

# KEYSTONER

VOL. 72, NO.1 *The Newsletter of the American Association of University Women - Pennsylvania* FALL 2005

## 2005 Membership Criteria

### What do the AAUW Bylaws now define as the criteria for membership in AAUW?

As amended by the delegates to the 2005 Convention, the AAUW Bylaws now admit to membership “a graduate holding an associate or equivalent...degree from a qualified educational institution.” The Bylaws define qualified institutions as “educational institutions that offer recognized associate, baccalaureate, or higher degrees and that have full regional or appropriate professional association approval.”

### What is the definition of an associate degree?

The American Heritage Dictionary defines an associate degree as “an academic degree conferred by a two-year college after the prescribed course of study has been successfully completed.” J.R. Whittstruck in *Requirements for Certificates, Diplomas and Associate Degrees* (State Higher Education Executive Officers Association, 1985) states, “An associate’s degree is a degree awarded by community colleges, junior colleges and bachelor’s degree-granting colleges and universities in the U.S. and Canada upon completion of a course of study equivalent to the first two years in a four-year college or university. It is the lowest in the hierarchy of academic degrees offered in these countries.” The associate degree includes a

□ associate of applied arts (AAA, usually in music or commercial art). The most academic are the AA and the AS, and these programs are usually geared toward a student expecting to transfer on to a 4-year college. However, all are qualified associate degrees.

### What is the equivalent of an associate degree?

The equivalent of an associate degree is an academic degree or diploma awarded by a qualified institution such as a business college or a hospital, which may not be called “associate degree” but has the same academic requirements or greater. A qualified institution is one that has full regional or app

□ in a hospital or a community college, and business college/school associate degrees (usually an AAS in business-related fields). A certificate awarded by a business college normally does not qualify. For example, many business colleges offer either an associate degree (usually an AAS but some AA degrees) or a certificate in the same field (common examples are accounting and marketing). However, the course requirement for a certificate is not eq

□ common 60 hours as the two-year standard. Furthermore, a certificate is not generally accepted by four-year colleges as equivalent to an associate degree for the purpose of transfer. Therefore, our conclusion is that “equivalent” is usually going to apply to the RN diploma and to associate degrees awarded by business colleges/schools. The latter are still going to be called “associate degrees.”

### Are those with more than two years of college but no degree or diploma as defined in the previous paragraph eligible for AAUW membership?

No. AAUW remains an organization whose members have completed academic work and have been awarded a degree or diploma from a qualified educational institution.

### Will those members with AA degrees be eligible for IFUW membership?

No. IFUW members are women with baccalaureate or higher degrees, so just as our male members are not members of IFUW, our members with associate degrees will not be IFUW members.

### What happens to student affiliates who receive an associate degree but continue on in their schooling toward a bachelor’s degree?

At the time of receiving an associate degree, student affiliates will have a choice in the way they remain affiliated with AAUW. They can choose to become a full member with the privilege of voting and holding office. Or they can choose to remain a student affiliate if they continue work toward a bachelor’s degree and not have a vote nor be able to hold office.

### What if prospective members are not certain if they qualify for membership? Or if a program qualifies as equivalent to an associate degree?

Questions regarding eligibility and qualification can be addressed to [MemberCriteria@aauw.org](mailto:MemberCriteria@aauw.org) or the AAUW Helpline at 800/326-2289. Queries will be handled by the Membership Department, the Membership chair, the Bylaws chair, or the AAUW parliamentarian as appropriate.

## Greetings from Your Middle Atlantic Regional Director

By Linda Haigh Tozier

In my first communication as MAR Director, it's appropriate to give you a little of my background. AAUW has been THE significant factor in creating who I am. My mother was Stroudsburg (PA) Branch President when I was born. I've been a life member of AAUW for over twenty years. AAUW-PA afforded me the privilege of being an integral part of its state board since 1990, serving as District Coordinator, Membership Vice President and President. Membership is my passion. During the four years I was privileged to serve on the Association Membership Committee, I discovered that all states and branches have one common need – the need to figure out who they are, what they want to do as a group, how they want to achieve these goals, and who they want to join them in their quest. For the next two years it is my intent to help each of us discover the answers to this need. This is why I wanted to be your new MAR Director.

The 2005 Association Convention offered many dynamic speakers and informative workshops. A huge thank you goes out to the co-chairs of the Local Arrangements Committee, JoAnn Rich and Karen Richardson, and every MAR member who volunteered to make this convention a success. Several adopted by-laws changes will affect our state bylaws. The most significant bylaws change (to open our membership to a graduate holding an associate or equivalent degree) already is impacting branch membership (ARTICLE IV, Section 3a). Look for further clarification of "equivalent degree." Two other bylaws changes will affect state bylaws. (ARTICLE XII, Section 8) When a branch dissolves, all assets of the branch shall be transferred and delivered to an AAUW entity. (ARTICLE XX, Section 2) The opportunity for IFUW members to attend AAUW branch meetings was moved to ARTICLE XII. BRANCHES, Section 3. The proposed bylaws change adding flexibility to the payment of IFUW dues failed due to lack of a two-thirds vote.

