



AMERICAN
ASSOCIATION OF
UNIVERSITY
WOMEN

IOWA *initiative*

Volume 76, Issue 3, Summer 2004

The American Association of University Women promotes education and equity for all women and girls, life-long education and positive societal change.



ANNUAL MEETING, April 24, 2004 -- Dorothy Johnson, Cedar Rapids AAUW branch, 50-year honoree; Marlene Reynolds, President Pro-Tem, who planned the State Meeting as Program Vice President, then stepped in as President; Debra Marquart, author and poet, who was keynote speaker at the Annual Meeting; and Vicki Hibbert, elected Program Vice President, 2004-2005 enjoy visiting with the speaker after her monologue at the meeting.

Annual Meeting Highlights Culture Shift, Gender Equity and Public Policy Issues

The Annual Meeting at Hotel Fort Des Moines on April 25th was excellent. Here are several highlights of the day: Keynoter Mary Jo Kane noted that there has been a fundamental cultural shift since the passage Title IX in 1972 when more money was spent on hockey sticks at some universities than on women's athletics. In one generation women have gone from hoping that there is an athletic team to hoping that they make the team! Kane noted that assertions that schools are forced to drop men's sports to comply with Title IX are rarely supported by empirical evidence.

Author Debra Marquart was both mesmerizing and funny as she told about going from rebellious farm girl, to a musician in a rock band, to becoming an instructor in creative writing at ISU.

Breakout sessions were enlightening and engaging. Panelists on the topics of gender identity issues, diversity of cultural origin or ethnic background, and public policy were enlightening, passionate and engrossing.

The "Child Care Lasts a Lifetime" project undertaken by the Extension Service at ISU is ready for implementation. AAUW will be further involved in framing the issue and dissemination of materials and connecting parents to workshops.

Baskets to benefit EF and LAF were beautiful, food was delicious and discussion was stimulating. Thanks to all who attended this fulfilling conference.

50 Year AAUW Members Honored at Annual Meeting

Nine Iowa women were honored at the annual day for their 50-year membership and dedication to AAUW and the ideals of education for women. Awards and gifts were presented to Dorothy Johnson of the Cedar Rapids branch and Gertrude Woodworth of the Council Bluffs branch at the luncheon. Lena Faigle of Keokuk, Marjorie Harvey of Davenport, Leila Inskeep of Keokuk, Marietta K. Southwood of Davenport, Dorothy J. White of Cedar Rapids, and Betty J. Vornbrock of Iowa City were mailed certificates and gifts in the mail for branch presentations. Josephine Dykeman was posthumously honored with a certificate going to her family.

AAUW of IOWA CALENDAR 2004-2005

2004

- Sept. 18:** IA-AAUW Fall Board Meeting, Clive Library, Clive, Iowa 9-4:30
- Oct. 9:** Fall Meeting with Branch Leaders, Ames, ISU 4-H Youth Bldg., Pioneer Room
- Oct. 23:** Fall Meeting with Branch Leaders Cedar Rapids, Coe College, Hickok Hall, Room 102

2005

- Jan. 15:** IA-AAUW Winter Board Meeting, Marshalltown, Iowa, 9-4:30
- Jan. 29:** Snow Date for Winter Bd. Mtg.
- Feb. 7:** *initiative* Deadline -- All items to Joan Thompson, editor
- Mar. 14:** *initiative* projected publication date
- Apr. 10:** Registration deadline for Annual Meeting
- Apr. 22:** IA-AAUW Spring Board Meeting, US Cellular Center, Crowne Plaza, Cedar Rapids, Iowa
- Apr. 23:** **Annual Meeting, US Cellular Center, Crowne Plaza, Cedar Rapids, Iowa**
- May 9:** *initiative* Deadline -- All items to Joan Thompson, editor
- June 7:** *initiative* projected publication date
- June 24-27:** **Association Convention, Washington, D.C.**
- July 1:** Dues deadline -- Branches report dues to Association

Change, Change, Change

By Florine Swanson

Upper Midwest Regional Director



Florine Swanson

“The only constant in today’s world is change”. This is the trademark of any business or organization and it keeps coming faster and faster.

