



AMERICAN  
ASSOCIATION OF  
UNIVERSITY  
WOMEN

# IOWA *initiative*

Volume 77, Winter 2005

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

## **AAUW-IA State Conference: April 23, 2005**

**Theme: *Our Common Destiny:***

***Local and International Perspectives***

**Place:** The 16th floor of the Crowne Plaza Hotel in downtown Cedar Rapids is a beautiful setting for the 2005 meeting and conference. Spacious rooms provide a panoramic view overlooking the city to the southeast and to the northwest, the Cedar River and hilly residential areas beyond. Accommodations for the hotel are exemplary and there are a limited number of rooms available at the low price of \$79 if you choose to arrive on Friday and stay overnight.

**Focus:** There will be presentations and discussion to find approaches that revitalize branches. Recruiting members, using the Association website, effective teaming and leadership will be topics of the day. We will celebrate our successes, swap ideas, talk about challenges and discuss solutions.

How to reach out to women and girls in our local communities and the international community will be explored. Presentations, discussion and actual networks for establishing links with women in other countries will open many possibilities!



*Scarlett Lunning*

**Overview of day:** The day will begin with a welcome and introductions. "The Many Faces of Leadership", Scarlett Lunning, M.A. will facilitate this interactive workshop to introduce concepts of organizational leadership that helps us be more creative and effective within our branches and have more fun doing it!

"Showcasing Branch Achievements" will be a power point presentation recognizing every branch. This is the opportunity for us to applaud branches for their successful projects and activities. A spin-off of the recognition ceremony will be networking between branches at luncheon round table discussion. Each person will choose a table with the topic of interest such as: attracting prospective members, specific action projects, how to reinvent your branch, etc.

**The Annual Business Meeting** will include a vote on the proposed revision of the bylaws, a report from the nominations committee, election of the President Elect, and reports from our Regional Director on changes at the Association level, in addition to the usual business.

**"Our Common Destiny: Local and Global Perspectives"** features Kathleen Wood Laurila, Vice President of the International Federation of University Women, and Florine Swanson, Board Member of Virginia Gildersleeve International Fund. It will be interesting to learn about these organizations and how they improve conditions for women and girls in many countries. This could lead to an international project for your branch!

### ***Break Out Sessions:***

**Make Leadership Work for You!** Branch leaders were surveyed and this is what you want to talk about. Mary Ann Ahrens will facilitate dialogue and sharing of practice ways to make your role easier. Jeanne Warning will be computer ready to help anyone wanting to access the Association website for specific information.

**Accept the "Call to Act" on the Issue of Bullying.** Aaron Green "speaks from the trenches" about bullying and what parents and educators can do to prevent it and how to intervene when it happens.

**"Spirit of Women"** As a woman, you're already a member of a select sisterhood. Mona Sonkens from St. Luke's Women's Health Center will share techniques and resources to take that privilege a step further by nurturing yourself and others.

## A Few of my Favorite Things!

Benefit the Educational Foundation and/or the Legal Advocacy Fund by creating one or more baskets to be silently auctioned off at the Annual Conference. Try to make them the height of a perfect table center piece and have a value of around \$15 to \$30 at silent auction.

A theme is fun so we propose the theme, "A Few of my Favorite Things!" Now get your creative brains around that and have fun with it!

During the morning registration at the hotel, we will be at the luncheon dining room, to register each basket in a master file and help with the placing of the baskets. The bid slips will be available there and will have a place for you to indicate the donor branch, the opening bid, the minimum bid jump, and to which fund you wish the winning bid be donated.

Naming your baskets can be fun and add to the baskets attraction. Edibles, wearables, readables, whateverables...you create it and members will bid to buy it! This activity is becoming a tradition at our annual meeting and always adds to our enjoyment of the day.

Marlene Reynolds  
Educational Foundation Director  
AAUW-IA

Sandy Keist  
Legal Advocacy Fund Director  
AAUW-IA

## By Laws Note:

We will be voting on revised state by laws at the annual meeting. We will need a majority of branches in attendance to approve this revision. Please strongly consider sending a branch representative so we can complete changes that are needed. Thanks.

