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Focus on Leadership

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University Woman Texas!

Developing Leadership with a Positive Edge

By Judy Brownlie

At the 2005 Association convention in Washington, DC, Dana Lightman, Ph.D. drew from her book **POWER Optimism** in presenting *Developing Leadership with a Positive Edge*. According to Lightman, this two-step process involves the release of negative patterns and the creation of positive practices that can be applied to our branch activities, board direction, and individual member participation in AAUW.

Power Optimism is a system of thinking, feeling and behaving that creates conditions for success. The three tend to work in tandem. Change one for the positive and the others will follow suit. The message is – fake it till you make it! It's not about being correct or successful 100% of the time but about creating conditions for success that allow the best results to occur.

A negative pattern is working when the same frustrating events happen over and over again or when you feel like you overreact easily and often. Negative patterns, such as limiting beliefs and emotional flooding, can be hard to relinquish, keep us from creating desired outcomes, and limit our opportunities.

A limiting belief is a negative perception you believe is true and accurate. You must recognize that you want to get somewhere but find it impossible, actively react against and make a determination to relinquish this belief, and finally, recreate or learn the necessary skills/contacts/

options to help you accomplish what you want. Perhaps you believe your branch is too small to hold an Expanding Your Horizons conference. Recognize that you would like to do this but can't imagine how. Stop saying it's impossible. Start a dialogue with small branches that have had successful events; connect with a local college, high school and/or organization that might want to partner with you.

Emotional flooding is caused by a perceived physical or emotional danger. A knee-jerk or fight or flight reaction takes over. This might be the 'we've never done it that way' or 'we always do it this way' response to a new or unusual idea. We need to learn to contain this flooding in ourselves and try to curb it in others. This might mean resurrecting the 'silently count to 10' method for yourself or tabling an item until everyone has had time to think it over calmly.

Once negative patterns are released, create positive practices that are **Proactive, Open-minded, Well-informed, Evolving, and Resilient**.

Being proactive asks, "What can we do?" Actively choose your responses. There is no point in wasting energy on things you can't control. Having a home tour? Don't worry about the weather. There is nothing you can do about it. Some situations can be influenced but always remember that influence does not equal control or necessarily a desired outcome. You can suggest to the homeowner to take certain precautions in case of rain. If he does not act on your suggestion, you are out of control. Choose responses that give the biggest bang for the energy expended and that you can most definitely control. *Continued on page 4.*

Chipping Away to Discover Leaders

By Patricia Ross

Once upon a time I read that when Michelangelo was sculpting his phenomenal works of art, he wasn't so much carving an angel as chipping away excess marble so the angel could come out.

When Dr. LaWanna Blount presented her keynote address at the AAUW Texas Leadership Conference, I was reminded we are all leaders, but sometimes we need help to remove the barriers, like the excess marble, liberating the leaders within us. Dr. Blount based her presentation on *The Leadership Challenge* by Jim Kouzes and Barry Posner.

So, what can we do to remove the excess marble and free the leadership potential in our members?

We need to shed myths and "old wives tales" and accept that leadership is not innate trait residing only in a few people. It's not just charisma, although charisma is a good quality to have. Nor, is it necessarily a designated position, although positions carry leadership responsibility.

Kouzes and Posner say that leadership is a process ordinary people use when they are bringing forth the best from themselves and others. They believe that the leader's unique legacy is the creation of valued institutions that survive over time. Leaders' most significant contribution is the long-term development of people and institutions so that they can adapt, change, prosper and grow.

Isn't this what we want in AAUW?

Yet, how many of us make leadership development a top priority? How many branches have all the leaders we need right now? How many of us think of what we do in terms of making our branches and members better able to adapt, change, prosper, and grow?

Leadership is a set of learnable skills.

It starts with a vision based on shared values—the foundation of leadership is trust. Who do we trust enough to follow willingly in pursuit of a shared dream? Kouzes and Posner say we follow leaders we believe to be honest, forward-looking, competent and inspiring.

Leaders who are honest are seen as truthful, ethical and principled. They have strong character and solid integrity. Forward-looking leaders must know where they are going if they expect others to willingly follow them on the journey. Those who are competent have the ability to get things done, with a particular skill of working well with others. Leaders who are inspiring are able to communicate the vision in ways that encourage us to sign on for the duration. Our need for inspiring leaders speaks to our need to have meaning and purpose in our lives. It strikes me that AAUW is perfect for the development of such leaders.

Given this fertile ground or leadership development, what can we do to chip away all the "excess marble" to liberate or new leaders? We can share Kouzes and Posner's principles of leadership:

Leaders **model the way** by clarifying and sharing their personal values and showing by example that their behavior reflects their stated principles. For example, values such as "respect for others' opinions" would be seen in their practice of really listening to those voices. "Doing what's necessary to get the job done" would be apparent by a willingness to meet deadlines, help with the fundraiser or stuff the student packets for the Math/Science Conference.

