Association for Women in Science
Annual Report 2022

EQUITY STRENGTHENS STEM
Kimberly Fiock, MS, Graduate Research Assistant, University of Iowa

Dr. Smita Darmora, particle physicist and researcher at Argonne National Laboratory

President Biden signs the CHIPS and Science Act on August 9, 2022. AWIS CEO, Meredith Gibson (inset) was in attendance. Photo by Chip Somodevilla, Getty Images.

Cathy Pearl, leading innovator in voice technology and design manager at Google, speaks at TechCrunch Disrupt. Photo by Kimberly White, Getty Images.

Dr. Cristina Chuck-Hernández, food engineer, Tecnológico de Monterrey’s Institute for Obesity Research

Dr. Lataisia Jones, neuroscientist, science educator and advocate, AAAS IF/THEN Ambassador, Scientific Review Officer at NIH NINDS

Dr. Jennifer Pursley, board-certified clinical medical physicist, Massachusetts General Hospital
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[Note: This report outlines calendar year 2022 activities and financial information for fiscal year July 1, 2021 through June 30, 2022.]
About AWIS

For over 50 years, our mission has been to champion the interests of women in science across all disciplines and employment sectors. Working for positive system transformation, the Association for Women in Science strives to ensure that all women in these fields can achieve their full potential.

Our vision is to ensure women in STEM are:

- Compensated fairly and without discrimination
- Advanced equitably and without bias
- Respected and recognized for their scientific achievements
- Exposed to successful role models in leadership positions
- Able to achieve optimum work/life integration

Learn more about our mission, vision, and work at awis.org.
Career Support and Advancement

In 2022, AWIS supported thousands of women in science through our career advancement programs including our Career Center, career development resources, and scholarships. Our advocacy initiatives and organizational partnership programs benefited countless others.

We’re committed to the equitable advancement of women in science at every stage in their careers. This is why we offer discounted membership rates for students and early career professionals, award scholarships for women at different levels in their careers, and host regular professional development webinars covering topics that are relevant to all.

The barriers faced by women in science cannot be fully eliminated unless we drive organizational and systemic change. This is why we work with corporations and institutions to increase their inclusive behaviors and recruit, retain, and develop diverse talent. We also engage in systems-change advocacy in cooperation with like-minded coalitions and committees to create favorable policy shifts at the national level.

Creating a Close-Knit Community for All Members

This year, to support AWIS members who are not located in a region served by a local chapter, AWIS National launched a new Online Member Community. Members can participate in discussion threads to inspire, mentor, and support one another. They can also search the directory and private message other AWIS members. In addition, the community offers private groups to help chapter leaders facilitate communication and reporting.
I chose to join AWIS—and volunteer as a leader—because I believe wholeheartedly in our mission of championing women in STEM. Too often, women leave STEM due to gender bias, harassment, and disproportionate caregiving responsibilities. This is why AWIS’ mission is still relevant and so important. Equity strengthens STEM.

Women and historically excluded groups have unique and valuable perspectives to contribute that will lead to new discoveries and enable more rapid innovation. We need this diverse talent to solve the grand challenges of our time: preventing, detecting, and curing illnesses like COVID-19; ensuring our food and water supply; predicting and addressing climate change; managing waste; and providing energy.

I’m pleased to share our annual report for 2022 and the impact that AWIS has had on our members, partners, and the greater scientific community. AWIS awards, scholarships, publicity, training, and volunteer opportunities advance women’s careers and provide a sense of belonging in frequently male-dominated spaces. We help organizations increase inclusive behavior and demonstrate their commitment to diversity. AWIS also advocates for systemic change to fight gender and racial biases, prevent sexual harassment and bullying, and support the careers of primary caregivers.

I want to thank you—our members, donors, and advocates—for empowering AWIS to continue the important work of championing women in the sciences.

