
AAUW members approve historic bylaws changes

On July 1, 2007, delegates at the 2007 AAUW convention in Phoenix voted unanimously to approve sweeping changes to AAUW's organizational structures.

The vote gives the AAUW and Educational Foundation boards a green light to move forward with strategic initiatives that will help create a viable and sustainable 21st century organization. To implement these dramatic changes, delegates approved a measure establishing a transitional board of directors and the composition of the 2009 board.

As a result of the restructuring vote, AAUW and the Educational Foundation will combine many of their assets and activities to form a streamlined, mission-driven organization with a single set of elected officers.

The unanimous vote to adopt the Strategic Process proposal for restructuring of the AAUW corporations is a tribute to the leaders who, for the last two decades, have recognized the need for change and advocated various measures to accomplish that change.



Carol Newnam, South Atlantic Regional Director, challenges us to embrace the changes ahead

by Carol Newnam, South Atlantic Regional Director

I am excited to be the new South Atlantic Regional Director at this time of changes and challenges for AAUW.



By now, most of you know that the first part of the strategic process bylaws changes, the restructuring of the Association and the Educational Foundation into one entity, passed unanimously at our national convention in Phoenix. The leadership of AAUW and the Educational Foundation

did a superb job of preparing the delegations for this vote. They held numerous workshops and sessions to explain and to answer questions, so by the time the vote was taken, the delegates were committed to the change.

The strategic process revealed that having multiple corporations has affected our financial and organizational efficiencies and hindered our efforts to engage younger and

more diverse members. The new structure is designed to improve our focus and increase our effectiveness. We have a new mission statement, "The American Association of University Women advances equity for women and girls through advocacy, education and research." It reflects what we have always been about, but eliminates the more general "lifelong education and positive societal change" phrases. We are the same organization, but with a more focused mission statement.

The next two years will be a transition period with boards of both organizations meeting separately and together to plan the next steps and move forward with the process.

Most of us have recognized that AAUW has needed to make some changes. While we have many healthy and vibrant branches, we have many branches that are losing members and recycling branch officers. I've heard from some branch presidents that they are serving for the third or fourth time, and some branches are disbanding for lack of leadership. This is not a sign of a healthy organization.

(continued on page 7)

Challenges can be opportunities

by Bev James, AAUW of SC President

AAUW advances equity for women and girls through advocacy, education, and research.



Do you have the same feeling I do that time is progressing way too fast? Now that I am beginning my second year as president of AAUW of SC, I can't believe how quickly my first year passed. I have so enjoyed the opportunity to meet with various branches and to make new friends throughout the state. My board has been so supportive and dedicated to AAUW.

At the Leadership Workshop in Denmark, **Lorilei Swanson**, a graduate student at Clemson and a representative from South Carolina at the National Conference for College Women Student Leaders, talked to the group about *Coping with Change as a Leader*. One of the most important statements she made was "People need to look for new ways to do things and decide how to change." This is what I have been saying for the past year!

Our behavior as members of AAUW can not continue to remain the same. On the national level as well as the state level, we need to create a clear, compelling story of how AAUW is relevant and to make sure the story plays to AAUW's truest calling. Then we need to live that focus and stay true with practices, programs and procedures.

In our branches, we need to "walk our talk" so everything is done with focus and vision. It is important that programming is consistent with our AAUW message. We also need to adopt a bias for the positive, be strategic and be risk takers. No more business as usual.

This focus will require us to be open to new ideas. Look at your practices. What is working and what is no longer effective? Are your members burned out on specific projects? Would a different meeting time bring in new members? Are you using interest groups? How about the AAUW website – is your branch taking advantage of this valuable resource?

We need to market the benefits of membership in AAUW, develop coalitions with resources available in our community, form action groups that will give your branch an opportunity to give back and make a difference. Branch meetings and programs need to be interesting and relevant, but always remember the fun factor. Fun is important!

We are privileged to be part of history in the making. Although it will be work for all of us, how exciting it is to be part of these changes.

