

# FY17 ANNUAL REPORT

## LIFE'S VARIABLE. SWE'S YOUR CONSTANT.

In FY17, we saw our key conference and outreach programs grow by leaps and bounds and enjoyed peer recognition for programs that support the advancement of women in engineering and technology. With the help of our volunteer leadership, members, partners, staff and supporters, SWE remained a constant among lives that can be variable.



**Karen Horting**  
FY17 Executive Director & CEO

**Jessica Rannow**  
FY17 President

### WE16 SMASHES ATTENDANCE RECORDS

For three days in October, more than 13,000 conference attendees made Philadelphia, Pennsylvania, ground zero for advancing women in their engineering and technology careers. WE16 marked the largest conference SWE has ever hosted in its 67-year history. The conference featured 300 development sessions, including the first annual "State of Women in Engineering," and 250+ engineering and technology organizations represented in the career fair.

### SWE SCHOLARSHIPS CONTINUE TO MAKE A DIFFERENCE

Supporting women engineers financially as they work to attain undergraduate and graduate degrees has been a long-standing pillar of SWE's mission. In FY17, SWE provided more than \$750,000 in scholarship funds to aspiring and professional women engineers.

### STEM RE-ENTRY TASK FORCE RECEIVES POWER OF A AWARD FROM ASAE

The American Society of Association Executives (ASAE) created the Power of A Awards to showcase how associations

leverage their unique resources to solve problems, advance industry/professional performance, kickstart innovation and improve world conditions. SWE's STEM Re-entry Task Force was honored with this distinguished award in FY17 along with 23 other Gold winners. More than 150 organizations were nominated.

### SWE OUTREACH PROGRAMMING EXPANDS

FY17 was a tremendous year for SWE's outreach efforts. SWENext, our flagship outreach program launched in April 2015, aims to engage students, parents and educators in promoting STEM as a desirable career path for girls. In FY17, SWENext saw its efforts reach more than 60,000 girls around the country. The program also saw its membership surpass 3,000 individual members.

SWE also launched its first comic book series, starring the world's newest STEM superhero, Nano, and protagonist, Constance. More than 2,500 copies of issue No. 1 were provided to SWENext members and Invent It. Build It. attendees. Issue #2 will arrive in the fall of FY18.

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## **WE LOCAL CONFERENCES IGNITE ACROSS THE GLOBE**

For the first time, SWE hosted regionally based conferences branded under one identity. Pilot conferences, referred to as WE Local events, took place in Pittsburgh, Pennsylvania, and San Jose, California. Between the two events, more than 1,000 attendees were on-site for three days of learning, career development and networking. The success we saw in Pittsburgh and San Jose will be carried over in FY18 when we will host three additional conferences, expanding the offerings to five events each year in various

cities across the U.S., plus two international events in India and Europe.

SWE also hosted our second event in Pune, India in FY17. WE Local Pune welcomed more than 700 attendees, making it the largest event hosted outside the U.S. in SWE history. More events are planned for India in the coming fiscal year.

## **SWE MAGAZINE RECOGNIZED BY INDUSTRY PEERS ONCE AGAIN**

*SWE Magazine* earned several new Awards for Publication Excellence (APEX) in the areas of cover design, journals, feature writing and technical/technology writing.

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## FY17 AWARDED SCHOLARSHIPS

In FY17, 232 collegiate women pursuing careers in engineering and technology received scholarships totaling more than \$752,000. This was made possible due to the generous support of the following sponsors and donors:

Ada I. Pressman Memorial  
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Hopper  
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DuPont  
Elizabeth McLean Memorial  
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Central New Mexico  
Section)  
Exelon  
FCA Women in Engineering

Ford Motor Company  
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Georgia Pacific  
Honeywell  
IBM Linda Sanford Women's  
Technical Advancement  
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Judith Resnik Memorial  
Lillian Moller Gilbreth  
Memorial  
Lockheed Martin  
Lonnie Lee and Maria Elena  
Abernethy Endowment for  
Native Americans in  
Engineering  
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Mary Gunther Memorial  
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Rockwell Automation  
Susan and Marvin Whatley  
Susan Miskowicz  
September 11 Memorial  
SWE Baltimore – Washington  
Section  
SWE Baltimore – Washington  
Section – Freshman  
SWE Boston Section  
SWE Central Illinois Section  
SWE Central Indiana Section  
SWE Central New Mexico  
Section  
SWE Mid – Hudson Section  
SWE New Jersey Section  
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

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## FY17 AWARDS AND RECIPIENTS

In FY17, 63 people were celebrated for their achievements in furthering women in engineering and technology and for their impact on the engineering community.