Please bring the copy of the AAUW By Laws from *initiative* to the meeting.

- Marilyn Bowman

## Branch Certification

As by laws director I am happy to report all branches in Iowa have been certified. It took longer than I had hoped, a little pleading and some reminders, but the process is completed and we can all pat ourselves on the back.

All branch by laws are filed (hard copies) in the state file. If you are contemplating by laws revisions, I encourage you to go to the Association website where you will find a sample branch by laws with room to individualize. Contact me with questions, too.

Getting your branch by laws on computer with back up disks seems daunting but would sure make revisions easy in the future.

Thanks for your efforts.

- Marilyn Bowman

## Iowa Branch Achievement Showcase!!

Iowa's Branch achievements will be showcased at the Annual State Conference in Cedar Rapids, Iowa on April 23, 2005. A power point presentation including text and photos will be shown at the meeting and will be posted on our state web site.

The goal is for your branch achievements to achieve recognition with a minimal amount of effort. Only one or two goals are necessary.

These are examples of achievements we hope to see: a successful membership campaign, participating in "Child Care Lasts a Lifetime", an LAF initiative, EF fundraising, a voter registration project, community service project, co-sponsoring an event, planning a conference, a Sister to Sister meeting, reinventing your branch (changing of meeting times, location, trying new ways of doing "old" programs, etc.), your celebrated website, a terrific newsletter, you name it!

For your branch to be included follow this procedure:

1. Choose one or two of your branch goals that reflect the AAUW mission statement.
2. Select activities that were successful and generated visibility.
3. Include a 1 to 3 page description. This could be from your newsletter, from your website or an essay format.
4. (Optional) Include pictures and examples which would greatly enhance the power point display.
5. Submit before March 30th to Sue Jorgensen, 1517 Whitters Way NW, Cedar Rapids, IA 52405 or email to: [ejorg04@juno.com](mailto:ejorg04@juno.com).
6. Anticipate seeing your branch showcased in a state-of-the-art power point display!

## Iowa Sister States Program an International Link

Information provided by Kathleen Laurila Wood, Vice President of IFUW



Kathleen Wood Laurila

Want to broaden your vistas? The opportunity is available! Branches can become involved in international partnerships. According to Kathleen Wood Laurila, in 1992 links between several states in the U.S. and foreign countries were established. Several partnerships are still very active such as between AAUW-WI and the Netherlands and a Canadian branch has made it a 3-country partnership. The initial catalyst for Sister States was through the efforts of Pat Oberg of AAUW-CA when California hosted the International Federation of University Women (IFUW) conference in 1992. Mary Ann Ahrens recalls that several women from Sri Lanka visited in Iowa during her term as AAUW-IA president. In fact, Central America is active in IFUW and opportunities could be established with a close neighbor. A more detailed explanation of how to pursue this is available. To request email: [ejorg04@juno.com](mailto:ejorg04@juno.com).

## CANDIDATE FOR 2005-06 PRESIDENT-ELECT

Delegates to the 2005 Iowa Annual Meeting will have an opportunity to elect the 2005-06 AAUW of Iowa President-Elect. The Nominating Committee has recruited Dr. Janet Heinicke from Indianola as a candidate for this position. Dr. Heinicke has been very active in AAUW from the branch through the international level.

Her knowledge, experience, administrative skills, and commitment to equity are tremendous assets to a state presidency. The president-elect serves for one year. During this time she prepares for her two-year term as state president beginning in 2006.

Nominating Committee:

Mary Ann Ahrens, Waverly; Chair

Norma Coret, Woodbine

Sally Emerson, Clarion

Louise Conklin, Waterloo

Judy Beisch, Ottumwa



Janet Heinicke

### Meet Jan Heinicke, President-Elect

Jan Heinicke, Indianola, Iowa branch, joined the Iowa Board of AAUW after an absence of 15 years. (Formerly she served the Iowa board as editor of the state newsletter, as program development chairman and as college-university representative).

