REACHING NEW LEVELS OF SUCCESS

2009 ANNUAL REPORT
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.
For nearly six decades, the Society of Women Engineers (SWE) has been dedicated to advancing women in engineering and technology. SWE is the driving force that provides the resources and support that women need to realize their dreams and excel in the workplace. 2009 was no exception.

This year SWE introduced the President’s blog to the SWE website and employed social networking sites such as Facebook, Twitter and LinkedIn to strengthen connections among more than 20,000 collegiate and professional members. Our social networking strategy helped us realize record attendance for the WE08 conference, reaching 6,000 attendees and more than 275 Career Fair exhibitors. With our success, we launched international pilot programs in Germany, Japan, Nigeria and India and created an overarching professional development strategy to expand programming in key areas such as leadership and career development.

SWE leveraged new messaging for outreach communications from a report released by the National Academy of Engineering (NAE) titled, “Changing the Conversation.” The report highlighted a need for the engineering community to change our messages to the public—particularly young people—to attract more talent. Eager to benefit from the NAE research, SWE’s outreach materials are adopting the recommended messaging. In addition to our new communication initiatives, and with the outstanding support from individuals, SWE sections, corporations and foundations, SWE awarded a record-breaking $470,000 scholarship awards to aspiring leaders.

SWE continued as a proactive force in public policy advocacy. On February 24, SWE held a Congressional briefing in conjunction with the House of Representatives Diversity and Innovation Caucus entitled, “The Dearth of Women in Academic Science and Engineering: Proactive Strategies for Improvement.” Later in the year, SWE provided testimony at the House Committee on Science and Technology and the Subcommittee on Research and Science Education hearing titled, “Encouraging the Participation of Women in STEM Fields.”

2009 was a breakthrough year—the work of our entire organization reached new levels of success and the Society realized solid financial results. With the strong and significant support of our members and partners, SWE continues to advance women engineers around the world.
SWE outreach efforts reached new heights in FY09, starting with the introduction of SASS-E (Skills, Attitude, Science, Smarts for Engineering) Girlz, a program funded by Dorothy M. and Earl S. Hoffman that connects SWE outreach volunteers with middle school counselors to help educate girls about engineering careers.

Together with AWE, Assessing Women and Men in Engineering, SWE enhanced the measurement of outreach activities this past year. Supported by a grant from the National Science Foundation (NSF), AWE provides tools to help those involved in K-12 outreach effectively measure the impact of their work. AWE resources are available at swe.org/awe.

In its third year, the Wow! That’s Engineering!® events program also continued to make an impact. In keeping with the National Academy of Engineering’s “Changing the Conversation” report findings, SWE refocused outreach event activities to help members position engineering to young girls as a career that makes a difference in the world.

For more information on SWE outreach activities, visit swe.org/aspire.

**FY2009 Scholarships**

**Freshman/Reentry**
- Admiral Grace Murray Hopper 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
- B.K. Krenzer 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
- Meridith Thoms Memorial
- Microsoft
- Northrop Grumman Foundation
- Past Presidents
- Rockwell Automation
- Rockwell Collins
- Susan Miszkowicz Memorial
- SWE Baltimore-Washington Section
- SWE Central Indiana Section
- SWE Central New Mexico
- SWE Mid-Hudson Section
- SWE Region H
- SWE Rocky Mountain Section
- SWE University of Alabama Section
- United States Steel
- Verizon Foundation

The success of WE08 was impressive, with the registration of nearly 6,000 and more than 250 companies, universities and government agencies; all gathered in Baltimore, MD. The conference theme “Women Leading the Technical Revolution” served as a foundation for three days of networking, workshops, sessions and other activities. WE08 was commemorated in videotaped comments by attendees, based on the question “Why SWE?” to capture the SWE experience and to serve as inspiration for current and future SWE members.

Congratulations to the FY2009 SWE Award Recipients

**Achievement Award**
Aslaug Haraldsdottir, Ph.D.; The Boeing Company

**Upward Mobility Award**
Joanne Maguire; Lockheed Martin Space Systems Company

**Rodney D. Chipp Memorial Award**
Craig Barnes; Cummins Inc.
Neil Gillespie; Booz Allen Hamilton
Rear Admiral W.G. Shear, Jr.; Naval Facilities Engineering Command

