

## **A Selective Chronology Of IBM Women In Technology**

### **1890s**

- 1899 The Computing Scale Company, one of three companies that will form the Computing - Tabulating - Recording Company (C-T-R) in 1911, hires Richard MacGregor, a Black employee, as well as Lilly J. Philp, Nettie A. Moore and Emma K. Manske. This occurs 10 years before the National Association for the Advancement of Colored People (NAACP) was founded, 36 years after President Lincoln signed the Emancipation Proclamation and 20 years before women won the right to vote. In 1924, these four employees help inaugurate IBM's first Quarter Century Club.

### **1910s**

- 1918 Clara Doring, Virginia Kempton, Rugh L. Schiele and Miriam R. Shott -- employees of an IBM predecessor company -- attend the Tabulating Machine School to learn about the mechanics and applications of punched card technology.

### **1920s**

- 1924 Women join IBM's first Quarter Century Club, created to honor employees with 25 years of service.
- 1929 Virginia L. Linkenhoker organizes IBM's first customer training school.

### **1930s**

- 1935 IBM hires its first professional women, 25 college seniors recruited for Systems Service. They are graduates of IBM's first women's systems service class at Endicott, N.Y., in 1935.
- 1935 Thomas J. Watson, Sr. champions the introduction of women into IBM's professional ranks, as the company holds its first systems service class for women. These "pioneering women" are the first wave of IBM female employees to take on customer contact positions traditionally filled by men.
- 1935 Virginia L. Linkenhoker becomes IBM's first full-time system service woman. She is soon followed by the graduates of IBM's first systems service class for women.
- 1935 Anne Van Vechten, a member of IBM's first system service class for women, becomes the company's Secretary of Education for the Women's Division.
- 1936 M.U. Davids-van Ryn from the Netherlands becomes the first systems service woman in IBM's European operations.

- 1936 Gertrude M. Brooks, a graduate of IBM's Electric Writing Machines (EWM) sales school, becomes the company's first female sales representative.
- 1937 IBM's first sales woman, Gertrude M. Brooks, becomes the first woman in the company to exceed her monthly sales quota.
- 1938 Bernice A. Gould joins the IBM Quarter Century Club, the first IBM female employee from Plant No. 1 in Endicott, N.Y. to achieve that distinction.
- 1938 IBM's Quarter Century Club welcomes Mabel Willmore, completing the Club's first father/daughter pairing. Her father Alfred had joined the Club in 1937.

### **1940s**

- 1942 The first disabled blind female employees begin working at IBM.
- 1943 IBM names Ruth Leach (Amonette) a vice president, the company's first female executive.
- 1943 IBM Endicott's Betty Loretta Garren and Marion Louise Haner join the U.S. Navy's WAVES and become the first female employees to join the U.S. military in World War II.
- 1944 IBM Endicott names Marguerite L. Rounds as its first female manufacturing foreman.
- 1946 F.H. Finn becomes the first woman to qualify for IBM's One Hundred Percent Club, the top group of sales representatives who achieve or exceed their annual sales quotas.
- 1946 Jacqueline Decker qualifies for IBM's One Hundred Percent Club, marking her ascent to the top echelon of IBM's sales force.

### **1950s**

- 1956 IBM appoints Jeannette Kittredge Watson, the widow of legendary IBM President Thomas J. Watson, Sr., as the first female member of the Board of Directors.
- 1956 IBM names Veronica Knizikiaucis its first female routing analyst. The position entails the preparation of engineering specifications for manufacturing processes.
- 1957 Ivy Woo, a secretary, joins IBM Hong Kong as its first female employee.
- 1958 Madeline Mantrell of IBM's San Jose Card plant becomes the first female employee in the Western Region to join the Quarter Century Club.

1959 IBM's Sarah Wilkinson is one of the first three women admitted to Harvard Graduate School of Business Administration.

### **1960s**

1961 Barbara Bode of IBM San Jose is the first woman to receive a master's degree under the IBM Work Study Program. She received a masters degree in mathematics at San Jose State College.

1963 Dagmar L. Arnold, an IBM industrial designer at the company's San Jose Plant, is the first woman at IBM to receive a United States patent. The patent is for Miss Arnold's contribution to the external design of the 1301 Disk Storage Unit.

1963 Phoebe LaSense is the first woman Senior Systems Engineer.

1964 IBM employees Dee Dempsey and Alice Ribgy graduate from the first Women's Executive Classes taught at UCLA.

1964 IBM's Data Processing Division appoints Donna Proctor as its first female senior systems engineer.

1965 Betty Hickey is the first woman employee of IBM East Fishkill to retire after thirteen years of service. She retired on October 25, 1965 as an inspector.

1965 Dr. Geraline Swartz is the first PhD in the Systems Development Division. She was also active as an officer in the Scientific Research Society of America (RESA).