That is certainly the case for AAUW as well. This spring’s Association Board meeting and Educational Foundation Board meetings brought with them tremendous changes with potential for long lasting impact.

At the Association, the key operative word was the budget! For numerous years the budget had continued to eat away at the reserves. The goal each biennium was to increase membership and find additional non-dues revenue. In each case neither of these goals were being reached. At the same time even though expenses were held in line, they exceeded income. Finally this winter the board did the fiduciary responsible thing and worked to bring expenditures back into line with income. This required down sizing of staff and other cost saving measures that included board members as well as Regional Directors picking up more of their own expenses. This helped to bring in line this year’s budget.

In order to prepare a balanced budget for next year, even more drastic cuts were approved by the board. The most significant, in my mind, is the elimination of dues to the International Federation of University Women. Dues have been \$200,000 annually for the AAUW membership. IFUW is proposing a 50% increase in dues at the triennium conference in Perth, Australia in August. This would have increased the Association dues even more depending upon further negotiations. AAUW has always cared about international programs and in fact initiated IFUW in 1919.

As I prepare this message women throughout the United States are gathering funds to show their good faith in continuing to support IFUW. If you are an internationalist and wish to maintain IFUW as an organization, contributions can be mailed to The Interim Committee for IFUW, 1336 Dasher Lane, Reston, Virginia 20190.

Other changes include putting on hold the Leader on Loan program to states. As your Regional Director I will be putting together an Upper Midwest Leader on Loan program. This will include outstanding women in the region who have the capability to represent one or more aspects of the Association program. Each state will cover the costs for the use of the LOL.

The 21st Century recognition program of branches has been eliminated. Each state will determine their own recognitions. Congratulations to the Calhoun County and Waterloo Branches for their Gold recognition and to the Council Bluffs branch for their Silver recognition this year. If you have an opinion on recognition programs for branches, please share with members of your state board.

The Educational Foundation Board has also made a number of major decisions. The Eleanor Roosevelt Teacher’s Fellowship program has been suspended this year and next based on the decreasing number and quality of applications. A complete review of the program will be undertaken. For many members this is their favorite Foundation fund. Contributions to the Eleanor Roosevelt Fund are still important. This is the fund that makes possible the outstanding research that AAUW has undertaken in the past decade, including the most recent, “Under the Microscope.” The visibility of our research has made AAUW a recognizable and credible organization for equity for women and girls.

In addition the Educational Foundation has increased the endowment levels for the Fellowships. International and American Fellowships will increase from \$100,000 to \$200,000. Research and Project Grants will increase from \$35,000 to \$75,000. These increases more accurately reflect the necessary corpus needed to support the fellowships and grants awarded. More and more states are now supporting a single piece of research or a single program of the Foundation instead of creating new endowments.

The Educational Foundation is also looking at the most effective use of the AAUW Building. Considerations include leasing out more space to others, selling the building and buying a new location or selling the building and leasing space.

The final member of the three corporations is the Legal Advocacy Fund. With limited operational dollars the LAF board unanimously approved a request to the Educational Foundation to pursue a merger that would then become a Limited Liability Corporation (LLC). Thus there will be no elections for the LAF Board positions at the 2005 National Convention. Currently the merger is awaiting approval by the IRS and a committee has been appointed to pursue the necessary structure. The outstanding work of the Legal Advocacy Fund will still go on but under a different operational structure.

This is your organization. It has always been a grass-roots driven organization with member’s voices making a difference. Get involved and let your opinions be known. As your Regional Director I look forward to hearing your concerns and wishes.

Wishing you an outstanding year ahead – increased membership, great programs, action projects that impact your communities, political involvement in an election year, super fundraising efforts, and most of all fellowship, friendship and fun!

Meet New Board Members

Vicki Hibbert...

Vicki Hibbert, Program Vice President, first became a member of the Fort Dodge AAUW branch in 1993 and was active until she moved in 1999. She is now an AAUW member-at-large from Madison County.

Vicki has been the Director of the Clive Public Library since 1999. From 1993-1999, she was Director of the Ft. Dodge Public Library.

Originally from Mt. Pleasant, she completed a B.A. from Coe College in 1979 and received an M.A. in Library Science in 1982 from the University of Iowa.