Bev

AAUW of SC Leadership Team 2007-2008

Bev James
President

Charlotte Boe
Program Vice President

Pat Batten
Membership Vice President

Lynn Shore
Recording Secretary

Pat Hall
Treasurer

Trish Johnson
Educational Foundation
and Legal Advocacy Fund Chair

Dot Tunstall
Bylaws Chair

Audrey Henry
Conference Planner

Kathy Carter
College/University Liaison

Ann Terry
Palmetto Leaf Editor

Alice Stamps
Parliamentarian

Kathryn Sharp
Nominating Committee Chair

Mildred Finch
Finance Committee Chair

Carol Newnam
South Atlantic Regional Director

Contact information for all officers
is available on AAUW of SC
website

www.aauw-sc.org
or from Branch Presidents

There may be changes ahead, but membership growth is still the *Key to the Future* of AAUW

by Pat Batten, AAUW of SC Membership Vice President

The recent Association convention brought exciting change and opportunities for our organization. **But** — one thing never changes . . . the importance of membership.

We need all our members so that we can be an effective voice for our mission. Numbers count when we advocate for equity and promote education and research for women and girls.

The “Keys to the Future” campaign enters its second year. When you, as a member, introduce a new member, be sure that your membership ID number is on the new member’s form so that credit may be given to you.

Branch membership vice-presidents received further information about the continuation of this program in their September association mailing. For further details, you may also access the AAUW web site.



We talk about *recruitment* and *retention*, the two “R’s” of membership. Each branch has different needs and will look to its own environment to determine how best to increase its size.

Branches may have interest groups like a book group to keep members “connected,” a special continuing project, or a calendar of meetings with mission-based programming. Many branches have all of the above.

The main “key” to the “R’s” is to determine what works in your area to encourage new and “old” members to join and continue to join as AAUW enters its 126th year.

Let’s all bring in at least one new member this year *because equity is still an issue!*

The Power of the Purse

by Trish Johnson, AAUW of SC Educational Foundation & Legal Advocacy Fund Chair



As you receive this issue of the *Palmetto Leaf*, your branch may have already begun their program year. It’s not too late to think of different ways to raise money for the Educational Foundation and Legal Advocacy Fund.

- Old books and jewelry swapped for someone else’s old books and jewelry.
- Raffles of baskets, homemade goodies and handmade items.

The ideas are limited only by your imagination. Don’t make EF a once a year program and LAF the red headed step child.

Women have the power of the purse. Use it to make a difference in other women’s lives.

We have but a short way to go to finish the Ann Scott Terry Endowment. My goal is to finish it this year with your help. If we accomplish this goal, it will be the first time ever we have finished an endowment in such a short amount of time. Help be a part of this a great accomplishment.

Year to date contributions are listed by branch. All information is based on Associations quarterly reports and

copies of contribution forms sent to me. If you have any questions or concerns, please e-mail me at virginiawolf40@hotmail.com.

Branch	EF Total	LAF Total
Aiken	\$ 25.00	
Beaufort	\$ 70.00	\$ 200.00
Charleston	\$ 325.00	\$ 600.00
Denmark	\$ 100.00	
Due West		
Gaffney		\$ 50.00
Greater Columbia	\$ 70.00	
Greenville	\$ 185.00	
Hilton Head	\$ 530.00	\$ 35.00
Newberry	\$ 550.00	\$ 250.00
Rock Hill	\$1,572.00	\$ 250.00
Summerville		\$ 310.00
State		\$ 115.00
Totals	\$3,427.00	\$1,695.00

Time to step up to the plate – the Leadership plate

by Kathryn Sharp, AAUW of SC Nominating Committee Chair

While it sounds like somewhere off in the distant future, it actually is time to start working on the slate of officers for 2008-2010.

Candidates are being sought for the positions of:

President

Recording Secretary

Membership Co-Vice President

Each branch is requested to please forward the names of potential candidates for the above offices to the Nominating Committee. You are encouraged to nominate yourself if you are interested in service at the state level.

In addition, each branch should submit the name of one (1) candidate to serve on the 2008-2009 Nominating Committee. Along with the election of officers, three members of the Nominating Committee will be elected by the delegates, and two will be appointed by the Board of Directors at the 2008 Spring Convention being held in Newberry, April 4-5, 2008.

Please forward, by **November 1, 2007**, the names of the potential candidates to: **Kathryn W. Sharp**, AAUW of SC Nominating Committee Chair, 139 Alexander Glennie Drive, Pawleys Island, SC 29585. Or you can send to her at ksharp9966@aol.com or fax to 843-235-3944.