Leaders **inspire a shared vision** by imagining exciting and ennobling possibilities and enlisting others by appealing to their shared hopes and dreams.

Leaders **challenge the process** by seeking innovative ways to change,

grow and improve (learning –my personal favorite!).

Leaders **enable others** by promoting cooperative goals, building trust and sharing power and discretion; leadership is a team effort.

Leaders **encourage the heart** by showing appreciation for everyone's contributions and individual excellence, and by creating a spirit of community and a culture of celebration.

One surprise –Kouzes and Posner concluded that the best kept secret of successful leaders is that they "stay in love" with the people who do the work, with what their organizations produce, and with those who honor the organization by using its work. Leadership is thus always an affair of the heart.

Our branches are full of people capable of learning these leadership skills. Look for them. Encourage them. Share Kouzes and Posner's book or other great books on leadership. Celebrate when they have small wins. Increase their responsibility as warranted. Nominate them for other branch and state offices. Thank them publicly for their commitment and contributions to AAUW.

Our leaders are the future of AAUW. Help us to find the leaders who will make AAUW an organization that is easy to fall in love with!

**Final Call for
Bylaws and Resolutions**

**Proposals to be considered at
the May 2006 AAUW Texas
Convention in San Antonio
must be submitted by
October 31, 2005**

**For additional information
contact Margaret Carlson at
(713) 464-0269**

Board Meeting Highlights

By Cindy Scott

The 2004-2006 AAUW Texas Board of Directors held its fourth meeting in Farmers Branch on July 22-23, 2005.

Items of Interest

The following items were discussed at the meeting:

- **Every Branch Is A Star** recognition program was finalized. The application is found on the AAUW Texas website. Branch STARS will be recognized at the AAUW Texas Convention in San Antonio, May 2006.
- **The AAUW Texas Convention** will be held in San Antonio, May 19-21, 2006 at the historic St. Anthony Hotel. Two tours will be arranged for the attendees - one to the missions and the other to downtown San Antonio.
- **The History Taskforce Committee** has received 30 branch herstories to date. These herstories will be celebrated at the AAUW Texas Convention in 2008 and can be found on the AAUW Texas website. Branches that have not sent herstories may still do so. These should be emailed to Nhornbeck@aol.com.

Motions

The Board of Directors voted:

- To adopt the **Every Branch Is A Star** Texas Achievement Recognition Program.
- To approve the 2005-2006 budget as amended (see box right).
- To approve the formation of a student affiliate group for North Harris College and a group, either satellite or student affiliate, be approved for Jones Graduate School of Management.

Nominees Needed for the AAUW Texas State Board 2006-08

By Pat Clendenin

The AAUW Texas nominating committee needs candidates for the 2006-2008 biennium. The postmark deadline, October 1, is just around the corner.

Positions to be filled are: President, Program VP, Membership VP, Educational Foundation VP, Legal Advocacy Fund VP, Secretary, and Treasurer.

In March, a packet of information

was mailed to all branch presidents, containing:

- A list of positions to be filled Job descriptions, as per the bylaws
- Names of nominating committee members
- Copies of the three forms needed for submitting a nomination to the nominating committee

Please give immediate attention to this matter and follow the procedure outlined in the packet for submitting nominations to the nominating committee.

If you are an incoming branch president, please make sure you have the packet in your possession. I can imagine that you might feel inundated with forms and papers as you settle into your new job. I know the feeling! But we need you; your branch's participation in the nominating process is important.

Additional forms / instructions are easily available upon request. Just call or email me.

Pat Clendenin, Nominating Chair
214.327.0767
Patclend@swbell.net

2008 Convention Site Needed

by Marilyn Nail

Now is the time to bid for the 2008 AAUW Texas State Convention!

We are looking for a host branch or branches for the year 2008. In 2006 the state convention will be in San Antonio, in 2004 it was in El Paso.

Please consider this opportunity to be the host branch or to collaborate with some neighboring branches for the 2008 convention.

If you have questions or are ready to submit a bid, please contact me at:

240 Amanda Ln.
Livingston, Texas 77351
fmnail@eastex.net
936-967-4672

State Budget Highlights

By Loycle Colenback

The AAUW Texas 2005-2006 budget was adopted July 22, 2005 at the State Board meeting. An abbreviated version follows:

INCOME:

State Dues	\$28,900
State Convention	2,500
Leadership Conference	5,000
Phone Reimbursement	200
Checking Interest	50
TOTAL INCOME	\$36,740

EXPENSES:

State Administrator	1,040
Executive Expenses*	13,600
Committee Expense	550
Communications	5,150
Program & Public Policy	1,200
Membership	4,400
Legal Advocacy Fund	700
Educational Foundation	500
Convention/Conference	
Assn. Leadership Conf.	600
Texas Leadership Conf.	8,000
Regional Conference	1,000
TOTAL EXPENSES	\$36,740

Notes:

Executive Expenses includes \$10,750 for board meeting expenses including travel, hotel, and meals.