Heinicke came to Iowa from the Metro-Chicago, Illinois, where she had been active also in AAUW. She served the Illinois state AAUW board of directors as Program Vice President, topic chairman, and in a position no longer included, Area Representative for Culture. Heinicke was Regional Director for the Great Lakes region; she also was a member of the Association Board of Directors and chaired the Association's committee for structural revision called Design for the Second Century.

The Heinickes came to Iowa in 1982 when Jan accepted the position of Art Dept. Chairman at Simpson College. At her recent retirement, she was Professor of Art and Doctor of The Fine Arts Division. Under her leadership, Simpson developed a Status of Women Commission.

Jan's degrees include a doctoral degree in education administration as well as a master of fine arts degree in painting.

Since an Iowa AAUW initiated exchange with women in Russia, Heinicke has devoted herself to international affairs, traveling to both Ukraine, Russia, and Southeast Asia, Japan, China, Malaysia, Cambodia, Vietnam, and the Phillipines. Her focus has been on women, art and international development.

Jan's husband, Ray, is a nutritionist and pet food technologist and a 'semi-retired' consultant. The family includes five adult children.

## A Message from the President...

### *Our Common Destiny*

*Women wear many hats! Does that sound familiar? Indeed, it is a reoccurring theme that we heard from our mothers and it remains so true! Our branches and the work each one is doing reflect how it is that we respond to the needs of our families and communities. On the home front your mission is probably clear, but the larger community is beyond the scope of a single individual.*



Sue Jorgensen

*Every day in each of our living rooms we view the world community and are constantly reminded that equity is not a reality for a vast number of people. As individuals we cannot make a dent in the oppression, tragedies and inequities that are happening to women and girls. So, how can we in Iowa improve conditions for our sisters in our own communities and also reach out to affect the destiny of women who live on the other side of the world? What happens in the world community, to those women so far away, ultimately affects you and me. We are compelled to respond to their needs. We share a common destiny.*

*To be effective we need strong branches. One of the highlights of the meeting will be an interactive workshop that emphasizes the gifts that each person brings to your organization. From this you will take home practical ways to reenergize your team. "Showcasing Branch Achievements" will help you identify which branches are doing projects that interest you. During lunch you will have a chance to swap ideas with those people. I want you to gather ideas and practical tools that you can use right away when you return home.*

*Kathleen Wood Laurila and Florine Swanson will be here to discuss how your branch can form links with a branch in another country. Opportunities include communication with our counterparts, joint projects, visits; the rewards are endless!*

*I promise that you will have fun while you absorb knowledge and learn how to increase the effectiveness of your own branch and AAUW-IA. I am so excited to have this meeting in Cedar Rapids. Welcome to my hometown!*

Sue Bullard Jorgensen  
ejorg04@juno.com



## Distinguished Faculty Award Call

The Iowa Association of University Women has issued its call for nominations for the 2005 "Distinguished Faculty Award". The award, to be presented at the organization's Annual Meeting, April 23rd, in Cedar Rapids, is given to a woman faculty member who has contributed in an outstanding way toward gender equity on the campus. Nominations may be submitted for either 'emerging' scholars or for a branch member living in a community in which a college or university is located, encourage your college administration to submit such a nomination.

**The deadline for submissions is March 30th.** These nominations should be submitted to Dr. Janet Heinicke, 1302 West Boston Avenue, Indianola, IA 50125. The nomination should include three letters of recommendation along with other documents which are identified on the nomination form. For further information, contact Dr. Heinicke.

## The Merger of LAF and EF

During the past several months, members have been made aware of the collaborative effort to combine the Legal Advocacy Fund with the Educational Foundation. This merger was sought by the LAF Board and was accepted by the EF Board.

