



# Bulletin

Volume 93, Number 3    Newton, Kansas    May 2016

## From Your President



Dr. Nancy Bolsen  
KS AAUW President

The past two years I have served as your Kansas AAUW State Board President. It has been a fast-paced and exciting commitment for me. I have enjoyed meeting many of you as I visited Branches across the state and at two AAUW Kansas Annual Meetings

(El Dorado and Newton). I appreciate all the support from Branch members and the Kansas AAUW State Board as we challenged ourselves to be better engaged with the AAUW Kansas Branches and the AAUW mission.

We had a great AAUW Kansas Annual Meeting in Newton, April 9! Thank you AAUW Newton Area committee and branch members!! The attendance was higher than it had been in several years, the location was outstanding at Dyck Arboretum, and the interaction and energy intensity was highly visible. Our three speakers Dr. Mirta Martin, President, Fort Hays State University, Dr. Traci Jensen, AAUW National Director and Lauren Baird, MFA Graduate Student at Fort Hays State University were inspiring. We elected a full slate of new leadership in **Dr. Theresa Sullivan** (Shawnee Mission), President, **Carol Kirchmer** (Newton Area), Vice President of Membership, **Paula Shields** (Wichita), Secretary and **Chassy Nichols** (Manhattan), AAUW Funds, and we look forward to their leadership.

Let the State Board know what you are thinking. The State Board will meet June 18 to plan goals for the 2016-2017 year. I encourage you to fill out the **AAUW Kansas Member Survey, Spring 2016** sent to you recently and **return it by May 15**. If you did not receive a survey please contact Jeannette Earles at [dnjearles35@embarqmail.com](mailto:dnjearles35@embarqmail.com) or Jeannette Earles, 16939 W 183 Street, Olathe, KS 66062

Are you headed for the **Midwest Ten State AAUW Biennial Conference on June 3-4, 2016**? I hope so because the meeting has so much to offer. As Dr. Bonnie Tandoc, former AAUW Kansas State Board President said, "The speakers embody AAUW values and will challenge and energize you" for the coming AAUW year. Be sure and register at <http://aauw-ks.aauw.net/>

My grateful thanks to the State Board members who worked very hard together with me to make Kansas AAUW the organization that advances equity for women and girls through advocacy, education, philanthropy, and research. My special thanks to Shirley Breeze, AAUW Leadership Corps, who kept us in the loop with AAUW National information and came to all of our meetings from her home near St. Louis, MO, to support us. My plans as past president of Kansas AAUW State Board are to assist the State Board members with public policy and membership.

Your AAUW branch, state and national dues will soon need to be renewed. Be sure to check that your Branch has your correct mailing address, email and phone number so you can receive AAUW publications and correspondence.

Best wishes,  
Nancy Bolsen, Ph.D.  
A Proud AAUW Member  
President, KS AAUW State Board 2014-2016  
[nancybolsen@gmail.com](mailto:nancybolsen@gmail.com)

## AAUW LEADERSHIP CORPS

NATIONAL REPORT Summer 2016

From AAUW Membership Matters

### May 15 - AAUW Bylaws are DUE

State and branch bylaws are due to the national office ([connect@aauw.org](mailto:connect@aauw.org)) on May 15. Use the state and branch model bylaws on AAUW website for guidance. See page 4 for details.



Shirley Breeze  
Leadership Corps Member

### Attention, Presidents: Report All Leaders for Fiscal Year 2017

Keeping your officer lists current at AAUW headquarters helps staff and member leaders communicate with you and makes sure that all officers are kept in the loop. Branch and state presidents should report all officers for FY17 in the Member Services Database (MSD) **by June 1**. It's easy! Just follow these steps:

1. Search AAUW.org for Member Services Database.
2. From the MSD, click on State and Branch Officer listing
3. Click on Branch or State Officer Maintenance
4. Under Edit Branch or State Officer List, select 2016-17
5. Click on Edit List
6. Click on New
7. Select the position and then the officer
8. Under Effective Date select 7/1/2016 and then click Add
9. Click New to add the next officer

This is an annual requirement, even for states and branches with continuing leaders. Branches holding elections after the June 1 deadline should submit their officer names as soon as possible.