Positive Edge

Continued from page 1

What can you do to continue your event and that will definitely protect the home in case of rain?

Being open-minded asks, "What is an innovative response?" Doing the same old thing produces the same old outcome. An innovative response requires that needs and issues be identified. Then search out possibilities. Brainstorm from an abundance mentality. Have a vision that sees no limitations. No idea should be censored. Write them down, no matter how bizarre. Somewhere in a weird idea may be an idea worth pursuing. Produce many ideas in a set amount of time to get the brain fired up and creative energies flowing. Always be flexible. Think outside the box and be willing to follow through with action. It's this willingness that renews purpose and passion.

Being well-informed asks, "What do we need to know?" Identify what is successful and what is not. Limited information is often worse than no information at all. Do your homework – research, talk to others. Use both reason and intuition to make decisions. Reason assures accuracy and facts. Intuition gives a sense of what is right for your members and branch. Trying something new often involves stepping into the risk zone. Make sure that zone is intentional, not uninformed. Identify your growing edge. New endeavors should create excitement and a bit of anxiety but never paralysis.

Being evolving asks, "What can we learn?" Our organization is changing, growing, making new connections. Successes reveal what we are doing correctly. Failures or mistakes give feedback on what needs to change or be given more concentration in the future. Developing a strategic plan is essential to the branch evolutionary process. It demands that your branch visualize how it wants to evolve. Reviewing

the plan often ensures that it is evolving and encourages the branch to learn and correct.

Being resilient asks, "What is a motivating interpretation?" In spite of the best laid plans, sometimes a wrench is thrown into the mix. Resiliency includes the ability to bounce back and the adaptation of a positive explanatory style. All Texas branches have celebrated success. View success as permanent. This event was successful this time; it will be successful again. View success as pervasive. This was a success; other things will be successful as well. View success as personal. As an individual member, I contribute to the good things that happen in my branch. Practice appreciation. Focusing on the negative creates a downward spiral. Place things in context and reinforce the fact that nothing is all bad. The more you practice appreciation, say 'thank you', the more you establish a pattern of noticing the good things happening in your branch. Give yourself credit for creating successes and experience setbacks as temporary and fixable.

If you incorporate the positive practices into your branch leadership style, Dr. Lightman says, "You will discover that nothing has changed but everything has altered. You will still have challenges but now you can take a difficulty and use it to your advantage."

Leadership Conference Wrap-Up

Priscilla Mowinkel and Judy Brownlie, Co-chairs

An enthusiastic crowd of 97 members gathered at Brookhaven College in Farmers Branch, July 23-24, for the state biennial leadership conference, **Leaders Keep on Learning**. The jam-packed day and a half of general and workshop sessions, reinforced by a notebook

full of supporting materials, caused one member to remark, "I learned a great deal on how to become a better leader and a better member."

For many preparing for this conference the learning began long before the meeting dates. Gifted with the use of a technologically state-of-the-art facility, presenters were challenged to make use of the computer capability and big screens available at the college. They rose to the challenge and attendees benefited with dynamic presentations and visuals of great branch ideas that added a new dimension to our gathering.

All attendees received 1.2 continuing education credits for their participation. About 25% indicated this was of value to them and one member said, "Although I am not employed outside of the home, I still value these credits."

Keynote speaker, Dr. LaWanna Blount, was both informative and entertaining as she opened the conference with *Developing Leadership in the 21st Century*. As she explained the five practices of exemplary leaders—challenging the process, inspiring a shared vision, enabling others to act, modeling the way, and encouraging the heart—she encouraged each participant to analyze her own style and create a plan to integrate the five practices into existing strengths.

Branches were inspired to adopt the **Education. Go Get It** project after hearing College for Texans campaign representative, Lisabeth Lassiter. Presentations, which can be incorporated into EYH events or given to any size group of parents or children, are completely scripted and many materials are free.

Unfortunately, training kits arrived on Monday after the conference, but will be mailed to every branch.

It was a special bonus to have Lisa Maatz, AAUW Director of Public Policy and Government Relations, and Shirley Breeze, our newly elected Southwest Central Regional

Director, join us. Lisa explained AAUW positions on social security privatization, the Higher Education Reauthorization Act and on Title IX. Shirley set a tone of cooperation and camaraderie for our region and assured us that a clarification of the new membership requirement is in the works.

According to attendee evaluations, workshop sessions covering a variety of topics including hands-on computer training provided "good and realistic ideas that have been implemented and proven successful." Even long-time members reported coming away with new information. The only thing lacking was a bit more time for each session.

