

President's Message:

Second Brownlee Award Received For Branch's Notable Women Project

For the second year in a row, our branch has been successful in its application to the State Historical Society of Missouri for funding from the Richard S. Brownlee Fund. We were awarded a grant of \$500 to assist with production of written biographies of important Missouri women. Our award, together with others, was announced at the Society's annual business meeting on Saturday, October 16. I attended the meeting and accepted the check on behalf of the branch. I am most grateful to the Executive Committee of the State Historical Society for this award. It supplements the funds that we have set aside for our Notable Women of Missouri project.

The project is going well. Carlynn Trout is in the process of writing ten additional biographies (one a week), and

Mary Dahm will do the layout and design. As before, Lisa Schenker will act as reviewer. The ten women chosen for the second stage of the project include Ann Hawkins Gentry (1791-1870), pioneer postmistress; Katherine Berry Richardson (1858-1933), doctor/surgeon, founder of Children's Mercy Hospital, suffragist; Mary Paxton Keeley (1886-1986), first woman graduate of MU's School of Journalism; Muriel Battle (1930-2003), educator; and Grace Bumby (1937-), opera singer. Carlynn and Mary expect to have the project finished by early January, in time for use by the Columbia Public Schools in the winter semester. We will then have twenty biographies completed, a significant resource for fourth-grade teachers of Missouri history.

Jane Biers, President

November Meeting

Saturday, November 13, 2004 9:15 a.m.

Education Month

"Visit to Missouri Girls Town"

Interstate 70 at Exit 155, Kingdom City, Missouri

Tour at 10 a.m., followed by lunch. Car pools will leave from Parkade, NE side. R.S.V.P. will be requested. Your caller will have details about Car pools and the price of lunch.

Missouri Girls Town was founded over 50 years ago as an institution for abused and neglected Missouri girls. About 50 girls, ages 8-21, live on the 20-acre campus, which holds a number of residences for the girls, an administrative building, central dining hall, on-campus school and activity building, and a recreation center. The Columbia Missouri Branch of AAUW has been supporting the institution in a small way by providing gifts for the girls at the Holiday Season. November's program gives us an opportunity to see how the loving, stable environment of Missouri Girls Town provides a

December Meeting

Sunday, December 5, 2004 2:00 - 4:00 p.m.

Holiday Social

Windsor Lounge

In the Commons at Stephens College

Guest: *Dr. Wendy B. Libby*

President, Stephens College

Members bring gifts (loosely-wrapped or in bags) for teen-age girls at Missouri Girls Town.

Board members supply treats.

Dr. Libby, the 23rd President of Stephens College, took office on July 1, 2003. A graduate of Cornell University, she came to Stephens from Furman University, where she was VP for Business Affairs. In the short time that she has been president, she has already made a difference to Stephens. She has launched a major strategic planning initiative with a five-year horizon with the stated purpose of strengthening the college. She will talk to us about leadership and women's education.

News of our members:

Branch Has Six New Members:

Welcome to our newest members: Mary Dahm, Aimee Leonhard, Dana Meyer, Mary Mosley, Takako Tagami and Sue Bader. The first four are brand new members and the latter two have renewed their memberships after a lapse. The following information will introduce you to some of them and we hope to feature the others in a future issue.

Mary Dahm is Senior Designer and Vice President of Dahm Design Company, a graphic design and advertising firm in Columbia, Missouri. She earned a B.F.A. in Drawing from the University of New Mexico in 1986 and an A.A. in Advertising Design from the Colorado Institute of Art in 1987. She has worked for more than 15 years in the advertising and graphic design industry in Los Angeles, San Francisco, and Atlanta, and has been part of several award-winning teams. Mary is a Columbia, Missouri native and has been married to her husband, James, since 1992. They have two sons, Aaron (age 8) and Corey (age 4).

Dana Meyer grew up in Columbia and graduated from Hickman. She is a divorced mother of two sons, Jason and Justin (both are grown and live away from home). She has been a mathematics teacher for thirty-one years and is currently pursuing an Ed.D. in educational administration from Saint Louis University, with a tentative graduation date of May, 2005. Dana's goal is to become an administrator in the near future.

