

**2004  
21st Century Recognition**

Silver | AAUW NC  
Platinum | Brevard  
Platinum | Hendersonville  
Platinum | Statesville  
Gold | Gaston Regional  
Gold | Greensboro  
Gold | Raleigh/Wake County

**AAUW NC**  
**Gold 2003 | Platinum 2002**  
**5-Star 2001**  
**7-Star 1996 - 2000**

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**AAUW NC Website:**  
**<http://www.aauwnc.org>**

# Tar Heel News

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN OF NORTH CAROLINA

Vol. 51 No. 1

"Speak to the Mission"

Winter 2004



PHOTOS BY SUZANNE BARTON

**WRITING ON THE WALL**—members jotted ideas on sticky notes for how to make AAUW NC better, then placed them on the wall, where two groups took turns sorting them according to category. The resulting discussion led to the decision to have a winter retreat.

## Winter Retreat Planned To Set Course For Future

For more than two years, the AAUW NC board has taken a hard look at itself, as well as the whole of AAUW in our state, its branches and members, to explore ways to do what we do better. The six goals of the ReConnection Committee have been published on the web at <http://www.aauwnc.org> and in *Tar Heel News*. Ambassadors made visits to 77% of the branches. Discussion, feedback, criticism, and thoughtful ideas have emerged.

Added to the impetus for change is the Association's decision to assign administration of branch recognition to the states and the state board's feeling that a stronger strategic plan for conducting business and speaking to the mission is needed.

### ReConnection

As we go to press, Nancy Shoemaker is compiling feedback generated by the ReConnection teams in their efforts to address six goals:

- I. Set a state theme/project
- II. Make the state board more efficient and effective
- III. Improve the state meetings
- IV. Provide more face-to-face contact between state board members and branch members
- V. Identify the "experts" in the branches
- VI. Reevaluate the structure of AAUW NC to improve the capacity to address the mission.

### Recognition

Different ReConnection teams have tossed around ideas for a state recognition program for almost a year. At the request of Joanne Hill, AAUW NC president, Schickedantz, Shoemaker,

Phyllis Guberman, and Marty Folsom discussed ideas in depth prior to the Fall Board Meeting. Schickedantz did an analysis of what Five-Star did and did not do, compared it with the accomplishments and shortcomings of 21st Century, and made a list of where both failed to meet the needs of the branches and state.

The five agreed Schickedantz would make a proposal for a new state recognition program. It is presented on page three.

### Strategic Planning

Mary Fran Schickedantz began the process for developing a new strategic plan for AAUW NC at the Fall Boarding Meeting in Eden. It was from the ensuing activities and discussion that the consensus for holding a winter planning retreat was reached.

### Writing on the Wall

One of the activities involved passing out pads of sticky notes with members jotting down ideas on ways to make AAUW NC better. The notes were posted on the wall. Members were divided into two groups and told to sort the notes according to category. A clear pattern emerged.

### Quest for Direction

The discussions about ReConnection, Recognition, and Strategic Planning – whether by e-mail, in person, on the phone, along with the activities at the Fall Board meeting, add up to a quest for direction. The Board decided a Winter Planning Retreat is the best forum to accomplish focused discourse and to create a plan for action. Greensboro and High Point Branches are hosting the event on Friday and Saturday, January 28-29 at the Best Western

Wendover Plaza in Greensboro. Attendance is expressly requested of all officers and board members, which include branch presidents. See page two for information and to register.

### Survey

As part of the changes being contemplated, AAUW NC is considering its first major bylaws changes in several years, and we want comments from members throughout the state. A survey will be distributed through the e-mail list and on the web site. If you're not on-line, please contact Karla Atkinson, AAUW NC secretary, for a copy of the survey (506 Stone Drive, Brevard NC 28712-9662, 828.884.7648). Results of the survey will be presented at the retreat in January.



Eden Branch was delightful host for the Fall Board Meeting. From left, Joyce Spear, co-president, Ruth Leeper, EFP chair, and Suzanne Barton, co-president.

# AAUW NC: Making It Better

**Winter Retreat:** Work session to accomplish focused discourse and to create a plan for future action: strategic plan, board structure, much, much more! All board members (officers, committee chairs, and branch presidents) are asked to attend. If you will attend, but did not go to the Fall Board Meeting, please contact Joanne Hill, AAUW NC president, so she can bring you up to speed.

**Date & Time:** January 28-29, 2005 • Times to be announced  
Friday Evening: Banner Workshop (new method), Informal Meetings  
Saturday: Retreat

**Host Branches:** High Point and Greensboro

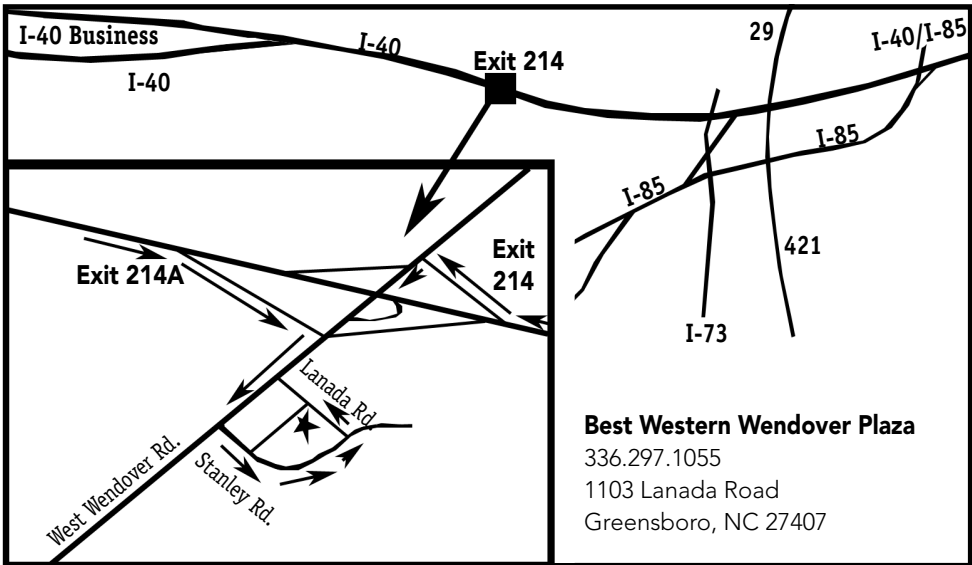
**Registration:** \$10 (lunch included). Use form below.

**Place:** Best Western Wendover Plaza • 336.297.1055  
1103 Lanada Rd., Greensboro, NC 27407

**Room Rate:** \$70 includes deluxe continental breakfast. Code for this rate: AAUW NC

**Directions:** From East: I-40W, Exit 214 Wendover Avenue. Turn Left at light. Go through next light and get in left lane. Turn left at next light (Stanley Rd). Stay in left lane. Hotel is on left past Bojangles.

From West: I-40E, Exit 214 Wendover Avenue. Bear right when you come off ramp and immediately get in left lane. Turn left at next light (Stanley Rd). Stay in left lane. Hotel is on left past Bojangles.



## AAUW NC Winter Planning Retreat

Host Branches: Greensboro and High Point

**Deadline: January 15, 2005 - the Sooner the Better!**

Name: \_\_\_\_\_  
(AS YOU WISH IT TO APPEAR ON YOUR NAME TAG)

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Email: \_\_\_\_\_ Phone (s): \_\_\_\_\_

AAUW NC Position \_\_\_\_\_

President of \_\_\_\_\_ Branch

☐ Branch Member    ☐ Member-at-Large    ☐ Other \_\_\_\_\_

Registration :    \_\_\_\_\_ persons @    \$ 10.00    =    \$ \_\_\_\_\_

Lunch is included    Total Amount Enclosed    \$ \_\_\_\_\_

If paying for more than one person, please attach names and positions on separate sheet.