Isabel Escobar, PhD
Chair, Association for Women in Science Board of Directors
Paul W. Chellgren Chair Professor and Professor of Chemical Engineering, Director of the Chellgren Center for Undergraduate Student Excellence, University of Kentucky
Letter from Our CEO

Our work at AWIS is integral to the process of breaking down the systemic barriers that women and nonbinary individuals face in the STEM workforce. This year, the AWIS community supported the CHIPS and Science Act of 2022 which includes provisions to increase women in STEM fields as well as prevent and mitigate sexual harassment.

In 2022, AWIS increased our impact through a growing membership community, new partnerships, and our most successful Giving Tuesday campaign ever. We also received a grant from the Danaher Foundation that will enable AWIS to impact more women in science through scholarships and professional development programming.

In addition to these quantifiable success metrics, I hear qualitative stories from members daily regarding the positive outcomes AWIS generates for them. Members confirm that AWIS helps retain and advance women in science by providing leadership experience on committees, inspirational webinars, and the feeling of belonging to a larger community.

AWIS also impacts society through a butterfly effect. By helping women advance, we ensure they will earn more income and positively impact their family and their community. Our members contribute new research and innovations to benefit society. I have seen firsthand that AWIS membership can change a person’s career trajectory so they can change the world.

The momentum of the organization is strong. Thank you for being part of our community and supporting equity in STEM.

Meredith Gibson  
Chief Executive Officer, Association for Women in Science
Advancing Women in Science

Continuing Challenges

Although we’ve made great strides in diminishing barriers for women in science, we have a long way to go. Last June, we celebrated the 50th anniversary of Title IX in the United States; however our members shared stories of violations that still occur. AWIS believes institutions need to address biases and campus cultures to provide safe, equitable, and harassment-free educational settings.

In addition, the U.S. Supreme Court issued a decision in the Dobbs v. Jackson Women’s Health Organization case. The decision led some states to enact significant changes to women’s reproductive healthcare regulations, access, and availability. AWIS believes that access to reproductive care is essential for gender equity in scientific fields and this decision will have an adverse impact on the future of women. The current gender imbalance will be exacerbated. Efforts to diversify STEM will backslide as those in historically excluded communities will be impacted the most.

Whether caring for young children, disabled adults, or elderly relatives, women traditionally bear more of the burden for caregiving than men. This discrepancy exists due to outdated stereotypes and implicit biases which can be damaging to women’s careers. AWIS believes that the leaders of organizations must support all caregivers with flexible schedules and resources to help them succeed in both their professional and personal roles. To this end, AWIS has endorsed the Mothers In Science Global Action Plan.

Today, we reaffirm our commitment to ending systemic racism and fostering an equitable and inclusive scientific enterprise. Everyone in the scientific community must adopt inclusive hiring practices, identify and counteract their biases, be an active bystander, and make space for new approaches, new ideas, and new leaders.
It’s tempting to believe women in science now stand on an equal playing field with men. Unfortunately, systemic inequities continue to impact women in science:

<table>
<thead>
<tr>
<th><strong>Although women make up about half of the US workforce, only 27% of STEM workers in the US are women (US Census Bureau, 2019).</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>In the US, women in STEM earn only 81% of what their men counterparts earn (US Census Bureau, 2019).</strong></td>
</tr>
<tr>
<td><strong>Women also receive less funding for their research.</strong> For example, the National Institute of Health awarded a median difference of $41,000 more in grant money to men vs. women. (JAMA, 2019).</td>
</tr>
<tr>
<td><strong>Women scientists are 13% less likely than men to be named as authors on articles and 58% less likely than men to be named on patents (Northeastern, 2022).</strong></td>
</tr>
<tr>
<td><strong>A gender-based wage gap emerges within a few years after college graduation, even between men and women who received the same degree from the same school (Wall Street Journal, 2022).</strong></td>
</tr>
<tr>
<td><strong>Mothers are nearly four times more likely to have their competence questioned after becoming a parent than fathers (Mothers in Science, 2022).</strong></td>
</tr>
<tr>
<td><strong>81% of women in the US have experienced sexual harassment in the workplace (Stop Street Harassment, 2018).</strong></td>
</tr>
</tbody>
</table>