She has had classes in mediation training and conflict resolution, is active in the League of Women Voters, Rotary and other organizations. She enjoys reading, walking, antique hunting, travel, gardening, doing redwork and other embroidery.

Vicki says she is very honored to be asked to serve on the Iowa AAUW Board.

Lee Thomas...

Leora (she prefers Lee) Thomas, Treasurer, joined AAUW in the the 1960' s when her children were small. She says, "except for those terribly busy teen years, I have been a member every year since then."

For several years in the 1990's, she was the communications director for the Des Moines AAUW branch, creating the yearbook and the newsletter. "This was really a fun job and I learned so much!"

Lee graduated from Drake University with a BA in mathematics and education. She taught for two years, but spent most of her working years with Ryder Transportation Services in credit and collections. She managed the accounts receivables during those 20 plus years, she says.

She is still adjusting to retirement in February and the loss of her husband, has worked part time at H & R Block last spring, but has dreams of travel and adventure! Lee Thomas is eager to work with the IA-AAUW Board members as Treasurer.

A Message from the President:

This has been and will be a year of transitions for AAUW-IA. At the annual meeting in April as I was accepting the nomination to become the next state president, I was acutely aware that in the room where I was standing, many women were in the midst of transitions in their own personal and professional lives. I want to tell you why it seemed profound to me and why I proposed "Transitions" for a year-long theme.

"Transitions": Last winter the AAUW-IA Board was thrust into a transition. In February, State President Jan Huss resigned and moved to Missouri. Almost simultaneously the Executive Board reluctantly accepted the resignation of Treasurer/President Elect, Jane Meyer. In true leadership style Marlene Reynolds, Vice President Program, stepped in to lead AAUW-IA for the remainder of the term. Marlene called an emergency meeting of the Executive Board in March when several decisions were made to expedite the continuation of operations and coordination of the annual meeting scheduled for April 25th.

"Transitions" resounded with me on three levels. On a personal level I was dealing with all of the turmoil brought about by my own divorce in January. Secondly, on a professional level it resounded with me as I returned to "active service" as state president after being less active for two years. "Transitions" resounded with me on a third interpersonal level that day as I visited with women during the annual meeting. It was like a defining moment, knowing that I was not alone in that room! Each one there had been or was in the midst of a transition. Whether welcomed or unwanted, transitions bring changes, uncertainty and turbulence that often become the stimulus for growth!

The month following the annual meeting was a blur of conferences and workshops. June 4-6th I attended the Upper Midwest Regional Conference in Rochester, MN. From June 17-20th, Marlene Reynolds (in her new role as EF Director) and I attended a Leadership Conference in Washington D.C. June 25-26th the State Board met for a retreat at Wesley Woods Conference Center near Indianola.

Leadership at the state level is now solidly in place with a capable, committed and energized team of officers and appointed chairs. There are several other appointments pending and candidates may contact me to volunteer for those positions.

Plans are unfolding for a productive and fulfilling year at the state level. During the retreat we mapped out a plan that focuses on connecting with every branch so that you will have the opportunity to share in decision-making throughout the coming year. Branches are invited to adopt "Transitions" as a theme, or sub-theme as well. Face those challenges head-on! Identify the strengths, weaknesses, actions and time-lines for action (SWAT). It is a wave that will take us far.

"Transitions": An Opportunity for "Looking at the Past" and "Being in the Future". Hold that thought! It will carry us on -- to the next phase of our journey!

Sue Bullard Jorgensen



Sue Jorgensen

Thank You To Those Who "Stepped Up To The Plate"!

During the transition of the past six months several people were key to the smooth transition: Nancy Nichols took responsibility to the extreme, Florine Swanson, newly appointed Regional Director, has been a valuable resource, Mary Beth Schroeder Francek, stepped in as treasurer in the interim, Irene Dodder and Jeanne Warning offered unwavering support, JoAnne Cook assisted by recommending an accountant for the treasurer position, Leora Thomas accepted the role as treasurer, and most of all Marlene Reynolds made executive decisions at a crucial time.

