Learn About Changes to SWE’s Awards & Recognition Program

Inaas Darrat, Director
Pamela Morison, Awards Implementation Workgroup Lead
Penny Wising, Awards Gap Task Force Lead
SWE is updating its awards program to better reflect its strategic focus areas, recognize women and allies at all career stages, and simplify the award categories and application timelines.
Awards & Recognition Program Structure

There are no changes to Collegiate Competitions and SWENext Awards under the new awards structure.

These competitions and awards will still take place at Annual and WE Local conferences.
New SWE Awards Program: By the Numbers

SWE'S NEW AWARDS AND RECOGNITION PROGRAM

New opportunities to recognize leaders across:
- Academia, Management, & Technical Leadership
- Advocacy Leadership
- SWE Leadership

Moving from 3 → 2 annual awards cycles

18 months of analysis went into creating this new structure
The new SWE Awards Program will begin on January 2, 2024

Strategic marketing activities will take place throughout FY24 to communicate these changes.
New Program Structure

“APEX” are SWE’s highest level of awards
- **Experience**: Professional
- **Years**: Mostly ≥20

“ASCENT” encompasses all other significant achievements
- **Experience**: Student to Mid-Career
- **Years**: 0-20

“RECOGNITION” acknowledge additional achievements by SWE members or groups

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All APEX and ASCENT nominations and announcements to be done concurrently, with **submittal by 3/1** and **notifications by 6/30**

**RECOGNITION** timing to be similar to Mission Awards, with **submittal by 6/15** and **notification by 8/31**
# New Program Structure by Track

<table>
<thead>
<tr>
<th>APEX</th>
<th>ASCENT</th>
<th>RECOGNITION</th>
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<tbody>
<tr>
<td><strong>ACADEMIA, MANAGEMENT, TECHNICAL</strong></td>
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<tr>
<td>● Achievement *</td>
<td>● Prism +^</td>
<td>● Patent Recognition $</td>
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<td>● Distinguished Global Leader ^</td>
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<tr>
<td>● Entrepreneur *</td>
<td>● Pathfinder +^</td>
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<td>● Resnik Challenger Medal</td>
<td>● Global Leader +^</td>
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<td>● Suzanne Jenniches Upward Mobility *</td>
<td>● Engineering Educator</td>
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<td></td>
<td>● Trailblazer +^</td>
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<tr>
<td></td>
<td>● Emerging Engineering Educator *</td>
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<tr>
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<td>● Emerging Global Leader +^</td>
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<tr>
<td></td>
<td>● Rising Technical Contributor *</td>
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<td>● Engaged Advocate +^</td>
<td>● Diversity, Equity, Inclusion, &amp; Belonging Program (Company) +^</td>
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<tr>
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<td>● Ignite +^</td>
<td>● Diversity, Equity, Inclusion &amp; Belonging Program (Individual) +^</td>
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<td></td>
<td>● Catalyst +^</td>
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<td></td>
<td>● Employer Champion +^</td>
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<td><strong>SWE</strong></td>
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<td>● Distinguished Engineer +^&amp;$</td>
<td>● Motorola Foundation Multicultural Awards (Professional)</td>
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<td>● Distinguished New Engineer $</td>
<td>● The Boeing Company Multicultural Awards (Collegiate)</td>
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<td>● Outstanding Graduate Student Member +$</td>
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<td>● Membership Growth +^</td>
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<td>● Outstanding Faculty Advisor +$</td>
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+ = New Award  
* = Criteria Changes  
^ = Name Change  
$ = SWE Membership Required
SWE's New Awards and Recognition Program

Academia, Management, & Technical Leadership Track Awards

1. Suzanne Jenniches Upward Mobility Award (≥20 yrs)
2. Achievement Award (≥20 yrs)
3. Distinguished Engineering Educator Award (≥20 yrs)
4. Resnik Challenger Medal (≥10 yrs Aero)
5. Entrepreneur Award

- Prism Award (≥15 yrs)
- Distinguished Global Leader Award (≥15 yrs Global Leadership)
- Emerging Global Leader Award (10-20 yrs Global Leadership)
- Emerging Engineering Educator Award (10-15 yrs)
- Rising Technical Contributor Award (≤5 yrs)

