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.

ABOVE IMAGES: In FY12 SWE hosted the WE11 conference in its hometown of Chicago, Illinois October 13-15. Over 5,500 of the society’s members, partners and affiliates were in attendance. Focused professional development and networking opportunities in the city of “big shoulders” underscored the theme of the conference, which was “Raising the Heights of Innovation.” Highlights included the Awards Banquet, Celebrte SWE! and keynote speaker Natalie Givans, senior vice president at Booz Allen Hamilton.
In FY12, we examined the Society’s position in the global engineering community to ascertain how we can assist women around the world in their engineering careers. We completed an extensive study that will serve as the foundation for SWE’s growing impact outside the United State.

The Society redesigned its web in FY12 for our members, corporate partners, future engineers and the public at large. The new SWE.org delivers a streamlined, easy-to-navigate online experience that reflected the voice and goals of the Society. SWE members were central to this redesign as the Society crafted an enduring resource that addressed the variety of reasons visitors access SWE.org. The final site ensures our members have access to the robust resources they need while deepening their connection to the Society and fellow members.

To assist our collegiate members in maintaining career and life momentum through Society membership, we dramatically grew our Collegiate to Career (C2C) program. Introduced in FY10, a C2C membership spans an individual’s undergraduate and graduate years and into the first year of her career. Since this program provides excellent value, in its third year more than half of our collegiate members participated in this program and overall collegiate membership grew 20 percent over the previous year.

With a goal of increasing the contribution of women in dialogue on engineering-related issues, SWE facilitated invitations for members to a range of influential events, ranging from White House discussions to the National Academy of Engineering’s Lifelong Learning Imperative project. We are proud to broker the inclusion of perspectives of executives and leaders not just based on their gender, but because of their prominence and influence within the field.

FY12 was an exciting year of growth for the Society of Women Engineers. We are pleased to present this report to our members and partners who give us the strength, ideas, resources and leadership to drive results.
**FY12 Highlight:** Increasing Collegiate Membership

SWE made a strategic move in FY12 to bolster the ranks of the organization’s collegiate membership. The number of college students using our Collegiate to Career (C2C) program doubled as compared to the previous year, with more than half of our collegiate members using this benefit.

Now in its third year, the C2C program ensures our collegiate members take SWE with them throughout their educational experience and into their first year in this profession. Collegiate members are not always aware of all the benefits/resources SWE provides for them as they grow as engineers and professionals. This membership program allows collegiate members to remain active in – and benefit from – membership with the Society throughout their collegiate career.

The growth in this specific membership option is exciting because it multiplies the impact of fresh voices and perspectives as collegiate members enter the workforce.

**FY12 SCHOLARSHIPS**

Ada I. Pressman Memorial
Admiral Grace Murray Hopper
Anne Maureen Whitney Barrow Memorial
B.J. Harrold
B.K. Krenzer Memorial Reentry
Bechtel Corporation
Bertha Lamme Memorial
Boston Scientific
Brill Family Scholarship
Caterpillar
Chevron Corporation
Clare Boothe Luce Graduate Fellowship
Cummins
Dell Computer Corporation
Dorothy Lemke Howarth Memorial
Dorothy M. & Earl S. Hoffman
Dorothy P. Morris
DuPont Company
Elizabeth McLean Memorial
Exelon
Ford
Fran O’Sullivan WILL
General Electric Women’s Network (GEWN)
General Electric Women’s Network (GEWN) Querétaro, Mexico
General Motors Corporation
Goldman Sachs
Honeywell
IBM Corporation
Illinois Tool Works
Intel Corporation
ITT

Ivy M. Parker Memorial
Jill S. Tietjen, P.E.
Judith Resnik Memorial
Kellogg’s
Life Technologies
Lillian Moller Gilbreth Memorial
Lockheed Martin Corporation
Lydia I. Pickup Memorial
Mary Gunther Memorial
Mary V. Munger Memorial
MASWE Memorial
Meridith Thoms Memorial
Northrop Grumman Foundation
Olive Lynn Salembier Memorial Reentry
Praxair, Inc.
Rockwell Automation
Rockwell Collins
Solar Turbines
Susan Miszukowicz Memorial
SWE Baltimore-Washington Section
SWE Boston Section
SWE Central Illinois Section
SWE Central New Mexico Section
SWE Mid-Hudson Section
SWE New Jersey Section
SWE Past Presidents
SWE Phoenix Section
SWE Region H
Symantec Corporation
The Betty Lou Bailey Region F
United States Steel Corporation
Verizon
Wanda Munn
Honoring MOMENTUM

In FY12 more than 40 individuals were honored for the contributions they made to industry, education and the community that moved the engineering profession forward. While each award recipient has his or her own individual impact on the profession, collectively the multiplied effect is immeasurable.

