



# THE MARYLANDER

AAUW Maryland Newsletter

## AAUW's Mission

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

VOLUME 77, No. 4

<http://www.aauwmd.org>

SPRING 2010

## Take a Little Trip with AAUW MD Spring Convention April 10 & 11, 2010



This will be a special weekend, with an interesting program and opportunities to share information with your counterparts from other branches. Come to learn; come to meet interesting women; come to strengthen your branch and be revitalized.

Following Registration and Continental Breakfast, we will participate in a presentation and discussion led by Laura McCulty Stepp, Director of Development AAUW on: the new AAUW strategic plan, highlights of new research report, *Why So Few?*, a radio public service announcement, new branch Breaking Through Barriers awards program, and an outline of the process for one member, one vote. This is a wonderful opportunity to find out what is being planned for AAUW members in the immediate future. This will be followed by a board meeting, discussion of the new by-law changes which includes waiving state dues for honorary life members, and the election of officers.

Our luncheon and keynote speaker will be Dr. Bernice (Bunny) Sandler "The Godmother of Title IX Draws a Map."

Three workshops will be available Saturday afternoon.

1. Dr. Sandler will present a workshop discussing Title IX
2. Christine Schmitz, a Certified Financial Planner and Certified Public Accountant with Glass Jacobson Investment Advisors in Owings Mills (and our State Educational Opportunities Fund Vice President), has developed a presentation based on the

"Program in a Box" program **"Financially Fit for Life"** that she presented to the Baltimore and Towson Branches called "Life's Financial Hazards: Strategies to Overcome the Risks." In this presentation she explores investment ups and downs, the risk of outliving your money, long-term care costs, understanding your insurance policies and estate taxes. Besides educating us financially she will help us understand how we can use "Program in a Box" to help us design programs for our branches.

3. Jennifer Ingram, our State Membership Vice President, will present a workshop **"How do I get Generation X and Y to join my branch?"** Does your branch have trouble getting younger members to join? Let's talk about what approach to take to recruit and retain these members. This generation is usually very tied up with work and a family life, so what can all members do to reach out to these people? *This workshop is open to all members as it takes the entire team to keep a branch going.*

For those of you who would like more information about the **World Health Card**, Mark Hopkins, President of World Medical Card, will hold an informal workshop at 3:30 in the afternoon. Every year, tens of thousands of people are harmed by medical error. Many of these errors occur when individuals are unable to communicate, do not know or do not have access to their own vital medical information. The World Medical Card (WMC) system solves this problem! The WMC is the one system that allows you to organ-

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ize your medical/health information, including diagnoses, medications, allergies, emergency contacts, and more, and access that data three different ways, completely securely.

Now it's time for cocktails and chatter, followed by dinner and an LAF presentation. Choices for Saturday dinner are cheese ravioli, chicken piccata and salmon with dill sauce which will be accompanied by rolls and butter, rice pilaf and a medley of seasonal vegetables and followed by strawberry shortcake.

We welcome an LAF travel grant speaker Kristen Galles. Her talk "Tales from Mansourian v. Regents of University of California" will be about wrestlers and inequity in athletics.

Kristen Galles, co-chair of the Committee on the Rights of Women, is a civil rights litigator in Alexandria, Virginia. After spending several years as a commercial litigator at large law firms, Kristen turned a pro bono Title IX project into a full time private practice of her own. Kristen represents female athletes in sex discrimination and sexual harassment cases against high schools, colleges, and athletic associations. She also represents coaches in sex discrimination, Equal Pay Act, and retaliation cases usually against colleges and universities.

Kristen formerly served as an adjunct professor of law at George Washington University Law School and as a fellow in the United States Senate. She often serves as an advisor for members of the Women's Basketball Coaches Association, the National Fastpitch Coaches Association, and the Women's Sports Foundation. She has served as co-operating counsel with the National Women's Law Center and the ACLU on several high-profile cases.

Kristen began her civil rights work during her law firm years, serving as a member of the board of directors of the YWCA of San Francisco, earning pro bono attorney honors from the State Bar of California and the Bar Association of San Francisco, and serving on the BASF committee that drafted the first sexual harassment guidelines for legal employers.

In addition to her IRR committee work, Kristen is an active member of several professional and civil rights organizations.

From: <http://www.abanet.org/irr/committees/leaderprof.html>

Sunday morning following a full breakfast it's a time to get back on the *Road to Celebration* and recognize our members in Maryland. We will have presentations by EF and LAF, installation of officers and some fun surprises.

And don't forget to take time on this road trip to enjoy the scenery-----

Nestled between Falls Road and the Jones Falls Expressway in Northern Baltimore City, Cross Keys is an upscale, gated, planned community designed by Jim Rouse. Cross Keys today is an oasis of 30 shops, boutiques, and restaurants in a garden setting with plenty of free parking. Retailers include local Baltimore shops as well as Talbots, Chico's, William-Sonoma, and Elizabeth Arden Red Door Spa. Shop for unusual, handmade items at La Terra. Come early for Thursday night live music at the Radisson, or take the courtesy shuttle to the National Aquarium at the Inner Harbor. Sample the great food at Donna's.