These challenges become even more magnified for women in historically marginalized communities, including BIPOC, LGBTQIA+, neurodiverse, and the disabled community.
Developing Skilled Professionals

Professional Learning Opportunities

AWIS provides professional development and engages in advocacy to support AWIS members along their career paths. This year, over 1,900 people participated in our monthly conversations about topics including:

- Negotiating while underrepresented
- How to care for aging parents while working
- What to do when power abuse occurs in academia (or elsewhere)

In addition, we hosted bestselling author Marie Benedict to discuss her book *Her Hidden Genius* which chronicles the career of Dr. Rosalind Franklin. We also sponsored documentary screenings for our members of the films *Neurodivergent*, *The Hunt for Planet B*, the Oscar-nominated *Fire of Love*, and *Woman in Motion*. These stories show women succeeding in science careers despite the barriers they faced.

To help AWIS organizational partners augment their existing training programs, we record our webinars, and replays are available to members in our library. In 2022, we developed discussion guides to accompany these recordings.
Volunteer and Leadership Experiences

One way that AWIS helps women advance in their careers is by providing volunteer and leadership opportunities at both the national and local levels. Our members can become mentors for up-and-coming women in science, join our Advocacy Taskforce, become part of our Writing Team, share their expertise through a webinar, and serve as volunteer leaders of their local AWIS chapters.

Karen Yee, PhD
Researcher and Program Manager, MIT-Janssen Lung Cancer Initiative, Chair of the AWIS Chapter Advisory Committee, and AWIS member since 1994

I was a very reluctant president of the AWIS Boston Chapter. I feel more comfortable behind the scenes, but they asked me to step up to be President. I wasn’t comfortable at first, but I have grown so much being part of AWIS. I divided the work with my vice president. She dealt with internal committees, and I focused on external items. It worked beautifully and then succession was easy.

I am devoted to AWIS. The Boston area is one of the most competitive areas for science. I have had wonderful learning experiences and met some really great women here.
2022 Scholarship Award Winners

Our annual prizes support the professional development and advancement of AWIS members. Due to the generous support of our donors, AWIS has awarded over 40 scholarships in the last decade. These awards support members at key stages of their scientific careers by reducing the financial burden placed on them and increasing their confidence and sense of belonging.

This year, we were grateful to receive an endowment from Dr. Vicki L. Schechtman’s family to add an undergraduate award for a woman in her college freshman, sophomore, or junior year whose chosen field of study is one of the sciences recognized by the National Science Foundation. This new scholarship will honor Dr. Schechtman’s educational path where she discovered her passion for STEM later in her educational journey.

In 2022, we awarded five scholarships totaling $19,000 to deserving AWIS members to support their professional growth:

- The Dr. Vicki L. Schechtman Scholarship was awarded to Daniela Galvez-Cepeda
- The Kirsten R. Lorentzen Award was awarded to Kate Pletcher
- The Distinguished Doctoral Research Scholarship was awarded to Maya C. Shumer
- Two Career Re-Entry Scholarships were awarded to Laiba Bilal and Dr. Martine Wagstaff

The annual scholarship application period runs from January 1—February 28. The 2023 winners will be announced in June and listed on awis.org/scholarships.
Martine Wagstaff, PhD  
*Winner, 2022 Opportunity Scholarship For Career Re-Entry*

Aside from the practical benefits of the monetary award, my confidence was really boosted when I received the AWIS Career Reentry award. Women are often expected to prioritize family and may think they are too old to return to work that they love. This opportunity helped me to realize that it only matters what I think in terms of my career. I am grateful that structures exist to help women return to the workforce and that the barriers for women returning to the work force are recognized.

As a marine biologist, I put part of the award towards completing a professional SCUBA diving certification (PADI Divemaster) and part towards my last class in the UVM Geographic Information Systems and Data Communication Professional Certificate. I am now an NSF Postdoctoral Fellow at UC Santa Barbara studying the effects of climate change on kelp forest ecosystems. Persistence and hard work pay off! I encourage others to take advantage of all your opportunities.

