



Tar Heel News

American Association of University Women of North Carolina

Advancing equity for women and girls through advocacy, education, philanthropy, and research

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AAUW NC

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If you have questions, comments, or need to request a particular form to be sent by regular mail, please call or fax the number above.

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.

The Greensboro Discussions: Sept. 2010

THE RESEARCH: Nineteen of twenty branches were represented in Greensboro on September 24-25, 2010 when 47 branch members from all regions of North Carolina met to address critical issues facing our state organization. Following the Board meeting and dinner on Friday, the research group presented its problem statement and a summary of their findings.

THE DISCUSSION: After the research presentation, facilitator Janet Watrous led the discussion on Friday evening, summarizing several reasons why branch members in attendance value their membership in AAUW. Watrous presented a context for Saturday's discussion by reminding participants that an organization is a living entity that grows, matures, declines and (*hopefully*) renews itself at its own pace. Each of these cycles was placed equidistant on a circle, with growth/renewal placed at nine o'clock. Watrous asked branch representatives to position their branch closest to one of the life-cycle stages: growth; maturation/pre decline; decline/pre renewal or beginning/renewal. (*Ask your branch representatives where your branch was positioned on the circle.*) All participants were divided into three groups, based on similar branch characteristics of (a) beginning, renewing and growing, (b) maturing or just starting to decline and (c) clearly declining or in decline. Each group was charged with developing a list of resources/services which the state could offer branches to retain their position of growth ("*a*" group), to maintain maturation and slow their movement toward decline ("*b*" group) or to move their branches with certainty toward renewal ("*c*" group). The resulting suggestions replicated many comments that were uncovered

from the research group's interviews a few months earlier. Not surprisingly, branches needed different resources from the state, depending upon the stage in their branch life cycle. The continuing discussion brought participants to the problem statement posed originally by the research team: What kind of state structure can serve twenty branches with needs from very different stages in a branch life cycle, especially when state leadership is lacking? Janet Watrous left the group with three points to consider in the continuing discussion of AAUW NC state leadership and structure: State structures should be "lean and light." Leadership roles should be flexible and sometimes short term. The AAUW mission needs to remain firm with some "sponginess" allowed all around.

THE CONCLUSIONS: There was a general consensus that AAUW NC structure is top heavy. Under our current bylaws, the AAUW Board made up of 20 branch presidents, six elected officers, one immediate past president and eight appointed chairpersons. Branch presidents are in the majority position to organize and lead AAUW NC. AAUW NC is fiscally sound and if appropriate may be able to underwrite some costs associated with restructuring, to provide the best possible resources to all branches in North Carolina. Current bylaws require one annual meeting (*now called a convention*) of the state membership. Recent bylaw changes eliminated the delegate voting system at convention and substituted the rule that any member in good standing who attends convention may cast one vote on all motions. All aspects of "convention" need review. Any proposed changes in AAUW NC structure (and subsequent required changes in bylaws and policies) should be brought

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Presidents' Message

A Pat on the Back...A Deep Breath... An Expectation...An Apology

By Lill Van Order and Karla Atkinson, AAUW NC Co-Administrators

A Pat on the Back: Reading the evaluations from the September 24-25 meeting in Greensboro, we were pleased with the outcomes of the meeting. See articles elsewhere in this issue of the THN for details and next steps in our efforts to rebuild our state organization. We succeeded at several levels of planning for this fall meeting: We hired a facilitator, Janet Watrous, who kept us on task and provided a framework for assessing our branches and the current state structure. We vested the responsibility for shaping the future of AAUW NC in the branches, rather than in a small group of elected officers. We reaffirmed the fact that cost and location for state gatherings influence attendance at state meetings. Greensboro was a central location with reasonable costs. Thanks especially to Mary Fran Schickedantz and her hospitality crew who managed all the arrangements. Finally, we learned never to underestimate the importance of gathering collectively to problem solve and share ideas, regardless of the issue on the table. Thanks to every branch president for the preliminary discussions in your branch, your time in Greensboro, the honest comments from all attendees and a pledge to reinvest in AAUW NC.