### ACHIEVEMENT AWARD

Frances H. Arnold, Ph.D.

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

Denise C. Johnson

### RODNEY D. CHIPP MEMORIAL AWARD

Mark W. Albers  
Douglas L. Roberts

### RESNIK CHALLENGER MEDAL AWARD

Terri Taylor

### WORK/LIFE INTEGRATION AWARD

Cindy Hoover

### DISTINGUISHED ENGINEERING EDUCATOR

Deborah O'Bannon, Ph.D., P.E., F.SWE, F.ASCE

### ADVOCATING WOMEN IN ENGINEERING AWARD

Andrew Alleyne, Ph.D.  
Imelda G. Castro  
Heidi Millard Kenkel  
Corlis Murray  
Cynthia Reid, P.E.

### GLOBAL LEADERSHIP AWARD

Maryann Combs  
Karen Ramsey-Idem, Ph.D.  
Liz Ruetsch, MBA

### GLOBAL TEAM LEADERSHIP AWARD

Intel Global Water Conservation Team, led by  
Fawn Bergen

### PRISM AWARD

Joan Chinnery, P.E.  
Lisa Depew  
Colleen M. Layman, P.E.  
Leslie M. Phinney, Ph.D.  
Anna Prakash, Ph.D.

### SPARK AWARD

Marie S. Cole  
Mary Driver  
Beverly Louie, Ph.D.  
Lynn Mortensen  
Heather Savage-Erickson

### EMERGING LEADER

Nikki Bishop  
Erin M. Carroll  
Jill A. Entner  
Kelly D. Hahn, Ph.D.  
Christine M. Predaina  
Jennifer Reich  
Moushumi Shome  
Shannon Vittur  
Justyna Zander, Ph.D.  
Kira Zdunek

### SWE DISTINGUISHED NEW ENGINEER

Maria Cecelia de Castro Breda  
Stephanie W. Chin  
Stephanie DeCotiis, P.E.  
Jenna Harpole  
Kate Hull  
Cassandra "Cassi" Janakos  
Melissa Peskin, P.E.  
Sadaf Qazi  
Erika D. Rodriguez, Ph.D.  
Jennifer Tullai

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## FY17 AWARDS AND RECIPIENTS (cont.)

### FELLOW GRADE

Cecilia (Ceal) D. Craig, Ph.D.  
Jude (Judith) Garzolini  
Kim O'Rourke

### DISTINGUISHED SERVICE AWARD

Susan Thomas Schlett  
Janet L. Williams, F.SWE

### OUTSTANDING FACULTY ADVISOR AWARD

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

### OUTSTANDING SWE COUNSELOR AWARD

Casey Waggy

### OUTSTANDING COLLEGIATE MEMBER AWARD

Erin Baumgartner  
Paige Bowling  
Kelsey A. Harper  
Emily E. Hoffman, Ph.D.  
Iris Jing  
Genevieve A. Kane  
Jeannie Marshall  
Catherine Martsof, EIT, LEED GA  
Holly McTaggart  
Sarah Watzman

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## FY17 PARTNERS

### FY17 Corporate Partnership Council (CPC) Members

FY17 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	Ecolab	L-3 Communications
Accenture	Emerson	Lockheed Martin Corporation
Air Force STEM	Exelon Corporation	Medtronic
Air Products and Chemicals, Inc.	Exxon Mobil Corporation	Monsanto
America's Navy	Fiat Chrysler Automobiles	Motorola Solutions, Inc.
ArcelorMittal	Flowserve Corporation	NASA
Arconic	FM Global	Navy Civilian Careers
BAE Systems	Ford Motor Company	Northrop Grumman Corporation
BASF Corporation	Genentech	Pacific Gas and Electric Company
BD (Becton Dickinson)	General Dynamics	Phillips 66
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The Boeing Company	General Motors	Raytheon
Booz Allen Hamilton	Georgia Pacific	Rockwell Automation
Boston Scientific Corporation	GLOBALFOUNDRIES	Rockwell Collins
BP	Google	Schlumberger
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Caterpillar Inc.	Harley-Davidson Motor Company	Southern Company
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Chevron Corporation	IBM Corporation	Texas Instruments
CNH America LLC	Infosys Limited	Toyota
Cummins Inc.	Ingersoll Rand	Turner Construction
Danaher Corporation	Intel Corporation	United Technologies Corporation
Dell, Inc.	ITW	U.S. Army
DENSO	John Deere	Verizon
The Dow Chemical Company	Johnson & Johnson	
DuPont	Johnson Controls, Inc.	
Eaton Corporation	Keysight Technologies, Inc.	
	Kimberly-Clark Corporation	