Early arrivals will gather for a *Dutch Treat* dinner at Donna's Restaurant 6:30 PM Friday, April 9th.

Saturday's registration fee includes light continental breakfast, lunch and materials.

Even though directions are included on the registration page, it is suggested that you check the internet for the best directions for you.

See the hotel's web site at [www.innatcrosskeys.com](http://www.innatcrosskeys.com). See [www.villageofcrosskeys.com](http://www.villageofcrosskeys.com) for a list of shops and events.

**Please reserve your hotel room by calling 410-532-6900. Ask for reservations and tell them you are with AAUW to receive the special rate of \$109 per night for a single or double. There is a \$15 charge for additional adults, or a \$40 additional charge for a junior suite. Reservations must be received by the hotel no later than March 17th to take advantage of this special rate.**

**Convention Details are on  
pages 14 & 15**

## Dr. Bernice Sandler



Dr. Bernice R. Sandler is a Senior Scholar at the Women's Research and Education Institute in Washington, DC, where she consults with institutions and others about achieving equity for women and is an Adjunct Associate Professor at Drexel University College of Medicine. She has given over 2500 presentations, has written more than 100 articles and

is well-known for her expertise in women's educational equity in general as well as in sexual harassment, the chilly classroom climate, and her knowledge of policies, programs and strategies concerning women on campus. She also serves as an expert witness in discrimination and sexual harassment cases.

She previously directed the Project on the Status and Education of Women at the Association of American Colleges and has a long list of firsts, including the first report on how men and women are treated differently in the classroom. She was the first person appointed to a Congressional committee staff to work specifically on women's issues and the first person to testify before a Congressional committee about discrimination against women in education. Back in the 1970's she filed the first charges of sex discrimination against more than 250 institutions at a time when there were no laws prohibiting sex discrimination in education.

She played a major role in the development and passage of Title IX and other laws prohibiting sex discrimination in education, and has been associated with Title IX longer than any other person. The *New York Times* has referred to her as the "godmother of Title IX."

Sandler holds a degree in counseling from the University of Maryland. She was the first Chair of the now-defunct National Advisory Council on Women's Educational Programs, having been appointed by Presidents Ford and Carter. She has taught counseling, and has worked as a psychologist, a research assistant, a nursery school teacher, a guitar instructor, and like many women, a secretary.

She has served on more than thirty boards, has twelve honorary doctorates and numerous other awards. In 1994 she received a Century of Women Special Achievement Award from Turner Broadcasting System. Her books include: *The Chilly Classroom Climate: A Guide to Improve the Education of Women* with Lisa A. Silverberg and Roberta M. Hall, and *Sexual Harassment on Campus: A Guide for Administrators, Faculty and Students* with Robert J. Shoop. Her most recent book is *Student-to-Student Sexual Harassment, K-12* with Harriett Stonehill.

She was recently inducted into the Maryland State Women's Hall of Fame, and will be inducted in the University of Maryland Alumni Hall of Fame in June.

## How to Warm a Chilly Climate from LAF/Update Winter 2010

For 40 years Dr. Bernice Sandler has worked on gender equity in education and the workplace. Notably, she helped coin the phrase "the chilly climate" and has written extensively on the topic. In December 2009, Sandler spoke at the AAUW Arlington (VA) Branch's annual LAF luncheon about the chilly climate as it relates to women and what each person can do to help end it.

A few decades ago, Sandler attended a business conference with 15 men and four women. On the first day, she was struck by how often the men interrupted the women. The next day, she decided to tally how often attendees interrupted each other. She found that people interrupted the three women twice as many times as they interrupted the 15 men, combined. Additionally, she noticed that when someone

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interrupted a man, it tended to be to give him positive feedback, while when it was a woman, it was to state something trivial or to change the topic.

Sandler showed her tallies to the two male facilitators and pointed out that the women were interrupted more often than the men. The men denied it and Sandler felt discouraged. The next day, however, the men interrupted the women significantly less. Sandler was elated and realized it was a changeable behavior. She applied for a grant, and in 1982 she wrote her first report on the topic, in the classroom setting.

In the workplace setting, she found many behaviors that are indicative of a chilly climate. These include doing the following toward women compared to men:

- not making eye contact as frequently or interrupting them more,
- not encouraging them to share their ideas as often,
- shuffling through papers or looking at one's watch when they speak,
- not inviting them to informal networking and bonding sessions,
- using stereotypes and telling jokes that denigrate them.

The worst chilly climates occur when there are the fewest of the people who are marginalized, such as at

the conference she attended when there were nearly four times as many men as women.

Sandler writes, "Taken by themselves, many of these behaviors have a minuscule effect, if they have any at all, and are often not even noticed...Yet when these behaviors occur again and again, especially if they are not noticed or understood, they often have a damaging and cumulative effect, creating an environment that is indeed chilly – an environment that dampens one's self-esteem, confidence, aspirations, and participation."

