch, P.E.
Judith Nitsch Engineering, Inc.

Rodney D. Chipp Award

Jean-Lou A. Chameau, Ph.D.
Georgia Institute of Technology

Distinguished New Engineers

Caroline C. Desmone
GE Power Systems

Kristine E. McCaffrey, P.E.
Calleguas Municipal Water District

Linette Patterson, E.I.T.
MacLeod USA

Amy Poirier
General Motors Corporation

Karen G. Tyll, P.E.
Roux Associates, Inc.

Distinguished Engineering Educator

JoAnn S. Lighty, Ph.D.
University of Utah

Distinguished Service Award

Marsha A. Meili
The Boeing Company

Work Life Balance Award

Anne Marie Johlie
Motorola, Inc.

SWE Fellows

Beth Posey-Leonard
Owens-Corning

Felicita Salez,
LICI, Inc.

Beth A. Todd, Ph.D.
University of Alabama

Corporate Partnership Council: A Virtuous Circle of Leveraged Engagement

In the three years since its inception, the Corporate Partnership Council (CPC) has become a major influence within SWE to improve impact and accelerate progress in providing programming, such as the National Conference and web seminars, that assist corporations with the recruitment, retention and advancement of women engineers and technologists. The 29-member CPC operates as a true “virtuous circle,” benefiting the SWE organization, SWE members and CPC member organizations.

Among Important CPC Initiatives are:

- Creating and funding an industry-wide Engineering Retention Survey. The study will establish comparative benchmarks for successful female retention and advancement.
- Accelerating development of SWE professional training materials. CPC member corporations made significant additions to a growing body of professional development seminars, workshops and online training presentations by recruiting highly-qualified, executive-level presenters and funding production and distribution costs.
- Underwriting SWE-branded outreach materials, such as the American Society of Engineering Education’s “Engineering, Go for It!” and NASA’s SCI Files.
- Serving as advisors to SWE leadership and staff CPC members to use their industry knowledge and resources to help SWE tackle major initiatives, such as a new strategic plan for the SWE National Conference.

What Members Say About the CPC:

Karolyn Tiefenbach, DaimlerChrysler Corporation, finds her most valuable “best practices” are from fellow CPC members and how they leverage SWE opportunities, particularly those involving the National Conference. She said the information helped her greatly improve DaimlerChrysler’s career recruiting and collegiate networking efforts and that the conference is a great time and place to expose different levels of women to each other: executive women, entry-level women and interns.

Eileen Walter, Rockwell Automation, says CPC membership helps ensure that her company will continue to enjoy, if not expand, the benefits it already receives through SWE—namely access to a highly desirable pool of future, female engineers. Walter said SWE’s scholarship program has been extremely helpful because they allow Rockwell Automation to groom candidates for future career success. “It’s not just the availability of good people, but the mentoring that goes on,” she said. “SWE has done a great job for Rockwell Automation in connecting us with our scholarship recipients at our 13 partner schools across the country, who then became qualified intern candidates.”

Corporate Partnership Council Members

3M
Abbott
Agilent Technologies, Inc.
Bechtel Corporation
The Boeing Company
Booz Allen Hamilton
Caterpillar Inc.
Chevron
Cisco Systems, Inc.
DaimlerChrysler Corporation
Dell Inc.
DuPont
Exelon Corporation
Exxon Mobil Corporation
Ford Motor Company
General Electric Company
General Motors Corporation
Goldman, Sachs & Co.
Guidant Corporation
Honeywell International Inc.
IBM Corporation
Intel Corporation
Kimberly-Clark Corporation
Lockheed Martin Corporation
Medtronic, Inc.
Microsoft Corporation
Northrop Grumman Corporation
Raytheon
Rockwell Automation

FY2005 Sponsorships

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 can design a sponsorship package that meets the needs of both the sponsor and SWE.

