

Be WISE Camp and STARZ Program Updates

The Be WISE Camp has received a grant from the Women's Fund of Central Ohio to start a Day Camp in August 2007 for incoming 6th grade girls. This camp will also be held at Denison University in Granville, Ohio and will draw campers from Franklin, Delaware, Licking and Pickaway counties in Ohio.

During the annual convention in Zanesville, the second annual STARZ awards will be presented. The awards will be announced at the luncheon on Saturday April 19th — so plan on attending the annual convention and taking part in the fun as we recognize deserving branches. Also, remember that the STARZ program for 2008-2009 begins at this year's convention — your branch must be represented at this convention to be eligible. For more information about either program, please contact **JoAnn Benseler** at 147 Sandstone Loop East, Westerville, OH 43081 or by phone or e-mail at: 614-882-5432 / joannbenseler@yahoo.com

The page header quotes in this edition reflect women's health care and health care public policy issues in the U.S.

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Daffodil Diversity Award

By Sally Dye, AAUW/Ohio Diversity Chair

Recognition will be given at the 2008 AAUW/Ohio Convention to branches that are making strides to be inclusive and diverse in their membership outreach and community involvement.

Criteria for the OHIO DAFFODIL AWARD will include the Diversity Goals for branches. Branches must meet at least THREE of the goals.

To apply for recognition, branches must send a written statement on their accomplishments, with documentation, to the Ohio Diversity Chair.

Statements should include branch name, name and signature of president, telephone number, e-mail for contact and name of diversity chair. Material must be received before March 23, 2008.

Press clippings, news articles in branch publications, listings from branch yearbook, photographs from events or meetings shall constitute documentation.

Order Your Ohio Pin in Time for the Convention!



Name: _____
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City/Zip: _____
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Sylvania, OH 43560. Questions? Call her at:
(419)824-0917

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OHIO Orbit

Newsletter of AAUW/Ohio, Inc....Encircling Our 50 Branches



AAUW/Ohio is 'Making History' Initiates a Statewide Effort to Raise Ohio Graduation Test Scores

By Donna P. McNamee, Orbit Editor, AAUW/Ohio

After three years of work, by the Heights-Hillcrest-Lyndhurst Branch, *The New Little Book – OGT Social Studies* has been printed and 11,000 copies are already in use in the Cleveland public schools. Now, AAUW/Ohio's Board of Directors, led by **President Marge Lee**, hopes additional school districts across Ohio will follow Cleveland's lead by adopting the study guide. In October, the AAUW Board adopted the project, now aptly named "Making History" and is encouraging all AAUW/Ohio branches to talk to educators about using the guide in their school districts.

According to Lee, "Ohio high school students consistently score lowest on the social studies and science sections of the Ohio Graduation Test. When business cannot find educated workers in Ohio, the state loses jobs and its economy declines. These are two reasons why AAUW/Ohio decided to use its statewide network of 50 branches and its upcoming 2008 spring convention to help increase Ohio's social studies test scores."

The Ohio Graduation Test (OGT) was adopted by the Ohio General Assembly to make sure that when Ohio students graduate from high school, they are ready to be successful members of the work force and in higher education. Students cannot graduate without passing the exam. So, raising test scores is important to our students and our public schools, our economy, and to the level of education in the state.

The 278-page book was written and edited by highly qualified and experienced teachers and contains material for every indicator of the Ohio social studies curriculum. However, it is history taught in a new way. Students must learn to think differently to pass the Social Studies OGT. The new curriculum asks students to focus on the significance of important events

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In a January workshop, Cleveland Metropolitan School District teachers used *The New Little Book* to design an activity to teach an assigned curriculum item

See Inside for the 13th Annual Equity Day Conference and 84th Annual Convention Special Issue!

'Mind, heart, action' earn Diane Regan Ferrari Award

By BGSU Monitor

Reprinted with permission

"Anywhere on the BGSU campus, whether in the company of faculty, staff or students, speak the name **Diane Regan** and you'll be greeted with a story of personal friendship, or an example of yet another contribution this magnificent individual has made to the institution," according to three nominators of this year's Michael R. Ferrari Award winner.

