



Society of  
Women Engineers

ASPIRE • ADVANCE • ACHIEVE

# *Leadership through Partnership*



Annual Report FY2006





# Leadership Through Partnership: A Defining Year

FY2006 was a defining year for the Society of Women Engineers—a year of initiatives that positioned SWE as a leader. The success of each of these initiatives is tied to the commitment of SWE’s partners.

SWE and Northrop Grumman Corporation leadership co-chaired Engineers Week (EWeek) in 2006. The SWE/Northrop Grumman team led a coalition of engineering organizations, corporations and government agencies in a nationwide program of outreach and raising public understanding of engineering.

In outreach, we introduced two important programs. Launched in conjunction with EWeek, Connecting Educators to Engineering takes a fresh approach to reaching students by connecting with their teachers and informal educators. To maximize the amount of outreach time that SWE members and partners spend interacting with students, Wow! That’s Engineering! created a robust “event in a box.”

Recognizing the need to have a voice in public policy, SWE took a leadership role around the value of diversity in fostering innovation in the engineering and technology profession. SWE released two position papers, one on the importance of improving science, technology, engineering and mathematics (STEM) education in the United States and the second on the application of Title IX of the Education Amendments of 1972 to STEM disciplines. In conjunction with EWeek we also held our first Congressional briefing on the importance of improving STEM education.

The great strides SWE made in FY2006 were only possible through partnerships with the corporations, academic institutions, and engineering organizations that recognize the importance of women in engineering and technology. SWE thanks all who supported our expanding leadership in the engineering community.

Ronna Robertson  
SWE FY2006 National President



Betty Shanahan  
Executive Director and CEO



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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.



# Aspire

## Innovating to Expand Outreach Impact

Recognizing the number of influences on girls, SWE's outreach programs targeted both girls in middle school and high school and their formal and informal educators, who sustain and nurture their interest in an engineering career. SWE's scholarship programs also provide financial support to motivate and retain women in their engineering studies.

### Wow! What a Success

Introducing middle and high school girls to the creative and fun side of engineering was the goal of a new event named, Wow! That's Engineering! Thanks to a partnership with IBM, SWE launched a sustainable program for straightforward local implementation, which adds to a growing treasure trove of K-12 outreach resources. Background information and resources, including tools, templates and instructions to hold events for 10- to 17-year-old girls, is available online at SWE's website.

The first Wow! event was held March 8, 2006 in Chicago, a day named in honor of the event in a proclamation issued by Chicago's mayor. It then traveled to Raleigh, Austin, Orlando, Philadelphia and San Francisco. Another important part of the program was a national essay contest for 10- to 17-year-olds on "An Innovation That Makes Life Easier."

"This program was designed to open young girls' eyes to the real opportunities engineering careers offer to women, and how our profession offers what so many of them seek—a chance to make a positive impact on society," said Virginia Connolly, SWE Director of Education.

*"We want Wow! That's Engineering! to be a groundswell. This is not about us. It's about letting girls succeed and make a difference. It's about helping them and them helping to grow the engineering pool."*

– **Florence Hudson, Vice President, IBM**

### Connecting Educators to Engineering

SWE and Northrop Grumman Corporation created a novel educational initiative aimed at reaching 15,000 middle school teachers, counselors and school administrators, who in turn reach millions of middle school students across the country. Connecting Educators to Engineering was launched during Engineers Week in 2006 to build a bridge between education and engineering disciplines.

The outreach program is designed to promote opportunities, rewards and social benefits of engineering, so educators will nurture any interest in engineering and technology careers. A study by the American Society for Engineering Education found "Teachers are overwhelmingly positive about engineering in the abstract... they believe many, especially females and minorities, cannot succeed in the engineering world."

Recognizing the differences in the backgrounds and knowledge of engineers and educators, Connecting Educators to Engineering offers training, resources, and information for both educators and engineers. To reach the full engineering community, online training sessions were delivered by experts from six engineering and education organizations on how engineers can work with their local school systems and teachers.

### The SWE Endowment Fund: Where Gifts Keep on Giving

The SWE Endowment Fund, Inc. (SWE-EFI) was born in FY2006, ending the year with net assets in excess of \$5.2 million and more than \$137,000 awarded in annual grants. SWE-EFI provides a means for donors to create permanent gifts to support scholarships, award programs or society operations, and at the same time, increases income to SWE while maintaining the integrity of past gifts. Generous and committed SWE members are making endowed gifts now because they believe in the next generation of women engineers—and because they want their gift to live forever.