Of course, all work and no fun make for a boring AAUW member. Attendees enjoyed networking time during lunch and dinner and relaxed over wine and cheese at the end of Saturday's long schedule.

As one member said, "The conference exposed me to a lot of resources available from the State and to great ideas used by other branches." Another summed it up for all of us with, "So much to ponder – excitement, possibilities for branches – so inspiring to be surrounded by energy!"

Come to San Antonio!

By Lynn Smith and Malinda Gaul

Mark your calendar to come to San Antonio for the AAUW Texas 2006 Convention May 19-21, 2006.

San Antonio captures the spirit of Texas. Now the eighth largest city in the United States, the city has retained its sense of history and tradition, while carefully blending in cosmopolitan progress.

A band of Spanish explorers and missionaries came upon the river in 1691, and because it was the feast day of St. Anthony, they named the river "San Antonio." The AAUW Texas 2006 Convention will be at the St. Anthony - A Historic Wyndham

Hotel, in downtown San Antonio, conveniently located to all the sights of San Antonio.

Plan to come early because both downtown and mission tours will be arranged for attendees on Friday, before the Opening Session. You can learn about the founding of the city in 1718 by Father Antonio Olivares, when he established Mission San Antonio de Valero, which became permanently etched in the annals of history in 1836 as The Alamo.

In addition to The Alamo, a tour of downtown San Antonio will uncover centuries of history, including: La Villita, one of the original settlements; the San Fernando Cathedral, whose construction was started in 1731 by Canary Islanders; Market Square, the largest Mexican marketplace outside of Mexico; and the Steves Homestead, a mansion open to the public in the King William Historic District. It is only a short drive to the historic missions. Start your adventure at the Visitors Center at Mission San Jose and explore the other jewels of San Antonio's mission period.

Our keynote speaker for Friday night will be **Lynn Hickey**. Lynn is serving as the fourth athletic director in University of Texas at San Antonio history. Lynn assumed the lead athletic role at one of the youngest NCAA Division 1 universities in the country; UTSA began athletic competition in 1981. Under Hickey's direction over the last five years, UTSA has claimed a Southland Conference all-sports championship while consistently winning both team and individual awards in all sports sponsored by UTSA.

Lynn Hickey was selected by the AAUW San Antonio Branch in 1999 as the first recipient of the "Breaking the Glass Ceiling Award." AAUW was pleased to recognize and celebrate Lynn's many firsts-the first woman athletic director of a public university in Texas, the first woman athletic director for the University of Texas at San Antonio and the first

woman athletic director in the Southland Conference. After the Opening Session on Friday night, you will be introduced to beautiful San Antonio at a roof-top reception.

The historic St. Anthony Hotel will be the site of the business sessions, workshops and Educational Foundation Luncheon Event on Saturday. An urban masterpiece amidst the daily hubbub of the busy metropolitan downtown, sequestered 20 feet below street level lies one of San Antonio's jewels - the Paseo del Rio. Better known as the "River Walk," these cobblestone and flagstone paths border both sides of the San Antonio River as it winds its way through the middle of the business district.

The River Walk has multiple personalities - quiet and park-like in some stretches, while other areas are full of activity with European-style sidewalk cafes, specialty boutiques, nightclubs and gleaming high-rise hotels. For the Legal Advocacy Fund Dinner Event on Saturday night we will dine aboard open-air cruisers as they wind their way along the scenic waterway.

At the closing day breakfast, you will experience all of San Antonio's sounds and flavors, including Native Americans, Old Mexico, Germans, the Wild West, African-Americans and the Deep South. Don't miss this opportunity to experience San Antonio and join with other AAUW members from across Texas. See you in May 2006!!!!



Tell Us About Your Outstanding Branch Members!

Two outstanding member awards will be given at the San Antonio Convention. See page 10 for more details.

The Booming Dynamics of Aging: From Awareness to Action

The White House Conference on Aging (WHCoA) occurs once a decade to make aging policy recommendations to the President and Congress, and to assist the public and private sectors in promoting dignity, health, independence and economic security of current and future generations of older persons. With a tradition of diversity in participants, focus, and interests, each WHCoA has had an impact on aging policies in this country.

The 2005 Conference occurs as the first wave of the baby boom generation prepares for retirement, creating an important opportunity to creatively assess aging in America and improve the lives of older Americans. The Conference continues to receive a tremendous amount of information, comments, solutions and general input to the Policy Committee for purposes of developing the final agenda. This indicates the degree of excitement and enthusiasm that exists with regard to the theme chosen for the conference.

Governors of all 50 States, the U.S. Territories, Puerto Rico, and the Mayor of the District of Columbia, Members of the 109th Congress, and the National Congress of American Indians will select the majority of the delegates to participate in the 2005 WHCoA. The balance of the delegates will be selected by the WHCoA Policy Committee. These "at-large" delegates will represent national aging and other allied organizations, baby boomers, academic institutions, business and industry, disability, non-profit and veterans' organizations and others with a stake in the aging of America.