Also please feel free to contact any other members of this committee: **Fern Brooks** (Aiken), **Michelle Boozer Long** (Newberry), **Charlotte Boe**, (Beaufort) and **Betsy Moseley** (Greenville).

Please do your part to help with this important part of the success of AAUW of SC. Leadership activities are done as a team and others are always available for mentoring and help along the way. No one is in it alone.

Public Policy Activity in Congress

AAUW Advocacy Chips Away at High Cost of College

AAUW can claim an important victory as the House of Representatives and Senate passed the **College Cost Reduction Act of 2007** (H.R. 2669). Highlights of the bill closely match AAUW's long-held priorities and recommendations submitted to Congress for reducing the soaring cost of higher education.

The bill increases Pell grant awards to restore the grant's purchasing power, caps loan repayment at 15 percent of an individual's discretionary income, and raises the income protection allowance, increasing the amount of money students can earn before it counts against their financial aid package. Read AAUW's recommendations for the Higher Education Act on the AAUW website.

Ledbetter Bill Clears the House

Thanks to the hard work of AAUW members nationwide and the Capitol Hill Lobby Corps, the **Lilly Ledbetter Fair Pay Act** (H.R. 2831) passed (225-199) the House on July 31. This bill was introduced in response to the U.S. Supreme Court's recent decision in the *Ledbetter v. Goodyear* case. If passed by the Senate and signed by the president, H.R. 2831 would restore the law to the way it was previously applied and ensure that victims of pay discrimination can have their day in court. Read AAUW's press release on passage of H.R. 2831 on the AAUW website.

AAUW Pushes for Other Pay Equity Bills

While the passage of the Ledbetter Fair Pay Act is a positive step for those who experience wage discrimination, it does not move us forward on the path to pay equity, which means that our work is far from done.

AAUW strongly supports the **Paycheck Fairness Act** (H.R. 1338/S. 766), which would expand the scope of the Equal Pay Act of 1963 by closing loopholes and improving the law's effectiveness. Although this bill is cosponsored by a majority of the representatives in the House (224), it is not yet scheduled for a markup, the critical next step in the legislative process. You can use AAUW's *Two-Minute Activist* on the AAUW website to thank the representatives who supported the Ledbetter Fair Pay Act and urge them to push for a markup of the Paycheck Fairness Act.

State Public Policy Chair needed

With the death of our friend Betty Bayless, AAUW of SC Public Policy Chair, there is a vacancy on the state board for someone to coordinate advocacy information and efforts. **Jean Norman** (Columbia) has stepped up to coordinate the 2008 Legislative Day, but someone is still needed throughout the year to keep us informed about public policy issues.

If you might be able and interested in helping, please contact **Bev James**, state president, at bevjames1998@yahoo.com or 1-843-671-4289.

Branch Profiles – what makes our branches tick?

Aiken Branch

by *Bea Peyser, President*

In the early 1950's the US Government built the Savannah River Plant (SRP) here, which caused thousands of workers from around the country to converge on this small community. The influx of well educated employees with their wives and children strained the limited resources of the Aiken community. Schools, churches and businesses flourished. Women started and joined various clubs and organizations including the AAUW Aiken Branch.

Chartered in 1953, we continue to be traditional in organization and community service. In the early years AAUW Aiken women were especially busy with science, nature and music projects for school children. The women and children collected many species of birds and insects to study. Within the schools these women sought out and gave awards to talented and high achieving students. Music programs started at that time continue today both in the schools and the community. As example the Hopelands Garden concerts, held each Monday evening from Memorial Day thru the end of August, started as a result of efforts of an AAUW Aiken Branch Charter Member. One of the earliest performing groups the Paris Island Marine Band continues to play each July as it has for the past 35 years.

The Branch lobbied, wrote letters, and gathered together students interested in attending a local university. They raised funds and convinced our State legislators to build a branch of USC in Aiken. Three women (Vivian Milner, CeCe Reynolds and Irene Rudnick) involved in that effort are now 50+ year members still active in our branch. AAUW and USCA continue a close partnership today. Each year during Women's History Month we assist with a donation to the University to off-set expenses. We provide annually a full scholarship to an incoming Aiken county female freshman. Today we hold our board meetings in the Picken-Salley House on campus.

