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As she looks up at the sky each night, Anoushka Bose dreams of inventions and innovations, and then she gets up in the morning and makes things happen. One of her teachers states that by the time she graduates, she will have completely exhausted the curriculum in English, math, science, history and foreign language. Bose designed and manufactured a new omnidirectional wind anemometer and then redesigned it after seeing it as not efficient as leading wind turbines because of low torque. She modified the system to serve as an omnidirectional sensor for wind speed direction and present-designed an app. While she didn’t win, she was introduced to the Women’s Decathlon and attended Girls Robotics Club to student leader of the Imperial Beach Reef Project. She also co-created and taught a STEM course for incoming freshman, and created and taught an after-school program called “Math Buddies” for elementary school students. Amy’s math teacher shared, “Amy has a keen intelligence and is number one in her class. She was a lead in the school play, a member of the Academic Decathlions and attended Girls State. She plays the Celtic harp for hospice care, autistic and Down syndrome children, and Alzheimer’s patients. Amy plans to major in biology and minor in computer science and Point Loma Nazarene College and continue on to earn a PhD from UCSD.

Amy Eppard has wanted to be a research scientist in biology since she was a small child collecting insects in baby food jars and spending her free time in preschool in the “science room.” Her school activities have included vice president of the Robotics Club to student leader of the Imperial Beach Reef Project. She also co-created and taught a STEM course for incoming freshman, and created and taught an after-school program called “Math Buddies” for elementary school students. Amy’s math teacher shared, “Amy has a keen intelligence and is number one in her class. She was a lead in the school play, a member of the Academic Decathlions and attended Girls State. She plays the Celtic harp for hospice care, autistic and Down syndrome children, and Alzheimer’s patients. Amy plans to major in biology and minor in computer science and Point Loma Nazarene College and continue on to earn a PhD from UCSD.

Four years ago, CBS News interviewed Phoebe Kimm for a story on women in science because of her involvement in the science program, “Tech Trek.” She acknowledged the challenges girls face in STEM and shared that those obstacles only strengthen her resolve to succeed. Her interest in coding began with an article advertising the Global Technovation Entrepreneurship Challenge, a worldwide app-building competition for women. She assembled a team, acquired a mentor from ViaSat and designed an app. While she didn’t win, she was introduced to the Women’s Hackathon. There, she developed an app promoting water conservation and monitoring water usage. She and her team won for “Originality” and “Most Impact.” Kimm looks forward to making an impact in the world. Her math teacher states “What I find rather unique about Phoebe compared to her peers is that she seems to participate in activities where she has a true interest rather than participating in order to ‘pad’ her college applications.” Kimm will attend Stanford University in the fall.

Math, science and art have been Francisca Vasconcelos’ favorite subjects. She fell in love with coding during her sophomore year. While learning circuitry and hardware in physics, Vasconcelos began working on various electrical engineering and computer science projects, which cumulated into her science fair drone research project program- ning an AR Parrot Drone 2.1 to follow her autonomously by computer vision recogni- tion of a patterned badge she wore. She won five corporate awards and Sweepstakes at the Greater San Diego Science and Engineering Fair, qualifying her to compete in the 2015 Intel International Science and Engineering Fair where she presented her work to CMU professors and NASA engineers. She won fourth place “Robotics and Intelligent Machines” Grand Award, United Technologies Special Award, and CERN Special Award. She will present her paper on this work at the 2016 IEEE Winter Applications of Computer Vision Conference in Lake Placid New York. She is grateful to receive this scholarship so she can attend MIT – her dream school!

Julie Vaughn has a passion for science. Her career goal is to research and develop medi- cal devices that will improve lives. Vaughn was named an Intel Science Talent Search Semifinalist and also was selec- ted to present a poster at the Biomedical Engineering Sciences 2015 conference for her research on the production of inexpensive, paper-based microfluidic devices for health diagnostics. She created paper sensors that change color in response to the concen- tration of a biomarker (such as glucose), and can be photographed by a mobile device and analyzed offsite. Vaughn’s chemistry teacher said of her, “Julie took over the school’s ignite science outreach program and led the growth of the club to the success that it is today. Even more impressive than her academic ability was the way she was able to lead, orga- nize and delegate tasks to achieve a goal. She has led a group of 20 high school stu- dents that visit four to five elementary schools teaching science concepts to third through fifth grade stu- dents.” Vaughn is looking to attend Johns Hopkins, MIT or Yale.
2016 Individual in Life Sciences Nominations

Pamila Brar, M.D.
Medical Director, Health Nucleus Human Longevity Inc.

Dr. Pamila Brar is currently the medical director for the Health Nucleus at Human Longevity Inc. In this role, she is leading the design of a precision medicine screening clinic where she and her team combine large-scale quantitative genomic and clinical information with the goal and plan to transform the practice of medicine. Dr. Brar is part of a powerful team of clinicians, geneticists and machine learning experts working to unleash the power of genomics in health care. At age 15, she attended NASA’s Space Life Sciences Training Program, an elite national program for young undergraduate scientists interested in exponential technologies. These early experiences helped crystallize her passions – a deep love for helping people combined with an insatiable desire to solve big, audacious problems.

Athena Countouriotis, M.D.
Chief Medical Officer, Halozyme Therapeutics

Dr. Athena Countouriotis has helped advance, mentor and pave the way for women in the workplace including multiple junior physicians, statisticians, data managers, project managers, regulatory colleagues, clinical operation colleagues, and administrative assistants. Halozyme has gone through tremendous growth and Dr. Countouriotis has been instrumental in hiring at least 15 women into an organization of approximately 180 in 2015. She leads by example. While she is still young in her career, she has been an officer of a publicly traded company now for nearly three years and continues to build her current organization with strong female talent.

Malene Hansen, Ph.D.
Associate Professor, Sanford Burnham Prebys Medical Discovery Institute

Dr. Malene Hansen established and now runs an independent and highly competitive research laboratory at the Institute focused on understanding the molecular mechanisms underlying aging. She is an inspirational role model to aspiring scientists, an energetic champion of young women in science, and an exceptional researcher in the field of molecular mechanism of aging research. Hansen has participated in the Institute’s efforts to expose underprivileged high school students to science by hosting students from the Preuss High School. She has made multiple visits to elementary and high schools in the San Diego areas to talk to students about aging research and what it means to be a scientist. Currently, Hansen is working to organize the San Diego research community towards establishing a scientific network focused on aging research, an effort that has been recognized with funding from the Glenn Foundation for Medical Research, one of the biggest private foundations in the US supporting research on the basic mechanisms of aging.

Kelly Culwell, M.D.
Chief Medical Officer, Evofem

Dr. Culwell, an OB/GYN by training, believes whole-heartedly in hiring women and leading by example. Dr. Culwell oversees medical affairs and regulatory for Evofem and WomanCare Global and has consistently hired talented women to fill in the ranks as the company prepares regulatory submissions in multiple countries and prepares to launch a new innovative contraceptive technology here in the U.S. — an area in women’s health that has not seen a great deal of innovation in decades. Dr. Culwell wants to empower women and girls by bringing women’s health issues out of the shadows. Her desire is to launch a conversation – to launch a million conversations to destroy the notion that anything about a woman’s body is a taboo topic. Dr. Culwell is an inspiration to Evofem’s staff and provides an excellent example of how hard work, ethical behavior, dedication to one’s profession, and dedication to improving the prospects of those around her can lead to a fulfilling career and thriving business. She is central to her mission-driven organization which seeks to “Empower Women, Change the World.”