Both boards (EF and LAF) have met separately and jointly for discussions and research. Consultation with legal and accounting professionals were completed. Both boards have unanimously agreed to a full merger between the EF and LAF. This means that LAF will cease to exist as a separate corporate entity (with an independent board) and that EF will be the surviving corporate entity. The Legal Advocacy Fund will become a fund of the Foundation but will retain its same name. We, as members, will continue to make contributions payable to the "Legal Advocacy Fund".

A special Merger committee has been appointed to complete the negotiation process and work on operational and transition details. Current LAF board members will likely serve the EF board in an advisory capacity for the remainder of their terms through June 30, 2005.

Information for the above was provided in a November 29, 2004 communication from Mary Ellen Smyth, President AAU Educational Foundation and Michelle Warholic Wetherald, President AAUW Legal Advocacy Fund.

As of today (January 10, 2005) the merger process continues forward but has not been completed.

Guest Contributor  
Janet Wettergren, LAF VP  
AAUW of Minnesota



*Florine Swanson*

## Opportunities for AAUW's Future!

Florine Swanson

Upper Midwest Regional Director

In the most challenging of times, we often find new opportunities. It is such a time for AAUW. With declining memberships, decreased revenue from investments, tight budgets and in turn less staff, AAUW is taking a number of bold steps. The first priority is improved communication. Communiqués are being provided weekly to all of the AAUW leadership from national boards and committees to state presidents. This information is often being passed down to state boards and branch presidents.

If you haven't taken time to view the AAUW website lately, put that on your to do list. If you don't read it at least twice a month, you are missing out on many of the activities of your organization. You can also receive e-mail messages with the latest happenings. This works best for me as someone who doesn't remember to go the website regularly. Make sure the Association has your e-mail address to receive.

Association board members share the excitement about improved communication between staff and board members including improved trust and knowledge of each others roles. This is the first biennium to have only two of the Regional Directors on the board, but as one of the non-board Regional Directors, I have been kept informed through daily e-mails and monthly chat-rooms or conference calls.

The Association offices have closed out two floors in preparation of being able to rent out this property and cut their operations overhead.

The Legal Advocacy Fund has been transferred to a limited partner of the Educational Foundation. Current board members of LAF will complete their terms as members of the Advisors of the Fund. New advisors will be approved by the Foundation board as terms come open. The Educational Foundation has committed to placing a high priority on increased fund raising for LAF.

The One in a Million Campaign is underway for the Association to build an endowment to continue AAUW's mission. A special thank you to 15 Iowa members from eleven branches who have already contributed \$120 or more to the campaign.

The goal is for the Association Convention to be a profit center with a long range plan to attract women from outside our membership to attend. If you have never attended the Association Convention, I highly recommend it. I recall as a young member, thinking I would never attend and now I've gone a dozen times. You get to participate in outstanding workshops, hear great speakers, elect your Association officers, and most of all spend time getting to meet wonderful women who become friends for a life time.

I look forward to seeing many of you at the Iowa Annual Meeting in Cedar Rapids on April 23. Your state officers have worked hard at putting together a great program. This is just another way to benefit from your membership. Hopefully every branch will be represented.

Make this your time to take advantage of all of the opportunities AAUW can provide.

## Registration Form:

# AAUW CONFERENCE

April 23, 2005

CROWNE PLAZA FIVE SEASONS HOTEL, Cedar Rapids, Iowa

Conference registration fees include continental breakfast, luncheon and afternoon beverages and snacks.

AAUW Members - \$50.00 • Non-Members - \$60.00

Late Registration (AFTER APRIL 15):

AAUW Members - \$60.00 • Non-Members - \$70.00

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Branch \_\_\_\_\_ Delegate \_\_\_\_\_ Non-Delegate \_\_\_\_\_ 50-Year Member \_\_\_\_\_

Check preference:

Regular lunch \_\_\_\_\_

Vegetarian lunch \_\_\_\_\_

Please mail conference registration with payment to:

AAUW CONFERENCE

% Vicki Hibbert

Iowa Program V.P.

