



**REACH**  
OUT TO   
**REACH**  
UP 







## A YEAR OF **REACHING OUT** AND **REACHING UP**

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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**REACHED:** 8,539 ATTENDEES AT WE15

WE'RE BOTH GRATEFUL TO THE COUNTLESS HOURS OUR VOLUNTEER LEADERSHIP, MEMBERS, STAFF AND SUPPORTERS DEDICATED TO HELPING US PURSUE OUR MISSION IN FY16!

The work begun in FY15 to strengthen the Society of Women Engineers' brand and grow our influence around the globe gain momentum in FY16. We reached out. We reached up. From record-breaking attendance at our annual conference to exciting new programs, SWE reached new heights of achievement.

#### **WE15 BECOMES LARGEST CONFERENCE TO DATE**

For three days in October, more than 8,500 women and men made Nashville, Tennessee the world's focal point for women in engineering and technology. Thousands joined us to attend more than 275 professional development sessions and 1,700+ were inspired by a sold-out keynote address featuring Nicola Palmer of Verizon Wireless. Invent It. Build It., our on-site outreach event and expo, attracted more than 1,000 participants.

#### **STEM RE-ENTRY TASK FORCE DEBUTS**

To help women return to the workforce after a career break, SWE partnered with career re-entry firm iRelaunch to create the STEM Re-entry Task Force. This initiative is the first large scale effort in the national engineering sector to broaden the pipeline of technical women by focusing on "experienced hires." Read more on pg. 7.

#### **WE EUROPE MADRID/WE INDIA PUNE EXPAND OUR GLOBAL REACH**

SWE's WE conferences in Pune, India, in April 2016 and in Madrid, Spain, in May 2016 demonstrated how female engineers throughout the world seek expert insights and advice to help them navigate their demanding, ever-changing, and technologically sophisticated careers. Learn more about these successful events on pg. 11.

#### **SWE'S REBRAND WINS RECOGNITION**

We were excited that SWE received the 2016 Gold Circle Award for Excellence in Global Rebranding from ASAE. The Gold Circle Awards competition is the premier marketing, membership and communications awards program for the association/nonprofit space.



**COLLEEN LAYMAN**  
FY16 President



**KAREN HORTING**  
Executive Director, CEO

#### **SWE PRESIDENT GIVES CAREER ADVICE IN COSMOPOLITAN MAGAZINE**

During my FY16 presidency, I (Colleen) had the opportunity to offer career advice to more than 500,000 readers in the July 2016 issue of Cosmopolitan magazine. I was proud to share my story of struggling in my electrical engineering studies (including dropping out), and how a seemingly dead-end job at a coal-fired power plant led me back to school and ultimately a highly rewarding engineering career. I hope this quote I shared in the magazine about questioning if you belong in STEM will help others find their path: "You don't have to know what you are going to do for the rest of your life. I'm fortysomething, and I'm still not sure."

#### **SWE UPDATES MEMBERSHIP TECH INFRASTRUCTURE**

To improve our members' experience, we unveiled a new association management system (AMS). Members found it easier and less time consuming to track and manage their activity and transactions in their member profile. They can also choose the content and information they want to receive from SWE to personalize communications.

#### **SWE MAGAZINE EARNS ACCOLADES**

We were also happy to share that *SWE Magazine* earned five APEX Awards for publication excellence and three FOLIO honorable mentions for work produced in FY16. A highlight was contributor Seabright McCabe's APEX Grand Award in the writing category for "A Cup of Coffee," the Advocacy department story in the magazine's WE15 conference issue. The article pointed to evidence that paid maternity leave can cost as little as a cup of coffee per employee per week.



## FY16 AWARDED SCHOLARSHIPS

### MORE THAN \$750K IN SCHOLARSHIPS AWARDED

In FY16, 231 collegiate women pursuing careers in engineering and technology received scholarships valued at more than \$750,000. This was made possible due to the generous support of the following sponsors and donors:

Ada I. Pressman Memorial  
Admiral Grace Murray Hopper  
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Honeywell  
IBM Linda Sanford Women's  
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Abernethy Endowment for Native  
Americans in Engineering  
Lydia I. Pickup Memorial  
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Mary Jones Berry  
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MASWE  
Meredith Thoms Memorial  
Northrop Grumman Foundation  
Olive Lynn Salembier  
Memorial Reentry  
Paula Loring Simon  
Roberta Banaszak Gleiter –  
Engineering Endeavor  
Rochelle Nicolette Perry Memorial  
Rockwell Automation  
Susan and Marvin Whatley  
Susan Miskowicz  
September 11 Memorial  
SWE Baltimore – Washington Section  
SWE Boston Section  
SWE Central Illinois Section  
SWE Central Indiana Section  
SWE Central New Mexico  
Section – Pioneers  
SWE Mid – Hudson Section  
SWE New Jersey Section  
SWE Past Presidents  
SWE Phoenix Section  
SWE Region E  
SWE Region G –  
Judy Simmons Memorial  
SWE Region H  
SWE Region J  
The Susan E. Stutz-McDonald  
Scholarship Foundation  
Turner Construction  
Verizon  
Wanda Munn – SWE Eastern  
Washington Section  
WestRock  
Willamette Valley Section



### NEW SWE AFFILIATE IN PAKISTAN PROMOTES GENDER EQUITY

On Tuesday, March 8, 2016—International Women's Day—SWE welcomed our affiliate at Pakistan's Mehran University of Engineering & Technology (MUET). Vice Chancellor Mohammad Aslam Uqaili officially launched the SWE affiliate at the university, and then announced its newly-approved gender equality policy, a first for a university in Pakistan. The building of a day-care center for female employees was also announced. Dr. Zulfiqar Ali Umrani, Manager E & I and SWE mentor, was the event organizer, and he elaborated on the university's Gender Equality by 2030 goal.

Nobel Peace Prize winner Malala Yousafzai was featured in a video link from the United Kingdom; other speakers included gender specialists from Pakistan, the U.S.-Pakistan Center for Advanced Studies in Water (USPCASW), USA, Peru, Morocco, Azerbaijan and Moldova (via Skype). The audience was also entertained and educated by plays, poetry, and songs on education and women empowerment prepared by students.

More than 800 female students and faculty members packed the main auditorium, and for the first time, women were the majority at an event at the university.



# FY16 AWARDS AND RECIPIENTS

## THE SOCIETY HONORS 66 FOR OUTSTANDING ACHIEVEMENTS

In FY16, 66 people were celebrated for their achievements in furthering women in engineering and technology and for their impact on the engineering community.

### ACHIEVEMENT AWARD

Stephanie Watts Butler, Ph.D., P.E.

### SUZANNE JENNICHES UPWARD MOBILITY AWARD (ENDOWED BY NORTHROP GRUMMAN CORPORATION)

Jill M. Hruby

### RODNEY D. CHIPP MEMORIAL AWARD

Charles E. Browning, Ph.D.

Alfred Grasso

Bob Smith

### ENTREPRENEUR AWARD

Michele S. Stuart

### WORK/LIFE INTEGRATION AWARD

Ingolf Prüfer

### DISTINGUISHED ENGINEERING EDUCATOR AWARD

Pamela M. Norris, Ph.D.

### ADVOCATING WOMEN IN ENGINEERING

Natalie Hagan

Nora C. Lin, F.SWE

Beth A. Mitchell

Marla Ann Peterson

Shelley A.M. Wolff, P.E., F.SWE

### GLOBAL LEADERSHIP AWARD

Decie Autin

Louise Goetz

Barbara E. Rusinko

### GLOBAL TEAM LEADERSHIP AWARD

Insider Risk Team led by Dawn Cappelli

### PRISM AWARD

Christine A. Coverdale, Ph.D.

Lesley Anne Polka, Ph.D.

Mindy Rapp

Holly Rollins

Susan Stevenson

### SPARK AWARD

Rhonda L. Childress

Reates Curry, Ph.D.

Erica Messinger

Carolyn Moore

Jeff Redmon

### EMERGING LEADERS

Lindsay M. Forsyth

Allison Goodman

Christina Bishop Jackson, Ph.D.

Jaime Gray Nelson

Siobhan Nyikos

Kelly Griswold Schable

Laura Schafer

Rashi Tiwari, Ph.D.

Tracy Van Houten

Janet Willett

### SWE DISTINGUISHED NEW ENGINEER AWARD

Rachel Borchers

Gail Dyer

Lesley Farah

Stueti Gupta

Sunita G. Lavin

Jacquelyn K. Nagel, Ph.D.

Rebecca M. Reck, Ph.D.