Regan, who has worked in the College of Arts and Sciences, in what is now the Office of Equity and Diversity, and currently in International Programs, has always been a model of "our core values at work," said Executive Vice President Linda Dobb. "She cherishes and promotes diversity, she believes in engaging with the community and serving with her whole heart, she helps to promote globalization of our campus and understanding of other cultures, and she knows how to use her institutional background to help better the lives of others."

Regan was presented the award, the highest given to administrative staff, at the annual group's hall reception Oct. 10. With it came \$1,000, a reserved parking spot for a year and an engraved plaque. The award is named for the former provost and interim president and is given to individuals who demonstrate

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Leadership

2006-2008 AAUW/OHIO BOARD OF DIRECTORS

Please contact board members for assistance

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Our Mission: AAUW advances equity for women and girls through advocacy education and research.

Vision Statement: AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.

Educational Foundation: Provides Funds to advance Education, research and self-development for women, and to foster equity and positive societal change.

Legal Advocacy Fund: Provides Funding and a support system for women seeking judicial redress for sex discrimination.

Diversity Statement: In principle and in 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.

To Join AAUW: Membership is open to all graduates who hold associate's or equivalent, baccalaureate or higher degrees from a regionally accredited college or University.

To join, contact the AAUW/Ohio office at: 800910-7075.



MARGE'S MESSAGE... Zanesville and beyond

By Marge Lee, AAUW/Ohio President

It's hard to believe the holidays are now several weeks behind us and we're looking forward to spring. I truly hope you have had a great year so far and you're planning to join us in Zanesville for the 84th Annual Convention and 13th Annual Equity Day Conference. I can't believe that it is time for the convention issue again. Tempus Fugit! This issue is packed full of information about the Conference and Convention on April 18-19, 2008. You'll find the registration form on the back cover of the Special Convention Supplement inside this issue; and you may also register online using PayPal at www.aauwoh.org. I must say, our board, led by **Ginny Palmer**, Co-Program V.P., has outdone themselves this year with the programming. Considering this is a presidential election year, the Equity Day theme is particularly timely as it highlights healthcare as a woman's issue in Ohio. Saturday's Convention opens with remarks by **Hollie R. Hinton**, Director of **Governor Ted Strickland's** Office for Women's Initiatives and Outreach. Be sure to look for her bio in the supplement section.

Later on Saturday, you'll have three diverse programming tracks to choose from (you'll find the agenda in the center of the supplement section of this issue), including a branch development and leadership track, and another titled "Behind the Pay Gap." A third track highlights the Heights-Hillcrest-Lynchburg branch project on *The New Little Book: OGT Social Studies*. It is this project that the AAUW/Ohio Board has adopted as a statewide "mission-based" project that we've titled, "Ohio's Making History." To learn more about the project, why the HHL branch produced it and the state board has enthusiastically supported it, please be sure to read the cover story and the FAQ sheet on page four. With the potential to help many Ohio high school students pass the Ohio Graduation Test, we truly hope you will consider making this project part of your branch's programming initiative in 2008-2009. We are very proud of the project and excited about its potential. We hope you will be too!

The news from Association is that **Linda D. Hallman** has been appointed Executive Director, effective January 7, 2008. Ms. Hallman has extensive prior non-profit experience and I am confident that the search team has chosen a top candidate to replace **Michele Wetherald** who has resigned. You can learn more about Linda on page five and on our state website at www.aauwoh.org

Also new to our team is Regional Director, **Ruth Brown**. Ruth is a past president from the state of Michigan and has some very sincere thoughts on mentoring, recruiting and retaining members. As she states in her letter (on page five) "The future of AAUW depends on each one of us." She is absolutely correct in that statement. I look forward to working with Ruth at a time of change and challenge for AAUW.