Daniela Galvez-Cepeda  
*Winner, 2022 Dr. Vicki L. Schechtman Scholarship*

I was so excited and honored to be awarded the Dr. Vicki L. Schechtman Scholarship. With the support of this award, I spent last summer working in Dr. Cimpian’s Cognitive Development Lab (CDL) at New York University where I did research on the emergence of gender stereotypes in children across the ages of 5 to 12. This scholarship helped me cover the living costs in New York City, advance my research skills, and become a stronger candidate for graduate school. Working under direct supervision of postdoctoral scholar Dr. Adam Stanaland, I have had the opportunity to ask my own research questions within a larger project to conduct a small study. I have and will continue to present analyses of my mini-study at different conferences this spring.

Working remotely prior to last summer worked great, but given that science is a collaborative process, being in-person really helped me solidify my connections and become more involved. Furthermore, thanks to the Dr. Vicki L. Schechtman Scholarship, I got to do this at one of my top prospective labs for graduate school!
By highlighting groundbreaking women in science, AWIS inspires others to continue researching, innovating, and leading.

Each quarter, we recognize exceptional women in science through our members-only publication, AWIS Magazine. In our Innovation and Leadership issue released in October 2022, our cover story featured AWIS member Dr. Tejal Desai, Sorensen Family Dean of Brown University’s School of Engineering. Other stories in this issue shed light on the work of AWIS members Dr. Lamiaa El Fassi, Dr. Meike Herget, Dr. Mary Noe, Dr. Amanda Schalk, and Karene Richards-Wise, CFA, IFBB Pro.

The Nucleus is a public repository for AWIS content, and subscribe to our weekly News Briefs to stay updated on current events impacting women in science.

We continually update our Pioneering Women in Science database which celebrates the accomplishments of women scientists throughout history. This year, we also shared the contributions of over 320 current and historical women on social media.
Lauren Boldon, PhD
Principal Nuclear Engineer
Argonne National Laboratory

I became an AWIS student member in school. Throughout the transition from university to Argonne, I’ve continued to be a member of AWIS. I really enjoy reading the articles especially the highlights on what other women are accomplishing in their fields. I think that is my favorite part of it. In fact, I like to share some of those across the lab. As the Program Initiator for the Women in Science and Technology Program at Argonne, I like to highlight women internally, but it’s also nice to talk about what’s going on in other parts of other fields and how women are succeeding.

I use AWIS as a resource for all sorts of things: outreach, education, professional development opportunities for women in the lab. It’s a really great resource for information to share in Argonne’s Women in Science and Technology program. Or sometimes I read something, and it sparks an idea that I can recreate something similar for folks internally.
Annual Awards

Our Annual Awards showcase the achievements of women who demonstrate strong leadership skills, innovative thinking, and a commitment to DEI. In 2022, we opened our annual awards to nominations from members and the general public to ensure access, equity, and inclusivity.

**ZENITH AWARD** – Honors senior career professionals with a lifetime of innovative achievements in STEM and a commitment to workplace diversity.

**Rita R. Colwell, PhD**  
Distinguished Professor, University of Maryland and Johns Hopkins University  
Bloomberg School of Public Health; Chair and Founder, CosmosID; and President of the Rosalind Franklin Society

**Barbara Di Eugenio, PhD**  
Professor, Director of Graduate Studies, Department of Computer Science, College of Engineering, University of Illinois Chicago (UIC)

**Usha Rao, PhD**  
Professor of Chemistry, Saint Joseph’s University
**MERIDIAN AWARD** – Recognizes mid-career professionals whose diversity and inclusion efforts represent true leadership in the pursuit of workplace equity.

Reshma Jagsi, MD, DPhil
Acting Professor and Chair, Department of Radiation Oncology, Emory University School of Medicine and Winship Cancer Institute of Emory University

Darlene Mitrano, PhD
Associate Professor, Department of Neuroscience, Department of Molecular Biology and Chemistry, Christopher Newport University (CNU)

Roshell Muir, PhD
Postdoctoral Research Fellow, College of Medicine, Drexel University

**SPARK AWARD** – Highlights students or early career leaders in STEM who are visible and vocal advocates for diversity and inclusive scientific practices.

