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State Convention Ball State University • May 10, 2008

Come join us at the Alumni Center for a creative look at lifelong learning, a concept rooted in the concept that "it's never too soon or too late for learning." Lifelong learning is attitudinal; that one can and should be open to new ideas, decisions, skills and behaviors. Lifelong learning tosses the axiom "you can't teach an old dog new tricks" out the door. Come hear how your peers and friends approach this subject with conviction and determination. Registration form is in this edition of the Bulletin (page 3).

It's Time to Nominate New Indiana AAUW Board Members!

The following offices need to be filled at the state level for 2008-2010. Please help the nominating committee find nominees that represent all areas of the state. You can be a participant in setting the future of AAUW in Indiana by nominating persons for the following offices: Director of Membership, Director of Finance, Director of Educational Foundation. Please also suggest persons for election to the 5-member Nominating Committee.

Nominations should be sent to Deb Romary at 14818 Gateside Drive, Fort Wayne, IN 46811 or e-mailed to debromary@yahoo.com. Please give her the following information:

- Name and contact information of the person you are nominating
- The office that you suggest for that person
- Three or more sentences about this person's qualifications and interest in AAUW
- Whether or not you have talked in advance with the person about assuming a state office

The Nominating Committee needs this information by March 1, 2008. We need lots of nominations because there are appointed offices also to fill.

Jean Amman, President

Indiana Board of Directors 2007-2008

President • E. Jean Amman

4305 Castleton Court, Muncie, IN 47304

h • 765•282•2188 w • 765•285•1333

fax • 765•285•5198 jamman@bsu.edu

President Elect • Barb Kanning

9227 Starland Ct, Fort Wayne, IN 46804

h • 260•432•5228 kanning4@aol.com

Director of Program • Deb Romary

14818 Gateside Dr., Fort Wayne, IN 46814

h • 260•466•7431 w • 260•471•4575

debromary@yahoo.com

Director of Membership • Mary Lou Thomas

11708 Redding Drive, Fort Wayne, IN 46814

h • 260•672•0803 w • 260•459•1650

redding11@aol.com

Director of Finance • Susan Trout

8700 W. Tulip Tree Dr., Muncie, IN 47304

h • 765•759•9496

Director of Public Policy • Dr. Marjorie Souers

115 Pelham Dr., Fort Wayne, IN 46825

pharm1115prof@yahoo.com

Educational Foundation • Kay Depel

11543 Westwood Place, Crown Point, IN 46307

h • 219•663•8932 fax • 219•662•6382

fishnbill@att.net

Past President, 21st Century Recognition Program, & Legal Advocacy Liaison • Phyllis Thompson

