



THE MARYLANDER

AAUW Maryland Newsletter

AAUW's Mission

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

VOLUME 79, No. 2

<http://www.aauwmd.org>

FALL 2011

AAUW Maryland Fall Conference: “All in the Family” Salisbury September 17, 2011

We have to check the back-up time on the bridge. Hate just sitting on the road to get to the beautiful Eastern Shore. Wait! It's fall, not summer. This is the perfect time to go to Salisbury.

The AAUW Maryland Fall Conference will be held in Salisbury, with two very well-known speakers who have succeeded in exciting, non-traditional careers. AAUW Maryland is rich in such talented members. These two, with some help from other out-of-the-ordinary members, will share how the mission of AAUW has challenged them and guided them in their personal development.

Cleopatra Campbell, a member of AAUW for almost 50 years, was recently elected Judge of the Orphan's Court in Frederick, MD. Cleopatra noted, "I am really proud to sit on the Orphans' Court as a woman. If I were not there, there would be three men." She will share her experience running for office and explain what the court is. She will also give information about the power of attorney and advanced directive; Cleopatra calls her talk "Life and Death in Maryland: Powers of Attorney, Living Wills and the Orphan's Court."

Then, Janet Crampton will discuss the exciting science of geology, and will show examples of rocks from her collection (as well as one belonging to my granddaughter, handed down from me through my daughter). Janet believes that rocks tell stories. But story details lie hidden in physical and chemical properties—size, shape, color, feel, taste, and arrangement. Work with rocks long enough and you develop a sense of a rock's

history. Working in AAUW to break through barriers to equity brings the same sense of history, of common characteristics among different barriers and characteristics unique to particular situations. The longer you keep at it, the more you understand how important are AAUW's efforts.

She will also discuss the sewage treatment plant in Salisbury, with help from Betsy Matthews, who ran that plant until her retirement.

Come early and enjoy the scenery and historic sights. The registration sheet gives information about a place to stay. It's a great time to get to know Salisbury and the Eastern Shore—no beach traffic!

Agenda

- | | |
|-------|--|
| 9:00 | Registration and Continental Breakfast |
| 9:30 | Business Meeting |
| 11:30 | Break |
| 11:45 | Lunch |
| 1:00 | Cleopatra Campbell: Life and Death in Maryland |
| 2:00: | Janet Crampton: AAUW Rocks—
Critical Thinking for Public Policy |
| 3:00 | Adjourn |

Conference Speakers

Cleopatra Campbell



Cleopatra Campbell was born in Maryland, educated in the public schools of Maryland, and practiced law in the State of Maryland for over forty years. In 2010 she was elected to the Orphans' Court for Frederick County and appointed Chief Judge by Governor O'Malley. The Orphan's Court oversees the administration of estates, the distribution of assets of a deceased person, and resolves disputes that may arise during estate administration. Cleopatra has been a member of AAUW for almost fifty years, serving in many positions. Her favorite activity is boating, especially sailing.

Janet Crampton



Janet received her Bachelor of Science degree in Geology from Indiana University in Bloomington in 1955, and her Master's degree from Mount Holyoke College in 1964. She has had a variety of work experiences, including: junior high school science and math teacher; member of boards and commissions including the late Montgomery County Commission for Women and the late Montgomery County Board of Education Title IX Advisory Committee; consultant in women's equity issues and high school science materials; and home caregiver.

Janet is a member of the Kensington-Rockville branch and a long-time supporter of AAUW.

Message from Joyce and Mary Anne



Joyce Graf and
Mary Anne Williams
Co-Presidents

Maryland can be proud of the representation, planning and impact they had at the Association Convention in June. Several members were able to attend at least part of the convention, and many stayed for the entire event. Marcia Posner and Joyce Graf, members of the planning committee, made a significant difference in how others from across the country felt about our region and our expertise. And we made quite an impact with Maryland's unique AAUW scarves that we sold. Below are some comments arising from what happened at the Convention.

Mary Anne spent several hours, as did others from Maryland, working at ShopAAUW. This is the table where various items with the AAUW logo are sold. Among items available were book bags, pins, t-shirts, and hats. However, the Maryland scarves were not sold at that location. During the time Mary Anne worked there, many came to the table and asked where to get the scarves. The staff working at the table took note of the interest in the scarves, and we are hopeful that this project will be picked up by ShopAAUW. Negotiations are in progress now.