**Make check payable to AAUW High Point Branch,  
AAUW NC Winter 2005 Planning Retreat**

**Return to: Mary Stephens, PO Box 12548, Winston Salem, NC 27117**

Room reservations should be made directly with the Best Western Wendover Plaza

### Recommendation Made at Fall Board Meeting

## Board Considers Strategic Plan for 2004-2005, Discussion Set for Planning Retreat

This plan will be monitored by the Executive Committee as it relates to AAUW NC activities following the AAUW mission at the state and national levels. Primary concerns each year are: finding meeting places accessible to people with disabilities; seeking and maintaining a diverse population, which includes those listed in the diversity statement—encouraging participation from all sectors; strengthening the College/University Partnerships among the many institutions; supporting multi-ethnic activities within the local communities; striving to make our voices heard by the various governing bodies as we address issues that affect women and girls; encouraging greater commitment to “giving programs backed by Association and AAUW NC.”

### AAUW NC will continue to support coalition activities

- Continue membership in N.C. Women United and support activities of the Women’s Equality Day Event when planned.
  - a) Mentor branches in becoming active participants in the Agenda-setting process.
  - b) Mentor branches in keeping abreast of technology to respond on-line to support for/against legislative bills, etc.
- Continue membership in the N.C. Coalition on Aging.

### AAUW NC will continue to spotlight

#### Convention and Summer Leadership Programming

- Model programming from Association and Regional Conferences which will help branches in impacting their local communities as it relates to the Mission of AAUW.
- Model ways for branches to increase leadership opportunities, visibility, and diversity within their branches.
- Raise awareness of yearly increased support in the Educational Foundation.

## Convention Guidelines Undergo Dramatic Revision

DURING CONVENTION 2003, Laura Rumbley (2002-2004) appointed a task force to revise the AAUW NC guidelines: Lill Van Order, Mary Peterson, and Marty Folsom.

Now titled the *AAUW NC State Convention Preparation Guide and Checklist*, it was originally adopted in 1980, and edited in 1992 by the Raleigh committee, Hila Stratton, chair, to update terminology and facts. No substantive changes were made at that time.

Nancy Shoemaker provided the task force with a user-friendly Word document by scanning the old guide in OCR—not an easy undertaking.

The task force completely restructured the guide to make it easier to use. It is more concise, reflects technology advances, and updates officer and board members’ titles and deadlines. The new format is a set of cross-referenced checklists—one for each person with responsibilities.

Following the presentation of the new document at the Fall Board Meeting, Joanne Hill, AAUW NC president, instructed the task force to insert a provision for annual evaluation and

revisions. The convention guidelines committee will solicit feedback from officers and chairs involved immediately after each convention and make appropriate revisions prior to copying and distributing to the new officers and convention team. The committee consists of the program vice-president, outgoing convention chair, and *Tar Heel News* editor.

When Mary Peterson met with Asheville Branch leaders in October, she distributed copies of the new guide to the branch president, convention chair, branch treasurer, and a fourth copy for the convention chair to take apart and give to the local committees. She explained that the guidelines had just been revised, and after pointing out the note section on the right side of each page, asked them to make notes of any changes that would enhance or help to explain any of the directions. They were thrilled with the checklist format.

The original Word document has been filed with the AAUW NC secretary. Task force member retain copies, and it is available on the web site.

## AAUW NC 100 Club Applications

AAUW NC is seeking applications for credit for hours, as well as donations, for the 100 Club, approved a during the Summer Board Meeting to recognize individuals across the state who demonstrate their commitment to AAUW.

Members can join the AAUW NC 100 club two ways—contribute at least \$100 to AAUW NC or spend at least 100 hours working for AAUW at any level. Donations from nine members have already been collected, putting a significant dent in our fund-raising goal for the year.

The simplest way to join is to write a check to AAUW NC. Send it with your name, address, city, state, zip, phone, e-mail, and branch to: Millie Hoffer-Foushee, 7068 Lanier Road, Summerfield NC 27358.

If this gift is in honor or in memory of someone, please also include their name, branch, and the contact information where an acknowledgment should be sent.

Details and applications are available at <http://www.aauwnc.org> – just look for “100 Club.”

As of November 4, 100 Club members are Sandra Abromitis, Asheville; Gregory Alcorn, Salisbury; Millie Hoffer-Foushee, Greensboro; Lola Jackson, Greensboro; Joanne Hill, Jacksonville; Mary Jo Pribble, Hendersonville; Bonny Marsh, Hendersonville; Mary Peterson, Twin Rivers; Evelyn Mercer, Charlotte. Beginning in 2005, all names will be published in a place of honor in *Tar Heel News*.

AAUW NC is a 501(c)(4) organization and contributions to it are NOT deductible as charitable contributions.





## Host Branches Wanted!

AAUW NC is seeking branches to host State Board Meetings: 2005 Summer, 2006 Summer, 2006 Fall; and the 2006 and 2007 Spring Conventions. Greensboro will host the 2005 Winter Meeting, and Chapel Hill is on board for the 2005 Fall Meeting. Interested branches should contact Judy Atkinson, [gatkinson1@triad.rr.com](mailto:gatkinson1@triad.rr.com) or 336-659-4709

### Association Limits 21st Century Recognition to States Only

## AAUW NC Presents New Branch Recognition Program

Mary Fran Schickedantz  
On behalf of the AAUW NC Board

WE, THE AAUW NC Board, think the branches in North Carolina are pretty special! We think that it is great to have the chance to foster communication among them. The Association has given us this opportunity by letting us make decisions on the format for hearing about your focus areas. Developing a way to get feedback from you is a real challenge. We really want to hear from every branch!

We suggest that the 2004 calendar year be the time frame for the activities you will tell us about. We need to receive your feedback by March 1, 2005, which will allow us to be on the same page for our activities for EF and LAF, and for membership figures.

Please send your information to Phyllis Guberman, [jpguber@bellsouth.net](mailto:jpguber@bellsouth.net) or mail it to her at 205 Royal Oak Dr., Wilmington, NC 28409-4535.

At the AAUW NC Convention in Asheville, April 16-17, we plan to celebrate our accomplishments and network with the branch personnel whose activities seem workable for us. Our convention planners may even find a creative way to use this information.

## 21st Century Recognition Program for States Focuses on Strategic Planning, Assisting Branches

Ann S. Terry  
South Atlantic Regional Director

STRATEGIC PLANNING, SETTING goals, identifying resources, implementing mission-based programs: that is what effective, visible states do to answer the AAUW *Call to Action*. It is what mentoring states do for their AAUW branches, but more importantly it is what state leaders model for members in an effort to move the AAUW mission forward ... because equity is still an issue!

It is what garners 21st Century Recognition as a Platinum, Silver, or Gold state. Recognizing states and their volunteers for all that is done to assist branches in developing community-based collaborative partnerships is one way that Association says, "thank you."

While the 21st Century Branch Recognition Program has been handed-off to states for their respective adaptation and use, the Association has retained the 21st Century State Recognition Program, as is, for the remainder of the 2003-05 biennium. The regional directors will serve

### Content:

We'd like to know about the general makeup of your branch...

- What makes your branch tick?
- What kinds of programs do your members support?
- What makes you the same or different from other community groups
- What ways have you connected with AAUW NC or Association; or what reasons have blocked you from connecting.

You do not have to comment on all of the above.

We'd also like to know what you feel is your greatest branch challenge and/or accomplishment.

### Format—Your Choice:

Since "one size doesn't fit all," when it comes to reporting, we envision letting you pick the way. We'd like it to be no more than an 8.5 x 11 page. It may be in essay form, checklist form, or a combination of the two. I will be happy to dialogue with you to make this process more user friendly.

