

# KEYSTONER

VOL. 71, No.1 *The Newsletter of the American Association of University Women - Pennsylvania* FALL 2004



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## The President's Perspective

Let's take a look at "CHANGE;" a word that has many meanings and elicits a wide variety of emotions. For example, changing a diaper could trigger negative olfactory sensations or spark spontaneous joy at the sight of a roly-poly semi-naked baby. (I bet if you try real hard you can still smell the baby powder!) Leaves "change" colors, we get "change" back, and we always are prepared and take a "change" of clothes. I did a Google search on "change" and got 156,000,000 results. Great thinkers have pondered it, corporations

manage it, and powerful nations fight for it. So why do we fear and resist it?

*"We have ALWAYS done it that way."*

### Change and Leadership

The starting point for either a personal, societal, structural, organizational, or systemic change is a broad understanding of a clear vision. Maybe we dig in our heels and resist change because we don't have a clear vision. AAUW has a mission, but do we have a vision; do you have a vision? Have you thought about it - your personal vision - have you written it down? Have you verbalized it? Have you shared it with the members of your branch?

Does your branch have a vision? Do you spend time building a "shared vision?" Have you discussed it, debated it, and agreed upon one? Do the members know what it is? Does your programming support it? Are you known in your community as an advocate for your vision?

Vision, too, has a variety of definitions, all of which include a mental image or picture, a future point of reference, and aspects of a direction or goal. Vision provides guidance by stating what it wishes to attain.

Vision is a picture of the future for which people are willing to work. It has a compelling aspect that serves to inspire, motivate, and engage people. It galvanizes active commitment. Vision can answer the questions: Who is involved? What do they plan to accomplish? Why are they doing this? It fosters work!

### How do we get younger members to join and how do we get members to take leadership positions?

The answer is **VISION**, a well articulated, precise, and clear vision. Shared vision fosters change which fosters more change. "The future is not a result of choices among alternative paths offered by the present, but a place that is created - created first in the mind and will, created next in activity. The future is not some place we are going to, but one we are creating. The paths are not to be found, but made, and the activity of making them, changes both the maker and the destination." John Schaar.

I look forward to serving as your President for the next two years. I look forward to creating shared visions that will nurture and promote positive change. Thank you for this opportunity.

*Karen Rowe*

## Nominations for State Officers

The Nominating Committee is accepting applications for the offices of Vice President of Membership, Secretary, and Finance Officer. Applications are due by **October 1, 2004 and can be mailed to:**

**Kristin Sullivan**

**Please contact your branch president for job description and candidate form**

## Address Changes

Please send all address changes directly to:

AAUW Member Records  
1111 16<sup>th</sup> St., NW  
Washington, DC, 20036  
or email: [info@aauw.org](mailto:info@aauw.org)

## Congratulations ~ Congratulations ~ Congratulations

- *Congratulations* to **Carlisle and Lansdale Branches** for achieving **GOLD** status in the 21<sup>st</sup> Century Recognition Program. **Makefield Area** and **The State** received **Silver** recognition!
- *Congratulations* to the **Pottstown Branch** for 5<sup>th</sup> place in the **NATION** in per capita giving at \$55.00 per member to the Legal Advocacy Fund!
- *Congratulations* to **The State** for placing 2<sup>nd</sup> in the **NATION** for total contributions of \$30,390 to LAF and 9<sup>th</sup> in per capita at \$9.54.
- *Congratulations* to **The State** for placing 10<sup>th</sup> in the **NATION** for total contributions of \$67,712 to EF.



Dr. Beth Weinstock and Karen Rowe celebrate an empowering leadership development workshop



PA AAUW Board members encounter and successfully overcome several team-building challenges at Summer Meeting

**Power of one  
Vote**



**Remember to Vote  
November 2nd!**



**It's elementary.**

Only **21%**  
of full-time  
tenured professors  
are female.

—Source: National Center for Education Statistics (2000)

**Support equity  
in higher education.**



**because  
equity  
is  
still  
an  
issue™**

American Association of University Women  
AAUW Educational Foundation  
AAUW Legal Advocacy Fund

**visit [aauw.org](http://aauw.org)**

## 75<sup>th</sup> Anniversary Diamond Donor Campaign

Congratulations to the Branches and members who supported our 75<sup>th</sup> Anniversary Campaign, **WE DID IT!** We reached 101% of our goal of raising \$75,000 to fund "Tenure Tales," a joint LAF – EF research project. We extend to you our most sincere appreciation and gratitude to the following Branches and Individuals,

