

**UNITING FOR
SUCCESS**

2008

ANNUAL REPORT

FY2008 ANNUAL REPORT



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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.



Uniting For Success

The history of SWE, in part, is rooted in unification. Early on, the founding members brought their strengths and talents together to create the Society: they did so to make a better future for all women in engineering and technology. Our legacy of uniting individuals, organizations and companies continues and delivered key achievements in FY08.

For many years the SWE National Conference has been the most effective forum for members to network and share experiences while pursuing professional development opportunities. In FY08 we re-branded the conference as “WE07.” By emphasizing the “WE” in “SWE” we recognized that our conference is where members, industry allies and other professionals connect. WE came together, and in record-breaking numbers.

Where the national conference acts as a centralized meeting place, the Society’s outreach efforts allow us to take our passion for engineering and technology to girls and young women throughout the country. With additional funding we received from various partners in FY08, we increased the impact of our turnkey outreach program Wow! That’s Engineering!®. More girls and young women met SWE members and were inspired to consider a future in engineering.

Uniting for success also affords us the ability to celebrate the work and achievements of the people, companies and organizations we engage with to further the SWE mission. This year we recognized U.S. Representative Eddie Bernice Johnson (D-TX) with our first President’s Award. Congresswoman Johnson was selected for this prestigious honor as a result of her strong partnership with SWE to champion legislation that will make the STEM fields inclusive to all.

Partnership comes in many forms, and in FY08 we began development on a new strategic plan for the SWE Corporate Partner Council, or CPC. Major corporate partners have historically united with SWE to support recruitment and retention of women engineers; we are confident that our renewed efforts will increase the value of the CPC.

FY08 was a strong and impactful year for the Society of Women Engineers. We credit our success to the united dedication of the members, corporations, organizations and individuals this annual report illustrates.



Michelle F. Tortolani
SWE FY08 National President



Betty Shanahan, CAE
Executive Director and CEO



ASPIRE

The Future of Engineering Gets Brighter



SWE-AWE Partnership Expands Assessment Tool Program

SWE-AWE is a partnership between SWE and researchers from Penn State and the University of Missouri, Columbia that provides proven outreach assessment tools and disseminates valuable information into the engineering outreach community. Funded by a National Science Foundation (NSF) Gender in Engineering and Science grant, SWE has found SWE-AWE to be essential in enhancing its premier national outreach program Wow! That's Engineering!®. All organizations conducting engineering outreach events can take advantage of SWE-AWE's resources and assessment instruments at no cost at swe.org/awe.



New Aspire Website Great Outreach Marketing Tool

SWE's new K-12 outreach website, swe.org/aspires is an informative and interactive portal on careers in engineering for parents, educators, engineering professionals, and young girls and teens. Generously funded by ExxonMobil Foundation and The Kimberly-Clark Corporation, the Aspire site serves as a gateway to impactful SWE and industry-based outreach resources and information. The site's cool look and fun feel helps convey the exciting and vital nature of engineering—the underlying goal of SWE's outreach efforts.



Wow! That's Engineering![®] Program Excels with Section Grants

SWE's Wow! That's Engineering![®] proved to be successful because it provides a well-planned and effective program "in a box" to engage girls in engineering activities.

Through the Wow! program, girls participate in a variety of appealing hands-on challenges—for example, to construct solar cars, build electronic games, or take on crime scene investigations—that build both confidence in their skills and interest in engineering. The girls also get to hear firsthand from women engineer role models about their lives and experiences. SWE ensures that at least 40 women engineers are at each site, so each girl can personally connect with a professional.

FY08 was the first year SWE offered professional development grants to local sections to take part in this valuable opportunity. As a result, SWE sections successfully held numerous Wow! events across the country.