Corporate Partnership Council (CPC)

CPC members provide assistance to SWE through consultation with SWE leadership, sharing insight on industry trends and developments, and supplying financial support for innovative projects as well as operations and infrastructure of the society. Each CPC member commits a minimum of \$30,000 annually, applied to SWE activities of its choice (including unrestricted support).

Corporate Membership

Diversity in the work force and in leadership correlates with improved corporate performance. A corporate membership shows commitment to diversity and support for professional development of women in the organization. SWE’s corporate membership is available to any corporation, educational institution or government entity that supports the mission and objectives of the society. A \$3,000 corporate membership package includes:

- Nine individual SWE memberships for employees
- Three full conference registrations for three of the sponsored employees
- Best practices sharing through formal sessions

National Conference Sponsorship

The SWE National Conference is the society’s annual premier event for professional development, networking and career advancement for both professional and collegiate members. A conference sponsorship enables SWE to offer high-value, high-impact programming for all members and significant subsidies for participation by collegiate members.

Programs and Initiatives

Programs and initiatives support SWE’s objectives to launch or sustain programs that provide vital services to members, from college and entry-level engineers to senior executives, and reach girls at all ages to interest them in engineering and technology. At the same time, activities provide high visibility for the sponsor and address specific goals for the sponsor. Key target areas are:

- K-12 educational outreach
- Collegiate outreach and scholarships
- Professional development
- Diversity
- Leadership training
- Awards and recognition

SWE Magazine Heritage Club Advertising

SWE, our award-winning magazine, is published five times annually and provided to members in print and online versions. It contains articles geared to both professional and collegiate members to inspire, provide industry information and relay news about the society. Companies and organizations committed to advertising consistently in each issue of the magazine become Heritage Club members, which allows SWE to deliver a high-quality publication year after year.

Listings of SWE corporate members, conference sponsors and SWE Magazine Heritage Club members are on page 11.

Society Statement of Financial Position				
	Unrestricted	Temporarily Restricted	2005 Total	2004 Total
Cash/Investments	\$ 4,481,056	\$ 1,340,788	\$ 5,821,844	\$ 5,218,594
Accounts Receivable	263,264	26	263,290	229,376
Prepaid Expenses	143,877	0	143,877	240,640
Net Fixed Assets	45,756	0	45,756	60,730
Total Assets	\$ 4,933,953	\$ 1,340,814	\$ 6,274,767	\$ 5,749,340
Liabilities & Accounts Payable	\$ 328,362	\$ 3,955	\$ 332,317	\$ 455,592
Deferred Revenues	1,269,681	0	1,269,681	1,034,140
Fund Equities	3,335,910	1,336,859	4,672,769	4,259,608
Total Liabilities & Net Assets	\$ 4,933,953	\$ 1,340,814	\$ 6,274,767	\$ 5,749,340

Society Statement of Revenues and Expenses				
	Unrestricted	Temporarily Restricted	2005 Total	2004 Total
Revenues				
Dues	\$ 679,102	\$ 0	\$ 679,102	\$ 638,226
Other	371,217	0	371,217	260,410
Conference	1,837,710	0	1,837,710	1,888,330
Programs & Services	452,281	415,465	867,746	856,195
Publications	1,093,299	0	1,093,299	1,000,989
Net Assets Released from Restrictions	380,495	(380,495)	0	0
Total Income	\$ 4,814,104	\$ 34,970	\$ 4,849,074	\$ 4,644,150
Expenses				
Management	\$ 276,965	\$ 0	\$ 276,965	\$ 194,831
Administrative	1,082,364	0	1,082,364	1,083,129
Conference	1,289,576	0	1,289,576	1,452,261
Programs & Services	808,058	0	808,058	621,103
Membership	254,508	0	254,508	330,225
Publications	703,081	0	703,081	603,068
Relations	21,361	0	21,361	17,345
Total Expenses	\$ 4,435,913	\$ 0	\$ 4,435,913	\$ 4,301,962
Revenue - Expenses	\$ 378,191	\$ 34,970	\$ 413,161	\$ 342,188