**Resnick Challenger Medal**
Margot L. Wasz, Ph.D.; The Aerospace Corporation

**Distinguished Engineering Educator Award**
Amanie Abdelmessih, Ph.D.; Saint Martin’s University

**Emerging Leader Award**

**Academia**
Soh Khim Ong, Ph.D.; National University of Singapore

**Manufacturing and Construction**
Amy Benecke McLaren, P.E.; Peoria County Highway Department

**Product Research, Design and Engineering**
Stefanie Chiras, Ph.D.; IBM

**Quality**
Jennifer Bly, Ph.D.; Intel

**Safety, Health and Environment**
Julie Rolffs; Caterpillar Inc.

**Sales and Marketing**
Peggy Panagopoulos Flaherty; ITT Industries

**Systems Engineering**
Lt. Cmdr. Michelle Lee Nakamura; U.S. Navy

**Fellow Grade**
Toni L. Doolen, Ph.D.; School of Mechanical, Industrial, and Manufacturing Engineering, Oregon State University
Marge Inden; Morgan Stanley Smith Barney
Sandra Postel; Boeing Commercial Airplanes

**Michelle Tortolani; Northrop Grumman Electronics**
Janet L. Williams; Sandia National Laboratories

**Distinguished New Engineer Award**
Diana LaFortune; Northrop Grumman
Mary Perkinson; Northrop Grumman Shipbuilding
Jessica Rannow; Cardinal Health
Reena Singhal Lee; Google Partner Solutions Organization
Patricia Walker; Jacquelyn’s Photography

**Outstanding Counselor Award**
Diana Madden; Schiller and Hersh Associates, Inc.

**Outstanding Faculty Advisor Award**
Candace S. Sulzbach, P.E.; Colorado School of Mines

**Outstanding Collegiate Member Award**
Martha Addison, University of Alabama
Sarah Grano, University of Alabama
Chelsea Ryberg, Seattle University
Kristina Wang, University of Colorado at Boulder
Jessica Wood, University of Illinois at Urbana-Champaign
Corporate Partnership Council (CPC) Delivers New Levels of Support

In 2008, the members of SWE’s CPC set forth a strategic plan, including five key areas of focus that would increase the value of CPC membership. Progress on those key areas continued in FY09 including: development and distribution of communication tools to assist in gaining executive commitment for involvement with the CPC; development and implementation of a rapid prototyping tool for best practices; adoption of a governance model; and acceptance of rules of engagement for the Council. Work continues on a new work paradigm that will lead to greater retention of women in the engineering workforce.

CPC member, GE Women’s Network, receives FY09 President’s Award

The SWE President’s Award honors organizations that make significant contributions to women in engineering. This year’s recipient is the General Electric (GE) Women’s Network, which was created to assist the women at GE advance their careers and develop leadership skills. The Network was honored for their generous support of SWE’s scholarship program. In the past four years, the Women’s Network raised $250,000 in support of SWE scholarships.

SWE Honors 60 Years of Successful Women Engineers through A Commemorative Journal, Supported By CPC

In celebration of their 60th anniversary SWE is publishing a journal honoring women pioneers and trailblazers in the engineering and technology field. Supported by funding from the CPC together with IBM Corporation (also a CPC member), the journal is comprised of peer-reviewed articles that will explore several themes including identity, diversity and international issues.
FY2009 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 Annual Conference is SWE’s 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 7.
## FY2009 Financials

### Society Statement of Financial Position

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<tr>
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<th>2009 Total</th>
<th>2008 Total</th>
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<tr>
<td>Cash/Investments</td>
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<td>Accounts Receivable</td>
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<td><strong>Total Liabilities &amp; Net Assets</strong></td>
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<td><strong>$8,766,434</strong></td>
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### Society Statement of Revenues and Expenses

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<td><strong>Total Income</strong></td>
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<td>Expenses</td>
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<td>Revenue—Expenses</td>
<td>($384,555)</td>
<td>$65,380</td>
<td>($319,175)</td>
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### Consolidated Net Assets

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<td>Contingency Reserve</td>
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<td>Restricted Grants</td>
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<td>General Operating</td>
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<td>Annual Conference</td>
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<td>Sponsored Scholarships</td>
<td>393,749</td>
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<td>Corporate Partnership Council</td>
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<td><strong>Total Society Net Assets</strong></td>
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<td>SWE-EFI Unrestricted</td>
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<td>1,383,475</td>
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<td>SWE-EFI Permanently Restricted</td>
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<td><strong>Total Net Assets</strong></td>
<td><strong>$11,031,019</strong></td>
<td><strong>$11,996,541</strong></td>
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### Support that Generates Success