Each of us has a responsibility to ensure we are not inadvertently treating others unfairly and to speak up when we see that we or someone else is. We can examine our own behaviors and note to whom we make eye contact or provide the most feedback and encouragement. We can make sure we do not use stereotypes or attribute different words to women and men for the same behaviors. When we see unfair treatment occurring, we can intervene by using humor or by directly describing the behavior as unacceptable and stating how it needs to be changed. We can also ask to talk to the person privately or send them a letter stating the facts of what happened, how it made us feel, and what we want to happen to fix or end the behavior.

Visit Sandler's website [www.bernicesanlder.com](http://www.bernicesanlder.com) for more suggestions on warming a chilly climate to help ensure that everyone feels welcome at work.

## Title IX Compliance: Know THE Score

A little bit about

### Mansourian v. Regents of University of California

Arezou Mansourian, Lauren Mancuso, Nancy Chiang, and Christine Ng, female current and former students at the University of California-Davis and former members of the university's wrestling team, sued the Regents of the University of California for sex discrimination in violation of Title IX of the Education Amendments of 1972 for failing to provide them with equal athletic participation opportunities; equal athletic financial assistance opportunities;

and retaliating against them for complaining about sex discrimination. Additionally, Mansourian and Mancuso bring this action as representatives of a class that includes all present and future female students at UC-Davis who are denied equal athletic participation opportunities and scholarships. The class has not yet been certified.

from <http://www.aauw.org/advocacy/laf/cases/mansourian.cfm>

## Message from Marcie



Marcie Posner, President AAUW MD

410-465-1905 <marciaposner@hotmail.com>

I am writing this while looking through intricate, beautiful ice formations on my window. Winter birds are flying from the leafless but snow-laden tree by my window to the seed-laden feeder hanging over my patio. And I'm thinking: It's good this didn't come on January 23, which would have canceled our Winter Conference at Alfio's in Chevy Chase.

That truly would have been sad, as we would have missed hearing from Dr. Ricky Hirschhorn, Professor of Biology at Hood College. Her talk about her life, her experience as an LAF recipient who had been denied tenure at the University of Kentucky, her tremendous interest and involvement in STEM, and her research on Huntington's Disease were extremely exciting. The business meeting covered many reports, including Christine Schmitz's announcement that the Dian Belanger Fund has met its goal. Dian thanked everyone, and we, in turn, thanked Dian for the work she gave AAUW, which led to a Fund in her name. In addition, we talked about two bylaws, which need to be changed: financial review and paid honorary life members. The Bylaws Committee has been meeting and discussing the wording to be voted on at the State Convention to be held on April 10-11. **The revised bylaws which are to be approved can be found on pages 8 - 12 of this *Marylander*.** Please see the Convention information and registration in this *Marylander* issue, and send in your registration as soon as possible.

At the Convention, we will be voting for new officers: Co-Presidents Joyce Fleury Graf and Mary Anne Wil-

liams, Communications Vice President Edie Allison and Public Policy Vice President Barbara Carter. Their biographies will be in the convention program.

On January 31, the Women's Legislative Briefing (which AAUW Maryland, among many others, sponsored) was held in Rockville on the University of Maryland's Shady Grove Campus. AAUW had a table at which Gail Greenberg of Kensington-Rockville Branch and I gave out AAUW literature to and answered questions from many interested Marylanders. We even got one new member for Gaithersburg Branch. The meeting was excellent, with the keynote address given by Lilly Ledbetter, who was introduced by Senator Barbara Mikulski. In addition, we heard from several of Montgomery County's elected officials, who talked about the state of our health care. The workshops were filled to capacity. They concerned: Advocating for Older Women, Fighting Poverty for Single Mothers, Negotiating the Legislative Process, Achieving Elected and Appointed Office, Caring for Women's Health, Protecting Women and Families, and Working for Economic Security. The Closing Session was led by Heather Boushey, Senior Economist, Center for American Progress, who presented and explained *The Shriver Report: A Woman's Nation*. Dr. Boushey answered questions afterward. This Briefing is an annual event which I strongly recommend attending.

Enjoy the snow, realizing that it will be gone by April 10, making it easy for everyone to attend the State Convention. See you there.



**The *Marylander*** is published quarterly in Fall, Winter, Spring, and Summer editions by AAUW MD, Janet Moses, editor. Send articles to <[marylander@aauwtowson.org](mailto:marylander@aauwtowson.org)> or mail to Janet Moses, 21 Theo Lane, Towson, MD 21204-2751. All submissions are edited for length and clarity. **Deadline for the Summer issue is April 19, 2010.** Please note: *Early submissions will be retained for publication.*

Please send ALL address changes to

AAUW Records Office, 1111 16th St., NW, Washington, DC 20036-4873  
Make address changes ONLINE in the AAUW Member Center <<http://www.aauw.org>>.



## AAUW Educational Opportunities Fund (formerly AAUW Educational Foundation)

Christine Schmitz  
Educational Opportunities Fund Vice-President,  
AAUW MD  
410-795-5091 <DIALACPA@aol.com>

As you read in my last submission to the Marylander, we have fully funded the Dian Belanger International Fellowship. I expect to have more news at our State Convention on the first awarded fellowships. Come join us at the State Convention when we celebrate this great achievement!