President Elect, **Diane Regan**, from Bowling Green has many new ideas to grow AAUW/Ohio and has started making committee appointments to her board. Diane will be a truly effective leader for the 2008-2010 biennium for AAUW Ohio. Please note the front page article about the special award recently presented to Diane.

All members received the "Every Member Poll" in December with your **Outlook** magazine. I hope you completed and returned it because these surveys are important to let the Association know our views. The poll is instrumental in shaping AAUW's future and your input is important. Also in the **Outlook** is an article about AAUW's newly redesigned website. It contains a wealth of information on everything AAUW. **Paula Maggio**, Communications Chair, has also been busy updating our state website and has incorporated many important links to the Association website in ours.

Here's wishing you all the best in 2008. I look forward to seeing you in Zanesville on April 18 and 19, 2008!

Orbit Registration

AAUW OHIO EQUITY DAY AND CONVENTION April 18 & 19, 2008 - Zanesville, Ohio

Notes:

- For Hotel Reservations Contact: The Ramada Inn, (740) 453-0771. When making a reservation, specify the American Association of University Women, not AAUW.
- A block of rooms for these events will be available at special rates, as noted below, until March 19.
- Convention attendees should refrain from wearing perfume/heavily scented products
- You may also register online with PayPal at: www.aauwoh.org. Maps and directions are also available online.

Name _____

Address _____

Phone _____ E-mail _____

Member of which branch? _____ Member at large? _____

Is your branch bringing a silent auction item? Yes ___ No ___ For EF ___ and/or LAF ___

Are you a delegate? Yes ___ No ___

Dietary Restrictions or special needs - please specify: _____

Mark the activities you plan to attend:

- ___ Friday lunch
___ Friday Social
___ Saturday Breakfast
___ Saturday lunch

Calculate your fees and meal charges:

Full-time students - Equity Day Conference - No Charge	_____
Attendance for Students at Saturday's Convention	\$25.00 _____
Equity Day only: (includes lunch and materials)	\$35.00 _____
Convention only: (includes social, breakfast, lunch, materials)	\$60.00 _____
TOTAL	_____

Fill in all the requested information and total your fees. Make check payable to: **AAUW/Ohio 2008 Convention**. Mail to Jody Weyand, Registrar, at 1132 Federal Avenue, Zanesville, OH 43701. Or, to register on-line and pay with Paypal, go to www.aauwoh.org and go to the convention page. Registrants who cancel before April 1 will be refunded half the fees paid. There will be no refunds after April 1. All registrations must be postmarked by April 12, 2008. If you have questions about registering, contact Jody Weyand, Registrar, at grch5@columbus.rr.com.

AAUW Educational Foundation Announces Awards

By Donna P. McNamee, Orbit Editor, AAUW/Ohio
and Mary Lee Powell, Education Foundation V.P., AAUW/Ohio

One of the world's largest sources of funding exclusively for graduate women, the AAUW Educational Foundation supports aspiring scholars around the globe, teachers and activists in local communities, women at critical stages of their careers, and those pursuing professions where women are underrepresented. The Foundation provided more than 250 fellowships, grants, and special awards to outstanding women in the 2007-08 academic year alone! The Foundation recently announced that there are four recipients of AAUW Fellowships and Grants in Ohio for 2007-2008.

- **Fellstar Murakaru** is an International Fellowship awardee studying at Ohio State University in Columbus.
- **Joan Steidl** is a Career Development Grant awardee studying Counseling Psychology at John Carroll University.
- **Barbara Marquess** is a Career Development Grant awardee studying Civil Engineering at Ohio University; and
- **Kathleen Koenig** from Dayton continues work on her Community Action Grant "Fueling Girls Interest In Science and Math: A Program for 6th and 7th Grade Girls"

The American Association of University Women Educational Foundation has a long and distinguished history of advancing educational and professional opportunities for women in the United States and around the globe. Branches fundraising efforts, as well as members' support of activities such as the silent auction at AAUW/Ohio's annual convention help fund these awards.