AAUW continues its tradition of outstanding leadership. Ruth Sweeney, former Association Director and C/U Chair, is our new Association President. Barbara O'Connor, former EF Secretary, was elected President of the Educational Foundation. MAR's own Sally Chamberlain (PA) has rejoined the EF Board as Director-at-Large. Michele Wetherald is AAUW's Interim Executive Director. As the last LAF President, Michele was instrumental in the successful merging of LAF with EF. Kathryn Frost, retired Army Major General and AAUW member who was slated to become our Executive Director, had to withdraw due to health reasons. I know that each of us will support these women in their new positions. And as a two-time cancer survivor, I offer my empathetic support to Kathy Frost.

The MAR Conference will be a reality in 2006. The date will be March 18 and 19, 2006. I selected a central and accessible location in Pennsylvania. The theme will be the new Association theme: Education as the Gateway to Economic Security for Women. The State Presidents of the Middle Atlantic Region will be helping me plan an inspiring program that you will not want to miss.



### Program Information on the Website

**Dot McLane, Program Vice President**

If you are looking for information about programming visit the state website ([www.aauwpa.org](http://www.aauwpa.org)) under Program. Listed there are several items that you may find useful including: Program Ideas for Branches, Leader on Loan brochure 2004-2005 (a listing of available state speakers), EF Recipients from Pennsylvania 2004-2005 (a listing of fellowship and grant winners in FY05 which are a good resource for speakers), Ideas for Coalition Partners (suggestions for finding groups to partner with in the community for programs), Education as a Gateway to Economic Security – new Association directive (a description of the Association's new theme unveiled at National Convention), Programming Notes from Association Convention 2005 (information from sessions pertaining to Programming), archives of last year's Get With the Program newsletter for branch Program Vice Presidents, and a copy of the current State Program Grant application (submission deadline September 21, 2005). There are also some fundraising ideas which were compiled from several branches if you are looking for a new idea. If you have any questions or need something in particular, please contact me.

**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)**

## JOIN AAUW!

Jane Snyder, Membership VP

Welcome to the 2005-2006 membership year! As your new Membership Vice-President, I hope to make AAUW-PA's recruitment and retention efforts as exciting as possible. The first of the Membership Recruitment Workshop Series that I presented at State Convention in April, started out by focusing on the needs of our members, both intellectually and socially. The second workshop, presented at the Leadership Conference in Lewisburg, centered on the community where you live, and how it can offer interesting possibilities for lecture topics and activities, stressing also that you can find some outstanding ideas in your local newspaper. At the next workshop, we will discuss projects and activities. Anyone interested in the first two workshop outlines, please email me at [Jws2923@aol.com](mailto:Jws2923@aol.com), and I would be happy to send them to you.

Please look on the AAUW-PA website for the Membership Grant application form, deadline October 14, and the Emerging Star application, and Younger Members' Convention Scholarship Application, both due on January 31. Also, remember the discounts offered by Association; "Give a Grad a Gift"- a free MAL membership to a recent graduate, "Bring in Two, Get the Third Membership Free"-at your AAUW activities, when guests sign in and join right at the event, and the "Every Member Get a Member Campaign"- in which each member of your branch is encouraged to bring in one new member this year.

This is a true story...It was the third year that my friend and her husband attended the AAUW book sale, and as they walked out of the building, he said to her, "You should join." And she said, "Join what?" And he said, "AAUW." To which she replied, "Oh, I don't know if I can; I think you have to be invited." **At every AAUW event, there should be signs on the walls, in bold letters, "JOIN AAUW" and citing the different activities your branch has to offer. Sometimes, visibility can be easily achieved.**

---

## DIVERSITY NEWS

Linda Robbins, Diversity Chair

Two great websites to help develop diversity awareness and create diversity programs, or as tools for branch projects, or just "Food for Thought".

Tolerance. Org is a site that promises to awaken Americans to the problem of hate and intolerance, prompt them to action and encourage them to dig deeper into themselves and others.

The Pennsylvania Human Relations Commission offers information on discrimination, prejudice and bias and how they can help. They offer a variety of publications and may be able to provide a speaker. ([www.pa human Relations Commission](http://www.pa.humanrelations.com))

More Diversity news and ideas will be sent to branch presidents and diversity chairs in the near future. If you have any questions, contact me at [Lrob164832@aol.com](mailto:Lrob164832@aol.com) or call.