Claudia Garnica Diaz, PhD
Student, Botany, The Grace P. John Lab, University of Florida

Brandy E. Phipps, PhD
Assistant Professor, Central State University

Abigail Stack
Discovery Pathology Research Lead, Bayer Crop Science
Supporting Local STEM Communities

The Value of AWIS Chapters

In addition to the support they receive from AWIS at the national level, our members are able to connect with resources and peers in their local STEM communities by joining local chapters. By engaging with their local communities, chapters are able to develop programs that meet their regions’ individual needs.

The AWIS Chicago Chapter organizes mentoring circles for over 45 current and prospective members, and the AWIS East Bay (California) Chapter hosts networking hikes and field trips to foster deeper connections between members.

This year, AWIS provided vital support for chapter leaders by hosting the inaugural Chapter Leader Summit, which offered opportunities for local leaders to network and share best practices with one another.

Inspiring Future Women in Science

As part of AWIS’ efforts to strengthen the pipeline of women in science, many local chapters spearhead initiatives that support their K-12 educational communities. For instance, in 2022:

- **AWIS Notre Dame Chapter** judged science fairs at two high local schools, provided demonstrations during the Science Alive event at the local public library, and organized a Pi Day fun run to educate the community about STEM fields.

- **AWIS Philadelphia Chapter** used their means and membership to support a high school STEM Symposium developed and led by a Girl Scout seeking her Gold Award.

- **AWIS San Diego Chapter** organized virtual coffee chats with various professionals in STEM to highlight the different types of jobs available in industry.
Some chapter initiatives can have an impact that reaches beyond their local community. During this past year, the AWIS Boston Chapter established the MASS AWIS LGBTQ+ Affinity Group with the mission of creating a supportive community for LGBTQ+ individuals in STEM fields through professional development, community building, and mentorship. Allies are welcome to participate and listen to the voices and experiences from within the LGBTQ+ community.

The safety and support offered by AWIS Boston Chapter’s new affinity group offers crucial support to professionals in STEM who are more likely to experience social marginalization and harassment in their workplaces, have limited career opportunities, and have their professional expertise devalued by their colleagues than their non-LGBTQ+ counterparts. As they face negative treatment and feel a lack of comfort, these experiences can lead members of the LGBTQ+ community to leave the STEM fields.

Mary Beth Adams, PhD
Research Soil Scientist
USDA Forest Service
AWIS Member since 1992

When I was a young scientist and I first moved to West Virginia, joining the local AWIS chapter allowed me to get to know the other women in science. There were very few of us back then.

As my career developed, I relied on AWIS for a lot more for training, encouragement, and so many thoughtful insights. It seemed like whenever I needed something, AWIS had a helpful resource.

One thing I always tell students is to join your professional association, like AWIS, because they will help you with your career. They have job boards and mentoring programs, and it’s an incredibly valuable way to network.
Get Involved

Become an AWIS Member

You can access advancement opportunities, join our advocacy efforts, and ally yourself with women in science by becoming an AWIS member. As a member, you’ll enjoy benefits including:

- **Professional and personal development opportunities**
- **Networking and community building**
- **Opportunities for recognition, scholarships and leadership**
- **Access to research, news, and insights about women in STEM**

We offer reduced dues levels for students and early career professionals. Become an AWIS member at [awis.org/join](http://awis.org/join) or give a gift membership at [awis.org/gift-membership](http://awis.org/gift-membership).
Start a Chapter

Do you want to offer community, connection, and support to local women in science by establishing an AWIS chapter in your area? Launching a chapter requires time and energy, but the opportunities to practice leadership, organization, and engagement skills are incredibly rewarding.