We are now contemplating our next EF project. What will it be? Please send any ideas to my attention at [dialacpa@aol.com](mailto:dialacpa@aol.com). I have a suggestion from a member that we do a fellowship which focuses on STEM education. Please pass along your thoughts.

Are you familiar with the new name "Educational Opportunities Fund"? All the programs of the AAUW Education Foundation are now a part of the restructured AAUW, which is recognized by the IRS as a 501(c)(3) charitable organization and houses the AAUW membership and charitable programs. "AAUW Funds" is the name of the general fund, which supports all AAUW charitable work. The five most commonly supported funds within the general AAUW funds are: The Legal Advocacy Fund, The Educational Opportunities Fund, The Public Policy Fund, The Eleanor Roosevelt

Fund and the Leadership Programs Fund.

The Educational Opportunities Fund supports educational and learning opportunities that give women a chance for a lifetime of success. It includes fellowships and grants, the Fellows Alumni Initiative and the Undergraduate Scholarship Clearinghouse.

The Eleanor Roosevelt Fund supports AAUW research to provide analysis, data, and accurate information about issues that are important to women and girls. Past reports include "Behind the Pay Gap" and "Where the Girls Are".

To read more about the new structuring of these Funds, go to [www.aauw.org](http://www.aauw.org). All contributions can now be submitted on one form and made payable to AAUW Funds or to the specific name of the fund. Numbers for funds have not changed. If you do not designate a fund number, contributions will be credited where they are most needed. Please let me know if you have questions about your submissions. Contributions can also be made by individuals on-line at [www.aauw.org](http://www.aauw.org).

Thanks for your continuing support!

Dear AAUW Maryland sisters and friends,

I am thrilled to know that AAUW Maryland's Dian Belanger International Fellowship has now been fully funded. I cannot think of an honor that could make me prouder—or humbler or happier—than this. Thank you, THANK YOU!

But having my name on this fellowship is not the important part. It's important because it helps carry on an AAUW tradition of supporting women in graduate studies begun in 1888—longer and more generously than any other program for the purpose.

This fellowship is important because it marks the fourth that AAUW Maryland has endowed in the past few decades (at \$100,000 each)—before mine came an American Fellowship honoring Jean Colburn, in whose leadership footsteps I followed (as she pulled!), and two named earlier simply for Maryland. Then there are the Janet Crampton and Eileen Menton fellowships that each recently personally funded. (Imagine!) That's an impressive record of commitment, creativity, and generosity for a small state. I'm proud of us all.

International fellowships, inspired by the costs to women of World War I, serve the wisdom that educated women/mothers are fundamentally the best insurance against every malice and malady in human society. How good to know that the work of this money will outlast us all, continuing to help educate women from all over the world. I can't wait to meet the first Dian Belanger Fellow and to introduce her to you.

In grateful friendship,

Dian

## Membership

**Jennifer Ingram**  
Membership Vice President

As we are continuing our recruiting this year, I've noticed that several branches have been successful in gaining new members. Garrett County branch has gained 8 new members this year, mostly from members contacting others in the community. Howard County has 38 new members so far this year, through recruiting events, publicity and members recruiting friends and acquaintances. Baltimore has gained 5 new members, while Easton has gained 11 new members. Congratulations to all and keep up the good work!

Spring is the time we focus on renewing memberships. Consider using the online MPP for this procedure to save on paperwork. If not, I suggest contacting each member through letters, email or phone call and asking them to renew. This works best when

done by a group of members contacting other members. Members have to feel as though it's important for them to renew – that they are important to the branch. This is why the personal invitation to renew works best, with follow-ups as necessary. Some branches set a membership renewal deadline and those that renew by the deadline get the chance to win a prize, such as a free membership.

Another way to earn free memberships is through Shape the Future events. Several branches used this membership campaign this year and earned free memberships, with the maximum being three for the year. These must be used by June 30, 2010. Let me know if you would like some ideas on Shape the Future events or other recruiting and retention ideas. I would be glad to help.

## Membership Campaigns

One of the powers of AAUW is our collective strength in numbers. Because of this, the "Hill" listens to our advocacy, schools use our research, and individuals contribute to helping all women. AAUW members belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

The life blood of AAUW, our members make us who we are. Our history is a proud one and yet we know our work isn't done. We know there are women out there still facing discrimination in education or in the work place. We know our message needs to be heard.

AAUW members pride themselves on their actions and rightly so. Let's take this activist spirit and help grow our grassroots -- let others know the value of belonging. Either through your local branch or on your own, the list of Membership Campaigns below provides you with the tools to take action on behalf of the future of AAUW.

### **AAUW Keys to the Future: A Member-Get-A-Member Campaign**

Over the last 126 years, AAUW has established an unequalled legacy of involvement and advocacy. Now, as a member, you are invited to assure the continuation of that legacy as an active participant in the AAUW Keys to the Future: A Member-Get-A-Member campaign. The premise is simple, invite (or by giving a gift of membership) someone to join AAUW. Receive recognition and awards for your efforts. Visit our Hall of Fame to share in the accomplishment of others.

