CONNECTIONS. MAKE HISTORY. ANNUAL REPORT 2014
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.

Originally created for WE13 in Baltimore, we adopted “Make Connections. Make History.” for the presidential theme for FY14. We believe that by continuously making connections and making history, as a Society and as individuals, we amplify our message that engineering, technology and humanity benefit from a diverse, inclusive workforce. FY14 was filled with many historical moments that helped us begin to reach three new strategic goals adopted in FY14:

FY14 PROFESSIONAL EXCELLENCE HIGHLIGHTS:
First Online Career Development Conference Draws Strong Attendance
SWE celebrated the success of our first Online Career Development Conference. Held March 13-14 2014, the conference hosted over 300 attendees who participated in a series of online seminars.

WE13 Makes History
WE13, held in Baltimore, Maryland Oct. 22-24, achieved record-breaking attendance with more than 7,000 attendees from around the globe. The WE13 Career Fair attracted 280 exhibitors and attendees benefited from 350 education sessions.

SWE eBooks Debut
The Society published its first eBook with the “SWE Work & Life Integration Playbook.” The downloadable book, which was developed by a committee of SWE leaders, includes a collection of insights into five key areas for work and life integration. To date the ebook has been downloaded over 2,300 times.

FY14 GLOBALIZATION HIGHLIGHTS:
International Programs Manager position created at HQ
The Board of Directors approved an international program manager staff position at SWE HQ to help develop and execute the Society’s international strategic plan.

First Corporate Roundtables Held Outside the U.S.
SWE hosted corporate roundtables for corporate leaders in Frankfurt, Germany and Pune and Bangalore, India to discuss attracting, retaining and advancing women engineers.

FY14 ADVOCACY HIGHLIGHTS:
$700,000+ Awarded in Scholarships
SWE continued to be one of the largest resources for engineering scholarships available to aspiring female engineers. More than $700,000 was awarded to over 200 collegiate women studying engineering and technology.

4th Annual Invent It. Build It. Event Breaks Records
Invent It. Build It. – a Society of Women Engineers, Girl Scouts, Design Squad Nation, ExxonMobil Foundation collaborative event took place on Saturday, Oct. 26, 2013. This hands-on engineering experience attracted a record-breaking 385 middle school girls and 195 parents and educators.

OTHER WAYS WE MADE HISTORY IN FY14
“SWE Magazine” Received a FOLIO Eddie Award
“SWE Magazine” received a FOLIO Eddie Award and three honorable mentions at the magazine industry’s largest awards competition. The editorial team was honored with an Eddie Award for the series, “Top Secret Rosies of World War II.” This two-part series appeared in the Conference 2013 and Winter 2014 issues.

A Change in Leadership
After more than 11 years of leadership, SWE said “good bye” to executive director Betty Shanahan. During her tenure, Shanahan is credited with the establishment of numerous important partnerships, positioned SWE as the voice on public policy issues impacting women in engineering, helped grow membership nearly 70% and almost doubled attendance at our annual conference. Betty handed over her duties to longtime staff-member and former deputy executive director, Karen Horting.
Over $720,000 in scholarships were awarded in FY14 to over 200 collegiate women studying engineering and technology, thanks to the generous support of these scholarship grantors:

Ada I. Pressman Memorial
Admiral Grace Murray Hopper
Anne Maureen Whitney
Barrow Memorial
B.J. Hamel
Bechtel Corporation
Betty Irish
Betty Lou Bailey SWE Region F
Betty Shanahan
BK Krenzer Memorial Reentry
Boston Scientific
Brian and Emily Zachar
Bril Family
Carol Stephens, SWE Region F
The Chrysler Foundation
Cisco’s Future
Cummings
Dorothy Lemke Howarth Memorial
Dorothy M. & Earl S. Hoffman
Dorothy P. Morris
Dr. Ivy M. Parker Memorial
DuPont
Elizabeth McLean Memorial
Exelon
Ford Motor Company
Fran O’Sullivan Women in Engineering Scholarship Foundation
GE Women’s Network
GE’s Women’s Network
QueerActo, Mexico
Gwynne Shotwell’s Hot Shots for Exploration
The Henry Luce Foundation – Clare Boothe Luce Graduate Fellowship
Honda
Honeywell International, Inc.
IBM Pathways for Experienced Technical Women Reentry
Intel Corporation
ISO New England
ITW
Jill S. Tietjen, P.E., Judith Resnik Memorial
The Kellogg Company
Koch Discovery
Life Technologies
Lilian Moller Gibbems Memorial
Lockheed Martin Corporation
Lonnie Lee and Maria Elena Abney Endowment
The Native Americans in Engineering
Lucy Hsu
Lyda L. Pickup Memorial
Margaret R. Brestreder Scholarship
Mary Gunther Memorial
Mary Jones Berry
Mary W. Munger Memorial
MASWE
Meredith Thomas Memorial
Northrop Grumman Foundation
Olive Lynn Salesmer
Memorial Reentry
Past Presidents
Paula Simon Loring
Praxair Inc.
Roberta Barazsak Gielster – Engineering Endeavor
Rochelle Niccollette Perry Memorial
Rockwell Automation
Rockwell Collins
Sandra Postel
Sempa
Susan Miszkowicz Memorial
SWE Baltimore – Washington Section
SWE Baltimore – Washington Section – Freshmen
SWE Boston Section
SWE Central Illinois Section
SWE Central New Mexico Section – Ellen Hippiel Memorial Scholarship
SWE Detroit Section
SWE Eastern Washington Section – Wanda Munn
SWE Mid-Hudson Section
SWE Minneapolis Section
SWE New Jersey Section
SWE Phoenix Section
SWE Region E
SWE Region G – Judy Simmons Memorial
SWE Region H
The Susan E. Stutz-McDonald Scholarship Foundation
SWE Region J
Turner Construction
Vertzon

In FY14 over 40 individuals were honored for the contributions they made to industry, education and the community that moved the engineering profession forward. FY14 also saw the introduction of two new awards, the Global Leadership and Prism awards.

ACHIEVEMENT
Frances Mazzio Hurwitz, Ph.D.
NASA Glenn Research Center
SUZANNE JENNICHES UPWARD MOBILITY ENDOWED BY NORTHROP GRUMMAN CORPORATION
Janean Judah
Chevron
RODNEY D. CHIPP MEMORIAL
Nicholas (Nick) C. Bell, Ph.D
General Motors
Gene Fraser
Northrop Grumman Corporation
Distinguished Engineering Educator
Karen A. Thole, Ph.D.
The Pennsylvania State University
GLOBAL LEADERSHIP
Rita Bowser
Westinghouse Electric Company
Anne Coté
Kimberly-Clark Corporation
Susie Raymond
Northrop Grumman Corporation
SUZANNE JENNICHES UPWARD MOBILITY ENDOWED BY NORTHROP GRUMMAN CORPORATION
Janean Judah
Chevron

SWE distinguished New Engineer
Carrie Ballester
Lockheed Martin Corporation
Cybil Boss, P.E.
URS Corporation
Britta Jost
Caterpillar Inc.
Stacy Lueneburg
Continental Automotive Systems
Lisa M. Rinsg
The Babcock & Wilcox Company
Stephanie R. Salas-Snyder
Intel Corporation
Jessica Teachworth
Lockheed Martin Corporation
Eri M. Wakefield
Intel Corporation
Abigail Wendt, P.E.
Magellan Midstream Partners, L.P.
Lauren Wolf
The Boeing Company
FELLOWSHIP
Betty Irish
Comfort Systems USA Southwest
Diana Lyn Joch
Huntington Ingalls Industries
Zohra Hemani
Northrop Grumman Corporation
Laura M. Major
The Charles Stark Draper Laboratory Inc.
Jessica McElman
Naval Surface Warfare Center, Carderock Division
Tara L. Rossman
Caterpillar Inc.
Patricia Walker
Medtronic, Inc.
Erika Williams
John Deere