4634 Morning Wind Place, Ft. Wayne, IN 46804

h • 260•436•5546 fax • 260•432•9656 past40@att.net

Bulletin Editor • Janice Greene

5811 Crossfield Drive, Evansville, IN 47715

h • 812•477•3824 w • 812•428•8228

janlib@hotmail.com

Recording Secretary • Barbara Wellnitz

3249 Dogwood Circle N. Dr., Indianapolis, IN 46268

c • 317•431•2148 h • 219•324•9244

wellnitz@csinet.net

Diversity Coordinator & Educational Equity

• Carroll Parsons

148 S. Wayne Street, Danville, IN 46122

h • 317•745•6565 w • 765•742•1567 x3055

fax • 765•742•9358 or 317•745•8480

Communications/Director of Administration

Jane Allerton

600 N. Cherry Wood, Muncie, IN 47304

h • 765•282•5448 w • 765•751•2713

janebaskets@gmail.com

Bylaws/Resolutions Chair • Barb Kanning

9227 Starland Ct, Fort Wayne, IN 46804

h • 260•432•5228 kanning4@aol.com

Indiana Webmaster • Marsha Miller

522 S. Center, Terre Haute, IN 47807

h • 812•232•0650 w • 812•237•2606

mmiller24@indstate.edu

Branch Consultant & Area Coordinator

•To be filled

Lending Library Coordinator • Beth Leroy

701 West 11th Street, LaPorte, IN 46350

h • 219•362•8262 grannyL1@yahoo.com

Parliamentarian and Historian • Treva May

5962 South 200 E., Anderson, IN 46017

h • 765•779•4113 myron.may@att.net

International Relations • Sharon Schafer

23453 Broadwood Drive, Elkhart, IN 46514

h • 574•264•7281

Co-Nominating Committee Chair

• Deb Romary

14818 Gateside Dr., Fort Wayne, IN 46811

h • 260•466•7413 w • 260•471•4575

debromary@yahoo.com

Co-Nominating Committee Chair

•Mary Eherenman

8 Fairlane Dr., Warsaw, IN 46580

h • 570•267•3992 pemewi@kconline.com

Nominating Committee • Carroll Parsons

148 S. Wayne Street, Danville, IN 46122

h • 317•745•6565 w • 765•742•1567x3055

fax • 765•742•9358 or 317•745•8480

Nominating Committee • Joan Kutlu

320 N. Kibby, Clinton, IN 47842

h • 765•832•8658

Nominating Committee • Janet Trusty

1638 Cherry Blossom Dr., Munster, IN 46321

h • 219•924•2074 trustyL@aol.com

College/University Representative • E. Jean Amman

4305 Castleton Court, Muncie, IN 47304

h • 765•282•2188 w • 765•285•1333

fax • 765•285•5198 jamman@bsu.edu

AAUW Indiana State Convention

AAUW Indiana State Convention
Saturday May 10, 2008
Ball State University, Alumni Center

Theme: Lifelong Learning

8:30 a.m. Continental Breakfast, Registration
9:00 a.m. Business Meeting
10:00 a.m. Lifelong Learning, Presentations
12:00 noon Lunch
1:00 p.m. Lifelong Learning, Presentations
2:00 p.m. Discussion
3:00 p.m. Depart for home

Directions: 2800 W. Bethel.

From I-69, exit 41, state road 332, toward Muncie. State road 332 (McGalliard) to Tillotson (football stadium). Turn right onto Tillotson. Turn left onto Bethel. The Alumni Center is on the left and can be entered through first drive on left.

Parking behind the Alumni Center.

Hotel for overnight accommodations: Best Western, one block from Alumni Center, 3011 W. Bethel Ave., 765-282-0600, ask for AAUW grouping.

Registration Form AAUW Indiana State Convention May 10, 2008

Name _____

Address _____

Phone _____ Special Needs _____

Branch _____

Voting Credentials:

_____ Branch Delegate _____ Branch Delegate Chair

_____ State Delegate _____ Non-Voting Attendee

Cost: \$35.00 Check payable to AAUW

Mail to: Susan Trout, 8700 W. Tulip Tree Drive, Muncie, IN 47304

Registration due April 30, 2008

Dear friends in AAUW,

“Now greet the swiftly changing year with joy. . . .” Recently I sang these opening words to a carol in a Muncie choir, and they continued to stay in my head throughout the week. You know how it is: you get some music in your head, and it just stays there until other music replaces it! So as I sit here in January to write this column, I hear these words again. We would all agree that with each passing year, the calendar seems to change more swiftly. However, sometimes it is difficult to embrace a “changing year” with joy.

Now what does that say about AAUW? For me it means that we must reduce our focus on the past, evaluate the present, and advance into the future. It is so tempting to dwell on days when perhaps our branch size was larger, our members were more available for daytime service projects and interest groups, and the average age of our members was younger. Recently I visited the archives of the Ball State University Library, and I found AAUW Muncie branch program books with the names of women like those of the Ball family and even women for whom buildings in the university community are named! Obviously, AAUW has had a grand tradition here!

That is wonderful, and we can take pride in all that AAUW has accomplished in our branches, state, and the nation to further the education and advancement of women and girls. We have improved our communities and advocated for legislation that has been badly needed to better the lives of all. But too often I hear our members talk about how AAUW was, and not how it can be. Yes, we are not the same as we were, but we are still capable of great things and we can embrace the year with joy. I believe it is our responsibility to look about our local areas for potential members and ask ourselves what would encourage them to join us in our mission.

Further, if we honestly evaluate our present, we can learn from that evaluation and advance into the future. At our summer board meeting, your state board attempted to do just that in formulating its goals for 2007-2008. On the front page of your Indiana Fall Bulletin, you found a listing of those goals. At our November board meeting and in a recent chat room meeting, we focused particularly on the first goal: “Forge stronger state/branch connections.” Today I want to invite you to join me in reviewing that goal because I believe it is crucial to improving the strength of AAUW in our state. Here are some things we have decided to do:

- We will try to hold more Board meetings in different parts of the state and encourage members from surrounding branches to attend.
- We will request that each branch name a liaison to the state organization.
- We will work toward the nomination of state officers representing more areas of the state.
- We will form a committee of past Emerging Leaders and encourage them to take our places in state leadership.
- We will distribute copies of state board minutes to each branch and publish them on the state Web site.