Susie Harborth
General Partner, BioInnovation Capital

Susie Harborth is currently general partner of BioInnovation Capital, an early stage life science venture firm and managing director and co-founder of BioLabs San Diego, a new life science incubator for startups. She has a keen awareness for helping women and seeks out opportunities to support them personally and professionally. This is exemplified by the women she has identified with the potential to do much more and supporting them by hiring them into positions at her company. Harborth supports women entrepreneurs through involvement with Biocom, the Salk Institute’s Women & Science Series, and the Kerettsu Forum as an angel investor (and supporting their new venture fund for women). She is a strong advocate for STEM education, Planned Parenthood, Science for Girls, and Women in Bio. Harborth volunteers her time to support local education initiatives the Del Mar Pines School and the Del Mar Pines Foundation for Education.
Laura Johnson

Vice President of Intellectual Property
Dexcom

As an executive and leader at Dexcom, Laura Johnson makes empowering her employees and facilitating career paths for women one of her main priorities. She has spearheaded several different initiatives to identify, develop, and grow female leaders within the organization. By partnering with human resources and the executive team, Johnson has implemented formalized educational programs and created opportunities for women at several different levels across the organization. She has spearheaded monthly Women’s Leadership Luncheons, where executives from throughout the organization present to the “up and coming” female leaders. Topics range from strategic and business acumen, emotional intelligence and financial leadership. This is an invitation-only luncheon and is part of the career development for these women at Dexcom. Johnson also donates her time in the classroom encouraging children to discover science.

Camille Newton, M.D.

President
PureWick

Dr. Camille Newton exemplifies what it means to “pave the way for women.” A Gulf War veteran, one of the first women to be deployed with the Marines in the Persian Gulf, and a physician, Dr. Newton has mentored residents in the Family Practice Program at Camp Pendleton Naval Hospital. Add to this, entrepreneur, founder, president and interim CEO of PureWick. Dr. Newton developed a new incontinence solution for bed and wheelchair bound women. After seeing bedridden women lying in wet diapers, experiencing repeated pressure sores, rashes and repeated urinary tract infections from Foley catheters, she saw an unmet, worldwide need. She discovered a solution and brought that solution to commercialization. When she began medical school, she was the only student in her class that had a child. She knew that if she failed, then it would hurt all the mothers after. She was the first woman in her battalion. Dr. Newton knew that she had to not only pull her weight, but also provide value or it would make the Marine option more difficult for all women to succeed. Without an investor, she has driven PureWick forward using her leadership and her deep passion. She is now manufacturing and selling a product strictly by way of self-funding.

Brandi Roberts

Chief Financial Officer
Mast Therapeutics Inc.

Brandi Roberts began her career in the accounting profession in San Diego and has more than 17 years of expertise in the life science industry. In her current role as CFO at Mast Therapeutics, she is committed to helping her company bring potentially life-saving new therapies to patients with serious or life-threatening diseases. In the past 24 months, she has helped lead the company through 50 percent growth in its workforce, the acquisition of a subsidiary and integration of its clinical-stage program, several financing events, and progress with the company’s Phase 3 clinical trial. Roberts has worked her way up from audit associate at one of the largest public accounting firms and advanced her full-time career while starting a family and raising two daughters. She also serves as continued on page APA6

Congratulations, scholarship winners!

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a role model not only for women in the accounting profession, but in the corporate world in general. As a parent, coach, board member and, for the past five years, as President of 4S Ranch Girls Softball, she is a role model for another generation of women.

**Catherine Schnabel, Ph.D.**

Chief Scientific Officer
bioTheranostics, Inc.

Dr. Catherine Schnabel has exemplified female mentors throughout her training and industry career, especially while working at Amylin and Genoptix where she saw strong women excelling. These experiences have shaped her leadership philosophy today at bioTheranostics. In terms of empowerment and mentoring, she focuses cross-functionally at the executive team level. She works closely with director-level females who are high potential employees and have the skills or desire to ascend to a VP-level role. She leads by example, but also offers mentoring and works with her female colleagues one-on-one to help them develop the soft skills and technical characteristics to move into their next role. Most recently, Schnabel coached and facilitated the promotion of a market-ready executive. She has been responsible for growing the company at a 65 percent CAGR for five years running, while recognizing the importance of women in the workforce. Women comprise 35 percent of the NuFACE staff and 77 percent of the executive team are women. Her entrepreneurial spirit has made Valdez-Peterson a powerful role model for the women of NuFACE and she works tirelessly to provide opportunities for growth for the women on her staff. Her vision, creativity, new product development, sales approach, and execution continue to inspire others.

**Tera Valdez-Peterson**

CEO
NuFACE

Tera Valdez-Peterson is the co-founder, product innovator and CEO for NuFACE, an aesthetic technology company focused on the development of anti-aging devices that aid in facial rejuvenation. With a vision to expand the NuFACE product portfolio, Valdez-Peterson co-invented the best-selling device in the collection, NuFACE Trinity, which launched in 2011. The NuFACE product is the #1 micro-current at home beauty product in the world. NuFACE is among the top 10 women-owned businesses in San Diego by revenue. Valdez-Peterson guides the company’s vision, mission and overall strategy along with the hand-selected executive team. She has been responsible for growing the company at a 55 percent CAGR for five years running, while recognizing the importance of women in the workforce. Women comprise 35 percent of the NuFACE staff and 77 percent of the executive team are women. Her entrepreneurial spirit has made Valdez-Peterson a powerful role model for the women of NuFACE and she works tirelessly to provide opportunities for growth for the women on her staff. Her vision, creativity, new product development, sales approach, and execution continue to inspire others.

**Lisa Van Dolah**

CEO
San Diego Fertility Center

Lisa Van Dolah is the CEO of San Diego Fertility Center (SDFC). In 2000, she was recruited when the center expanded operations and built a new state-of-the-art in-vitro science laboratory and associated ambulatory surgery center. For the past 15 years, Lisa Van Dolah has excelled in this role by developing operations in three locations. She is renowned for recruiting women who are attracted to the life sciences, helping people who wish to have a child, and growing the field of pre-implantation genetic diagnosis and screening. One of her most admirable strengths is mentoring women to identify their passion and strengths while supporting them as they acquire new skills, education, and accountabilities. Lisa Van Dolah specifically works with young women to identify barriers that prevent them from excelling in their field and being “the best that they can be.”

**Joy Wolf**

Director of Operations – Guest Connections / Education
San Diego Zoo Safari Park

“Women helping women” has been a hallmark of Joy’s career. As Wolf moved into leadership positions at SeaWorld San Diego she always found time to encourage and support younger women to find their voice and career path. As director of education, Joy was directly involved in the training of new educators and made an effort to get to know the team. Wolf was an advocate for working mothers and piloted flexible schedules for them. She mentored the young women in the SeaWorld Explorers Post and guided many of them through college and into professional careers. Her department did the first job sharing and established lactation locations. As director of operations for San Diego Zoo Safari Park, Wolf works with women outside of the educational field. She has developed and encouraged growth for the women in her division. Wolf also created an informal gathering for the female directors at the Safari Park to strengthen connections and provide support. She was a founding member of the San Diego City Schools Partnerships in Education. Throughout her career Wolf has recruited and encouraged women to become active in their community and take on leadership roles.

**Dina Uzri Ph.D.**

Senior Scientist
Abreos Biosciences

Dr. Dina Uzri became a mentor early, as an RA in the dorm while a graduate student at Harvard. She was a biology mentor for sophomores, juniors and seniors. While at Stanford doing post-doctoral work, Uzri noticed that many women in the life sciences workforce do not push their careers to the next stage. She took it upon herself to show them how to take risks, making herself available as a resource, answering questions, connecting people within her network, providing contacts for job openings and suggesting organizations worth joining. Now in the MBA program at the Rady School, Uzri sees only 33 percent of class is female, so she spends time mentoring younger women in study groups. They look up to her for advice on how to maneuver in a corporate setting as young females in male-dominated companies. She is vocal and encourages other women to be the same. She honors her own mentors by mentoring younger women.