### Thank You!

#### BRANCHES

<b>Diamond Donors – a gift of \$1,000 or more</b>			
State College	Murrysville Area	Harrisburg	Elk County
Pottstown	Washington	Indiana	Butler
Lansdale	Makefield Area	Philadelphia	Doylestown
York	Valley Forge	Carlisle	Easton
Levittown-Lower Bucks	E Delaware County	Allentown	Johnstown
North Hills – McKnight	Pittsburgh	Bethlehem	Fox Chapel
<b>Emerald Donors – a gift of \$500 to \$999</b>			
Scranton	Hazleton	Reading	Huntingdon
Beaver Valley	Crafton-SW Hills	Susquehanna Valley	Lake Wallenpaupack
Coraopolis/Sewickley			
<b>Ruby Donors – a gift of \$250 to \$499</b>			
Southampton Area	Clarion	West Chester	NEMCO
<b>Sapphire Donors – a gift of \$100 to \$249</b>			
Anthracite	Gettysburg	California	Pocono
Towanda	Clearfield	Punxsutawney	Erie
Lancaster	Lebanon Valley	Lock Haven	

#### INDIVIDUALS

<b>Diamond Donors</b>			
Karen Rowe	Kathy Lepovetsky	Doris Cohen	Pat Sand
Arlene Butts	Susan Nenstiel	Jerry Blum	Marjorie Dunaway
Barbara Gold	Don Mowery	Marjie Mowery	Sue Zitnick
Virginia Palmer	Linda Haigh Tozier	Wendy Armour Dickinson	
<b>Emerald Donors</b>			
Karen Allen	Helen Faust	Mary Purcell	Linda Robbins
Elizabeth (Lila) Packer	E. Loraine Schlimm	Roxanna Schlimm	
<b>Ruby Donors</b>			
Maryrose Petrizzo	Dianne Gregg		
<b>Sapphire Donors</b>			
Carolyn Anker	Rena Burnstein	Marjie Backus	Ruthe Craley
Patricia Kolle	Martha Czop	Sabina Howell	Carol Kurland
Shirley McBride	Louise McLeod	Melinda Moyer	Sina Murphy
Leslie Olson	Jan Peischl	Jennifer Polo	Barbara Price
Kathleen Quinn	Deb Roney	Marian Stevenson	Joanne Strickland
Jeralyn Swanda	Audrey Talley	Jacqueline D'Alessio	Susan Q. DiGirolamo
Mary G. Eury	Carol Heintzelman	Betty Hooker	Jean Macaluso
Kay O. McKenna	Joan Shawgo	Kristin Sullivan	Beth Hollis
Sally Stevenson	Dot McLane	Arlene Dech	Loretta Bove Crowell
Amy Falk	Virginia Schweiter	Kate Sweeney	Lyn Allison
Barbara Harris Wright			

## PENNSYLVANIA GIVES GENEROUSLY TO THE EDUCATIONAL FOUNDATION

By Kathy Lepovetsky

I am very pleased to announce that Pennsylvania ranked 10<sup>th</sup> in total contributions to the AAUW Educational Foundation for 2003. Our total giving was \$67,712. Congratulations to everyone for your hard work.

The AAUW Educational Foundation is the world's largest source of funding exclusively for graduate women. It supports aspiring scholars worldwide, teachers and activists in local communities, women at critical stages in their careers, and those pursuing professions traditionally underrepresented by women. The foundation also funds groundbreaking research; fellowships and grants; special awards; vital community action projects and symposia, roundtables and forums.

Applications for the grants and fellowships are currently available. The funding year runs from 7/1/05 through 6/30/06. The application postmark deadlines are: American Fellowships 11/15/04; Career Development Grants 12/15/04; Community Action Grants 1/15/05; International Fellowships 12/1/04; Selected Professions Fellowships 12/15/04. More information can be found at [www.aauw.org](http://www.aauw.org) - click on the Fellowships/Grants/Awards tab. It would be wonderful to see our members' fundraising efforts come back to us in the form of fellowships awarded to women in our state.

The AAUW Educational Foundation's third biennial symposium, International Perspectives: Women Leading Change in Public Health and Technology, will be held November 12-14, 2004 in Washington, DC. Presenters will examine how women are using their education to create change in different regions of the world where access to and knowledge of technology and health concerns may vary. The registration deadline is October 15, 2004. For more information, visit [www.aauw.org/symp5](http://www.aauw.org/symp5).