SWE DISTINGUISHED SERVICE
Naomi Briti, FSWE
Stacey Bright Culver
The Babcock & Wilcox Company
OUTSTANDING FACULTY ADVISOR
Kristine K. Craven, Ph.D.
Tennessee Technological University
OUTSTANDING SWE COUNSELOR
Jennifer May Vilbig
Vilbig & Associates
OUTSTANDING COLLEGIATE MEMBER
Kaitlyn J. Bunker, Ph.D.
Michigan Technological University
Samantha Knoll
University of Illinois at Urbana-Champaign
Ritu Raman
University of Illinois at Urbana-Champaign
Tabitha Voytek
Carnegie Mellon University
Grace Guin
The University of Alabama
Mary Ashley Liu
The University of Texas at Austin
Alexandra Romine
The University of Alabama
Samantha Scharles
Milwaukee School of Engineering
Erin Westerby
Bradley University
Nicole Woon
The University of Pennsylvania

Alma Martinez Fallon
Newport News Shipbuilding, a Division of Huntington Ingalls Industries
Helen O. Patricia
Kenmamale Inc.
Catherine Pionerek
University of Notre Dame

Distinguished Service
Naomi Briti, FSWE
Stacey Bright Culver
The Babcock & Wilcox Company

Outstanding Faculty Advisor
Kristine K. Craven, Ph.D.
Tennessee Technological University

Outstanding SWE Counselor
Jennifer May Vilbig
Vilbig & Associates

Outstanding Collegiate Member
Kaitlyn J. Bunker, Ph.D.
Michigan Technological University
Samantha Knoll
University of Illinois at Urbana-Champaign
Ritu Raman
University of Illinois at Urbana-Champaign
Tabitha Voytek
Carnegie Mellon University
Grace Guin
The University of Alabama
Mary Ashley Liu
The University of Texas at Austin
Alexandra Romine
The University of Alabama
Samantha Scharles
Milwaukee School of Engineering
Erin Westerby
Bradley University
Nicole Woon
The University of Pennsylvania

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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.

Coviden
Cummins Inc.
Dell Inc.
The Dow Chemical Company
DuPont
Eaton Corporation
Emerson
ExxonMobil Corporation
FM Global
Ford Motor Company
Fortune Brands Home & Security
General Electric
General Motors
GLOBALFOUNDRIES
Google
Halliburton
Honda
Honeywell International Inc.
IBM Corporation
Infosys
Intel Corporation
ITT
John Deere
The Kellogg Company
Kimberly-Clark Corporation
Koch Industries
L-3 Communications
Life Technologies
Lockheed Martin Corporation
Medtronic
Motorola Solutions, Inc.
NASA
Navy Civilian Careers
Northrop Grumman
Corporation
Pacific Gas & Electric Company
Phillips 66
Raytheon
Rockwell Automation
Rockwell Collins
Schaumburg
Shell Oil
Southern Company
Texas Instruments, Inc.
Toyota
Turner Construction
United Technologies Corporation
URS 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.

AFFECTING PUBLIC POLICY TO MAKE CHANGE
Working toward SWE’s mission means affecting change where ever we are able to do so. In FY14 the Society continued its public policy efforts, including our fifth-annual Capitol Hill day event March 5-6, 2014. SWE was joined by 37 co-sponsoring STEM and diversity organizations. SWE representatives attended advocacy training, networking receptions and made 42 congressional visits to provide education on the importance of a diverse and inclusive STEM workforce.

In addition, SWE announced its support of “U.S. News” STEM Solutions 2014 — The National Leadership Conference for leaders in education, policy and workforce development that took place in Washington, D.C., in April of 2014. As a recognized leader in STEM and supporting partner of the conference, SWE helped to shed light on STEM issues, including the roles diversity and inclusion play in fueling innovation.