April 1 – October 31

### IRS Tax Year 2016 AAUW Group Tax Exemption Season Begins

All AAUW-affiliated entities are required to file IRS Form 990-N each year with the IRS and to submit the AAUW Group Tax Exemption form located in the Member Services Database. **Starting April 1 and ending October 31, 2016**, used this AAUW form to update your branch/state data as required by the IRS and specify whether you want AAUW to file the IRS Form 990-N for your branch/state or whether your organization will file independently.

Please note: All AAUW 501(c)(4) organizations are strongly urged to participate in the AAUW Annual Group Tax Exemption Filing so that AAUW can do your IRS filing for you, enabling AAUW to verify your timely filing and help protect your nonprofit status. Those filing directly with the IRS should do so **no later than November 15**.

*Shirley Breeze, Leadership Corps Member*

[sbreeze@mindspring.com](mailto:sbreeze@mindspring.com)



### Midwest Ten State AAUW Biennial Conference - June 3-4, 2016 **JOIN THE AAUW EXCITEMENT at GREAT WOLF LODGE** Kansas City, Kansas

Registration for the Regional Meeting is \$45 and lunch is \$26. Registration form is at <http://aauw-ks.aauw.net/> **Deadline for registration is May 28**. For additional information, call 314.831.5359 or 636.938.3958. Rooms at the Conference hotel are \$176.86; they accommodate six people. Call 1-866-944-9653 for room reservations.

**Highlights:** Breakout sessions will include new ideas on membership recruitment and fundraising, plus a review of the new research report, *Barriers and Bias: The Status of Women in Leadership*. Another scheduled session is the *Relationship Between Sexism and Racism; AAUW Public Policy Issues at Risk* is an in-depth look at the status of AAUW's policies. Sessions on *Voter Discrimination* and *Human Trafficking* are also scheduled. Several others are in the planning stage. Dr. **Catherine Hill, AAUW Director of Research**, will be featured. Other AAUW National staff members will be in attendance. **LAF plaintiff Paul Thein** will be the featured speaker at the Gala Luncheon. His case is the longest running case AAUW has supported, and he has some interesting views on the system.

## How Can We Close the Gender Leadership Gap?

The relationship between women and leadership has been a [popular topic recently](#). However, most of the discussion focuses on understanding the issue instead of ideas for action. Women make up more than half of college graduates and half the labor force, and have long careers in many fields — so there's no lack of women to fill leadership positions. But we're still not represented at the upper levels.

Based on the findings and recommendations in the AAUW report, [Barriers and Bias: The Status of Women in Leadership](#), here's what individuals, employers, and policy makers can do to help close the gender leadership gap.

### What Can Individuals Do?

#### 1. Find leadership training

Interactive, fun, and evidence-based trainings are some of the best ways to develop leadership skills. AAUW is home to many programs that empower women to take the lead in their schools and communities. [Elect Her](#) trains college women to run for student government and other political offices. Our annual conference, the National Conference for College Women Student Leaders ([NCCWSL](#)), brings college students from around the country together to finesse their leadership skills, network with the AAUW community, and prepare them for life after graduation.

#### 2. Ask for more.

Salary and benefits negotiation is a strategy that helps women demonstrate their worth in the workplace. AAUW's [Start Smart and Work Smart](#) workshops teach women about the gender pay gap, how to determine a fair salary range, and how to negotiate salary offers. Salary negotiations help women close the gender pay gap one person at a time. When women advance in the workplace, they are more likely to rise to leadership positions. Negotiation is not just about money, it is also about opportunity.

#### 3. Understand your biases — even the ones you don't realize you have. Take the Test

<https://implicit.harvard.edu/implicit/timeout.html>

Most people believe that sex discrimination is wrong, yet [it still happens](#). Unconscious, or implicit, biases are harder to identify because they can affect our judgment, even though we may be unaware of them. Uncovering these implicit biases can be the first step [toward eliminating them](#). AAUW has collaborated with scholars at Project Implicit to create an [Implicit Association Test](#) that looks at the mental associations

we make between gender and a variety of concepts, many of which affect our beliefs about women in leadership positions.



