

## NCWU Agenda Assemblies in Progress

NC WOMEN UNITED has released the 2005-2006 Draft Women's Agenda, a collection of 13 position papers on issues apt to come before the NC legislature during the next session. AAUW NC members are joining in assemblies all over the state. Some of the topics being discussed are: Access to Health Care; Civic Participation & Equity; Economic Self Sufficiency; Pay Equity; Violence Against Women. The comments made at the assemblies will be collated by NCWU and forwarded to the legislators at the start of the long session.

To download a copy of the draft agenda or to see where the assemblies are scheduled, see <http://www.ncwu.org>.

While many counties have already held theirs and set their priorities, it's not too late to organize an assembly in your area. Contact Nancy Shoemaker, [shoemaker@acm.org](mailto:shoemaker@acm.org) or 919-773-1340 if you want more information or if you know of an assembly that's not listed on

the NCWU web site. Several western N.C. counties will meet in January.

### NCWU Sponsors Other Events

No matter how you feel about the election outcome, there is still much to be done.

In addition to the Agenda Assemblies, NCWU is sponsoring other events across the state, with members who will help you learn about the issues and how to be an effective citizen advocate. Pick one that fits your schedule and your interests! AAUW NC is a member of the NCWU coalition partly to get information about these events. Check out the NCWU Calendar at <http://ncwu.ontero.net/home/Calendar/index.html> for information on

- NC Policy Outlook sessions sponsored by the NC Justice Center - information on NC's budget, tax system and economy
- Women at the Table workshops to encourage women to explore public service

## Nominations Open for State Offices

THE AAUW NC NOMINATING Committee is seeking candidates for elected positions: President-elect, program vice-president, and treasurer. President-elect is a one-year term, followed by a two-year term as president. The others are for 2005-2007 terms. Millie Hoffer-Foushee, our treasurer, has agreed to serve a second term.

Nominees must have state experience. To learn more, contact Linda Sarkis, committee chair and president of Greensboro Branch. Branches are asked to send nominations to her at [lsarkis2003@yahoo.com](mailto:lsarkis2003@yahoo.com) or 3742 Greenes Crossing, Greensboro, NC 27410.

Committee members Pat Abell, Statesville; Judy Atkinson, Winston Salem; JoAnn Hall, Jacksonville, and Carol Kaiser, Hendersonville, are also available to answer questions.

*"Live your life deliberately and with exuberance!"*

## Cluster Program Focus: Enhancing Girls' Lives

WHEN THE FOOTHILLS Cluster met in Charlotte on October 16, they had the pleasure of listening to outstanding speakers.

Lisa Plazzi was the featured speaker from Planned Parenthood. Mariso Wheeling gave a presentation about Girls on the Run, of which she is director, and provided a brochure about it. Materials were also available for AVID and Exploring.

Queen Thompson, Charlotte member and AAUW NC diversity chair coordinated the program, which touched on many aspects of girls lives, including education, attitudes, providing information to reduce at-risk behavior, nutrition, competition, and much more.

Members attended from Statesville and Charlotte branches. Other cluster members are Salisbury and Gaston Regional.

## EF Fellows in Announced

Rusty Bradke  
AAUW NC EF Chair

Please contact me for additional information about our Fellows, their institutions, and areas of study, as well as their availability to speak to branches. EF contributions should be turned in as early in December as possible, to meet the end-of-the year submission deadline.

### EF 2004-2005 Fellows

*Michele H Lamprakos*

*Anne E. MacNeil*

*Shannon L. LaDeau*

*Myra M. Struckmeyer*

### Career Development Grant

*Marian Peters*

### Selected Professions Fellowships

*Shannon Bartelt-Hunt*

*Emily Zechman*

Contact information is available to AAUW NC members at the secure area of the web site.

## Legal Advocacy Fund Important to Women Educators; State Contributions Critical

Lill Van Order  
AAUW NC LAF Chair

As of the Fall Board Meeting, contributions by AAUW NC to the Legal Advocacy Fund were off to a slow start. This year's goal is still \$10,000.