**ANYWHERE ANYTIME ANY DEVICE**

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2016 Individual in Education Nominations

Liisa Bozinovic
Executive Director
Biocom Institute

Under Liisa Bozinovic’s leadership at the Biocom Institute, The STEM programs developed for students K-post doc include STEM Voice Competition, a nationwide video competition open to boys and girls grades 5-12 to artistically explore the importance of STEM and the Introductory Life Science Experience for disadvantaged youth ages 17 to 24 to assist in the transformation of out-of-school youth into professional, competent and productive life science employees. Participants have access to information and counseling about additional attainable educational opportunities as they tour local industry companies and learn first-hand about the variety of careers within life sciences. The organization also supports The San Diego Festival of Science & Engineering that attracted approximately 75,000 community members in 2015. The Festival’s mission is to encourage kids in science and engineering and work with parents and teachers to inspire today’s students to become tomorrow’s STEM innovators.

Terry Devine
Dean of College Counseling
Francis Parker School

In addition to Dean of College Counseling, Terri Devine has served as a mentor to the thousands of young women that she has counseled during the college selection process. Since the early 1990’s, Devine has worked with young women encouraging them to pursue higher education and supporting them in STEM studies. An advocate for young women pursuing STEM fields, she served as a Clare Boothe Luce mentor at Villanova Preparatory School and oversaw the administration of the Luce Grant for Women in Math, Science and Engineering. At Francis Parker School, Devine is also the college mentor for the young women of the FIRST Robotics Team and works tirelessly to encourage young women to pursue degrees in math and science. Her mission is to inspire young women to find their voice, speak up and lean in to opportunities that are out of their comfort zone. She is a true advocate for providing access to higher education for girls regardless of socioeconomic levels.

Kimberly Gallo
Executive Director
First 5 San Diego

Kimberly Gallo has been the executive director of First 5 San Diego since 2011. Her team has been working together in an environment that is both conducive to professional growth and responsive to the needs of their clients, including thousands of pregnant women in San Diego County. Some of the highlights of First 5’s achievements in the past year include screenings of 25,234 children and
entitled “Engineering Principles in Community Service.” The biotechnology course is being taught through a partnership with Amgen and the Southern California Biotechnology Center at Miramar College. Through this program, students receive college credit for biology. She has formed partnerships with USD’s Mobile Technology Learning Center to ensure math faculty are well supported in conveying 21st century tools and methodologies within their discipline, and fostered partnerships between researchers at UC San Diego and OLP students in AP environmental science. The success of OLP’s students across STEM disciplines is a direct result of Lek’s visionary leadership. She is now in the process of creating a Center for Research at OLP in partnership with both USD and UCSD around the areas of science, education and psychology.

At the StoryTent, Moberly motivates reluctant readers to read by paying them “book bucks” for each book they read. Kids are encouraged to negotiate for more book bucks when the book they’ve read is extra-long or difficult. Through this, they not only become better readers, but they also become better at math and practice wise money management skills. Traveling Stories was created to empower at-risk kids with the communication and critical thinking skills they need to outsmart poverty in their community. The organization has helped more than 2,000 kids in San Diego every year and more than 5,000 kids a year worldwide.

6,114 pregnant women for oral health services and providing treatment for 14,057 children and 4,834 pregnant women; 20,102 children for developmental delays and treating 6,477 children with developmental concerns; screening 6,235 children for behavioral delays and provided treatment for 3,469 children with behavioral concerns; providing 23,182 children, parents and caregivers with care coordination services. Additionally the organization achieved a top quality ranking for 85 percent of participating preschool classrooms, providing professional development to 2,905 early childhood education teachers.

Roxanne Hunker
Science Teacher
Rhoades School

Roxanne Hunker has taught science to hundreds of young girls ranging from kindergarten to 8th grade. She has fostered a love and passion that excites her students’ interest in science, technology, engineering and math. Dozens of her students today are practicing medicine, working as chemists, biologists, and engineers that might not otherwise have if they were not her students. After 20 years, she still generates excitement in her science class and also is mentoring future female scientists, engineers, and physicians. Hunker’s dedication has won her many accolades. She was named San Diego County Science Fair Teacher of the Year and honored as the California Science Teacher of the Year. Additionally, many of her students have received awards in numerous STEM competitions, including San Diego Science & Engineering Fair, Discovery Channel Young Scientist Challenge and Broadcom’s MASTERS (Math, Applied Science, Technology and Engineering for Rising Stars) STEM competition, one of the nation’s most prestigious STEM contests for middle school students.

Sue Lowery, Ph.D.
Professor
University of San Diego

Dr. Susan Lowery has had a significant impact on science education. An outstanding teacher and role model, Dr. Lowery has won numerous awards, including the most prestigious teaching award at the University of San Diego (USD) — the Davies Award for Teaching Excellence, along with the Golden Bell Award from the California Association of Teachers, as a founding member of BEWise. During her nearly 26 years as a faculty member in the Department of Biology at USD, Lowery has intentionally and effectively served as a role model and advocate for countless women, from her colleagues, to her students, to thousands of K-12 girls in the Science, Technology, Engineering and Mathematics (STEM) fields. Drawing upon her wisdom and long experience in academia, she has also served as a formal and informal mentor to many generations of female faculty members, undergraduates, graduate students and postdocs. Lowery inspires community members in STEM and fellow faculty members to become involved in providing opportunities for women to engage in STEM, and encourages students to participate as mentors and volunteers as well.

Grace Nakayama, Ph.D., PMP
Past President/ Executive Board Member
Association for Women in Science, San Diego Chapter

Under Grace Nakayama’s leadership, AWIS-SD supports scholarship and outreach efforts to encourage young women to pursue their education and careers in STEM fields. The San Diego chapter awards annual scholarships to promote and reward aspiring women attaining their degrees at San Diego colleges and universities. These scholarships, which emphasize STEM fields where women are underrepresented, have supported 75 community college, undergraduate, and graduate women pursuing their degrees, conducting research projects, and assisting with educational expenses. These women have continued their education and experienced success in their chosen careers. During her tenure as chapter president and executive board member, Nakayama has expanded collaborations between AWIS-SD and numerous organizations with similar missions and has increased the chapter’s participation at various STEM events throughout San Diego County.

Rosibel Ochoa, Ph.D.
Sr. Executive Director
UC San Diego Jacobs School of Engineering Entrepreneurism

Dr. Rosibel Ochoa serves as a role model to aspiring female engineers and entrepreneurs and encourages women to participate in all the programs she manages. She developed and led eight technology commercialization challenges, securing more than $6 million for provide commercialization assistance in Southern California universities. She is the project director of the NSF-funded I-Corps site and was instrumental in the creation and launch of the Triton Technology Fund, an early stage investment fund.

Lauren Lek, M.A., Med.
Head of School
Academy of Our Lady of Peace

In just three years with the Academy of Our Lady of Peace, Lauren Lek has moved the school from a liberal arts focus to becoming a STEM epicenter of thought and innovation. She has increased the access and breadth of STEM courses that include engineering design, biotechnology, architecture, entrepreneurship, computer science, and more. The engineering design course leverages the curriculum from Purdue University entitled “Engineering Principles in Community
stage seed fund to support UC San Diego-affiliated startup where she currently sits on the investment committee. This is a remarkable accomplishment because women are significantly underrepresented in the venture capital industry. Ochoa also co-founded “MyStartupXX” with Dr. Rasochova, an accelerator program for female entrepreneurs nationally recognized by the SBA two years in a row. In leading the entrepreneurship center and in her role as sr. executive director at the Jacobs School of Engineering, Ochoa actively works to develop a diverse pool of mentors emphasizing recruitment female entrepreneurs to provide balanced and broader perspective to the program’s advisory services. She increased the number of female mentors from one to nine. These mentors have played a pivotal role in advising student teams in what it would take to start a company on a quarterly basis.