In the early 1970's the branch initiated the Aiken County Teen Pregnancy Prevention Program. The program, now operated under the authority of D.S.S and Aiken County, continues to thrive and grow today.

In 2003 our branch hosted a group of ten Russian citizens for ten days. Our theme *Women as Leaders* enabled us to introduce these guests to many women business and civic leaders in our community. That was a giant undertaking; however, the memories continue to be very vivid.

I have elected to omit several programs that have enhanced community life. However, two events which continue today are worth noting. For the past 28 years we have held an annual holiday party at the Croft House retirement home on York Street. We provide a buffet supper and entertainment for the residents and their families. This event is anticipated by both our members and the residents. Our annual Book Fair event began 45 years ago in the isles of a hardware store and has grown so large that we now need the entire floor

of a vacant department store. As to how we arrange and operate this massive undertaking, I think I'll leave to develop in another newsletter.

Greenville Branch

by *Lynn Shore, Branch Liaison*

The Greenville Branch will celebrate its 88th anniversary this December. Members throughout the years have worked to improve education in Greenville county and South Carolina. They have promoted the arts, music and drama in the community. The Greenville Branch was the first Branch to use the concept of study groups in South Carolina.

In recent years the Branch has sponsored a Sister to Sister Summit, a Transition Conference, voter registration drives, encouraged women to vote, did a two part study of Muslim women, and raised money to help Lorlei Swanson, a Clemson doctoral candidate, attend the NCWSL conference in Washington this summer. The book discussion group meets year round, and has combined some trips with their book discussions.

Rock Hill Branch

by *Ann Terry, Branch President*

Our branch has always seemed to be on the "experimental" edge of things. Back in the early 90s we were looking to try new ways to operate our branch – and the members simply set aside the bylaws for a year and let the leadership explore new directions. That flexibility continues today as we have a leadership team that handles branch operations together, rather than several leaders having all the responsibility [note: the **Greenville Branch** also operates this way and it does work]. So if you struggle to find leaders in you branch, maybe the development of a leadership team is the way to go.

Our branch stopped having monthly meetings several years ago and we now concentrate on mission-focused programs and projects that give our members the chance to work together. Last year we held a successful program on *Beyond the Pay Gap* research with our partners at Winthrop University, and in November, we'll partner again for a program for female students on empowering their financial futures. We also have monthly lunch or after-hours groups and many members participate in Great Decisions groups during the winter months.

I often like to think of our branch as a building ground for state presidents since we've had so many come from our branch – eight since AAUW of SC was formed. But it simply is a reflection of how much we care about AAUW and its role in the future of our communities and our state.

President reflects on AAUW Convention experiences

by Bev James, AAUW of SC President

What a fantastic experience! AAUW's National Convention *Expanding a Legacy of Leadership* was an incredible four days. With 850 women and men who were committed to education and equity for all women and girls attending, the future of AAUW was decided.

I was fortunate to be attending the convention with "pros" – **Ann Terry**, **Betsy Moseley**, and **Judi Gustafson**. They were an invaluable resource to me. Betsy and Judi seemed to know at least a third of the people attending and they enjoyed the opportunity to visit with their friends.

Knowing how crucial this convention was to the future of AAUW did not deter everyone from having a great time. The opening business session began with an inspiring video by film-maker and photographer DeWitt Jones. At this session, Association and Educational Foundation (EF) leaders were recognized, and candidates in uncontested elections were chosen. This included our own **Ann Terry** who was elected secretary of the EF Board, Ruth Sweetser, re-elected as AAUW President, and Barbara O'Connor, re-elected as EF President. Special recognition honored **Betty Bayless**.

A special ceremony to honor the *17 Founding Leaders* of today that have made significant contribution to AAUW's future was particularly poignant as Betty Bayless was one of the honorees, along with **Ann Terry**.

A most interesting *Dare to Lead: Women-to-Women Dialogue* involved panelists Consuelo Castillo Kickbusch, formerly the highest-ranking Hispanic woman in the U.S. Army Combat Support Field; Joyce Chang, global head of emerging markets research at JP Morgan Chase; Jay Parry, president and chief operating officer of the WNBA Phoenix Mercury; and Asra Nomani, activist and author of *Standing Alone in Mecca*. Fay Fredricks, an Emmy award-winning journalist at NBC 12 News in Phoenix was the moderator. They all recognized their parents as the driving force that led them to become strong women leaders. Consuelo Kickbusch was a hoot! Addressing the issue of why some people today feel threatened by empowered women, Kickbusch replied, "Because we get results...and it bugs the hell out of people! If you allow that threatening feeling to slow you down, shame on you. Because what the world needs is results!"