Mary Fran Schickedantz, 2809 Watauga Dr., Greensboro 27408, [pds\\_mfs@bellsouth.net](mailto:pds_mfs@bellsouth.net) or 336.299.6870.

as members of the review committee with staff members. The review committee will evaluate state applications for states other than those within their own regions to avoid conflicts of interest and staff will verify membership numbers and contributions to the Educational Foundation and to the Legal Advocacy Fund. Recognizing states for programming projects, public policy initiatives, and membership development is collaborative work among AAUW member volunteers and AAUW staff.

More than half of the state AAUW organizations have participated in the 21st Century Recognition Program since its inception in late 2001. 21st Century is not a competitive program – it is a recognition program and hopefully all states will participate this year.

States can choose the project that best suits its needs and can attain recognition with just one project to support women and girls. States are recognized for assisting branches in achieving their goals and reaching a higher level of achievement.

## Wilmington Branch Member Wins Juvenile Literature Award

Ellyn Bache  
AAUW-Wilmington

WILMINGTON WRITER AND AAUW Branch member Blonnie Bunn Wyche has won the AAUW Juvenile Literature Award for her teen historical novel, *The Anchor—P. Moore, Proprietor*, about a 15-year-old girl who finds herself running her father's tavern in Brunswick, in the North Carolina colony, in 1764.

The annual award was established in 1953 by AAUW NC to reward creative excellence and stimulate interest in worthwhile literature written on the juvenile level. Books are submitted by publishers and chosen by a rigorous, highly-competitive judging process. Although winners must be North Carolina residents, they do not have to be affiliated with AAUW in any way, so it was a special surprise for the Wilmington branch to learn that, for the first time, one of its own members had won.

Wyche's book also won the Clark Cox Historical Fiction Award sponsored by the North Carolina Society of Historians, was named to the Winter 2003/2004 Children's Book Sense 76 – the top recommendations of independent booksellers around the country, and was a finalist for the *Foreword Magazine* Book of the Year Award, which recognizes excellence in independent publishing.

*The Anchor – P. Moore, Proprietor* is a debut novel for Wyche, who until her retirement spent 30 years teaching in NC public schools, first in music education and then in K-6 classrooms. She then became an award-winning short fiction



Blonnie Bunn Wyche

writer and successful "ghost writer" of a book about ghosts on the Battleship North Carolina. She also penned newsletters for two historical organizations and a children's newsletter for the *Wilmington Star-News*. Currently, she is working on a sequel to *The Anchor*.

## Passings

- **Thelma Caldwell**, 91, August 6, Asheville. A public school teacher who began involvement with the YWCA as a volunteer developing programs for teenage girls, she rose to become executive director of the Asheville YWCA when the black and white branches merged. She was known for her quiet, determined diplomatic style, and was a member of Asheville Branch, as well as several other organizations with missions of civil rights and diversity.
- **Kathleen Soles**, 86, September 11, Greensboro. She was a life member of AAUW, having served two terms as Greensboro Branch president and a term as AAUW NC treasurer, among other positions.
- **Jill Shelley**, 57, September 14, New Bern. A charter member of the Twin Rivers/New Bern Branch, she served a term as co-president. To honor her commitment to education equity, the branch established the Jill Shelley Memorial Scholarship at Craven Community College for non-traditional women students.

## Connections

- **Linda Sarkis**, Greensboro. Correct e-mail address: [lsarkis2003@yahoo.com](mailto:lsarkis2003@yahoo.com) (small L). W: 336-841-5600, ext. 24434.
- **Louise Pickersgill**, Winston-Salem. New address: 3614 Dewsbury Road, Winston-Salem NC 27104
- **Millie Hoffer-Foushee**, Greensboro. new address: 7068 Lanier Road, Summerfield NC 27358
- **Judy Atkinson**, Winston-Salem. AAUW NC Administrative Asst./Housing Coordinator. 1008 Glousman Road, Winston-Salem NC 27104, [GATKINSON1@triad.rr.com](mailto:GATKINSON1@triad.rr.com)

## Members in the News

- **Helen Solomon**, Wilmington Branch, was honored by Governor Mike Easley during the reception for North Carolina Awards for Outstanding Volunteer Service in October. She was recognized for her volunteerism in Pender County as a tutor and library assistant for the county's school children.
- **Gloria Blanton**, 80, Raleigh/Wake County, was recognized when her branch dedicated the 2004-2005 branch year in her honor. She has served the branch and state organizations in multiple capacities, exemplifies academic excellence, is a life member of the Association and the Foundation's Legacy Circle, and her ongoing educational efforts have strengthened the branch's public policy advocacy.
- **Kera Bell**, Raleigh/Wake County Branch, a doctoral student in Computer Science, North Carolina State University College of Engineering, recently presented two papers at IEEE's 15th International Symposium on Software Reliability Engineering in Saint Malo, France. The papers, written in collaboration with Mladen A. Vouk, are titled *Effectiveness of Stochastically Generated Dependencies in Pairwise Testing for Detecting Security Faults* and *Assessing N-Wise Approach for Use in System Security Testing*. Information about the conference can be seen at <http://www.issre.org/2004>.



# "We Can Do This. We Must Do This."

Shirley Quisenberry  
AAUW NC International Chair

INTERNATIONALISM HAS BEEN a part of AAUW since very near our beginning. The establishment of the International Fellowships in 1917, followed by the founding of IFUW in 1919, placed us early in the work of assisting women beyond United States borders. Following WW I, Virginia Gildersleeve met with a Canadian and a British university graduate to form the International Federation of University Women in answer to the need to unite in improving women's lives and educational opportunities especially in places where war, poverty, discrimination, and lack of access to education were so destructive. As a founding member of IFUW, we in AAUW have been major leaders and supporters.

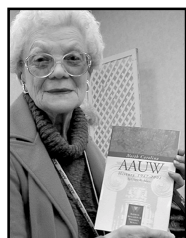
AAUW has eliminated the 2005 dues payment from its budget. *The Outlook* included a letter from Nancy Rustad telling of the action. Now we, who consider ourselves committed members of a global society, must understand the implications of this action and participate in the resolution of the serious consequences both to AAUW and IFUW. Think about the program of AAUW. We do have the EF International Fellows and the International Symposium (just been cancelled for this year), an Observer at the United Nations (UN) (a position my mother once held), and some branches have international study groups. The AAUW NC Bina Roy Program, which aids Costa Rica NFA, was originated by Hendersonville Branch during an IFUW conference. It is a good

example of connections of value.

Dues to IFUW are based on a per capita formula and have always been included in AAUW's budget so you may not realize that you have been a dues paying member. 78 countries are now represented in IFUW, many of whom are small countries where only a few women have higher education. And in most of those, the dues are noted separately in each member's "local" dues. If AAUW was that way in 2005 that would be about \$3 for each of us.

Although we will still have an AAUW voice at the UN in New York, the IFUW voice speaks for the world's women there. Advocacy serving to improve the role of women and especially of girls through IFUW is not only in New York, but in Geneva, Paris, and Vienna. "Most members of IFUW feel that international recognition is one of the most important benefits of membership." Focusing UN committee discussions to see gender issues as essential parts of actions whether about urban sustainable development or changing the Constitution of the ILO to remove discrimination against women has become a major effort of our representatives. UN delegates respect IFUW because of its well-prepared presentations and its role model for women.

The web site <http://www.IFUWSUPPORT.org> is the best place for you to learn about this crisis, from its background to plans to bring about a successful outcome. From that site you will be able to find comments from AAUW members and leadership and from IFUW members.