Youwen Ouyang, Ph.D.
Professor/Chair of Computer Science & Information Systems
California State University San Marcos

Youwen Ouyang has been a PI on the CyberTEAM, QUEST, CyberQUEST, ACT and STEM+C projects, funded by the National Science Foundation. These efforts support middle school teachers who teach underrepresented populations, including women, in STEM. Ouyang has been instrumental in developing connections between computer science and K-8 curriculum, particularly in science. She provides leadership and mentoring on connecting young girls’ interests with computer science by facilitating the development of computer science integrated science curriculum in elementary and middle school grades. Middle school summer camp experiences for students were part of three of NSF-funded projects, with particular interest focused on encouraging and preparing girls to pursue STEM careers. Ouyang also cofounded the semiannual Women’s Hackathon program at CSUSM in 2014. This event is designed to encourage women to pursue computer science careers.

Many local firms and educational institutions are stepping up to the challenge of meeting the talent demand in STEM fields. Nearly 80 percent of new jobs will require math, science and engineering education. And 50 percent of those employed today in technical positions are soon-to-retire baby boomers, making it more important than ever to inspire today’s students to pursue careers in the STEM fields.

The May 26th issue of the San Diego Business Journal will feature a special supplement highlighting those primary and secondary schools as well as the colleges and universities committed to providing the necessary learning opportunities to generate students prepared to meet the demand for these complex and high-paying jobs. Your organization may submit a free self-written article in the Journal with your full page ad to showcase what you’re doing to promote STEM learning in our region. Whether you’re a school, staffing firm, law firm, or a company focused on STEM career pathways we invite you to consider placing an ad and submitting your article on what you’re doing in this area.

Supplement Publish Date: May 26
Space date: May 12
Materials: May 16
Contact your account executive for additional information.
2016 Individual in Technology Nominations

Monique Apter
Vice President – Enterprise Sales
Zhone Technologies

Monique Apter is the leader of the international enterprise sales team and is developing new markets for the technology around the world. She is currently the only woman on the Zhone sales team, and works hard to empower other women inside and outside of the company by setting aggressive goals and providing mentoring and coaching to help them succeed. Apter inspires and mentors several women in her peer group on how to advance their careers by advocating for promotions, equal pay and responsibility in male-dominated industries. She has advanced over 20 women during the course of her career – most of which started in an administrative capacity and advanced to managerial level positions more than tripling their income. She accomplished this by identifying women who did not have traditional education and related certifications, yet showed exceptional aptitude and attitude that could be leveraged in a particular position. She then mentored and coached them to play to their strengths to excel in positions for which they were typically overlooked or never considered.

Susie Armstrong
Senior VP, Engineering
Qualcomm

Susie Armstrong has blazed a trail to leadership and serves as one of Qualcomm’s few women at a senior vice president level. She successfully ran an organization of 1,400, earning the respect of her team and customers. She has vocally and silently inspired women throughout the organization and makes herself available for advice, compassion, and support. Armstrong’s passion for helping the community does not remain within the San Diego area. Now in her new role at Qualcomm, Armstrong is an active participant in leadership meetings at the White House where she’s meeting with lawmakers to discuss how to drive the Maker Movement. She’s also been invited to speak to Congress on matters related to STEM and STEM diversity where she is already making an impact by highlighting the various activities Qualcomm has under way to build a diverse STEM workforce, including internal programs such as Qualcomm Inclusion and external programs such as support for “For Inspiration and Recognition of Science and Technology” (FIRST), Wireless Reach, and most notably the Thinkabit Lab.

Jaye Connolly-LaBelle
President/CEO
RippleNami, Inc.

Jaye Connolly-LaBelle serves as president and CEO of RippleNami, Inc., a cloud-based data visualization company, working to redefine mapping enabling the common person to plot and map big data in one location so they can draw on actionable insights. RippleNami’s mission is connecting the unconnected throughout the world, and she is leading the charge. Women and girls spend 40 billion hours per year searching for water. RippleNami’s technology is making a difference by mapping the water wells and understanding where clean water resides. This results in less disease, death and time collecting water and more time in school and trade which prevents poverty. Connolly-LaBelle is a regular speaker and mentor for college and graduate women students headed into the workforce. She engages in this mentorship through programs at various colleges, including, USD, San Diego State University, Claremont McKenna and UC San Diego. She has built a 30 year professional career dedicated to finance, M&A and taking companies to the next level through operational acumen, rapid growth, team building and leadership.

Lillian Cordova
IT Project Manager, Staff
Qualcomm

As a founding board member of QFINITY (Qualcomm Females Influencing IT), Lil- lian Cordova helped shape the mission and objectives of the organization, which is to inspire a more diverse IT organization by increasing opportunities and encouraging leadership, mentorship and career development for women in IT. Cordova spearheaded the rollout of Qualcomm’s “Lean In Circles” program with discussion and support groups focused on career-related subjects inspired by Sheryl Sandberg’s book “Lean In.” QFINITY’s “Lean In Circles” are customized for Qualcomm and allow members to speak openly about various topics, to share their own experiences and to give and receive mentorship. In addition to “Lean In Circles,” Cordova also has helped to organize and host Qualcomm’s first ever “Hermanitas” Seminar for MANA. MANA’s mission is to empower young Latinas through education, leadership development, community service, and advocacy. During this event, more than 60 girls, ages 12 to 18, and their mentors across San Diego had the opportunity to hear from women role models who shared their personal and professional stories on what it takes to build successful careers within the various STEM fields at Qualcomm.

Shawn Covell
Vice President
Intel Corporation

Throughout her career Shawn Covell has prioritized diversity and advancement of women. Currently, she serves as vice president in the Platform Engineering Group at Intel Corporation where she focuses on technology advocacy and spectrum strategy. Covell regularly speaks and participates in Intel’s recruitment and retention programs for women. She recently served as a keynote speaker in the Rapid Orientation for Accelerated Results (ROAR) Program which was designed as a flexible platform to provide newly hired women with mentoring and knowledge-sharing opportunities. By designing programs to accelerate women’s ownership of mobile phones and providing life-changing services for women in emerging regions, Covell was able to find inventive ways to improve quality of life, help stimulate economic ecosystems and promote women’s inclusion in the workforce through access to advanced wireless technology. As a 20-year veteran in government relations, Covell often mentors women in her network leveraging her experience in building international government relations, strategic communications programs and public-private partnerships.

continued from page APA9

continued on page APA11
VP - Government Affairs & Sustainability Qualcomm

During her 16 years of employment with Qualcomm, Molly Gavin has been instrumental in incorporating more women into the company. She has hired eight women in full-time positions and believes that women are “high performers.” Currently, Gavin is mentoring three different women who have taken on side projects related to her work in an effort to develop their skillsets. Gavin’s approach to helping women identify new roles and opportunities is to have them take a Strengths Finder Assessment and discuss one on one with them to find the best fit. Her desire to promote women stems from her mentors within the company, who she describes as “tough” and having pushed her to do her best work as she rose through the ranks. Gavin helps advance telecommunication technology to the far corners of the world that have yet to be touched with easy and convenient access. Gavin serves as a mentor for QWISE, Qualcomm’s Women in Science and Technology group, and helps provide guidance for the career path that women wish to take in the company.

