

FY13

SUCCESS ON YOUR OWN TERMS

FY13 ANNUAL REPORT



Society of
Women Engineers

ASPIRE • ADVANCE • ACHIEVE



FY13

A YEAR OF SUCCESS ON OUR OWN TERMS

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.

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It's time to move beyond women just being accepted in the workplace—it's time to be accepted for being our authentic selves. Because when we contribute in our own unique ways, we are able to define success individually. In FY13, the Society of Women Engineers continued our 60-plus year legacy of providing a place and a voice for women in engineering by promoting policies and programs that enable women to succeed on their own terms—as individuals, engineers, moms, daughters, employees and bosses. Together, we worked to promote the diversity demanded for fueling innovation.

Our Innovation Earns Recognition

SWE was honored to accept the Henry C. Turner Prize for Innovation in Construction Technology, an accolade recognizing the Society's role in fueling innovation by tirelessly promoting the value of diversity. A jury selected SWE for this renowned distinction because of its leadership in empowering a workforce that will change the construction industry, and ultimately, the landscape of our lives. Executive Director and CEO Betty Shanahan accepted the award on behalf of the organization in a ceremony at the National Building Museum in Washington, D.C. in which she shared SWE's perspective on diversity fueling innovation.

SWE Has an Impact in India

Engineering is a calling that transcends cultures and borders, as does the need to champion women in the workforce. SWE proudly hosted an engineering symposium in Bangalore, India, in conjunction with the Indian Institute of Technology Bombay and the Indo-US Science and Technology Forum. The Women Engineers Leading Global Innovation event drew more than 100 attendees and 32 presenters representing academia, government and industry, from both the U.S. and India. Participants and speakers exchanged information about engineering

developments and challenges across disciplines and countries, all targeted specifically to empowering women in the industry.

WE12 Smashes Annual Conference Attendance Records

In November, a record-setting 6,300 attendees descended on Houston for WE12, a conference celebrating networking, career development and memory making. Under the theme of Three Days of Energy, a Lifetime of Opportunity, attendees made this conference one for the history books. Additionally, SWE's Invent it. Build it. outreach programming attracted attendees, educators and exhibitors from a diverse array of backgrounds, all with the goal of getting girls interested in engineering.



Alyse R. Stofer
FY13 President



Betty Shanahan, CAE
Executive Director, CEO,
F. SWE

23,000+
members record high



AWARDS AROUND THE SOCIETY

In addition to receiving the prestigious Turner Prize, the Society collected numerous distinctions in FY13 that recognized it as a progressive, innovative organization presenting solutions to complex workforce issues. Building upon the success of 2011, *SWE Magazine* was recognized again with five APEX Awards for design, layout, content and the magazine as a whole. The APEX Awards are an international competition acknowledging outstanding publishing efforts from newsletters and magazines, including websites, social media and annual reports.

The Society also received a nod from the Women in Engineering Proactive Network for its outreach efforts. SWE's significant contributions to Introduce a Girl to Engineering Day garnered it the WEPAN-National Engineers Week Award. The day, hosted annually during National Engineers Week in February, encourages girls to consider an engineering career.

FY13 Scholarships

\$564,300 in scholarships were awarded in FY13 to 203 collegiate women studying engineering and technology, thanks to the generous support of these scholarship grantors:

Accenture	Elizabeth McLean Memorial	Lillian Moller Gilbreth Memorial	Susan E. Stutz-McDonald
Ada I. Pressman Memorial	Exelon	Lockheed Martin	Foundation
Admiral Grace Murray Hopper	Ford Motor Company	Lonnie Lee and Maria Elena	Susan Miskowicz Memorial
Anne Maureen Whitney	Fran O'Sullivan Women in	Abernethy Endowment	SWE Baltimore-Washington
Barrow Memorial	Lenovo Leadership	for Native Americans in	Section
B.J. Harrod	GE's Women's Network	Engineering	SWE Baltimore-Washington
Bechtel Corporation	GE's Women's Network	Lydia I. Pickup Memorial	Section Freshman
BK Krenzer Memorial Reentry	Queretaro, Mexico	Mary Gunther Memorial	SWE Boston Section
Boston Scientific	Goldman, Sachs & Co.	Mary V. Munger Memorial	SWE Central Illinois Section
Brill Family Scholarship	Honeywell International	MASWE Memorial	SWE Central New Mexico
Carol Stephens Region F	IBM Corporation	Meredith Thoms Memorial	Section Pioneers
Cisco's Future	Informatica	Northrop Grumman Foundation	SWE Mid-Hudson Section
Cummins	Ingersoll Rand STEM	Olive Lynn Salembier	SWE New Jersey Section
Dell	Intel	Memorial Reentry	SWE Past Presidents
Dorothy Lemke Howarth	ITW	Praxair Inc.	SWE Phoenix Section
Memorial	Jill S. Tietjen, P.E.	Roberta Banaszak Gleiter -	SWE Region H
Dorothy M. & Earl S. Hoffman	Judith Resnik Memorial	Engineering Endeavour	Texas Instruments
Dorothy P. Morris	Kellogg Company	Rockwell Automation	The Betty Lou Bailey Region F
Dr. Ivy M. Parker Memorial	Koch Discovery	Rockwell Collins	Verizon
DuPont	Life Technologies	Solar Turbines	Wanda Munn

40+ INDIVIDUALS HONORED FOR ACHIEVEMENTS

In FY13 more than 40 individuals were honored for the contributions they made to industry, education and the community that moved the engineering profession forward. Each award recipient has his or her own individual impact on the engineering profession, achieving success as they defined it.

Achievement

Eve Sprunt, Ph.D.

Suzanne Jenniches Upward Mobility

Cindy Kent

Rodney D. Chipp

Jack D. Welsh, Jr.

Resnik Challenger Medal

Christine Geosling, Ph.D.

Entrepreneur

Pamela L. Dingman, P.E.

Distinguished Engineering Educator

Beth A. Todd, Ph.D., F.SWE

Work Life Integration

Kathleen C. Bove

Emerging Leader

Linh Dang

Lisa Ellen Depew

Sonja Domazet

Elizabeth Garypie

Jessica Gullbrand, Ph.D.

Ya Guo, Ph.D.

Diane LaFortune

Pushpa Manukonda

Susan Rea Peterson, Ph.D.

Danielle Simonelli, Ph.D.

SWE Distinguished New Engineer

Holly Ann Friedt

Maureen E. Masiulis

Jessica R. Mattis

Karen E. Roth

Natalie Vanderspiegel

Eileen M. Velez-Vega, P.E.

Charlene Willenbring

Fellow Grade

Elizabeth A. (Libby) Allman

Naomi C. Brill

Virginia Counts, P.E.

Semahat S. Demir, Ph.D.

Mary E. Kinsella, Ph.D.

Marilyn Mikulski Reeder

Linda M.S. Thomas

Distinguished Service Award

Felicita Saiez, F.SWE

Anita Eileen Gale, F.SWE

Outstanding Faculty Advisor

Elizabeth A. Thompson, Ph.D.

Outstanding SWE Counselor

Helene Finger, P.E.

SWE Outstanding Collegiate Member

Katherine Alfredo, Ph.D.

Christella J. Chavez

Rachel Hughes

Sofie Leon

Nicole Danielle Navinsky



Society of
Women Engineers
ASPIRE • ADVANCE • ACHIEVE

More than

\$500,000

in awarded scholarships

FY13

SUCCESS REQUIRES SUPPORT

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).



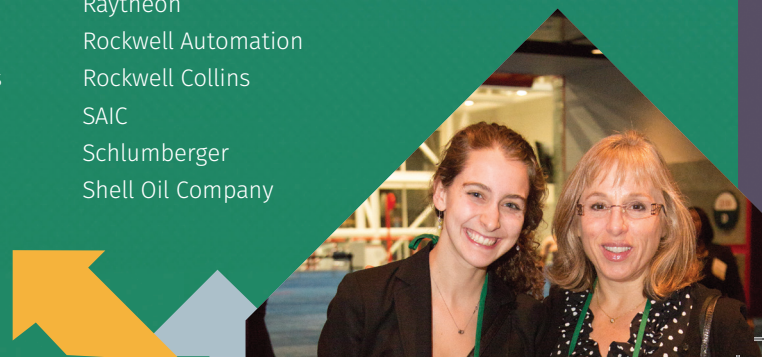
3M
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Agilent Technologies
BAE Systems
Baker Hughes
Bechtel Corporation
The Boeing Company
Booz Allen Hamilton
Boston Scientific
BP
Caterpillar Inc.
Central Intelligence
Agency
Chevron
Chrysler LLC
The Clorox Company
ConocoPhillips