## AAUW NC History

Learn about North Carolina women who have worked hard to achieve equity and lifelong education for women and girls. Members will find answers to many questions concerning the state organization. Present copies of this special book commemorating the 2002 75th anniversary of AAUW NC to your local libraries, colleges, and universities. Order from Clara Allen. Send \$17 each (includes shipping) to 442 Crossvine Close, Fearington, Pittsboro, NC 27312.

## Association Appoints Nichols to Executive Position

OCTOBER 20—The presidents of the Association, Educational Foundation, and Legal Advocacy Fund worked for several months to identify a candidate who could both perform the responsibilities of Interim Executive Director and complete an organizational assessment. The latter involves taking a good overall look at where we are, strengths and weaknesses, as well as making recommendations for clear short- and long-term actions. Very few individuals who possess these highly specialized skills, who understand and can manage the intricacies of interim (short term) assignments, and are available at this particular time.

Nancy Rustad, Mary Ellen Smyth, and Michele Warholc Wetherald have announced the appointment of W. Patrick (Pat) Nichols as interim executive director. Pat, is president of "Transition Leadership International," which specializes in transition leadership, leading organizations in assessment of current organizational operations, long term planning, and redirecting programs and operations. He comes to AAUW with a broad range of experiences, particularly in association management for both non-profit and for-profit

organizations. One of Pat's past leadership roles, which most closely matches AAUW, is his experience with Business and Professional Women/USA (BPW). Pat has worked with a broad range of organizational structures, membership organizations, staff management, volunteer leaders and organizations in various stages of change.

The interim executive director position is intended to cover the period until a permanent chief executive officer can be identified. The formal search process will begin soon with representatives of all three boards participating. The goal is to identify and hire a permanent CEO prior to the Convention in June 2005.

## AAUW NC Wish List

- Frequent Flier Miles for bringing guest speakers to state events.
- Office and program supplies and materials.



The Raleigh/Wake County Branch of AAUW had an exhibitor's table in the street fair of the Sally Ride Science Festival held at NCSU on October 10. Over 300 girls pre-registered for the event! Four branch members and two prospective members staffed the table during the day. Nearly everyone got to hear Sally Ride's keynote speech, which was very inspiring. They networked with women from like-minded organizations and gathered names and addresses by holding a drawing for a copy of an AAUW research report. Esther Lumsdon notes, "It was really fun to talk with parents who are interested in encouraging their daughters in math and science about AAUW's mission." From left, Lumsdon and Stacy Torian work at the exhibit table.

## Getting Back to Our Dreams

Ann Terry  
South Atlantic Regional Director

RECENTLY I HAD the privilege of reading an article by Adele Azar Rucquoi, a member in Florida, who wrote an article for *Florivision* on her experiences at the South Atlantic Regional Conference last June. I was struck by her summary comments!

*"All the weekend's learning and laughter found expression in a final workshop that lifted me back to my place of dreams – and of faith. AAUW's work will make a difference. I reflected on my good fortune to be a part of this passionate women's association. The world cries for this passion. AAUW is turning corners, inspiring all of us to be more than we are, constantly pushing the culture to raise the equality bar. Someday, all of this will be seen as just another yawning anachronism, a single squiggle in the long climb toward fulfilling human promise!"*

Wow! What a thrill to see in words what so many of us feel about our organization and the work it is doing. These are difficult times for AAUW and difficult decisions are being made daily. But the price of those difficult decisions is paid by the love, talent, energy, and commitment of each of you, and is reflected in a secure and vital future for AAUW.

Whether struggling with finances, membership decline, erosion of women's rights, or the many other issues that our branches, states, and Association face, if we can but keep our eyes on the vision we each have for AAUW, and how we want our organization to thrive and survive long after we are gone, then the price is well worth it. Deepest appreciation to each of you who is part of our team as we bring the dream together.

## Convention 2005

- Planning for the Association Convention, June 24-27, in Washington, DC, is well underway by staff and committees. Programs will focus on AAUW's mission and focus of

work, and will include an International component as well. A state leaders' meeting will be held Friday morning, and convention opens Friday afternoon. Business sessions are scheduled for Friday, Saturday, and Sunday, and Monday morning, and everyone will go to Capital Hill on Monday afternoon.

## Albright to Attend Convention

- Mary Ellen Smyth, Educational Foundation president, has announced that Madeline Albright will be the Educational Foundation Achievement Award winner at the AAUW Convention. Ms. Albright will be present to receive her award, so mark your calendar to be in DC!

## EF and LAF Boards Agree to Merge

- The Educational Foundation Board has agreed to a full merger with the Legal Advocacy Fund. The Legal Advocacy Fund will remain named, continue to support plaintiffs and the funds raised by members will continue to be used for plaintiff support.

## Decision Reached on Building

- The building study group of the Educational Foundation Board has reported on its consideration of wise uses of the AAUW Building, which is owned by the Foundation. After exploring a variety of options, the decision was made to remain in the building, consolidating office space where appropriate, then upfitting the lobby, restrooms, and other aesthetic pieces, then market to obtain additional rental fees.

## Student Leaders to Meet

- The annual National College Conference of Women Student Leaders will be held June 2-4, 2005 in DC. Now is the time to encourage students from your community to participate who would welcome this kind of experience.



## NCWU Agenda Assemblies in Progress

NC WOMEN UNITED has released the 2005-2006 Draft Women's Agenda, a collection of 13 position papers on issues apt to come before the NC legislature during the next session. AAUW NC members are joining in assemblies all over the state. Some of the topics being discussed are: Access to Health Care; Civic Participation & Equity; Economic Self Sufficiency; Pay Equity; Violence Against Women. The comments made at the assemblies will be collated by NCWU and forwarded to the legislators at the start of the long session.

To download a copy of the draft agenda or to see where the assemblies are scheduled, see <http://www.ncwu.org>.

While many counties have already held theirs and set their priorities, it's not too late to organize an assembly in your area. Contact Nancy Shoemaker, [shoemaker@acm.org](mailto:shoemaker@acm.org) or 919-773-1340 if you want more information or if you know of an assembly that's not listed on

the NCWU web site. Several western N.C. counties will meet in January.

### NCWU Sponsors Other Events

No matter how you feel about the election outcome, there is still much to be done.

In addition to the Agenda Assemblies, NCWU is sponsoring other events across the state, with members who will help you learn about the issues and how to be an effective citizen advocate. Pick one that fits your schedule and your interests! AAUW NC is a member of the NCWU coalition partly to get information about these events. Check out the NCWU Calendar at <http://ncwu.ontero.net/home/Calendar/index.html> for information on

- NC Policy Outlook sessions sponsored by the NC Justice Center - information on NC's budget, tax system and economy
- Women at the Table workshops to encourage women to explore public service

## Nominations Open for State Offices

THE AAUW NC NOMINATING Committee is seeking candidates for elected positions: President-elect, program vice-president, and treasurer. President-elect is a one-year term, followed by a two-year term as president. The others are for 2005-2007 terms. Millie Hoffler-Foushee, our treasurer, has agreed to serve a second term.

Nominees must have state experience. To learn more, contact Linda Sarkis, committee chair and president of Greensboro Branch. Branches are asked to send nominations to her at [lsarkis2003@yahoo.com](mailto:lsarkis2003@yahoo.com) or 3742 Greenes Crossing, Greensboro, NC 27410.

Committee members Pat Abell, Statesville; Judy Atkinson, Winston Salem; JoAnn Hall, Jacksonville, and Carol Kaiser, Hendersonville, are also available to answer questions.

*"Live your life deliberately  
and with exuberance!"*

## Cluster Program Focus: Enhancing Girls' Lives

WHEN THE FOOTHILLS Cluster met in Charlotte on October 16, they had the pleasure of listening to outstanding speakers.

