



DAWN BREAKER

THE NEWSLETTER OF
AAUW OF MAINE
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PRESIDENT'S MESSAGE

March 2005
from Pat Rathbun



Dawn is finally breaking earlier in Maine, and signs of spring are abundant. I hope everyone is enjoying it as much as I.

The state board met on March 19, a perfect spring day, at UMA, worked through a long agenda, broke for lunch and a bit of shopping, and attended the Silver Tea and Induction Ceremonies to honor this year's nominees to the Maine Women's Hall of Fame.

I was very proud to have AAUW of Maine so well represented and to show our support to the honorees and also the members of BPW, who sponsor the event. It was not only an impressive occasion, but it also provided us an effective opportunity to network with college presidents, politicians (including Senator Collins, whose mother was being honored along with State Representative Judy Paradis) and state employees, as well as representatives of other women's coalitions. Despite spending such a beautiful afternoon inside, we all agreed it was well worth it. I am grateful to Jeanne Hammond, who suggested it and helped with our arrangements.

The honorees were impressive in their contributions. I was reminded what a variety of styles and forms leadership can take, as both women exemplified a wide range of interests and leadership applications.

Indeed, we will explore this concept further at our upcoming state convention, where our theme will be "Women in Leadership-Greater Visibility." Our keynote address will be given by Sarah Standiford, Executive Director of the Maine Women's Lobby.

Now more than ever, women must consider the ways in which we can each use our unique individual leadership skills to protect the ideals and issues that matter the most to us, and to continue working toward the greater good of all of us. As members of AAUW, we have an effective vehicle for making our voices heard. I urge each of you to use that voice- in your branch, your community, our state, and on Capitol Hill. Within everyone of us is a leader with the power to make a difference.

I look forward to seeing all of you at the convention. Lead on.

SLATE OF OFFICERS FOR CONVENTION VOTE

The slate of officers for the election at convention was presented by the nominating committee and accepted by the state board at the Leadership Team Meeting on March 19, 2005. The slate will be presented and voted on at the AAUW of Maine convention in Bar Harbor on April 30, 2005.

President-elect: Kathleen Scott
Program VP: Charlene Goehring-Fox
Treasurer: Marilyn Leimbach
Recording Secretary: Genevieve Goltz

AAUW of Maine State Convention Needs You!

(a message from Pat Rathbun)

I urge you to register now and plan to join us for the State Convention, which will take place on Saturday, April 30, in Bar Harbor, where the Ellsworth/Downeast Branch has made arrangements for meetings and reasonable accommodation rates at the Atlantic Oakes Resort. I hope you will be willing to attend.

This year's meeting, speakers, and presentation events will all take place on Saturday, April 30. There will be a reception with light hors d'oeuvres on Friday evening, April 29 for those who care to arrive early.

Be sure to fill out the enclosed registration form by the **April 15** deadline.

Inside:

State Convention News – pages 2, 3, 4
National Convention News – pages 2, 5
Other National News – pages 2, 5, 7
Proposed Bylaws and Dues Changes – pages 2, 6, 7

ACHIEVEMENT CITATION AWARD 2005

The Achievement Citation Award Committee is pleased to announce our selection of Regina Oliver for the 2005 AAUW Award.

Regina has all the qualities of the person we seek for our Achievement Citation Award. Her contributions extend from her community to foreign countries. Testimonials from those who know her well and have worked with her reflect her ability to skillfully balance home and family responsibilities with her work and the many community activities in which she is and has been involved. Her work extends to the Waterville AAUW, the Waterville Opera House, the Sandwich Program for people in need, the Up With People organization, her church, and international students at Colby – to name a few. Regina has been an effective leader as well as a follower and worker.

Regina Oliver truly fits the description of an “unsung heroine” and very much deserves recognition as our 2005 Maine AAUW Achievement Citation Award Winner.