#### National Conference Sponsors

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<th>Sponsorship</th>
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<td><strong>$15,000–$19,999 Sponsorship</strong></td>
<td>DuPont, Exelon Corporation, HP, Merck, Texas Instruments</td>
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#### Heritage Club Members

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#### Corporate Members

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FY2009 Donors

Platinum Halo ($1,000 and above)

Ada Pressman Trust
American Enterprise Investment Services Inc.
Anonymous
Bostrom Corporation
Bernice Brody
Patricia Brown
Virginia Connolly, P.E.
Delphi Foundation
Ellen J. Ferraro
Florence Boyer Family Foundation
Diane Foley
Kimberly Gavaletz
John Goodrich
Hess Foundation, Inc.
Hoffman Bequest
Heidi Houghton
Angela Howard
Sandra Beverly Kolvick
Lankton Family Foundation Inc.
Margaret Layne, P.E.
Nora Lin
Erin McGinnis
Miles Nielsen
RC Fabrication
Hope Toole Schwalls
Elizabeth Shanahan
Kim Spitznagel
Star One Credit Union
Susan Steinsapir, P.E.
Frances Stuart
Kristin Sullivan
SWE Baltimore-Washington Section
SWE Regions
SWE Minnesota Section
Melissa Tata
Allison Terry
Karolyn Tiefenbach
Jill Tietjen, P.E.
Mayling Wong

Golden Gear Circle ($500–$999)

Elizabeth Bierman
Jeffrey Brody
Stacey DelVecchio
Siddika Demir
Barbara Fox
Joan Graf
Su-Lieng Ho-Kong
Ruth M. Hupprich
Karen Igo
Marcia L. Lampela
Colleen Layman
Alma Martinez Fallon
Susan McDermott
Mary B. Moreton, P.E.
Katherine Norris
Helen O. Patricia
Elaine R. Pitts
Jaclyn Spear
Sundyne Corporation
SWE Sierra Foothills Section
Tracy Van Houten
Judy Vance
Kimberly Vecchione
Laura D. Vincent
Joan B. Woodard
Silver Cog Circle ($100–$499)

Alice Agogino, P.E.
Jeanne Aitchison
Emily Anesta
Stephanie Balik
Theresa J. Barker
Urte Barker
Harriett Beadell
Dina Robinson Bertolini
Carolyn A. Brandsema
George R. Brewster
Wendy Bromenschenkel
Sheryl Brunson
Christy Butler
Susan Casabella
Elfreda Chang
Debra Coleman
Valerie G. Cook
Kathryn Cunningham
Mary K. Daly
Semahat Demir
Donald Deshaies
Jane Driscoll, P.E.
Jessica Dunn
William F. Eichfeld
Brittney Elko
Enterprise
Debra Evans
Stephanie Renee Fasen
Katherine Gay
Cynthia Giroux
Lois Graham
Marti A. Greenberg
Bonny L. Hadiaris, P.E.
Lynne C. Hannen
Dianne Heard
Diane Herr
Gina Holland, P.E.
Lee E. Hornberger, P.E.
Innovative Technical Services, LLC
Diana Joch
Linda D. Kiss, P.E.
Ruthellen Kline
Akiko Koh
May Kung
Jane Ann Lamph
Wendy Landwehr
Robert J. Lang
Beatrice Langmade
Sara L. Leslie
Peter Leven
Sharon Lindquist-Skelley
Debra Linneman, P.E.
Margaret Ludowese
Susan Lui
Margaret J. Lyons
Deborah Guerrette Main, P.E.
Cynthia Matthews
Mary B. McCarthy
Shirley McCarty
Theresa M. McManus
Mitsubishi Electric
Power Products Inc.
Melissa Mormilo
Leo Nadeau
Judith Nelson
Priscilla Provost Nelson
Angela Nickels
Ruthann Omer, P.E.
Michelle Ormond
Esty P. Parlanti
Linette Patterson
Jodilyn Peck
Abigail Peele
Mary Petryszyn
Carolyn Phillips, P.E.
Julie Pollitt
Melba Pulaski
Brenda Lee Reichelderfer
Ronna Robertson
Jessica Rogers
Michele Smith
Linda Sorauf
Sheryl Stehn-Klouda
Lois C. Stevens, P.E.
Alyse Stofer
Cynthia Stranis, P.E.
Margaret Taber, P.E.
Lilith Terry, P.E.
Laurie A. Titran
Walter G. Ulrich
Michele L. Veneri
Mary Ann Walsh
Julia Weertman
Lynda M. Weiss
Susan Whatley
Nancy Wilde
Mary Zeis
May Zhao
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