



Society of
Women Engineers

ASPIRE • ADVANCE • ACHIEVE

**PARTNERS
IN SUCCESS**

2007

ANNUAL REPORT

FY2007 ANNUAL REPORT



Contents

Leadership Letter	Page 1
Aspire: Outreach and Scholarships	Page 2
Advance: Professional Development	Page 4
Achieve: Public Policy and Awards	Page 6
Corporate Partnership Council	Page 8
Corporate Sponsorship	Page 9
Financials	Page 10
Sponsors	Page 11
Donors	Page 12

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.

Partners in Success: A Year of Growth

SWE's expanded commitment and aggressive approach to diversity and inclusion have established SWE as one of the most forward-thinking organizations in engineering. Through the valuable opportunities to work with organizations and corporations who share our values and our vision, FY07 was a year of growth and expanded influence.

Our joint-member partnerships with the National Society of Black Engineers (NSBE) and the Society of Hispanic Professional Engineers (SHPE) saw significant increase in participation. Designed to improve the support of Latinas and African-American women in engineering, these partnerships also help SWE become a more diverse and inclusive organization.

In order for SWE to fulfill its mission of making engineering a highly desirable career for women, we must continue to reach out to girls and young women. In FY07 SWE's valued partner, ExxonMobil Foundation, generously provided a \$1 million grant to support and expand our outreach initiatives.

One of the best examples of SWE's focus on partnerships is our Corporate Partnership Council (CPC). In FY07 SWE published in *SWE Magazine* the key findings from its retention study. The study, funded entirely by SWE's CPC, provides valuable information and insights for companies looking to retain women in engineering.

SWE had a remarkably successful year thanks to our numerous partners. With this annual report we acknowledge how important these partnerships are in SWE's ability to address our mission.



Judith (Jude) A. Garzolini
SWE FY07 National President



Betty Shanahan
Executive Director and CEO

The Future of Engineering Starts Today

ExxonMobil Foundation's \$1 Million Grant Fuels Outreach Efforts

ExxonMobil The world relies on innovation to sustainably improve the quality of life for people around the world. To develop the richest ideas and technologies requires diverse perspectives. This is why it's imperative to motivate girls to aspire to careers in engineering and technology and engage them and their adult influencers.

In FY07 SWE developed a new outreach strategy that features a K-12 Aspire website with career guidance materials and information for students, adult influencers (parents, teachers, and counselors), and engineers working with children in outreach programs. The website will serve as a gateway to valuable SWE and industry outreach resources.

SWE began an aggressive implementation of the strategy thanks to a \$1 million grant from the ExxonMobil Foundation. With the grant, SWE has and will continue to provide effective educational tools and activities that are linked to national education standards. These resources are to be used by educators, SWE volunteers, and engineers in other organizations. Consistent with the Foundation's goals of funding empowerment of local organizations, the grant also continued the ExxonMobil Foundation funding of sections for the delivery of high-quality outreach programs.



"To significantly increase the number of young women who are interested and prepared to enter the engineering profession requires a long-term focused outreach program that reaches students at an early age and continues through college. ExxonMobil is proud to partner with SWE because we believe it has the programs to tackle the misconceptions about engineering and excite young women about a future in engineering."

*— Sherri Stuewer, Vice President—Safety, Health and Environment,
Exxon Mobil Corporation*

FY2007 Scholarships

Freshman/Reentry

Admiral Grace Murray Hopper Memorial
B.J. Harrod
Bertha Lamme Memorial
BK Krenzer Memorial Reentry
Dorothy M. & Earl S. Hoffman

Exelon Corporation
Ford Motor Company
Lockheed Martin Corporation
Northrop Grumman Foundation
Olive Lynn Salembier Memorial Reentry

Siemens Corporation
SWE New Jersey Section
SWE Phoenix Section

Upper Class and Graduate

Ada I. Pressman Memorial
ADC Telecommunications
Adobe Systems
Anne Maureen Whitney Barrow Memorial
Bechtel Corporation
Booz Allen Hamilton
Boston Scientific
Caterpillar Inc.
Chevron
Chrysler LLC
Cummins, Inc.
Dell Inc.
Dorothy Lemke Howarth Memorial
Dorothy P. Morris
DuPont

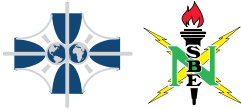
Electronics for Imaging
Elizabeth McLean Memorial
Ford Motor Company
General Electric Women's Network (GEWN)
General Motors
Goldman, Sachs & Co.
Henry Luce Foundation—Clare Boothe Luce
Graduate Fellowship
Honeywell International Inc.
IBM Corporation
Intel Corporation
ITT
Ivy M. Parker Memorial
Jill S. Tietjen, P.E.
Judith Resnik Memorial