Remember to Vote November 8th!

### *Save the Date*

**AAUW-PA Convention 2006  
March 31 and April 1 – 2, 2006**

The date of convention has been set, it is Friday, Saturday and Sunday, March 31 and April 1 to 2, 2006 at the Johnstown Holiday Inn. We are busy making plans for the program. Watch for announcements on the state website ([www.aauwpa.org](http://www.aauwpa.org)) and in the Keystoner.

**EF/LAF UPDATE**

by Susan Nenstiel

**Another great year for PA!**

Congratulations Pennsylvania! Celebrate and give yourselves a pat on the back for giving \$68,666 to the Educational Foundation. Thanks to your hard work and support, we received an award at the Association convention for being 4<sup>th</sup> in the country in total fundraising.

There's another success that we can celebrate. We received an award for being the 10<sup>th</sup> highest state in fundraising for the Legal Advocacy Fund. Thank you for supporting LAF by contributing \$23,602.

***Let's keep the momentum going this year and reach for a goal of \$72,500 for the Educational Foundation and \$25,000 for the Legal Advocacy Fund.***

Did you know this about the AAUW Educational Foundation?

- Is the largest funding source for graduate women in the world
- Last year awarded over \$4 million in fellowships and grants.
- In 1885, a group of AAUW members conducted a survey that debunked the popular theory that higher education was bad for women's health.
- Today, AAUW research draws national attention to issues of gender equity and education; influences policy-makers as well as educators, parents, and students; and, most importantly, serves as a catalyst for action.

Did you know this about the Legal Advocacy Fund?

- Since 1981 LAF has contributed more than \$1.3 million to more than 90 cases.
- Educates the college and university community about sex discrimination and ways to improve conditions through public education on campus and in the community programs.
- Organizes a network of volunteer attorneys and social scientists who consult with the public on legal strategies, resources, and the strength of current and potential lawsuits.
- Recognizes innovative efforts to improve the climate for campus women through the Progress in Equity Award.

As you probably know the Foundation and Legal Advocacy Fund recently merged. What impact does this merger have on our fundraising? NO IMPACT. Gifts and fundraising efforts should still be designated to either the Foundation or Legal Advocacy Fund.

For more information or to make a gift online, please visit [www.aauw.org](http://www.aauw.org) and click on the Educational Foundation and/or Legal Advocacy Fund.

Thank you for your continued support of the Educational Foundation and Legal Advocacy Fund.

Deadline for the next issue of *Keystoner* is  
November 2, 2005

**2005-2006 Budget****REVENUE**

Convention	\$1,000.00
Interest	\$1,800.00
Membership	\$32,500.00
Miscellaneous	\$0.00
<b>Total Revenue</b>	<b>\$35,300.00</b>

**EXPENSES****Administration:**

Administrative Director	\$1,000.00
Insurance	\$250.00
Past President	\$0.00
President	\$1,000.00
Conversations	\$50.00
Bylaws	\$50.00
Secretary	\$100.00
Treasurer	\$150.00
<b>Total Administration</b>	<b>\$2,600.00</b>

**Impact:**

Leader on Loan	\$900.00
Branch Grants	\$1,000.00
Program	\$400.00
District Coordinators	\$500.00
District Activities	\$100.00
International Affairs	\$200.00
Public Policy	\$1,000.00
<b>Total Impact</b>	<b>\$4,100.00</b>

**Leadership Development:**

Board Meetings	\$10,000.00
Assn/MAR	\$2,000.00
Nominations	\$100.00
Susan Nenstiel Award	\$100.00
Outstanding Woman	\$100.00
State Convention	\$1,000.00
<b>Total Leadership Development</b>	<b>\$13,300.00</b>

**Membership:**

VP	\$1,000.00
Younger Member	\$200.00
Diversity	\$200.00
College/University	\$200.00
<b>Total Membership</b>	<b>\$1,600.00</b>

**Special Programs:**

President's Meeting	\$500.00
Educational Foundation (EF)	\$100.00
Legal Advocacy Fund (LAF)	\$100.00
<b>Total Special Programs</b>	<b>\$700.00</b>

**Visibility:**

Communications	\$100.00
Keystoner	\$10,000.00
Marketing	\$2,000.00
Web Site	\$400.00
<b>Total Visibility</b>	<b>\$12,500.00</b>

**Total Expenses** **\$34,800.00**

**Net Revenue (Loss)** **\$500.00**

**Mark Your Calendars**  
**AAUW-PA's Visibility Initiative**

**Tuesday, November 15**  
**Philadelphia Convention Center**  
**PA Governor's Conference for Women**

**Wednesday, March 8 – International Women's Day**  
**A state-wide event**

**Marketing Committee Report**

The visibility goal in the strategic plan for AAUW-PA offers both the state board and branches the opportunity to maximize our visibility and increase community awareness about AAUW. Two objectives are to establish a marketing committee and work with a marketing consultant. I'm happy to report that the state board has achieved both of these objectives.