Molly Gavin

Director of Organizational Effectiveness SDG&E/Sempra

Laura Georgantos has always had a passion for helping others reach their full potential and has been particularly committed to the advancement of women and diverse candidates. Since joining Sempra Energy in 2000, she has dedicated herself to building both formal and informal solutions to achieve this objective, including implementing company-wide assessment processes to identify and advance the development of early career, high-potential women and diverse leadership candidates. Georgantos serves as executive coach to a limited number of executives and meets one-on-one with 10 to 15 mid-career leaders to help them clarify their career aspirations, connect them with sponsors/mentors and further their development. Understanding the special demands placed on working mothers, Georgantos led the design and implementation of Sempra’s Flexible Work Guidelines enabling numerous managers and employees to design flexible working arrangements that meet the needs to today’s working mothers. Georgantos serves on the boards of Girl Scouts and Monarch School, and has performed philanthropic work with Junior Achievement.

Laura Georgantos

Director of Compliance Dealstruck

Camille Hayes has found that good talent with strong existing experience is sometimes hard to find. If it’s available, she will gladly take it. However, she takes pride in recognizing under-utilized talent and it’s given many of her colleagues the opportunity to take on additional responsibilities and grow their careers where they might not have otherwise been able to do. In her current role, Hayes has hired, trained and groomed for promotion, an entire department of women in the male-dominated field of financial compliance. Hayes’ philosophy has always been — there are no stupid questions and that you don’t have to know everything. If you share your knowledge and experience with others and they share theirs with you (and others), there’s no end to the benefit. Hayes has been fortunate to have the opportunity to work with girls of all ages and has been able to see the excitement for learning and expression in new ways. Hayes believes that a more diverse and inclusive legal profession means a better future for us all. Through our recruitment, retention and advancement programs and with a flexible approach to work-life integration, we strive to provide our lawyers with opportunities to excel.

Camille Hayes

Evofem Congratulates Dr. Kelly Culwell and the other Pinnacle Award Nominees

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many women over the course of her career who have been great mentors. In the early years, these mentors cultivated her passion and, in more recent years, she’s been successful cultivating the same passion in many of the women with whom she has worked.

India Jewell, J.D.
Director, Law Department
Sony Electronics Inc.

India Jewell is committed to the advancement of women in her office and throughout the legal profession. She has supported female employees during a period of reductions in force at Sony Electronics, re-inventing herself and her skills and helping other women in the legal department and businesses she supports do the same. Jewell also is a leader outside of the office. She played a key role in organizing, fundraising for, and bringing to San Diego the National Association of Women Judge’s (“NAWJ”) conference. She mentors law students and young women lawyers of color in the San Diego community, giving them career advice and helping them with networking and introductions. Jewell began her law career at Sculler Waterman LLP in Louisville where she practiced commercial law and civil litigation. After working at the firm, she joined GE as counsel in the Appliances and Lighting Division. Jewell joined Sony Electronics Inc. in 2010 as law director specializing in sales, antitrust, advertising and marketing law for Sony retail stores, digital imaging and personal audio product categories.

Juveria Kanodia
Software Development Manager
Mitchell International

Juveria Kanodia has been involved with advancing women in their careers since starting work at Microsoft where she became a mentor in the company’s peer mentoring program. She saw the opportunity to help colleagues in a variety of development areas including interview training, programming skills and career counseling. Next, Kanodia moved to San Diego where she has worked with Mitchell for the past five years becoming heavily involved with mentoring as a technology lead. Kanodia initiated a series of weekly “Tech Talks” which were designed to help engineers learn new skills. Most recently, the program expanded to encourage both engineers and non-engineers across the company to learn new skills as well as become more involved in the technology side of the business. Becoming a development manager has allowed Kanodia to help both women and men grow in their careers by providing guidance in skill development and other advancements opportunities. She is in the process of developing a program for both advancing women on the technical side and creating a venue for women engineers to discuss both technical and non-technical problems. During her tenure as the only female software development manager at Mitchell, in her organization alone, the number of women engineers has tripled. The next challenge for Kanodia is to get these women engineers to a higher level at a faster rate than they do today.

Courtney Lach
Staffing Specialist, Staff Qualcomm

As a staffing specialist on Qualcomm’s Campus Recruitment team, Courtney Lach is afforded the opportunity not only to inspire but also empower women in the workplace. Lach supports students from diverse backgrounds, particularly women, through Diversity Engineering Collegiate Alignment (DECA), a program in place to ensure the success of freshmen and sophomore college students from under represented backgrounds in the wireless industry. As a recruiter for Qualcomm’s R&D and QGOV divisions, Lach actively paves the way for women to pursue STEM careers, as she implemented Qualcomm Women’s Collegiate Conference (QWCC). Now in its 3rd year, more than 150 women have gone through the program, being inspired to continue their career choice of computer science. This two-day conference brings together top female university students in computer science and engineering from across the country to participate in workshops, network and gain firsthand interview and career advice. In this span of time, QWCC efforts increased the number of women in engineering internships from 14 percent to 26 percent.

Jan Marshall
VP, Chief Information Officer
Cubic Corporation

Cubic historically has had few female leaders in the top tier of the organization. However, since joining Cubic in October 2014 as the company’s first chief information officer, Jan Marshall has impacted and changed the overall culture of IT within the company. Marshall was tasked to lead the company’s overall IT transformation, including the implementation of a new ERP system. To help lead the change in the company with improved tools, new technologies and new ways of delivering service and value to the business, Marshall hired a number of women employees into the male-dominant IT department. She continues to excel and empower fellow women colleagues in IT through personal one-on-one mentorships within the company. She has become a great example to various women professionals in the company and she also continues to help other women in the community have the confidence to pursue their dreams regardless of stereotypes through various professional organizations. Not only is Marshall a great mentor for women in IT, she also is an advocate of STEM and diversification in the workspace as she was selected among top 100 CIO/CTOs leaders in STEM by STEMconnector, a national STEM organization, in 2015.

Yuko Nishikawa
Director, Human Factors Engineering
Sony Electronics Inc.

Yuko Nishikawa has the vision and foresight to begin focusing on Human Factors 12 years ago. After she moved to San Diego, she continued her work in this area expanding and developing a core competence around User Centered Design and User Research. She has built an exceptional team over the past 10 years, recruiting and retaining the largest percentage of female employees on her team. Specifically, out of a staff of 10 employees, half are female. This is absolutely critical to the success of her organization as almost half of Sony’s customers are also female. While she is fair and balanced with all of her employees, she is happy to promote from within independent of gender, color, etc. This has enabled a number of women in her organization to gain promotions and increased responsibility. Being one of the few female directors at Sony, especially in the technical field of engineering, has put Nishi-kawa in a very unique position to be looked up to by other female technical employees. She is a role model that exceeds all of the requirements placed on her by management.

Terra Teat
Sr. Brand Marketing Manager
JLab Audio

Terra Teat leads JLab’s all-women marketing staff, and is responsible for the direction of that department and all of the company’s marketing initiatives. Teat consistently advocates for females within the company, resulting in higher compensation, advancement and increased levels of responsibility. In what’s known as a male-dominated industry, Teat has succeeded with a fire and spunk that is unbeatable. JLab Audio’s president says, “We owe much of our company’s success and recent growth
to Terra.” In recent years, Teat has facilitated promotional campaigns for the National Breast Cancer Foundation during Breast Cancer Awareness month. She provides pro-bono marketing services for The Yellowstone Beer Fest, a fundraiser for local veteran organizations and youth programs that takes place in her hometown of Cody, Wyoming. Teat has developed strategic partnerships and sponsorships to support women-focused events, such as the SurfGirl Pro surf competition in Oceanside. Teat created the company’s ambassador program from the ground-up, which includes several female professional and recreational athletes.