Many discussions involved recruitment and retention of members. Other states and branches are exploring alternatives to the traditional structure with varying degrees of success. The Maryland online branch is one example of alternatives that were mentioned. Congratulations to Jennifer Ingram for undertaking this adventure.

Do you remember P.E.A.R.L.? This was the acronym to help us remember the mission of AAUW, but it was not as easy to remember as it should have been. Welcome to the new acronym: REAP with AAUW. AAUW supports equity for women and girls through Research, Education, Advocacy and Philanthropy. Need an elevator speech? There you have one.

As to our mission, AAUW is celebrating 130 years as an organization and its success in reaching a

major goal. When AAUW was first started, women were often excluded entirely from higher education, and fields in which women studied were limited. In fact, there was a general belief that women with college educations were unable to have children, not because they were not socially accepted by men, but because education caused physical sterility. AAUW began as an organization to provide opportunities for women to study and complete college degrees, as well as advanced degrees, and to provide opportunities for them to be professors.

Now, 130 years later, we can celebrate that AAUW has been successful in this attempt. Admittedly, not all is equitable, but women outnumber male college graduates and graduate students. More women are accepted as professors, even though there is some disparity there. However, overall, we can say that AAUW has accomplished this major goal.

So what to work on now? Mary Anne left convention feeling that AAUW is moving more towards advocacy. Equity for women and girls is still a distant reality, and many current issues are thwarting that goal. The Pay Equity Act is still in Congress, making no progress to passage. Health issues, including Social Security, Medicare, and insurance costs, impact women and children far more than men. Recent Supreme Court decisions have made equity harder for women to achieve.

Our work is far from over. There is still a great need for equity for women and girls. Education is a part of that, but in a different light. These issues need to be brought into the spotlight through research and educating the public. Philanthropy enables this research and education. Let us work together to educate others about the need for AAUW and its work, let this become our driving force, and use it to continue to make a difference for women and girls.

AAUW Funds Update

Christine Schmitz
Maryland Funds Vice President

The following are the totals for giving to Funds for 1/1/2011 through 3/31/2011:

AAUW Funds	\$ 595.50
Eleanor Roosevelt Fund	\$ 325.00
Leadership Programs (without Barbara Fetterhoff Honorary Fund)	\$ 1,100.00
Leadership Programs - Barbara Fetterhoff Honorary Fund	\$ 14,070.25
Educational Opportunities Fund	\$ 8,668.96
Legal Advocacy Fund	\$ 1,497.50
Public Policy Fund	\$ 945.89
Total giving:	\$ 27,203.10

Barbara Fetterhoff Honorary Fund Report

Honorary Funds require a commitment of \$50,000 over a two-year period. We raised \$20,000.00 between October 2010, and April 1, 2011, to reach our goal for sponsorship of the 2011 Women of Distinction Ceremony at the National Conference for College Women Student Leaders. This Ceremony took place in June 2011 and was a wonderful tribute to Barbara. Barbara's speech was a big hit with the students!

We have now started on our next goal to raise \$20,000 by April 1, 2012, to again sponsor the 2012 Women of Distinction Ceremony. I encourage all Branches to emphasize this Fund as part of your charitable giving.

Finally, we need to raise an additional \$10,000 by October, 2012 to complete the full \$50,000

required for this Honorary Fund.

Congratulations!! AAUW of Maryland received the following awards at the 2011 AAUW National Convention for 2009-2010 Giving:

- 3rd Place in Total State Giving to the Leadership Programs Fund
- 3rd Place in State Per Capita Giving to the Leadership Programs Fund
- 4th Place State Per Capita Giving to the Eleanor Roosevelt Fund
- 5th Place in Total State Giving to the Public Policy Fund
- 5th Place in State Per Capita Giving to the Public Policy Fund
- 5th Place State Per Capita Giving in Combined Support
- 6th Place State Per Capita Giving to the Educational Opportunities Fund
- 6th Place in State Per Capita Giving to the Legal Advocacy Fund
- 10th Place in State Per Capita Giving to AAUW Funds (unrestricted support)

Way to go! Thanks to all of you for your continuing generous support.

Membership Issues

Jennifer Ingram
Membership Vice President

Does your AAUW membership matter to you? I hope so. It matters a great deal to me. I fully support the mission of advancing equity for women and girls and I try at the national, state and branch levels to promote that mission.