Achievement Award
Yildiz Bayazitoglu, Ph.D.
Rice University

Suzanne Jenniches Upward Mobility Award
Natalie Givans
Booz Allen Hamilton

Rodney D. Chipp Memorial Award
Bryan D. Haynes, Ph.D.
Kimberly-Clark Corporation
John J. Tracy, Ph.D.
The Boeing Company

Entrepreneur Award
Lorraine A. Huchler, P.E.
MarTech Systems Inc.

Distinguished Engineering Educator Award
Dawn Tilbury, Ph.D.
University of Michigan

Work Life Integration Award
Molly Laegeler
Chevron Corporation

Emerging Leader Award
Deborah Caine
Intel Corporation
Regan Campbell, Ph.D.
U.S. Navy

Danielle Curcio
Raytheon
Lt. Cmdr. Susan Faulkner
U.S. Navy
Divya Gopalan
Intel Corporation
Elizabeth Green
Northrop Grumman Corporation
Kimberly Stauffer Harr
Intel Corporation
Tameika Hollis
Northrop Grumman Corporation
Qiong Jackson, Ph.D.
Northrop Grumman Corporation
Suzanne Jewett
Intel Corporation
Laura Juette
Naval Facilities Engineering Command Southwest
Ellen Lee, Ph.D.
Ford Motor Company
Reena Singhal Lee
Google
Harmony Myers
NASA Kennedy Space Center
Linda Freeman Romer
Rockwell Automation

Distinguished New Engineer Award
Annmarie Connor
Universal Creative
Jennifer Harris Nichols
TriMedx
Tracy Van Houten
NASA Jet Propulsion Laboratory (JPL)
Holli Pheil
Medtronic
Pamela Snyder, P.E.
Procter & Gamble

Fellow Award
Wendy Bromershenkel
Shell Information Technology Inc.
Stacey Culver
Babcock & Wilcox
Barbara Donoghue Darnell
The Boeing Company
Laura Gimpelson, P.E.
LG Environmental Engineering
Debra Kimberling
Solar Turbines Incorporated
Marie Laplante
KBR
Mary Studlick, P.E.
Exxon Mobil Corporation

Distinguished Service Award
Diana Joch
Northrop Grumman Corporation

Outstanding Faculty Advisor
Beth Holloway
Purdue University

Outstanding SWE Counselor
Angela (Angel) McMullen-Gunn
Schneider Electric

Outstanding Collegiate Member Award
Megan Adams
California Polytechnic State University
San Luis Obispo
Emily Anderson
Tufts University
Elizabeth Junkin
University of Alabama
Morgan Miller
California Polytechnic State University
San Luis Obispo
Rebecca Summ
University of Wisconsin-Platteville
FY12 CPC Highlight: Members Dialogue on Continuing Education

Several members of the Society's Corporate Partnership Council were invited to contribute at the National Academy of Engineer's Lifelong Learning Imperative project. In this setting, members contributed based upon their experience as executives on the topic of continuing education opportunities.

The project examines current practices in lifelong learning for engineering professionals. It seeks to re-examine the underlying assumptions and outline strategies for addressing unmet needs using the direction of executives in the field.

This was a particularly exciting opportunity for SWE's membership because of the opportunity for women to authentically contribute to the dialogue as executives, not as a member of a particular gender. The Society looks forward to more opportunities for our members to influence public dialogue and educational practices pertaining to engineering.
Sponsors

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
- One free 60-day online job posting on SWE’s Career Center

Annual 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 and address specific goals for the sponsors.