1966 1966-1970 IBM & SWE started a relationship with Rita McCabe (Armonk, NY)

1966 IBM Austria's first female Systems Engineer, Beate E. Hager, also becomes the first female instructor at IBM Austria's Training Center in Vienna.

1967 Judy Pittsford is the first IBM Austin hire.

1968 Elizabeth Metsel becomes the first female student at the IBM Technical Development Center.

1968 First women Educational Service Representatives (ESRs) in Latin America trained.

### **1970s**

1970 Barbara Boyle becomes IBM's first program manager for women's programs.

1970 Women join the IBM Executive Resources Program for the first time.

- 1970 Anne Rawson becomes IBM's first female branch manager.
- 1970 Jane Cahill Pfeiffer, who would later become IBM's second female vice president, is the first woman to participate in the White House Fellow Program.
- 1970 Lynn McDonough - Australia's first Educational Service Representative (ESR).
- 1970 Betty Golsteon is the first woman to earn an Engineering degree from San Jose State and works as the only female engineer in San Jose.
- 1970 Janice Lourie is the first IBMer to receive Plateau Invention.
- 1971 Patricia Harris joins the IBM Board of Directors. She is the first black woman to serve on the Board.
- 1971 Peggy Givens is promoted to manager in manufacturing on a non-preferred shift becoming the first woman to do so.
- 1971 Libby Wareham is promoted to manager at the Dayton/Princeton site becoming the first woman site manager.
- 1974 Dorris Isaacs of IBM's Los Angeles office becomes the company's first black female systems engineering manager.
- 1976 IBM's Dr. Irene Greif is the first woman to earn a doctorate in Electrical Engineering and Computer Science from the Massachusetts Institute of Technology.
- 1976 IBM became an official SWE corporate member.

### **1980s**

- 1980 IBM introduces its innovative solution to heat dispersal for high performance computers, the award-winning Thermal Conduction Module.
- 1983 Charlotte Tyson is nominated as the first female IEEE Section Chair of the Denver Section.
- 1985 Risina Bright joins the Hursley, UK Quarter Century Club (QCC) member, the first female in Hursley to achieve that distinction.
- 1989 Frances Allen -- part of the first generation of women scientists who joined IBM Research in the 1950s -- becomes the company's first female IBM Fellow. The elite award honors her sustained history of technical achievements and business accomplishments, and recognizes her strong potential to make continuing contributions to IBM and to the industry.

1989 IBM Academy forms. Frances Allen (IBM Fellow Emerita), an original Academy member, later became the first and (to date) only woman Academy president.

### **1990s**

1992 Karin Duermeyer becomes IBM Germany's first female certified IT architect.

1994 IBM Australia and New Zealand appoints Vickie Regan as its first female chief information officer.

1995 Yukako Uchinaga becomes the first woman to join IBM Japan's Board of Directors.

1995 First woman Senior Technical Staff Member (STSM) Amal Shaheen.

1996 IBM sponsors the first Women in Technology International Hall of Fame. The Hall's initial class of inductees includes current and former IBM employees Linda Sanford, Dr. Barbara Grant and Ruth Leach Amonette.

1996 IBM's first women's executive panel, composed of Linda Sanford, Donna VanFleet, Barbara McDuffie, Carol Kovac and Barbara McLane, and hosted by IBM Rochester, convenes as part of site Technical Vitality program. The meeting marks the beginning of Women in Technology programs at IBM.

1996 Distinguished Engineers distinction is formed and two IBM Women are named. First in the Americas, Katheryn Bohrer. First in EMEA, Karin Duermeyer.

1997 The first Women In Technology Steering Committee meeting convenes.

1997 The first IBM Women In Technology web site goes live.

1997 Karin Duermeyer, already the first woman in IBM Germany to achieve IT architect certification, achieves further honor by becoming the first female Distinguished Engineer in IBM's Europe/Middle East/Africa organization.

1998 The first IBM Women In Technology conference convenes.

### **2000s**

2000 Abby Kohnstamm, who has led IBM's marketing organization since 1993, becomes IBM's first female senior vice president.

2001 IBM launches "Introduce a Girl to Engineering Day" as part of National Engineers Week (NEW) and IBM's sponsorship of 50th anniversary of NEW.

- 2002 Dr. Sandra K. Johnson becomes the first black woman elected to IBM Academy of Technology.
- 2002 IBM Academy of Technology elects first Hispanic woman, Maria Azua, and the first Academy member from Spain, Elisa Martin-Garijo. The IBM Academy of Technology Class of 2002 had the largest class of women ever.
- 2003 Josephine Cheng first female honored as the Asian American Engineer of the Year by the Chinese Institute of Engineers for her contributions to engineering. This is only the second year the award has been given.
- 2003 Jenny Choy first woman Distinguished Engineer appointee for Canada.