

# University Woman Texas!

Winter 2009

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## Changes are underway at AAUW Texas

By Ann Berasley

When you think of change, what is your first reaction? Does the idea of change invigorate you or make you feel drained? If we are honest with ourselves, the answer is often both.

A little over a year ago, I had the opportunity to make a significant career change. Accepting a new opportunity was exciting, but leaving a job I knew how to do well was a little scary. I have grown and learned many new things. At the same time, I have also faced some challenges and come home tired at the end of some long days. Ultimately, I am glad I made the change.

Many of you have asked AAUW Texas to make changes to the way we operate and communicate to better meet your needs, in effect changing the way we do our jobs. Although other articles in this issue provide more detail, here are some of the highlights of the changes being made at the state level.

Like a career change, this process is both exciting and challenging for both the board of directors and for members. Our goal is that at the end of the biennium you will agree that you are glad we made the changes.

- The July 2009 leadership conference will be replaced with a leadership conference

call on the weekend of **July 25-26**. Focus of the conference call will be changes coming out of the St. Louis Convention and what it means for AAUW Texas and Texas branches. By using a conference call rather than a face-to-face meeting, every branch should be able to participate.

- In May, two officer job training events will be held in the Dallas-Fort Worth and Houston areas. We do not have the resources to bring training to every branch, but we are trying a new approach to bring officer training to you before the start of the new AAUW year.
- AAUW Texas has been recognizing branches with the STAR Award. With the changing focus at the Association we will recognize branches this biennium using the PEARL Award.
- This issue of *UWT!* is not being mailed, but is available on the website. This was one way to keep within our budget at the current dues rate. If you signed up for AAUW Texas email, you should have received a notification that this issue was on the website. If you or your branch members have not signed up, please do so today!



AAUW Texas' Board of Directors Meeting in Abilene in November included these members, l to r, Front row: Marietta Hostak, Priscilla Mowinkle, Margaret Bentley, Ann Berasley, and Patricia Ross. Back Row: Dusky Wells, Margi Poole, Celina Fennell, Anita Knight, Elaine Wells, Elizabeth Newell, Janet Peavler, Shirley Breeze (Regional Rep), Pam Wolfe, Kathy Anton and not pictured, Jeannie Best; the photographer. See highlights about the board meeting on page 6.



The dreaded circular motion of a hurricane forms over the Gulf of Mexico and heads toward the Texas coast.

## Orange AAUW Branch Rebounds from:

# Three Hurricanes in Three Years

**By Anne Hardy Payne, Orange Branch President**

"Storm Surge" -- These two words became part of the Orange AAUW Branch members' vocabulary on September 13, 2008, as the horrific Hurricane Ike ravaged through the Golden Triangle and the entire southeastern Texas coastline.

Only 13 days previously, Hurricane Gustaf proved a trial-run, as most of the same residents evacuated to higher ground, only to see Gustaf bypass us. Three years ago, the harsh winds of Hurricane Rita (only four weeks after Katrina) ripped through the same Golden Triangle area.

Somehow, the AAUW sisters of Orange County bonded and comforted each other. Even a day after the Category 1 Hurricane Humberto hit our area by surprise in September 2007, we managed to stage our annual membership tea.

We, in the Orange branch, have shared thousands of dollars in such destruction as damaged roofs, trees through homes, uprooted trees, flattened fences and gates, toppled chimneys and/or downed mailboxes, flooded homes and vehicles, warped flooring, ruined sheetrock, soggy carpeting, air conditioning/heating and/or electrical/plumbing problems, water leakage in windows and doors, great emotional stress, and even fires! Yes, one of our local members suffered a home devastated by fire the day after Hurricane Ike due to an electrical mishap.

What made Hurricane Ike so horrific was the storm surge. At least one-third to one-half of Orange's 13 square-mile city was under six feet of water. Storm surge was as high as 15 feet in some places, bursting levees and flooding entire neighborhoods. Front yards were swallowed by floodwaters, highways were submerged, and homes were filled with four to eight feet of water. Orange (population 15,000) found its citizens being rescued off the tops of homes and buildings, as well as from attics, by helicopters. Meanwhile, boats traveled Orange streets instead of vehicles, assisting with rescues.

Dr. Mary Behnke, AAUW member and retired Lamar

State College-Orange professor, saw her home filled with four feet of water, losing at least half of their cherished books. The Behnkes are now living in a trailer while their home is refurbished.