Covidien
Cummins Inc.
Dell Inc.
Dow Chemical Company
DuPont
Eaton Corporation
EMC Corporation
Exelon Corporation
Exxon Mobil Corporation
Fortune Brands Home
& Security
FM Global
Genentech
General Dynamics
General Electric
Company
General Motors
Corporation

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Halliburton
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Honeywell Int. Inc.
IBM Corporation
Ingersoll Rand
Intel Corporation
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John Deere
Kellogg Company
Kimberly-Clark
Corporation
Koch Industries
L-3 Communications
Life Technologies
Lockheed Martin
LyondellBassell

Medtronic
Merck
Motorola Solutions
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Northrop Grumman
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Pacific Gas and Electric
Company
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Rockwell Automation
Rockwell Collins
SAIC
Schlumberger
Shell Oil Company

Southern Company
Stryker
Texas Instruments
The Timken Company
Toyota
US Navy
United Technologies
Corporation
Verizon



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

FOCUSED ON POLICY TO SUCCESSFULLY AFFECT CHANGE

In FY13 SWE continued to lead the charge when it comes to legislation protecting women in the workplace and providing equal access to STEM education. For example, SWE was invited by the White House to honor 12 local leaders as Champions of Change. The men and women included teachers, industry innovators, nonprofit leaders and students whose work made a difference in reducing the barriers keeping women from pursuing careers in STEM.



SWE continued to host its Capitol Hill Day visits, attracting volunteers from across the country to Washington, D.C., to discuss issues, policies and funding concerns with lawmakers. The two-day event included extensive training and briefings on relevant policies coupled with meetings between volunteers and key legislators and staff members. Ultimately, the days ensured open dialogue continued between congressional representatives and SWE leaders about the issues affecting women in STEM, from educational outreach to working engineers.

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 program and initiatives target areas are:

- K-12 educational outreach
- Collegiate outreach and scholarships
- Professional development
- Public policy and advocacy
- Archives and history
- 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 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, who allow SWE to deliver a high-quality publication year after year.



FY13 FINANCIALS

SOCIETY STATEMENT OF FINANCIAL POSITION ►

	2013 Total ▼	2012 Total ▼
Cash/Investments	9,293,996	8,554,886
Accounts Receivable	621,654	392,459
Prepaid Expenses	330,140	358,646
Net Fixed Assets	26,371	38,474
Total Assets	10,272,161	9,344,465
Liabilities and Accounts Payable	498,290	503,068
Deferred Revenues	2,358,619	1,930,292
Unrestricted Net Assets	5,817,241	5,319,978
Temporarily Restricted Net Assets	1,598,011	1,591,127
Total Liabilities and Net Assets	10,272,161	9,344,465

SOCIETY STATEMENT OF REVENUES AND EXPENSES ►

Revenues	Unrestricted ▼	Temporarily Restricted ▼	2013 Total ▼	2012 Total ▼
Dues	992,645	0	992,645	914,655
Other	883,566	830,820	1,714,386	1,752,076
Conference	3,874,684	0	3,874,684	3,507,035
Programs and Services	740,424	0	740,424	862,114
Publications	915,437	0	915,437	1,039,618
Relations	50,000	0	50,000	0
Net Assets Released from Restrictions	823,936	(823,936)	0	0
Total Income	8,280,692	6,884	8,287,576	8,075,498
Expenses				
Management	150,979	0	150,979	180,894
Administrative	2,234,058	0	2,234,058	1,969,473
Conference	2,733,597	0	2,733,597	2,692,869
Programs and Services	1,386,797	0	1,386,797	1,724,656
Membership	414,257	0	14,257	229,884
Publications	593,092	0	593,092	687,353
Relations	270,649	0	270,649	285,179
Total Expenses	7,783,429	0	7,783,429	7,770,308
Revenue Less Expenses	497,263	6,884	504,147	305,190