If you are interested in joining a group of women scholars who are pursuing a host of activities, including: introducing domestic violence laws to protect women and children, researching substance abuse among women, therapeutic approaches to the treatment of HIV infection, consider applying for an AAUW Fellowship or Grant. For additional information on applying, please see the accompanying information on this page, or go to <http://www.act.org/aauw/brochurerequest.html>. You may also send an e-mail or call to request the EF brochure: aauw@act.org; or 319/337-1716 ext. 60.

AAUW Fellowships and Grants Program Information

- **American Fellowships** support women doctoral candidates completing dissertations and scholars seeking funds for postdoctoral research leave or for preparing completed research for publication. Applicants must be U.S. citizens or permanent residents. One-year postdoctoral research leave fellowships, dissertation fellowships, and summer/short-term research publication grants are offered.
- **Career Development Grants** support women who hold a bachelor's degree and who are preparing to advance their careers, change careers, or re-enter the work force. Applicants must be U.S. citizens or permanent residents.
- **Community Action Grants** provide seed money to individual women, AAUW branches and AAUW state organizations, as well as local community-based nonprofit organizations for innovative programs or non-degree research projects that promote education and equity for women and girls. Applicants must be U.S. citizens or permanent residents.
- **International Fellowships** are awarded for full-time graduate or postgraduate study or research to women who are not U.S. citizens or permanent residents. Supplemental grants support community-based projects in the fellow's home country.
- **Selected Professions Fellowships** are awarded to women who are U.S. citizens or permanent residents and who intend to pursue a full-time course of study (during the fellowship year) in designated degree programs where women's participation traditionally has been low.

Be Part of the Present

By Dr. Ruth McGaha, AAUW/
Ohio Public Policy Co-Chair

Editor's Note: McGaha, is also a regular contributor to the Heights-Hillcrest-Lyndhurst Branch Newsletter, with her "Time Warp" column.

Where do we fit in the fast pace of today's scientific knowledge expansion in medicine and astrophysics? Pictures and models fill Department of Education exhibit. Today is overwhelming. How can we plan for the future?

For over 150 years Women's equity has been the guiding principle of AAUW. Now the obligation to continue is more demanding than ever. In every branch, every member must intensely be part of the present challenges to assure that cause of equity is enhanced and endures. Will it be difficult? Are we ready for the challenge?

The Association publication, "Historic Principles" traces AAUW history through quotes from speeches and the Outlook. In October of 1952, AAUW President Susan B. Riley, wrote: "The world has the right to expect of institutions and organizations such as ours, moral courage, intellectual clarity . . . and a candid and intrepid thinking about fundamental issues."

1953, "supports measures for equal pay for equal work."

1985, " supports measures to ensure pay equity."

1999 ". . . recognizes the sesquicentennial of the 1850 National Women's Rights Convention, to address the unfinished agenda of equality for women."

2001 ". . . continues to believe that pay equity - economic equity - is a simple matter of justice and strongly supports initiatives that seek to close the persistent and sizeable wage gaps between men and women."

2003 the AAUW emphatically stated, ". . . support efforts to extend the legal statute of limitations in cases of gender discrimination, harassment, and retaliation." Sounds like the "Fair Pay" bill now in congress doesn't it?

2005 "Every woman has the ability to make her own informed choices regarding her reproductive life within the dictates of her own moral and religious beliefs. . . . AAUW believes that these deeply personal decisions should be made without governmental

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Ohio's 'Making History'

(Continued from page one)

and ideas, rather than simply memorize boring names, facts and dates. Taught in this fashion, history is not merely facts; history teaches cause and effect. It focuses on the significance of events and ideas.

Students need a good study guide and a well-prepared teacher to help them learn to think this way. That's where *The New Little Book: OGT Social Studies* comes in and it's getting good reviews. The Cleveland Plain Dealer said in a review, "CHEERS . . . to the Heights-Hillcrest-Lyndhurst branch of the American Association of University Women for writing *The New Little Book: OGT Social Studies* to help kids get through the Ohio Graduation Test. The group then sent thousands of copies to the Cleveland schools where, by all accounts, it's having good effects."