A Deep Breath: We will be taking more than one deep breath as we begin to work with the branch members who have volunteered to assess the state structure and plan for an annual meeting in 2011. Two groups will be working concurrently but with separate objectives. The annual meeting group will be responsible for securing a site, setting a date, contracting with a facility to provide lodging, registration and developing an agenda for the meeting, including an "R & R" block of time. The leadership/structure group will research how other states have remodeled their organizations to be more effective. This study group will present their best recommendations at the 2011 annual meeting. There will be ample opportunity before the annual meeting for branch presidents to study the recommendations and brief their branch members on any proposed changes in the AAUW NC structure. Both groups will be guided by comments collected throughout Saturday's discussion in Greensboro and by open-ended comments from the evaluation.

An Expectation: Members from seven NC branches have volunteered to serve on either the Annual Meeting or the Structure and Leadership committee. Noteworthy is the response from Brunetta Franklin, first-year president in Salisbury, to serve on the Annual Meeting team. This was the first time Brunetta attended a state AAUW NC meeting. She has responded to the ongoing concern that many AAUW NC members have voiced for some time -- that we need new leadership, involvement of younger women, fresh thinking, etc. It is our expectation for Brunetta and all others who have offered to guide the future of AAUW NC that they will be able to call on nearby branches for whatever help they need. Repeating the fable of "The Little Red Hen" is not part of our expectation.

An Apology: Because of an unforeseen snafu between the editing and proof reading steps in the preparation of the fall issue of the Tar Heel News, the publication date has been pushed forward and will now be issued as the fall/winter issue. We view this as

a fortunate snafu, for two reasons: First, we were able to allot more space to the Greensboro meeting than had originally been planned. While much of the Greensboro information has already been posted on the web, all 918 AAUW NC members can now read about these key outcomes. We hope these details will prompt conversations in branches, as well as refresh branch presidents' notes from the Greensboro meeting. Second, we had time to assess the cost and service contracts for the publication of the newsletter. This promoted continuing conversation regarding email distribution of the THN. Clearly emailing newsletters statewide is a more complex process than emailing newsletters locally but we are moving closer to a proposal for the branches to consider in the future.

A belated thanks from the AAUW NC Board goes to Connie Gamble Ochse/Jacksonville who chaired the Communication Committee for two years. She oversaw the publication of the THN from start to finish during her tenure. "Snafus" were not in Connie's vocabulary. The newsletter team includes Jamie MacDonald and Katie Pequigney (graphics), Ann Sherman-Skiba (editing), Nancy Shoemaker (web master), a printing company, a mailing service, a proof reading team and our reporters: Branch presidents, other AAUW NC Board members and NC organization partners such as North Carolina Women United. Best wishes for the upcoming holiday season, whatever way you choose to celebrate blessings and renew faith in the future.

The Greensboro Discussions *Cont. from pg.1*

to the full membership for a vote at the annual meeting.

ACTIONS TAKEN:

One motion was approved unanimously: "There will be an annual meeting of AAUW NC in a central location that includes a State Board meeting. Additional meetings may be held at the discretion of the Board."

It was agreed that further discussion of the current AAUW NC structure and the leadership configuration (defined through state bylaws and policies) should be reviewed in the context of a lean and light structure, flexible and (sometimes) short leadership roles and a mission which stays firm with "sponginess all around."

ANNUAL MEETING PLANNING GROUP

Brunetta Franklin - Salisbury

Queen Thompson - Charlotte

Diane Johnston - Charlotte

Michelle Evans - Tar Heel Branch

Sue Wilkins - Tryon

Peg Holmes - Hendersonville

Sue Metz - Greensboro

STRUCTURE AND LEADERSHIP STUDY GROUP

Denny McGuire - Raleigh/Wake County

Nancy Shoemaker - Past President AAUW NC/Tar Heel Branch

Barie Baker - Tryon

Millie Hoffer-Foushee - Immediate Past President/Greensboro

We encourage branch member participation on either of these two committees. Most of the initial work will be done through email communications and conference calls. Please contact either Lill or Karla if you are interested.

The Statesville Branch

The Statesville Branch had an excellent discussion in July about the issues confronting AAUW NC and sent a summary to the team planning the state meeting, which two of our members attended.