Pioneering SWE members had the foresight many years ago to create headquarters and scholarship endowments. SWE's endowed scholarship program has grown beyond what its founders would have imagined when they created the Gilbreth Scholarship in 1956. The program continues to experience explosive growth with generous bequests from individuals and SWE Sections, so the aspirations of women entering engineering and technology disciplines are realized.



Jill Tietjen, SWE member and past president, and Jamie Ho, University of Michigan recipient of the FY2005 Tietjen Scholarship, meet for mentoring lunches on a regular basis.

### Collegiate Scholarships

More than \$350,000 in scholarships was awarded in FY2006 to 124 collegiate women studying engineering, thanks to the generous support of many scholarship grantors. Most individual scholarship amounts were in the \$2,500 to \$5,000 range, but a few recipients received as much as \$10,000.

#### FY2006 Scholarships

##### Freshmen and Re-entry

Exelon Corporation  
Ford Motor Company  
General Electric Company  
B. J. Harrod  
Dorothy M. and Earl S. Hoffman

Admiral Grace Murray Hopper Memorial  
BK Krenzer Memorial  
Bertha Lamme Memorial  
Lockheed Martin Corporation

Northrop Grumman Foundation  
Olive Lynn Salembier Memorial  
SWE New Jersey Section  
SWE Phoenix Section

##### Upper Class and Graduate

ADC Foundation  
Adobe Systems Inc.  
Anne Maureen Whitney  
Barrow Memorial  
Bechtel Corporation  
Caterpillar Inc.  
Chevron  
DaimlerChrysler Corporation  
Dell Inc.  
DuPont  
Electronics For Imaging  
Ford Motor Company  
General Electric Women's Network

General Motors Corporation  
Lillian Moller Gilbreth Memorial  
Goldman Sachs & Co.  
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  
SWE Central New Mexico Section  
SWE Past Presidents  
Meredith Thoms Memorial  
Jill S. Tietjen, P.E.



# Advancing

## Creating a Diverse Engineering and Technology Work Force

Professional development opportunities offered by SWE surged in FY2006 with new and expanded programs. SWE instituted its first public policy program to position itself as the gender diversity power broker and to improve education opportunities in science, technology, engineering and mathematics (STEM) disciplines.

### *Public Policy: Leading the National Discourse for Diversity in Engineering*

The SWE public policy program was launched in fall 2005 at the time several events generated a national discussion to increase the U.S. talent pool in STEM education and professions. SWE issued two position papers, one that supports leveraging Title IX of the Education Amendments of 1972 to support gender equity in STEM education programs and a second on the importance of improving K-16 STEM education to enlarge the talent pool for a diverse technology-literate work force. (Position papers are available online.)

In conjunction with Engineers Week, SWE held our first Congressional briefing: "Strengthening the Science, Technology, Engineering and Mathematics (STEM) Workforce: Connecting Educators to Engineering." The importance of K-12 science, math and technical education was stressed to key influencers in Washington DC including engineering organization leadership, Congressional staff members, STEM education stakeholders and representatives from eight federal agencies.



Presenters at the February 2006 Congressional briefing: Ronna Robertson, President, Society of Women Engineers; Beverly Henry Wheeler, President, National Association for College Admission Counseling; Neil G. Siegel, Sector Vice President of Technology, Northrop Grumman Mission Systems; Kathie L. Olsen, Ph.D., Deputy Director, National Science Foundation; Ethan B. Lipton, Ph.D., President, International Technology Education Association; Patricia Welesko Garland, Chair, Engineers Week.



### *Webinars: A Banner Year for Virtual Professional Development*

The use of webinars for member professional development grew in FY2006 with 11 different subjects offered and many sponsored by corporate partners. By far, the most popular topic was "Transitioning from Engineering to Manager." Other topics covered project finance, communications skills, work/life balance, Six Sigma, time management, conflict management and relationship-building. The on-demand recordings of all webinars remained available for viewing for one year through the SWE web site [www.swe.org](http://www.swe.org).