There may be some other things that we can do, so please send me your ideas for a strengthened, joyful AAUW-Indiana in 2008. Happy New Year!

E. Jean Amman, Indiana President



E. Jean Amman, Indiana President

Indiana AAUW Educational Foundation Report

I have “appreciation certificates” signed by Barbara O’Connor for your upcoming February, March, April and even May meetings for giving to your named gift honoree or whomever you wish to honor for/with EF donations.

All branches but one have sent in their donations for EF. Several have failed to send me copies of their donations. Please urge your treasurer or EF chair to send dollars direct to Washington, but I need a copy of checks sent and the “report form” copy to reconcile the statement sent from D.C.

For the year of 2007, the state’s EF balance as of December 31, 2007, in EF checking is \$1,587.89. The interest paid for the year was \$11.87. Tee shirts are gone, and golf hats have been donated. Labels and stickers are the new project, so spread the word; so far sales are meager. Please look on the website for prices and items.

The Washington office’s report for November 26th, 2007, gave only names of branches that donated and not donation amounts. Please, it is not too late for each branch listed below to get donation records to me for 2007. I need them.

Recorded in my file for	2007	2006
Indiana Board	\$00.00	\$ 25.00
Anderson	544.00	1,065.75
Calumet	300.00	1,315.00
Elkhart	50.00	90.00
Evansville	290.00	325.00
Fort Wayne	5,010.00	5,000.00
Gary/Merrillville	620.00	300.00
Goshen	300.00	200.00
Indianapolis	780.00	1,245.00
LaPorte	100.00	1,625.00
Madison/Hanover	415.75	470.00
Michigan City	500.00	500.00
Muncie	515.00	00.00
Noblesville	495.00	412.00
Richmond	350.00	463.00
South Bend	260.00	355.00
South Lake County	960.00	1,000.00
Valparaiso	100.00	20.00
Warsaw	00.00	25.00
Total	\$11,589.75	\$14,435.75

Thank you. Kay Depel, EF Director

A Scholarship Opportunity to Attend the National Conference for College Women Student Leaders!

The National Conference for College Women Student Leaders (NCCWSL) will be held June 5-7, 2008, in Washington D.C. The Indiana AAUW Board of Directors has budgeted \$400 to provide a scholarship for a qualified college woman from Indiana to attend. This amount will pay for most of the expense of the conference itself.

Support for this conference is one of the Association's most important goals for states and branches, and accordingly the Indiana Board has adopted "increasing the visibility of this conference" as one of its major goals this year. Therefore, we are doing the following:

- Publishing the scholarship application on Indiana's web site and mailing it in your president's packet.
- Asking EVERY branch to nominate a student for the state scholarship.
- Urging branches to make donations to help finance student leaders' attendance.
- Urging applicants to apply also to the Association for funding (information on the AAUW web site).
- Sending information to Women's Studies offices in Indiana colleges and universities.

Indiana's participation in this conference is important if we are to develop future leaders for AAUW, as well as for leadership in the society at large!

Indiana AAUW Legal Advocacy Fund Report

The American Association of University Women Legal Advocacy Fund is pleased to recognize an important victory in the ongoing battle to prevent sexual harassment assault on university campuses with the settlement agreement between Lisa Simpson and the University of Colorado at Boulder. The settlement agreement provides \$2.5 million to Simpson and requires that the university create a new position in the Office of Victim Assistance and hire an independent advisor to monitor the school's compliance with federal sex discrimination laws. The Legal Advocacy Fund adopted this case in 2005 and donated more than \$ 35,000.00 in financial support. If you have further questions about this case, do not hesitate to contact me. More information will be forthcoming at AAUW Indiana State Convention.

It is with great sadness that I report the resignation of LAF's Director, Laura Kamnik, on December 28, 2007. Currently, other staff members are assuming her role.

As this newsletter goes to print, I do not as yet have a final total of what each Branch has contributed to the Legal Advocacy Fund for 2007. As soon as I do, I will e-mail the report to each Branch. I know we contributed a grand total of at least \$5000.00. Congratulations!!!

Emerging Leaders and Indiana's Ingenious Ideas:

Forms are being sent to each AAUW Indiana Branch via Presidents packets and also directly to contact people within each Branch in regard to Indiana's under 40 and over 40 Emerging Leaders. Forms for creative ideas as to what each Branch has done in programming are also being included. Please read each form carefully and submit to me on the appropriate date. I look forward to hearing from each Branch and truly expect to do so.