LAF works on a calendar year. We would love to come closer to our goal of all branches contributing. Remember, it is important to

contribute, no matter what the amount, but we hope that we can get 100% contribution from the branches. All it takes is a \$5 contribution from each member or the equivalent. Please send your contributions to me by December 10 so I can submit them to the Legal Advocacy Fund in Washington, D.C. before the close of the year.

The press release below from the Association documents the need for our support.

### New Report "Tenure Denied: Cases of Sex Discrimination in Academia" **Sex Discrimination in Academia Robs Female Professors of Careers, Students of Educators; Equity Is Still an Issue**

WASHINGTON - In spite of tremendous educational advances, female professors continue to face potentially career-ending sex discrimination when seeking tenure, according to a new report released today by the American Association of University Women (AAUW) Educational Foundation and the AAUW Legal Advocacy Fund.

*Tenure Denied: Cases of Sex Discrimination in Academia*, details the stories of women who took their fight for tenure to the courts and provides a personal look into the toll it takes on these women's lives and careers. It also illustrates the loss of excellent educators for the students to these destructive disputes [and] demonstrates an

unfortunate double standard between the values of diversity and respect that universities espouse and a reality of discriminatory practices for their...female professors.

"There is something wrong in academia—which is expected to set a high standard and example for other workplaces—when the example being set for our young people is one of inequality and discrimination," said Mary Ellen Smyth, AAUW Educational Foundation president. "And there is something dramatically wrong when female professors challenge discrimination and it results in irreparable damage to their careers."

Research shows that in an academic setting, women earn less, hold lower-ranking positions, and are less likely to have tenure. Of the faculty at colleges and universities offering four-year degrees, only 27% of those awarded tenure are women. While women make up more than one-half of instructors and lecturers and nearly one-half of assistant professors, they represent only one-third of associate professors and a mere one-fifth of full professors.

Unfortunately, these battles are nearly impossible to win, since the odds are largely stacked against plaintiffs. Of the 19 AAUW Legal Advocacy Fund-supported cases described in the report, eight (42 percent) plaintiffs lost, seven (37 percent) settled, two (11 percent) won, and two cases are ongoing.

Further, according to the AAUW report, the costs of challenging sex discrimination – both financially and emotionally – are enormous. "Litigation expenses are huge in terms of both time and money, and the odds of women prevailing in court can seem insurmountable," said Michele Warholic Wetherald, president of the AAUW Legal Advocacy Fund.

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"*Tenure Denied* is not a call-to-lawsuits for female professors" concluded Wetherald. "The report includes a number of effective strategies for both colleges and universities as well as women to use in an attempt to resolve—and in many cases, avoid—courtroom disputes."

To receive the full report via e-mail as a PDF, contact Jean-Marie Navetta at 202.785.7738 or [NavettaJ@aaauw.org](mailto:NavettaJ@aaauw.org). You can also view the *Tenure Denied* press kit on our website at <http://www.aaauw.org>.

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*The AAUW Educational Foundation provides funds to advance education, research, and self-development for women and fosters equity and positive societal change. The Foundation is the world's largest source of funding exclusively for graduate women.*

*The AAUW Legal Advocacy Fund provides funding and a support system for women seeking judicial redress for sexual discrimination. LAF is the nation's largest legal fund focused solely on sex discrimination in higher education.*

Marie Wilson, president of the White House Project and the Ms. Foundation for Women and co-creator of "Take Our Daughters to Work," has written a book, *Closing the Leadership Gap: Why Women Can and Must Help Run the World*, which is a call to action for putting women in leadership positions across all sectors. It has received rave reviews by Geraldine Ferraro, Ann Richards, Nancy Pelosi, David Gergen, and CNN's Judy Woodruff. Learn more at <http://www.closingtheleadershipgap.com>