### Give a Grad a Gift - It's Graduation Time!

Here is a great gift for a graduate. AAUW members can give recent college graduates a free, one-year AAUW membership within two years of graduation, at no cost to you or them. You should do this no matter what! Membership in AAUW is **open to any graduate holding an associate or equivalent, baccalaureate, or**

**higher degree from a regionally accredited institution.**

[Give the gift of AAUW membership now](#)

**With a gift of AAUW membership, you will...**

- Expose the grad to the power that comes from belonging to a national women-led organization of more than 170,000 members and supporters who believe in and advance equity and education for women and girls.
- Expand their networking opportunities through career development opportunities and community action projects.
- Keep them current on the events and people that affect their life as they receive *Mission & Action*, *AAUW Outlook*, Action Network alerts, and more.
- Increase their buying power with access to member only discounts.

## Sunflower Garden 2015-2016

The Sunflower Garden is the way KS AAUW honors or memorializes AAUW members and supporters with a donation of at least \$25 to AAUW Funds.

### In memory of:

Mavis Fletcher – Manhattan  
Donna Hansen – Salina

### In honor of:

Pam Weeks -Salina  
Cathy Edwards – Newton Area  
Lynnette Redington- Newton Area  
Leila Knight - Olathe  
Kathryn Compton - Wichita



## AAUW STUDENT ORGANIZATIONS GROW IN KANSAS

AAUW National announced recently the current student organizations in Kansas include: Fort Hays State University, Johnson County Community College, Kansas City Community College and Kansas State University. We appreciate what they are doing for their campus and community!



**Congratulations to Kansas City Community College** for being awarded an **AAUW Campus Action Project Grant**. These are annual, grant-

funded, student-led projects that allow students to take action on women's issues on campus. The projects chosen this year fight gender bias and discrimination in engineering and technology and encourage women to pursue STEM fields.

## AAUW CALENDAR 2016

- May 15 Mandatory Bylaw Revision Deadline (see below) **KS AAUW Membership Survey Due (see p.1)**
- May 28 **REGIONAL MEETING REGISTRATION DUE (see p.2)**
- June 2-4 NCCWSL
- June 3 & 4 MidWest Ten State Conference (see p.2)
- June 18 State Board Meeting, 115 Old Main, Newton
- June 30 2016-17 Officer Reports due to National New headquarters for National AAUW
- July 1 NEW AAUW YEAR BEGINS 2016-2017

## Time to Revisit Bylaws at your Branch

Each AAUW state and branch is (a) required to make mandatory conformance bylaws and policies/procedures adaptations and (b) strongly urged to make sure that the items noted below are correctly addressed.

Branches must follow whatever procedures are established in their state for bylaws approval. In addition, **by May 15**, branches must forward an electronic copy of their updated bylaws to AAUW at [connect@aauw.org](mailto:connect@aauw.org). If you need assistance, please contact [connect@aauw.org](mailto:connect@aauw.org).

## MANDATORY CHANGES

**Article III. USE OF NAME - Section 2. Proper Use of Name and Logo -Note:** The language in Article III, in its entirety, is a mandatory substitution in state and branch bylaws as replacement for current verbiage.