As a result of this event, Sony invited her to be a panelist with two Sony tech leaders for “Insights from Women in Tech.” She shared her experience and advice with more than 70 women who attended regarding her success in the male dominated software industry. She showed them how they could rise from software engineer and product manager to CEO of a technology firm. She offered summer internships to many of the up-and-coming women engineers in attendance. Her intention is to teach, guide, and provide an opportunity for these women to have a real world experience at an emerging software company.

CEO
Urban Translations

Samantha Urban is focused on helping young women and girls in San Diego explore careers in technology. She volunteered as a judge at the Women’s Hackathon in October 2015 at CSUSM to reach groups of girls in high school and college who were brand new to programming and computer science.

Tricia Ward
Senior Associate
Booz Allen Hamilton

During her 21-year Navy career, Tricia Ward led by example, becoming one of the first female Command Senior Chiefs, serving her final tour at Space and Naval Warfare (SPAWAR) Systems Center San Diego. She was an early fundraiser for the Women in Military Service for America Memorial at Arlington National Cemetery, built to gain recognition for the 2 million women who served in defense of our nation. During her 15-year tenure at Booz Allen Hamilton, she has bolstered the careers of countless women, through formal and informal mentoring, advocacy, and recognition. Ward has been a key contributor to the firm’s “Women’s Agenda,” a program that supports women’s professional development and fosters a more inclusive work environment. She also has mentored and advocated for women-owned small businesses in San Diego. As president of the National Board of WID, she led 16 chapters across the U.S. and grew the organization to meet its mission to promote and advocate for women in the defense industry. She has supported the success and recognition of hundreds of women, and directly impacted careers of women in the military, government, private sector, and military spouses.

Live your beliefs and you can turn the world around.

- Henry David Thoreau

Congratulations to Jaye Connolly-Labelle and all of the Athena Pinnacle Award nominees.

Thank you for turning the world around by championing women in science, technology, education and math.

And thank you to Athena San Diego and Executive Director Cheryl Goodman for paving the way for women leaders.

Cheryl Goodman
Executive Director, Athena San Diego ~ Secretary, Walden Family Services Foundation

Jaye Connolly-Labelle
President and CEO, RippleNami ~ Treasurer, Walden Family Services Foundation ~ Governance Board of Directors

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Howard Wright

Vice President – Wireless Market Development
Intel Corporation

Howard Wright is vice president of the Platform Engineering Group, focused on carrier business development and 5G partnerships. While he is dedicated to securing wins in the mobile and 5G technology space, he is equally devoted to women’s advancement in the workplace. His strong commitment to empowering women is evidenced by his overwhelming participation in many corporate programs designed to support the upward movement of women in the industry. In 2015 alone, he participated in more than 25 keynotes and speakerships where he championed female workplace equality and advocated for gender pay parity. Wright regularly holds one-on-one mentoring sessions where he provides guidance to women of all grade levels across the company. By taking a humble and approachable attitude in his coaching sessions, Wright strives to lead and inspire both diverse and female employees in their professional journey upwards. He believes in the importance of improving the gender ratio in the industry. To this end, he led two major ‘Red Carpet’ hiring events in San Diego, where he spoke to a large audience of female candidates on the opportunities available within the company.

Keiko Yokoyama

Director of Environmental Affairs
Sony Electronics Inc.

Keiko Yokoyama is in a highly strategic role in a Japanese company where female senior leadership positions have been historically underrepresented. She has used her role in the organization to develop a broad coalition of talent across multiple Sony business groups from Sony Pictures, Sony Computer Entertainment (PlayStation), Sony Music, and Electronics segments and provided the leadership to create a dynamic team engaged in tackling some of the most challenging problems facing our world today. Yokoyama is without a doubt a leader in this industry and has had the opportunity to mentor talent both inside and outside the organization. Her involvement in Women Unlimited has fueled her passion to develop herself professionally, but also to provide guidance and support to a myriad of women in varying segments of the electronics industry. As a true leader in her field of environmental sustainability, environmental compliance, and corporate social responsibility, Yokoyama has led a number of community efforts aimed at improving the lives and quality of life of everyone.

Morrison & Foerster is proud to support Athena and the 2016 Pinnacle Awards.

Congratulations to all the nominees!
2016 Individual in Services Nominations

Elizabeth Altman
Office Managing Partner
KPMG LLP

As the first woman managing partner of the 260-person KPMG San Diego office, Elizabeth Altman demonstrates a passion for empowering young female professionals using her enthusiasm and problem-solving skills. When she got to the root cause of a number of key women managers’ departures from the firm—the stresses of maintaining work-life balance—the idea of K-MOM was born and she implemented ongoing professional and personal events for working mothers, information and best practice sharing forums, and a new ‘mom’ mentor. Through her leadership role in KPMG San Diego’s Network of Women (KNOW) and K-MOM, Altman provides opportunities for career and personal growth, facilitating conversation/dialogue, and mentoring younger female professionals. These and other mentoring and career development initiatives have delivered results. Since she has been head of the office, 67 percent of promotions and 50 percent of new hires are women. She has carved out a strong career path for herself and demonstrated to other women that they can have a family and a successful, rewarding career and become active leaders in their communities.

Stephanie Barnier
VP, Personal CFO
The Wealth Consulting Group

Stephanie Barnier’s career began at Morgan Stanley where it is common that women are less than 5 percent of advisors. She quickly noticed this disparity and made it her mission to empower women in the financial industry. Barnier is committed to increasing the number of women working in the wealth management industry. She talks with every woman or young girl that reaches out to her about the wealth management industry and is available as a mentor. Barnier is a founding and active volunteer board member of the Heart of Leadership—a non-profit based in San Diego with values of teaching authentic leadership to young girls through the Girls Circle. This organization is close to Barnier’s heart as young girls and boys need opportunities to lead with their natural talents outside of just sports programs. She sees it as an opportunity for any young girl to learn collaboration among one another, courage to step forward and a place to wonder and ponder what is possible for themselves.

At intel we are proud to be a leader in technology and are committed to empowering women.

For establishing OLP as an epicenter for women’s STEM education, the Academy of Our Lady of Peace proudly congratulates our Head of School, Lauren Lek, on her Athena San Diego Nomination.

Learn more at aolp.org
Holly Bauer, J.D.
Latham & Watkins

Holly Bauer passionately believes in the power of mentoring women in the legal community, and she proudly serves on the firm’s Women Enriching Business Committee (WEB), including as co-chair of the San Diego office’s WEB efforts. WEB, in its 10th year, is designed to address the business challenges and opportunities unique to women lawyers and to current and prospective women clients. Bauer leads efforts for a multitude of events geared toward women in business, as well as internal programs focused on mentoring, education and increasing the visibility of women role models throughout the firm. Designed to bring together professional women from a variety of disciplines, these events not only help foster better relationships between the company’s lawyers and clients, but also provide a forum where clients can make other high-level contacts in an informal venue. Bauer successfully balances her demanding legal practice, commitment to her clients and dedication to her leadership roles, with her role as a mother to two young boys. She strives to be a role model for younger women attorneys, showing that achieving a fulfilling personal and professional life is indeed attainable.

Hal Dunning
President, Chief Operating Officer
Barney & Barney

Hal Dunning is a well-known and esteemed member of Barney & Barney’s leadership team. Over the years and long before the statistics pointed to the financial success of women-led firms, Dunning championed the rights of women in the workplace. He has directly addressed the imbalance in leadership numbers for men and women—a historically challenging issue in the insurance industry—through numerous actions and initiatives. In 2010, when Barney & Barney created GROW, an internal organization designed to support and empower women, Dunning not only became an ally of the organization but served as a founding member. His commitment to the initiative has been unwavering. He has served a critical role in the development and implementation of GROW’s vision. He continues to sit on the board and, while he’s the first to admit his limitations in understanding the experience of women in the workplace, he is 100 percent engaged and supportive as GROW continues to support opportunities for the advancement of women.