To start a chapter, begin by gathering 20 or more AWIS members. Our Membership Manager will walk you through the next steps of:

- Obtaining an EIN number
- Opening a bank account
- Establishing by-laws
- Signing a chapter charter agreement
- Selecting chapter officers

Contact awis@awis.org to get started.
Our Supporters

The tremendous generosity of members, volunteers, donors, and partners fuels our movement toward gender equity in STEM. This year, our supporters allowed us to serve, educate, empower, and advocate for more women in science than ever before. In particular, AWIS would like to acknowledge the individuals on the following page who gave more than $1,000 to support our mission.

Donate to Our Mission

If you would like to make a tax deductible gift and be recognized in next year’s annual report, here’s how:

- **Donate Now**—Donate via credit card at [awis.org/donate](http://awis.org/donate) or donate via check mailed to AWIS, 1629 K Street, Suite 300, Washington, DC 20006.

- **In-Kind Gifts**—Donate stock, bonds, mutual funds, or exchange traded funds by contacting us via email at [awis@awis.org](mailto:awis@awis.org) or via phone at 202-827-9798.

- **Leave a Legacy**—Leave a planned gift in your will, trust, life insurance benefits, or retirement plan assets by contacting us via email at [awis@awis.org](mailto:awis@awis.org) or via phone at 202-827-9798.

As a 501(c)3 nonprofit organization, we depend on your generosity to continue advocating for women’s equity in science and STEM. Visit [awis.org/why-donate](http://awis.org/why-donate) to learn how your donation helps!

You can also visit [awis.org/matching-gifts](http://awis.org/matching-gifts) to find out if your company participates in a matching gift program, or ask your supervisor.
Axtria, Inc.
Activate Global, Inc.
Dr. Andrew J. Bean
Dr. Karen S. Bjorkman
Susan Bloch and Igor Khandros Charitable Fund
Dr. Zuzana Brixiova Schwidrowski
Burroughs Wellcome Fund
Chicago Community Foundation
Christopher W. Kurkjian
Creed Family Foundation, a Donor Advised Fund of the US Charitable Trust
de maximis Data Management Solutions (ddms) Inc.
Allison Donahue
Rich Getto & Allison Standley
Meredith Gibson
Gordon-Hering Family Fund
Drs. Joanne Kamens and Eliahu Niewood
Drs. Pamela Marrone and Michael Rogers
Dr. Page S. Morahan
Armaghan Naik, PhD
Nichols Consulting Engineers CHTD
Progress Software Corporation
Dr. Harry M. Rosenberg, husband of the late Dr. Barbara Filner
Dr. Venkat Sethuraman
Dr. Pamela Surko
Dr. Susan Windham-Bannister
Dr. Patrice O. Yarbough
ZBiotics Company
AWIS Partners

We would like to thank our corporate and institutional partners for recognizing the value of our programs and choosing to support and join our community.

Our partners share our values and support our mission of inclusion and equity in STEM. They know that diversity is critical to driving innovation in their organizations and the broader scientific community. Until equity is reached, AWIS membership provides employees and students a sense of community and a safe place for women in male-dominated environments.

Nicole Marie Ortiz

President and CEO, Endictus Corp.

Integrity is a quality I appreciate in the people I surround myself with and is a factor I use during recruitment and retention of personnel. I am honored to be surrounded by great people that share this same quality in my own business, and I know this will have an exponentially positive effect on our success as a small business. As a business owner, nothing can be more satisfying than when the culture and atmosphere you create is embraced by everyone in the organization. However, it can be difficult to maintain corporate diversity and meet other women in STEM. I chose to partner with AWIS to increase visibility of our organization, find diverse talent, make connections, and identify collaboration opportunities for our company. I also want to support the work AWIS is doing to help women and organizations like mine to succeed.
# Financial Statement*

**FY2022 (July 1, 2021—June 30, 2022)**

## TOTAL REVENUE

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership dues</td>
<td>$324,438.00</td>
</tr>
<tr>
<td>Contributions and other grants</td>
<td>$156,208.00</td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>$16,942.00</td>
</tr>
<tr>
<td>Subscriptions</td>
<td>$564,838.00</td>
</tr>
<tr>
<td>Meetings and workshops</td>
<td>$2,436.00</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$1,064,862.00</strong></td>
</tr>
</tbody>
</table>