Former AAUW branch treasurer Elaine Martin, discovered her home filled with water, forcing her and her husband, recently retired Orange County Red Cross Director Robert Martin, to move several hundred miles away to the Tyler, Texas, vicinity.

Yet another Orange AAUW member (and former Cody, Wyoming, member), Dr. Sarah Boehme, the director of Orange's renowned Stark Museum, sustained flooding in her sunken living room, ruining everything in the room.

Member Doris Miller saw her magnificent and luxurious sailboat left in a rubble at nearby Pleasure Island, while our Janis Beach suffered the loss of her home to fire the day following Ike. Several members owned beach houses in nearby Crystal Beach and on Bolivar Island, now just sticks of debris.

Orange's neighboring town of Bridge City (population 8,000), only about six miles away, suffered so much damage from the storm surge that only 14 of the 3,400 homes were deemed "livable" by FEMA and various insurance agencies.

News media from across the country, such as CNN's Anderson Cooper wearing waist-high wader boots, showed viewers home-after-home and business-after-business filled with four to eight feet of water.

Two of our Bridge City members, Virginia Watson and Jerrilyn Miller, are now living in FEMA trailers due to the complete destruction of their homes, which are being rebuilt.

For several weeks after Hurricane Ike hit, water moccasins and alligators made themselves visible all over the area, along with the remains of salt-water life, such as crabs, shrimp, and even squid. Unfortunately, the venomous snakes seemed to often take refuge in the drywalls and flooring of flooded properties.

The Orange Post Office only recently opened for full service. The County Courthouse, the local community theater, and the police and fire departments are still not up and running due to the enormous storm surge.

FEMA trailers are all over the area as a means of temporarily coping. And, cope we will as the women of the Orange County AAUW Branch rise like a Phoenix!

We have now had three book reviews and a new member tea since late October, so we are attempting to reconnect with one another. We even have six new members!

Orange AAUW survived another catastrophic hurricane. We are a rock!

## Ann Richards' American Fellowship now official



Ann Richards, painting by James Tennison, 1996. Photograph of Accession #1995.6, State Preservation Board, Austin, Texas

**Governor Ann Richards**

Photo courtesy of the Texas State Library and Archives Commission

**By Anita Knight, Education Foundation VP**

Remember Ann Richards' Fellowship Fund # 4324 when you designate contributions to AAUW Educational Foundation!

A formal letter was sent to all Texas branch EF contacts and other friends of LAF and Ann Richards.

Remember that Ann Richards represented and teacher, a political activist lived much of AAUW's mission; she was a

teacher, a political activist, a campaigner, a mentor, an historic speaker, and the 45th Governor of Texas from 1991-1995. Although officially she was the second Texas woman governor, Richards is considered the first woman elected to that office in her own right.

Twice-elected Miriam "Ma" Ferguson is often discounted as having been a proxy for impeached governor James E. "Pa" Ferguson, her husband.

## Legal Advocacy Fund Updates

By Kathy Anthon  
Legal Advocacy Fund VP

Thanks to all of you who have been participating in the definition of the case criteria for LAF.

The criteria is very clear and focuses on the fact that our goal is to positively impact more people by using our funds and power to seek plaintiffs whose cases address significant issues that will clearly impact our fight for pay equity and workplaces free of sex discrimination.

We continue to rely on all of you

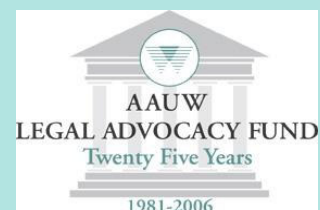
to keep Association informed of any plaintiffs that meet the criteria. You are all encouraged to contact Holly Kearl at [kearlh@aauw.org](mailto:kearlh@aauw.org) if you are aware of a case that should be considered by LAF and she will send you the recommendation form. The link for the criteria and the review process at the AAUW Career Center is: [www.aauw.org/about/career/index.cfm](http://www.aauw.org/about/career/index.cfm)

For those of you who are wondering if you have pay equity or if you are looking for help in your next career step or negoti-

ating your salary for a new position be sure to check out the AAUW Career Center.