Written comments made following the webinars talked about how important it was to see fellow women "in charge" and "setting a wonderful example" along with the quality of the presentations and convenience of having them archived for replay later. "When I listen from the comfort of my research lab or sometimes my own home, I feel a great sense of connection to our big SWE family," said one participant.

*"We support SWE's web seminars because they are a perfect compliment to our own training and development offerings and support our focus on the retention and advancement of our female technical talent."*

*– Cindy Richartz, Manager, Technical Center of Excellence, Abbott*

### *2005 National Conference: A Year of Dramatic Growth*

Attendance at the SWE 2005 National Conference in Anaheim, CA exceeded 4,000 attendees, a 33-percent increase over the previous year. With a strategy of delivering "the gold standard" for women engineers, SWE's Conference Program Board enhanced the conference program to target women engineers at more career stages and to improve programming.





# Achieve

## Leading the Engineering Community

FY2006 was a defining year for SWE. Not only did we take leadership roles in creating lasting outreach programs and advocacy positions, we led the engineering community in its annual event to celebrate engineering.

### SWE Leads Engineers Week 2006

SWE took the engineering community's leadership role for Engineers Week (EWeek) in 2006 with Northrop Grumman Corporation. SWE member Patricia Welesko Garland served as Chair and Northrop Grumman Corporation Chairman of the Board and CEO Ronald D. Sugar, Ph.D. served as honorary chair.

The week-long series of events to promote engineering is delivered by a coalition comprised of 70 engineering, education and cultural organizations and 50 corporations and government agencies. SWE's selection to lead EWeek is a point of pride for all SWE members and reflects the national stature the society has attained.

In addition to the new outreach and public policy programs launched as part of EWeek, SWE leadership made 21 drive-time radio interviews and appeared on NPR. More than 500 SWE volunteers completed online training for Connecting Educators to Engineering, SWE's new outreach program launched during EWeek and our legacy to EWeek's ongoing programs.



SWE 2006 EWeek Poster



*"We have a unique opportunity to help make the next generation of engineers aware of the rewards of our field. In the process, we can help improve our profession's prospects and students' futures."*

– Ronald Sugar, Ph.D., Northrop Grumman Corporation

## Congratulations to the FY2006 SWE Award Recipients

### Achievement Award

Bonnie J. Dunbar, Ph.D.  
*The Museum of Flight*

### Upward Mobility Award

Mary D. Petryszyn  
*Raytheon Integrated Defense Systems*

### Resnick Challenger Medal

Karen P. Scott, Ph.D.  
*The Aerospace Corporation*

### Rodney D. Chipp Award

Peter Y. Lee, Ph.D., P.E., Retired  
*California Polytechnic State University, San Luis Obispo*

G. Thomas Marsh  
*Lockheed Martin Corporation*

### Emerging Leaders Awards

#### Academia

Semahat S. Demir, Ph.D.  
*National Science Foundation*

#### Manufacturing and Construction

Kelly L. Orr  
*Caterpillar Inc.*

#### Procurement and Logistics

Holly J. Teig  
*Caterpillar Logistic Services, Inc.*

#### Product Research Design and Engineering

Jan Garrett-Hoffman, Ph.D.  
*IBM Corporation*

#### Quality

Rachel S. Hutter  
*Walt Disney World Company*

#### Safety, Health and Environment

Mindy Koch  
*Intel Corporation*

#### Sales and Marketing

Tamara Lyn Pippert  
*Agilent Technologies*

### Distinguished Engineering Educator

Deborah J. Fisher, Ph.D., P.E.  
*University of New Mexico*

### Entrepreneur Award

Marsha Anderson Bomar  
*Street Smarts, Inc.*

### Distinguished New Engineers

Linda A. Freeman  
*Rockwell Automation*

Angela M. O'Gorman  
*The Boeing Company*

Karla K. Romereim  
*The Boeing Company*

Melissa Tata  
*Dell Inc.*

Katy Weidenfeller  
*ExxonMobil*

### Distinguished Service Award

Sharon Cascadden, Retired  
*Hughes Space & Communications Co.  
(now The Boeing Company)*

Judith L. Forbes, Ph.D.  
*Jandr Associates*

Jane Zimmer Daniels, Ph.D.  
*The Henry Luce Foundation*

### Work/Life Balance Award

Marie Wieck  
*IBM*



Corporate Partnership Council Grows 40 Percent

The Corporate Partnership Council (CPC) grew from 29 to 39 members in FY2006, a 40-percent increase. This growth is reflected in the increased impact that CPC members have on SWE and our programs. Founded in 2003, the CPC is comprised of organizations providing major and ongoing support to SWE through funding of, and participation in, outreach, programming and advocacy.