### **AAUW Shape the Future Membership Campaign**

The Shape the Future Membership Campaign is a program used to help branches recruit new members by offering reduced membership rates for new or lapsed members to join on the spot during AAUW-sponsored activities. Branches build their member base and earn up to three free memberships annually to use any way they wish.

### **Give-a-Grad a Gift Membership Campaign**

AAUW members can now give a recent grad — **a friend, daughter, granddaughter, or niece** — a free AAUW membership. At no cost to you or her!

### **Want to do something quickly?**

Send an e-card to a friend, encouraging them to join AAUW via the web!

from [http://www.aauw.org/member\\_center/membership\\_growth/index.cfm](http://www.aauw.org/member_center/membership_growth/index.cfm)

## About the Bylaws Changes

As you know, AAUW revised the bylaws last June in St. Louis, and we in the branches and states have had to change ours.

Our state bylaws were submitted for review last October to the AAUW Governance Committee and were approved after several corrections (just as I have had to review and correct our Maryland branch bylaws).

At the state convention in April, 2010, we will present the entire revised state bylaws including all the mandated changes, and some changes that have been suggested by our committee in Article IV, Section 2 dues (c), and Article X, Section 2. We will try to answer your questions and explain the changes at the convention. If problems arise during the coming year, we can make more amendments at the 2011 convention.

ByLaws Committee:

Barbara Fetterhoff, chair, Marcia Posner, Norma Powers, Jennifer Ingram  
With help from Christine Schmitz, aauwmd, and Angela Cooper aauw.org

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### 2010 BYLAWS OF THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN OF THE STATE OF MARYLAND

#### ARTICLE I. NAME AND GOVERNANCE

**Section 1. Name.** The name of this organization shall be AAUW Maryland, hereinafter called the organization.

**Section 2. Governance.** The bylaws of this organization shall in no way conflict with the AAUW Bylaws.

#### ARTICLE II. PURPOSE

The purpose of AAUW is to promote equity for women and girls through education, advocacy, philanthropy, and research. The purpose of the organization shall be to further the AAUW mission, program, and policies within the organization and promote, encourage, and coordinate the work of the branches within the organization.

#### ARTICLE III. USE OF NAME

**Section 1. AAUW Policy.** The policies and program of AAUW and the state shall be binding on all members, branches and organizations; and no member, branch or organization shall use the name of AAUW to oppose such policies or program. Established channels may be used to change a policy or program.

**Section 2. Freedom of Speech.** The freedom of speech of the individual member to speak a personal opinion in the member's own name is not abridged.

**Section 3. Violations.** Violation of the Use of Name policy shall result in action taken in accordance with AAUW policy.

#### ARTICLE IV. MEMBERSHIP AND DUES

##### Section 1. Membership.

a. All branches of AAUW within the boundaries of the organization shall be members of the organization.

b. Individuals who meet the criteria for membership as described in the AAUW Bylaws, Article IV, are eligible to be admitted to membership in this organization. Provisions set forth in this section are the sole requirements of eligibility and admissibility for membership. Refusal to admit an eligible graduate to state membership shall result in loss of recognition of the organization. The organization member shall be entitled to vote as stated in

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Article XI, hold office and participate in all state activities and programs and receive the publications distributed to all members.

**c.** A member-at-large of AAUW residing within the boundaries of the organization may become a member-at-large of the organization upon payment of state dues.

**d.** A member may be suspended or dropped from membership for any conduct that tends to injure AAUW or to affect adversely its reputation or that is contrary to or destructive of its mission according to the AAUW policies and procedures.

### **Section 2. Dues.**

**a.** The annual dues for organization members and members-at-large shall be determined by a two-thirds vote of the board of directors of the organization provided notice has been given to the members 30 days prior to the meeting.

**b.** Paid life members of AAUW, as defined in AAUW policy, who are branch members within the boundaries of the organization, are required to pay annual organization and branch dues.

**c.** Fifty-Year Honorary Life Members of AAUW are exempt from payment of AAUW and state dues.

**d.** An undergraduate student enrolled in a qualified educational institution shall be eligible for student affiliation with this organization upon payment of fees established by AAUW and this organization's board of directors. Student affiliates shall be entitled to attend meetings of AAUW and this organization and to receive the publications distributed to all members. Affiliates may not vote nor hold office.

**e.** New members may join at any time. Dues are payable upon joining. The national and organization portion of the dues paid by new members for less than a full year is determined by AAUW and state policy.

## **ARTICLE V. NOMINATIONS AND ELECTIONS**

### **Section 1. Nominations.**

**a.** There shall be a nominating committee consisting of representation of 25% of the branches in good standing, comprised as follows: members, each from a different branch, shall be elected at the annual state convention for a term of one (1) year.

**b.** The term of service on the nominating committee shall be for one year for a maximum of two consecutive terms.

**c.** The names of the nominees for elected office shall be published and sent to every member at least 30 days prior to the annual meeting.

**d.** The chair of the nominating committee shall be elected by a majority vote of the nominating committee.

**e.** Nominations may be made from the floor with the consent of the nominee.

### **Section 2. Elections.**

**a.** Elections shall be held at the annual meeting.

**b.** Elections shall be by ballot unless there is only one nominee for a given office, in which case the election may be by a voice vote. Election shall be by a majority vote of those present and voting or by plurality if there are three (3) or more candidates for a position.