The Kellogg Company
Lehman Brothers
Lillian Moller Gilbreth Memorial
Lockheed Martin Aeronautics
Lydia I. Pickup
Mary V. Munger Memorial
MASWE Memorial
Meredith Thoms Memorial
Microsoft
Northrop Grumman Foundation
Past Presidents
Rockwell Automation
Rockwell Collins
Susan Miskowicz Memorial
SWE Central New Mexico Section



Increase Perspectives to Advance Careers

Joint Membership Program Grows



The growth of SWE's joint membership program with the National Society of Black Engineers (NSBE) and the Society of Hispanic Professional Engineers (SHPE) validates the merit of the partnership. In just the second year of the program, joint membership reached 389 for SWE/NSBE and 172 for SWE/SHPE.

Beyond membership benefits, NSBE, SHPE and SWE partner to advance diversity in the engineering profession, cross-promote our events, collaborate on outreach and professional development activities at the section level, and create programs specifically for Latinas and African American women.

Bernice Brody, SWE Director of Professional Development, summarizes the motivation for the joint membership: "As we build relationships with other professional groups that share the common goal of equal educational and career access for all and advocating for diversity in engineering, it magnifies our impact."

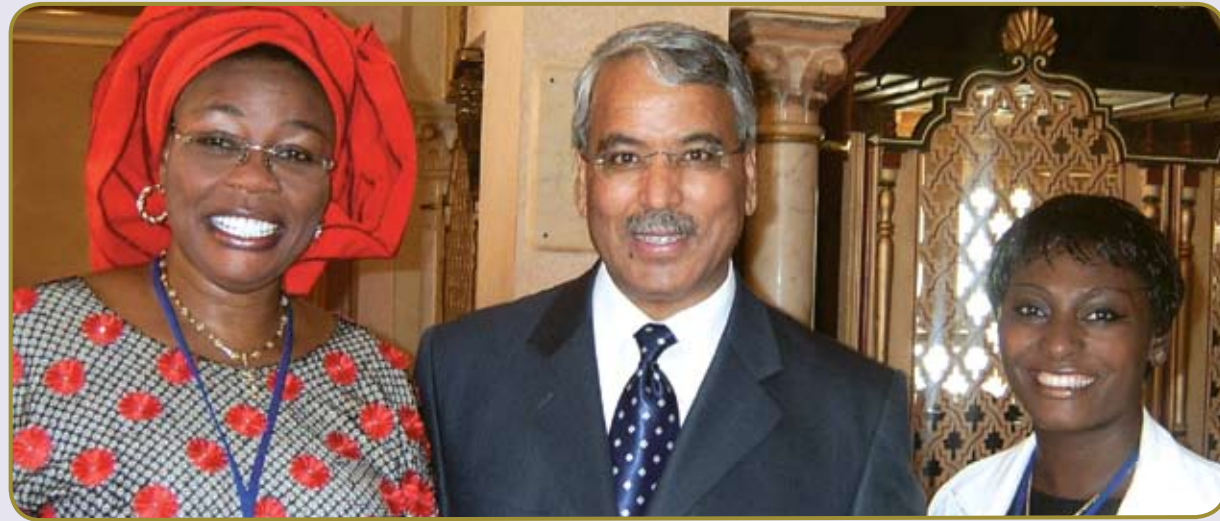


"The NSBE/SWE joint membership goes beyond supporting the success of women engineers of color. Through the combined strengths of our organizations, NSBE and SWE can and will advance diversity in the engineering profession, leadership, and pipeline."

– Carl B. Mack, Executive Director for the National Society of Black Engineers

Kellogg's Sponsors First SWE Video Webinar

In FY07 SWE continued to enhance its professional development offerings by hosting the Society's first live video webinar sponsored by Kellogg's and broadcast from their headquarters in Battle Creek, Michigan. With 866 live participants and numerous replays, the "Leading with Authenticity" webinar was a great success. The streaming video component allowed participants to become even more engaged with this incredible leadership skill-building opportunity.