What Members Say About the CPC:

**Michael Valencia, Medtronic, Inc.,** says CPC membership helped his company “get the message out that we have a great mission and a great place to work.” For several years, Medtronic has hosted a spring professional development seminar at its corporate headquarters in Minneapolis, MN for the Minnesota Section, providing senior executives as keynote speakers and trainers. Valencia said his firm, which is famous for developing the pacemaker, diabetes pumps and other electronic medical devices, could not be involved at such a level if it were not a CPC member.

**Susan Tarr, Kimberly-Clark Corporation,** sees tremendous value in providing quality professional development training for women engineers at all phases of their careers. Tarr initially became interested in SWE because of the National Conference’s recruiting potential, but she now considers SWE’s professional development seminars and online training programs to be of even greater value. “At Kimberly-Clark, we take professional development very seriously. We make sure employees are well aware of the training opportunities available to them through SWE.”

Corporate Partnership Council Members

3M	DaimlerChrysler Corporation	IBM Corporation
Abbott	Dell Inc.	Intel Corporation
Agilent Technologies, Inc.	The Dow Chemical Company	Kellogg Company
BAE SYSTEMS	DuPont	Kimberly-Clark Corporation
Bank of America	Exelon Corporation	Lehman Brothers
Bechtel Corporation	Exxon Mobil Corporation	Lockheed Martin Corporation
The Boeing Company	Ford Motor Company	Medtronic, Inc.
Booz Allen Hamilton	General Electric Company	Microsoft Corporation
BP Corporation	General Motors Corporation	Northrop Grumman Corporation
Caterpillar Inc.	Goldman, Sachs & Co.	Raytheon
Chevron	Guidant Corporation	Rockwell Automation
Cisco Systems, Inc.	HP	Siemens Corporation
Cummins Inc.	Honeywell International Inc.	Toyota Motor Engineering & Manufacturing North America

FY2006 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 addresses 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 to inspire members, 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, allowing 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		
	2006 Total	2005 Total
Cash/Investments	\$ 6,702,587	\$ 5,821,844
Accounts Receivable	440,274	263,290
Prepaid Expenses	157,443	143,877
Net Fixed Assets	35,762	45,756
<b>Total Assets</b>	<b>\$ 7,336,066</b>	<b>\$ 6,274,767</b>
Liabilities & Accounts Payable	\$ 448,307	\$ 332,317
Deferred Revenues	1,475,321	1,269,681
Unrestricted Net Assets	3,872,467	3,335,910
Temporarily Restricted Net Assets	1,539,971	1,336,859
<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 7,336,066</b>	<b>\$ 6,274,767</b>

Society Statement of Revenues and Expenses				
	Unrestricted	Temporarily Restricted	2006 Total	2005 Total
<b>Revenues</b>				
Dues	\$ 726,377	\$ 0	\$ 726,377	\$ 679,102
Other	516,154	0	516,154	371,217
Conference	2,290,342	0	2,290,342	1,837,710
Programs & Services	967,791	986,200	1,953,991	867,746
Publications	1,222,150	0	1,222,150	1,093,299
Net Assets Released from Restrictions	361,272	( 361,272)	0	0
<b>Total Income</b>	<b>\$ 6,084,086</b>	<b>\$ 624,928</b>	<b>\$ 6,709,014</b>	<b>\$ 4,849,074</b>
<b>Expenses</b>				
Management	\$ 313,765	\$ 0	\$ 313,765	\$ 276,965
Administrative	1,218,207	0	1,218,207	1,082,364
Conference	1,629,340	0	1,629,340	1,289,576
Programs & Services	1,231,435	0	1,231,435	808,058
Membership	287,966	0	287,966	254,508
Publications	811,203	0	811,203	703,081
Relations	55,614	0	55,614	21,361
<b>Total Expenses</b>	<b>\$ 5,547,530</b>	<b>\$ 0</b>	<b>\$ 5,547,530</b>	<b>\$ 4,435,913</b>
<b>Revenue - Expenses</b>	<b>\$ 536,556</b>	<b>\$ 624,928</b>	<b>\$ 1,161,484</b>	<b>\$ 413,161</b>