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## FY17 PARTNERS (cont.)

### 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	DuPont	Lockheed Martin Corporation
ABB	Eli Lilly and Company	Medtronic
Abbott	Ethicon: a part of Johnson & Johnson Family of Companies	Merrick & Company
AbbVie Inc.	Exelon Corporation	The MITRE Corporation
Aerospace Corporation, The	Fermilab	Molex
Agilent Technologies, Inc.	Flowserve Corporation	NASA
Air Liquide USA	FM Global	New York ISO
Air Product and Chemicals, Inc.	Ford Motor Company	Northrop Grumman Corporation
Altera	GAF	Pacific Gas and Electric Company
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The Dow Chemical Company	Lexmark International	Western Digital
		Whirlpool Corporation

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## FY17 PARTNERS (cont.)

### Heritage Club

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

Aerojet Rocketdyne

Air Force Research Laboratory (AFRL)

BP

Chevron

Cummins Inc.

Exxon Mobil Corporation

ITW

Johns Hopkins University Applied Physics  
Laboratory

MIT Lincoln Laboratory

National Security Agency

NAVAIR

NAVSEA

NCEES

United Technologies Corporation

U.S. Army

ZF



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## WE16 CONFERENCE SPONSORSHIP

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.

### \$100,000 & Above

Northrop Grumman Corporation

### \$30,000 & Above

Exxon Mobil Corporation  
Intel Corporation  
P66

### \$20,000 & Above

Booz Allen Hamilton  
The Dow Chemical Company  
Genentech  
Harris Corporation  
John Deere  
Raytheon  
TE Connectivity  
United Technologies Corporation

### \$15,000 & Above

Air Products  
ArcelorMittal  
BASF Corporation  
The Boeing Company  
Central Intelligence Agency  
Chevron  
Cummins  
Danaher Corporation  
DuPont  
Ecolab  
Exelon Corporation  
Johnson Controls  
Keysight Technologies, Inc.

L-3 Communications  
Lockheed Martin  
Praxair Inc.  
Terracon

### \$10,000 & Above

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BAE Systems  
BD  
Bridgestone Americas  
Caterpillar  
CNH Industrial  
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Spirit AeroSystems  
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### \$5,000 & Above

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Autodesk, Inc.  
Baxter Healthcare  
Blue Origin  
Dell  
Drexel University  
Eaton  
FCA  
Flowserve  
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Merck & CO  
Navy Civilian Careers  
Nike  
Purdue University of Engineering  
Rockwell Automation  
Rockwell Collins  
T-Mobile  
Toyota  
Turner Construction  
Unilever

### \$5,000 & Below

GKN  
Infosys  
ISO New England

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## FY17 FINANCIALS

### Consolidated Statement of Financial Position\*

	<b>FY17 Total</b>	<b>FY16 Total</b>
Cash & Investments	\$20,027,100	\$20,163,006
Accounts Receivable	\$810,784	\$274,137
Prepaid Expenses	\$432,267	\$498,858
Net Fixed Assets	<u>\$1,718,169</u>	<u>\$524,282</u>
Total Assets	<u>\$22,988,320</u>	<u>21,460,283</u>
Accrued Expenses & Payables	\$1,173,183	\$937,958
Deferred Revenues	\$2,814,087	\$2,539,934
Unrestricted Net Assets	\$9,754,447	\$9,590,639
Capital Leases	\$476,000	
Restricted Net Assets	<u>\$8,770,603</u>	<u>\$8,391,752</u>
Total Liabilities and Net Assets	<u>\$22,988,320</u>	<u>\$21,460,283</u>