EDUCATIONAL FOUNDATION ANNUAL REPORT

By Pat Higby, retiring EF Director

Many individuals and Iowa branches contributed significantly to the Educational Foundation this membership year. Reports from the Association show several significant contributions: Des Moines branch \$4449 - composed of individual branch member donations, including those of Mary Grefe and Alice McKee (\$1000 +), Jean Williams (\$500-\$1000). Florine Swanson of the Clarion branch donated in the \$500-\$1000 category. Oskaloosa Branch Book Fair raised a donation of \$2100. Keokuk Branch Book Fair raised a donation of \$1500. The Cedar Falls Branch "Spice of Life Cookbook" combined with other activities raised a donation of \$2775. Cedar Rapids branch \$2020, Ames branch \$1620, Charles City \$1500, Fort Dodge \$920 and Ottumwa \$695.

The 2003-2004 funds contributed by the branches and individual branch members of AAUW-IA were designated to complete the funding of the Florine Swanson Research and Project Grant. Congratulations on jobs well done!

Legal Advocacy Fund Update

by Sandra Keist, State LAF Liaison

The Legal Advocacy Fund has awarded \$1,000 to support 100 cases supporting plaintiffs in equity and gender discrimination cases in the academia. LAF needs our help this year, so think seriously about your contribution. To read more about cases go to <http://www.aauw.ort/about/newsroom>.

We are in the middle of the fiscal year and fall is time to tell members about the Legal Advocacy Fund and its work. The fund raising campaign ends December 31st for this year. Each branch LAF chair should collect branch contributions and send them directly to the national AAUW office. A target amount per member is \$5. You can change this to suit your membership. There is a contribution form on the AAUW webpage. Look under LAF and then forms. You need to fill out the information requested including your branch ID number. This number can be found in your branch checking account and on your printed checks.

As part of budget trimming LAF has become a Limited Liability Corporation within the Educational Foundation rather than a separate corporation. LAF will continue to support selected cases and there are sufficient funds to do so, however there will not be any Plaintiff Travel Grants this year.

Useful Tools: The new Legal Advocacy Fund Tool Kit is available to download from the AAUW website. All LAF Liaisons should have this; besides informing you about your role, the kit gives ideas for programming. The Progress in Equity (PIE) Award poster for 2004 is available on the website at <http://www.aauw.org/laf/pie/PiePoster.pdf>.

YOUNG LEADERS CONFERENCE

By Pat Higby, retiring EF Director

Five terrific young women were AAUW-IA's representatives at the National Conference for College Women Student Leaders held in Washington, DC in June. The financial support required to send these students was as follows: UNI financed two students, Iowa State sent one student, and the AAUW-IA branch members, board members, and Regional Director together, supported two of the leaders.

The participants were: *Jenny Rokes from Dike, Iowa, a UNI junior majoring in History Education.* She is the student representative on the Iowa Board of Regents. *Lorelle Curry from Houston, Texas, a UNI Junior Political Science major,* who is active in SAVE (Students Against a Violent Environment), Amnesty International, and Students for Social Justice and Gender Equity Association. *Jennifer Joseph-Morris from Gary, Indiana, a Freshman UNI Biology-Biomedical Emphasis major,* who served as House Senator for Bartlett Hall and will be a resident assistant next year. *Ashley Hartkemeyer from Cedar Rapids, Iowa, Junior History Education major,* who is a member of the Executive Leadership branch of NISG, a Big Sister with Black Hawk County Big Brothers/Big Sisters, and has been a residence hall officer. *Ashley Glade from Guthrie County, Iowa, a ISU Senior,* who was named to be co-chair of Veisha, and as a 4-Her served on the Iowa 4-H Foundation Board.

This is an ethnically diverse group of outstanding women student leaders who were thrilled at the opportunity to participate in the Student Leaders Conference. AAUW-IA is proud to have them as our representatives! Nancy Rustad recently spoke of the contributions they have already made to leadership within AAUW. Investing in leadership training for young women reaps huge benefits for future generations!

Meet Our Upper Midwest Regional Director 2004-2005...

Florine Swanson recently accepted an appointment as Upper Midwest Regional Director following the resignation of Pat Nuss. Florine has had a long-standing career of volunteer service to The American Association of University Women beginning in 1965 when she joined and became a Life Member of the Clarion, IA branch.