CONSOLIDATED NET ASSETS ►

Reserve Fund	0	0	4,349,089	4,064,571
Restricted Grants	0	0	1,159,256	1,213,025
General Operating	0	0	(152,499)	44,006
Annual Conference	0	0	1,141,087	814,166
Sponsored Scholarships	0	0	438,755	378,102
Corporate Partnership Council	0	0	479,564	397,235
Total Society Net Assets	0	0	7,415,252	6,911,105

WE SHAPED SUCCESS THROUGH PARTNERSHIP

ANNUAL CONFERENCE SPONSORS ▾

\$20,000+ ▶

ConocoPhillips
Cummins Inc.
The Dow Chemical Company
EMC Corporation
Exxon Mobil Corporation
Genentech
Halliburton
Intel Corporation
Kimberly-Clark Corporation
Lockheed Martin
Northrop Grumman Corporation
Phillips 66
Raytheon
Stryker
Texas Instruments
United States Navy
United Technologies Corporation

\$15,000-19,999 ▶

Bechtel Corporation
Covidien

DuPont
Exelon Corporation
HP
IBM
Kellogg Company
L-3 Communications
Life Technologies
LyondellBasell Industries

\$10,000-14,999 ▶

BHP BILLITON
The Boeing Company
Booz Allen Hamilton
CIA
Chevron Corporation
ITW
John Deere
National Security Agency
Pitney Bowes
Rockwell Automation
Samuel Curtis Johnson
@ Cornell University

Shell Oil Company
Southern Company
State Farm
The Timken Company
WorleyParsons

\$5,000-9,999 ▶

Accenture, LLP
CNH America LLC
Fluor Corporation
FM Global
Goldman, Sachs & Co.
Johnson & Johnson/HPI
Marathon Oil Company
Merck & Company
Molex, Inc.
NASA
Purdue University
Rockwell Collins
Sandia National Laboratory
T-Mobile

\$1,000-4,999 ▶

3M
BP
CB&I
Chrysler Group LLC
Dell
Enterprise Products company
Georgia-Pacific LLC
Honeywell International
Jacobs
MWV
Procter & Gamble
Schlumberger Technology Corporation
Spirit Aerosystems
Toyota
Turner Construction Company
Whirlpool Corporation

CORPORATE MEMBERS ▾

3M
Abbott
The Aerospace Corporation
Aerotek
Agilent Technologies
ALSTOM Inc.
Altera
ARCADIS US, Inc.
Baldor
Battelle
Bechtel Corporation
Bemis
BMPC-Knolls Atomic Power Laboratory
The Boeing Company
Booz Allen Hamilton
Boston Scientific
BP
Bridgestone/Firestone
Carollo Engineers
Caterpillar Inc.
CB&I Lummus
Central Intelligence Agency

CH2M HILL
Chevron Corporation
Comcast
ConocoPhillips
Consumers Energy
The Dow Chemical Company
DuPont
Eli Lilly and Company
Exelon Corporation
Exxon Mobil Corporation
FM Global
Ford Motor Company
Fortune Brands Home & Security
Genentech
General Atomics - Aeronautical
General Dynamics AIS
General Electric Company
General Motors Corporation
Halliburton
Honeywell International Inc.
HP
IBM Corporation
Ingersoll Rand

Intel Corporation
ITW
John Deere Werke Mannheim
Kellogg Company
Kimberly-Clark
Koch Industries
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Lockheed Martin
LyondellBassell
McDonald's Corporation
McKinstry Company
Medtronic, Inc.
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Merrick & Company
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Molex Incorporated
Motorola Solutions
MWV
Nalco, an Ecolab Company
National Grid
Norfolk Southern
Northeast Utilities

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National Security Agency
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Parker Aerospace
Raytheon
Rockwell Automation
Rockwell Collins
Rolls-Royce
Schlumberger
Solar Turbines
Southern Company
SPAWAR Systems Center Pacific
Spirit Aerosystems
TASC
Technicolor
ThyssenKrupp Steel USA LLC
Verizon
Whirlpool Corporation
Williams
Woodward MC

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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.
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Lillian Moller Gilbreath Society (\$10,000 and Above)

Hoffman Bequest
Delphi Foundation
Henry Luce Foundation
Hess Foundation
Paxair Foundation
GE's Women's Network