FY2008 Scholarships

Freshman/Reentry

Admiral Grace Murray Hopper Memorial
Anne Maureen Whitney Barrow Memorial
Bertha Lamme Memorial
B.J. Harrod

BK Krenzer Memorial Reentry
Dorothy M. & Earl S. Hoffman
Exelon Corporation
Ford Motor Company
Lockheed Martin Corporation

Northrop Grumman Foundation
Olive Lynn Salembier Reentry
Solar Turbines
SWE New Jersey Section
SWE Phoenix Section

Upper Class and Graduate

Ada I. Pressman Memorial
Baker Hughes
Bechtel Corporation
Booz Allen Hamilton
Boston Scientific
Brill Family
Caterpillar Inc.
Chevron Corporation
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.
The 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 Corporation
Lydia I. Pickup Memorial
Mary V. Munger Memorial
MASWE Memorial

Meredith Thoms Memorial
Microsoft
Northrop Grumman Foundation
Past Presidents
Rockwell Automation
Rockwell Collins
Susan Miskowicz Memorial
SWE Baltimore/Washington Section
SWE Central Indiana Section
SWE Central New Mexico Section
SWE Mid-Hudson Section
SWE Region H Section
SWE Rocky Mountain Section
SWE University of Alabama Section
United States Steel
Verizon Foundation



Strong Leaders for Powerful Careers



Collegiate Leadership Forum (CLF)

The Collegiate Leadership Forum (CLF) is a training program for collegiate leaders—both existing and high potential SWE Future Leaders (SWEFLs). Each fall, the CLF provides training and professional development sessions to prepare attendees for leadership roles both within SWE and their future places of employment. Attendees also conduct goal-setting sessions to enhance their collegiate leadership positions.

In FY08 the CLF was sponsored by Lockheed Martin and took place in Bethesda, Md. The training program, which included several Lockheed Martin STAR® training sessions, provides a foundation that attendees can build upon and allows collegians to use their newly-gained skills and insights to excel at their future jobs and in additional SWE positions.

Diversity and Inclusion Training to Shape the Future of SWE

One major goal of SWE's FY08 strategic plan was to increase the diversity among SWE members and expand inclusion. As Natalie Thompson, SWE Special Director for Diversity and Inclusion, stated, "A more diverse and inclusive SWE is a stronger SWE."

Thompson further explained that the Society benefits from the richness of a diverse membership and the unique values that people with different backgrounds bring. "We are committed to engaging the perspectives, talents, and participation of a diverse membership in order to fulfill SWE's potential and demonstrate leadership in this area," she stated.

Taking inspiration from Gandhi's quote that "we must be the change we want to see in the world," SWE leaders participated in an intensive diversity workshop. As a result, SWE is better poised to be the place for all women engineers to share unique perspectives and authentically advance themselves, SWE and the engineering profession.



The National Conference
for Women Engineers

2007 National Conference: New Look. New Record.

In FY08 the newly branded WE07 conference emphasized the “WE” in “SWE” and welcomed a record number of attendees who learned from and networked with peers and colleagues. The successful conference featured increased programming for mid-career level professionals. Nashville—the Music City—provided the perfect place for more than 5,000 enthusiastic women engineers and students to come together and celebrate Women in Tune with Technology.



Distinguished Leaders. Recognizable Impact.



U.S. Representative Eddie Bernice Johnson Receives First President's Award

The first SWE President's Award was awarded to U.S. Representative Eddie Bernice Johnson (D-TX) at a reception held on Capitol Hill. The Award was established to provide special recognition to the individuals and organizations that have made significant contributions to women in engineering.

SWE FY08 President Michelle Tortolani proposed Congresswoman Johnson as the Award's first recipient for her efforts in implementing the recommendations of the 2006 National Academies report, *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*, and promoting gender equality in academic science and engineering.

"The STEM fields are beginning to more accurately reflect our country, but women and people of color are still under-represented in STEM professions," said Congresswoman Johnson. "I remain committed to writing and championing legislation that will make the STEM fields inclusive to all."

Congresswoman Johnson is one of six co-chairs within the House Diversity and Innovation Caucus, which was founded in 2007 on the belief that "the increased education and participation of groups currently under-represented in STEM is essential to supplying the American economy with the expertise the country needs to innovate and remain competitive." SWE is honored to serve as the co-chair of the Caucus's planning committee.