### Statement of Net Assets\*

	<b>FY17 Total</b>	<b>FY16 Total</b>
Reserve Fund	\$4,233,340	\$3,923,266
Restricted Grants/Funds	\$8,770,603	\$8,391,752
General Operating	\$2,138,443	\$2,639,074
SWE-EFI Fund	\$3,088,841	\$2,714,482
Sponsorship	<u>\$293,823</u>	<u>\$313,817</u>
Total Net Assets	<u>\$18,525,050</u>	<u>\$17,982,391</u>

### Consolidated Statement of Activities\*

	<b>Unrestricted</b>	<b>Restricted</b>	<b>FY17 Total</b>	<b>FY16 Total</b>
<b>Revenue</b>				
Dues	\$1,266,874	-	\$1,266,874	\$1,285,021
Contributions & Gains	\$2,264,855	\$1,867,909	\$4,132,764	\$2,369,722
Conference	\$5,138,082	-	\$5,138,082	\$5,000,235
Programs and Services	\$1,604,212	-	\$1,604,212	\$1,323,711
Publications	\$570,273	-	\$570,273	\$829,767
Net Assets Released from Restrictions	<u>\$1,489,058</u>	<u>(1,489,058)</u>		-
Total Revenue	<u>\$12,333,354</u>	<u>\$378,851</u>	<u>\$12,712,205</u>	<u>\$10,808,456</u>

### Expense

			<b>FY17 Total</b>	<b>FY16 Total</b>
Management	\$276,612	-	\$276,612	\$270,666
Administrative	\$3,957,522	-	\$3,957,522	\$3,172,374
Conference	\$3,911,875	-	\$3,911,875	\$3,628,601
Programs and Services	\$2,906,118	-	\$2,906,118	\$2,688,767
Membership	\$231,770	-	\$231,770	\$268,656
Publications	\$558,418	-	\$558,418	\$656,155
Relations	<u>\$327,231</u>	-	<u>\$327,231</u>	<u>\$363,280</u>
Total Expenses	<u>\$12,169,546</u>	-	<u>\$12,169,546</u>	<u>\$11,048,499</u>
Revenue Less Expenses	<u>\$163,808</u>	<u>\$378,851</u>	<u>\$542,659</u>	<u>\$(240,043)</u>

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

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## FY17 DONORS

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## Ivy M. Parker Society (cont.)

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SWE Central Indiana Section  
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John D. Burczak  
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## Elsie Eaves Society (cont.)

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Marissa Clark  
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Fabio Franco  
Amy Funke  
Martha M. Gardner  
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Katrina L. Gaspar  
Clement Gazzillo  
Banu Gemici-Ozkan  
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Jonna C. Gerken  
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Chris Glein  
Melanie J. Glennon  
Christopher A. Gonzalez  
Justin I. Greenberger  
Kelly Jo Griswold Schable  
Ronald Grove  
Ruth Hackett  
Karnig S. Haladjian  
Kimberly Hammer  
Debra Hebert  
Hajir Hedayati  
Laura Heinrich  
Connor Patrick Henley  
Gwenne A. Henricks  
Jared Hepp  
Lorraine M. Herger

Ryan Hertel  
Arianna Hirschman  
Jimmy Ho  
Sarah Hoch  
Bernice Hockey-Barrett  
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Kathryn R. Kilner  
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Peter Lafnitzegger  
Diane C. LaFortune  
Jane Ann Lamph  
Beatrice R. Langmade  
Elizabeth N. LaRose  
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Nadine K. Lavigne

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## Elsie Eaves Society (cont.)