Sherry Schiller, organizational change guru and AAUW strategic process consultant, conducted a plenary session that was the most dynamic of the convention. She told some of the funniest stories I have ever heard, but she also encouraged us to identify a direction, be constructive and strive for what she calls the "Phoenix Rising" scenario for AAUW's future. Under this scenario AAUW would pass the bylaws amendments, adapt and make certain changes, enabling the survival and reinvigoration of the organization. Schiller said, "Choose to look for the good...to believe that you can make the difference and frame for the positive. We can create our own reality."

Another interesting plenary was lead by Renee Poussaint, a former television journalist who earned three Emmy Awards during her extensive broadcast career. She is now a documentary filmmaker and co-founder and CEO of the National Visionary Leadership Project. Her work with the project unites generations of African Americans to preserve and disseminate the stories of elder leaders worldwide. She facilitated a discussion among different generations of AAUW members that explored ways members can build a vibrant AAUW that continues to advance equity for women.

After attending the movie *North Country* on Saturday night and meeting the authors of the book, *Class Action*, which was the basis of the movie, I enjoyed hearing Laura Leedy Gansler and Clara Bingham speak about their efforts as advocates for positive change on behalf of women.

Greg Mortenson, an AAUW member and author of *Three Cups of Tea*, reaffirmed the importance of education for girls everywhere at the Global Perspectives plenary. He has facilitated the construction of more than 60 schools in countries where education was once rare for both boys and girls. Mortenson said, "What we really yearn for is peace, and we can promote peace through education. Again, it all comes back to education."

Mae Jemison, the first African American woman chosen as an astronaut, received the AAUW Educational Foundation's Achievement Award. She has also worked as a general practitioner, an Area Peace Corps medical officer, and a professor of Environmental Studies at Dartmouth College.

Other EF Awards included the Ophelia Project, Misty Sailors as the Emerging Scholar, and Harriett Presser as the Distinguished Senior Scholar.

"The proposal is adopted!" In an unprecedented, unanimous vote, the delegates voted to give the boards a green light to move forward with strategic initiatives that will help create a viable and sustainable 21st century organization.

As a result of this vote, AAUW and the Educational Foundation will combine many of its assets and activities to form a streamlined, mission-driven single organization.

Another key change approved by the delegates provides for voting between conventions by mail or electronic balloting. This "one member, one vote" amendment gives all members a voice in the organization's decisions and will help make AAUW a more responsive and equitable organization.

Delegates voted to strike from the bylaws all references to the International Federation of University Women, with the exception of the provision for international reciprocity.

I was so proud to represent AAUW of SC at this historic convention. Having the opportunity to meet my counterparts and to realize that we all have the same experiences, discovering new ideas and programs, and the inspiration received from being with these dynamic women made this a most memorable experience.

Newnam issues the challenge to embrace change

by Carol Newnam, South Atlantic Regional Director
(continued from page 1)

I know many of you are concerned about what all these changes will mean for your local branch and we don't really know what the future holds. But local branches have always been one of AAUW's greatest assets and we can be sure that nothing will be done to damage that asset. As AAUW at the national level becomes more focused and revitalized, AAUW at the local level can expect to become more vital and focused as well. For now, and for the next two years, branches will go on as before, or, even better, begin to think about focusing local efforts on actions and programs that will enhance our mission: supporting the National Conference for College Women Student Leaders; engaging in mission related programming; and supporting the National Girls Collaborative Project.

Convention delegates also passed other measures, including one member/one vote provisions for votes between

conventions, setting maximum terms for elected officers, outlining procedures for filling vacancies that arise among regional directors and committee chairs, establishing an audit committee, and restructuring the nominating committee.

Of course, recruiting and retaining members, is one of our major challenges. Every member must become a recruiter for AAUW and every member must make sure that new members are welcomed and valued. The future of our organization depends on you.

Over the next two years, I look forward to meeting as many of you as possible at your state conventions and elsewhere.