APEX
ASCENT MID CAREER
ASCENT EARLY CAREER

10
5
5
15
5

Trailblazer Award (5-10 yrs Global Leadership)
Emerging Global Leader Award (5-10 yrs Global Leadership)
Emerging Engineering Educator Award (5-10 yrs)
Rising Technical Contributor Award (≤5 yrs)
Advocacy Leadership Track Awards

SWE's New Awards and Recognition Program

**Advocating Women in Engineering** (≥20 yrs)
**Spark** (≥20 yrs)
**Rodney D. Chipp (Individual Only)** (≥20 yrs)

**Engaged Advocate** (10-20 yrs)
**Ignite** (10-20 yrs)
**Engaged Ally** (10-20 yrs)

**Emerging Advocate** (≤10 yrs)
**Catalyst** (≤10 yrs)
**Emerging Ally** (≤10 yrs)

**APEX**
**ASCENT COMPANY**
**ASCENT MID CAREER**
**ASCENT EARLY CAREER**

**3 Employer Champion**
SWE Leadership Track Awards

SWE’S NEW AWARDS AND RECOGNITION PROGRAM

APEX

5 % of Membership
Distinguished Service Fellow, Grade
(≥20 yrs SWE Prof Member)
(≥20 yrs SWE Prof Member)

ASCENT EARLY CAREER

20 Distinguished New Engineer
(≤10 yrs SWE Prof Member)

ASCENT MID CAREER

20 Distinguished Engineer
(10-20 yrs SWE Prof Member)

ASCENT COLLEGIATE

10 Outstanding Graduate Student Member
(Graduate Student)
20 Outstanding Collegiate Member
(≥2 yrs Undergraduate)
10 Rising Collegiate Star
(≥2 yrs Undergraduate)

ASCENT COLLEGIATE SUPPORT

1 Per Region Outstanding Counselor
(Any yrs)
1 Per Region Outstanding Faculty Advisor
(Any yrs)
Award Progressions by Track

Progressions are based on similar criteria and are intended to aid in the nomination process. They do not imply one level will necessarily lead to the next.
Award Progressions - Academia, Management, & Technical Leadership Track (By Years of Experience)
Award Progressions – Advocacy Leadership Track (By Years of Experience)
Award Progressions - SWE Leadership Track (By Years of Experience)
Communications Plan Timeline

**PODCAST**
August 2023

**WE23 SESSION & OFFICE HOURS**
October 2023

**AWARDS TRAINING**
January 2024 (TBD)

**WEBINAR**
Late September/Early October 2023

**AWARDS PACKET RELEASE**
No later than January 2, 2024

awards-implementation@swe.org
Award Identification

Helping a nominee or yourself determine awards to consider applying for
Pamela Morison P.E
Distinguished Technologist, HP Inc

EXPERIENCE
Professional Experience = 19.5 yrs
  ○ Masters Degree = 1 yr
  ○ Professional Work as Engineer = 18.5 yrs

Global Experience = 15 yrs
SWE Professional Membership = 18.5 yrs
  ○ Roles at Section, Company, Region, and Society Levels

Past Awards: Distinguished New Engineer

AWARDS TO CONSIDER

- PRISM
- DISTINGUISHED GLOBAL LEADER
- ENGAGED ADVOCATE
- IGNITE
- DISTINGUISHED ENGINEER

- ✔
- ✔
- ✔
- ✔
- ✔
Determining Eligible Awards

Louvere Walker–Hannon
Application Engineering Senior Team Lead

EXPERIENCE
Professional Experience = 23 yrs
  ○ Masters Degree = 0 yr (earned while working)
  ○ Professional Work as Engineer = 23 yrs
Global Experience = 6 yrs
SWE Professional Membership = 20 yrs
  ○ Roles at Section, and Society Levels

Past Awards:

AWARDS TO CONSIDER

- PRISM
  - ≥15
- EMERGING GLOBAL LEADER
  - 5-10
- ADVOCATING WOMEN IN ENGINEERING
  - ≥20
- SPARK
  - ≥20
- DISTINGUISHED ENGINEER
  - 10-20

✔ ✔
Sarah Koenig
Associate Director Manufacturing Cost Modeling

EXPERIENCE
Professional Experience = 17 yrs
  ○ Masters Degree = 0 yr
  ○ Professional Work as Engineer = 17 yrs
Global Experience = 9 yrs
SWE Professional Membership = 17 yrs
  ○ Roles at Section, Region, and Society Levels
Past Awards: Emerging Leader

AWARDS TO CONSIDER

- PRISM
  - ≥15
  - ?