**c.** Mail ballots or electronic voting may be used for elections, provided the number of members voting meets the quorum stated for meetings in Article XI.

## **ARTICLE VI. OFFICERS**

### **Section 1. Officers.**

**a.** The elected officers for the organization shall be president, or official representative, or co-presidents; vice presidents for program, membership, public policy, communications and fundraising; secretary and treasurer.

**b.** The appointed officers shall be such as considered desirable to carry on the work of the organization. They

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shall be appointed by the president with the consent of the board.

**c.** Officers shall serve for a term of two years or until their successors have been elected or appointed and assume office. Term of office shall begin on July 1.

**d.** No officer shall hold more than one office at a time, and no elected officer shall be eligible to serve more than two consecutive terms in the same office.

**e.** All vacancies in office shall be filled for the expired term by the board.

**f.** Each office may be filled by an officer or co-officers.

**g.** The following officers shall be elected in even years: president, vice presidents for program communications and fundraising. The following officers shall be elected in odd years: vice presidents for membership and public policy, the secretary and the treasurer.

## **Section 2. Duties.**

**a.** Officers shall perform the duties prescribed by these bylaws, by the rules of procedure and policy adopted by the board of directors, and by the current edition of Robert's Rules of Order Newly Revised.

**b.** The president shall be the official spokesperson and representative for the organization and shall be responsible for submitting such reports and forms as required by AAUW.

**c.** The vice presidents shall perform such duties as the president and the board shall direct and as specified in the organization's policies and job descriptions.

**d.** The finance officer (or treasurer) shall be responsible for collecting, distributing and accounting for the funds of the branch and for meeting specific deadlines.

**e.** The secretary shall record and keep minutes of all board, membership, and special meetings.

**f.** All officers and chairs shall submit annual reports to the president.

## **ARTICLE VII. BOARD OF DIRECTORS**

**Section 1. Composition.** The board of directors shall include the elected officers and appointed officers chairs of standing committees, branch presidents, and such others as deemed necessary. The immediate past president shall be a member of the board for the first year out of office, and shall be a voting member.

**Section 2. Administrative Responsibilities.** The board shall have the general power to administer the affairs of the organization and to initiate and carry out its programs and policies, and shall accept responsibilities delegated by AAUW. It shall act for the organization between annual meetings. The board shall have fiscal responsibilities as outlined in Article X, Financial Administration, Section 2.

**Section 3. Branch Recommendations.** The board shall recommend to AAUW action to be taken in regard to the admittance of new branches or the discontinuance of current branches within the organization.

**Section 4. Meetings.** Meetings of the board shall be held at least two (2) times a year.

**Section 5. Special Meetings.** Special meetings may be called by the president or shall be called upon written request of five (5) members of the board provided that at least five (5) days notice of such meetings and its agenda have been given to the members of the board.

**Section 6. Quorum.** The quorum for a meeting of the board shall be the majority of its members. Co-officers shall be considered as one voting member of the board.

**Section 7. Voting Between Meetings.** Between meetings of the board, a written or electronic vote of the board may be taken at the request of the president on any question submitted to the board in writing provided

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that every member of the board shall have the opportunity to vote upon the question submitted. If a majority shall vote of any question so submitted, the vote shall be counted and shall have the same effect as if at a board meeting. The result of the vote shall be in the minutes of the next board meeting.

**Section 8. Removal From Office.** A member of the board of directors may be removed for any reason by a two-thirds vote of the board in accordance with the policies and procedures adopted by AAUW.

## ARTICLE VIII. EXECUTIVE COMMITTEE

**Section 1. Composition.** The executive committee shall consist of the elected officers.

**Section 2. Duties.** The executive committee shall have the power to act for the board between meetings of the board and shall report to the board on all actions taken by it. It shall perform such duties as may be delegated to it by the board.

**Section 3. Meetings.** Meetings of the executive committee shall be held on the call of the president or by written request of three (3) members of its members.

**Section 4. Quorum.** The quorum shall be a majority of the voting members. Co-officers shall be considered as one voting member of the executive committee.

**Section 5. Voting Between Meetings.** A written, conference call or electronic vote may be taken at the request of the president on any question submitted to all voting members of the executive committee provided that every voting member of the executive committee shall have an opportunity to vote on the question submitted. If a majority shall vote on a questions so submitted, the votes shall be counted and shall have the same effect as if cast at an executive committee meeting. The result of the vote shall be recorded in the minutes of the next executive committee meeting.

## ARTICLE IX. COMMITTEES

**Section 1. Establishing Committees.** The president may establish standing and special committees as needed with consent by the board.

**Section 2. Purpose.** With the approval of the board, each standing and special committee shall formulate programs and activities to carry out the mission of AAUW.

## ARTICLE X. FINANCIAL ADMINISTRATION

**Section 1.** The fiscal year shall correspond with that of AAUW, and shall begin on July 1.

**Section 2. Financial Policies.** . At the end of any two year term of the treasurer or at any time when a new treasurer is replacing a previous treasurer, one or more persons shall review the treasurer's records for the preceding period by verifying receipts, disbursements, bank and investment account balances.