For the second year, we are approaching programming with teams: members are assigned to one of three teams, with topics or events, months and meeting locations. The membership vice-president helps coordinate their efforts, as well as making suggestions. All of our members have something to offer, even if they can't regularly attend meetings: good connections/suggestions for speakers/resources, the ability to make phone calls, ideas. We're much better organized at this approach than we were last year and our members are positive in their comments. We hope the hands-on efforts will help develop more innovative programming and activism, as well as attract new members.

Our membership is drawn from Statesville, Mooresville and the larger Lake Norman area, so we alternate our meeting locations between Statesville and Mooresville.

The Wilmington Branch

Wilmington hosted a successful \$tart \$mart workshop on October 8 and has also been busy with two fundraisers. An October 1 event organized by Pat Smith raised \$587 for the \$tart \$mart workshop. Jean D'Addario from our branch, Michelle Scatton-Tessier from UNCW and Annie Houle from WAGE arranged and led the workshop. Twelve facilitators were trained and twenty-five students attended the three-hour workshop.

Our annual Authors Luncheon was held on November 6 under the leadership of Phyllis Leimer, Lynn Gattone, and Ellen O'Malley. Once again this was the event of the year for both our branch and many in Wilmington and raised a tidy sum for scholarships and fellowships.

The Chapel Hill Branch

The Chapel Hill Branch will host a free public program entitled "What Women Wore in the Civil War Period" on Saturday February 19, 2011 at 10:00 am in the Reception Lounge of Carol Woods Retirement Village, 750 Weaver Dairy Road, Chapel Hill. Elizabeth Watkins and her mother from Colonial Heights, VA will present their collection of women's Civil-War-Era clothes and will answer questions while dressing as a Southern lady. All AAUW members are invited to attend this very interesting program.

Our fourth STEM program, SPARC (Students Participating and Researching Careers), was presented this fall at the Perry Harrison Elementary School in Pittsboro with fifteen third and fourth graders registered.

The Hendersonville Branch

The November general meeting featured Chris Hoce, CEO of Pardee Hospital, speaking about health care in Henderson County. The Holiday Luncheon will be held Friday, December 10, with entertainment from the ever-popular Land of Sky Barbershop Quartet.

The second Afternoon Tea and fashion show was a roaring success, with a full house of 95. Our models were terrific and husband-servers did a wonderful job. Members responded to the request for teapots and trays with an impressive variety. Final figures are not in, but we expect to have a nice, net figure.

The Gaston Regional Branch

In October the Gaston Regional Branch started presenting STEM activities to the girls of West Gastonia's Boys and Girls Club. The 45-minute sessions will continue weekly for eight weeks. The girls were very lively, but interested. Two AAUW members make up a team for each presentation. This is a joint effort with the Girl Scout Council. In the new year we hope to repeat the sessions at another venue.

AAUW Award for Juvenile Literature Set

By Lil VanOrder

For over fifty years, AAUW NC, in collaboration with the North Carolina Literary and Historical Association has presented the AAUW Juvenile Literature Award. This year's recipient is John Claude Bemis for his novel "The Nine Pound Hammer". Mr. Bemis, a North Carolina native and former Orange County teacher, wrote a wonderful story for nine to twelve year olds that takes place partly in North Carolina.

Bemis has been on Bookwatch and will be at the NC Literary and Historical Association awards ceremony to receive his award. This is the first title in the series, "The Clockwork Dark," a fantasy with a bit of Southern American folklore. The legend of John Henry is loosely woven into the struggle of good and evil during the period shortly after the Civil War.

Kay White, a long-standing member of the Chapel Hill and Tar Heel Branch, presented the award on our behalf on November 12. Elizabeth Laney, one of the long-term judges, said that she thoroughly enjoyed the book. She is a member of the Tar Heel Branch and one of the founders of the High Country Branch.

Aside from the presentation of awards, there will be an interesting program on November 12. The North Carolina Literary and Historical Association promotes North Carolinians' interest in the state's literature and history. Often times the winners of this award have attended the AAUW- NC convention. Carole Boston Weatherford for "Freedom on the Menu Sit-ins: Greensboro Sit-ins", Joyce Mayer Hostetter for "Blue", Eleanor E. Tate for Celeste's Harlem "Renaissance", Cathryn Sill for "About Habitats: Wetlands", and Clay Carmichael for "Wild Things" are recipients in the past five years. We are delighted to welcome John Claude Bemis to this group.