Consolidated Net Assets		
Society		
Contingency Reserve*	\$ 2,523,983	\$ 2,250,144
Restricted Grants	775,470	763,191
General Operating	217,393	235,506
Annual Conference	548,134	436,069
Sponsored Scholarships	164,574	164,350
Rodney D. Chipp Memorial*	291,398	276,278
Resnik Challenger Medal*	66,617	60,241
Motorola Multi-Cultural Program*	38,800	37,829
Corporate Partnership Council	46,400	36,000
Total Society Net Assets	\$ 4,672,769	\$ 4,259,608
Scholarship Fund*	\$ 2,939,269	\$ 2,375,712
Anne Maureen Whitney Barrow Memorial Scholarship*	159,390	138,991
Headquarters Fund*	1,635,525	1,420,524
Total Net Assets	\$ 9,406,953	\$ 8,194,835

Enduring Support from Partners.
Enduring Impact.

National Conference Sponsors			
20,000+ Sponsorship	\$10,000+ Sponsorship	\$5,000+ Sponsorship	Up to \$5,000 Sponsorship
Caterpillar Inc.	The Boeing Company	Amazon.com	BAE SYSTEMS
DaimlerChrysler Corporation	Booz Allen Hamilton	Dell Inc.	General Electric Company
Exxon Mobil Corporation	Chevron	DuPont	General Motors Corporation
Ford Motor Company	Exelon Corporation	Fluor Corporation	Iowa State University
IBM Corporation	HP	Goldman, Sachs & Co.	Lehman Brothers
Kimberly-Clark Corporation	Intel Corporation	Guidant Corporation	Medtronic, Inc.
Lockheed Martin Corporation		Owens-Corning Corporation	Microsoft Corporation
Northrop Grumman Corporation		The Procter & Gamble Company	
Raytheon		Rockwell Automation	
Schlumberger Technology Corporation		Texas Instruments Incorporated	

SWE Magazine Heritage Club		
Amerada Hess Corporation	Johns Hopkins University, Applied Physics Laboratory	Northrop Grumman Corporation
Argonne National Laboratory	Lockheed Martin Corporation	Schlumberger Technology Corporation
BAE SYSTEMS	Medtronic, Inc.	Southern Company
Caterpillar Inc.	Michelin	Toyota Motor Engineering & Manufacturing North America
John Deere & Company	MIT Lincoln Laboratory	U.S. Coast Guard
Exelon Corporation	National Security Agency	U.S. Navy
General Motors Corporation	NAVAIR	
Goldman, Sachs & Co.	Nissan North America	
IBM Corporation		

Corporate Members		
3M	Exelon Corporation	Medtronic, Inc.
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Abbott	Fleetguard, Inc.	Microsoft Corporation
Aerojet	FPL Group	The MITRE Corporation
The Aerospace Corporation	Fluor Corporation	Molex Incorporated
Alcoa, Inc.	Ford Motor Company	Nissan North America
Agilent Technologies, Inc.	General Electric Company	Northeast Utilities
Argonne National Laboratory	General Dynamics Corporation	Northrop Grumman Corporation
BAE SYSTEMS	General Motors Corporation	Pall Corporation
Bechtel Corporation	Goldman, Sachs & Co.	Parker Aerospace Group
The Boeing Company	Guidant Corporation	The Procter & Gamble Company
Booz Allen Hamilton	HNTB Corporation	Raytheon
BorgWarner Inc.	Honeywell International Inc.	Rockwell Automation
BP Corporation	IBM Corporation	Rockwell Collins
Bridgestone/Firestone	Institute for Defense Analyses	Rohm and Haas Company
Caterpillar Inc.	Intel Corporation	Thomson Corporation
Chevron	Kimberly-Clark Corporation	TM GE Automation Systems, LLC
DaimlerChrysler Corporation	L-3 Communications	Weyerhaeuser Company
Dell Inc.	Lockheed Martin Corporation	Whirlpool Corporation
DuPont	Malcolm Pirnie, Inc.	

Platinum Halo (\$1,000 and above)

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Society of
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