Duane Olderman, Social Studies Curriculum Coordinator for the Cleveland Metropolitan School District (CMSD) was not involved with *The New Little Book* project until the book was ready for delivery to his district. But he became a firm supporter when he saw the book and the reception the students gave it in the special OGT workshops early in September. Olderman recently explained that last fall, many CMSD 12th graders still needed to pass the OGT in social studies to graduate. Since very few 12th graders enroll in a social studies course, CMSD decided to give each of them a copy of *The New Little Book* and a workshop on how to use it to prepare for the OGT. "The results," stated Olderman, "were very

good. In fact, the 12th graders who took the OGT test in October showed more improvement in social studies than any of the other tested areas, such as reading, writing, math and



Allan Keller, NLB editor and a CMSD Teaching American History coordinator, and Duane Olderman, CMSD social studies coordinator, led a second round of workshops in January

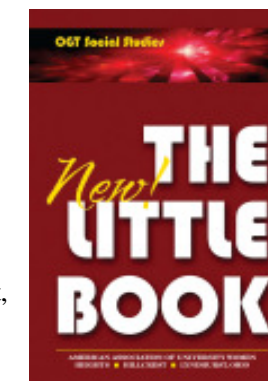
science. What was truly astounding is. . . [that] the students did this on their own without a related class. It took hard work and *The New Little Book*."

AAUW/Ohio encourages every Ohio branch to help make the success of *The New Little Book* in the Cleveland school district a reality across the state by introducing the leadership of their local school districts to this study guide and its potential to help their students. Recently, each branch received a copy of *The New Little Book* and instructions explaining how to introduce the book to the local school social studies department chair and curriculum director. As few as two members representing each AAUW branch can effectively reach out and encourage their local school districts to preview *The New Little*

Book now so they can budget for it this spring.

In addition to raising the test scores, branches can use this project as a tool to increase AAUW's visibility, network with community partners, support public education, and raise the level of education in Ohio. For members who want to do more than call on their local high school, the project is easily expandable. Lee encourages AAUW/Ohio members to read the letter sent to their branch president. It has detailed information about how to do the project as well as additional experiences that lead to leadership and skills development, prospective new branch members, diversity, and more.

To make the biggest impact on scores, each student taking the test should have his or her own study guide—to highlight, to review, and to learn how to take the OGT. Special district prices are close to cost, allowing districts to use these books like workbooks or consumables. For information on how to get copies of *The New Little Book*, contact by phone: 216-556-4968, E-mail: newlittlebook@roadrunner.com, website: www.newlittlebook.org. To obtain special rates for school districts, contact Nancy Stelhorn at: 440-461-3403.



AAUW/OH to Sponsor Student Attendance at National Conference for College Women Student Leaders

The next generation of women leaders must have access to the information, skills, and resources necessary to lead change on campus and take on various leadership roles in their communities. For more than 20 years, the student leader conference has offered all this in a 2½-day experience filled with sessions to enhance student leadership. This annual conference, to be held this year at Georgetown University in Washington, DC from June 5 - 7, provides an opportunity for college and university women students, faculty, and administrators to gain leadership, career development, advocacy, and networking skills.

Again this year, AAUW/Ohio's board voted to send two college women to the National Conference of College Women Student Leaders. Branch leaders should now be contacting colleges and universities in their area to assist in identifying potential scholarship recipients. An updated application will soon be posted to our website at www.aauwoh.org. Interested students may also visit the Association website: https://svc.aauw.org/nccws1_aauw/Index.cfm. Registration information and details on the conference are available at this site as well as www.aauwoh.org.

Last year, AAUW/Ohio sponsored Michelle Adams (University of Toledo) and Amanda Monyk (Bowling Green State University). Amanda's experiences were profiled in the Fall 2007 *Orbit*. Michelle's report and her comments will be posted online on the state website along with this year's registration form.

Ohio's Making History Project FAQs

Why did you publish *The New Little Book*?