Please remember that LAF relies on our contributions to continue our good work. When you or your branch donate to LAF please send me a copy of the contribution form that your LAF VP has. Mail your form to Kathy Anthon, 2440 Brittany Lane, Grapevine, TX 76051.

I hope you all have a wonderful holiday season and a healthy and happy new year. I will see you in St. Louis.



Read the Updated LAF Briefing (December 4, 2008) - here: [http://www.aauw.org/member\\_center/briefings/LAF\\_120408.cfm](http://www.aauw.org/member_center/briefings/LAF_120408.cfm)

Learn about LAF Case Support Criteria and the Review Process at: [http://www.aauw.org/member\\_center/briefings/upload/NewLAFCaseSupport.doc](http://www.aauw.org/member_center/briefings/upload/NewLAFCaseSupport.doc)

## New Training Opportunities for Branch Leaders

By Patricia Ross, Branch Services Officer

In the past AAUW Texas has offered a weekend Leadership Conference in the summer. We have reviewed the feedback from this event and recognize that many leaders are unable to attend because of the time commitment and/or the cost.

Another criticism has been that by the time the conference was held, much of the planning for the next year had already been done in many branches. This year the AAUW Texas Board has decided to try something new.

Two officer "job training" events will be offered. First in Houston May 2, and in Dallas-Fort Worth at a date to be determined. Officers from any branch throughout the state may choose to attend whichever is most convenient.

This one-day counterparts training is an effort to reduce costs and make training more accessible,

local members will provide lodging if it is needed and attendees will be expected to cover the cost of their lunch. Details and registration information will be posted on the website as soon as they become available.

In addition, there will be a telephone conference in July with Branch Presidents (and any other Branch officers) and officers of the State Board. This will be designed to provide information and answer questions about bylaws changes approved at the national convention in June.

Plan now for your branch to participate in both of these new opportunities for leadership training. Leadership often involves reacting positively to new challenges and we hope these events will help branch leaders to be better prepared for changes and challenges in their branches and in the Association.

### STARS Program changes to:

## PEARLs of wisdom for a fair chance

PEARL is how AAUW breaks down educational and economic barriers so that all women have a fair chance.

Every pearl begins as the result of agitation, a grit of sand – the pearl is the solution to the problem. PEARL is the same to AAUW, it begins with an injustice, a woman being denied the right to vote, the right to an education, the right to fair pay... PEARL is how we achieve the fair chance that all women deserve.

Every AAUW member and every AAUW branch helps women through some part of PEARL – offering local scholarships, carrying out STEM (Science, Technology, Engineering and Math) programs, educating voters or providing financial support so we can continue these programs.

It is only through our connections to each other, that we can do all the necessary work to bring about the PEARL.

Share the ways your branch is a

PEARL. Write a short paragraph for each section which demonstrates your branch commitment to Protect, Educate, Advocate, Research, and Lead. You do not have to complete all sections. Forms will be available on the website soon.

**Deadline: April 30**

Send electronically (preferred) to: Patricia Ross, Branch Services Chair, at [paross@aol.com](mailto:paross@aol.com)

Or mail to: Patricia Ross, 4218 St. Ives, Sugar Land TX 77479.



**Our PEARL acronym:**

**Protect,**

**Educate,**

**Advocate,**

**Research, and**

**Lead...**



# 2009 AAUW National Convention Breaking through Barriers

June 26-28, 2009  
St. Louis



## Book Convention Rooms Now!

Make your reservations as early as possible to save money . Go on-line to <http://cwp.marriott.com/stldt/aauwconference/> or call 1-800-397-1282.

The 2009 AAUW National Convention: Breaking through Barriers, designed with a new format and many new features, will be held in the St. Louis Renaissance Grand & Suites Hotel, a special place in women's history. Previously known as the Hotel Statler, the hotel was the backdrop for the historic convention of the National American Suffrage Association in March 1919.