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.
## SOCIETY CONSOLIDATED STATEMENT OF FINANCIAL POSITION*  

<table>
<thead>
<tr>
<th>Description</th>
<th>2014 TOTAL</th>
<th>2013 TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Investments</td>
<td>20,319,692</td>
<td>17,149,970</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>243,174</td>
<td>557,441</td>
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<tr>
<td>Prepaid Expenses</td>
<td>285,473</td>
<td>330,140</td>
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<tr>
<td>Net Fixed Assets</td>
<td>23,994</td>
<td>26,371</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$20,872,333</strong></td>
<td><strong>$18,063,922</strong></td>
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<tr>
<td>Accrued Expenses &amp; Payables</td>
<td>759,418</td>
<td>493,195</td>
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<tr>
<td>Deferred Revenues</td>
<td>2,467,778</td>
<td>2,358,619</td>
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<tr>
<td>Unrestricted Net Assets</td>
<td>9,401,139</td>
<td>8,115,547</td>
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<tr>
<td>Restricted Net Assets</td>
<td>8,243,746</td>
<td>7,096,561</td>
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<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$20,872,333</strong></td>
<td><strong>$18,063,922</strong></td>
</tr>
</tbody>
</table>

*Inclusive of the Consolidated Financial Positions for the Society of Women Engineers Incorporated and SWE EFI.

## SOCIETY CONSOLIDATED STATEMENT OF ACTIVITIES*  

<table>
<thead>
<tr>
<th>Description</th>
<th>2014 TOTAL</th>
<th>2013 TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Income</td>
<td>$17,645,137</td>
<td>$15,212,108</td>
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<tr>
<td>Total Income Released from Restrictions</td>
<td>$9,654,425</td>
<td>$1,147,185</td>
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<tr>
<td><strong>Revenue Less Expenses</strong></td>
<td><strong>$1,285,844</strong></td>
<td><strong>$1,147,185</strong></td>
</tr>
</tbody>
</table>

## FY14 CORPORATE MEMBERS  

- Aerospace Industries
- Abbott Laboratories
- Bechtel Corporation
- BMW Group
- Caterpillar Inc.
- CH2M HILL
- Chevron Corporation
- Cleveland-Cliffs
- Comcast
- Consumers Energy
- The Dow Chemical Company
- DuPont
- Emerson Electric
- Exelon Corporation
- ExxonMobil Corporation
- Ford Motor Company
- Forte Brands Home & Security
- General Electric
- General Motors
- Halliburton
- Honeywell International Inc.
- IBM Corporation
- Intel Corporation
- ITW
- Kimberly-Clark Corporation
- Koch Industries
- Lockheed Martin Corporation
- McKinsey & Company
- Medtronic, Inc.
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- Motorola Solutions
- NVIDIA
- NXP Semiconductors
- National Grid
- National Security Agency
- Northrop Grumman Corporation
- Palo Alto Networks
- Parker Aerospace
- Raytheon
- Rockwell Automation
- Rockwell Collins
- Rolls-Royce
- Southern Company
- SpaceX
- STMicroelectronics
- Technicolor
- Tetra Pak
- Terex
- Thermo Fisher Scientific
- The Timken Company
- Toyota
- United Technologies
- University of California
- US Air Force
- US Army
- US Navy
- USGS
- Venture Capital
- Verisk
- Viacom
- VMware
- Whirlpool Corporation
- Williams
- Woodward

**FY14 HERITAGE CLUB MEMBERS**  

- Aeroplex" Rocketdyne
- Cheyenne
- Cummins Inc.
- ExxonMobil Corporation
- GE
- General Dynamics
- General Motors
- Halliburton
- Honeywell International Inc.
- IBM Corporation
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- Koch Industries
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**WE SHAPED HISTORY THROUGH PARTNERSHIP**  

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Wendy Schauer Landwehr
Northrop Grumman Corporation

TREASURER
Penny Wirsing, F.SWE
Exxon Mobil Corporation

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Lana Fountain Flakes
Engineering Consultant

DIRECTOR OF MEMBERSHIP
Jonna Gerken
Pratt & Whitney

DIRECTOR OF ADVOCACY
Mary Perkinson
Newport News Shipbuilding

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Vargo Companies

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Colleen Layman, P.E.
HDR Engineering Inc.

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Brittney Elko
The Clorox Company

COLLEGIATE DIRECTOR
Ellen McIsaac
Pratt & Whitney

EXECUTIVE DIRECTOR & CEO
Karen Horting, CAE
Society of Women Engineers

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TRUSTEE
Sandra Lee Postel