Admiral Grace Murray Hopper Society (\$2,500 - \$9,999)

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Triangle Community Foundation
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Mary Jo Lusnak
Michelle Pollock
Susan E. Stutz-McDonald

Ivy M. Parker Society (\$1,000 - \$2,499)

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Pamela Androff
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The Babcock
Kerry Bellefontaine
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Jennifer Bly
Leslie Boni
Karin Bozak
Maria Brady
Naomi Brill
Patricia L. Brown
Barbara Buck
Lindsey Cannot
UNKNOWN Challenge
Jennifer Chien
Emily Cislo
Aspen Coombs

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Sherri Eddleblute
Diane Foley
Mary-Jane Green
Kristine Hejna
Danette Hilton
Sara Hough
Heidi Houghton
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Holly Jean
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Marcia Lampela
Petra Lodder
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Naomi Morales
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Jasmine Reves
Jamie Rogers
Beatrice Seifert
Maryrose Sylvester
Melissa Tata
Holly Teig
Linda Thomas
Martha Turner
Julie Williams
Shaunna Winton

Elsie Eaves Society (\$100 - \$499)

Kathryn Amelio
Nancy Anderson
Robert Andrews
Emily Anesta
Lloyd Arabie
Renee Armstrong
Haleigh R. Auck
Audrey Aymonin
Michele Bachrow
Stephanie A. Balik
Janet Bandows Koster
Urte Barker
Jackey Battles
Kyle Beckman
Pamela Bellamy
Melanie Bernard
Heather Bernardin
Connie Bills

Barbara Bogue
Genise Bonacorsi
Ashley Boots
Faycal Boumerkhoufa
Carolyn Brandsema
Cheryl A. Brandt
Jeffrey Brody
Wendy Bromenshenkel
Sheryl Brunson
Michael Carlson
Alexandria Carr
Mary Carravallah
Corey Castelow
Valeta Chancey
Elfreda Chang
Chuck Chauviere
Susan Cischke
Christina Clark
Yvonne Clark
Jennie Cochran-Chinn
Kristi Colburn
Collen Connor
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Ceal Craig
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Hannah Dahlgren
Elizabeth D'Alessandro
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Linette Dawson
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Annie Diep
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Nicholas Donofrio
Seena Drapala
Jane Driscoll
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 Theresa McManus
 Frances McNamee
 Christine Meier
 Wendy Meiners
 Eric Melsom
 Kok Meng
 Jennifer Mikolas
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 Pamela Morison
 Mi Niemann
 Tammy Okubo
 Ruth Oliver
 Debra Paradeis
 Esty Parlanti
 Roberto Pena
 Mary Perkinson
 Varda Peskowitz
 Mary Petryszyn
 Sheryl Prucka
 Melba Pulaski

Kelsey Raus
 Kim Reece
 Ronna Robertson
 Jennifer Rogers
 Christine Rohan
 Audrey Rowe
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 Julie Sattler
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 Marie Seelye
 Rachel Seidner
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 Lois Stevens
 Mary Stubbs
 Erin Sun
 Erin Syverson
 Melissa Tate
 Pritee Tembhekar
 Lilith Terry
 Karolyn Tiefenbach
 Jill Tietjen

Laurie Titran
 Marjorie Townsend
 Olivia Trimbko
 Walter Ullrich
 Jessica Ungerleider
 Joyce Vachon
 Katherine Van
 Judy Vance
 Ashley Vassell
 Michele Veneri
 Mary Verstraete
 Alicia Walby
 Christine Walsh
 Melissa Wang
 Gregory Ward
 Kimberly Weninger
 Nancy Wentworth
 Susan Whatley
 Shannon Whorton
 Elaine Wilcox
 Sydney Wilcox
 Molly Williams
 Rebecca Wingate
 Penny Wirsing
 Shelley Wolff



OUR WEBSITE GRABBED GOLD

Our website, swe.org, was honored with a Gold Circle Award from ASAE, the Center for Association Excellence in the Best Website category. The Center for Association Excellence Gold Circle Awards are designed to highlight excellence, innovation and achievement in association/nonprofit marketing, membership and communications programs.



FY13

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Society of
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