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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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.

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 EARN 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
American Transmission Co.
Anne Maureen Whitney
Barrow Memorial
Anne Shen Smith
ArcelorMittal Emerging Leader
B.J. Harrod
Bayer
Bechtel Corporation
Betty Lou Bailey – SWE Region F
BK Krenzer Memorial Reentry
Brill Family
Carol Stephens – SWE Region F
Chevron
CPCChem Scholarships for Women in Engineering
Cummins
Dorothy Lemke Howarth Memorial
Dorothy M. & Earl S. Hoffman
Dorothy P. Morris
Dr. Ivy M. Parker Memorial
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Ellen Hippeli Memorial - SWE Central New Mexico Section
Exelon
FCA Women in Engineering
Ford Motor Company
Fran O’Sullivan Women in Lenno
Leahndship
GE’s Women’s Network
Georgia-Pacific
Honeywell
IBM Linda Sanford Women’s Technical Advancement
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ITW
Jill S. Tietjen, P.E.
John Deere
Judith Resnik Memorial
Lillian Moller Gilbreth Memorial
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Lonnie Lee and Maria Elena Abernethy Endowment for Native Americans in Engineering
Lydia I. Pickup Memorial
Mary Gunther Memorial
Mary Jones Berry
Mary V. Munger Memorial
MASWE
Meredith Thoms Memorial
Northrop Grumman Foundation
Olive Lynn Salembier Memorial Reentry
Paula Loring Simon
Robert Evans Zadok – Engineering Endeavor
Rockwell Automation
Susan and Marvin Whatley
Susan Miszkowicz
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 A
SWE Region G – Judy Simmons Memorial
SWE Region M
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 Ashlam 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.
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**
(ENDORED 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. Forisy
Allison Goodman
Christina Bishop Jackson, Ph.D.
Jaime Gray Nelson

Siobvan Nyikos
Kelly Griswold Schable
Laura Schafer
Rashi Tiwari, Ph.D.
Tracy Van Houten
Janet Willett

Rachel Borchers
Gail Dyer
Lesley Farah
Stuelti Gupta
Sunita G. Lavin
Jacquelyn K. Nagel, Ph.D.
Rebecca M. Reck, Ph.D.
Casey Griswold Waggy
Amanda Weissman
Allison Wright

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.

Janis L. Mantini, F.SWE
Frances Stuart

Terry Comerford

**YOUROUS 66 FOR OUTSTANDING ACHIEVEMENTS**

**FELLOW GRADE**

**OUTSTANDING COLLEGIATE MEMBER AWARD**
Erica Brackman
Alyssa Deardorff
Elizabeth Dreyer
Katie Gonzagowski
Danielle Johnson
Rebecca Kandelli
Anna Lucrezia Oldani
Danielle Schroeder
Rachel Unruh
Elia Zanella
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.

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.

CORPORATE MEMBERSHIP

3M
ABB
Abbott
AbbVie Inc.
The Aerospace Corporation
Air Liquide USA
Air Products and Chemicals, Inc.
Altera
Advanced 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.
CBB
Chevron Corporation
Comcast NBC Universal
Consumers Energy
Cox Automotive
Dow Chemical Company
DuPont
Eli Lilly and Company
Ethicon, Inc. a subsidiary of Johnson & Johnson
Exxon Mobil Corporation
Flowservice Corporation
Ford Motor Company
Gentech
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.
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

ASSOCIATE MEMBER

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

Aerojet Rocketdyne  Halliburton  National Security Agency
BP  ITW  NAVAIR
Chevron  Johns Hopkins University  NAVSEA
Cummins Inc.  Applied  NCEES
Exxon Mobil Corporation  Physics Laboratory  Toyota
GE  MIT Lincoln Laboratory

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."
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.
## SOCIETY CONSOLIDATED STATEMENT OF FINANCIAL POSITION*

