

FY19 ANNUAL REPORT LETTER

Let's Break Boundaries

In FY19, did we break boundaries! SWE surpassed all previous membership goals and ended FY19 with over 40,500 professional and collegiate members globally. We also awarded \$840,000 USD in scholarships to women pursuing engineering degrees at both the undergraduate and graduate level. And our All Together news blog exceeded 127,000 readers with more than 23,800 monthly sessions.

Karen Horting
FY19 Executive Director and CEO



Penny Wirsing
FY19 President

SWE Website Refresh

Toward the end of FY19, we gave our website, swe.org, a much-needed refresh. In addition to a new look and feel and improved navigation, thousands of pages of outdated content were archived, and the most visited pages were updated with new, relevant information. Built on a platform that will allow staff to manage and maintain the website gives us the ability to sustain a fresh site that we hope is a go-to resource for our members, partners, stakeholders and the general public.

SWE Rings the NASDAQ Opening Bell

On August 8, 2018, more than 50 SWE members and leaders gathered at the NASDAQ studio in midtown Manhattan to ring the Opening Bell. Karen Horting also did a Facebook Live interview following the ceremony. This was a great opportunity to promote the Society's brand and bring attention for the need to encourage more women to pursue engineering as a career. We saw a huge spike in social media and SWE website traffic as a result and we have continued to expand our partnership with NASDAQ globally. Members shared their experience in an All Together blog post.

SWE's Local Events Expand

SWE's local conference program, WE Local, served women across the globe in Baltimore, Maryland; Tampa, Florida; St. Louis, Missouri; Denver, Colorado; Bellevue, Washington; Bengaluru, India; and Berlin, Germany. More than 4,000 women in engineering attended the conferences for professional development, career advancement, networking and inspiration. These events were supported by over 500 volunteers and 75 employer partners. WE Local continues to encourage women in engineering to Meet Locally. Learn Socially. across the globe.

SWE Releases First Comprehensive Study on Women in Engineering in India

This was first study SWE has conducted outside the US but also the first of its kind in India. Almost 700 engineers completed a customized online survey developed to identify the existence of bias patterns in the engineering workplace. The study received wide-spread media coverage in India and served as the basis for several best practices workshops with employer partners in India.

AWARDED SCHOLARSHIPS

Over \$810K in Scholarships Awarded

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In FY19, 260 collegiate students pursuing careers in engineering and technology received scholarships totaling more than \$810,000. This was made possible due to the generous support of the following sponsors and donors:

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Section
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Twin Cities
Virginia Counts/Betty Irish
Wanda Munn
Willamette Valley Section

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FY19 AWARDS AND RECIPIENTS

The Society Honors 65 for Outstanding Achievements

In FY19, 65 people were celebrated for their achievements in furthering women in engineering and technology and for their impact on the engineering community.

ACHIEVEMENT AWARD

Jacqueline Chen, Ph.D.

SUZANNE JENNICHES UPWARD MOBILITY AWARD

Endowed by Northrop Grumman Corporation

Carol Malnati

RODNEY D. CHIPP MEMORIAL AWARD

Scott A. Ashford, Ph.D., P.E.
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Cummins Inc.

RESNIK CHALLENGER MEDAL AWARD

Meg Abraham, DPhil

WORK/LIFE INTEGRATION AWARD

Roble Alanis

ADVOCATING WOMEN IN ENGINEERING AWARD

Blythe Gore Clark, Ph.D.
Katherine J. Herrick, Ph.D.
Jennifer Howland
Marilyn Tears
Marilee J. Wheaton, F.SWE

GLOBAL LEADERSHIP AWARD

Tamara Hedgren
Tami Heilman-Adam
Elisabeth C. Martin

GLOBAL TEAM LEADERSHIP AWARD

Global Team – Standardized RFID System for Medical Device Implant Tracking
Islands Energy Program
Liza Phase 1 Project Team

SPARK AWARD

Karen Devine, Ph.D.
Lynda Grindstaff, F.SWE
Kayleen L. E. Helms, Ph.D.
Colleen O'Shea McClure
Susan B. Orr

PRISM AWARD

Stacy Kalisz Johnson
Reiko A. Kerr
Leslie L. Oliver
Karen Tokashiki
Mary C. Verstraete, Ph.D., F.SWE

EMERGING LEADER

Elif Ertekin, Ph.D.
Britta Jost
Jamie Krakover
Jennifer LaVine
Jessica Mattis-Carolan
Kate Maxwell
Alexis McKittrick, Ph.D.
Heather A. Spinney, Ph.D.
Orietta Verdugo
Kristen White

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FY19 AWARDS AND RECIPIENTS (cont.)