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Lydia Lazurenko

Ginny Ann Lee

Christine S. Lee

Katharine Leonard

Jim Lesko

Peter Leven

Xuesong Li

Qun Liang

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Ariel H. Lomas

Nancy Cook Long

Paula L. Loring Simon

Susan Lui

Jennifer Dowe Lynch

Aaron Lynds

Nicole Elizabeth Maas

Mary K. Mahony

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Dawne Manista

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Robert R. Marshall

Cynthia J. Matthews

Shirley C. McCarty

John McDermott

Anne McEntee

Frances A. McNamee

Matthew Messina

Katherine Michaels

Barbara E. Miebach

Erika Adele Migliaccio

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Jacqueline A. Mondora

Amy Jo Moore

Pilar Moricca

Fozia Murphy

Nandini Nagraj

Shelley A. Nation

Kristopher R. Near

Judith E. Nelson

Lisa Nield

Kathleen Ann O'Brien

Pamela A. Oliver

Robin M. Orans

Maureen J. Oster

Morgan Maureen Oster

Noemie Ouellet

Sarada Pachalla

Su-Ann Paige-Mach

Esty P. Parlanti

Joel T. Patterson

Tracy Lynn Paxon

Hongying Peng

Irina Petrakova-Otto

Kelsey Peyton

Elizabeth Phalen

Carolyn F. Phillips

Toni Preisner

Tom Puiia

Jennifer Ramsey

Kanishk Rastogi

Brian P. Ray

Marilyn M. Reeder

Scott R. Richardson

Megan S. Rotondo

Audrey Leigh Rowe

Ellen Rosemary Roybal

Anne Russo

Mirabela Rusu

Jeanette Sassatelli

Marshalla M. Schile

Andrea M. Schmitz

Colleen M. Scholl

Michael Schutten

Patricia Schwennker

Megan Seel

Marie A. Seelye

Jason Seemann

Diana Gregory Setzer

Robin P. Sevinsky

Steven L. Sgambati

Vicky Shaw

Susan Shay

Lakshmi Shekaripuram

Angleat D. Shelikoff

Claire M. Shortall

Danielle N. Sigismondo

JoAnn Silverstein

Michelle Simpson

Marissa Singley

Jaclyn A. Spear

Michael Spear

Krista St. George

Melissa R. Stancato

Lois C. Stevens

Sarah F. Stevenson

Danielle Stodilka

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Sarah C. Stotz

Deborah L. Stromberg

Mary Virginia Stubbs

Albert E. Stuck

Yonduck Sung

Laura N. Supra

Joseph A. Suriano

Alexis C. Swoboda

Jared Tannenbaum

Melissa M. Tata

Dawn M. Thurston

Jill S. Tietjen

Jen W. Tiller

Kenneth T. Tom

Gerald P. Trant

Neil P. Tyrrell

Amanda L. Vandepol

Michele L. Veneri

Kristen Vick

Shannon Marlece Vittur

Denise Waack

Joseph J. Waclawski

Brett Wakefield

Ebonee Walker

Robert C. Ward

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## Elsie Eaves Society (cont.)

Lauren Watts  
Carol Weber  
Timothy J. Welch  
Jessica W. Wenzell  
Tiffany Westendorf  
Trina A. Wharton  
Gulum Williams

Molly W. Williams  
Pamela A. Williamson  
Laura Winter  
Rebecca C. Wolf  
Shelley M. Wolff  
Barbara B. Wollmershauser  
Ann Wright

Jennifer S. Wyse  
Christina Yoon  
Kristin Youngquist  
Eric Zimny  
Rebecca D. Zoracki

## Ada Pressman Society

The Ada Pressman Society was created to honor and recognize one of SWE's early members, Ada Pressman. The following members of the Ada Pressman Society have committed to include SWE in their estate plan.

Anonymous (4)  
Barbara W. Benko  
Thomas W. Benko  
Bernice E. Brody  
Jeffrey Brody  
Virginia Counts  
Diane DiFrancesco  
Gail Dyer  
Linda Freeman  
Phyllis S. Gaylard  
Ellen Gentry  
Kathleen F. Harer  
Marjorie Inden  
Elizabeth (Betty) Ann Irish

Mary V. Jones  
E. D. Kam Kersey  
Judith A. Kersey  
Debra A. Kimberling  
Rosemary L. Lafrance  
Lora Dudley Lechago  
Margaret J. Lyons, P.E.  
Linda Marincel  
Judith Mason  
Rachel Morford  
Judith Nitsch  
Katherine C. Norris, P.E.  
Deborah J. O'Bannon

Michele Marie  
O'Shaughnessy  
Sandy Pettit, Ph.D., P.E.  
Carolyn F. Phillips  
Hope R. Piuck  
Sandy Postel  
Betty Shanahan  
Claire M. Shortall  
Yvonne Simms  
Paula Loring Simon  
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N. J. Taber  
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