<table>
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<tr>
<th></th>
<th>2016 TOTAL ▼</th>
<th>2015 TOTAL ▼</th>
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<tr>
<td>Cash &amp; Investments</td>
<td>20,163,006</td>
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<td>Accounts Receivable</td>
<td>274,137</td>
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<td>Prepaid Expenses</td>
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<td>Net Fixed Assets</td>
<td>524,282</td>
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<td><strong>Total Assets</strong></td>
<td><strong>$21,460,283</strong></td>
<td><strong>$21,745,918</strong></td>
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<td>Accrued Expenses &amp; Payables</td>
<td>820,012</td>
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<td>Deferred Revenues</td>
<td>2,539,934</td>
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<td>Unrestricted Net Assets</td>
<td>9,708,585</td>
<td>9,924,386</td>
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<tr>
<td>Restricted Net Assets</td>
<td>8,391,752</td>
<td>8,298,048</td>
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<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$21,460,283</strong></td>
<td><strong>$21,745,918</strong></td>
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## SOCIETY STATEMENT OF NET ASSETS*

<table>
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<tr>
<th></th>
<th>2016 TOTAL ▼</th>
<th>2015 TOTAL ▼</th>
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<td>Reserve Fund</td>
<td>3,923,266</td>
<td>4,800,300</td>
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<td>Restricted Grants/Funds</td>
<td>8,391,752</td>
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<td>General Operating Fund</td>
<td>2,757,020</td>
<td>1,795,854</td>
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<td>2,714,482</td>
<td>2,812,023</td>
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<td>CPC Fund</td>
<td>313,817</td>
<td>516,209</td>
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<td><strong>Total Net Assets</strong></td>
<td><strong>$18,100,337</strong></td>
<td><strong>$18,220,099</strong></td>
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## SOCIETY CONSOLIDATED STATEMENT OF ACTIVITIES*

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<th>UNRESTRICTED ▼</th>
<th>TEMPORARILY RESTRICTED ▼</th>
<th>2016 TOTAL ▼</th>
<th>2015 TOTAL ▼</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES</strong></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dues</td>
<td>1,285,021</td>
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<td>1,285,021</td>
<td>1,294,064</td>
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<tr>
<td>Contributions &amp; Gains</td>
<td>840,826</td>
<td>1,528,896</td>
<td>2,369,722</td>
<td>2,362,851</td>
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<td>Conference</td>
<td>5,000,235</td>
<td>0</td>
<td>5,000,235</td>
<td>4,640,003</td>
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<td>Programs &amp; Services</td>
<td>1,323,711</td>
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<td>1,323,711</td>
<td>958,570</td>
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<tr>
<td>Publications</td>
<td>829,767</td>
<td>0</td>
<td>829,767</td>
<td>830,299</td>
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<tr>
<td>Net Assets Released from Restrictions</td>
<td>1,432,857 (1,432,857)</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>$10,712,417</strong></td>
<td><strong>$96,039</strong></td>
<td><strong>$10,808,456</strong></td>
<td><strong>$10,109,870</strong></td>
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</tbody>
</table>

| **EXPENSES**           |                 |                           |              |              |
| Management             | 270,666         | 0                         | 270,666      | 222,462      |
| Administrative         | 3,054,428       | 0                         | 3,054,428    | 2,751,092    |
| Conference             | 3,628,601       | 0                         | 3,628,601    | 3,260,903    |
| Programs and Services  | 2,688,767       | 0                         | 2,688,767    | 2,103,299    |
| Membership             | 268,656         | 0                         | 268,656      | 283,415      |
| Publications           | 656,155         | 0                         | 656,155      | 580,973      |
| Relations              | 363,280         | 0                         | 363,280      | 330,429      |
| **Total Expenses**     | **$10,930,553** | 0                         | **$10,930,553** | **$9,532,573** |
| Revenue Less Expenses  | ($218,136)      | $96,039                   | ($122,097)   | $577,297     |