Felena Hanson
Founder
Hera Hub

As Felena Hanson launched her first business, Perspective Marketing, she found her passion for supporting other female entrepreneurs through leadership roles with several professional women’s organizations, including Ladies Who Launch and Women’s Global Network. Her latest venture, Hera Hub, is a spa-inspired shared workspace and community for female entrepreneurs. This as-needed, flexible work and meeting space provides a productive environment for growing businesses. Hera Hub members have access to a professional space to meet with clients and to connect and collaborate with like-minded business owners, thus giving them the support they need to be prosperous. The business supports hundreds of freelancers, entrepreneurs, and nonprofits in more than 16 industry segments. After building three successful locations, she is now expanding across the United States via a licensing model. Her goal is to support more than 20,000 women in the launch and growth of their businesses by 2020.

Terri Graham
Chairman
Women Evolution

Terri Graham’s personal mission is to empower, inspire, mentor and advance women. She spent more than 20 years at Jack in the Box with 10 of those as the chief marketing officer. She had five departments that directly reported to her and there were female directors or VPs in each one, and that was no accident. After Jack in the Box, she moved on to become the CMO of Provide-Commerce where she realized they did not have a women’s network. She directly influenced the creation and implementation of The Provide Women’s Leadership Network. Prior to her leaving Provide-Commerce, she made it her goal to promote as many women as she could and was able to secure one more spot for a woman on the executive team. She currently sits on the board of the $4 billion specialty retail, Sprouts Farmers Market, and is the chairman for Women Evolution, which is a women’s leadership development organization with a vision to rebalance the executive gender equation with their innovative and scalable Online Mentoring Program.

Will Marre
Founder
Smart Power Institute

Will Marre is a rare leader who has the power to engage CEO’s in difficult discussions about what can move their business. He tackles egos and stereotypes about business head-on and forces leaders, managers, and most importantly in this case, women, to be honest about what propels companies forward and what makes healthy organizations tick. It is exciting to see someone of his experience and pedigree, formerly the president of the Covey Leadership Center, focusing on women’s issues in business. He sees the need. He is a champion for smart power skills, and has helped empower hundreds of women. Marre was instrumental in launching Leadership SPA, a woman-only development program designed to empower women to harness their strengths and to deploy both hard and soft power skills – Smart Power – to successfully reach business objectives.

continued on page APA17

2016 ATHENA SAN DIEGO PINNACLE AWARDS - 2016 ATHENA SAN DIEGO PINNACLE AWARDS - SERVICES

continued from page APA15

Dr. Stacey Davenport, Ph.D., MBA
Founder/CEO
Davenport Executive Search

Dr. Stacey Davenport has championed the advancement of women in industry and the search business, including promoting a culture at of hiring 80 percent of staff as women over the past ten years. In addition to advocating for the placement of strong female candidates in industry and for profit and nonprofit boards, she has served as mentor and advisor for many young professional women beginning their careers. Her strong track record of executive search expertise has made her a respected member of her field. Through her work as a mentor and advisor for many young professional women beginning their careers, she actively supports several charitable organizations in San Diego including sponsoring 65 foster children for the 2015 Foster Youth Mentor Program’s Annual Christmas Celebration and five families for the San Diego Social Advocates for Youth 2015 Annual Adopt A Family program.
Rama Padmanabhan, J.D.
Partner
Cooley LLP

Rama Padmanabhan is passionate about helping to ensure that a diverse, exceptional team of attorneys from as many backgrounds as possible is embedded in Cooley’s culture. Padmanabhan has served as an active member of the Cooley Diversity Committee throughout her tenure at the firm. Specifically, Padmanabhan is a member of the Sponsorship Group of the Diversity Committee, which connects younger attorneys of minority backgrounds with partner mentors across the firm. These relationships provide these junior attorneys a network of mentors and peers, which they may otherwise not have at Cooley. Padmanabhan specifically mentors women of color as very few women of color reach the status of partner at large, international law firms. She also serves as a mentor and role model to women associates in the community who are currently flourishing outside of Cooley. As an example, one of Padmanabhan’s mentees went on to become counsel with Qualcomm and is excelling in her role at the company.

Heidi Saulsbury
Life Sciences & Biotech
Regional Consultant
TriNet Life Sciences

Heidi Saulsbury is a model of servant leadership for the women in our community. From her earliest days in sales management she has sponsored development and community building programs for women. One series she developed, facilitated and launched took a focus group of 12 women new to her workplace and supported their assimilation through basic leadership training, networking and role-playing to project confidence. Many of these women were later promoted within the organization or have taken roles as mentors. Today, Saulsbury is involved in the San Diego community as a mentor, host and avid connector. At work, she is a champion of the life science/cleantech space with TriNet Life Sciences. Through her connections, she is impacting the speed of innovation by helping her clients maintain focus on their path to innovation. By helping women better connect to one another. She also sits on the board of advisors for AIESEC San Diego SDSU, an international student-led nonprofit which coordinates work assignments abroad to enhance cultural understanding. The largely female executive team boasts two consecutive female presidents who have expanded the group in size and scope and ensured a continued legacy through transition planning.

Cláudia Schwartz
Founding Principal
HR Results

A pillar in San Diego for more than three decades, Cláudia Schwartz’s passion and enthusiasm for helping, encouraging and impacting the personal and professional growth of others is unparalleled. Schwartz’s profession, which includes being the founding principal of HR Results, an expert witness and licensed investigator, a professor at UC San Diego, an esteemed speaker, an executive coach and multi-board executive, surrounds her with revered and respected leaders in San Diego in the areas of biotech, technology, insurance, workforce management, and every other industry imaginable. Human resources being undeniably dominant with talented women, she interacts with and closely mentors those with diverse levels of professional achievement.

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JOIN A DYNAMIC COMMUNITY OF WOMEN IN STEM
and each one is treated with her full attention and respect. She makes each interaction a distinct priority. Her dynamic approach to leadership initiatives provides the basis for confident career development. Schwartz has tirelessly dedicated her time, knowledge and mentorship to women and the community at large for more than 30 years.

**Stephanie Seidman, Ph.D., J.D.**
**Partner**
**Dentons US**

Dr. Stephanie Seidman has transitioned from scientist to patent law technology specialist, to practicing patent attorney and team leader in a national law firm. She is an example for other women and a catalyst for increasing women's presence and influence in areas where they once were rare. Seidman hires, promotes and mentors talented women, empowering them in a practice area dominated by men. At any given time, at least half of her technology specialists are women. Currently, all of her technology specialists are women. She recruits promising women scientists as specialists to her patent law practice, encouraging them to become registered before the U.S. Patent Office and to attend law school. She oversees and supports their transition from scientists to practicing attorneys. Stephanie has built one of the largest bio-pharma patent prosecution practices in the region and trained a large number of San Diego-based patent professionals. For more than 29 years, she has been instrumental in nurturing the careers of dozens of women. Her commitment to encouraging young women in this community to believe in themselves and training them to achieve the highest levels of proficiency in their careers is extraordinary.

**Jodi Smith, CPA**
**Partner**
**Ernst & Young LLP**

Jodi Smith was the first female promoted to partner in the Ernst and Young San Diego office. She is an advocate and role model for women. As a longtime active member of the Professional Women’s Network at EY, she has hosted events bringing together women within the business community to foster the exchange of knowledge and experience. Smith has led the Working Family Network for more than 10 years, bringing together parents to provide encouragement and solutions to navigate their careers and family commitments. Annually, she hosts the “Take Your Daughters and Sons to Work Day.” As a successful career woman and mother, Smith is passionate about mentoring and guiding women to their maximum potential, which is why she has become the “go-to” for young women. She also has served as a counselor and career advisor for 18 years for employees, supporting them in reaching their full potential in their long-term career development.