Lisa Plazzi was the featured speaker from Planned Parenthood. Mariso Wheeling gave a presentation about Girls on the Run, of which she is director, and provided a brochure about it. Materials were also available for AVID and Exploring.

Queen Thompson, Charlotte member and AAUW NC diversity chair coordinated the program, which touched on many aspects of girls lives, including education, attitudes, providing information to reduce at-risk behavior, nutrition, competition, and much more.

Members attended from Statesville and Charlotte branches. Other cluster members are Salisbury and Gaston Regional.

## EF Fellows in Announced

Rusty Bradke  
AAUW NC EF Chair

Please contact me for additional information about our Fellows, their institutions, and areas of study, as well as their availability to speak to branches. EF contributions should be turned in as early in December as possible, to meet the end-of-the year submission deadline.

### EF 2004-2005 Fellows

*Michele H Lamprakos*

*Anne E. MacNeil*

*Shannon L. LaDeau*

*Myra M. Struckmeyer*

### Career Development Grant

*Marian Peters*

### Selected Professions Fellowships

*Shannon Bartelt-Hunt*

*Emily Zechman*

Contact information is available to AAUW NC members at the secure area of the web site.

## Legal Advocacy Fund Important to Women Educators; State Contributions Critical

Lill Van Order  
AAUW NC LAF Chair

As of the Fall Board Meeting, contributions by AAUW NC to the Legal Advocacy Fund were off to a slow start. This year's goal is still \$10,000.

LAF works on a calendar year. We would love to come closer to our goal of all branches contributing. Remember, it is important to

contribute, no matter what the amount, but we hope that we can get 100% contribution from the branches. All it takes is a \$5 contribution from each member or the equivalent. Please send your contributions to me by December 10 so I can submit them to the Legal Advocacy Fund in Washington, D.C. before the close of the year.

The press release below from the Association documents the need for our support.

### New Report "Tenure Denied: Cases of Sex Discrimination in Academia"

## Sex Discrimination in Academia Robs Female Professors of Careers, Students of Educators; Equity Is Still an Issue

WASHINGTON – In spite of tremendous educational advances, female professors continue to face potentially career-ending sex discrimination when seeking tenure, according to a new report released today by the American Association of University Women (AAUW) Educational Foundation and the AAUW Legal Advocacy Fund.

*Tenure Denied: Cases of Sex Discrimination in Academia*, details the stories of women who took their fight for tenure to the courts and provides a personal look into the toll it takes on these women's lives and careers. It also illustrates the loss of excellent educators for the students to these destructive disputes [and] demonstrates an

unfortunate double standard between the values of diversity and respect that universities espouse and a reality of discriminatory practices for their ...female professors.

"There is something wrong in academia—which is expected to set a high standard and example for other workplaces—when the example being set for our young people is one

of inequality and discrimination," said Mary Ellen Smyth, AAUW Educational Foundation president. "And there is something dramatically wrong when female professors challenge discrimination and it results in irreparable damage to their careers."

Research shows that in an academic setting, women earn less, hold lower-ranking positions, and are less likely to have tenure. Of the faculty at colleges and universities offering four-year degrees, only 27% of those awarded tenure are women. While women make up more than one-half of instructors and lecturers and nearly one-half of assistant professors, they represent only one-third of associate professors and a mere one-fifth of full professors.

Unfortunately, these battles are nearly impossible to win, since the odds are largely stacked against plaintiffs. Of the 19 AAUW Legal Advocacy Fund-supported cases described in the report, eight (42 percent) plaintiffs lost, seven (37 percent) settled, two (11 percent) won, and two cases are ongoing.

Further, according to the AAUW report, the costs of challenging sex discrimination – both financially and emotionally – are enormous. "Litigation expenses are huge in terms of both time and money, and the odds of women prevailing in court can seem insurmountable," said Michele Warholc Wetherald, president of the AAUW Legal Advocacy Fund.

"*Tenure Denied* is not a call-to-lawsuits for female professors" concluded Wetherald. "The report includes a number of effective strategies for both colleges and universities as well as women to use in an attempt to resolve—and in many cases, avoid—courtroom disputes."

To receive the full report via e-mail as a PDF, contact Jean-Marie Navetta at

202.785.7738 or [NavettaJ@aauw.org](mailto:NavettaJ@aauw.org). You can also view the *Tenure Denied* press kit on our website at <http://www.aauw.org>.

###

*The AAUW Educational Foundation provides funds to advance education, research, and self-development for women and fosters equity and positive societal change. The Foundation is the world's largest source of funding exclusively for graduate women.*

*The AAUW Legal Advocacy Fund provides funding and a support system for women seeking judicial redress for sexual discrimination. LAF is the nation's largest legal fund focused solely on sex discrimination in higher education.*

Marie Wilson, president of the White House Project and the Ms. Foundation for Women and co-creator of "Take Our Daughters to Work," has written a book, *Closing the Leadership Gap: Why Women Can and Must Help Run the World*, which is a call to action for putting women in leadership positions across all sectors. It has received rave reviews by Geraldine Ferraro, Ann Richards, Nancy Pelosi, David Gergen, and CNN's Judy Woodruff. Learn more at <http://www.closingtheleadershipgap.com>

# Membership Is Ongoing Effort at All Levels

Evelyn Mercer

AAUW NC Membership Vice-President

AAUW NC HAS 22 branches and nearly 930 members. Thanks to Brevard, Hendersonville, Statesville, Charlotte, Chapel Hill, Eden, and High Point for the information you sent relative to your branches.

Each branch member has the responsibility for being knowledgeable of the organization in order to discuss and inform prospective members about the group. The membership chair should plan a program presentation to their branch for this purpose. Recruit new members through family, friends, other organizations, newspapers, radio, and television. Place your newsletter and announcements in libraries and other public places. Recruit undergraduates at your local institutions of higher learning as student affiliates.

Make every effort to retain members by using their talents and skills to make the branch even

stronger. Plan for inclusion in coalitions of the community to promote your interests and objectives. Practice a caring spirit. Show those who are sick, shut-in, or have other needs that your AAUW branch has their back.

## Materials Available

The following forms are available: Officer change form, member records change form, application for Honorary Life membership, additional dues remittance for renewals only, regular application, student application, discount programs and value added services, public policy programs 2003-2005, and the brochure for Shaping the Future for Women and Girls. Contact me, or go to [http://www.aauw.org/member\\_center/forms/index.cfm](http://www.aauw.org/member_center/forms/index.cfm) or e-mail: [info@aauiw.org](mailto:info@aauiw.org) or call 800.326.AAUW, (TDD 202.785.7777), fax 202.872.1425.

For contact information for newspapers, TV and radio stations in your area of North

Carolina, contact me at 704.341.9155 or [eme6040086@aol.com](mailto:eme6040086@aol.com).

## Membership Dialogue Update

The national dialogue on membership is in response to the resolution passed at the 2003 national convention, charging the Association to conduct a structured dialogue on the suitability of the current membership requirements and categories. A summary report of N.C. individuals' forms will be made at the state convention in Asheville. Thanks to all of you who sent forms by November 15. The national committee chair, Jeanette Phillips, will make her report at the national convention in Washington in June.

*The American Association of University Women promotes equity for all women and girls, lifelong education, and positive societal change*

*In principle and practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.*

## Branch Forms New Coalition

AFTER COLLABORATING WITH the Greater Statesville Chamber of Commerce and NAACP on three candidates forums prior to the primary, Statesville Branch formed a coalition with Iredell Democrat Women, Iredell Republican Women, ABWA/Llederi Chapter, the Humanities Division of Mitchell Community College, and Women Harvesting Energy Empowerment Leadership. The group sponsored a voting registration drive at the county fair and hosted a candidate's forum prior to the November election. In addition, the Chamber of Commerce, *Charlotte Observer/Iredell Neighbors*, *Statesville Record and Landmark*, *Iredell County News*, and WSIC AM were partners in the forum, held at Mitchell Community College. Fifteen candidates at state and local levels participated, including several nonpartisan judicial candidates.