Casey Griswold Waggy

Amanda Weissman

Allison Wright

### FELLOW GRADE

Ellen Ferraro, Ph.D.

Nancy Manley, P.E.

Cheryl Andrews Manning

Diane L. Peters, Ph.D., P.E.

Holly J. Teig

Mary C. Verstraete, Ph.D.

### DISTINGUISHED SERVICE AWARD

Janis L. Mantini, F.SWE

Frances Stuart

### OUTSTANDING FACULTY ADVISOR AWARD

Terry Comerford

### OUTSTANDING COLLEGIATE MEMBER AWARD

Erica Brackman

Alyssa Deardorff

Elizabeth Dreyer

Katie Gonzagowski

Danielle Johnson

Rebecca Kandell

Anna Lucrezia Oldani

Danielle Schroeder

Rachel Unruh

Elia Zanella



# PARTNERS IN CHANGE

Reaching out to reach up requires the dedication, skills, talent, effort and financial support of each and every SWE member. But we can't do it alone. Corporations, foundations and other organizations offer the additional resources SWE requires to advance our mission. We offer several opportunities for support, including the groups listed below.



## FY16 CPC MEMBERS

CPC members provide assistance to SWE through consultation with SWE leadership. Partners share insight on industry trends and developments, supply financial support for innovative projects and help fund Society operations and infrastructure.

3M  
Air Force STEM  
Air Products and  
Chemicals, Inc.  
America's Navy  
ArcelorMittal  
Arconic  
BAE Systems  
BASF Corporation  
BD (Becton Dickinson)  
Bechtel Corporation  
The Boeing Company  
Booz Allen Hamilton  
Boston Scientific  
Corporation  
BP

Bridgestone America's Inc.  
Caterpillar Inc.  
Central Intelligence Agency  
Chevron Corporation  
CNH America LLC  
Cummins Inc.  
Danaher  
Dell, Inc.  
Dow Chemical Company  
DuPont  
Eaton Corporation  
Emerson  
Exelon Corporation  
Exxon Mobil Corporation  
Fiat Chrysler Automobiles  
Flowserve Corporation  
FM Global  
Ford Motor Company  
Genentech  
General Dynamics  
General Electric Company  
General Motors Company

Georgia Pacific  
GLOBALFOUNDRIES  
Google  
Halliburton  
Harley-Davidson  
Motor Company  
Honda North America  
Honeywell International Inc.  
IBM Corporation  
Infosys Limited  
Intel Corporation  
ITW  
John Deere  
Johnson Controls, Inc.  
Keysight Technologies, Inc.  
Kimberly-Clark Corporation  
L-3 Communications  
Lockheed Martin Corporation  
Medtronic  
Monsanto  
Motorola Solutions, Inc.  
NASA

Navy Civilian Careers  
Northrop Grumman  
Corporation  
Pacific Gas and  
Electric Company  
Phillips 66  
Praxair  
Raytheon  
Rockwell Automation  
Rockwell Collins  
Schlumberger  
Schneider Electric  
Corporation  
Southern Company  
TE Connectivity Ltd.  
Texas Instruments  
Toyota  
Turner Construction  
United Technologies  
Corporation  
Verizon

## CORPORATE MEMBERSHIP & ASSOCIATE MEMBERSHIP

A corporate/associate membership shows commitment to diversity and support for professional development of women within your organization. SWE's corporate membership is available to any corporation, educational institution or government entity that supports the mission and objectives of the Society.

3M  
ABB  
Abbott  
AbbVie Inc.  
The Aerospace Corporation  
Air Liquide USA  
Air Product and Chemicals, Inc  
Altera  
Applied Materials, Inc  
ArcelorMittal  
Argonne National Laboratory  
Autodesk  
Baldor  
Bechtel Corporation  
Beckman Coulter  
BMPC-Knolls Atomic Power  
Laboratory  
Booz Allen Hamilton  
Boston Scientific  
BP  
Broadcom  
Carollo Engineers  
Caterpillar Inc.  
CB&I

Chevron Corporation  
Comcast NBC Universal  
Consumers Energy  
Cox Automotive  
Dow Chemical Company  
DSM  
DuPont  
Eli Lilly and Company  
Ethicon, Inc. a subsidiary of  
Johnson & Johnson  
Exxon Mobil Corporation  
Flowserve Corporation  
FM Global  
Ford Motor Company  
GAF  
General Atomics - Aeronautical  
General Dynamics  
Mission System  
General Electric Company  
General Motors Corporation  
Halliburton  
Harley-Davidson  
Motor Company  
HARMAN International