SWE Member Kristina Johnson First Woman Honored with John Fritz Medal



SWE Achievement Award recipient and member Kristina M. Johnson, Ph.D. was the first woman recipient of the John Fritz Medal. Nominated by SWE, Dr. Johnson, Senior Vice President for Academic Affairs at Johns Hopkins University, was recognized for her internationally acknowledged expertise in optics, optoelectronic switching, and display technology, as well as for her commitment to education and the engineering profession. The John Fritz Medal, considered the highest award in engineering, was first awarded in 1902.

SWE Impacting Gender Diversity Through Public Policy

In FY08 government officials again turned to SWE as a key resource and authority on diversity in engineering. One example is the request by U.S. Representative Eddie Bernice Johnson (D-TX) for SWE to organize a briefing to support the introduction of her Gender Bias Elimination Act of 2007—a bill addressing gender bias in the sciences. SWE, the House Diversity and Innovation Caucus and 10 co-sponsoring organizations convened for *The Leaky Science and Engineering Pipeline: How Can We Retain More Women in Academia and Industry?* SWE was honored that Dr. Shalala, President of the University of Miami, participated by addressing the progress made in the year since she led the committee that wrote the National Academies' report *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*—the same report used to influence Congresswoman Johnson's legislation.

In addition, Lisa Frehill, Ph.D., Executive Director of the Commission of Professionals in Science and Technology (CPST), presented the results for the SWE Retention Study, which showed that women in industry experience problems similar to women in academia. The study also reported that women leave the profession in rates much higher than their male counterparts.

Congratulations to the FY2008 SWE Award Recipients

Achievement Award

Melanie W. Cole, Ph.D.;
U.S. Army Research Laboratory

Upward Mobility Award

Florence Hudson; IBM

Entrepreneur Award

Carol M. Craig; Craig Technologies

Work/Life Balance Award

Kate Quinn, Ph.D.; University of Washington

Rodney D. Chipp Memorial

Sam Angelos Jr., Ph.D.; Hewlett-Packard
Donald F. McCormack; Naval Undersea
Warfare Center
Daniel L. Smith; Raytheon Company

Emerging Leader Awards

Manufacturing and Construction

Amy Herbert, P.E.; Fluor Corporation

Project Research and Design Engineering

Ramune Nagisetty; Intel Corporation

Quality

Sandra Edmonds; Intel Corporation

Safety, Health and Environment

Kimberly Smieja; Intel Corporation

Sales and Marketing

Jada Phillabaum; Caterpillar Inc.

Systems Engineering

Lt. Cmdr. Camille Flaherty; United States Navy

Distinguished Service Award

Terri Morse; The Boeing Company
Charlotte Wagner, P.E.; Cogent Energy, Inc.

SWE Fellows

Lisa Bird; Morgan Research, A Stanley Company
Christine Cathcart, P.E.; Lee Products Inc.
Nora Hsu Davis; Central Intelligence Agency
Lucy Hsu; NVIDIA Corporation
Marcia Lampela; BorgWarner Transmission Systems
Anne Lucietto; Caterpillar Inc.
Charlotte Wagner, P.E.; Cogent Energy Inc.

Distinguished New Engineers

Jennifer Braganza; University of North Carolina
at Charlotte
Irene Hodor; Exxon Mobil Corporation
Hayley R. McGuire; The Boeing Company
Jennifer Chen Morikawa; General Motors Corporation
Erin Penne; General Dynamics Advanced
Information Systems

Corporate Partnership Council (CPC) Lays Foundation for Strategic Plan

The members of SWE's CPC recognized that in order to continue to grow and increase the value of Council membership, a robust strategic plan was imperative. With direction from a facilitator provided by Rockwell Collins, the Council was able to identify five strategic areas of focus:

Executive Engagement—an executive commitment plan and set of actions for involvement with the CPC was drafted.

CPC Governance—the governance model for the CPC needed to evolve to stay in step with the continuing evolution of the CPC.

Rapid Tool Prototyping—the CPC needed channels to quickly test tools and processes to determine best practices for immediate dissemination to all CPC members.