202 East Sycamore St.

St Charles, IA 50240

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### Hotel Accomodations

Guest room rates for conference - \$79.00 single/double rate  
(Plus local sales and hotel taxes = \$88.48 incl. taxes)

Please make your hotel reservation directly with the Crowne Plaza – 1-800-2-CROWNE (800-227-6963).

## Every Member Recruitment Begins Today

Recruitment is just sharing the joy of being an AAUW member! This is not a chore or an obligation; it is just sharing the opportunities. Women and men are waiting to become a part of an organization that is promoting a better future for women and girls. A neighbor, a colleague, a friend interested in the goals and ideals of AAUW is one to share membership today! Invite those people to a meeting! Hold a get-acquainted tea/or golf tee event! Be creative; be active! Invite!

Make an AAUW Affiliate Gift membership your graduation gift to the high school girl in your community. \$17.00 is a step toward a bright future. A call to the local branch in her college town would be a great security network for her.

Actively recruit members of the faculty at the local colleges. They will want to support AAUW Legal Advocacy.

Don't forget your husbands and the men in leadership positions in the community. Make the mayor a member. You would be surprised at the results. My husband, the father of four girls has joined the Council Bluffs Branch. He knows first hand the value of education for women!

AAUW is not just an organization to join just to fill a given date on the calendar, it opens the calendar to the future for women and girls and you are a part of a dynamic opportunity.

If I can help in recruitment of AAUW members in any way, please feel free to contact me.

Irene Dodder, Membership Vice President

## Diversity Grant Award Winner Cedar Falls Branch Honors Native American Women

The culture and accomplishments of Iowa's Native American women and girls was recognized by Cedar Falls AAUW on September 24th and 25th at a Pow Wow held at the University of Northern Iowa. With the aid of a state Diversity Grant, Cedar Falls AAUW contributed to the gifts received by the winners of the women's and girl's dance competitions.

AAUW was recognized during the sponsor's dance, when representatives of contributing organization danced around the floor, shaking hands with each of the contestants. Pat Higby danced for AAUW, and was very impressed with the response of the dancers. They were very appreciative of all the sponsors.



(Left) Pat Higby, Cedar Falls AAUW branch member, hands an award to Pow Wow participant. (Right) Native American girls dance at the Pow Wow.

AAUW was also recognized as the winners were announced, and Pat Higby assisted with the distribution of prizes. Members of the branch staffed a display during the competition to help the public understand the mission of AAUW. It was a fantastic experience, and Cedar Falls AAUW looks forward to participating again next year.

### 2005 AAUW of IOWA CALENDAR

- April 15:** Registration deadline. Annual Meeting
- April 22:** IA AAUW Board Meeting
- April 23:** Annual Meeting, 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.

## Update: Child Care Lasts A Lifetime CAMPAIGN

The *Child Care Lasts A Lifetime* Campaign, a collaborative effort between AAUW, Iowa Association of Family and Consumer Sciences and ISU Extension to Families is moving right along.....through the three phases as planned. The awareness phase, distribution of bookmarks, posters, media, etc is ongoing. We are in the midst of the educational phase, offering to communities an educational presentation which identifies characteristics of quality child care. Next, is the public policy phase - convening and hosting community dialogues to explore various public policy approaches.

AAUW branches will soon be invited, along with other collaborators, to consider convening and hosting a forum in your respective community sometime in early fall, 2005. There is special grant funding to help support forums in up to 10 communities.

The ten communities will be selected according to the following criteria:

- strong interest in improving the quality of child care in your community/county
- sites that are geographically dispersed across Iowa
- mix of rural and urban communities
- willingness to invite individuals, representing a diverse set of perspectives, to a community forum

More detailed information will be sent soon to AAUW Presidents so that branches can determine their interest in convening and hosting a forum as a potential fall project.