-- Submitted by the
2005 Achievement Citation Award
Committee:
Shirley Ayer, Chair
Laura Meader
Kristin Sweeney

College/University Institutional Roster for Maine

--by Betty-Jane Meader
C/U Representative

Colby College (Susan Cook)
College of the Atlantic (Karen Waldron)
Thomas College (Betty-Jane Meader)
University College at Thomaston
University of Maine (Devon Storman)
University of Maine at Presque Isle
(Nancy Roe)
University of Southern Maine (Luisa Deprez)

NATIONAL CONVENTION NEWS

By now you have received your issue of *Outlook*, which describes in delicious detail the upcoming convention, the outstanding speakers and award recipients (e.g., Madeleine Albright and Jehan Sadat), proposed public policy for 2005-07, the convention workshops, the lobby days, proposed by-laws amendments, and the election of our national leaders. Attending state convention is a very intellectually rewarding and enjoyable time. Because the meeting is in Washington, lobby days are planned for visiting our Senators and Representatives.

We hope to have Maine AAUW members at the convention to support our by-laws initiatives about membership. **Remember that discounts on registration**

PROPOSED BY-LAWS AMENDMENT

--by Lucinda Hebert, Bylaws Chair

The Leadership Team voted unanimously on the following by-laws amendment and are bringing it to you for a vote at the AAUW of Maine convention on April 30.

AAUW-Maine bylaws amendment, ARTICLE VII, Section 3 - Terms of office, d. No member shall hold more than one elected office at a time, and no member shall be eligible to serve more than THREE (strike TWO) consecutive terms in the same elected office.

HIGHLIGHTS FROM NATIONAL AAUW

--by Bets Brown

EF/LAF Merger. The Boards of Directors of the Legal Advocacy Fund and the Educational Fund have unanimously approved a full merger of LAF into EF. The papers and operational agreement have been submitted to the District of Columbia. The merger will be complete after approval is received from the District of Columbia. At that time, LAF will become a special fund of the Foundation like the Eleanor Roosevelt Fund and the Future Fund under the purview of the EF Board's Program Committee. The LAF plaintiff support program will continue as before.

Release of *Tenure Denied* - The Foundation recently released research in a book titled, *Tenure Denied*. This work examines sex discrimination cases supported by the AAUW Legal Advocacy Board during the past 20 years and provides suggestions for tenure-track faculty, deans, and department chairs. The report indicates that sex discrimination takes a heavy toll on the lives of women faculty, and remediation through the courts is a very costly, time-consuming process. We expect this publication to have a great deal of impact on higher education throughout the United States.

Executive Director (ED) Search. Interim Director, Patrick Nichols, began working with AAUW in November 2004. Since then, he has worked vigorously to keep AAUW productive and in good fiscal health and to begin the search for the permanent ED. The Search Committee comprised of board and staff members has been appointed. The search firm has been hired and has begun the process of finding the right person for this complex and demanding task. We anticipate that the new ED will be hired by the June 2005 Convention and, hopefully, she will be on hand to meet with members.

Because Pat will not be a candidate for the permanent position, he has been asked to assess AAUW and recommend changes that could be implemented by the new director.

(continued on page 5)



Women in Leadership - Greater Visibility
AAUW of Maine Annual Convention
Atlantic Oakes Resort and Conference Center
Bar Harbor, Maine April 29-30, 2005



FRIDAY

7:30-10:00 p.m. Dessert **Reception** with Assorted Beverages

SATURDAY

8:00 a.m. CONTINENTAL BREAKFAST and **Registration**

9:00 Opening remarks and Introductions

9:15 *AAUW is on the Move*-- Bets Brown, EF Board Member

9:45 Business Meeting including Committee Reports

10:45 BREAK

11:00 **Keynote Address:** *Women in Leadership*--
Sarah Standiford, Maine Women's Lobby