Delegates to the Conference evaluate the manner in which national policies that are related to economic security

and health care are prepared so that such policies serve individuals born from 1946 and 1964 and later and to develop not more than 50 recommendations to guide the President, Congress and Federal agencies in serving older individuals.

AAUW Member Named Representative

U.S. Congressman Kevin Brady has named Karen McKibben as Delegate representing the 8th Congressional District of Texas. With a Master of Social Work degree concentration in Gerontological Social Work, she has earned a number of scholastic and professional awards and recognitions; has served as President of Sigma Phi Omega, the national academic honor and professional society in gerontology, which recognizes the excellence of those who study gerontology/aging and the outstanding service of professionals who work with or on behalf of older persons.

Karen moved to The Woodlands in 2002 and is employed as a therapist and mental health professional with Interfaith Employee Assistance Program and Counseling Center. Karen is also serving as President of the AAUW Montgomery County Branch.

"I'm looking forward to this conference, not only for our development of aging policies to meet the needs of older Americans but to the actual real implementation of solutions. This is

especially true in the areas of transportation, housing, the need for services to grandparents raising grandchildren and the very real lack of required graduate geriatric education courses for physicians, lawyers, social workers, and others who chose to work with the elderly. I have an 85 year old mother, six adult children and seven grandchildren. I understand the needs of the "sandwich generation" as the Baby Boomers are called and of the criticalness of the issues this brings to families."

Delegates and Congressmen met over the spring and summer with the public at listening sessions on special topics. Texas Delegates gathered at the Capitol in Austin on July 29 for the WHCoA Texas Silver-Haired Legislature WHCoA Solutions Forum. In attendance at the Forum from Washington, D.C. were Dr. Alejandro Aparicio of the WHCoA Policy Committee and Dr. Rudy Arredondo of the Advisory Committee.

Your Concerns are Important

Karen is interested in knowing your most important concerns from an individual, professional or branch perspective. You can contact Karen at kamckibben@consolidated.net.

Given the vast amount of input Karen receives, she may not be able to directly respond to each person, but their concerns will be noted and shared with the other delegates.



Past State President 1977-1979

JUANITA PRICE COLE, died August 25, 2005. Born in Waco, she graduated from Waco High School, Texas Women's University and Baylor University with degrees in Physical Education and Education. She earned a Master of Social Work from the University of Southern California, and had a 40-year career in various health and welfare organizations. She was an active volunteer and participant in her church, in professional organizations, and in the American Association of University of Women in which she was State president. In 1955 she married Ed Cole and they had a very loving relationship of 49 years. They had two sons, Roger and Perry. She leaves behind her husband and sons, their wives Jennie and Nancy, and six grandchildren: Callie, Christopher, Carter, Price, Samuel, and David. Contributions may be made in Juanita's name to the American Association of University Women's Educational Foundation, 1111 Sixteenth St., NW, Washington D.E. 20036.

Association Convention News

LAF—Over Half Way to Our Goal!

By Veronica Johnson

While our Texas members have been responding generously to the *Sylvia Newman LAF Giving Circle*, we have also received many contributions from across the nation. Sylvia was well known and loved by many for her spirit and support for AAUW and LAF.

At the AAUW Association Convention, there was a very special and touching tribute to Sylvia. Pat Ross was one of the presenters; she delivered a very personal and inspiring message about Sylvia's contributions at the branch, state, and association level. Pat did a great job presenting and making Sylvia real to those who did not know her.

The response to our presentation on the Giving Circle was over \$5,700 from the attendees. Thank you to all of the Texas members at convention that helped out collecting the money with baskets at the doors. Adding the \$5,700 to our Texas contributions, we are over half way to our \$25,000 goal.

For this year, we ask that our Texas members and branches designate the Sylvia Newman Giving Circle or just write Fund #3095 on all contributions to LAF. This is a special way to pool our contributions to make a greater impact. The branch will also receive credit toward their LAF goal. All contributors who donate \$100 or more will receive a quilt pin.

Don't forget the branch presentation on our web site www.AAUWTexas.org.

CORRECTION: We have one correction to our 2004 top branch information, the Fort Bend Branch is number 10 in the top contributions per capita at \$7.37. Congratulations to Fort Bend Branch!

Delegates Vote to Expand Membership

By Linda B. Conger

At the Association Convention, delegates voted to expand membership to include graduates who hold an "associate or equivalent" degree. The emotional debate began with an unsuccessful bylaws amendment to open membership to all who support AAUW's mission.