*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)
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- – Martha Maxwell Memorial Scholarship

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- Pamela M. Morison
- Alison R. Terry
- Nicole Woon
- Westinghouse Charitable Foundation

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- Maria Lauck
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- Colleen M. Layman
- Margaret Edith Layne
- Nora C. Lin
- Maureen Masulis
- Naomi J. McAfee
- Olivia D. Miller
- Sandra L. Pettit
- Jessica A. Rannow
- Mary Ellen Reck
- Marilyn M. Reeder
- Ronna F. Robertson
- Jamie Womble
- Mary T. Zeis

RUTH I. SHAFER SOCIETY ($500 - $999)
- Paige E. Balling
- Sara Campbell
- Andrea Clewley
- Joseph Drapala
- Anca Eisele
- Jennifer Forsythe
- Kayleen L. E. Helms
- Cindy A. Hoover
- Ruth M. Hopprich
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- Katherine C. Norris
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- Jodilynn A. Peck
- Mary Perkinson
- Carolyn F. Phillips
- Rebecca Marie Reck
- Jamie Rogers
- Julie Ann Sattler
- Hope Toole Schwallis
- Mary Higgins Studlick
- Holly J. Teg
- Shaunnna L. Winton
- Mayling Wong

ELSIE EAVES SOCIETY ($100 - $499)
- Meredith Addison
- Kawthar Ahmed Alahmed
- Kelly and Larry Arbanas
- Jessica L. Asay
- Elizabeth Seyfarth & Rodney W. Black
- Carmen M. Boeite
- Brenna Nichol Boyd
- Kathy M. Bracic
- Cheryl A. Brandt
- George R. Brewster
- Jennifer McFerran Brock
- Patricia Lynn Brown
- Barbara J. Buck
- Danielle Marie Capponpon
- Tim Carson
- Jennifer S. Casta
- Valeta Carol Chancey
- Elfreda T. Chang
- Patricia Clodfeiter
- Wendy L. Cohen
- Brandon Conder
- Karen M. Connny
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- Guccione Elizabeth
- Gutierrez
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- Lorraine M. Herger
- Karen Horting
- Leslie A. Hubl
- Marjorie Inden
- Catherine Jameson
- Kimberly Jean Jasiak
- Margery Kanemoto
- Linda D. B. Kiss
- Connie B. Klose
- Patricia M. Knight
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- Joyce M. Kraley
- Christopher Kretz
- May C. Kung
- Jane Ann Lamph
- Wendy Schauer
- Landwehr
- Betty J. Lane
- Ginny Ann Lee
- Melissa A. Lindsey
- Melanie R. Lockhart
- Stephanie R. Loete
- Susan Lui
- Jennifer Dowen Lynch
- Maria L. Magana
- Joanne M. Maguire
- Deborah Guerrette Main
- Cheryl A. Manning
- Cynthia J. Matthews
- Shirley C. McCarty
- Frances A. McNamee
- Judith E. Nelson
- April Nguyen
- Kate Elizabeth Nolan
- Pamela A. Oliver
- Muriel O’reilly
- Michele Marie O’Shaughnessy
- Joel T. Patterson
- Michael Phelps
- Hope R. Pruck
- Lisa Marie Rimpf
- Audrey Leigh Rowe
- Aproxim Sanyal
- Kelly Jo Griswold Schable
- Vicky Shaw
- Karen S. Siestkas
- Joann Silverstein
- Leona C. Smith
- Jack A. Spear
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- Alyse R. Stover
- Donna Ellen Stonner
- Mary Virginia Stubbs
- Melissa M. Tata
- Elizabeth W. Taylor
- Walter G. Ulrich
- Michele L. Veneri
- Shannon Marlece Vittur
- Renee Wenstrup
- Molly W. Williams
- Shelley A.M. Wolff
- Barbara B. Wollmershauser
- Roland Zhou
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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