**Article IV. MEMBERSHIP AND DUES - Section 3. Basis of membership**

- a. Individual member – eligibility
- b. Categories of membership

**Article XI. Section 2. Organization**

**Section 4. Property and Assets**



Chassy Nichols, Paula Shields and Carol Kirchmer

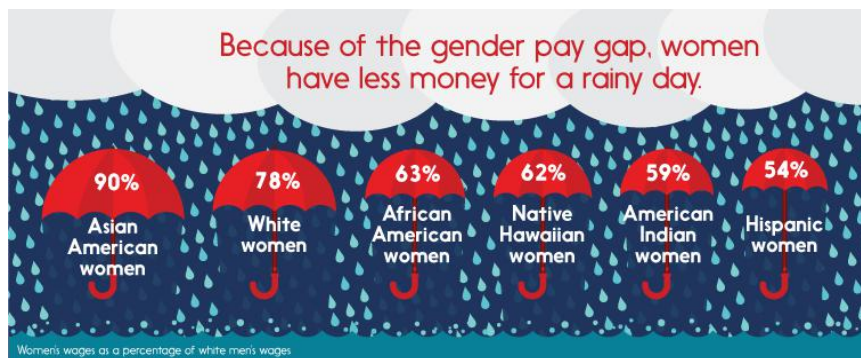
## A Note from Carol....

As outgoing secretary, I want to introduce Paula Shields. She is a retired Special Education teacher who has been a member of AAUW since 1994. She has served as president, secretary, and is now part of the committee that makes plans for the Wichita Branch.

Eileen Armstrong, past officer for AAUW Funds, has served 4 years, and Chassy Nichols will take her place. Chassy is a Business Finance Specialist with the College of Engineering at Kansas State University. She is a new member of the Manhattan Branch.

I have accepted the position of Membership Vice President, taking Sara (Nettleingham) Prince's place. Membership is an opportunity to "make a difference" in our community, state, and ultimately in the nation as we "break through economic and educational barriers" and "advance equity for women and girls." Invite potential members to your Branch meetings and introduce them to the benefits of belonging to AAUW. I have been a member of the Newton Area Branch since 1994.

Carol Kirchmer, outgoing Secretary  
Incoming V.P. Membership  
[cdkirchmer@sbcglobal.net](mailto:cdkirchmer@sbcglobal.net)



## Highlights of the Kansas 2016 Annual Meeting

By Barbara Gatewood, Manhattan Branch



Fort Hays President  
Dr. Mirta Martin

Nearly 50 members from seven Kansas branches and the new student organization, AAUW at Kansas State University, attended the 2016 Kansas AAUW Annual Meeting on April 9, hosted by the Newton Branch at the Dyck Arboretum in Hesston. State President, Dr. Nancy Bolsen opened the session, followed by welcoming remarks by Newton Branch President, Justina Neufeld. The overarching meeting theme was *Making a Difference for Kansas Women*.

Fort Hays State University's (FHSU) impressive new 9<sup>th</sup> president, Dr. Mirta Martin, gave an inspiring keynote talk on "Making the Difference – Challenges." She traced her struggles as a child in Cuba, immigrating to Spain with her family, then to the U.S. with her grandmother who believed that education, sacrifice, and hard work can get you anything in the U.S.! "And once you get there," Dr. Martin stated, "send the elevator back down," i.e., help others. The impact of her positive, caring, and warm personality; visionary thinking; academic restructuring, and cost-benefit management style have resulted in impressive achievements at FHSU. Among them include a new College of STEM and Honors College, a leading College of Education for school principals, and largest fundraising campaign in the University's history. She stressed the importance of education, family, having female mentors, and networking. She noted that the "pioneer spirit" is alive and well in Kansas, and this is one of the few places where she isn't considered a workaholic!



Dr. Traci Jensen  
AAUW Board

Dr. Traci Jensen, national AAUW Board of Directors, also gave an outstanding talk on "AAUW Making the Difference in 2016." As her grandparents, who lived in the dustbowl, predicted, Dr. Jensen has been a "game changer," through her involvement in campus politics at Oklahoma State University, serving as AAUW West Harris County (TX) branch president, and joining the AAUW board in June. She stressed the need for young men to fight for young women's rights. "All people should be given opportunities to make choices." Her talk included highlights of the video "One AAUW: Changing the Climate for Women and Girls." On campuses and in schools, workplaces, boardrooms, courthouses, the Nation's capital, and globally, AAUW is changing the climate through new resources, leadership programs (NCCWSL, Start Smart, etc.), and providing the largest source of funding for women's education. Dr. Jensen provided updates on AAUW

programs, including the report, "Barriers and Bias: The Status of Women in Leadership," which examines the causes of women's underrepresentation in leadership roles.