Key programs and initiatives target areas are:
- Diversity and inclusion
- Leadership training
- Awards and recognition
- International programs

SWE Magazine Heritage Club Advertising
Our award-winning *SWE Magazine* is published four times per year and provided to members in print and online versions. It contains articles geared to both professional and collegiate members, 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, who allow SWE to deliver a high-quality publication year after year.
## FY12 FINANCIALS

### SOCIETY STATEMENT OF FINANCIAL POSITION

<table>
<thead>
<tr>
<th></th>
<th>2012 Total</th>
<th>2011 Total</th>
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<tbody>
<tr>
<td>Cash/Investments</td>
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<tr>
<td>Accounts Receivable</td>
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<td>Prepaid Expenses</td>
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<td>Net Fixed Assets</td>
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<td>Liabilities &amp; Accounts Payable</td>
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<td>Deferred Revenues</td>
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<td>Temporarily Restricted Net Assets</td>
<td>1,591,127</td>
<td>1,626,291</td>
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<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td>$9,344,465</td>
<td>$9,313,692</td>
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### SOCIETY STATEMENT OF REVENUES AND EXPENSES

#### Revenues

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<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
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<td>Dues</td>
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<td>$914,655</td>
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<td>Other</td>
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<td>961,277</td>
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<td>3,507,035</td>
<td>1,365,695</td>
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<td>Programs &amp; Services</td>
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<td>862,114</td>
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<td>Publications</td>
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<td>Relations</td>
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<td>Net Assets Released from Restrictions</td>
<td>996,441</td>
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<td><strong>Total Income</strong></td>
<td>$8,110,662</td>
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#### Expenses

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<tr>
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<th>2012 Total</th>
<th>2011 Total</th>
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<tbody>
<tr>
<td>Management</td>
<td>$180,894</td>
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<td>Administrative</td>
<td>1,969,473</td>
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<td>Conference</td>
<td>2,692,869</td>
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<tr>
<td>Programs &amp; Services</td>
<td>1,724,856</td>
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<td>Membership</td>
<td>229,884</td>
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<td>Publications</td>
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<td>Relations</td>
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<td><strong>Total Expenses</strong></td>
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#### Revenue Less Expenses

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<tr>
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</thead>
<tbody>
<tr>
<td><strong>Revenue Less Expenses</strong></td>
<td>$305,190</td>
<td>$483,260</td>
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### CONSOLIDATED NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2012 Total</th>
<th>2011 Total</th>
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<tbody>
<tr>
<td>Reserve Fund</td>
<td>$4,064,571</td>
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<tr>
<td>Restricted Grants</td>
<td>1,213,025</td>
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<tr>
<td>General Operating</td>
<td>44,006</td>
<td>(106,743)</td>
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<td>Annual Conference</td>
<td>814,166</td>
<td>895,314</td>
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<tr>
<td>Sponsored Scholarships</td>
<td>378,102</td>
<td>351,095</td>
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<td>Corporate Partnership Council</td>
<td>397,235</td>
<td>345,745</td>
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<tr>
<td><strong>Total Society Net Assets</strong></td>
<td>$6,911,105</td>
<td>$6,605,915</td>
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</tbody>
</table>
### SHAPING SUCCESS
Through Partnerships

#### ANNUAL CONFERENCE SPONSORS

**$20,000 + Sponsorship**
- ConocoPhillips
- Cummins Inc.
- Dell
- Exxon Chemical Company
- EMC
- General Electric
- IBM Corporation
- Intel Corporation
- Kellogg’s
- Kimberly-Clark
- Lockheed Martin Corporation
- Northrop Grumman Corporation
- Raytheon
- Stryker
- Texas Instruments
- U.S. Navy

**$5,000 - $9,999 Sponsorship**
- Accenture LLP
- American Society of Civil Engineers
- Comcast
- FM Global
- Merck
- NAVSEA
- SAIC
- T-Mobile
- Unilever
- URS

**$1,000 - $5,000 Sponsorship**
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- Atkins
- Boston Scientific
- Cargill
- Eaton Corporation
- General Electric Company
- General Motors Company
- General Motors Foundation
- Goldman, Sachs & Co.
- Google
- ITW
- MV
- Navistar Inc.
- Oshkosh Corporation
- Proctor & Gamble
- Schlumberger
- State Farm
- Toyota
- Turner Construction Company
- United Technologies Corporation
- Waste Management