More information at: <http://www.aauw.org/convention/conv2009/>  
**Registration Fees**

Best Value	Type	2009 Full	2009 Daily
December 1, 2008    January 15, 2009	Member	\$375	\$210
	Nonmember	\$425	\$235
	Undergraduate Student	\$200	\$150
	Guest*	\$200	\$150
<b>Early Bird</b>	<b>Type</b>	<b>2009 Full</b>	<b>2009 Daily</b>
January 16, 2009    March 22, 2009	Member	\$399	\$210
	Nonmember	\$450	\$235
	Undergraduate Student	\$215	\$150
	Guest*	\$215	\$150
<b>Regular</b>	<b>Type</b>	<b>2009 Full</b>	<b>2009 Daily</b>
March 23, 2009    Convention	Member	\$440	\$245
	Nonmember	\$490	\$265
	Undergraduate Student	\$215	\$175
	Guest*	\$215	\$175
<b>Special Events</b> <i>not included in registration</i>			<b>Add</b>
Banquet			\$125

\*A guest may attend only plenary sessions and the welcome reception. Guests must be registered by a convention attendee and cannot be AAUW members.

## AAUW National Convention will be 'BREAKING through BARRIERS'

AAUW-MO and the Local Arrangements Committee (LAC) in St. Louis are hard at work planning the details of hosting the 2009 AAUW National Convention at the Renaissance St. Louis Grand and Suites Hotel, June 26-28, 2009.

This historic convention, themed "BREAKING through BARRIERS," will discuss and vote on issues related to membership requirements, dues payments, public policy issues, and much more. The results will have a momentous impact on who and what AAUW is to be in the coming years. You don't want to miss it! Check out the AAUW website for full details on the issues, the convention, and things to do in St. Louis: [www.aauw.org/convention](http://www.aauw.org/convention).

Convention registration began on December 1<sup>st</sup> and you DON'T want to miss out on Best Value Registration! \* Hundreds of AAUW members are making plans to head for St. Louis next June to shape the future of our organization. The hotel has ample convention space, lovely rooms, great restaurants and is right in the heart of downtown St. Louis. The Cardinals will be playing ball, the Zoo is free, the Art Museum is world class, as is the Missouri Botanical Garden. Theater, opera and a great children's museum also await you.

At the convention we'll have welcoming activities on Thursday, stimulating workshops on Friday morning, First Timers' briefings, lively business sessions each day, dynamic keynote speakers, an exciting CEO Women Leaders luncheon, bylaws briefings, Meet the Candidates reception, elections for new officers, Taste of Suc-

cess displays, the elegant banquet on Saturday night, and a final business session on Sunday morning. All this surrounded by the popular CyberStop, AAUW merchandise sales, our friendly AAUW Missouri hospitality and much more. We want YOU to have a GREAT time at the convention!

Please join us in St. Louis! Plan now to send branch members and delegates to convention by budgeting for it, appointing delegates early, discussing the issues and bylaws. Treat yourself to a mini-vacation at the historic Renaissance Grand Hotel where spa treatments, great restaurants, and lots of extras await you. Don't forget to invite your AAUW family and friends from across the country to "Meet you in St. Louis" as we continue to 'break through barriers' for women and girls.

For additional information, you may contact the Local Arrangements Committee:

Lynne Roney, chair ([lynneroney@sbcglobal.net](mailto:lynneroney@sbcglobal.net)), Diane Ludwig - local sponsorships ([dbludwig22@aol.com](mailto:dbludwig22@aol.com)), Pat Shores - volunteers/hospitality ([apatriciashores@charter.net](mailto:apatriciashores@charter.net)), and Julie Triplett - volunteers/hospitality ([julietrip@charter.net](mailto:julietrip@charter.net))

**\*There is a SPECIAL Best Value registration fee of \$375 for those who register between December 1, 2008 and January 15, 2009. This is the same rate as the 2007 convention two years ago! PLAN AHEAD and take advantage of this great deal!**

## General Ann Dunwoody breaks the U.S. Military's 'Brass Ceiling'

**AAUW  
congratulates  
Army General  
Ann Dunwoody  
on becoming the  
U.S. military's  
first female  
Four-Star General**



**AAUW salutes Gen. Ann E. Dunwoody on this historic achievement, as well as all women in uniform who join her in serving this country with courage and distinction."**

AAUW Executive Director Linda D. Hallman, CAE issued the following statement:

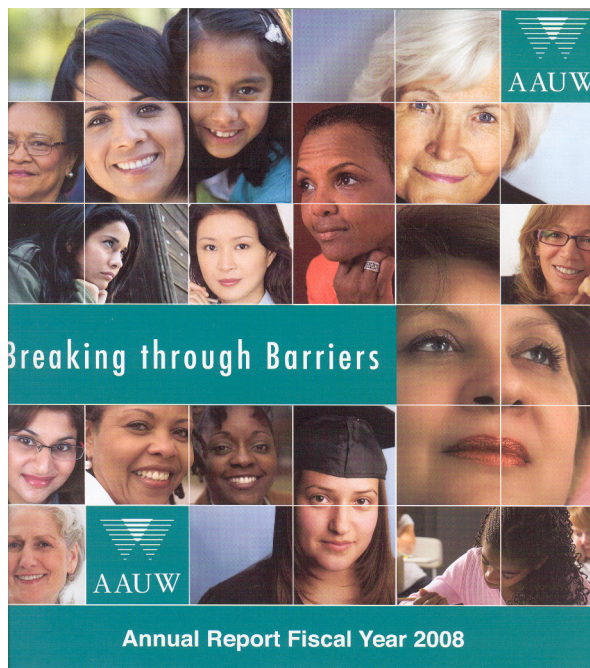
"On behalf of AAUW's 100,000 members around the nation, I extend special congratulations to Gen. Ann E. Dunwoody on becoming the first woman to attain the rank of four-star general. As a veteran myself, I know the discipline, commitment, and drive needed to flourish in the military.

We salute this remarkable woman who has just blazed a new trail for other distinguished women to follow. AAUW has long supported equity for women in the military.

In fact, some may be surprised to learn that many AAUW members favored a national draft for women in the 1940s.

These days, we are focused on another battle. We are fighting to break through the remaining barriers that too often prevent women from achieving their full potential and real economic security.

## AAUW's 2008 Annual Report theme 'Breaking through Barriers'



An important AAUW report arrived in your mailboxes recently. Take time to read how AAUW is involved in "Breaking through Barriers" of all sorts.

Many of the short articles can be used as an inspiration for branch meetings, discussion groups, and ideas for advocates and activists throughout AAUW.

For example, it covers pay equity advances, such as the Lilly Ledbetter Fair Pay Act that passed the House in July 2007, but fell just a few votes short in the Senate in April 2008.

There are several life-stories that outline how our Legal Advocacy Fund is assisting women.

Such as the article entitled "Standing up for Women on Campus," that tells the story of Lisa Simpson's Title IX lawsuit against the University of Colorado at Boulder.

One story is about Jane Chen, who left her job to work with a non-profit organization that supports orphans left after poor Chinese farmers died of AIDS as the result of selling blood to the Chinese government. Her work then led to the invention of a \$25 non-electric incubator for premature babies.

There are many inspiring AAUW Donor stories scattered throughout.

Another article is entitled, "Let's Read Math!," and another page is full of quotable quotes from women who are the "Faces of Pay Equity."

There are also quotes from some of our elected officials on AAUW issues. That page is entitled, "Views from the Hill."

There's something for all members in this Annual Report for Fiscal Year 2008. Be sure to read it cover to cover.

## Leadership Conference Call coming to you in July

**By Celina Torres Fennell, Program Vice President**

The AAUW Board of Directors received a number of comments from branches regarding the summer leadership conference. Those comments included moving the conference to the spring, making it a one-day conference that did not require an overnight stay, and reducing the attendees' expenses because the conference comes on the heels of the Association Convention.

To address these concerns, the board decided to hold a conference call the weekend of July 25-26, 2009 to discuss the important changes from the St. Louis convention and their impact on Texas branches. The day and time of the conference call will be set early this spring and will be paid for by the state. This conference call cannot replace your branch's attendance at the convention, but can help our state communicate and implement the changes consistently.

In addition, the board will be asking conference call participants what training their branches need, especially in light of the changes coming out of the convention.

## AAUW Texas Board Meeting Highlights Nov. 7-9, 2008

**By Dusky Wells, AAUW Texas Secretary**

The 2008-2010 AAUW Texas Board of Directors held its second meeting of the biennium in Abilene on November 7-9, 2008. Between meetings, the board conducts business by email.

The Board of Directors voted:

- To host a July conference call in lieu of a face-to-face leadership conference.
- To work with the Interbranch Councils to offer leadership training in May 2009.
- To adopt "AAUW: Opening Opportunities"

as the theme for the 2010 AAUW Texas Convention.