SWE Leadership at WFEO Global Colloquium

Transcending geographies and cultures, SWE played a key role in organizing the World Federation of Engineering Organizations' (WFEO) Global Colloquium: Empowering Women in Engineering and Technology. The colloquium, held June 6-8, 2007 in Tunis, Tunisia, drew more than 400 participants from 51 countries, including 116 from Africa, 30 from Asia, 25 from Europe, and 12 from South America, as well as more than 80 speakers and presenters—SWE members from three countries participated. Under the leadership of member Anne O'Neil, P.E., SWE served as the program chair for the conference. The program was organized around four tracks:

- Girls and Women in Engineering Education
- Women Entrepreneurs and Technologists
- Women Enabling Technology in Communities
- Women Engineers and Technologists: The Workforce



"I was largely struck by how readily delegates reached out to each other and united in common purpose. It was as if our cultural differences disappeared. I watched and experienced the impact of women empowering women!"
-Anne O'Neil, P.E.



Recognize the Impact of Our Initiatives

SWE Leadership through Public Policy

Since FY04, SWE has invested in creating and growing our public policy programs. The importance of those efforts is realized as top national policy-makers increasingly rely on SWE's expertise to help shape diversity-related public policy.

In FY07 SWE was established as a diversity thought leader when we were asked to co-chair the U.S. House Diversity and Innovation Caucus Planning Committee. Six members of Congress, led by Representative Silvestre Reyes (D-TX), launched the Caucus in 2007. The Caucus seeks to generate policy ideas, to articulate the importance of current policies, and to work with Congressional leadership and relevant committees to ensure under-represented groups' potential is realized when shaping innovation and competitiveness policy.

To support the launch of the Diversity and Innovation Caucus, SWE was asked to organize the Congressional briefing titled "The Importance of the Diversity Issue to the Innovation and Competitiveness Debate." The briefing covered the environment of the STEM workforce and what the U.S. must do to stay competitive. Experts also explored the challenges and opportunities of increasing the pipeline of technical talent from under-represented groups.

Throughout the year SWE organized or participated in a number of other valuable public policy initiatives, including hosting a roundtable discussion on gender equity in STEM fields, leading a diversity subgroup of the STEM Education Coalition, and testifying before the House Committee on Education and Labor's Subcommittee on Higher Education, Lifelong Learning and Competitiveness.



SWE Literature Review Expands

For the 2007 *Women in Engineering—A Review of the Literature*, SWE expanded the scope by scanning the table of contents of 50 peer-reviewed journals in engineering, education, psychology, management, sociology, science and technology studies, women's and gender studies and general social sciences.

SWE selected more than 400 relevant articles, which we narrowed down to 168 items to complete a very informative and diverse offering of insight and analytics addressing the concerns and issues that women in engineering and technology face. Useful for both academics and non-academics, the *Review* is written in layman's terms and provides guidance on how to properly discern the information for research.

The *Review* covers areas such as: the current state of the industry, engineering statistics, forecasts for the future, workplace diversity, outreach resources, the global stage and much more.

Congratulations to the FY2007 SWE Award Recipients

Achievement Award

Pamela Kay Strong; The Aerospace Corporation

Rodney D. Chipp Memorial Award

James B. Porter, Jr.; DuPont
Robert N. Stargel, Jr.; Kimberly-Clark Corporation

Upward Mobility Award

Sandra Postel; The Boeing Company

Work Life Balance Award

Betty Purkey; Texas Instruments

Entrepreneur Award

Kristy A. Schloss; Schloss Engineered Equipment, Inc.

Distinguished Engineering Educator

Mary C. Verstraete Ph.D.; The University of Akron

Distinguished New Engineer

Mary C. Clor; Chrysler LLC
Heather Doty; Ball Aerospace & Technologies Corp.
Lana Fountain Flakes; Jacobs Sverdrup-NASA/Lyndon B. Johnson Space Center
Allison Pedersen; The Goodrich Corp.
Stacie Suggs; Northrop Grumman Space Technology

Distinguished Service Award

Esther A. Heller; Consultant
Betty Preece; Retired

Fellow

Violettee Brown; Prophecy Consulting Group
Esther A. Heller; Consultant
Penny Wirsing; ExxonMobil Torrance Refinery
Sandra Scanlon; Scanlon Consulting Services, Inc.

Emerging Leader Awards

Manufacturing & Construction

Michelle Ivy; Freescale Semiconductor

Product Research, Design and Engineering

Susan A.H. Benysh Ph.D.; IBM Corporation

Quality

Cathy Krier; Medtronic, Inc.