Consolidated Net Assets		
Society	6/30/2006	6/30/2005
Contingency Reserve	\$ 2,776,787	\$ 2,523,983
Restricted Grants	1,304,121	775,470
General Operating	376,291	217,393
Annual Conference	661,002	548,134
Sponsored Scholarships	235,850	164,574
Rodney D. Chipp Memorial*	0	291,398
Resnik Challenger Medal*	0	66,617
Motorola Multi-Cultural Program*	0	38,800
Corporate Partnership Council	58,387	46,400
<b>Total Society Net Assets</b>	<b>\$ 5,412,438</b>	<b>\$ 4,672,769</b>
Scholarship Fund*	\$ 0	\$ 2,939,269
Anne Maureen Whitney Barrow Memorial Scholarship*	0	159,390
Headquarters Fund*	0	1,635,525
SWE-EFI Unrestricted	1,910,236	0
SWE-EFI Temporarily Restricted	1,828,072	0
SWE-EFI Permanently Restricted	1,544,266	0
<b>Total Net Assets</b>	<b>\$ 10,695,012</b>	<b>\$ 9,406,953</b>

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

SWE Magazine Heritage Club		
3M	General Motors Corporation	QUALCOMM
Aerojet	Goldman, Sachs & Co.	Schlumberger Technology Corporation
The Aerospace Corporation	IBM Corporation	Shell
Amerada Hess Corporation	Intel Corporation	Southern Company
Argonne National Laboratory	Johns Hopkins University, Applied Physics Laboratory	Toyota Motor Engineering & Manufacturing North America
BAE SYSTEMS	Lehman Brothers	U.S. Coast Guard
Baltimore Gas & Electric Company	Lockheed Martin Corporation	U.S. Navy
The Boeing Company	Medtronic, Inc.	
Caterpillar, Inc.	Michelin	
DuPont	MIT Lincoln Laboratory	
Exelon Corporation		

Corporate Members		
3M	Exelon Corporation	Mead and Hunt, Inc.
ABB Lummus Global, Inc.	Exxon Mobil Corporation	Medtronic, Inc.
Abbott	Fluor Corporation	Merrick & Company
Adam Aircraft Industries	Ford Motor Company	Microsoft Corporation
The Aerospace Corporation	General Dynamics Corporation	The MITRE Corporation
Agilent Technologies, Inc.	General Electric Company	Nissan North America
AMETEK	General Motors Corporation	Northeast Utilities
BAE SYSTEMS	Goldman, Sachs & Co.	Northrop Grumman Corporation
Bechtel Corporation	GreenbergFarrow	Parker Aerospace Group
The Boeing Company	HP	The Procter & Gamble Company
Booz Allen Hamilton	Honeywell International Inc.	Raytheon
BorgWarner Inc.	IBM Corporation	Rockwell Automation
BP Corporation	Institute for Defense Analyses	Rockwell Collins, Inc.
Bridgestone/Firestone	Intel Corporation	Rohm and Haas Company
Caterpillar Inc.	iRobot Corporation	Solar Turbines
Chevron	Kaplan AEC Education	Tellabs, Inc.
Cisco Systems, Inc.	The Kellogg Company	Thomson Corporation
Corning Incorporated	Kimberly-Clark Corporation	TM GE Automation Systems, LLC
Cummins Inc.	L-3 Communications	United Technologies Corporation
DaimlerChrysler Corporation	Lockheed Martin Corporation	The Vanguard Group, Inc.
Dell Inc.	L'Oreal USA	Weyerhaeuser Company
The Dow Chemical Company	Malcolm Pirnie, Inc.	Whirlpool Corporation
DuPont		



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Susan Peters  
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Sharon L. Skelley  
Constell Steinhaus  
Michelle Tortolani

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Julia Weertman  
Linda Weir  
Melba Westerhold  
Marilee Wheaton  
Lorraine Williams  
Joyce Woods  
Mary Zeis





Society of  
Women Engineers

ASPIRE • ADVANCE • ACHIEVE

## *Board of Directors*

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