Florine Swanson

Since then she has been active on all levels of AAUW - attending 11 Association Conventions and 9 Upper Midwest Regional Conferences. At the branch level Florine held several offices including: President, Program Vice President, E.F. Vice President and others.

At the State level she held many positions on the board before becoming AAUW-IA President from 1984-1986 and Vice President of Program from 1982-84. Florine then moved on to the Association level serving on the Research and Projects Committee of EF from 1989-1995, as Chair 1992-1995. She then served on the Educational Foundation Board and the Development Committee from 1995-1998. Florine was the recipient of two Named Gifts to the Educational Foundation and a named Research and Development which was completed in 2003.

Professionally, Florine Swanson is employed as the Executive Director of the Iowa 4-H Foundation, a position which she has held since 1987.

She lives on a farm with her husband near Galt, Iowa.

Dr. Jacqueline S. Litt from Iowa State University Presented 2004 Distinguished Faculty Award at Annual Meeting

Jacquelyn S. Litt, Ph.D., Sociology, University of Pennsylvania, Acting Director of the Women's Studies Program at Iowa State University and Associate Professor of Sociology, at Iowa State University, was the recipient of the Iowa American Association of University Women 2004 Distinguished Faculty Award, at the Annual meeting on April 24, 2004.

"My goal in teaching is to engage students in scholarship that develops new ways of understanding the social world and to provide them the analytical tools to do," Dr. Litt's says in her teaching portfolio.

Colleagues of Dr. Litt write that many women at Iowa State University are affected by changes that are the result of her leadership. Her revision of the Women's Studies Course transformed the course. As chair of the Provost's Advisory Committee on the Arrival of Children Policy she has helped shape leave policies and child care. Dr. Litt has been published in various journals, chaired numerous committees, received many grants and fellowships and won many honors. Dr. Litt is honored for her role as an exemplary role model for positive societal change!

By-Laws Report from your State By-laws Chair

Thanks to the 22 Branches who have responded to my email or letter request. I have certified and mailed the report to the Association that your by-laws are in compliance.

The following Branches need only to let me know if they have updated their by-laws since 2002. Most of you have not updated and I have copies of all Branch by-laws in the state file. I just need to hear from you that the Branch by-laws I have on file haven't changed. Let me hear from: Cherokee, Clarinda, Clinton, Davenport-Bettendorf, Decorah, Denison, Great Lakes, Grundy Center, Harlan, Knoxville, Maquoketa Area, Muscatine, Palo Alto County, Washington, Waterloo, Wayne County, Webster City.

Thanks. Marilyn Bowman, 319-378-1444,
mbovanacr@mchsi.com, 3909 N. Willowbend Rd NE,
Cedar Rapids, IA 52411

Today is the Day to Involve New Members and Energize All Members

by Irene Dodder, Membership Vice President

Today each branch can recruit and reach out to new members. Energized membership is critical to the future of AAUW. The membership year begins July 1.

Now is the time to give new college graduate a free membership. The **Give a Grad a Gift** is being offered again this year. Membership forms and sign up are available online from the Association. The Association gives At Large membership to **Give a Grad a Gift** members. Iowa AAUW will extend free state membership for one year. Please notify the Iowa AAUW treasurer of the Give-a-Grad-a Gift members and addresses so the new Give a Grad a Gift members can receive the state mailings. Branches have the option of granting the local branch membership dues for the first year. Contact the recent graduates from your local college and offer the membership. An informal meeting with information about AAUW and network opportunities will be enriching for the new graduate.

Today reach out to the newly retired woman who now wants community and national involvement. The Voter Education events are a natural for politically involved women to find their voices through AAUW issues. Carry AAUW membership forms in your purse at all times. New members are waiting to become a part of an issues driven organization. Today plan the recruiting tea or event where women are invited to learn more about AAUW policies and purpose. Plan to invite the newly hired teachers who are moving into your community. Remember to involve men as members. Many fathers are eager to back issues for educating their daughters. As branch leaders, be certain that new members are given meaningful opportunities for input into the branch.