Safety, Health and Environment

Shannon K. Phillips; Intel Corporation

Sales & Marketing

Lynda Grindstaff; Intel Corporation

Systems Engineering

Ellen Ferraro, Ph.D.; Raytheon Company

SWE Retention Study to Help Companies Recruit and Retain Talent

In 2005 SWE, through the support of its Corporate Partnership Council (CPC), commissioned Harris Interactive and university alumni organizations to conduct a study on the retention rates of women in engineering. The study, which surveyed men and women who have completed engineering degrees at any level in the past 20 years, addressed a number of issues, particularly the state of engineering profession, gender differences within engineering, and the obstacles and challenges associated with a career in engineering. The research specifically focused on factors such as advancement opportunities based on gender, motivations for leaving the engineering profession and possible ways to improve the retention of engineering professionals.

The findings, which provide a benchmark for companies who are looking to recruit and retain diverse talent, first became available in *SWE Magazine* with the August 2006 launch of an article series written in partnership with the Commission on Professionals in Science and Technology (CPST).

CPC Members

3M
Abbott
Agilent Technologies
Amgen Inc.
BAE SYSTEMS
Bank of America
Bechtel Corporation
The Boeing Company
Booz Allen Hamilton
Boston Scientific
BP
Caterpillar Inc.

Chevron
Chrysler LLC
Cisco Systems, Inc.
Cummins Inc.
Dell Inc.
Disney
The Dow Chemical Company
DuPont
Exelon Corporation
Exxon Mobil Corporation
FM Global
Ford Motor Company

General Electric Company
General Motors
Goldman, Sachs & Co.
Honeywell International Inc.
HP
IBM Corporation
Intel Corporation
ITT Corporation
The Kellogg Company
Kimberly-Clark Corporation
Lehman Brothers
Lockheed Martin Corporation

Medtronic
Microsoft
Northrop Grumman Corporation
Raytheon
Rockwell Automation
Rockwell Collins
Siemens Corporation
Southern Company
Texas Instruments
Toyota
U.S. Army RDECOM



FY2007 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 sponsoring organization and the Society.



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

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
- Full conference registrations for three of the sponsored employees
- Best practices sharing through formal sessions

National Conference Sponsorship



The SWE National Conference is SWE'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 sponsors and address specific goals for the sponsors. Key target areas are:

- K-12 educational outreach
- Collegiate outreach and scholarships
- Professional development
- Diversity and inclusion
- 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 CPC members, corporate members, conference sponsors and SWE Magazine Heritage Club members are on page 11.

FY2007 Financials

Society Statement of Financial Position		
	2007 Total	2006 Total
Cash/Investments	\$7,745,409	\$6,702,587
Accounts Receivable	358,073	440,274
Prepaid Expenses	276,287	157,443
Net Fixed Assets	28,979	35,762
Total Assets	\$8,408,748	\$7,336,066
Liabilities & Accounts Payable	\$434,831	\$448,307
Deferred Revenues	1,666,018	1,475,321
Unrestricted Net Assets	4,858,820	3,872,467
Temporarily Restricted Net Assets	1,449,079	1,539,971
Total Liabilities & Net Assets	\$8,408,748	\$7,336,066

Society Statement of Revenues and Expenses				
	Unrestricted	Temporarily Restricted	2007 Total	2006 Total
Revenues				
Dues	\$807,588	\$0	\$807,588	\$726,377
Other	1,007,538	3,309	1,010,847	516,154
Conference	2,600,642	0	2,600,642	2,290,342
Programs & Services	685,145	609,823	1,294,968	1,953,991
Publications	1,208,163	0	1,208,163	1,222,150
Net Assets Released from Restrictions	704,024	(704,024)	0	0
Total Income	\$7,013,100	(\$90,892)	\$6,922,208	\$6,709,014
Expenses				
Management	\$398,340	\$0	\$ 398,340	\$313,765
Administrative	1,380,852	0	1,380,852	1,218,207
Conference	1,646,548	0	1,646,548	1,629,340
Programs & Services	1,294,732	0	1,294,732	1,231,435
Membership	354,784	0	354,784	287,966
Publications	873,465	0	873,465	811,203
Relations	78,026	0	78,026	55,614
Total Expenses	\$6,026,747	\$0	\$6,026,747	\$5,547,530
Revenue—Expenses	\$986,353	(\$90,892)	\$895,461	\$1,161,484