## ARTICLE XI. MEETINGS

**Section 1. Annual Meeting.** The organization shall hold an annual meeting to conduct the business of the organization, such as electing officers, establishing dues, reviewing the budget, amending bylaws, and receiving reports. The exact date, time and place of the meeting shall be determined by the board.

**Section 2. Special Meetings.** Special meetings may be called by the president or shall be called by the president on the written request of 1/3 of the members of the board.

**Section 3. Meetings Notice.** Notice of meetings shall be sent to all members of the organization at least thirty (30) days prior to the meeting.

**Section 4. Voting.** Representation of the organization membership at annual meetings shall be regularly accredited delegates representing:

- a. All members of the organization board.
- b. All branch presidents

(Continued on page 12)

(Continued from page 11)

- c. One branch delegate for each 10 members or major fraction thereof.
- d. One delegate appointed by the president for each 10 members at large.

**Section 5. Quorum.** The quorum shall be a majority of branches.

## ARTICLE XII. PROPERTY

**Section 1. Title.** The title for all property, funds and assets of the organization, shall at all times be vested in the organization for the joint use of members and no member or group of members shall have any severable right to all or any part of such property. The organization shall have complete control over the acquisition, administration and disposition of its property without consent of AAUW, except that such property shall not be used for any purposes contrary to those of AAUW.

**Section 2. Dissolution.** In the event of the dissolution of the organization, all assets of the organization shall be transferred and delivered to an AAUW entity.

## ARTICLE XIII. PARLIAMENTARY AUTHORITY

The rules contained in the current edition of *Robert's Rules of Order, Newly Revised* shall govern this organization in all instances in which they are applicable and in which they are not inconsistent with these bylaws.

## ARTICLE XIV. INDEMNIFICATION

Every member of the board or committee member may be indemnified by the state against all expenses and liabilities, including counsel fees, reasonably incurred or imposed upon such members of the board in connection with any threatened, pending or completed action, suit or proceeding to which the board member may become involved by reason of being or having been a member of the state, or any settlement thereof, unless adjudged therein to be liable for negligence or misconduct in the performance of duties. In the event of a settlement the indemnification herein shall apply only when the organization board approves such settlement and reimbursement as being in the best interest of the organization. The foregoing right of indemnification shall be in addition to and not exclusive of all other rights to which the member of the board or committee member is entitled.

## ARTICLE XV. POLICIES AND PROCEDURES

The policies and procedures in the state handbook shall be followed in the operation of the state where they are applicable and not inconsistent with these bylaws.

## ARTICLE XVI. AMENDMENTS TO THE BYLAWS

**Section 1. AAUW Mandated Amendments.** Amendments required by AAUW to bring the organization bylaws into conformity shall not require a vote of the members, except that an incorporated state shall take the necessary steps required by the state bylaws, its articles of incorporation, and state law.

**Section 2. Prior Approval.** All other proposed amendments to the organization bylaws shall be sent to the AAUW Governance Committee chair for approval before being voted upon.

**Section 3. Member Vote.** Provisions of these bylaws not governed by the AAUW Bylaws may be amended at the annual organization meeting by a two-thirds vote of those present and voting, or by electronic or mail ballot, provided written notice shall have been sent to the members at least thirty (30) days prior to the meeting.

Adopted November 13, 1942  
Amended April 1945 through 2002  
Mandatory Revision 2009

## Hagerstown Branch News

**Susan Latimer**

President, Hagerstown Branch

<chusie10@verizon.net>

The Hagerstown Branch is gearing up for our big Spring Used Book Sale. The dates for this years' sale are April 21 through April 25. On Monday through Friday the sale will be open from 10 AM to 8 PM. On Saturday the sale will be open from 8 AM to 4 PM and all the books are half price. On Sunday the sale will be open from 11 AM to 2 PM and you can fill a grocery bag with books for \$4.00. We invite all to attend.

The sale will be located at the Washington County Ag Center on the Sharpsburg Pike, also known as Old National Pike Alt Rte 40. The Ag Center is just south of Antietam Battlefield.

Our sale enables us to award scholarships and to contribute to our community and is a very big hit in Washington County.



## Winter Conference 2010 at Alfio's Cucina Italiana

### Women Graduates-USA and IFUW

Until 2007, AAUW served as the US affiliate of IFUW, the International Association of University Women. In October, 2008, Woman Graduates-USA (WG-USA) was approved as the US affiliate of IFUW. WG-USA is a virtual (on-line) organization of woman graduates with an interest in international issues affecting women and children worldwide. The organization provides on-line activities such as discussion groups, resource material and networking with members of IFUW. Their mission statement is "Women Graduates-USA empowers women worldwide to secure a better world thru education, advocacy, friendship and mutual support." WG-USA joins with 78 other countries around the world as an international network linking women graduates from all cultures, all fields of study, all professions and all generations. For more information visit <http://www.wg-usa.org/>



AAUW members are welcome to attend the IFUW Triennial Conference in Mexico City. Details can be found at <http://www.ifuw.org/ifuw2010/>