## TOTAL EXPENSES

<table>
<thead>
<tr>
<th>Expense Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs</td>
<td></td>
</tr>
<tr>
<td>Membership programs</td>
<td>$380,130.00</td>
</tr>
<tr>
<td>Education and scholarships</td>
<td>$306,694.00</td>
</tr>
<tr>
<td>Meetings and conferences</td>
<td>$40,890.00</td>
</tr>
<tr>
<td><strong>Total programs</strong></td>
<td><strong>$727,714.00</strong></td>
</tr>
<tr>
<td>Supporting services</td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>$203,054.00</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$21,058.00</td>
</tr>
<tr>
<td><strong>Total supporting services</strong></td>
<td><strong>$224,112.00</strong></td>
</tr>
</tbody>
</table>

## NON-OPERATING ACTIVITY

- Net realized and unrealized gain on investments: $(104,784.00)

## CHANGE IN NET ASSETS

<table>
<thead>
<tr>
<th>Net Asset Change</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets at beginning of year</td>
<td>$1,042,342.00</td>
</tr>
<tr>
<td>Change in net assets</td>
<td>$8,252.00</td>
</tr>
<tr>
<td>Net assets at end of year</td>
<td>$1,050,594.00</td>
</tr>
</tbody>
</table>

*Unaudited financial results*
Revenue Sources by Percentage

- Subscriptions: 53%
- Member dues: 30%
- Contributions and other grants: 15%
- Interest and dividends: 2%

Expense Ratio

- Programs: 76%
- Supporting services: 24%
Leadership

Board Chair—Isabel Escobar, PhD, Paul W. Chellgren Chair Professor and Professor of Chemical Engineering, Director of the Chellgren Center for Undergraduate Student Excellence, University of Kentucky

Past Chair—Sue Windham-Bannister, PhD, President and CEO, Biomedical Growth Strategies, LLC

Chair-Elect—Neelima Rao, Vice President of Human Resources for Global Oncology R&D and North America Country Lead at AstraZeneca

Secretary—Brittany Parker Kerrigan, PhD, Associate Director of Research Planning and Development of the Brain Tumor Center at MD Anderson Cancer Center

Treasurer—Karene Richards-Wise, CEO of Fit Hidden Figure and CEO, The Karene Group, LLC

Director—Andrew Bean, PhD, Dean of the Graduate College and Interim Vice Provost for Research, Rush University in Chicago

Director—Karen Bjorkman, PhD, Distinguished University Professor, University of Toledo

Director—Tasneem Hajara, Managing Director, TIAA

Director—Joanne Kamens, PhD, Scientist and DEI Consultant

Director—Venkat Sethuraman, PhD, Senior Vice President, Global Biometrics and Data Sciences, Bristol-Myers Squibb

Director—Patrice Yarbough, PhD, Retired Senior Scientist, NASA

Director—Reem Yunis, PhD, Vice President, Digital Clinical Measures, Medable, Inc.
I’ve been an active member of AWIS for 39 years. I joined as a biochemistry graduate student at the University of Houston. AWIS has given me opportunities to mentor students and junior scientists and to develop my own skills through volunteering. I chaired the national AWIS Diversity Task Force from 2007-2010 and served on the AWIS Houston Chapter Advisory Council from 2017-2020. In 2020, I provided funding so that AWIS could sponsor an award at the Houston Science Engineering Fair.

Although recently retired, my professional experience spans private industry, academia, and government. I plan to spend a significant amount of my time in helping to build a more diverse science workforce. I am particularly passionate about addressing the paucity of under-represented women of color in STEM.

I was elected to the AWIS National Governing Board in 2022. AWIS’ legacy is advocating for full participation for all women in STEM careers. Serving on the AWIS board allows me to contribute to building a diverse science pipeline.