Lauren Baird, FHSU

Lauren Baird, FMA Graduate Student at FHSU gave an insightful talk on her work "Body Image/Identity Reflected in Clay" along with an exhibit of her body sculptures in slipcast porcelain. She uses this body casting technique to create "body-form canvases" that are embellished inside and out with deep, often personal meaning. Her life journey and struggles are reflected in her work, which she shared with touching stories on self-awareness and reflection.

The new officers for the 2016-17 Kansas AAUW Board of Directors, elected by the members present and installed by Shirley Breeze, were Dr. Terri Sullivan, president; Carol Kirchmer, membership VP; Paula Shields, secretary; and Chassy Nichols, AAUW funds.



Newly installed officers: Chassy Nichols, AAUW funds; Paula Shields, secretary; and Carol Kirchmer, membership VP with Dr. Nancy Bolsen and Shirley Breeze

Officers continuing are Dr. Nancy Bolsen, past president; Louise Ehmke, program VP; Marjean Harris, public policy; Carolyn Dwire, finance; Shirley Breeze, leadership corps; Jeannette Earles, bylaws; and Jean Butts, C/U partnership. After 12 years, Lynnette Redington, Bulletin Editor, will be handing this position over to Jeannette Earles.



**2015-16 Kansas AAUW Board of Directors:** Carolyn Dwire, finance; Nancy Bolsen, president; Carol Kirchmer, secretary; Louise Ehmke, program VP; Marjean Harris, public policy; Lynnette Redington, Bulletin Editor, Jean Butts, C/U partnerships; Jeannette Earles, ByLaws; and Shirley Breeze, leadership corps. Not shown: Dr. Terri Sullivan, president-elect; Dr. Bonnie Tandoc, past president; and Sara Prince, membership VP.

Dr. Bolsen gave a State President's Report, highlighting the activities of the board and accomplishments of the branches. The Kansas AAUW State Board appropriated for the first time a \$1,700 scholarship for a student from Kansas to attend the National Conference for College Women Student Leaders (NCCWSL). Tara Terwilliger, President of AAUW at Kansas State University, was selected to receive this meritorious award and will participate in NCCWSL, June 1-4 at the University of Maryland. It is America's premier conference for college women and prepares attendees to be the next generation of leaders.



Lynnette Redington presented the AAUW Funds awards and Sunflower honorees. Award recipients for Giving to AAUW Funds in 2015 were the Wichita (Top 1<sup>st</sup>), Manhattan (2<sup>nd</sup>), Shawnee Mission (3<sup>rd</sup>), Newton Area (4<sup>th</sup>) and Goodland (5<sup>th</sup>) branches. The rank order for Per Capita Giving to AAUW Funds differed somewhat with Goodland receiving the top award, 2<sup>nd</sup> place to Wichita, El Dorado stepping into third place, 4<sup>th</sup> place to Manhattan and 5<sup>th</sup> to Newton Area. The 2015 Kansas Star Branch awards for outstanding accomplishments were bestowed on the Manhattan, Newton, and Wichita branches by Louise Ehmke. Marjean Harris gave important public policy updates.

Tara Terwilliger awarded NCCWSL Scholarship



Lynnette Redington presents Certificates of Achievement for Per Capita Giving to Justina Neufeld, Newton Area branch; Karen Tinkler, Manhattan branch; Carolyn Dwire, El Dorado branch; Ingrid Brown, Wichita branch; and Mary Porterfield, Goodland branch.



Dr. Bolsen was recognized for her outstanding leadership as president of the Kansas AAUW Board of Directors, 2014-16. Branch assessment, support, collegiality, and innovative ideas, such as the NCCWSL Scholarship, are hallmarks of her presidency. She was honored with a beautiful flower arrangement and crystal vase.

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## Membership Survey – Have you completed yours?