SWE DISTINGUISHED NEW ENGINEER

Katharine Brumbaugh Gamble, Ph.D.
Alya Elhawary
Anne Maher
Kimberly Miller
Sarvenaz Myslicki
Sowmya Nagesh
Elaine Reeves, E.I.T.
Megan B. Schulze, P.E., PMP

FELLOW GRADE

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Jonna Gerken
Rachel A.B. McQuillen, P.E.
Michele O'Shaughnessy
Deborah Stromberg
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Mary Higgins Studlick, P.E., F.SWE

OUTSTANDING FACULTY ADVISOR AWARD

Helene Finger, P.E.

OUTSTANDING SWE COUNSELOR AWARD

Maria Garcia

OUTSTANDING COLLEGIATE MEMBER AWARD

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FY19 PARTNERS

FY19 Corporate Partnership Council (CPC) Members

FY19 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	The Dow Chemical Company	Keysight Technologies, Inc.
ABB	DuPont	Kohler
Accenture	Eaton Corporation	Komatsu
Air Products and Chemicals, Inc.	ECOLAB	L3 Harris
Albemarle	Emerson	Linde (prev. Praxair)
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Boston Scientific Corporation	Harley-Davidson Motor Company	Siemens
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DENSO International America, Inc.	Johnson & Johnson	Verizon
Discover	JPMorgan Chase	

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FY19 PARTNERS (cont.)

Corporate Membership

A corporate membership/associate 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.

Abbott Laboratories	FM Global	Naval Nuclear Laboratory
AbbVie	FMC Corporation	New York ISO
adidas	Ford Motor Company	Northrop Grumman Corporation
AdvanSix Inc.	Fresenius Medical Care	Pacific Gas & Electric
Agilent Technologies, Inc.	Frontier Communications	PepsiCo, Inc.
Air Liquide	GAF	Praxair
ANSYS, Inc	General Atomics	QSC
Argonne National Laboratory	General Dynamics	Quantum Corporation
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The DAVIS Companies, Inc.

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FY19 PARTNERS (cont.)

Heritage Club

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

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Air Force Research Lab (AFRL)
BP
Cummins
Johns Hopkins University Applied Physics
Lab (APL)

National Security Agency (NSA)
NAVAIR/NCC
NAVSEA
NCEES

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WE18 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.

\$50,000 & ABOVE

3M

Presenting Sponsor,
Welcome Ice Cream Social

EXXON MOBIL CORPORATION

Collegiate Presidents' Housing & Collegiate Leaders' Reception, Education Track, Opening Keynote, Invent it. Build it.

LOCKHEED MARTIN

Educational Track, Friday Keynote, High School Girls Program, Senior Women's Luncheon, SWENext High School Leadership Academy, WE18 Tweet Chats, WiFi

NORTHROP GRUMMAN CORPORATION

Information Session, SWE Awards Banquet, SWENext Community Award, Tech Talk, Women Defining the Future Luncheon

PHILLIPS 66

Mobile App, Plenary, Tote Bags, WiFi

\$30,000 & ABOVE

ALBEMARLE CORPORATION

Charging Stations, Hotel Key Cards, Mega Sessions, Morning Fitness/Yoga

Recharge, Pathfinders Lounge & Programming, Registration Area, Speaker Room, WE18 Tweet Chats

CUMMINS INC.