- Emerging Global Leader
  - 5-10
  - ✔

- Engaged Advocate
  - 10-20
  - ?

- IGNITE
  - 10-20
  - ?

- Distinguished Engineer
  - 10-20
  - ✔
Determining Eligible Awards

Jiyoung (Rachel) Lee
Project Lead

EXPERIENCE
Professional Experience = 11.5 yrs
- Masters Degree = ? yr
- Professional Work as Engineer = 11.5 yrs
Global Experience = 0 yrs
SWE Professional Membership = 2 yrs
- Roles at Affiliate, Company, and Society Levels
Past Awards: None

AWARDS TO CONSIDER

- **PATHFINDER**
  - 10-15
- **ENGAGED ADVOCATE**
  - 10-20
- **IGNITE**
  - 10-20
- **DISTINGUISHED NEW ENGINEER**
  - ≤10

? ✔ ? ?
Linda Thomas, F.SWE
Retired

EXPERIENCE
Professional Experience = 40 yrs
○ Masters Degree = ? yr
○ Professional Work as Engineer = ? yrs
Global Experience = N/A
SWE Professional Membership = ? yrs
○ Roles at Section, Region, and Society Levels

Past Awards: SWE Fellow, Distinguished Service

AWARDS TO CONSIDER

SWE'S NEW AWARDS AND RECOGNITION PROGRAM

Determining Eligible Awards
The new SWE Awards Program will begin on January 2, 2024

If you have any questions, please contact awards@swe.org or awards-implementation@swe.org.
Frequently Asked Questions
What You Need To Know:

The WE Local Awards and Individual Awards are being combined into a single SWE Awards Program.

There will be no WE Local Awards for FY24. WE Local conferences will still include SWENext awards and Collegiate Competitions.

The new structure deliberately creates inclusivity by recognizing SWE’s strategic focus areas of:

- Academic, Management, and Technical Leadership
- Advocacy Leadership
- SWE Leadership

Each focus area includes awards that recognize leadership from collegiates to experienced professionals.
What are SWE’s Global Regions
## SWE’s New Awards and Recognition Program

### Awards Mapping from SWE Individual Awards

<table>
<thead>
<tr>
<th>Awards Track</th>
<th>Previous SWE Individual Award</th>
<th>Current SWE Award</th>
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<tbody>
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<td>Emerging Leader</td>
<td>Pathfinder</td>
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<td>Rising Technical Contributor</td>
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<td>Distinguished Engineering Educator</td>
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<td>Outstanding Collegiate Member (as an Undergraduate Student)</td>
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Which awards will require SWE membership?

All SWE Track awards, except for Outstanding Faculty Advisor, will require SWE membership.

Patent Recognition, in the Recognition awards, will require SWE membership.

No other awards will require SWE membership.
Why are WE Local awards being sunsetted?

WE Local awards were often considered as a feeder for Society-level individual awards, although this was not the intent.

This perception created confusion on who should apply for which award.

SWE eliminated this perceived hierarchy by combining Society-level and WE Local awards into a single program.

All WE Local Awards are being incorporated into Society-level awards, and the overall number of SWE awards has increased.
A *small number of awards* are being sunset because:

They no longer meet the needs they were created to fill, **OR**

There has been a lack of interest and applicants.

Global Team Leadership was narrowly-focused with a lack of recognition for all regions as originally intended.

Sustaining Benefactor (WE Local) had a lack of engagement.

Work-Life Integration and WE Local Integrator had an outdated focus with few applicants.
## Previous Program Structure & Hierarchy

<table>
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<th>INDIVIDUAL</th>
<th>WE LOCAL</th>
<th>MISSION/CULTURAL</th>
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<td>- WE Local ELiTE</td>
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<td>- WE Local New ELiTE</td>
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<td>- Emerging Engineering Educator</td>
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<td>- Emerging Advocate</td>
<td>- Guiding Star</td>
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<td><strong>GROUP</strong></td>
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<td>- Outstanding Outreach Event</td>
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<td>- Outstanding Professional Development Event</td>
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<td>- Public Policy Grant Award</td>
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