AAUW Wilmington Branch and Women's Studies and Resource Center, UNCW, Host \$tart \$mart Facilitator Training and Student Workshop

On October 8, 2010 a facilitator training for the AAUW/WAGE collaboration \$tart \$mart Workshop took place in the Fisher University Union on the campus of the University of North Carolina- Wilmington sponsored by the Wilmington Branch and the UNCW Women's Studies and Resource Center. The Wilmington Branch received an AAUW NC Mini Grant which enabled them to provide the facilitator training prior to the student workshop. Annie Houle, National Director, Campus and Community Initiatives, WAGE Project, facilitated the training and co-facilitated the student workshop along with Jean D'Addario, AAUW Wilmington.



Dr. Scatton-Tessier, Director of Women's Studies and Resource Center; Annie Houle, Jean D'Addario

Thirteen women were present for the training. Nine new facilitators were trained and three women, previously trained as facilitators, were there for a refresher course: Katie Nelson and Luran McConville from the Wilmington YWCA; Daniela Polich, Leslie Wright, UNCW staff and Dr. Michelle Scatton-Tessier, Director of the UNCW Women's Studies and Resource Center; Gloria Perry from Southeastern Community College; Dorrie Sieburg from Asheville; Sandra McLaurin and Rita Karr from AAUW Wilmington. Nancy Shoemaker, former AAUW NC president, Kathy Pearre from Winston-Salem AAUW and Jean D'Addario, Wilmington AAUW, were previously trained and there for a refresher course, to be supportive, and to be a part of the team for the day's activities. Jean Schaefer, president of AAUW Wilmington, was present for the beginning of the sessions.

The training opportunity was unique as the facilitator trainees observed an actual student \$tart \$mart Workshop as a part of the facilitator training. Annie Houle's leadership at both of these events was also the best we could provide. AAUW Wilmington is very grateful to AAUW NC for the funds and support that enabled us to follow through with these plans.

The \$tart \$mart Workshop was attended by 25 UNCW students. Annie Houle and Jean D'Addario co-facilitated the three hour workshop. Topics discussed included understanding the personal consequences of the Gender Wage Gap, benchmarking compensation packages, targeting each person's worth in the market place, negotiating to be paid fairly, and developing a "bare bones" budget. The workshop was interactive with role-play activities

reinforcing the topics presented in the workshop. The students were very receptive, asking questions and getting involved in the discussions and presentations.



Annie Houle with students

Dr. Scatton-Tessier intends to repeat this workshop on the campus of UNCW. We plan to hold a reception with students who attended this workshop and with community mentors in February, co-sponsored by the Women's Studies and Resource Center and AAUW Wilmington. The AAUW Wilmington will provide a scholarship to one of these students to go to the AAUW Leadership Conference in June.

Ultimately the activities of the day provided trainees and students with eye-opening experiences and knowledge. The student population was diverse. Only one student indicated she was aware of the meaning of the gender wage gap and none knew there was such a difference among Caucasian, African-American, and Latina women. All were shown how to access Internet salary and benefit package calculators. Preparing a personal budget appeared to be a unique experience for many students.



Jean Schaefer, current Wilmington president, and Kathy Pearre, AAUW Winston-Salem

It is our hope that the AAUW Wilmington Wage Project activities meet the AAUW mission—to promote equity for all women and girls, lifelong education and positive societal change. The workshop is an opportunity for women and girls to reach their full potential and provides a gateway to economic security.

AAUW Fellows in North Carolina for 2010-2011

AAUW is funding three scholars and the AAUW Greensboro branch with grants from the AAUW Educational Opportunities Fund.

Nora Hanagan is completing a Ph.D. in Political Science at Duke with a project on Responsibility and Democratic Rule. Her American Fellowship is supported by the endowment honoring Ellen Black Winston, an important figure in AAUW NC history, and endowments honoring five other leaders from outside NC.

Anuradha Mukherji has an American Fellowship publication grant in city and regional planning at East Carolina University and is currently collaborating on a research project that documents and assesses the mobilization and use of community capacities for post-earthquake housing recovery in Port-au-Prince.