In support of the successful motion, Kenosha (WI) Branch delegate Frieda Schurch, who was born before women had the right vote and has been a member of AAUW for more than 50 years, implored, "Today we . . . must decide if our priority is to move ahead because we believe in our mission or if our priority is making sure that everyone knows that we have a college or university degree. . . . To do justice we can and we must say yes to this motion."

The bylaws change to membership eligibility requirements became effective immediately, and following the business session, AAUW signed up our first newly eligible member!

Several questions were raised regarding this new eligibility requirement. Guidelines are now available at www.aauw.org in the "Member Center" The direct link is: http://www.aauw.org/member_center/membershipcriteria2005.cfm.

Capitol Lobby Day

By Georgia B. Kidwell

Wearing red "Stop Privatization of Social Security" stickers and carrying teal colored bags with Purpose, Power, Progress (the new AAUW theme) printed on them, AAUW members stormed the Capital on Lobby Day, during the Association Convention in June.

Eighteen members of the Texas Delegation went to the offices of Senators Kay Bailey Hutchison and John Cornyn where they visited with aides of the Senators. The purpose was to let our representatives know AAUW opposes including privatization in any Social Security legislation and supports the Reauthorization of the Higher Education Act with the emphasis on non-traditional students. The group was well received and listened to. The group divided up to visit the offices of their individual representatives.

The group felt empowered by their visit and were eager to continue their lobbying efforts when they got home.

I urge all of you to join the AAUW Action Network to check out the latest network activation's and get involved. Become a Two-Minute Activist. Take one minute to read about the latest issue in Congress. Then take one more minute to personalize a pre-written AAUW message and e-mail it to your member of Congress. To find the Two-Minute

Activist, go to www.aauw.org, click on AAUW Action Network and find Two-Minute Activist in the left-hand menu. (It is AAUW policy that e-mail addresses are not shared with third parties.)



Message from the Regional Director

By Shirley Breeze

AAUW is the premier organization working for equity for women; I am proud to be a part of this excitement as your new regional director.

The Association Convention was a re-energizing event--as those of you who were there can attest. We all came away with renewed resolve to work even harder for the issues that impact women. At the Convention several Texas branches won recognition as 21st Century recipients: Abilene, Austin, Denton, Farmers Branch/Carrollton, Fort Bend, Kerrville, Montgomery County, North Harris County, Northeast Tarrant County, San Antonio, Tarrant County, and Tyler.

In both the Educational Foundation recognition and LAF recognition, Texas was one of the top states in total contributions. Tarrant County was one of the top branches in contributions to LAF. Texas also received a Public Policy Impact Grant. Texas certainly is in the winner's circle!

The Association attendees voted to change the bylaws to include membership for people with Associates' Degrees. Also approved was a bylaw change to elect all directors at large. These changes and other decisions will be forthcoming in the next issue of AAUW Outlook. The Public Policy Program was adopted; the major change was the addition of the statement "We support a fair and balanced judiciary." The new theme for AAUW: "Education as the Gateway to Women's Economic Security."

Pat Ross is to be commended on her recognition of Sylvia Newman at Convention; it was a superb tribute.

The members involved in the success of the recent Leadership Conference, **Pat Ross, Priscilla Mowinkel,** and **Judy Brownlie,** and everyone else who had a part in planning the event and its implementation cer-

tainly deserve a round of applause. It was the kind of event of which AAUW can be proud.

As you work in your state on programs and activities for the new year, keep in mind that AAUW's resources are unparalleled. Fact sheets and position papers are available on a wide range of women's issues including affirmative action, Title IX, pay equity, social security, higher education and the judiciary. The Association Public Policy program identifies many areas upon which the Public Policy Department lobbies on Capitol Hill for our interests.

Please keep me informed of your state's activities and programs; I am most interested in what you perceive as initiatives that will continue to move AAUW forward. As I visit your state AAUW activities, I hope to meet a great number of fellow advocates for women's issues. If you need assistance, please contact me; I can be reached at sbreeze@mindspring.com. Your ideas and dedication make AAUW stronger and more responsive to the needs of women.

Put the Regional Conference, June 9-11, 2006, on your calendars; St. Louis will be host city. More information will be forthcoming shortly.

AAUW-- 125 years of supporting women and advocating for equity.

Pondering Your Herstory?

By Nita Hornbeck

Pondering what to include in your branch herstory? Here are some tips from branches now starring on the AAUW Texas website.

Early Beginnings

San Antonio, one of the two celebrating a 100-year birthday in 2008, tells that San Antonio Branch was established on January 9, 1909, as a branch of the Southern Association of College Women, founded in July 1903. San Antonio became a charter

branch when AAUW Texas was organized in Dallas in 1926.

El Paso first met on February 12, 1915 in the home of their future president Blanche Averill. There was no Mission Statement at that time, so they wrote their own: "To encourage the increasing of higher education among the young women of El Paso." El Paso was one of the four branches that met in Dallas to form the Texas Division: Dallas (1908), San Antonio (1908), Fort Worth (1914), and El Paso (1915).