HDR  
Honda North America  
Honeywell International, Inc.  
Intel Corporation  
Interface Engineering Inc.  
ISO New England Inc.  
ITW  
Johnson Controls  
The Kellogg Company  
Keysight Technologies, Inc.  
Koch Industries  
Lattice Semiconductor  
Leidos  
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Lexmark International  
Lockheed Martin Corporation  
Mazzetti, Inc.  
McKinstry Company  
Medtronic, Inc.  
Mersen  
The MITRE Corporation  
Molex  
NASA  
Norfolk Southern

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Novelis  
Pacific Gas and Electric Company  
Parker Aerospace  
Quantum Corporation  
Raytheon  
Rockwell Automation  
Rockwell Collins  
Rolls-Royce  
SanDisk Inc.  
Sargent & Lundy LLC  
Schlumberger  
Sirius Computer Solutions  
Smith & Nephew  
Southern Company  
SPAWAR  
Spirit Aerosystems  
Verizon  
Westrock  
Whirlpool Corporation

**ASSOCIATE MEMBER**  
DEP Engineering



REACHED: 130+ PARTNERS

## HERITAGE CLUB

The SWE Heritage Club recognizes organizations that publicly support the Society by regularly advertising in our award-winning *SWE Magazine*.

Aerojet Rocketdyne  
BP  
Chevron  
Cummins Inc.  
Exxon Mobil Corporation  
GE

Halliburton  
ITW  
Johns Hopkins University  
Applied  
Physics Laboratory  
MIT Lincoln Laboratory

National Security Agency  
NAVAIR  
NAVSEA  
NCEES  
Toyota



## STEM RE-ENTRY TASK FORCE KICKS OFF IN FY16



Recognizing a critical need in the workforce, SWE partnered with iRelaunch to form the STEM Re-Entry Task Force—in which seven of the largest engineering-based companies would pilot re-entry internship programs for returning engineers. The goal of the Task Force was to form a solid pipeline of female returning STEM professionals and create structural change in the STEM sector with internship programs that will ease the transition back to full-time employment. The initiative was the first large-scale effort in the national engineering sector to broaden the pipeline of technical women by focusing on "experienced hires."

In its first year, Booz Allen Hamilton, Caterpillar Inc., Cummins Inc., General Motors Company, IBM, Intel Corporation and Johnson Controls—all members of SWE's Corporate Partnership Council—joined together to increase the number of technical women in the STEM sector by providing support to women who are returning from a career break. Not only was this pilot program an opportunity for technical women returning to work to re-discover their professional selves, it was also an opportunity for employers to increase the number of qualified, mid- to senior-level women in their ranks.

Karen Horting, CEO and executive director of SWE, said, "Don't discount the idea of being the '40-year-old intern.' It's a great way to get back out there and try out an employer. Areas you were interested in five years ago may be different than where you are now."

# WE15 CONFERENCE SPONSORSHIP

**We15**  
The World's Largest Conference  
for Women Engineers



WE, the Society's flagship Annual Conference, offers the best in 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.

## **\$30,000 & ABOVE**

Exxon Mobil Corporation  
Kimberly-Clark  
Northrop Grumman Corporation  
Phillips 66  
United Technologies Corporation

## **\$20,000 & ABOVE**

BAE Systems  
Booz Allen Hamilton  
BP  
Central Intelligence Agency  
Chevron  
Cummins Inc.  
The Dow Chemical Company  
Eaton Corporation  
Genentech  
GoDaddy  
IBM Corporation  
Intel Corporation  
John Deere  
Lockheed Martin Corporation  
Pacific Gas and Electric Company  
Raytheon  
Verizon

## **\$15,000 & ABOVE**

BASF Corporation  
The Boeing Company  
Covidien  
DirecTV  
DuPont  
Ecolab  
Exelon Corporation  
ITW  
Kellogg Company

L-3 Communications  
Schlumberger  
Toyota

## **\$10,000 & ABOVE**

Caterpillar Inc.  
CNH Industrial  
Ebay Inc.  
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Johnson Graduate School of Management, Cornell University  
Spirit AeroSystems  
State Farm  
Texas Instruments, Inc.