Bobbie Edmisten, Virginia Owen, Roxanne Newton, and Pat Abell were among the members instrumental in the success of the forum, which drew a near-capacity crowd in Rotary Auditorium.

In addition to being a public policy initiative, the project is one of several in which Statesville Branch pursues at it continues to build a closer relationship with the college, which is an AAUW NC College/University member. Melanie Hillman, a student affiliate who attended the AAUW NC student leadership conference and convention this, led other Mitchell students in holding a mock election in October.

## Author Gets Inside Heads of Middle Schoolers

Linda Perlstein, an author who specialized in education, worked for *The Washington Post* for 10 years. An November 2 article in *The Charlotte Observer* describes her continuing work in this area with the publication of a book called, *Not Much Just Chillin': The Hidden Lives of Middle Schoolers*, Random House 2004. Now out in paperback, with an 11-page discussion guide. Her research and writing of the book have enabled her to become an authority on middle school life.

## Hughes Receives Recognition

CHICAGO—The American Dietetic Association recently presented its prestigious Medallion Award to eight ADA members in recognition of their outstanding service and leadership to ADA and the dietetics profession.

Barbara Ann F. Hughes, PhD, RD, LDN, FADA, received a 2004 award. A member of Raleigh Branch and past AAUW NC president, she is president of a consulting firm whose clients include health-maintenance organizations, government agencies and individuals. Hughes previously worked as director and branch head of nutrition and dietary services at the North Carolina department of human resources. She has served on ADA's board of directors, in the house of delegates, and on committees and task forces specializing in public health, public policy and legislation.

ADA's Medallion Awards, given each year since 1976, honor individuals who have shown dedication to the high standards of the dietetics profession through active participation, leadership and devotion to serving others in dietetics and allied health fields. With nearly 70,000 members, the Chicago-based American Dietetic Association is the nation's largest organization of food and nutrition professionals. ADA serves the public by promoting optimal nutrition, health and well-being. Visit ADA at <http://www.eatright.org/>.

## AAUW NC Treasurer's Report

Submitted by Millie Hoffer-Foushee  
June 30, 2004 2003-2004 Final

INCOME ACCOUNTS	2003-2004 Budget	Final
<b>Carry forward</b>		<b>\$ 3,512.00</b>
Dues	\$13,200	12,596.00
Interest Income (1)	175	13.00
Fund-Raisers	1,600	407.00
Miscellaneous (2)		<u>902.00</u>
TOTAL INCOME	\$15,075	\$14,173.00
INCOME + CARRIED FRWD		<b>\$17,685.00</b>
EXPENSE ACCOUNTS		
President	1,500	444.91
Program Vice-President	600	675.00
Membership Vice-President	200	25.00
Recording Secretary	100	
Treasurer	100	30.00
Finance Committee Chair	50	
Educational Foundation	100	67.00
Legal Advocacy	60	4.00
College/University Rep	50	
Diversity	50	
Public Policy - Federal	100	5.00
Public Policy - State	100	35.00
Technology	125	85.00
Cluster Coordinator for State	150	35.00
EF Fellows Liaison	100	
International Relations	50	
Other Committee Chairs	300	
Administrative Expenses Total	3,735	1,380.00
Publications (Tar Heel News)	5,700	5,645.00
Travel	1,200	1,528.00
Initiative for Educational Equity	50	
Coalition	465	373.00
Juvenile Literature	50	49.00
State Convention/Meetings	2,650	955.00
Assn. Convention/SAR	1,000	
SAR Assessment		244.00
Contingency (3)		
Miscellaneous (3)	255	<u>450.00</u>
TOTAL EXPENSES	\$15,105.00	10,624.00
<b>June 30, 2004 Balance</b>		<b>\$ 7,061.00</b>
13 month Certificate of Deposit		\$11,742.63
7 day Certificate of Deposit		1,066.37
TOTAL CDs		\$12,809.00

(1) Interest from CDs

(2) Includes mainly Tarboro disbandment - \$304 and \$281

registration pass through from Leadership Conference

(3) Contingency will be for convention advance. Miscellaneous was used for pass throughs and bank charges

## Yard Sale Helps Students Buy Books and Supplies

THE WINSTON-SALEM BRANCH had a Yard Sale in October to raise funds to provide books and supplies for scholarships for second-year women students at Forsyth Technical Community College. Three scholarships were awarded this year. The women must have a three-point grade average, submit a branch-supplied application through the Shugart Women's Center, and attend the January meeting. The recipients have high goals and the branch members feel gratified to have helped them take a step toward their future.

## Wilmington's Eyes to the Future Community Project a Success

THE WILMINGTON BRANCH has completed its 2004 Eyes to the Future Program for the New Hanover County Public Schools. Chairwoman Phyllis Vogel coordinated another successful year of screening over 6,000 students throughout the county for visual acuity and impairment. Those students are tested for eye weaknesses and are then referred for further testing and possible treatment by a doctor.

Some students in the upper grades were not aware that they could not see correctly and that their vision is impaired. This "lazy eye" testing program helps them to obtain the direction they need to obtain eyeglasses and/or have special treatment. This early screening could prevent blindness in some impaired children

Over 50 volunteers were involved in the screening process, working along with the nurses in 24 schools. Grade levels were 1, 3, 4 and 6 this year. The volunteers were from the Wilmington AAUW Branch and worked in partnership with the Ladies Concordia of Temple of Israel in Wilmington. All the screeners were trained during the summer by the Visually Impaired Department and have certificates that certify them to test individuals for the next three years.

Wilmington Branch has managed this ongoing program for many years. Both the community and the school nurses praised the branch for pursuing this vital program, because the schools do not have the resources to screen all these students.

## Hendersonville Branch Completes Job Description Project

Kathleen Ehlers

Member Bylaws/Policies Committee

THE HENDERSONVILLE BRANCH recently completed a very special project, brought about because many board members expressed the need for guidance, saying "I could do a better job if I had a job description." After many such statements, the branch president, Margaret Baker, asked the bylaws/policies committee to consider the development of such job descriptions.

Audrey McLane, a past president, chaired the bylaws/policies committee. Members were Charlyne Coleman, Kathleen Ehlers, Marcia Lupton, and Helen Somerville.

Materials were assembled materials from the bylaws and policies of several other branches, as well as job descriptions available from AAUW NC and the South Atlantic Regional Director publications, to aid the committee in the project. This information was combined with the personal knowledge of members who had served on the branch board of directors.

Job descriptions were developed for all board members—elected and appointed, as well as for a delegate to a convention. The descriptions were made available to these members and they were asked to revise them and suggest appropriate changes. This process continued until all board positions were complete.

An example of a description is that for the public information chair: "Work closely with the program chairman (first vice-president) to promote speakers for general meetings; gain visibility for the branch by publicizing the branch's activities and purposes, become acquainted with reporters; serve on the board of directors."

The project began in September 2002 and was completed in May 2004. The president of the branch now has all of the job descriptions in notebook form. Each officer and board member has her job description in a plastic envelope.

The branch feels the mission for which it was chartered in 1978 can now be carried forward more successfully.

The Hendersonville Branch will be happy to share the project with other branches. Contact Dr. Bonny Marsh, president, for information.