## Take a Little Trip with AAUW MD

9:00 – 9:30 Fueling up - Registration and Continental Breakfast

9:30 – 10:15 On the Road to a Stronger Future  
National AAUW's Strategic Plan  
Laura McCulty Stepp, Director of Development

10:15 – 10:30 Pit Stop

10:30 – 12:00 On the Road to Maryland's Future  
Business meeting  
Marcia Posner, AAUW MD President

12:00 – 1:30 On the Road to Equity  
Lunch and Luncheon Keynote Speaker  
Dr. Bernice Sandler  
"The Godmother of Title IX Draws a Map"

1:30 – 2:00 Pit Stop

2:00 – 3:30 On the Road to Our Branches  
Concurrent workshops

- A – A Map to Membership Activities  
Jennifer Ingram, Membership VP
- B – A Map to Better Finances  
Christine Schmitz
- C – A Map to Equity Through Title IX  
Dr. Bernice Sandler

3:30 World Medical Card workshop (optional)

3:30 – 5:00 Sightseeing Stop  
Take time to explore our surroundings in beautiful Cross Keys

6:00 – 7:00 On the Road to Neighbors and Friends  
Cocktail hour

7:00 – 9:00 On the Road to Equity through Legal Advocacy  
Dinner and LAF Speaker  
Kristen Galles, Esq.  
"Tales from Mansourian v. Regents of U. of California"

### SUNDAY

9:30 – 11:00 On the Road to a Celebration  
Installation of Officers  
and  
A secret event that will bring our convention to a joyful closing.





**Spring Convention 2010**

April 10 &amp; 11, 2010

**Radisson Hotel at Cross Keys**, 100 Village Square, 5100 Falls Road,  
Baltimore, MD Phone: 410-532-6900  
<http://www.radisson.com/baltimoremd>

**From Harford County**

- Take I-695 West
- At exit 23B-A, take ramp right for I-83 South toward Baltimore
- **see From I-83 South**

**From Frederick and points west:**

- Take I-70 to I-695 North toward Towson
- Take exit 23A I-83 South toward Baltimore
- **see From I-83 South**

**From I-83 South**

- At exit 10A-10B, take ramp and follow signs for Northern Pkwy
- Turn left onto W. Northern Pkwy
- **See From Northern Parkway**

**From I-97**

- Take 17A for I-695 West toward Baltimore/Towson
- Take exit 7B for SR-295 N/Baltimore Washington Pkwy toward Baltimore
- Turn right onto W. Pratt St.
- Turn left onto N. President St.
- Keep straight onto I-83 North/ Jones Falls Expy
- **see From I-83 North**

**From DC area:**

- Take I-95 North toward New York/Baltimore
  - Take exit 49B **on left** for I-685 West toward Towson
  - Merge onto I-695 North toward Towson
  - Take exit 23A I-83 South toward Baltimore
  - **see From I-83 South**
- Check with Google Maps or Radisson web site for shorter directions which take you through Baltimore*

**From I-83 North**

- At exit 10A, take ramp right and follow signs for W Northern Pkwy
- **See From Northern Parkway**

**From Northern Parkway**

- Turn right onto SR-25 Falls Road
- Turn right at 1st signal light - Cross Keys Road.
- Bear left and follow road to garage on right.

**Check Google Maps or the Radisson website**  
<http://www.radisson.com/baltimoremd>  
**for custom directions**

**Direct all questions to Susan Wierman at 410-821-9521 -- email: [susan.wierman@verizon.net](mailto:susan.wierman@verizon.net)**

**or**

**Sally Altman at 410-484-3294 -- email: [scaltman@verizon.net](mailto:scaltman@verizon.net)**



Convention registration must be received by March 30th Mail registration form payable to "AAUW MD" to AAUW c/o Janet Moses, 21 Theo Lane, Towson, MD 21204-2751

Name: \_\_\_\_\_

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

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Branch Member? Y / N		Branch Delegate? Y / N		Guest? Y / N		State Board? Y / N	
Branch Name/Position _____							
Special Request: Facility/Other _____							
#							
				Dutch Treat Dinner Friday at Donna's Restaurant - 6:30 pm			
	x \$63			Convention Registration incl. continental breakfast, lunch & materials			
	x \$36			Cheese Ravioli			
	x \$36			Chicken			
	x \$44			Salmon			
	X \$23			Sunday Brunch			
				Total Amount Paid			



THE MARYLANDER  
AAUW MD  
21 THEO LANE  
TOWSON, MD 21204-  
2751

Non-Profit Org.  
U.S. Postage  
**PAID**  
Hagerstown, MD  
Permit No. 425

### Moving?

Send **ALL** address changes to  
AAUW Records Office  
1111 16th Street, NW  
Washington, DC 20036-4873

## CALENDAR

**Deadline for the Summer issue of *The Marylander***  
Monday, April 19, 2010

**Spring 2010 Convention**  
April 10 - 11, 2010  
Radisson Hotel at Cross Keys  
Baltimore

**Summer 2010 Conference**  
Saturday, June 12, 2010  
Hosted by Silver Spring Branch

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