Contact the state AAUW membership chairman with any questions, requests, and interest in beginning new branches within Iowa. Membership can grow! Irene Dodder, 712-328-3206 or idodder01@cox.net.

HOW BRANCHES CAN HELP EDUCATE VOTERS AND GET OUT THE VOTE IN 2004

By Vicki Hibbert

There are several ways local branches can do voter campaigns by helping to get out the vote, helping at the polls or educating people about voting.

Since other service and education groups as well as some government agencies also do voter campaigns a local Branch may want to partner with one of them to address a need in their community.

A good place to start in determining what is needed in your community is to contact the local commissioner of elections for your area. The commissioner of elections is always the local county auditor and he or she can advise you on what is being done in your area to provide general voter awareness education, to educate voters about candidates, to assist with absentee voting, getting ballots to overseas citizens, voter registration efforts including registrations of minorities, assisting at the polls on election day and any other topics related to voters and elections in your community.

County auditors can also often tell you what other groups in your area are doing with regard to voter campaigns. If a Branch wishes to assist at the polls, assist with voter registrations, absentee balloting or other areas directly pertaining to voting it is very important to contact the county auditor.

Other groups that may be involved in voter campaigns with whom a local branch might partner include the League of Women Voters, local Chambers of Commerce and Toastmasters. The League of Women Voters of course has long experience in voter campaigns. In some areas of Iowa local Chambers and/or Toastmasters groups also are involved in voter campaigns – especially in hosting candidates' forums.

A statewide agency that can provide a wealth of educational information to your local branch to help it with voter campaigns is the Iowa Secretary of State's Office. Miriam Tyson in that office is in charge of voter outreach. She can be reached at 515-281-8367. There is also very good information about various aspects of voter campaigns on the Secretary of State's web site <http://www.sos.state.ia.us>

The Secretary of State's Office will also provide programs about voter awareness in local communities at no charge. To book this program for a branch program or to arrange for your branch to sponsor it for your community contact Ms. Tyson at the above number. Either she or Secretary of State Culver will do the voter awareness program in your community for groups as few as twenty and of course for larger groups - all at no charge.

ADDITIONAL VOTER EDUCATION MATERIALS AVAILABLE:

Contact Sue Jorgensen for the Voting Record of the 108th Congress and other voter education materials at ejorg04@juno.com, or call 319-363-3138.

Public Policy: a Workshop at the Leadership Conference

Reported by Sue Jorgensen

You as an educated woman and member of AAUW are an opinion leader! AAUW takes a position on specific issues based on our mission, policies and research. Our role as an organization is to be both rational and passionate and politicians know that we influence a host of others. During the recent Leadership Conference, Lisa Maatz, AAUW Lobbyist, told us that there would be a gaping hole if AAUW was not "at the table".

Maatz reported on accomplishments and defeats with the 108th Congress.

During the week of the conference, gender was added to the Hate Crimes Bill with 65:33 votes. She noted that sometimes AAUW fights to make a bill "less bad", but this bill passed the senate and now goes on to the house.

Title IX was reaffirmed. Once the process went public it was met by a large coalition of bipartisan women and massive grassroots efforts. Lisa appeared on CNN and women in Washington reported that her interview "galvanized" people. People called AAUW to find out how to join AAUW.

Public Education experienced a severe blow when vouchers lost in the house and were rolled into a budget package along with overtime pay and passed 209:209 in the senate. Parents are now getting vouchers in D.C. Ironically that money can be spent at the parents' discretion and might not be spent on the child's education.

The Prescription Drug Package is an economic security issue for women and their daughters because it is inadequate. Cards can be used only for name brand drugs and the bill does not allow for block negotiations to lower prices.

AAUW's public policy targets education, economic security, health care and civil rights. Those most likely to vote are seniors, educated and higher income people, religious groups, Caucasian, rural and suburban. Those least likely to vote are single, minority women, and young people. Unregistered prospective voters are out there waiting to be contacted (and educated) by you and me.

Successful practices

Winner of Iowa AAUW Grant

Algona Branch Collaborates for Success

Algona AAUW is a small branch of 29 members and few discretionary funds, but has found great power in collaborating with other groups. Perhaps other branches could also take the opportunity to do important work in their community by working with like-minded organizations.