Takako Tagami, originally from Japan, is a Public Health Nutritionist who coordinates and manages various nutrition programs for WIC (Special Supplemental Nutrition Program for Women, Infants & Children), a unit of the Missouri Department of Health and Senior Services. Before coming to the USA in 1985 she worked as a Medical Technologist in Japan for nine years and also lived in Australia for one year. She has been in the Midwest (Kansas and Missouri) since November 1986. She studied nutrition and dietetics at CMSU in Warrensburg and completed both the dietetics internship and master's degree programs at the KU Medical Center in Kansas City, Kansas. She also holds a master's degree in Business Administration from William Woods University. Currently, she is serving as chair for the Networking and Alliance committee of the Public Health and Nutrition Practice Group of the American Dietetic Association. She also has chaired the Community Nutrition Committee of the Central Missouri Dietetics Association whose function is to promote healthy eating by people in Mid-Missouri.

Mary Mosley lives in Fulton. She's been an at-large AAUW member, but decided to renew through the Columbia branch. Mary says she has been an activist for many years for Missouri NOW and the Missouri Women's Network and has been the lobbyist in Jefferson City for both organizations for several years. She is a part-time Spanish teacher at William Woods University and does free-lance writing and editing. Her son is a sophomore at Albertson College of Idaho, majoring in politics and economics, and her husband teaches math at Westminster College.

Salerno Receives Governor's Award:

Lucille Salerno has been selected as the recipient of the Governor's Humanity Community Heritage Award. She received the award at a reception at the Governor's Mansion. Salerno's efforts include work with the "Blind" Boone Home.

Win a Holiday Wreath

Raffle tickets for an attractive holiday wreath will be available at the November & December meetings and are priced at \$5.00 each or 6 for \$25.00. Proceeds are to be used for branch operating expenses.

Special January Branch Meeting Planned For Discussion of Membership Requirements

The Board decided to hold a special meeting in January to discuss requirements for AAUW membership. Sue Bacon, State Vice-President for Membership, has asked each branch to discuss the issue and respond to several questions that are raised in her brief questionnaire. The main issue to consider is whether to allow those who hold two-year community college degrees and/or three-year professional degrees, such as nursing, to join. This issue will be voted on at the 2005 national meeting. You may recall, this proposed change was not approved at the last national meeting.

As part of our discussion, we have been asked to think about our view of our own AAUW branch and about how the branch is perceived by our community. Are the perceptions consistent with statements in the AAUW strategic plan?

You will be contacted when arrangements for this discussion have been finalized.

— Ellen Flottman, Vice President for Membership

News from the Association:

**Interim Executive Director Selection
Announced by AAUW, EF & LAF**

To AAUW Members and Staff:

As you are aware, the three Presidents have been working for the last few months to identify a candidate who could both perform the responsibilities of Interim Executive Director and complete an organizational assessment. The latter involves taking a good overall look at where we are, strengths and weaknesses, as well as to making recommendations for clear short- and long-term actions. As you can imagine, there are very few individuals who possess these highly specialized skills, who understand and can manage the intricacies of interim (short term) assignments, and are available at this particular time to begin working ASAP.

We are pleased to announce the appointment of W. Patrick (Pat) Nichols as Interim Executive Director. Pat, who is President of "Transition Leadership International," which specializes in transition leadership, leading organizations in assessment of current organizational operations, long term planning and redirecting programs and operations. Pat comes to AAUW with a broad range of experiences, particularly in association management for both non-profit and for-profit organizations. One of Pat's past leadership roles, which most closely matches AAUW, was his experience with Business and Professional Women/USA (BPW). Pat has worked with a broad range of organizational structures, membership organizations, staff management, volunteer leaders and organizations in various stages of change.

As we have repeatedly stated, the Interim Executive Director position is intended to cover the period until a permanent Chief Executive Officer (CEO) can be identified. We anticipate that the formal search process will begin in the near future and that representatives of all three boards will participate in this effort. Our goal is to identify and hire a permanent CEO prior to the Convention in June 2005

Finally, we are confident that you will join us in welcoming Pat to the AAUW community and you will be hearing from him in the near future. Your continued patience and support during this two-step process has been appreciated. We look forward to working with Pat to continue AAUW's history of moving forward!

Nancy Rustad, President, AAUW
Mary Ellen Smyth, President, Educational Foundation
Michele Wetherald, President, Legal Advocacy Fund

Reading Group Needs Coordinator

Columbia Branch's Book Discussion Group is without a coordinator now that Christine Roberson has gone back to school. A number of persons have expressed interest in activating the group again if a leader can be found. If you like to read books and discuss them with your friends, you might want to volunteer to keep this group activated. Please let Jane Biers know of your interest.