HHL was looking for a mission-based project to support public education by aiding the Cleveland public schools. In June 2004, HHL identified the project when a group of tutors who had written a very popular study guide, *The Little Book*, for the old Ohio test asked us to update their book for the new 10th grade test.

How was the project funded?

Work was supported by grants from the Cleveland Foundation and the Gund Foundation. To jumpstart the project, sufficient grant funding was included to give a free copy to every 10th grader and 11th and 12th graders who have not passed the test. Classroom sets were also given for 9th graders in the Cleveland Metropolitan School District.

Who worked on the project?

The New Little Book – OGT Social Studies is professional work that covers all of Ohio's content standards and indicators for the 9th and 10th grades. HHL hired highly qualified and experienced teachers to edit, fact-check, write, and advise.

What's different about *The New Little Book* compared to other study guides?

The New Little Book:

- Follows Ohio's benchmarks and standards and is organized by them
- Is written in narrative (story) form to make it easy for students to remember
- Has material on every Ohio indicator
- Has a glossary with each section

Many other study guides simply restate the benchmark or tell the student or teacher to look up the answer in their textbook. Others treat the benchmark as such a simple statement as to miss the point. One study guide in particular is quite good for what it covers, but it does not cover every indicator.

Why did AAUW/Ohio support this project?

AAUW's mission has always been education based. Supporting a project that can potentially help students across Ohio – not only to pass the OGT tests but also become more educated citizens – appealed to the board. They previewed copies of *The New Little Book* and felt that in addition to supporting public education in Ohio, adopting *The New Little Book* as an inexpensive statewide project would help Ohio's AAUW branches foster the mission and increase branch visibility while helping educators and students in their communities.

Who profits from *The New Little Book* sales?

Although individual copies of *The New Little Book* are priced at \$17.95, school district OGT sets are priced only slightly above cost. Prices depend on quantity, with price per copy for large districts as low as \$2.92. The small amount above cost will be donated to AAUW's Education Foundation.

Whom can I contact for more information?

A packet of detailed information has been sent to each branch president. The packet includes ideas of how to introduce the book to your school board. If you have additional questions please email: aauwhh@roadrunner.com or leave a phone message at 216-556-4968

Ferrari Award

(Continued from page 6)

innovation and initiative, superlative job performance and a strong relationship with the campus community.

In accepting the award, Regan, who plans to retire soon, told the gathering, "It's been an honor to have worked with all of you for so many years." She has a table that had belonged to Ferrari in her office, she said, and promised to dedicate it to the ASC office—"That's where it really belongs," she said.

Other nominators cited her dedication to justice and willingness to make University policies more equitable through her work on the Handbook on Commonly Held Employee Policies, and on establishing an ombudsperson position for administrative staff. She has also contributed to the development of the University's ethics policy, and in her role in the equity and diversity office was diligent in making sure guidelines were properly followed.

During her years at the College of Arts and Sciences, she helped raise the college to a new level through the many initiatives she helped develop and often spearheaded, from a fund-raising project to creating a process for helping probationary faculty present their cases for promotion and tenure. "She was an essential part of every activity in the college office," wrote former Dean **Joe Cranny**, also citing her ability to "communicate tactfully and effectively with people at every level of the

'Time Warp'

(Continued from page 6)

interference."

2006 "It is crucial that the federal government maintain its commitment to funding quality education programs at all levels."

2007 "Now is the time to invest in education and training programs to ensure that our national will remain competitive in the global economy." "Honor the Past" - "Support the Future" - "Be Part of the Present."

Caroline Durkee wrote these lines:

To go back, half timidly,
Wondering whether
The past and the present
Can be linked together;
To go back half doubtingly,
Hoping to find
The old welcome waiting
In hearts left behind;
To go back and know it all
Just as before, . . .
A challenge for all of us.