Phyllis S.Thompson, LAF Liaison and Past President

Public Policy Report

Statistics on Women and Minorities in Education

Several recently released reports address the changing statistics of women and minorities in higher education. Although progress has been made, wide gaps remain in access to and success in college. Women are outpacing men in both undergraduate and graduate programs. In 2006, women made up 56 percent of undergraduate students, up from 54.8 percent in 2000. It is important to note that these successes do not come at the expense of men. Unfortunately, that is the insidious implication underlying much of the recent assaults on Title IX.

Hawaii Coach Sues School for Title IX Violations

Carmyn James, the women's track and field coach at the University of Hawaii, filed a lawsuit against the university charging Title IX violations. She claims that school administrators regularly short-changed her program and continue to provide male student athletes with greater opportunities than female students. In addition, she claims that she has been discriminated against because of her advocacy for gender equality, and that the salary, terms, and conditions of her contract differ markedly from those of her male colleagues.

EEOC Files Pay Discrimination Suit Against Adelphi:

The U.S. Equal Employment Opportunity Commission filed a federal class-action sex discrimination suit against Adelphi University this fall. The suit alleges that the university pays its full time female professors less than its male professors of similar status doing the same work. EEOC said the suit could cover as many as 60 female professors believed to have been paid less than their male counterparts over a three-year period covered by the suit.

Vanderbilt University Professor Settles with University

A research assistant professor in the Vanderbilt University Medical Center's Department of Radiology, Dr. Patrizia Riccardi, who filed a case against Vanderbilt for sexual harassment and retaliation, agreed to a settlement with the university. She also filed a lawsuit against her former supervisor, Dr. Robert Kessler, and he, in turn, brought claims against Dr. Riccardi. AAUW Legal Advocacy Fund contributed to Dr. Riccardi's legal costs.

Marge Souers, Director Public Policy

State Library Collection Available

The state library is a collection of audio tapes, vhs tapes and written materials on many subjects. Copies of all studies sponsored by the Education Department are available, as well as books on women of achievement. Books and videos dealing with Association research include *Gender Gaps*, *Where Schools Fail Our Children*, *Failing at Fairness*, *How Schools Cheat Girls*, and *Degrees of Equality*, *A Fine Line and Long Tradition*, *Girls Can*, and *AAUW: The Right Choice*. If you go to the catalogue, you can see materials that are available for loan in the State Library.

To borrow materials, contact: Beth LeRoy, 701 W. 11th St. LaPorte, IN 46350, 219-362-8262, grannyL1@yahoo.com. I will try to get you any materials you would like to use.

Beth Leroy, Lending Library Coordinator

LaPorte Branch News

The LaPorte Branch is starting two new projects this year. The first is an **essay contest** for junior and senior high school girls. Girls are asked to write no more than five hundred words, on a famous woman of Indiana descent or who contributed to Indiana. The winner will receive a two hundred dollar scholarship to a college of her choice. Essays are due in March.

A second project is to get **financial education to girls** in elementary, middle, or high schools. Jill Sellens, a branch member, is investigating what is already in place and where we can fill in the gaps. The branch hopes to get the program off the ground the next school year.

Contact Beth LeRoy with questions.

Great Lakes Regional Director • Ruth Brown



Ruth Brown

The Association has created a new committee known as the Leadership Development Delivery Task Force (LDD Task Force) which is charged with delivery of leadership development through AAUW DVD's. This is a result of the June 2007 Association Board decision to eliminate the biannual Conference of State Leaders (CSL) because of cost-saving measures; it no longer fulfilled its purpose, and its outreach was limited to 2 leaders (president and EF chair) from each state. Initially, \$12,000 was budgeted for an alternative. In August 2007, LDD Task Force began exploring options and gathering data regarding various approaches to delivery via video conferencing, webinars, and video-streaming with the goal of developing and implementing an "event" in June 2008 on one national date which would offer more accessible leadership development to as many members as possible in a number of regionally located sites. This nationally sponsored "event" would replace regional conferences. However, realistic costs for teleconferencing to regional sites far exceeded the \$12,000 budgeted and would be cost prohibitive. Meanwhile, regional directors and state leaders expressed concerns regarding local geographical and logistical difficulties. These concerns, combined with the expense, led the LDD Task Force to the conclusion that a nationally sponsored event in June 2008 is not feasible and plans were abandoned.