## **\$5,000 & ABOVE**

3M Company  
Accenture  
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Chrysler Group LLC  
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Purdue University Engineering  
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Shell Oil  
Thermo Fisher Scientific  
Turner  
URS Corporation

## **\$1,000 & ABOVE**

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Infosys Ltd.  
Owens Corning

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CB & I

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CSC  
Eli Lilly and Company  
General Atomics - Aeronautical  
General Dynamics AIS  
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Solar Turbines  
Southern California Gas Company  
SPAWAR Systems Center Pacific  
Spot Trading LLC  
Technicolor  
Technip  
Tenaris  
Williams  
Woodward Inc.



# FY16 FINANCIALS

SOCIETY CONSOLIDATED STATEMENT OF FINANCIAL POSITION*		2016 TOTAL ▼	2015 TOTAL ▼
Cash & Investments		20,163,006	21,089,496
Accounts Receivable		274,137	243,496
Prepaid Expenses		498,858	381,707
Net Fixed Assets		524,282	31,219
<b>Total Assets</b>		<b>\$21,460,283</b>	<b>\$21,745,918</b>
Accrued Expenses & Payables		820,012	1,194,281
Deferred Revenues		2,539,934	2,329,203
Unrestricted Net Assets		9,708,585	9,924,386
Restricted Net Assets		8,391,752	8,298,048
<b>Total Liabilities and Net Assets</b>		<b>\$21,460,283</b>	<b>\$21,745,918</b>
SOCIETY STATEMENT OF NET ASSETS*			
Reserve Fund		3,923,266	4,800,300
Restricted Grants/Funds		8,391,752	8,295,713
General Operating Fund		2,757,020	1,795,854
SWE-EFI Fund		2,714,482	2,812,023
CPC Fund		313,817	516,209
<b>Total Net Assets</b>		<b>\$18,100,337</b>	<b>\$18,220,099</b>
SOCIETY CONSOLIDATED STATEMENT OF ACTIVITIES* UNRESTRICTED ▼ TEMPORARILY RESTRICTED ▼		2016 TOTAL ▼	2015 TOTAL ▼
<b>REVENUES</b>			
Dues	1,285,021	0	1,285,021
Contributions & Gains	840,826	1,528,896	2,369,722
Conference	5,000,235	0	5,000,235
Programs & Services	1,323,711	0	1,323,711
Publications	829,767	0	829,767
Net Assets Released from Restrictions	1,432,857	(1,432,857)	0
<b>Total Income</b>	<b>\$10,712,417</b>	<b>\$96,039</b>	<b>\$10,808,456</b>
<b>EXPENSES</b>			
Management	270,666	0	270,666
Administrative	3,054,428	0	3,054,428
Conference	3,628,601	0	3,628,601
Programs and Services	2,688,767	0	2,688,767
Membership	268,656	0	268,656
Publications	656,155	0	656,155
Relations	363,280	0	363,280
<b>Total Expenses</b>	<b>\$10,930,553</b>	<b>0</b>	<b>\$10,930,553</b>
Revenue Less Expenses	(\$218,136)	\$96,039	(\$122,097)

\*Inclusive of the Consolidated Financial Position(s) for the Society of Women Engineers Incorporated and the Society of Engineers Endowment Fund Incorporated.

# FY16 DONORS

## BEATRICE HICKS SOCIETY (\$100,000 AND ABOVE)

Exxon Mobil Foundation  
Dorothy Hoffman Trust  
GE Women's  
Network Fund  
Judith Gray Trust

## LILLIAN MOLLER GIBREATH SOCIETY (\$10,000 - \$99,999)

Alcoa Foundation  
ArcelorMittal Foundation  
Barbara W. &  
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Battelle  
Delphi Foundation  
FCA Foundation  
General Motors  
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Henry Luce Foundation  
Keysight Technologies  
Foundation  
Motorola Solutions  
Foundation  
National Science  
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Northrop Grumman  
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Richmond Area Section  
Scholarship  
Rockwell Automation  
Charitable Corporation  
Sonora Region B  
Scholarship  
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Virginia Counts  
Wisconsin Section  
– Martha Maxwell  
Memorial Scholarship

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Heather A. Bernardin  
Stacey M. DelVecchio

Diane Foley  
Betty Irish  
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Allison R. Terry  
Nicole Woon  
Westinghouse Charitable  
Foundation