Richardson Branch spun off from the Dallas Branch in 1967; then Plano became a satellite of Richardson in 1973 and a separate branch the following year. The Richardson and Plano branches still have occasional joint meetings and have worked together on projects.

Ft. Bend describes their first members in this way: "We were a pretty serious group of women, trying our best to do it all -- have jobs, have families, have a burgeoning feminist attitude. Not that feminism started in the mid '70's by any means, but it was still a fairly new concept to women raised in The South!"

Activities

San Antonio, El Paso, Northeast Tarrant Co., and Nacogdoches were among those who stressed their branches' activities. For instance, Northeast Tarrant Co. takes part in the Hurst-Eules-Bedford Adopt-a-School Program by adopting the KEYS School (Keep Eligible Youth in School) by tutoring. The members also hold candidates' forums for city council and school board elections, give a local scholarship, and put on the Cinderella Conference yearly.

Nacogdoches began holding an annual Woman of the Year Awards banquet in 1985, which has now gown into a major community celebration with speakers including Ann Richards, Laura Bush, Kay Bailey Hutchinson, Dr. Nadine Barlow, Captain Ann Duke, and other well-known participants.

Local Scholarships

Many branches take pride in their local scholarships provided students of all types. Huntsville in March 1982 began funding an endowed scholarship, named for two of their AAUW members, at Sam Houston State University. Raising funds for this scholarship has earned the branch the name Fruitcake Ladies, not for their mentalities but for the many fruitcakes they sell each year.

Vernon’s Scholarship Endowment fund was started in 1982 when the college was then known as Vernon Regional Junior College. It began with \$1,200.00 to be enlarged each year through memorial donations and group projects such as the Children’s Theater, Valentines Games Tournaments and the Centennial Tour of Homes.

Outstanding Members

All branches mentioned outstanding members. Carrollton/Farmer’s Branch told of outstanding members honored by area groups: They sat on city boards, school and theater boards, Trustees for the local Chamber of Commerce and the Dallas County Community College District. Carol Dingman became a member of the Farmers Branch City Council. Carla McGee would eventually become an Assistant Superintendent of Schools and Dallas County Community College Trustee.

Overview

Other branches told of successful changes they made that attract new members, interest groups to cherish for retention of members and forming new friendships, awards received for outstanding accomplishments, outstanding members, cooperation between their branches and other organizations, and celebrations of 50th (Kerrville) and 80th (Lubbock) anniversaries. her two 1st place state awards.

More than a Task

During the Leadership Conference, several branches told me of productive ways they plan to use the histories besides submitting them for inclusion in the celebration for AAUW

Texas 100th Birthday Party and having them included on the Texas website: Becoming the foundation for branch birthday celebrations; using information for interesting new member information bulletins and orientation programs; attracting new members by informing prospects of accomplishments in the past, writing newspaper features about the branches, highlighting present activities; including in yearbook with additions each year by the branch historian.

It’s not too late, send your to 2-3 page HERSTORIES to me at Nhornbeck@aol.com in the e-mail or as a Word attachment.

Restructuring Task-force Continues It’s Work

By Jackie Littleton

A little over a decade ago, the board of AAUW Texas made a major shift in the way the board “did business” in the state. Creating 8 geographical districts with directors to serve on the board was designed to meet two specific needs.

First, the directors of each district (DD) were charged to provide officer training within their districts each year. Second, they were to serve as liaisons between the state board and individual branch boards, answering questions, gently reminding about deadlines, and encouraging mission-based programming. In this role, the DD also was to be the branches’ voice on the board, bringing their concerns and suggestions to the board.

During the current biennium, a task force has been appointed by AAUW Texas President Pat Ross to re-examine the board structure to “see if it is working to advance the mission and, if it isn’t, to suggest changes.” The task force, chaired by Jackie Littleton (Tyler), is composed of Ann Beraslay (Austin), Carol Cushman

(Tyler), Harriet Dorgan (El Paso), Charlaine Reynolds (Houston), and Pam Wolfe (Austin and Georgetown). Current District Directors have served ex officio.

With input from members of the state board and many branches who took time to discuss what they want and need from a state organization, the task force is preparing suggested changes to present to the board in November. Board-approved changes will be presented to the delegate body for vote at the state convention in San Antonio next spring.

Preliminary “discussion points” were presented during the recent Leadership Conference in Farmer’s Branch and additional input was collected from branch leaders. One early change that has been proposed is the addition of an annual state meeting. Current bylaws only mandate a state convention every other year, with leadership training taking place within individual districts. The proposed change would add a state leadership conference, rather than district training, in years when there is no state convention.

Questions and suggestions about proposed changes should be directed to any member of the task force prior to October 15.

Feeling Invisible?