Part of that means renewing your membership by paying your dues. Keep in mind that \$46 is tax deductible. Your 2010-2011 membership expired on June 30, but your name is kept on the roster through November 30. That means you still have time to renew your membership.

Did you know that in addition to the opportunity to support your community, make friends, and promote the mission, there are many other benefits to being an AAUW member? You get a discount on The Princeton Review services, for example, which helps you prepare for college and graduate school. You also get a discount on the World Medical Card - \$25

for members instead of \$49. You can get free checking at Congressional Federal and all its 7-11 stores' ATMs. There are many other monetary benefits that you can check out on the AAUW website.

Those monetary reasons are not why I remain an active member – I value all the friends I have made and the opportunity to do what I can for the mission and for my community. I enjoy receiving positive feedback when parents tell me thanks for hosting the mock-SAT exams, for example. I enjoy sharing ideas on recruiting and retaining members when I do membership workshops at the state and national levels. I enjoy seeing and hearing the excitement of a college student that we send to NCCWSL.

You can find your own rewards of being a member. Please share them with others and encourage all members to renew their membership.

Western Maryland Membership Meeting



The American Association of University Women held a membership seminar in Cumberland for Western Maryland Branches, including Frostburg, Garrett, and Hagerstown. The meeting was led by Jennifer Ingram, MD Membership Vice President from Howard County. The MD Co-President, Mary Anne Williams from Frederick, and MD Program Vice President, Marcia

Posner from Howard County, were also in attendance. The agenda included a presentation of membership recruiting tools, a discussion of benefits of membership and brainstorming on recruitment and retention.

Pictured: Top row L to R: Amy Harman, Susan Latimer & Peggy Nelson. Middle row: Liz West, Mary Anne Williams, Linda May, Marilyn Moors, Anne Horowitz and Debbie Faccioli. Front row: Teddy Latta, Jennifer Ingram and Marcia Posner.

LAF Update

Janet Crampton

Since 1981, LAF has disbursed nearly two million dollars to more than 100 plaintiffs to help offset their legal fees in sex discrimination cases. Before 2009 LAF only supported cases in academia. LAF now supports select cases in any workplace.

Current LAF Supported Cases are:

- Cioca v. Rumsfeld and Gates
- Dukes v. Wal-Mart Stores Inc.
- Jaureguito v. Feather River Community College (CA)
- Sun v. University of Massachusetts, Dartmouth
- Mansourian, et al. v. Regents of the University of California, et al.
- Parker v. Franklin County Community School Corporation
- Thein v. Feather River Community College (CA)
- Wartluft. v. Feather River Community College (CA)

Cioca v. Rumsfeld and Gates

In May, the AAUW Board of Directors voted to accept two important and exciting cases, Cioca v. Rumsfeld and Gates, and Parker v. Franklin County Community School Corporation. AAUW is awarding them \$3,000 and \$4,200, respectively.

Sixteen veterans and current members of the U.S. military who were allegedly raped, sexually assaulted, and harassed while on active duty filed a lawsuit in February 2011 against the Department of Defense. The plaintiffs charge that the agency violated their constitutional rights by allowing a culture of assault and by failing to act on complaints.

Parker v. Franklin County Community School Corporation

The primary issue in this case is whether the scheduling of girls' basketball games on less desirable days violates Title IX of the Education Amendments of 1972.

Plaintiffs showed that most boys' games were played in prime time (Friday and Saturday nights)

while most girls' games were played on weekday nights. Such scheduling unfairly placed academic burdens on the girls, who competed on school nights, were deprived of crowd support, and were made to feel like second-class athletes.

The original suit was dismissed in 2010 in summary judgment, the U.S. District Court for Southern Indiana saying that the school districts were arms of the state of Indiana and could not be sued. The plaintiffs appealed, and the case is under review by the 7th U.S. Circuit Court of Appeals in Chicago. "This case could set significant precedent on whether school districts are arms of the state and therefore immune from suit in federal court," according to an AAUW press release the end of May.

Sun v. University of Massachusetts, Dartmouth

Lulu Sun, an English professor at the University of Massachusetts, Dartmouth, had filed against the school with the Massachusetts Commission Against Discrimination, claiming sex and race discrimination in the promotion process. In a first-step victory, on June 1 the commission hearing officer ordered her promotion to full professor and awarded her lost wages of about \$154,500, plus \$200,000 in emotional distress damages. The university will be charged a civil penalty of \$10,000. Its administrators must attend a training session on employment discrimination law. The university plans to appeal the decision.