Rules of Engagement—rules were identified and enacted to help the CPC—an organization of companies with unique intellectual property—share innovations with other companies.

New Work Paradigm—the member companies of the CPC offer varying flexible work arrangements but needed to better understand the case for change and develop possibilities for a new work paradigm for women in engineering.

Work in each of the areas established the foundation for a strong strategic plan that will significantly enhance the Council's role and SWE's impact on the recruitment of women into engineering and their retention and advancement in the profession.

CPC Members

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

BP
Caterpillar Inc.
Chevron
Chrysler LLC
Cisco Systems, Inc.
The Clorox Company
Cummins Inc.
Dell Inc.
Disney
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
Lyondell Chemical Company
Medtronic
Merck & Co., Inc.

Microsoft
Northrop Grumman Corporation
Raytheon
Rockwell Automation
Rockwell Collins
Southern Company
Texas Instruments
Toyota
U.S. Army RDECOM
U.S. Navy
United States Steel
United Technologies Corporation



FY2008 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.

FY2008 Financials

Society Statement of Financial Position		
	2008 Total	2007 Total
Cash/Investments	\$7,995,557	\$7,745,409
Accounts Receivable	443,345	358,073
Prepaid Expenses	279,298	276,287
Net Fixed Assets	48,234	28,979
Total Assets	\$8,766,434	\$8,408,748
Liabilities & Accounts Payable	\$504,832	\$434,831
Deferred Revenues	1,907,032	1,666,018
Unrestricted Net Assets	4,881,104	4,858,820
Temporarily Restricted Net Assets	1,473,466	1,449,079
Total Liabilities & Net Assets	\$8,766,434	\$8,408,748

Society Statement of Revenues and Expenses				
	Unrestricted	Temporarily Restricted	2008 Total	2007 Total
Revenues				
Dues	\$858,802	\$0	\$858,802	\$807,588
Other	503,421	3,991	507,412	1,010,847
Conference	2,988,401	0	2,988,401	2,600,642
Programs & Services	858,899	837,834	1,696,733	1,294,968
Publications	1,271,357	0	1,271,357	1,208,163
Net Assets Released from Restrictions	817,438	(817,438)	0	0
Total Income	\$7,298,318	\$24,387	\$7,322,705	\$6,922,208
Expenses				
Management	\$483,942	\$0	\$483,942	\$398,340
Administrative	1,532,130	0	1,532,130	1,380,852
Conference	2,153,573	0	2,153,573	1,646,548
Programs & Services	1,561,904	0	1,561,904	1,294,732
Membership	475,163	0	475,163	354,784
Publications	881,453	0	881,453	873,465
Relations	187,869	0	187,869	78,026
Total Expenses	\$7,276,034	\$0	\$7,276,034	\$6,026,747
Revenue—Expenses	\$22,284	\$24,387	\$46,671	\$895,461

Consolidated Net Assets		
	6.30.08	6.30.07
Society		
Contingency Reserve	\$3,322,356	\$3,301,196
Restricted Grants	1,077,123	1,203,422
General Operating	539,758	485,643
Annual Conference	834,828	954,094
Sponsored Scholarships	396,343	245,657
Corporate Partnership Council	184,162	117,887
Total Society Net Assets	\$6,354,570	\$6,307,899
SWE-EFI Unrestricted	\$1,918,957	\$2,180,014
SWE-EFI Temporarily Restricted	1,941,443	2,283,075
SWE-EFI Permanently Restricted	1,781,571	1,681,421
Total Net Assets	\$11,996,541	\$12,452,409

Support that Generates Success

National Conference Sponsors

\$20,000 + Sponsorship

Caterpillar Inc.
Chrysler LLC
Cummins Inc.
Dell Inc.
The Dow Chemical Company
Exxon Mobil Corporation
Ford Motor Company
Honeywell
IBM Corporation
Intel Corporation
Kellogg Company
Kimberly-Clark Corporation
Lockheed Martin Corporation
Northrop Grumman Corporation
Raytheon
Texas Instruments