11:45 Breakout Discussions

12:30 p.m. LUNCH

1:30 **Achievement Citation Award** and other Recognitions

2:30 Raffle-- EF/LAF Basket

2:45 ADJOURN





Registration Form

Women in Leadership - Greater Visibility

AAUW of Maine Annual Convention
Atlantic Oakes Resort and Conference Center
Bar Harbor, Maine April 29-30, 2005

(Please Print)

Name: _____

Address: _____

Telephone Number(s): _____

E-Mail Address: _____

AAUW Branch: _____

First-time Attendee? Yes _____ No _____

Emergency Contact:

Name: _____ Phone: _____

Relationship: _____

There will be an EF/LAF Basket raffled off; do you know what you or your branch will contribute?

(All activities and events are at the Atlantic Oakes.)

Friday evening dessert reception (assorted beverages available) @ \$10.00 _____

Registration, including Saturday breakfast, lunch, and two breaks @ \$35.00 _____

Please make checks payable to AAUW-Maine. Total Enclosed: _____

Mail form **to arrive by April 15** with payment to
Judy Fuller, Bar Harbor Bank & Trust, P.O. Box 400, Bar Harbor ME 04609
(jfuller@bhbt.com), 207-288-3314, ext. 2224.

Make room reservations directly with The Atlantic Oakes (207/288-5801, www.barharbor.com)
\$70/night double, \$90/ triple; indicate that you are with the AAUW-Maine convention

For more information: Pat Rathbun, AAUW-ME President (praauw@maine.rr.com); Joyce Snow (667-4590, natashabikel@yahoo.com); or Betsy Eggleston (667-8518, etevolunteer@prexar.com)

HIGHLIGHTS FROM NATIONAL AAUW (continued from page 2)

Cross-Corporate Programming.

Since the beginning of the new year, a new committee, the Outreach Committee, has worked diligently under the guidance of Elena Silva, Director of Research for the Educational Foundation, to identify programming themes that apply to the work of both the Association and the Foundation. The Committee was comprised of staff from all departments and members of the boards. You can expect to hear exciting news from at the national convention in June about new, more coordinated programming themes.

One In A Million Campaign. The campaign has now raised more than \$100,000! Please add your support if you haven't yet.

Convention Online Registration Now Available.

Register today for an AAUW Convention that will provide a new vision in women's leadership, including the Leadership and Learning Series! Visit <http://www.aauw.org>

AAUW-IFUW Q&A. The Q&A was mailed to boards, RDs, state presidents, and others earlier this month. It is also posted in the Member Center on the AAUW website. Submit any additional questions or comments to IFUWquestions@aauw.org.

AAUW Delegate Speaks at

Commission on the Status of Women

Session. Carolyn Donovan, AAUW U.N. representative, reports that a video is now available featuring AAUW's participant Josselyn Portillo, a senior at Schreiber High School in Port Washington, New York, and a native of El Salvador. Portillo was chosen to deliver the girls' caucus statement by the members of the young women's "speak out" organized by the Working Group on Girls of the NGO Committee on UNICEF.

To view the video, go to <http://www.un.org/webcast/csw2005/050309statements.html>. Click on the

Wednesday, March 9 a.m. session. Skip to about 2:03:24 minutes into the session to view Portillo's segment. You can read her statement and other meeting highlights in the International Corner of AAUW's website at http://www.aauw.org/international_corner/news.cfm.

Educational Foundation Panelists

Needed. One way that you can help make AAUW stronger is to help recruit panelists for the fellowships and grants program. Part of leadership is recruiting people to fill the positions of an organization. To learn more, visit <http://www.aauw.org/about/leadership/panel.cfm>.

BRANCHING OUT

NEWS FROM WATERVILLE

Submitted by Marilyn Leimbach,
Branch President

Waterville Branch is alive and well! We had a fabulous program in March on underwater photography! Maine's only female underwater photographer, Heather Perry, from Bath, astounded us with her photographs and explained how she entered this field.