By Mynda McGuire

If your branch has wrestled with the problem of Visibility in the past...help is here! The Texas AAUW website, www.AAUWTexas.org/Visibility.html, has many suggestions for improving your branch’s visibility.

Many aspects of visibility are, of course, closely interwoven with Membership, Programming, and other leadership activities of a Branch. All members and officers are encouraged to visit the Visibility pages and perhaps print out the various Internal and External Visibility ideas. There are special

printing instructions at the bottom of both the Internal and External Visibility pages.

These are a compilation of suggestions to increase your community’s awareness about AAUW and your members. Your branch may also have other visibility methods. Please share those ideas with the Texas board.

A Visibility Chair and a Visibility Committee or Team can use these ideas to work together to increase both Visibility and Membership. It’s really a simple concept: The more people in the community who know about AAUW and its mission the more people who will identify with the branch and want to join. These pages will help get the word out!

Another way to access the Visibility pages is to log on to: www.AAUWTexas.org and then click on the word “Visibility” on the left hand column.

Nominees for Outstanding Member Awards Needed

By Linda B. Conger

The American Association of University Women Texas will honor two members at the 2006 state convention in San Antonio with the Outstanding Member and Outstanding New Member Awards.

Outstanding Member Award

The nominee should be a member who has helped shape AAUW Texas or The State of Texas. The nominee must be living, a member of AAUW, a legal resident of Texas, and willing to attend the 2006 AAUW Texas Convention in San Antonio, May 19 – 21, 2006. The winner will be selected on the basis of lasting contribution or achievements which have had a positive and significant impact on AAUW Texas or The State of Texas.

Selection criteria include:

- Lasting contributions to AAUW— TX or The State of Texas that demonstrate “positive societal change”
- Demonstrated leadership qualities
- Proven role model or mentor
- Demonstrated ability to work effectively with others in the private and public sectors to carry out the AAUW mission

Nominations should be accompanied by documentation describing:

- Specific contributions and achievements, citing sources and awards
- Examples of leadership and mentoring
- Evidence of cooperative and effective work with others to carry out the AAUW mission

Past Recipients:

- 1992 Dr. Nadine Barlow, Clear Lake City
- 1994 Lynn Solomon, Nacogdoches Branch
- 1996 Virginia Mann, McAllen Branch
- 1998 Helen Oujesky, San Antonio Branch
- 2002 Betty Anderson, Lubbock Branch
- 2004 Alice W. Church, Houston Branch

Outstanding New Member Award

The nominee must be a member of AAUW for fewer than 2 years, a legal resident of Texas, and willing to attend the 2006 AAUW Texas Convention in San Antonio, May 19 – 21, 2006. The winner will be selected on the basis of innovative and positive contributions which have had a positive and significant impact on a local branch of AAUW Texas.

Selection criteria include:

- High level of involvement in at least one branch community service project;
- Demonstrated high enthusiasm for AAUW as an organization (e.g., bringing guests/additional members, volunteering for projects, suggestions on strengthening the branch);
- Attendance at some Association/Regional/State/Inter branch conference or training;
- Attendance at branch meetings/functions; and
- Holding an office of responsibility in the branch.

Nominations should be accompanied by documentation describing:

- Specific contributions and achievements, citing sources and awards
- Examples of leadership and mentoring
- Evidence of cooperative and effective work with others to carry out the AAUW mission

Past recipients:

Alejandra Zambada Lazcano, Plano/Collin County Branch

Please send completed nominations, to be received no later than January 31, 2006, to:

Linda B. Conger
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Check Your Label

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September 2005

3 - Mail Action Alert

30 - E-mail Mission in Action

October 2005

1 - Deadline: Texas officer nominations

1 - LAF Tool Kit Online

3 - Mail Action Alert

15 - Deadline: Applications for LAF Plaintiff Travel Grants for States and Regions

31 - Deadline: Texas Bylaws proposals.

November 2005

1 - Deadline: EF's University Scholar-in-Residence Award

3 - Mail Action Alert

10 - Mail AAUW Outlook

15 - Deadline: EF American Fellowships & Selected Professions Fellowships Engineering Dissertations

30 - E-mail Mission in Action

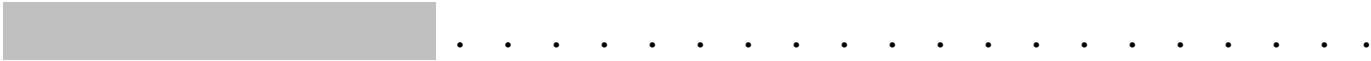
December 2005

1 - Deadline: Applications for EF International Fellowships

3 - E-mail Student Speak Out & Mail Action Alert

15 - Deadline: Applications for EF Career Development Grants & Applications for LAF Case Support

31 - Deadline: LAF, EF, and Association Contributions



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