\$10,000 – \$19,999 Sponsorship

Bank of America
The Boeing Company
BP
Chevron
Cisco Systems, Inc.
The Clorox Company
Cornell University—
Johnson Graduate School of Management
DuPont
Entergy Services, Inc.
Exelon Corporation
FM Global
HP
Lehman Brothers
Lyondell Chemical Company
Rockwell Automation
Rockwell Collins
Southern Company
Toyota
U.S. Navy Recruiting
United States Steel

\$5,000 – \$9,999 Sponsorship

Constellation Energy
Goldman, Sachs & Co.
ITT Corporation
John Deere
Shell Oil Company
UT Battelle/Oak Ridge National Laboratory
Weyerhaeuser

Up to \$5,000 Sponsorship

BAE SYSTEMS
Ball Aerospace & Technology Corporation
Boston Scientific
General Electric Company
Microsoft
Owens Corning
The Procter & Gamble Company
US Airways
Vanderbilt University School of Engineering
Whirlpool Corporation

Heritage Club Members

3M
Aerojet
Applied Physics Laboratory of
Johns Hopkins University
BAE SYSTEMS
Caterpillar Inc.
DuPont

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

Lockheed Martin Corporation
Michelin North America
MIT Lincoln Laboratory
National Security Agency
Nissan North America
Pitney Bowes
Schlumberger

Southern Company
Toyota
U.S. Navy
United States Steel

Corporate Members

3M
ABB Lummus Global, Inc.
Abbott
The Aerospace Corporation
Agilent Technologies
Alstom
Ametek
Argonne National Laboratory
BAE SYSTEMS
Baldor Dodge Reliance
Bechtel Corporation
The Boeing Company
Booz Allen Hamilton
Boston Scientific
BP
Bridgestone/Firestone
Carollo Engineers
Caterpillar Inc.
Chevron
Cisco Systems, Inc.
Corning Incorporated
Dell, Inc.

Disney
The Dow Chemical Company
DTE Energy
DuPont
Exelon Corporation
Expedia
Exxon Mobil Corporation
Fluor Corporation
FM Global
Ford Motor Company
Freescall
General Electric Company
General Motors
Goldman, Sachs & Co.
GreenbergFarrow
Honeywell International Inc.
HP
IBM Corporation
Informatica Corporation
Intel Corporation
Ixia
Jive Software

John Deere Werke Mannheim
The Kellogg Company
Kimberly-Clark Corporation
Lear Corporation
Lehman Brothers
Lockheed Martin Corporation
LyondellBasell Industries
Mead and Hunt, Inc.
Medtronic, Inc.
Merck Co., Inc.
Merrick & Company
Microsoft
The MITRE Corporation
Norfolk Southern
Northeast Utilities
Northrop Grumman Corporation
Parker Aerospace
The Procter & Gamble Company
QUALCOMM Inc.
Raytheon
Rockwell Automation
Rockwell Collins

Rohm and Haas Company
Rolls-Royce
The Shaw Group
Skanska
Solar Turbines
Southern Company
State Farm
Stryker
Thomson
Vanguard Group
Whirlpool Corporation

FY2008 Donors

Platinum Halo (\$1,000 and above)

Alcoa Foundation
American Society of Civil Engineers
Kristinee Baumgard
Cassandra Bayer
S.D. Bechtel, Jr. Foundation
M. Angelina Bellino
Heather Bernardin
Elizabeth Bierman
Carmen Boelte
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Delphi Foundation
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GE Fleet Services
GE Infrastructure Sensing, Inc.
GE Women's Network-Cincinnati Hub
GEEFCU
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Suzanne Jenniches

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Suzanne Jenniches
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Nita Patel
Linette Patterson
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Elizabeth Shanahan
Jaclyn Spear
Robert Stargel
Susan Steinsapir
SWE Members at Large
Melissa Tata
Jessica Teachworth
Holly Jean Teig
Natalie Thompson
Jill Tietjen
Michelle Tortolani
Tracy J. Van Houten
Women Advancing Bioscience

Golden Gear Circle (\$500–\$999)