Andrea Wilson is working on a master's in public policy and an M.B.A. at Duke University. She hopes to use her analytical skills and knowledge of social entrepreneurship and development to combat the complex problem of human trafficking. Her Career Development Grant is funded in part by endowments honoring the AAUW NC Golden Anniversary and AAUW NC members L. Adelaide & Elizabeth Johnson, Beth Norris, and Enola G. Retherford.

Lakshmi S. Iyer is the AAUW Greensboro project director for the IT is for Girls summer workshops. This 2 year Community Action Grant is funded in part by an endowment honoring AAUW NC member Stine J. Schaffmeyer.

Other funds honoring current and former AAUW NC members are providing partial support to the following scholars:

The Rosalynd Nix Gilliat International Fellowship: Guadalupe Bravo-Vinaja of Mexico, working on a Ph.D. in wildlife management at VPI in Blacksburg, VA

The Elizabeth A. Colton American Fellowship: Polina Maciejczyk with a publication grant for publishing her work in environmental health at Eckerd College in St. Petersburg, FL.

The Shirley and Karl Quisenberry American Fellowship: Charlotte Lapansky, working on a Ph.D. in communications research at USC in Los Angeles.

The Sandy Bernard/Alice Ann Leidel American Fellowship: Lindsey Warwick Smith, Ph.D. in anthropology, at the CUNY graduate center, New York.

More information on these scholars can be found at svc.aauw.org/fga/fellows_directory/

This is a smaller number of grants than we have seen awarded to North Carolinians in recent years: four as opposed to the six awarded in each of the last two years, a reflection of AAUW's decision, announced at the 2009 national convention, to be conservative in awarding grants because of the losses in the overall endowment. We can be proud that AAUW was still able to award \$3.2 million in support of 215 scholars, research projects and programs promoting education and equity for women and girls.

AAUW NC has two funds that have not yet reached stipend producing level and so are not listed above.

The Ann Chipley American Fellowship (#3051) will support scholars like Hanagan and Mukherji

The AAUW Charlotte Branch Research and Projects Fund (#1429) will support projects such as Wilson's and Iyer's.

You may wish to designate a portion of your gift to AAUW to one of these funds. To learn more about the full range of efforts that donations to AAUW support, see www.aauw.org/contribute/support.cfm.



Nora Hanagan



Anuradha Mukherji



Andrea Wilson



Lakshmi S. Iyer

ERA Efforts Gain Momentum

In July 2009 Lee Luebke, vice-president of the League of Women Voters of Henderson County, met with AAUW branch members in Hendersonville during their summer meeting. Lee requested AAUW NC support for the League's effort to educate citizens in NC about the ERA and the need to pass the legislation in NC.

The AAUW NC Board approved a resolution of support. Recently at the State LWV Council meeting, League delegates agreed to postpone the idea of working as a lead organization to muster support for the ERA in NC at this time. They reasoned that gaining the attention of several legislators at this time to introduce bills to support the passage of the ERA would be difficult, given pressing economic and budgetary issues.

Nonetheless, work is continuing here in NC, thanks to Roberta Madden, who recently moved to North Carolina from Louisiana. There Roberta worked actively for the ERA, testifying in legislative committees and helping to organize women from various groups across the state. She is now the ERA Chair in AAUW Asheville branch. Roberta writes, "In my newly adopted state, I hope to work with women interested to form a grassroots movement for the ERA. Let's establish a network of individuals throughout the state to lobby our House members and senators regularly about ratifying the ERA and to recruit others to do so."

If you are interested, please contact robertamadden@yahoo.com or at 828.669.2757.

National AAUW Convention

The national AAUW Convention is a unique opportunity to learn the big picture of AAUW and make connections that will help you and your branch. Yes, the cost is significant, but some branches raise funds from those who aren't able to travel to DC that weekend to help defray the costs of the branch members who can go. It really does benefit the branch and with it being as close as DC expect the travel cost to be relatively low.

Many attendees plan to share a room with two or three others (or find a lower cost room outside the city) and find other ways to make this important event affordable.

Key Resources on the AAUW website

The Member Center holds lots of the key tools and resources. Login with your member ID, and the left-hand menu will be:

One Member, One Vote

All you need to know about the AAUW issues you, as a member, will be asked to decide next spring: resolutions, public policy changes, election of officers, and more.