Educational Track, Information Session, Networking Lounge

DELL

Hospitality Suite, Information Session, Opening Keynote, Registration Area

ECOLAB

Educational Track, Friday Keynote, Tote Bags

INTEL CORPORATION

Opening Keynote, Plenary, Senior Women's Luncheon, Spark Center

\$20,000 & ABOVE

BOSTON SCIENTIFIC

Information Session, SWE Awards Banquet

CHEVRON

Information Sessions, Luggage Tags, Water Bottles

DANAHER CORPORATION

Headshot Photos, Hospitality Suite, Tech Talk

DOW CHEMICAL

Badge Holders

IBM

Headshot Photos, Luggage Tags, Visible Tweets Wall

JOHNSON CONTROLS

Graduate Student Meet and Greet, Hospitality Suite, Plenary, Tech Talk, WE18 Tweet Chats, SWENext High School Leadership Academy

MEDTRONIC

Hospitality Suite, Friday Keynote, Tech Talk

UNITED AIRLINES

Hospitality Suite, Collegiate Welcome lunch

UNITED TECHNOLOGIES CORPORATION

Hospitality Suite, Pocket Guide, Welcome Ice Cream Social

\$15,000 & ABOVE

AIR PRODUCTS

Hospitality Suite, Water Bottles

ARCELORMITTAL

SWENext High School Leadership Academy, Welcome Ice Cream Social

BASF CORPORATION

Mega Session, Spark Center Manicurists

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WE18 CONFERENCE SPONSORSHIP (CONTINUED)

THE BOEING COMPANY

Hospitality Suite, Team
Tech Competition

CENTRAL INTELLIGENCE AGENCY

Careers in Government &
Military Track, Information
Session, Tote Bags

DENSO

Plenary, Charging Stations,
Registration Area

DUPONT

Educational Track

GENENTECH

Opening Keynote

GENERAL MOTORS

Collegiate Leadership
Institute, Welcome Ice Cream
Social

ITW

Tech Talk, Welcome Ice
Cream Social

KOCH

Friday Keynote

KOHLER COMPANY

Morning Fitness/Yoga
Recharge, Tote Bags

L3 TECHNOLOGIES

Mega Session, Spark Center
Photo Booth

MOTOROLA SOLUTIONS

Educational Track

PRAXAIR, INC.

Collegiate Poster
Competition, Graduate
Student Meet and Greet,

Rapid Fire Competition, Tech
Talk

SOLVAY

Charging Stations, Shuttle &
Tour Buses, Visible Tweets
Wall

TEXAS INSTRUMENTS

Hospitality Suite,
Mobile App

\$10,000 & ABOVE

BAYER

Water Bottles

BD (BECTON DICKINSON)

Hospitality Suite, Morning
Fitness/Yoga Recharge

BOOZ ALLEN HAMILTON

Social Media Lounge, Tech
Talk

EMERSON

Celebrate SWE!

FM GLOBAL

Mobile App

GLOBALFOUNDRIES

SWE Awards Reception

HALLIBURTON

Celebrate SWE!

INGERSOLL RAND

Collegiate Presidents'
Housing & Collegiate
Leaders' Reception

MAKE IT. MSP

Social Media Lounge

MORTENSON

Collegiate Leadership
Institute, Diversity Society
Center

PACIFIC GAS & ELECTRIC

Mobile App

PEPSICO

PepsiCo/SWE Student
Engineering Challenge

ROCKWELL AUTOMATION

Hospitality Suite, Info Session,
Mega Session

SIEMENS

Collegiate
Presidents' Housing &
Collegiate Leaders'
Reception, SWE Boutique

SPECTRUM

WiFi

SPIRIT AEROSYSTEMS

Mobile App

TOYOTA

Hospitality Suite, Information
Session,
Tech Talk

U.S. ARMY

High School Girls Program

\$7,000 & ABOVE

AMERICA'S NAVY

Information Sessions

BAE SYSTEMS

Hospitality Suite, Information
Session

BORG WARNER

Hospitality Suite, Tech Talk

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WE18 CONFERENCE SPONSORSHIP (CONTINUED)

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MOTOR COMPANY**

Hospitality Suite, Info Session

NAVY CIVILIAN CAREERS

Hotel Key Cards

RAMBOLL

Diversity Society Center

STANLEY BLACK & DECKER

Plenary

\$5,000 & ABOVE

ACCENTURE LLP

Hospitality Suite

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and Greet

APPLE, INC.