The alternative that has been reached is the creation of the AAUW DVD's which, along with discussion guides, will be delivered to regional directors and state leaders by April 1, 2008. The Association is recommending use of these DVD's at state conventions so that they will reach as many AAUW members as possible. However, states are free to use the DVD's in whatever format they feel is most appropriate for their state. These DVD's will contain modules addressing different aspects of AAUW's work and action plans, such as membership/development/marketing strategies, mission-

based programs, organizational structure and governance, public policy advocacy, effective leadership skills and tools, and more. The discussion guides will include suggested activities to facilitate interaction and role-modeling. The goal of the DVD's is to reach as many AAUW members as possible and to save money that would be spent on traveling to a conference, hotels, meals, and other site-based conference expenses. The focus can be on each state's own convention and getting many members to that one event and showcasing the DVD's within that framework, rather than competing with another meeting later for the sole purpose of showing the DVD's. In recent years, regional conferences have been, for the most part, attracting the leadership of the states and branches involved. The Association's goal is that, by showing the DVD's at your conventions, we will reach a far greater number and broader range of members, besides just the current leadership. Since the DVD's contain leadership development materials, it makes sense to show them to prospective leaders, not just members who are already leaders.

While much concern has been expressed regarding the Association DVD's, we are charged with keeping an open mind and embracing them as part of AAUW's sweeping changes that were approved at the 2007 Phoenix Convention. We are reminded that we must strive to survive, and not only survive, but thrive! This means change. A positive attitude and finding ways to incorporate the DVD's into programming for the good of AAUW will go a long way in making this effort successful. I am looking forward to joining each of the Great Lakes states at their state conventions and will be available to work with the states in implementing and facilitating the DVD's or in any other capacity needed.

Sincerely, Ruth Brown

Important Branch Bylaws Information

All Branch Bylaws need to be read carefully by each Branch Board of Directors and updated in only two areas before May 1, 2008. Branch Presidents have received an updated copy of our Indiana AAUW Bylaws just recently in their President's Packet from Jean Amman, IN Pres. This document can be used by each Branch as a "model" for changes that might need to be made. Major structural changes were approved at Association Convention and will take effect in 2009, so you will need to reflect those changes next year!

Please check for the following changes that might need to be made:

1. Review your bylaws to see if they include any reference to "AAUW is a member of IFUW" and remove that phrase in any section you might have it. It is usually located, if your Bylaws included this, close to the end of the document. This is no longer true. However, if you make reference to IFUW members being eligible for AAUW membership, leave that part in. . . this is still true. Only the one section is to be removed.
2. Many Branches now have co-officers in some capacity on their Boards. Their Bylaws need to be amended to provide for this option. An addition to the Officers, Section 1, should read, "There shall be officers or co-officers to fulfill the functions of administration, etc. . . ." Please note that Co-Officers on a Board of Directors are treated as one person and have ONE vote on Board issues. You can also make an addition in any section of your Bylaws by simply adding (s), such as president(s).

I am the IN Bylaws Chair until July 1, 2008, when I will become IN President. At that time, we will need to appoint a new IN Bylaws Chair. Please contact me (kanning4@aol.com or 260-432-5228) with any questions AND suggestions for my replacement! We are looking for many "new faces" on the Indiana Board of Directors for 2008-2010!

Our Association Bylaws Chair is Caroline Pickens:(pickens_slim@hotmail.com). She is an excellent resource if I can't answer your questions.

Come to Muncie for our IN Convention on May 10, 2008. Bring an updated copy of your Branch's Bylaws for my file that day.

Thanks, Barb Kanning



<http://web.indstate.edu/aauw-in>

Janice Greene, *Bulletin Editor*
5811 Crossfield Dr.
Evansville, IN 47715



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Time Line 2008

2008

February	African-American History Month
March	Women's History Month
March 8	International Women's Day
March 15	LAF Project in Equity, Emerging Leader, and Branch Recognition applications due
March 29	State Board Meeting, Muncie
April 1	Newsletter contest entries due
April 1	Scholarship applications due for National Conference for College Women Student Leaders
April 22	Equal Pay Day
May 9	State Board Meeting, Muncie
May 10	Indiana AAUW State Convention, Muncie
May 15	Deadline for Indiana Bulletin Summer issue
June 1	Branch and State officer lists due
July 1	Branch dues reports due
July 26	Summer Retreat, Bloomington

Historian Wants Your News

The business of a SCRAPBOOK is nigh to impossible to do by myself.
I need input from you.
How about sending your newsletter to me?
I might find a treasure.

Treva May
5962 S 200 E
Anderson, IN 46017