## Progress In Equity Award to be Given by AAUW Legal Advocacy Fund

Each year the AAUW Legal Advocacy Fund's Progress in Equity Award recognizes a college or university program that has resulted in significant progress for women on campus. Recipients receive a stipend of up to \$10,000 and public recognition throughout their communities, campus, and AAUW.

The AAUW Legal Advocacy Fund would like you to post information for the 2005 Progress in Equity Award around your community, in order to make the information available to local colleges and universities. If this is possible, please go to <http://www.aauw.org/laf/pie/index.cfm> and download the information about our program. You may contact, Joan Jupiter, LAF Assistant, at [jupiterj@aauw.org](mailto:jupiterj@aauw.org), or call (202) 785-7750 for more information. Thank you in advance for your consideration.

# The AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

presents

## An Annual Business Meeting and Conference

Crowne Plaza Hotel, 350 1st Avenue, NE, Cedar Rapids, Iowa

(located downtown in the U.S. Cellular Center)

**April 23, 2005**

<b>8:30-9:00</b>	Registration (Commerce Room 16 floor)
<b>9:00-9:25</b>	Welcome and Introductions
<b>9:25-10:30</b>	“The Many Faces of Leadership” - Scarlett Lunning, Iowa Mediation Services
<b>10:30-11:30</b>	Annual Business Meeting
<b>11:30-11:50</b>	“Showcasing Branch Achievements” - (A Power Point Presentation)
<b>11:50-12:15</b>	Break
<b>12:15-1:00</b>	Luncheon Honoring 50 Year Members Presenting the Distinguished Instructor Award Round Table Discussions Silent Auction on Baskets to Benefit EF & LAF
<b>1:00-2:00</b>	“Our Common Destiny: Local and Global Perspective” Kathleen Wood Laurila & Florine Swanson
<b>2:00</b>	Silent Bidding for EF and LAF Benefit Ends
<b>2:00-3:00</b>	Concurrent Sessions A. A Call to Act on the Issue of Bullying B. Make Leadership Work for You C. “Spirit of Women”
<b>3:00-3:45</b>	A Town Meeting: Take a Look at Possibilities Jeanne Warning: The Quality Child Care Campaign Unfolds Kathleen Wood Lxaurila: Linking with an International Partner Florine Swanson: Association and Regional Q & A Jan Heinicke: A Vision for AAUW-IA
<b>3:45-4:00</b>	Results of Silent Auction, Wrap Up and Adjourn

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## American Association of University Women of Iowa Officers and Committee Chairs – 2004-2006

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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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**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**

## **CELEBRATING 50-YEAR MEMBERS**

It is the goal of AAUW IA to formally recognize all 50-Year Members of the class of 2004 and 2005 and those have not been recognized in past years. Many members have attained the 50-Year member plus mark. It is our desire to recognize all those who have not been recognized at a state meeting in past years. Some members who have reached the status of 50-Year membership have had conflicts or illnesses that have prevented them from attending the Annual Meeting for the formal recognition, so this year it is our endeavor to celebrate the achievements of those members.

Please contact me for a form to list the name, year of initial membership, the Branch or branches of membership, list the offices that the woman has held, and her achievements. So many women who have been members for 50 years are so active in AAUW duties that it would be a terrific opportunity to recognize those who have not been formally recognized in the past. Please contact me prior to April 8.

Irene Dodder, 712-328-3206 or [idodder01@cox.net](mailto:idodder01@cox.net)

## **TENURE DENIED: Cases of Sex Discrimination in Academia**

This newly released research report by the AAUW Legal Advocacy Fund and the AAUW Educational Foundation details the stories of plaintiffs who took their battle for tenure to the courts with support from the AAUW Legal Advocacy Fund.

Synopsis from the Book Jacket: Even in the hallowed hallways of academia, sex discrimination continues to be a serious problem. The current research in *Tenure Denied* examines twenty years of sex discrimination cases that were and are supported by the AAUW Legal Advocacy Fund.

Copies of *Tenure Denied* are available for \$10 each from Shop AAUW at [www.aauw.org](http://www.aauw.org).

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