AUTODESK, INC.

Graduate Student Meet
and Greet

BAXTER HEALTHCARE

Rapid Fire Competition

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Charging Stations

CNH INDUSTRIAL

SWENext High School
Leadership Academy

DELOITTE

Hospitality Suite

EATON

Hospitality Suite

**GENERAL DYNAMICS
CORPORATION**

Charging Stations

**INSTITUTE FOR DEFENSE
ANALYSIS**

Government Meet and Greet

JOHN DEERE

Innovation Room

JOHNSON & JOHNSON

Hospitality Suite

LINCOLN ELECTRIC

Hospitality Suite

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AGENCY**

Careers in Government and
Military Track

OSISOFT, LLC

Collegiate Leadership
Institute

RAYTHEON

Mega Session

ROCKWELL COLLINS

Hospitality Suite

SOLAR TURBINES

Hospitality Suite

SYNOPSIS

Registration Area

TE CONNECTIVITY

Hospitality Suite

TURNER CONSTRUCTION

Hospitality Suite

\$2,000 & ABOVE

AT&T

Tech Talk

FORD MOTOR COMPANY

Information Session

GOOGLE

Information Session

HONEYWELL

Tech Talk

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Tech Talk

SMITHS MEDICAL

Volunteer Center

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FY18 FINANCIALS

Statement of Financial Position*

	FY19 Total	FY18 Total
Cash & Investments	20,841,444	20,605,817
Accounts Receivable	78,562	289,923
Prepaid Expenses	998,366	521,454
Net Fixed Assets	<u>1,822,123</u>	<u>1,999,493</u>
Total Assets	<u>\$23,740,495</u>	<u>\$23,416,687</u>
Accrued Expenses & Payables	1,253,703	1,120,350
Deferred Revenues	3,592,290	3,435,068
Unrestricted Net Assets	9,988,179	9,645,908
Capital Leases	284,217	391,000
Restricted Net Assets	<u>8,622,106</u>	<u>8,824,361</u>
Total Liabilities and Net Assets	<u>\$23,740,495</u>	<u>\$23,416,687</u>

Statement of Net Assets*

	FY19 Total	FY18 Total
Reserve Fund	4,693,557	4,394,728
Restricted Grants/Funds	8,622,106	8,824,361
General Operating	1,608,241	1,675,398
SWE-EFI Fund	3,253,388	3,088,841
Sponsorship	<u>423,933</u>	<u>377,190</u>
Total Net Assets	<u>\$18,610,285</u>	<u>\$18,470,269</u>

Statement of Activities*

	Unrestricted	Restricted	FY19 Total	FY18 Total
<i>Revenue</i>				
Dues	1,821,645	-	1,821,645	1,370,106
Contributions & Gains	811,837	805,786	1,662,623	3,127,506
Conference	6,479,427	-	6,479,427	5,772,288
Programs and Services	3,334,818	371,492	3,706,310	2,359,352
Publications	723,321	-	723,321	605,515
Net Assets Released from Restrictions	<u>1,560,820</u>	<u>(1,560,820)</u>	-	-
Total Revenue	<u>\$14,731,868</u>	<u>\$(338,542)</u>	<u>\$143,393,326</u>	<u>\$13,234,767</u>
<i>Expense</i>				
Management	2,482,322	-	2,482,322	301,847
Administrative	-	-	-	4,481,568
Fundraising	192,535	-	192,535	-
Conference	-	-	-	3,904,500
Programs and Services	11,154,522	(136,287)	11,018,235	3,650,590
Membership	560,218	-	560,218	218,902
Publications	-	-	-	416,385
Relations	-	-	-	315,756
Total Expenses	<u>14,389,597</u>	<u>(136,287)</u>	<u>14,253,310</u>	<u>13,289,548</u>
Revenue Less Expenses	<u>\$342,271</u>	<u>\$(202,255)</u>	<u>\$140,016</u>	<u>\$(54,781)</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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