Members of the marketing committee met with a consultant to lay out a plan to increase visibility for AAUW-PA. Two initiatives were identified.

The first is to support and attend the PA Governor's Conference for Women. AAUW will participate as an exhibitor and it is hoped that members will attend the day-long conference in Philadelphia. To get the latest news about this conference check out <http://www.pagovernorsconferenceforwomen.org/default.htm>.

The registration fee per person is \$100 before the deadline of October 1. (After that, the price goes up to \$110.) Each Group Registration includes 10 full conference registrations and a reserved table for 10 at the Keynote Luncheon. We will need to register each group of 10 at one time and submit payment then. Carol Little will then fill out the group registration badge form; the conference organizers will send her the badges, and she will have them available at our booth the morning of the conference.

The first 10 who send in their registration fees will be the first table of 10, etc. If the second group of 10 doesn't reach 10, then they will be submitted as individuals not part of the group.

To register, make your check payable to Carol R. Little (PA Governor's Conference for Women on the memo line) and mail it to 932 Willow Ridge Drive, York, PA 17404.

The second initiative is to hold a state-wide event with every branch participating on International Women's History Day, Wednesday, March 8, 2005. The details of this "event" are still being working on. The committee will prepare a "hands-on, turn-key" kit for each branch on planning the "event" in its respective community.

We will keep you updated as our work progresses. Should you have any questions in meantime, please feel free to contact Susan Nenstiel, Marketing Committee Chair, at 610-965-0663 or by email at [s.nenstiel@worldnet.att.net](mailto:s.nenstiel@worldnet.att.net).



The 2005-2006 board of directors at the summer board meeting in Lewisburg, PA

## DISTRICT 5 NEWS: COLLABORATION GENERATES NEW MEMBERS AND VISIBILITY

by Wendy Beatty-Burg, District 5 Coordinator

Last year in commemoration of their 25<sup>th</sup> anniversary, WOMENS WAY, one of the oldest funding sources for agencies supporting women, released *A Change of Pace: Accelerating Women's Progress*, a report that looked at women & work, women & economic security, women & health, women & violence, and women & influence in a 5-county area (Bucks, Philadelphia, Chester, Delaware, Montgomery). It was both a revealing and disturbing report that pointed out how far women have come, but how *very far* we have yet to go. The purpose of the report was partly for awareness – most women are pretty savvy about the issues. But what the report sought to do is to challenge and engage business and government leaders, men and women, who are committed to eradicating inequities that hamper the safety, health and well-being of the entire region.

Our program committee thought this was such an important report, they enlisted the membership committee and we planned a “membership event”. We contacted WOMENS WAY, who was delighted to have a venue for discussing the report in Chester County. We contacted 12 other women’s organizations or social service agencies that provide women’s services and invited them to be co-sponsors, explaining their “co-sponsorship” involved just 3 things – 1) that they send a representative to be in a pro-  
 □  
 b□  
 speech” at the beginning of the meeting (only took 15 minutes, done alphabetically, so AAUW started/set the tone!).

*The results?* An informative and important community meeting attended by over 80 women (a nun sat next to the director of Planned Parenthood, a single mom with her 6-year-old daughter in tow sat next to a women in her 70s who has worked on women’s issues for over 50 years); the pre-event photo appeared in every daily and weekly newspaper throughout Chester County, (giving great PR for every co-sponsor); a great opportunity for groups to learn briefly about each other; an *energized* roomful of women networking after the program; *eight new members for our branch*, and requests from the other organizations that AAUW do a collaboration every year – and include them again!

The keys to this successful event (which brought not only new members, but increased visibility among other organizations and the greater community): 1) *good publicity ahead of time* (starting 4-6 weeks ahead and including co-sponsors in the photo, which gets them recognition from their boards/members/funding sources as collaborators), 2) *personal contact with other group leaders* (while email is great and easy it *really* takes some personal phone calls to bring it together), and 3) simple *flyers handed out way ahead of time*, distributed by participants, and *also, mailed* to funding sources (we had reps from United Way, Fund for Women and Girls, etc), legislators, county commissioners and other county VIPs (even if they couldn’t attend, many sent notes, asked about it later, and were *AWARE* of AAUW’s leadership!).



Members from across the state share ideas at the branch leaders meeting in July