On March 29th, our branch will host Future Focus 2005! This program is a career day for 8th-grade girls from the area middle schools to introduce them to various careers. Over 60 women volunteer their time to share aspects of their careers with these girls. It also includes several workshops with hands-on activities, a keynote address (*Speak Out and Lead* by Peggy Moss), and the Colby African Drumming Ensemble.

Our February program was presented by financial advisor, Suzanne Uhl-Melanson, a Waterville branch member. Her message was simple: Save some of your money and let it work for you by earning interest!

Our January meeting was on the subject of identity Theft: shred your receipts and check your credit report annually! (A free credit report is available annually when you use a form available

on the State of Maine's website: http://www.maine.gov/pfr/press/ccr_creditreport.htm).

Several members from Waterville are attending the State Convention in Bar Harbor and are looking forward to an enriching experience, the opportunity to network with other AAUW members from across our large state and a chance to smell the sea! Hope to see you there!

NEWS FROM BATH- BRUNSWICK

Submitted by Genevieve Goltz,
Branch President

Programs for the year have included an election follow-up given by a Colby College presidential scholar, talks by a woman editor and a local mystery writer, a presentation on living in Afghanistan, a talk on community supported agriculture, and the sharing by one of our members of her research on birth order.

In May we will hold our final get-together and brunch, at which time the recipient of our annual \$1,000 scholarship will be introduced.

Our program committee decided to try something different this year. Two outings were added to our schedule for members interested in getting together for something different and enjoyable, outside of regular meetings. A group went to dinner and then to a clothing shop for a demonstration on coordinating and accessorizing one's wardrobe. At another time, a trip was made to the Portland Museum of Art for lunch and a guided tour. The outings were well received and the branch plans to repeat the practice next year with other activities.

This year, by making more personal contacts and working very hard to find programs of interest to our members and to the community, we have added several new members, raising our total to 91.

All but a few members now receive our monthly newsletter by e-mail. This has been a great help to our budget!

STATE DUES INCREASE PROPOSED

Deborah Cravey, AAUW of Maine Treasurer, proposed a state dues increase of \$2.00 in 2005-06 and an additional \$2.00 in 2006-07, which the Board approved unanimously and will recommend to the membership at the Spring Convention on April 30. State dues are currently \$6.00 and have been at that amount for more than 10 years. With member support, dues would rise to \$8.00 in June 2005, and to \$10.00 in June 2006. Even with the economies of communication by internet/email and very careful budgeting, expenses cannot be met at current membership levels and money is being drawn from reserves to balance the budget.

The board believes this increase in dues to be reasonable and necessary and we hope we can expect your approval at Spring Convention. If you have any questions about the budget or the need for the dues increase, please contact the treasurer, Deborah Cravey, PO Box 1370, Ellsworth, ME 04605, 667-9416; gmcdbc@acadia.net

MAKING THE MOST OF STATE DUES or... MAKING CENTS OF STATE DUES

by Deborah B. Cravey, Treasurer

AAUW of Maine has two obligations that consume most of the money received in dues for the State, and neither of these budget items can be expected to become less costly. These are costs of printing and mailing the *Dawn Breaker* (keep in mind that ALL the costs of writing, editing, and producing are done on a no-fee, volunteer basis) and travel costs for the President and any other State leader whose travel is required by the office. In my six years as Treasurer, I have been impressed with the dedication of the members of AAUW of Maine who serve as officers and their equal dedication to fiscal restraint. Every effort is made to use low-cost email, minimize administrative costs, and

travel inexpensively. When possible, we hold meetings at sites that do not charge for their use. Getting committees to submit reimbursement requests is literally like pulling teeth. Not one cent of dues money is spent frivolously or carelessly, but no organization should ask officers to pay expenses required to discharge duties "out of pocket" and expect to thrive.