Board Votes to Disburse \$38,000 to Ongoing Cases

In May, the AAUW Board of Directors voted to contribute funds to five ongoing LAF cases. The board gave the Mansourian Title IX case the largest amount to help cover the plaintiffs' current trial costs. Other case support: Jaureguito v. Feather River Community College, California, \$4,000; Mansourian v. Regents of the University of California, \$14,800; Sun v. University of Massachusetts, Dartmouth, \$4,000; Thein v. Feather River Community College, California, \$4,000; and Wartluft v. Feather River Community College, California, \$4,000.

Let's Get Involved with our Colleges and Universities!

Jennifer Ingram and Verna Kushel
C/U Relations Co-Chairs

Jennifer Ingram and Verna Kushel will co-chair the College/University Relations effort. Jennifer has contacted each branch president to ask branches to get involved with their colleges/universities and offered to help with that effort. Maryland has recently increased the number of AAUW partners by 6, with Capitol College in Laurel being the most recent addition. Congratulations!

With the AAUW partners like University of Maryland College Park, University of Baltimore, Johns Hopkins, Washington College, it is now time to recruit e-student affiliate members. All undergraduates at an AAUW partner C/U can get free e-student affiliate membership and can enroll online – it's very easy. They have all of the benefits of being a full member except they cannot vote and they don't receive anything via regular mail. For example, they can get a discount on The Princeton Review courses.

For all of those C/Us that are not AAUW partners, let's get in touch with the public ones and see if they want to become partners. Why? They can offer free e-student affiliate membership to their students and get priority standing for the Graduate Fair at NCCWSL, Campus Action Project and LAF grants. They will also have priority for Elect Her projects. In addition, faculty members can participate in AAUW research and have it reflected in their resumes.

Jennifer is working on a handout welcome package to recruit college/universities and I will share it with those branches that are interested. She is available to help in recruiting colleges/universities and e-student affiliates. There will be a program in a box coming out soon to help with these projects also, but if you need help in the meantime, Jennifer has a file of tips for recruiting C/Us.

Let us know if you have questions.

National Conference for College Women Student Leaders Women of Distinction Awards Ceremony

AAUW Maryland branches enthusiastically supported the 2010 NCCWSL conference and the Women of Distinction Awards Ceremony. AAUW Maryland and many individual branches provided scholarships for students to attend the conference. In addition, because of our generous giving to the Barbara Fetterhoff Fund, AAUW Maryland was recognized as a Platinum sponsor and Barbara was invited to speak at the ceremony (right).

On the next page thank-you letters from two scholarship recipients are reproduced.



AAUW Convention Lobby Day

The "Big Teal Machine", almost 700 strong, sprung into action. Members from across the country spread their influence over and through Capitol Hill seeking support for the Campus SaVE Act and the National Women's History Act, as well as an urgent need to protect and strengthen Social Security.

The National Women's History Act (S.680, H.R.1269) will permit the Federal Government to sell Federal land to the NWHM for the building of a museum providing recognition of women and their accomplishments. The Campus SaVE Act (S.834, H.R.2016) is an anti-campus sexual assault bill that improves the Clery Act of 1990 by requiring colleges and universities to clarify and make available their policies of reporting and disciplinary actions relating to sexual harassment, assault and violence. Also included will be prevention programs and assistance for victims.

The results of the Big Teal Machine were extensive and successful. Office visits organized by the AAUW Public Policy Team included over 100 members of the House of Representatives and almost 90 Sena-

tors. Using the Two-Minute Activist system (<http://capwiz.com/aauw/home/>), 4,000 messages were sent about the Campus SaVE Act, over 1200 about the Women's History Museum and almost 5,000 supporting Social Security. The feedback from Senators' and Representatives' staff was fantastic. The Women's History Museum Act now has 13 additional co-sponsors in the House. The Campus SaVE Act added 5 co-sponsors in the House and 4 in the Senate. Friday was, indeed, a Big Teal day!

Keep yourself informed of AAUW's activities and policies on the Hill. Subscribe to the weekly Washington Update at <http://www.aauw.org/learn/publications/washupdate/index.cfm>.

Interested in lobbying on the Hill? We meet on Thursdays and are guided by the AAUW Public Policy Team. Besides the good work of advocacy, you will meet a great group of caring and interesting women and interns and even a nice man or two! For more information check out this web site: <http://www.aauwaction.org/>.