## Post-Election Notes Document Candidates' Accessibility

Katie Thompson, Chair  
AAUW-Brevard Voter Guide Project

ON MEMORIAL DAY weekend, the Brevard Branch published the Web Version of its 2004 *Voter Guide* for selected State and Federal offices at <http://www.aauwbrevardnc.org>. This may well have been the only *Voter Guide* available to most citizens who opted for absentee ballots or early one-stop voting.

Overall, 71% of the 31 candidates for the selected offices participated. The number of visitors to the *Voter Guide* web pages more than doubled before the primary from the total number in the entire election period of 2002, with over 5,000 visitors to the web site just prior to this primary. Several state-wide organizations (including State AAUW) and candidates for office have added links to the Brevard-Branch *Voter Guide* from their web pages.

Following the primaries, the *Voter Guide* page was edited to reflect candidates for the General Election. Of those 17 candidates (for US Senate & House; NC Senate & House; Gov; Lt. Gov; State Superintendent of Public Instruction), 82% (14) of the candidates participated by responding to questions framed by members of the Brevard Branch *Voter Guide* Project. Those who did not respond were repeatedly contacted by phone, facsimile, e-mail and personal contact and given ample opportunities to participate right up until the deadline at the end of August. A print version of the *Voter Guide* was published in collaboration with The Transylvania Times, distributed as an insert to its 5,000 readers in late September. Brevard Branch members distributed another 1,000 copies throughout Transylvania County.

### Branch Program Idea Benefits EF

JUDY TERRY of Rhode Island posted this idea to the AAUW state presidents' e-mail listserv. The program can be used for Women's History Month or anytime! She says, "Our branch-developed script uses the words spoken by nine of the women who attended the first women's Rights Convention in Worcester in 1850. We presented it as a 'you are there' event."

An off-stage narrator, preferably a man with deep voice, introduces each woman as she approaches the podium. Their words are very powerful and evoke women's longing to be free to vote, work at chosen vocations, participate in political life, own their own property and NOT to be merely extensions of their husbands.

The women can wear period dress or long-sleeved, high-necked blouses, long dark skirts, dark shoes/boots. One quick read-through the day of the event is a sufficient rehearsal. With good homework, you can get great press coverage.

Terry says, "We've done all the work, so you can have all the fun. The script includes a sample press release and program and production notes. The on-line cost is \$10, with Word97 attachments. E-mail [judy.terry@mindspring.com](mailto:judy.terry@mindspring.com) To order by mail, send a check for \$15 made out to the Newport County-E. Bay Branch to: Judy Terry, 18 Hunter Road, Portsmouth, RI 02871.

Proceeds go to the Educational Foundation.

## Amendment Offered

Victory! On September 8, Rep. Carolyn Maloney (D-NY) successfully offered an amendment to the fiscal year 2005 Labor, Health and Human Services Appropriations Bill to restore funding for the Women's Educational Equity Act (WEEA). WEEA is the program that enables teachers, administrators, and parents to seek and implement proven methods to ensure gender equity in their school systems and communities.

### Free Advocacy and Organizing Workshops Offered: "Working Locally for Social Change"

*Presented by: Democracy North Carolina and the League of Women Voters and co-sponsored by: NC Women United, the Covenant with NC's Children, and various local groups*

DO YOU WANT to learn how to organize more strategically around issues in your community, work with the media, and lobby your elected officials? Share lessons learned and network with other activists? Find out more about voting rights and campaign finance reform efforts underway in NC? Then you should attend a Democracy North Carolina and League of Women Voter's free skills-based organizing workshops.

These basic organizing workshops cover organizing fundamentals for anyone wishing to work for change in their communities. While geared towards those just getting started, previous participants say the workshops are a valuable refresher even for seasoned activists. All participants will receive a 103-page "activist's toolkit" with how-to guides and sample materials to adapt to any organizing campaign, as well as materials on organizing around voting rights and campaign finance reform. Learn to:

- Choose an issue to organize around
- Develop an effective organizing plan based on a power analysis
- Plan and host an educational house party
- Maximize the impact of telephone calls to legislators
- Organize successful accountability sessions with legislators
- Build relationships with local reporters and editorial boards and get positive media coverage on your issue
- Make the links between your issue and money in politics

To try to schedule a workshop in your community, call Beth Messersmith at 1.888.687.8683 ext. 17 or [bethmessersmith@democracy-nc.org](mailto:bethmessersmith@democracy-nc.org).

### Financial Planning Sites Recommended

RICHARD MOORE, N.C. treasurer, recommends the following sites for information on retirement planning. Also, see <http://www.nctreasurer.com> for great information about women and money.

Social Security On-line: Official site of the U.S. Social Security Administration has a wealth of information about retirement. <http://www.ssa.gov>

American Savings Education Council: Nonprofit national coalition of public and private sector institutions undertakes initiatives to raise public awareness of how to ensure financial independence. <http://www.asec.org>

Invest Safe: Investment brokerage firm specializes in retirement investments. Their site has informative descriptions of retirement planning options. <http://www.investsafe.com>

AARP: Provides services and educational information for people in their retirement years. <http://www.aarp.org>

## Say "Yes" on New Check-Off For Voter-Owned Elections

IF YOU NOTICED all the nasty television ads this campaign season, you may have also noticed that NONE of them were for judicial candidates. Thanks to the Public Campaign Fund, North Carolinians got what they deserve: judicial races focusing on experience and competence, not money and attack ads. We are the only state in the union to have this "clean elections" program, and let's keep it!

The \$3 check-off option on your state income tax return gives you – the taxpayer – a chance to make a difference. By checking the box, you allocate \$3 in taxes you've already paid to fund public financing for statewide judicial candidates. This does NOT reduce any of your refund or raise the taxes owed. Please tell your family, friends and co-workers about this chance to support public financing!

The NC Judicial Campaign Reform Act (JCRA) is the first public financing program of its kind in the nation. It allows for full public financing in the general election for Supreme Court and Court of Appeals candidates. The chief funding mechanisms are a voluntary \$50 contribution requested from lawyers at the time they pay their privilege license tax and a \$3 check-off on individual NC income tax forms.

Contact: Shane T. Reese, NC Voters for Clean Elections, 919.933.8583 or [streese@ncvce.org](mailto:streese@ncvce.org)

## Thompson Proposes Diversity Focus

QUEEN THOMPSON, CHARLOTTE Branch member and new AAUW NC diversity chair, proposed a detailed agenda for diversity during the Fall Board Meeting in Eden. The proposal has two parts: 1) That AAUW NC branches monitor to assess equity in their communities; and 2) that AAUW NC develop branch diversity programs to include women of all ages and cultures, to evaluate branch cultural competence, and to inclusive strategies.

A detailed proposed guide to assessing equity in education, based on vocational education and the Perkins Act, the federal law that funds vocational and education programs at secondary and post-secondary institutions, was included in a handout. Last reauthorized in 1998, it is scheduled to be reauthorized in the 108th Congress.

Thompson proposed four goals and provided appropriate guides for achieving them:

- Monitor schools throughout NC for sexual and gender equity programs/ performance.
- All students including girls have had career exploration experiences, career guidance, and training opportunities in non-traditional fields.
- Unite with local schools in planning and executing career exploration activities and non-traditional job fairs.
- Do a membership outreach program to N.C.'s Career and Technical Training Personnel.

### Diversity Development

To help branches value and achieve diversity, Thompson distributed a list of suggestions for inclusiveness programs, with an assessment and discussion sheet. The goal is "To keep AAUW a vibrant, organization for women and girls. To increase statewide membership and embrace women of various cultures and ages." Nine ways to achieve this include:

- Develop a steering committee to promote and ensure branch inclusiveness.