Carol
carolnew@verizon.net

AAUW of SC & two Branches support College Students to participate in AAUW Leadership Conference

The June 2007 National Conference for College Women Student Leaders was a success!

The AAUW Leadership and Training Institute, in partnership with NASPA [student affairs administrators in higher education] Center for Scholarship, Research, and Professional Development for Women, presented *Leadership for Today and Tomorrow*, a two day conference focused on important and contemporary leadership issues.

More than 300 young women from 25 states participated in the conference, which featured two and a half days of exciting activities. Attendees enjoyed noted keynote speakers and their accompanying book signings, an inspiring Women of Distinction Awards ceremony, terrific workshops, and a special basketball game by Washington's WNBA team, the Mystics, which celebrated the 35th anniversary of Title IX.

This year AAUW of SC budgeted to help send one student from South Carolina to this conference. **Lorelei Swanson** from Clemson was chosen for this award. The **Greenville Branch** took the challenge to support Lorelei and held a fundraising event in the spring that raised additional funds to send her to the conference. Lorelei continued her work with AAUW by conducting a workshop at the summer meeting.

The **Rock Hill Branch** also supported a student's participation working directly with Winthrop University to select **Melody Jones** to attend. Winthrop paid for transportation and Rock Hill paid for her registration. Melody is now working with a team from AAUW and Winthrop to

present a panel program in November on securing one's financial future, with the focus to be toward female students.

This is an annual conference that is bigger and better every year. Perhaps your branch can make a special effort to send a student from your area in 2008. Please encourage women college students you may know to do so.

Beyond the Pay Gap

The AAUW Educational Foundation research *Beyond the Pay Gap* was released in April 2007.

This research shows that just one year out of college, women working full time already earn less than their male colleagues, even when they work in the same field.

Ten years after graduation, the pay gap widens.

Because Equity is still an issue

Programs – The Key to Membership Recruitment & Retention

by Charlotte Boe

AAUW of SC Program Vice President

As we look forward to another year of great meetings, great friends and wonderful programming for each Branch of SCAAUW, there is also the added benefit of using programming as a tool for the recruitment and retention of new members. Below are some ideas for programming that might work in your branch or community.

Financial Awareness for Women. Find a financial professional in your area and have her/him speak at one of your meetings. All of us need to keep abreast of the options open to us financially as well as insuring that we are prepared for the future.

Legal Advocacy Fund & Educational Foundation. How exciting it would be to have information about where our donations to LAF and EF are going. Both continuing and new members would be very impressed by the use of these funds in support of women.

Honor your own Branch members as part of a program. This does not have to be limited to your board members and/or committee chairs, but could include all members. If a member has stepped forward in an emergency or provided transportation or supported an ongoing Branch program - honor them with recognition.

Honor your community members as a program. Perhaps a program honoring the Presidents (or other officers) of a local charity who have made a positive societal impact in your community. Allow the people being honored to invite their family members/friends to be present. This could build membership.

Consider a panel discussion by a group of other service organizations. Invite several people who could include a Physician, and Child Psychologist and a School Principal. The program could center on building self-esteem in children.

These are just a few ideas. There are many others. Our mission statement can be expanded to encompass many ideas and concepts. Please let me know how I can assist you.

Also, if you have a program that you have enjoyed, please let me know and I will share it with all the other branches. Have an exciting year of fellowship and learning!

AAUW of SC Calendar

November 1, 2007

Deadline for nominations for 2008-2010 State Officers and 2008-09 Nominating Committee

December 1, 2007

Deadline for 2008-2009 State Budget Request

January 4, 2008

Deadline for *Palmetto Leaf* – Beaufort, Denmark, Greater Columbia profiles

January, 2008

Finance Committee Meeting

January 19, 2008

Board Meeting, Greenville

February 8, 2008

Deadline for *Palmetto Leaf* – Due West, Newberry, Summerville profiles

February 2008

Legislative Day, Columbia

April 4-5, 2008

Spring Convention, Newberry

May 9, 2008

Deadline for *Palmetto Leaf* – Charleston, Gaffney, Hilton Head profiles

June 1, 2008

Branch Officer forms completed and sent to national and state president

July 1, 2008

Branch Dues Report due

** Dates are Subject to change*



AMERICAN
ASSOCIATION OF
UNIVERSITY
WOMEN

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AAUW of South Carolina

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