Having said all the above, I would like to point out that there is so much more that your dues can and should do beyond balancing your budget and engaging in reality-based finance. AAUW of Maine does not have the woman power or the expertise available to do mission driven work in the State. We are most effective when we join and support coalitions like the Women's Lobby and the Maine Choice Coalition. At present we support these organizations with the smallest of possible organization membership contributions. We can and should do more because the work of these coalitions supports our goals. And, if we pass the modest dues increases proposed, we may be able to support special events or initiatives as they arise or more generously support our present allies in the search for equity.

If the dues for AAUW of Maine increase to \$8.00 and then to \$10.00 as recommended, the cost of participation in AAUW of Maine will be less than 3 cents as day, an increase of just over a penny a day above present dues. Please remember that a dues increase is NECESSARY on a regular basis if an organization values its mission and wants to survive. Even at very low inflation rates, costs rise. A static dues income reduces the effectiveness of the organization by curtailing activities or reducing the pool of leadership to persons who can afford to subsidize the expenses of holding office or both.

EDITORIAL: WHAT A PENNY A DAY CAN DO

--by editor Bets Brown,
who has this prerogative

As we ponder raising our dues, here are some possibilities for what we might do with the added support from the members:

- order more publicity materials to share with our coalitions around the state;
- conduct a state project with appropriate publicity;
- send more members to Augusta to lobby for key education and equity issues;
- support leaders in their travel, lodging, and per diem for state meetings;
- provide the AAUW of Maine Educational Foundation and Legal Advocacy Fund Chairs with a budget for their work;
- produce statewide publicity to distribute to the media; or
- produce a public service announcement that engages Maine citizens in our work.

Our work is vital. The response to Harvard's President Lawrence Summers has demonstrated that many people still do not appreciate the intellectual capacity of women. Because equity is still an issue, because young girls still need to be brought up in an inclusive and supportive environment, because women need to have chances equal to men's to reach for their goals, because women need to get equal pay for equal work without backlash in the work place, we, as members of AAUW of Maine, need to keep up our very important work. To do so, we need one more penny a day from each member. Please come to state convention and support this important motion.

How Well Do You Know Women's History?

1. Who was the first woman to receive the Pulitzer Prize?
2. Who was the first woman to be a member of a Presidential cabinet?
3. What is a "Lucy Stoner?"
4. What daughter of former slaves became a beauty product pioneer?
5. Name the two Presidents wives who each been on three U.S. stamps?

ANSWERS ON PAGE 8

CHECK OUT THE NEW AND IMPROVED, USER-FRIENDLY AAUW WEBSITE!

by Pat Rathbun

For those who haven't visited the national website recently, I recommend you give it a try. Several changes have been made to simplify its overall format. Items that may be of interest include the following:

- forms for national convention will be available online after March 23.
- various branch and state forms and award applications;
- program planning guideline, including 21st Century goals and other AAUW program resources such as Sister-to-Sister Summit ideas, Adelante! book study suggestions, and more;
- AAUW online store where you can purchase recognition items, end-of-year gifts, clothing, note cards;
- public policy updates and access to the Two-minute Activist (It's really simple, give the Activist a try!); and much, much more!

To make it easy, have your AAUW ID# available the first time. If you don't have it, your branch president does.

MAINE WOMEN'S HALL OF FAME

By Genevieve Goltz

I had the honor and pleasure to represent again AAUW of Maine on the judging panel to select this year's inductees to the Maine Women's Hall of Fame. Each candidate for the honor must meet three criteria. Her achievements must have had significant statewide impact, have significantly improved the lives of women in Maine, and have enduring value for women.

The panel made two selections from the resumes of several outstanding candidates: (1) Patricia M. Collins, long-time community leader and artist and (2) Judy Ayotte Paradis, Maine Senator and Representative, educator

and author. The induction ceremony, held on March 19, 2005, at the University of Maine in Augusta, was attended by luminaries Susan Collins and Michael Michaud.