At their board meeting in May, the Educational Foundation made some significant changes and hard decisions. To remain competitive in seeking and funding the very best women scholars while maintaining the high standards the American and International Fellowships have always held, the Foundation found it necessary to increase the funding amounts. To accomplish this, the amount needed to produce that income must be raised. The Board voted to increase the amount needed to complete American and International Fellowships from \$100,000 to \$200,000 and the funds must be raised in 15 years as opposed to the previous time frame of 20 years. The board also approved an increase for Research & Projects endowments from \$35,000 to \$75,000. The time frame to raise the funds has been changed from 15 years to 10 years. These new levels and times are not retroactive. Endowments and fellowships in process before July 1, 2004 still follow the old amounts and time limits. Those that begin after July 1, 2004 are subject to the new levels and time limits.

For several years, the Eleanor Roosevelt Teacher Fellows program has not been self-sufficient requiring the Foundation to borrow from other sources, most notably the reserves, in order to sustain it. In addition, the number of applicants has not been what was originally conceived or hoped for. The board made the difficult decision to put the program on hold for the next two years. Many branches and individuals feel strongly about supporting the Eleanor Roosevelt Teacher Fellowships. I encourage you to continue submitting contributions designated to this fund. The Foundation will reassess it and hopefully reinstate it if there is sufficient funding.

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### VISIT

**WWW.AAUWPA.ORG  
AND  
SIGN UP TO RECEIVE  
KEYSTONER  
VIA THE INTERNET**

**YOU WILL BE NOTIFIED  
BY E-MAIL  
EACH TIME A NEW ISSUE  
IS POSTED**

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**FOR HELP WITH BYLAWS CONTACT  
WENDY ARMOUR-DICKINSON AT  
WARMOURDICKINSON@HOTMAIL.COM**

**THANKS!**

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Deadline for the next issue of *Keystoner* is November 3, 2004

# AAUW NEW ENGLAND REGIONAL CONFERENCE

October 16, 2004  
Wellesley College Club  
Wellesley, Massachusetts

Theme: Purpose, Empowerment, Progress

8:00-8:45	Registration/Continental Breakfast
8:45	Conference Welcome – Marcelline Barron, New England Regional Director
9:00	Power Breakfast: "High School Sports and Young Adult Women's Sexual Behavior" Keynote Speaker: Dr. Sumru Erkut, Associate Director & Senior Scientist Center For Research on Women Wellesley College
10:00	Break
10:15-11:30	Workshops      Leading With Confidence – Making the Tough Decisions (Pam Collins – At Large Association Bd Member) Educational Foundation – Then and Now
11:30-1:00	Lunch with an Educational Foundation Fellow
1:00-2:15	Membership Dialogue – Jeanette Phillips and Hollie Bagley Chair and Member Association Membership Committee
2:15-3:00	Town Hall – Collins, Barron, Phillips, D'Alessio
3:00	Adjournment of Conference
3:00-4:30	State Board Meetings (as needed) (Some State Board Meetings will have occurred Friday evening.)

**Housing:** Mention AAUW when you call the Courtyard Marriott Natick 1-800-321-2211 or 1-508-655-6100. A limited number of rooms will be held at the \$109.00 rate plus 9.7% tax.

## Registration Information (Please Print)

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

Telephone: Day \_\_\_\_\_ Evening \_\_\_\_\_ Email \_\_\_\_\_

State or Branch Position \_\_\_\_\_

Registration Fees: Postmarked by September 24, 2004 \$65.00

Includes Saturday breakfast and lunch

Postmarked after September 24, 2004 \$80.00

Send check with registration form to: Marcelline A. Barron, PO Box 320307, Fairfield, CT 06825-0307

## DIRECTIONS TO WELLESLEY COLLEGE CLUB

*From points North*

T

Drive to

the golf course (light number 10) and the College Club is the first building on the left.

*From Boston*

T

and follow directions above.

*From the West*

Take Massachusetts Turnpike (Route 90) to Exit 14 (Weston). Go south on Route 128 (Interstate 95) for ½ mile to Route 16 West (exit 22-21B) and follow directions above.

*From the South*

Route 128 (Interstate 95) North to Route 16 West (exit 22-21B) and follow directions above.

## DIRECTIONS TO HOTEL (Courtyard Marriott Boston/Natick 342 Speen St.)

**From Boston:** Take the Mass Pike West. Then take exit 13 (Natick) and after the toll booth, bear a left onto Rte.30. At the first light take a right onto Speen St. The hotel is on your right.

**From the West:** Take the Mass Pike East. Then take exit 13 (Natick) and after the toll booth, bear a left onto Rte 30. At the first light, take a right onto Speen St. The hotel is on your right.