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- The Aerospace Corporation
- Agilent Technologies
- ARCADIS US Inc.
- Baldor
- Bechtel Corporation
- Bemis
- BMPC-Knolls Atomic Power Laboratory
- The Boeing Company
- Booz Allen Hamilton
- Boston Scientific
- BP
- Bridgestone/Firestone
- Carrollo Engineers
- Caterpillar Inc.
- CB&I Lummus
- Central Intelligence Agency
- CH2M HILL
- Chevron Corporation
- Comcast
- ConocoPhillips
- Consumers Energy
- Dell
- The Dow Chemical Company
- DuPont
- Eli Lilly and Company
- Exelon Corporation
- Exxon Mobil Corporation
- FM Global
- Ford Motor Company
- Genentech
- General Dynamics
- General Electric Company
- General Motors Corporation
- Goldman, Sachs & Co.
- Honeywell International Inc.
- HP
- IBM Corporation
- Intel Corporation
- ITW
- John Deere
- Kellogg’s
- Kimberly-Clark
- Lexmark
- Linde Group
- Lockheed Martin Corporation
- Loram Maintenance of Way
- LyondellBasell
- Medtronic Inc.
- Merck
- Merrick & Company
- Mensen
- The MITRE Corporation
- Molex Incorporated
- Motorola Solutions
- MWV
- Nokia
- Norfolk Southern
- Northeast Utilities
- Northrop Grumman Corporation
- National Security Agency
- Pacific Gas & Electric Company
- Parker Aerospace
- Precision Castparts Corp.
- Raytheon
- Rockwell Automation
- Rockwell Collins
- Rolls-Royce
- Solar Turbines
- Southern Company
- SPAWAR Systems Center Pacific
- Spirit Aerosystems
- Technicolor
- Telcordia Technologies Inc.
- Transfield Services
- Verizon
- Whirlpool Corporation
- Woodward MC

### HERITAGE CLUB MEMBERS

- Aerojet
- Caterpillar Inc.
- Central Intelligence Agency (CIA)
- Chevron
- Cummins Inc.
- DuPont
- Exxon Mobil Corporation
- Federal Aviation Administration
- General Dynamics C4 Systems
- ITW
- Life Technologies
- Johns Hopkins University
- Applied Physics Laboratory
- Michelin North America
- MIT Lincoln Laboratory
- National Security Agency
- NAVAIR
- NCEES
- Rockwell Collins
- Toyota Motor Engineering & Manufacturing North America Inc.
- U.S. Navy
### FY12 DONORS

#### LILLIAN MOLLER GILBRETH SOCIETY ($10,000 AND ABOVE)

- Lonnie Abernethy
- Delphi Foundation
- GE Women’s Network (GEWN)
- Hess Foundation
- Hoffman Bequest
- Praxair Foundation, Inc

#### ADMIRAL GRACE MURRAY HOPPER SOCIETY ($2,500 - $9,999)

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- Gwenne A. Henricks
- Mary Moreton
- Frances O’Sullivan
- Pamela & Craig Kahn Fund of the Joseph and Florence Mandel Family Foundation
- Triangle Community Foundation, Inc

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- Lorraine C. Wang
- Amy D. Welte
- Ronita Williams
- Mayling Wong
- Meina Wong
- Nicolette P. Yovanof

#### RUTH I. SHAFER SOCIETY ($500 - $999)

- Elizabeth K. Bierman
- Barbara Bogue
- Jeffrey A. Brody
- Semahat Demir
- Siddika Demir
- Joan M. Graf
- Leslie A. Hugo
- Ruth M. Hupprich
- Marcia L. Lampela
- Katherine C. Norris
- Christen Pechman
- Mary Parkinson
- Anna M. Salguero
- Karla Tankersley
- Telvent
- Beverly Webb
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Emily P. Anesta
Angela Aranda
Renee Armstrong
Garry Balboni
Stephanie A. Balik
Janet Bandows Koster
Jamie N. Barnhardt
Carol M. Barry
Dianne M. Beever
Lesley Berdine
Melanie R. Bernard
Heather A. Bernard
Laura B. Bienhoff
Connie D. Bills
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Carolyn A. Brandsema
Cheryl A. Brandt
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Sheryl L. Brunson
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Neil R. Cascadden
Sharon E. Cascadden
Valeria C. Chancey
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Jennie L. Colosi
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Mary K. Daly
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Willa J. Hightower
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May C. Kung
Laurette Lahey
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Wendy S. Landwehr
Colleen M. Layman
Peter Leven
Margre I. Lind
Sharon L. Lindquist-Skelley
Debra A. Linneman
Kathy J. Luebbe-Rountree
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Brigitte Mader
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Anne Wynne
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