AAUW NAMES NEXT EXECUTIVE DIRECTOR

By **Ruth Z. Sweetser, President, AAUW**

After completing a national search with the assistance of the search consulting firm Association Strategies, Inc., AAUW's Search Committee is excited to announce Linda D. Hallman will be appointed AAUW Executive Director, effective January 7, 2008.

We are pleased to introduce Linda Hallman, who joins AAUW after a long history of Washington DC area association and foundation executive level leadership experience. She is currently serving as Vice President of Policy and Government Strategy, External and Member Relations, with National Alliance for Health Information Technology (NAHIT), from their Washington, DC office.

Highlights of Linda's extensive prior nonprofit experience include service as Executive Director of the American Medical Women's Association (AMWA) and AMWA Foundation, as well as President and Chief Executive Officer of American Horticultural Society. Further, she served in the United States Army and U.S. Army Band and Chorus, receiving an honorable discharge. Linda earned her master's degree (M.A.) in Organizational Management from George Washington University and bachelor's degree (B.A.) in Music Education from Indiana University. She has acquired extensive continuing professional development and is affiliated with relevant organizations for professionals in the field. In addition, Linda has been an AAUW member.

On behalf of both the Association and Educational boards of directors, we are most appreciative of the efforts and commitment of the Search Committee members representing both boards and the general membership — **Kathleen Cha, Carolyn Garfein, Patricia Ho, David Kirkwood, Ronni Nivala, and Linda Silakoski**. In addition, we thank Association Strategies — **Pamela Kaul and Jim Zaniello** —

'At Your Service!'

By **Ruth Brown, Great Lakes Regional Director**

Thank you for the trust you have placed in me to serve as your Great Lakes Regional Director for the next 2 year term. I am excited to be an officer at this time of changes and challenges for AAUW. When faced with change, many of us are uncomfortable and fear the future. We can either rise to the challenge and become better or we can shrink back within ourselves and die. If we are true to AAUW's mission, we will rise to the challenge and work to make AAUW an organization that will be vibrant for years to come.

The real challenge that lies before us is to ensure AAUW's future by mentoring a new or prospective member into our organization so that when we are no longer able to fight the good fight for AAUW, there will be someone else coming up behind us to continue. In my visits to branches all over the state of Michigan when I served as State President from 2004-2006, I met hundreds of women who were doing wonderful things for AAUW. They proudly showed me the projects they had been working on and shared the amounts of money they had raised for scholarships for women and girls to gain higher education. As I traveled around the state, I couldn't help but notice that I kept seeing the same picture: gray-haired ladies who were aging, many of whom were snow-birds only able to serve part-time at this stage in their lives. Most of these ladies have been members of AAUW for over 30 years and have a passion for AAUW's purpose.

**Light the fire for AAUW
in someone else so that
they will carry the torch
when we lay ours down.**

~Ruth Brown

While my experience comes from Michigan, statistics reveal that Michigan's story reflects not only that of the Great Lakes region, but the National Association around the country. If we are going to survive and thrive as an organization, we must individually mentor new and prospective members into AAUW and pass the flame on. We must share our passion and the importance of our mission and goals. Light the fire for AAUW in someone else so that they will carry the torch when we lay ours down. Identify someone you can take under your wing and share the AAUW story with, the faces of AAUW, and the purpose behind your projects so that they understand and want to join the fight.

Recruiting and retaining members is a major challenge but one we can rise to meet. Every member must be a recruiter for AAUW and every member must make sure that all members are welcomed and valued. The future of AAUW depends on each one of us and we must make it our personal cause. It is up to each one of us, are you up to the challenge? Over the next 2 years, I look forward to meeting you at your branch and state meetings and will attend as many as I possibly can. Meanwhile, feel free to contact me at any time with your questions and concerns.

for their recruitment efforts to achieve a successful conclusion to the search. We are confident you will share our excitement about Linda joining AAUW's leadership team.

More information will be shared as we prepare for the Executive Director transition.

**RUTH BROWN
PHOTO GOES IN
THIS SPACE!
PLEASE
REPLACE THIS
TEXT BOX WITH
SCANNED**

Brown