- Do attitudinal surveys as to whether your branch would value cultural and age diversity.
- Plan diversity training.
- Study best practices for developing inclusiveness programs that reflect women of various ages and cultures within your community.
- Network with other community groups and activities.
- Conduct group interviews as to how you can recruit members.
- Retention activities–include all forms of training and development to keep the diversity you have.
- Community outreach–sponsor and support workplace diversity activities.
- Develop a multi-cultural calendar in order to be sensitive of community interest/ activities.

### Branch Assessment, Discussion

- How do you value diversity?
- Are you open to differences by individuals from other backgrounds?
- What do you do when someone in your neighborhood or workplace has practices different from your own?
- How do you react? Are you critical, dismissal, demeaning in your words, behaviors, or attitudes?
- Are there diverse groups and individuals in your community?
- Is there a tolerance for different cultural practices, e.g., time off for celebration of different ethnic festivals?
- Is there a recognition of, and tolerance for, different communication patterns and styles of interaction across ethnic groups? Some groups use indirect means of communication more frequently, while others emphasize cooperation over competition. How do these differences translate in your neighborhood or workplace or within your branch?

## Election Reform Call to Action

NOW IS THE time to voice your concern about the integrity of the voting process in North Carolina. A N.C. Study Commission will begin meeting soon to discuss issues surrounding voting machines and elections technology. Democracy N.C. supports the use of voting machines that have an individual auditable paper record. See "Voting Machines and Ballot Security" at: <http://www.democracy-nc.org/improving/dncstmt.html>. Current Co-Speaker of the House Jim Black (D-Matthews) and Senate Pro Tem Marc Basnight (D-Manteo) will likely set the agenda for what happens at the General Assembly on elections reform. Many important issues are on the table, including "voter-owned," public financing for qualified candidates; same-day registration; lobbying reform; ballot access for third parties; and instant run-off voting. Contact them now.

**Speaker Jim Black**, 2304 Legislative Bldg, Raleigh 27601-1096, 919.733.3451, [Jimb@ncleg.net](mailto:Jimb@ncleg.net)  
**Senate President Pro Tem Marc Basnight**, 2007 Legislative Bldg., Raleigh 27601-2808, [March@ncleg.net](mailto:March@ncleg.net)





## President's Message

Joanne Hill  
AAUW NC

FALL IS FINALLY here on the coast, and I know you in the mountains have probably been in it for awhile! What a great season, and AAUW NC branches are off to great starts. Several events will have occurred between the time I write this and the time you read it. As we go to press, I am excited about the opportunity to present the AAUW NC Juvenile Literature Award to Blonnie Bunn Wyche in Raleigh on November 19. Her book about a young girl in colonial North Carolina is well researched, a delightful read, and richly deserving of the award. For more information about the history of this honor, please check out Clara Allen's History. Blonnie is a member of the AAUW Wilmington Branch.

The Eden Branch members were delightful hosts for our fall board meeting, October 2. The meeting prompted some great discussions about where we are and where we are going. We began a strategic planning process that allowed for maximal input and participation. In fact, since it does take a fair amount of time to look back from where we came, look critically at where we are and then chart our course for the future, the discussion is "to be continued" at our winter retreat in Greensboro, on Saturday, January 29. The ideas were fruitful and thought-provoking, and it looks like our reconnection efforts are right on track for where we need to go.

If you are a member of the board and were not able to come to the fall board meeting, but are planning to attend the winter retreat, please contact me or one of the board members who was at the fall board meeting to get "up to speed" on the discussion. Conversely, if you did attend the fall board meeting but will be unable to attend the winter retreat, and are sending a representative, please ensure they are informed about what we are doing. We have much to accomplish that weekend and will need to "hit the ground running." Please do not interpret this as not caring about your input, or not wanting you to come; there was tremendous energy and enthusiasm generated in Eden, and we need to

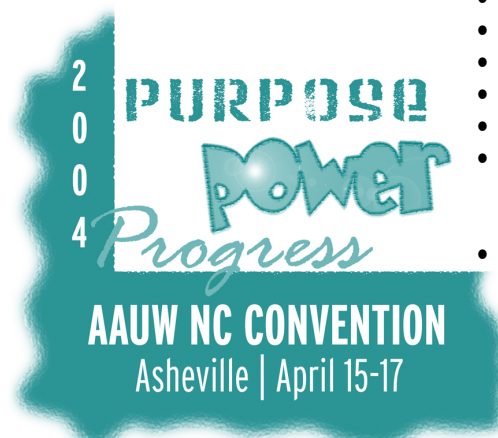
## Q. Why should I plan to be in Asheville April 15-17, 2005?

**A. Every leader needs a "renew and refuel" time and this is the purpose of convention. Come to learn and share.**

Mary Peterson  
AAUW NC Program Vice-President

### The Highlights To Date Are:

- Start off Saturday morning with breakfast and hearing an EF fellow speak.
- Our Keynote Speaker, Mary Cantando, will talk about women and leadership developing our theme: "Purpose, Power and Progress."



- Workshops:
  - 1 Equity is still an Issue
  - 2 College/University Power and Progress
  - 3 Advocacy Power
  - 4 Communication Power
- Lunch will be "Topic Tables" with a leader at each table
- Afternoon:
  - Business Session I
  - Repeat workshops
- Reception with background music
- Banquet
- LAF Breakfast on Sunday morning
- Memorial Service
- Business Session II
- Branch Spotlight
  - Two branches will present successful projects
- Town Meeting

**Come Early! Stay Late!**  
**Host | Asheville Branch**

Grace Walker  
2005 Convention Chair

Join us at the Downtown Renaissance Hotel! We have special rates of \$114+ tax for these dates, and for 2 days before and after the convention. This is prime time in Asheville and a very good rate. Attractions include:

- The Biltmore Estate (Festival of Flowers going on at this time)
  - Cherokee Indian Reservation
  - Folk Art Center
  - Grandfather Mountain
  - Lake Lure Tours
  - Carl Sandburg Home National Historic Site
  - Great Smoky Mountains Railroad
  - Unique shopping in Downtown Asheville
- Our hotel is next to the newly restored Thomas Wolfe House and adjacent to one of the stops on the Urban Trail which is a 1.7 mile walking trail of historic sites in Asheville. We will offer a Trolley Tour of Asheville on Friday afternoon.

**For EVERY member!**

build on the positive momentum and "bring it home" in Greensboro.

Mary Peterson and the Asheville Convention committee have been working tirelessly to put together a phenomenal convention this spring. Please make sure the date is on your calendar, and check out the information both here and on the web site.

Nancy Shoemaker has graciously volunteered to summarize the efforts and make final recommendations regarding Reconnection. This has been a tremendous process with a lot of work from many of you, and your steadfast commitment to our future is awesome!

The 2004 election is behind us and our voices for equity and positive societal change have never been more needed. I am so grateful for your time, talent, energy, and commitment.

## AAUW NC Survey

We want comments from members throughout the state. A survey will be distributed through the e-mail list and on the web site. To obtain a paper copy, please contact Karla Atkinson, AAUW NC secretary, 506 Stone Drive, Brevard NC 28712-9662, 828.884.7648. Results of the survey will be presented at the retreat in January.

## American Association of University Women

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AAUW Helpline • Toll Free Number 800.821.4364 • M-F 10 a.m. - 5 p.m. EST

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## AAUW NC: When & Where!

**January 28-29, 2005**

**AAUW NC Winter Retreat**, Greensboro

**February 19, 2005**

**Coastal Cluster**, Jacksonville

**April 2, 2005**

**Triangle Cluster**, Sandhills Community College, Southern Pines. Topic: "Women's Health—A Creative Approach"

**April 15-17, 2005**

**AAUW NC Convention**, Asheville

**June 24-27, 2005**

**AAUW Convention**, Washington, DC

### TAR HEEL NEWS DEADLINE

**Spring Copy Deadline: January 18**

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