The State Board is seeking your input and this survey is a great way to do that. You should have received an email with the survey attached. If you need a copy, please email or call Jeannette Earles, Bylaws Chair at [dnjearles35@embarqmail.com](mailto:dnjearles35@embarqmail.com) or Jeannette Earles, 16939 W 183 Street, Olathe, KS 66062. We'd like these back by Sunday, May 15.

## Time to RENEW

AAUW national dues are \$49.00, of which \$46.00 is tax deductible by the individual member; \$3.00 of that national dues payment is not tax deductible because it will be used to support the AAUW Action Fund's Section 501(c)(4) activities (Lobby Corps and election-related activities).

Source: [www.aauw.org](http://www.aauw.org)

## AAUW's IMPACT in KANSAS

Here's a small sampling from the National AAUW Report...

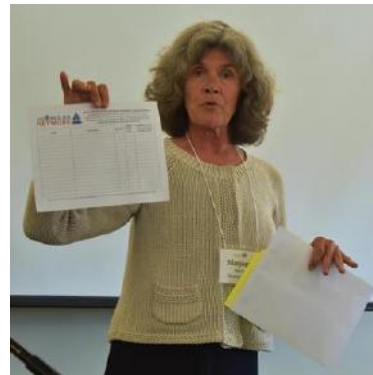
### AAUW Advocacy

From informing voters about the issues to getting out the vote to weighing in on proposed legislation, AAUW is there. Our members are eager to educate citizens and lawmakers about the results of our research and the policies needed to advance our mission. In local and national politics, AAUW is changing the climate.

- AAUW Action Fund Lobby Corps made 14 visits to members of Congress from Kansas.
- Kansans sent 1,316 messages to Congress and the president through the Two-Minute Activist tool.
- AAUW Government Relations Manager Anne Hedgepeth was interviewed on Kansas City's NPR station about campus sexual assault.
- AAUW public policy staff provided support for one Equal Pay Day activity in Kansas.
- AAUW's congressional wage gap data was reported in the Kansas City Star.

Find the full report at

[http://www.aauw.org/files/2016/03/KS\\_Impact-List-nsa.pdf](http://www.aauw.org/files/2016/03/KS_Impact-List-nsa.pdf)



Marjean Harris, KS AAUW Board Public Policy Chair, says, "Stay on top of AAUW Public Policy issues by subscribing to the AAUW Action Network."

<http://www.aauw.org/what-we-do/public-policy/two-minute-activist/>



**Voting never goes out of style.**

[aauwaaction.org](http://aauwaaction.org)  
#ItsMyVote

**IT'S MY VOTE**  
I WILL BE HEARD  
**ROCK THE VOTE**



## Social Media – Is It Right for Our Branch?

Has your Branch struggled with deciding to set up a Twitter Account or Facebook page? National AAUW has tools for you...in fact there is a whole guide about this. After you log in, find it at

<http://www.aauw.org/resource/social-media-handbook>



Kansas AAUW Bulletin  
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Ottawa, KS  
66067

**AAUW - Advancing equity for women and girls through advocacy, education, philanthropy and research.**

### AAUW Action Fund Mission

The AAUW Action Fund advances equity for women and girls through member activism and voter mobilization.

Since 1881, AAUW has been the nation's leading voice promoting education and equity for women and girls.

The AAUW Action Fund was established July 1, 2009, following a strategic restructuring of AAUW, the AAUW Educational Foundation, and the AAUW Leadership and Training Institute. The AAUW Action Fund supports AAUW's continuing goal of breaking through barriers for women and girls, and it does so through member activism and voter mobilization. Both organizations have a nationwide network of nearly 100,000 members, 1,000 branches, and 500 college/university institution partners.

A [briefing](#) on the AAUW website provides detailed information about the structure of AAUW, the AAUW Action Fund, AAUW branches, and members.

**AAUW Action Fund**  
1111 Sixteenth St. NW  
Washington, DC 20036  
800/326-AAUW (2289)  
[connect@aauw.org](mailto:connect@aauw.org)

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.



### May 2016 Bulletin

#### CONTACTS:

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