Member Services Database

Change your contact information, view your branch roster, see the history of your contributions for tax purposes – everything related to the AAUW data about members.

Important Notices/Information

Governance information like the bylaws and AAUW minutes, directory of all AAUW national volunteers (listed as "AAUW Board" under the Leadership Directory, but includes committee members and state presidents).

Officer and Member Resources

A virtual gold mine of Tool Kits, forms and resources for branch officers and individual members.

Membership Campaigns

Details on specific campaigns designed to help branches increase membership.

Leadership Corps

Details of the new structure designed to get help from the national organization to the branches and states.

Paycheck Fairness Act

As the THN goes to print, AAUW has sent a Washington Update saying that the Paycheck Fairness Act was defeated in the US Senate by a 58-41 vote. AAUW condemns this procedural defeat. Linda D. Hallman, CAE issued a statement, "This was a missed opportunity to make history and jump start real economic change for American women and their families.....most families depend on the paychecks of women and our effort to close the pay gap is far from over." I speak for the Executive Committee in thanking all those who contacted their legislators. We, especially, need to thank Senator Kay Hagan in her support of this bill.

Mary Fran Schickedantz, AAUW NC Treasurer

Do Your Creative Seeds Need a Mini-Grant to Grow?

This is a year to start something new -- to think out of the box for branch programming -- find a better way to take a project to a new level or go "original".

AAUW NC continues to offer seed money via mini-grants to the branches.

AAUW NC has funded mini-grant requests from AAUW Wilmington and AAUW Chapel Hill for the 2010-2011 year. Mini-grant applications can be submitted any time during the year.

AAUW Wilmington's project received a \$500 grant; find out more in this issue of the Tar Heel News. All of our branches can learn from them and replicate this project. AAUW Chapel Hill's project involves "Increasing Visibility of AAUW within the Community". It encourages us to find creative ways to get our name recognizable with a major goal to increase membership. The Mini-grant was for \$200.

Both goal-oriented projects established partners within the community and were enthusiastically supported by their members.

AAUW NC states:

"We encourage action-oriented projects or other meaningful branch proposals. We look for impact on the local community especially as it relates to building the capacity of the branch to do community action projects in the future".

How to find the Application for a Mini-Grant:

Type in www.aauwnc.org (in your Internet Browser and bookmark it)

Click on Documents, then scroll down until you see AAUW NC mini-Grant Application.

This application has been updated recently.

Mary Fran Schickedantz, AAUW NC Treasurer

Easy way to stay up-to-date with AAUW:

Check aauwnc.org/news for quick updates and aauwnc.org/subscribe for other options.

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When & Where!

January 15, 2011

Deadline for applications for AAUW Community Action Grants.

www.aauw.org/learn/fellowships_grants/community_action.cfm
See article elsewhere in this issue on the grant received by the Greensboro branch. Note that AAUW NC minigrant applications are accepted on a rolling basis.

June 2-4, 2011

National Conference for College Women Student Leaders, University of MD, College Park
www.nccwsl.org
Registration opens Feb. 1

June 16-19, 2011

AAUW biennial convention in Washington, DC
www.aauw.org/convention
Registration opened December 1

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The Work of the AAUW NC Nominating Committee

Notes from Karla Atkinson

Five members of our state Nominating-Committee are elected at state convention each year. Members of this committee serve for one year. Their role is to assure there is continued leadership on the Executive Committee by seeking and proposing qualified nominees for the elected officer positions in our organization.

This year's Nominating Committee includes Chair Janie Dominique (H) 336-294-0050, (W) 336-378-2853 *pdomin-*

ique@triad.rr.com (Greensboro), JoAnn Hall (Jacksonville Regional), Peg Holmes (Hendersonville), Denny McGuire (Raleigh-Wake County) and Bernadine Carpenter (Gaston Regional).

Our Greensboro discussion highlighted the importance of flexible, sometimes shorter leadership roles (see THN page 1).

The work of this year's Nominating Committee will therefore be rather different than what past nominating panels planned.

AAUW NC 2010 Fall Meeting



Lill Van Order & Karla Atkinson



Connie Ochse & Brunetta Franklin



Peg Holmes, Barrie Baker,
Janet Watrous & Sue Metz