Carol Barry
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BorgWarner
Jeff Brody
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Jane Zimmer Daniels
Toni Doolen
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GE Inspection Technologies
Su-Lieng Ho Kong
Ruth Hupprich
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Colleen Layman

Alma Martinez Fallon
Beth Melendez
Ruby Nguyen
Katherine Norris
Online Resources Corporation
Helen Patricia
Huy Pham
Meg Reese
Marica Reves
Frances Stuart
Karolyn L. Tiefenbach
UBI
Kimberly Vecchione
Laura Vincent
Deborah Wexler
Suzanne White
C. Wood

Silver Cog Circle (\$100–\$499)

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Jeanne Aitchison
Angela Allen
Elizabeth Allman
American Indian Science &
Engineering Society
Alice May Anderson
Helene Ashley
Blanca Avila
Jenny Baer
Stephanie Balik
Kathie Bardakji
Rita Barksdale
Janet Bautista
Baxter
William Benson
Dina Bertolini
Lynn Bertuglia
Susan Best
Laura B. Bienhoff
Connie Bills
Lisa Bird
John Blowers
Reid Bradford
Cheryl A. Brandt
George Brewster
Camille Bright-Smith
Elayne Brower
Sheryl Brunson
Barbara Buck
Steven Burdick
Joyce Carpenter
Susan L. Casabella
Sherita Ceasar
Elfreda Chang
Selma Citlak
Samuel Clifford
Jan Clifton
Jennie Colosi
Karen Conmy
Carol Coppa

Judeth Corry
Mary K. Daly
Catherine Daubert
Patricia Davies
E. Kent Dawson
Patricia DeClercq
Mariano De Medina
Michael Defilippis
Stacey Delvecchio
Semahat Demir
Siddika Demir
Donald Deshaies
Carolina Desmone
Anna Durham
Debra Evans
Mary Anne Faro
Barbara Faust
Peter Fine
Jessica Flasche
Elladine Foley
Catherine Forth
Barbara Fox
Linda Francese
Lauren Frith
Christine Furstoss
Martha Gardner
Courtney Ann Gentleman
Kristin Ginn
Lois Graham
Bonny Hadiaris
Patricia Hahn
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Erin Hartman
Dianne Heard
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Rob Loftis
Tracy Long
Margaret Ludowese
Susan Lui
Jean Macaluso
Deborah Main
Shirley McCarty
Jane McKaig
Jenny L. McLaughlin
Mega Engineering Inc.

Georgette Michko
Mary B. Moreton
Melissa A. Mormilo
Raymond A. Morris
Anne Murray
Douglas Nay
Judith Nelson
Nancy Nelson
Martha Newman
Mae Nishioka
Ruthann Omer
David O'Neill
William Orr
Bridgett Parks
Esty Parlanti
Jodilyn Peck
Abigail Peele
Elise Penna
Mary Petryszyn
Hope Piuck
Julie A. Pollitt
Jeannette Posey
Cathy Priest
Melba K. Pulaski
Alfred Harold Qoyawayma
Laurie Ramsay
Brenda Reichelderfer
Yvonne Reichenbach
Elisabeth Resnick
Shawna Revak
Rebecca Rieck
Jeannie M. Rinckel
Lauren Roberts
Grace Roop
Ronnie Ross
Arlene Rusche
Elizabeth Schaller
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Patricia Schwenker
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Paula Loring Simon
Donald Smith
Cynthia Stranis
Mary Studlick
Alexis Swoboda
Margaret Taber
Laura Tankenson
Patricia Tausse
Lilith Terry
Kathryn Thomas
Linda M.S. Thomas
Jill Tietjen
Laurie Titran
Judith Todd
Dennis Townsend
Judy Vance
Michele Veneri
Mary Ann Walsh
Christine Wattley
Gwendolyn Webber-McLeod
Julia Weertman
Linda M. Weir
Lynda M. Weiss
Catherine Werner
Susan Whatley
Lauren Whitsell
Lisa Wiedner
Molly Williams
Shelley Wolff
Barbara Wollmershauser
Betsy J. Wood
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