**Carla Vallone**
**President**
**Portavoce PR**

As a team leader, Carla Vallone empowers her employees to grow in their professional roles, by investing time and energy to push them beyond their boundaries and growth into increasing responsibility. Vallone is an excellent influence on the young professionals she works with and serves as a mentor to the women she employs. As a woman business leader, Vallone is committed to supporting the success and wellbeing of young women in San Diego. She serves as the vice president of the Board of Trustees for Girls, Inc. of San Diego County, an organization that supports more than 300 girls a year with life-changing support and real solutions to the unique issues girls face. The programming Girls Inc. of San Diego delivers helps girls in North County overcome gender, economic, and social barriers so they may see college as attainable.

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**Nominations Now Open**

**23RD ANNUAL WOMEN WHO MEAN BUSINESS AWARDS**

Each year, the San Diego Business Journal recognizes dynamic women business leaders who have contributed significantly to San Diego’s businesses. Now in the 23rd year, the San Diego Business Journal applauds these women by hosting our biggest and most anticipated reception and awards program to honor the winners and guests. Celebrity emcees, a keynote speaker and the awards program are staples of this landmark event. Honor your colleagues by submitting nominations for the 2016 Women Who Mean Business Awards.

**Nominate online at:**
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Ticket price includes a 26-week subscription to the San Diego Business Journal ($15.00 allocated to the subscription). Current subscribers may gift their 26-week subscription to a colleague.

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Contact the Events Department at 858.277.6695
Dexcom has a strong commitment to developing female employees for future leadership roles through comprehensive and robust management and leadership programs. The company has implemented numerous programs to foster and further their professional development. One key initiative is the Women’s Leadership Lunch, a monthly meeting where executives from throughout the company present to up-and-coming women leaders on topics ranging from strategic and business acumen to emotional intelligence and financial leadership. Dexcom also has established a mentorship program for women in research and development roles. Women can openly discuss their concerns and aspirations, while also defining goals to help them advance within their roles. By providing exposure to senior leadership, women receive greater visibility to the executive team, allowing them to identify and facilitate professional growth opportunities for women in the typically male-dominated medical device industry.

In 2015, and for the fourth consecutive year, DLA Piper was awarded the Gold Standard Certification from the Women in Law Empowerment Forum, which recognizes law firms for their advancement of women in leadership roles and in compensation. As of January 2016, the percentage of women on the Executive and Policy Committees is 24 percent and 21 percent, respectively. The firm’s January 2016 Partner promotions included 33 percent women, two of whom were working reduced hours. Additionally, Women Emerging Leaders (WEL), a newer initiative, is aimed at developing mid-level female partners into strong business developers and rainmakers. DLA’s women’s resource group, the Leadership Alliance for Women (LAW), works to advance the firm’s global competitive edge by developing and promoting its women lawyers and maximizing their opportunities for business generation and leadership. With the launch of the Global Leadership Alliance for Women in 2015, the network of LAW chapters has strengthened and grown throughout the firm. LAW hosts the Global Women’s Leadership Summit to support advancing women in law and business.

Ernst & Young’s programs advancing women’s careers and supporting career development at all stages are exemplary and have become truly embedded in the culture of the organization. Two examples include its very public pledge for pay parity and equal opportunities and its “returnship program” that allows high performing professionals a chance to re-enter the EY workforce. EY’s firm-wide programs have been embraced in San Diego reflecting the success of the firm’s focused effort to retain women throughout their careers. EY goes beyond the development of its own talent by making its programs available widely and publically, encouraging other organizations to undertake similar initiatives and ongoing efforts to advance women within industry. Today, women make up 31 percent of the partners and executive directors in audit and tax in the San Diego office, compared to ZERO 15 years ago. Currently, women compose 44 percent of the team in San Diego, reflecting the success of EY’s focused effort to retain women throughout their careers in the firm’s demanding client-service environment.

Three of Halozyme’s five C-Suite executives are women, the CEO, the CMO, and the CFO. In addition, three out of eight members of the board of directors are women. The Centers for American Progress reported in August 2015 that, in S&P 500 companies, only 19 percent of board members are women and only 4.6 percent of CEOs are women. They additionally reported that the percentage of directors in S&P mid-cap companies that are women was only 15 percent and was only 12.6 percent in S&P small-cap companies. Halozyme has a culture that promotes and gives opportunities to women far more often than other public companies.

In 2015, Intel set an ambitious goal to be the first high tech company to reach full representation of women and underrepresented minorities in its U.S. workforce by 2020. The company committed $300 million to support this goal. Intel supports women in gaming and other online communities with innovative programs like Hack Harassment, which aims to combat online harassment. The company also increased its hiring of women by nearly 43 percent in 2015, and narrowed the gap in female representation, ending the year with a workforce that is comprised of 24.8 percent women, a 5.4 percent increase over 2014. Intel offers programs such as Red Carpet and Blue Carpet events as a means to fill its pipeline with female talent, ROAR, an internal onboarding program offered to all incoming senior female hires to help them assimilate into the company culture. The company also holds annual WIN (Women in Intel) conferences to inspire and connect all women at Intel with senior leadership. Intel also established “Lean In” circles where senior female leadership serves as mentors to women in the company.

Human Longevity has designed a unique corporate culture foundation that includes a strong group of female scientists and leaders. HLI has a commitment, above all else, to hire the best and brightest talent to achieve their Herculean goals. The good news in the STEM community is that many of the best happen to be female executives, but not all companies will be able to attract and recruit them. HLI has been very successful at hiring reputable, world-renowned functional female leaders because of the unique culture Dr. Craig Venter and the current executive team have created and continue to foster. HLI has created a place where employees feel empowered to take on responsibility, which facilitates career progression for the best candidates. HLI encourages employees to highlight their individuality and creates an environment that nurtures personal talents, creative flexibility, and freedom to operate.

In 2015, the von Liebig Entrepreneurship Center is dedicated to helping university innovators bring their ideas to market through education, mentorship, and access to funding. The Center has collaborated with a number of programs to increase visibility and participation of female students interested in entrepreneurial efforts, including: MyStartupXX, a program designed to encourage female technology entrepreneurship among students at UC San Diego; designation as an NSF Innovation Corps Site that provides entrepreneurial education and funding to students and faculty interested in commercialization of their ideas, with 25 of 90 teams led by a female scientist or engineering student; and a proposal submitted to the national Science Foundation in collaboration with Venture Well to support female faculty interested in pursuing the commercialization of their technology.

In 2016, Susan G. Komen is the world’s largest grassroots network of breast cancer survivors and activists fighting to save lives, empower women, ensure quality care for all and energize science to find the cures. Komen’s mission is to empower women with the tools and skills they need to speak confidently with their doctor, ask difficult questions and request understanding when the subject matter isn’t clear. Komen encourages women to be their own best advocate. Advocating for oneself and the women in your life is the foundational message of the organization. These values are also woven through the makeup of the female leadership and how the organization is steered. Women comprise 100 percent of the staff and the board of directors is comprised of 85 percent women.

Women and men are looked at equally here. Ideas come from both genders and are valued equally. The company name was a collaboration of women!
Working locally. Recognized globally.

The more women we empower, the more impact they can have. We’re proud to work with Susie Armstrong, Lillian Cordova, Molly Gavin and Courtney Lach, who have been nominated for The Athena Pinnacle Award. Thanks for helping us bring the future forward faster.

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Susie Armstrong  Sr. VP of Engineering
Lillian Cordova  IT Project Manager, Staff
Molly Gavin  VP Government Affairs
Courtney Lach  Staffing Specialist, Staff