“What Women Need to Know Expo” was instigated and carried out by a coalition including the Algona AAUW branch, Kossuth Regional Health Center, Iowa State University Extension, Department of Human Services, Family Crisis Center of North Iowa, and Soroptimist International of Algona. This was a two-day event in September with speakers on the half hour, displays, and lunch on Saturday. There were about 100 in attendance throughout the expo and the branch gained two new members during the event. Part of our funding came from a \$250 grant from the Iowa AAUW.

Other collaborative events the Algona branch held this year were candidate forums with the Algona Public Library. The Library furnished the place and the branch members did the rest. Later, they added a new group, Leadership Kossuth County, and taught them to run a candidate’s forum at the library.

“Networking: Women Working Together”, became a reality in April when they worked with Soroptimist International and Algona Publishing Company to:

1. Create a directory of all women who own, manage or are CEO’s of businesses in the area,
2. Planned a section in the newspaper featuring five women business owners,
3. Held an evening even (5-7p.m.) with a keynote speaker, a panel of speakers and an awards ceremony.

It is hoped that this new event can be continued annually with the business owners taking over much of the planning.

This small branch also held an AAUW Used Book Sale as a part of the Annual Algona Craft Sale, making \$1,000 for EF and scholarships and for the second year developed a tour of historic houses and downtown buildings in conjunction with Founders Day in July.

*Information for this article was shared by Jane Nettleton, Algona President.



ALGONA—l. to r. Stacy Besch of Innovations Salon and Spa, speaking is Christina Louscher, a therapist in private practice, and to right is Susan Bangert of Great Minds Learning Center, an AAUW member, who chaired the panel of women who discussed their experiences with starting their own businesses in the Women Working with Women Networking Event.

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In principle and practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

Membership is open to all graduates who hold the baccalaureate or higher degree from a regionally accredited college or university.

IOWA *initiative* is published three times a year. We welcome your comments and suggestions. Let us know how we can serve you better, what information or features you would like to see included?

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[www:aauwia.org](http://www.aauwia.org)

Association website:
[www:aauw.org](http://www.aauw.org)

Members-Send address changes to:
AAUW Records Office
1111 16th St. NW
Washington, DC 20036

Or Call HELPLINE
1-800-821-4364

A CALL FOR ALL MEMBERSHIP VICE PRESIDENTS AND BRANCH PRESIDENTS

There are two training sessions scheduled for branch leaders which will be facilitated by members of the state board. Each branch is urged to send two people, the President and Membership Vice Presidents to the nearest location. The first meeting will be October 9th in Ames at ISU Extension 4-H Youth Building, Pioneer Room. The second meeting is scheduled for October 23rd in Cedar Rapids at Coe College

A process that stimulated dialogue regarding AAUW's mission and membership requirements was "field tested" at the summer board meeting. That procedure will be further improved and shared with branch leaders for use in their branches. This will make the process consistent across the state. The goal is for every voice to be heard and all opinions to be honored. Iowa's results will be reported to the Association and incorporated into the decision making process.

ANNOUNCEMENT: Call to All AAUW Members!

Jeanne Warning needs several more volunteers to gather information by conducting 3-4 interviews within the next two months. The findings will be gathered, summarized, and disseminated to the participants, legislators, and decision makers. You can be that link to improved conditions for infants and preschoolers! For more information or to volunteer your services contact: Jeanne Warning, Assistant Director to Families ISU Extension, 101 MacKay Hall, ISU, Ames, IA 50011 Ph: 515-294-6622; FAX: 515-294-1040; Email: jwarning@iastate.edu ; Website: www.extension.iastate.edu/families/

MEMBERSHIP REQUIREMENT DIALOGUE

By Sue Jorgensen

While in Washington D.C. I participated in round table discussions about membership requirements. The dialogue was passionate, open and friendly as we explored various options. Several states involve community partners in projects which opens up participation with others who share our mission. Ultimately we reaffirmed the importance of our mission.

The Iowa *initiative* is printed by Ottumwa Printing, Inc., Ottumwa, Iowa.

IOWA AMERICAN ASSOCIATION OF
UNIVERSITY WOMEN
4308 38th Street
Des Moines, IA 50310

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