Letters from Heather Lombard and Jessica LaVigne, NCCWSL



Thank you very much for the scholarship I recieved so that I could attend this fabulous conference. I am so lucky to have been here to experience the many opportunities and experiences that this conference has to offer. I really enjoyed my trip here to D.C. It was my first time here and it was incredible. I am already looking forward to coming back next year. The things I've learned, and the people I've met have been truly amazing and eye-opening.

I am grateful for the things I've learned and the way it has affected my outlook on life and life around me. This conference empowered me in a way I didn't think was possible, so thank you for the opportunity to attend and thank you for the doors you have opened up to me.

Heather Lombard



To whom it may concern,

Thank-you very much for your donation which made it possible for me to come to the NCCWSL conference. My dad was recently out of work for almost two years so with out your support, I would not have been able to attend NCCWSL.

I have enjoyed the conference very much. I have met so many amazing women and I have had a chance to explore how I approach leadership, and how I can encourage other women to lead.

I look forward to bringing the skills I've learned back to my campus. I know that the things I have learned at NCCWSL will help me be more successful as a student leader.

Thank-you for a wonderful experience,

Jessica LaVigne

Macy's Shop for a Cause!

Have a fun day at Macy's at the Mall in Columbia on **August 27!** For \$5, you get a ticket that gives you a **25% discount** for most items, plus a chance to win a \$500 gift card for each card you purchase.



Support the educational, advocacy, and philanthropic funds of AAUW Howard County by purchasing a \$5 ticket for Macy's Shop for a Cause.



ACTION NEEDED TO SAVE THE Campus SaVE Act

Co-sponsorship is needed by all of our normally supportive representatives in Congress. Please contact them at the following addresses:

<http://mikulski.senate.gov/contact/>

<http://cardin.senate.gov/contact/>

<http://www.msa.md.gov/msa/mdmanual/39fed/06ushse/html/rep.html>

The bipartisan Campus Sexual Violence Elimination (SaVE) Act would help to end sexual assault and violence on campus by requiring schools to spell out their policies, conduct pre-

vention activities, and ensure necessary assistance for victims. Almost a decade ago, AAUW's own research revealed that 83% of girls and 79% of boys reported having experienced sexual harassment in particular, and over one in four students stated that harassment happens "often." The damaging impact on the educational experience and personal psyche of these students can be extensive. Co-sponsoring this act is a step towards ensuring the safety of our future professionals.

AAUW Photos



Pictures clockwise from upper left: Dorothy Fraquelli (L) discusses a point at the Branch Presidents' breakout during the Summer Conference; Sandra Wheeler (L) and Barbara Fetterhoff (R) with speaker Kiki Ramsey; AAUW Maryland members at the National Convention.



AAUW Maryland Fall Conference
Saturday September 17, 2011
WorWic Community College, Salisbury, Maryland
Student Center, Suite 302

For those who wish to come early or stay late, the closest motel is Country Inn and Suites at Tilghman Rd. (tel.#410-742-2688). For those who might be interested, the Maryland "Dove" will be docked in Salisbury that weekend.

Driving Directions:

Take Rt. 50 East to Walston Switch Road (about 4 miles east of Salisbury). Turn right and college is on the left. Follow sign which says "Other traffic" to the parking lot. Student Center is the building left of the parking lot. Use the north entrance (one by the open area with the picnic tables). Elevator is on the right and the room is on the third floor.

Direct all questions to Marcia Posner at
(410) 465-1905
<marciaposner@hotmail.com>



Conference registration must be received by September 8. Mail registration form and \$25, payable to "AAUW MD" to Mary Anne Williams, 14 East 9th St, Frederick, MD 21701.



Name: _____ Preferred name on badge: _____

Address: _____

Phone: _____ E-Mail: _____

Branch Name/Position: _____

Special Request-Facility/Other: _____



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CALENDAR

AAUW Maryland Fall Conference

September 17, 2011

Hosted by Salisbury Branch

Deadline for the Winter issue of *The Marylander*

Monday, November 14, 2011

AAUW Maryland Winter Meeting

January 28, 2012

Crab Shanty, Elliott City

Hosted by Howard County Branch

AAUW Maryland Annual Convention

Weekend of April 2-29, 2012

Details to be Announced

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