- To modify the state awards for recognizing branches and appointed a committee to develop the new awards.
- To confirm presidential appointments of Mynda Holman McGuire (San Antonio Branch), UWT editor; Mary Edwards (West Harris County Branch), nominating committee chair; and Jeannie Best (Abilene Branch), AAUW Texas Member Showcase representative.

### Reminders

The following message is from the Women's Legislative Days meeting, Monday, Dec. 15:

"Due to economic and other circumstances beyond our control, **Women's Legislative Days, 2009** has been cancelled.

"Thanks for your support. Look for the new and improved Women's Legislative Days in 2011"

Don't forget to sign up to receive AAUW Texas e-mail news, timely updates on convention, *University Woman Texas!* and more, all spam and hassle-free.

Just type the following into your browser: [www.aauwtexas.org/emailoptin.html](http://www.aauwtexas.org/emailoptin.html) and follow the easy directions.

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Open

**COMMUNICATIONS TEAM**—The team is responsible for the every member publication—*University Woman Texas!*; the website; and public relations and visibility.

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The critical civil rights law requires employers to treat pregnant women the same as other employees with similar abilities or physical limitations. AAUW is watching *AT&T v. Hulteen*, a case recently argued before the Supreme Court involving the Pregnancy Discrimination Act. The court will decide whether women who took pregnancy leave before the passage of the Act should get full service credit for their time on leave when calculating their retirement benefits.

AAUW Celebrates the 30th Anniversary of the Passage of the Pregnancy Discrimination Act





# AAUW Branch and State Local Scholarship Clearinghouse planned

Association has announced a new AAUW Branch and State Local Scholarship Clearinghouse Pilot Program.

This voluntary program is a centralized, standardized, online undergraduate scholarship **application posting and processing** initiative that will support your local scholarship program. Participating branches and states post their scholarships and eligibility criteria to the AAUW website, creating a simple, reliable web portal for students seeking funding and making it easy for applicants to find out about your scholarship opportunities and to submit an application online. The clearinghouse processes applicants' information and supporting documents for you. Participating branches and states select their own recipients.

All branches and states that provide scholarships are invited to participate. The program makes managing your scholarship program more convenient, extends your program marketing to a wider student audience, and gives you confidence that the applications you receive

accurate portrayals of the candidates' qualifications.

Best of all, this important program will help us present a more comprehensive picture of the AAUW community's educational philanthropy and will provide us reliable data that we can disseminate publicly to demonstrate the financial support AAUW provides to women at the national, state, and local levels.

***Branches and States  
must opt in by  
the deadline***

***February 28, 2009***

**The branch/state scholarship application process is scheduled to be online beginning August 1, 2009, at the same time that recruitment for the 2010-11 AAUW Fellowships and Grants programs begins.**

## **How to Participate**

This is a totally voluntary pilot program for branches and states. An e-mail is being sent broadly to branch/state leaders. In order to participate, you must provide scholarship information

online to AAUW via a dedicated web link: <https://svc.aauw.org/fga/localscholarship/index.cfm?memberid=657385>

Remember that branches/states will continue to establish the eligibility criteria for their own scholarships, such as community of residence, priority for graduating seniors, returning students, etc. Branches and states will also retain the power to select awardees.

If you would like to participate in this program, please complete the data form with the requested information as it pertains to your local scholarship program. This information will be used to determine the eligibility of applicants for your scholarships, so be as specific as possible. The **deadline for submission of the information is February 28, 2009**. Once the application has been developed, there will be additional follow up and collaboration with your branch/state and an opportunity to view the pilot application form before the application launches on the AAUW website on August 1, 2009.

Questions about the program should be sent to [localscholarships@aauw.org](mailto:localscholarships@aauw.org) or [connect@aauw.org](mailto:connect@aauw.org) or you may call AAUW at 800/326-2289.

For more information, visit [http://www.aauw.org/member\\_center/briefings/index.cfm](http://www.aauw.org/member_center/briefings/index.cfm).

## **AAUW partners with Barnes & Noble**

AAUW and Barnes & Noble.com have partnered together to bring you an online bookstore for AAUW members only! When you shop at: [www.bn.com/aauw](http://www.bn.com/aauw) you will automatically get an additional 5% off of the online price of books, music, and DVDs (many titles online are already discounted 10percent to 40 percent!), and free standard domestic shipping on orders of \$25 or more (some restrictions apply).

**Our Vision Statement:** AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.

**Our Diversity Statement:** 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.

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