AAUW OF MAINE BYLAWS ON THE MOVE

by Lucinda J. Hebert
AAUW-Maine Bylaws Chair

Would you like to simplify the process of updating and amending your branch bylaws? Wouldn't it be much better if future reference to bylaws could be facilitated by use of a standard format, used by all branches and by the state? Most likely your answer to both is, "Yes!" The good news is: we can do it. It's simple, if we take advantage of the model bylaws templates provided by the association.

Acting as State Bylaws Chair, I have forwarded all Maine branches a copy of the association's model template for branch bylaws. The association also provides a model template for state bylaws. These templates were developed by the Association to assist branches in the development of their bylaws. They also can be used to adapt existing bylaws, to achieve uniformity of format.

We would like to see all Maine branches and AAUW of Maine adopt this model template for existing bylaws, or development of new bylaws, if that is the case. That will put us in the enviable position of having all bylaws within the state using a consistent format. What does that mean for the state and for each branch? As stated above, when the Association amends national bylaws that require states and branches to follow suit, the process will be much simpler and smoother for all if we are using the same format.

I have asked each branch president to appoint an ad hoc bylaws committee to facilitate this process. It should be a relatively simple task, involving changing the template's wording to reflect variances in existing branch bylaws as necessary.

Please note: This is not intended to be an amendment process, unless individual branches choose to take this opportunity to make amendments they have been considering. If that is the case, please follow the amendment process outlined in your bylaws.

Also note: The Association stresses that branches are free to change any wording in the template. What's there is intended as a guide, not a mandate. The content and intent are not the issue here, but rather the format and trying to adopt a statewide standard.

Some branches may already have adopted the model template when we went through the affiliation agreement process last year. If so, you're all set. Simply forward me a copy of your current bylaws, formatted into the template model. For the rest, please send me your re-formatted copy once completed. If possible, all branches should attempt to complete this process prior to their final business meeting of this year.

Anyone with questions can call Cindy at 498-2760, or email at ahebert@maine.RR.com. Mail completed bylaws to me at P.O. Box 96, Caribou, ME 04736, or attach to an email and send to ahebert@maine.RR.com.

GAPS IN LEARNING, GAPS IN EARNINGS

Women have made remarkable strides in education, but these gains have yet to translate into full equity in pay—even for college-educated women who work full time. A typical college-educated woman working full time earns \$44,200 a year compared to \$61,800 for college-educated male workers—a difference of \$17,600!

There are many ways to talk about the gender wage gap. The AAUW website presents a map of the earnings ratio between college-educated women and men who work full time, year round based on data from the 2000 Census (<http://www.aauw.org/research/statedata/index.cfm>).

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Please send all address corrections directly to:

AAUW Members Records Office
1111 Sixteenth Street, NW
Washington, DC 20036

Calendar

April

15 Deadline for registration for Maine State Convention

15 Applications for LAF Case Support Due

21 Applications for 21st-Century Recognition and National Organization on Disability Award Due

29-30 ANNUAL MAINE CONVENTION. Friday-Saturday, Atlantic Oakes Resort and Conference Center, Bar Harbor, ME.
Hosted by Ellsworth/Downeast Branch. See details elsewhere in this newsletter. Mark your calendars now! Plan to attend.

May

15 Deadline for early registration rates for national convention

15 Vitae due for LAF Rawalt Fund Trustees and for Members of the Association Bylaws, Finance, Membership, Program Development, Public Policy, and Resolutions Committees

June

1 Branch and State Officers Forms Due

2-4 2005 National Conference for College Women Student Leaders sponsored by AAUW

24-27 National AAUW Convention, Washington, DC

August

15 Deadline for *Dawn Breaker*

Ongoing

Submission of vitae for those interested in serving as panelists for the Educational Foundation.

Answers: 1. Edith Wharton, 2. Frances Perkins, 3. A woman who keeps her own name after marriage, 4. Madam C. J. Walker, and 5. Martha Washington and Eleanor Roosevelt