Consolidated Net Assets		
	6.30.07	6.30.06
Society		
Contingency Reserve	\$3,301,196	\$2,776,787
Restricted Grants	1,203,422	1,304,121
General Operating	485,643	376,291
Annual Conference	954,094	661,002
Sponsored Scholarships	245,657	235,850
Corporate Partnership Council	117,887	58,387
Total Society Net Assets	\$6,307,899	\$5,412,438
SWE-EFI Unrestricted	\$2,180,014	\$1,910,236
SWE-EFI Temporarily Restricted	2,283,075	1,828,072
SWE-EFI Permanently Restricted	1,681,421	1,544,266
Total Net Assets	\$12,452,409	\$10,695,012

Support that Generates Success

National Conference Sponsors

\$20,000+ Sponsorship

Caterpillar Inc.
Chrysler LLC
Exxon Mobil Corporation
Ford Motor Company
IBM Corporation
Intel Corporation
Kimberly-Clark Corporation
Lockheed Martin Corporation
Northrop Grumman Corporation
Raytheon
U.S. Navy

\$10,000–\$19,999 Sponsorship

Bank of America
The Boeing Company
Capital One
Cargill
Chevron
Cisco Systems, Inc.
Cummins Inc.
Dell Inc.
The Dow Chemical Company
DuPont
Exelon Corporation
FM Global
General Dynamics
HP
The Kellogg Company
Wal-Mart

\$5,000–\$9,999 Sponsorship

Amazon.com
Central Intelligence Agency
Goldman, Sachs & Co.
Hallmark Cards
Lehman Brothers
Medtronic
Owens Corning
Procter & Gamble
QUALCOMM
Rockwell Automation
Rockwell Collins
Southern Company
Texas Instruments

Up to \$5,000 Sponsorship

Boston Scientific
The Johnson School at Cornell University
General Electric Company
General Motors
Kimley-Horn & Associates, Inc.
Microsoft
Sprint Nextel
Whirlpool Corporation

Heritage Club Members

3M
Aerojet
Applied Physics Laboratory
of Johns Hopkins University
Argonne National Laboratory
BAE SYSTEMS
The Boeing Company
Caterpillar Inc.
DuPont

Exelon Corporation
General Motors
Goldman, Sachs & Co.
Google
Hess Corporation
IBM Corporation
Intel Corporation
John Deere
Lehman Brothers

Lockheed Martin Corporation
Michelin North America
MIT Lincoln Laboratory
National Geospatial-Intelligence Agency
National Security Agency
NAVAIR
Pitney Bowes
Schlumberger
Shell

Southern Company
Toyota
United States Steel
U.S. Coast Guard
U.S. Navy

Corporate Members

3M
ABB Lummus Global, Inc.
Abbott
Adam Aircraft
The Aerospace Corporation
Agilent Technologies
Alcoa, Inc.
Ametek
Argonne National Laboratory
BAE SYSTEMS
Bechtel Corporation
The Boeing Company
Booz Allen Hamilton
BorgWarner Inc.
Boston Scientific
BP
Bridgestone/Firestone
Carollo Engineers
Caterpillar Inc.
Chevron
Chrysler LLC
Cisco Systems, Inc.

Corning, Inc.
Cummins Inc.
Dell Inc.
Disney
The Dow Chemical Company
DTE Energy
DuPont
Exelon Corporation
Expedia
Exxon Mobil Corporation
Fluor Corporation
Ford Motor Company
FPL Group
Freescale
General Dynamics
General Electric Company
General Motors
Goldman, Sachs & Co.
GreenbergFarrow
HNTB Corporation
Honeywell International Inc.
HP

IBM Corporation
Institute for Defense Analyses
Intel Corporation
iRobot
John Deere
Kaplan AEC Education
The Kellogg Company
Kimberly-Clark
L-3 Communications
Lehman Brothers
Lockheed Martin Corporation
L'Oréal USA
LyondellBasell Industries
Malcome Pirnie, Inc.
Mead and Hunt, Inc.
Medtronic
Merrick & Company
Microsoft
The MITRE Corporation
Nissan North America
Northeast Utilities
Northrop Grumman Corporation

Parker Aerospace
Procter & Gamble
QUALCOMM Inc.
Raytheon
Rockwell Automation
Rockwell Collins
Rohm and Haas Company
Rolls-Royce
The Shaw Group
Siemens Corporation
Solar Turbines
Southern Company
Tellabs
Thomson
TM GE Automation Systems, LLC
United Technologies Corporation
Vanguard Group
Weyerhaeuser Company
Whirlpool Corporation

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S.D. Bechtel, Jr. Foundation
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 Janet Nemancic
 Nicole Ness
 Martha Newman
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 Mae Nishioka
 Jennifer Norr
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 Catherine Ollesheimer
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