## IVY M. PARKER SOCIETY (\$1,000 - \$2,499)

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Mary Perkinson  
Carolyn F. Phillips  
Rebecca Marie Reck  
Jamie Rogers  
Julie Ann Sattler  
Hope Toole Schwalls  
Mary Higgins Studlick  
Holly J. Teig  
Shaunna L. Winton  
Mayling Wong

## ELSIE EAVES SOCIETY (\$100 - \$499)

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Kawthar Ahmed Alahmed  
Kelly and Larry Arbanas  
Jessica L. Asay  
Elizabeth Seyfarth &  
Rodney W. Black  
Carmen M. Boelte  
Brenna Nichol Boyd

Kathy M. Bracic  
Cheryl A. Brandt  
George R. Brewster  
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*We*INDIA

*We*EUROPE

## ENERGIZING WOMEN ENGINEERS IN INDIA AND EUROPE

### ATTENDANCE WAS STRONG FOR WE EUROPE AND WE INDIA

SWE continued its global expansion in FY16 with the second-annual WE Europe conference and our inaugural WE conference in India. Over two and a half days, WE Europe was held in Madrid, Spain, in May of 2016. WE Europe saw a 45 percent increase in attendance from the previous year, with sponsorship and organizational engagement more than doubling from 2015. "Participants have been eager to learn how to innovate and get people thinking creatively throughout a company with a global presence," said Cristina Caballe, a SWE ambassador and executive director of a client unit for IBM in Spain, Portugal, Greece and Israel. WE Europe attracted mostly mid-career women with five to fifteen years of experience.

Similarly, the first-annual WE India event went off in April of 2016 in Pune, India. While there had been symposia and other efforts by local volunteers and members to organize large events, WE India was the first time SWE officially supported these events on a large scale. The conference hosted 359 women, and the SWE Pune Affiliate and other SWE Ambassadors did much to support SWE's mission in their first official conference. Stueti Gupta, who started SWE's international affiliate in the host city of Pune in 2015 and served as president at the time of the conference, had this to say: "We want women to grow in their careers, and forums such as the WE conference give women much-needed awareness so they can get ideas and work on solutions." SWE Executive Director and CEO Karen Horting, commented that the conference in India is expected to become an annual event. "We see the need for women, no matter where they are in the world, to build their networks and interact with other women inside and outside of their organizations," Horting said. "My takeaway is they can't get enough of learning from one another."



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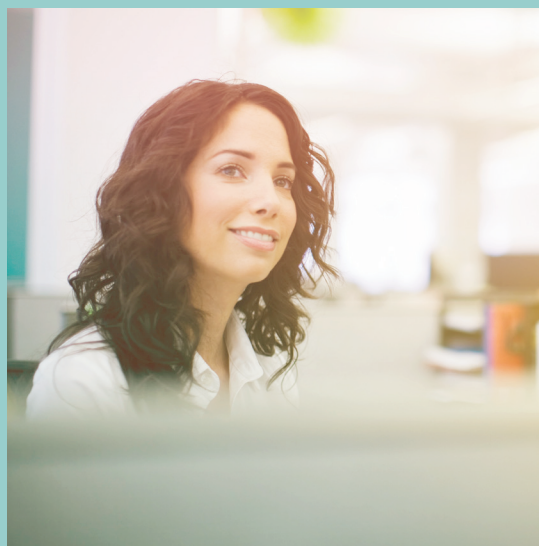
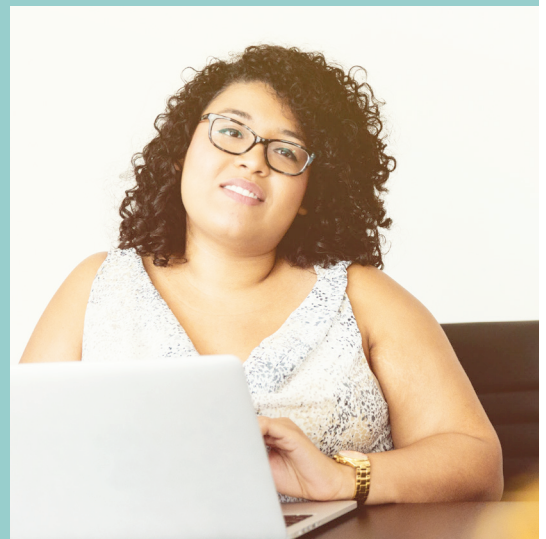
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