Bumper Stickers for Women

Behind Every Successful Woman Is Herself

*A Woman Is like a Tea Bag... You Don't Know How
Strong She Is until You Put Her in Hot Water*

*I Have Yet to Hear a Man Ask for Advice on How to
Combine Marriage and a Career*

*Don't Treat Me Any Differently than You Would the
Queen*

*Of Course I Don't Look Busy... I Did it
Right the First Time*

Coming Events

2004

Nov 13 ... Sat Columbia Branch Meeting

Dec 5 Sun Holiday Social

2005

Jan ?? TBA Special Branch Meeting

Jan 23 Sun Branch Board Meeting

Jan 25 Tue Branch Newsletter Deadline

Feb 12 Sat Columbia Branch Meeting

Mar 15 ... Tues Columbia Branch Meeting

Mar 28 ... Mon Branch Newsletter Deadline

Apr 15 ... Fri ... State Leadership Conference, Hannibal

Apr 19 Tues Columbia Branch Meeting

May 10 ... Tues Columbia Branch Meeting

Sex Discrimination in Academia Robs Female Professors of Careers, Students of Educators

AAUW Details Sex Discrimination in Higher Ed in New Report "Tenure Denied: Cases of Sex Discrimination in Academia"

WASHINGTON — In spite of tremendous educational advances, female professors continue to face potentially career-ending sex discrimination when seeking tenure, according to a new report released recently by the American Association of University Women (AAUW) Educational Foundation and the AAUW Legal Advocacy Fund.

Tenure Denied: Cases of Sex Discrimination in Academia, details the stories of women who took their fight for tenure to the courts and provides a personal look into the toll it takes on these women's lives and careers. It also illustrates the loss of excellent educators for the students to these destructive disputes. Ultimately, it demonstrates an unfortunate double standard between the values of diversity and respect that universities espouse and a reality of discriminatory practices for their own female professors.

"There is something wrong in academia — which is expected to set a high standard and example for other workplaces — when the example being set for our young people is one of inequality and discrimination," said Mary Ellen Smyth, President of the AAUW Educational Foundation. "And there is something dramatically wrong when female professors challenge discrimination and it results in irreparable damage to their careers."

Research shows that in an academic setting, women earn less, hold lower-ranking positions, and are less likely to have tenure. Of the faculty at colleges and universities offering four-year degrees, only 27% of those awarded tenure are women. While women make up more than one-half of instructors and lecturers and nearly one-half of assistant professors, they represent only one-third of associate professors and a mere one-fifth of full professors.

Unfortunately, these battles are nearly impossible to win, since the odds are largely stacked against plaintiffs.

Of the 19 AAUW Legal Advocacy Fund-supported cases described in the report, eight (42 percent) plaintiffs lost, seven (37 percent) settled, two (11 percent) won, and two cases are ongoing.

Further, according to the AAUW report, the costs of challenging sex discrimination — both financially and emotionally — are enormous. "Litigation expenses are huge in terms of both time and money, and the odds of women prevailing in court can seem insurmountable," said Michele Warholc Wetherald, president of the AAUW Legal Advocacy Fund.

"Tenure Denied is not a call-to-lawsuits for the female professors" concluded Wetherald. "The report includes a number of effective strategies for both colleges and universities as well as for women to use in an attempt to resolve — and in many cases, avoid — courtroom disputes."

You can view the Tenure Denied press kit on the website at <http://www.aauw.org>, or you can receive the full report via e-mail as a PDF, by contacting Jean-Marie Navetta at (202) 785-7738 or NavettaJ@aauw.org

The AAUW Educational Foundation provides funds to advance education, research, and self-development for women, and fosters equity and positive societal change. The Foundation is the world's largest source of funding exclusively for graduate women.

The AAUW Legal Advocacy Fund provides funding and a support system for women seeking judicial redress for sexual discrimination. LAF is the nation's largest legal fund focused solely on sex discrimination in higher education.

AAUW: Because Equity Is Still an Issue

If you send contributions for the Legal Advocacy Fund or the Educational Foundation directly to the State or Association, please note that you are a member of the Columbia, Missouri Branch so this Branch will receive credit for your generosity.

Connections

is the newsletter of the Columbia, Missouri Branch of the American Association of University Women.

Please submit items to Mildred L. Prather-Garner,
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or e-mail mprather@coin.org

Website: <http://aauw.columbia.missouri.org>