



AAUW

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

TRAVERSE CITY AREA BRANCH

Member Handbook & Directory

2023-2024

The mission of AAUW-TC is to advance equity for women and girls in the Grand Traverse Bay Area by offering scholarships for educational opportunities, workshops, and leadership training.

AAUW-Traverse City Area Branch, Inc. is a 501(c)(3) Public Charity Organization. Contributions may be tax deductible.

The Traverse City Area Branch was organized March 17, 1954, and was granted its charter from National AAUW on September 21, 1954.

AAUW... because equity is still an issue

PO Box 1142 – Traverse City – Michigan 49685
aauwtc@gmail.com – www.aauwtc.org

Branch Inclement Weather Policy

Branch policy specifies that Branch activities are cancelled when Traverse City Area Public Schools (TCAPS) cancels school due to inclement weather.

If TCAPS is not in session or weather deteriorates during the day, a member of the AAUW-TC Board or an Interest Group chair will send an email to Branch members regarding cancellations.

TCAPS makes cancellation decisions by 6 a.m. based on current road and weather conditions and the weather forecast.

The TCAPS District covers over 300 square miles, and parts of five counties, so the roads may be safe in some areas and very unsafe to drive on in other areas.

Make safety your first consideration!

Please Note

AAUW of Michigan Bylaws state: Individual State board and Branch members will not use State and/or Branch stationery or membership lists to promote any action that has not had State or Branch approval.

AAUW Contact Information

AAUW Association Headquarters

1310 L Street, N.W., Suite 1000, Washington, DC 20005
Customer Service: 202-785-7700; 800-326-2289
(Mon.–Fri., 10 a.m. to 5 p.m. ET)
email: connect@aauw.org Website: www.aauw.org

AAUW Michigan

President: Sheila Blair
Email: sheilablairpmp@gmail.com
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AAUW Traverse City Area Branch

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Co-Presidents: Leanne Baumeler & Amy Shamroe
Email: aauwtc@gmail.com Website: www.aauwtc.org
Facebook: AAUW TC password: tcwomenrock

What is AAUW?

The American Association of University Women (AAUW) is the nation's leading voice promoting equity and education for women and girls. Since our founding, AAUW members have examined and taken positions on the fundamental issues of the day—educational, social, economic, and political. AAUW has been empowering women as individuals and as a community since 1881. For nearly 140 years, we have worked together as a national grassroots organization to improve the lives of millions of women and their families.

AAUW is a nonpartisan, nonprofit organization that has more than 170,000 members and supporters, 1,000 branches, and 800 college and university partners in all fifty states, District of Columbia, Guam, and Puerto Rico.

Our Mission. *Gender Equity and Economic Security.* Women, on average, receive just 82 cents for every dollar paid to a man but black and native American women receive less.

Our Values. *Intersectional. Inclusive. Intergenerational. Empowering.* Though we are nonpartisan, we are not value neutral. We fight to remove the barriers and biases that stand in the way of gender equity. We train women to negotiate for pay and benefits and to pursue leadership roles. And we advocate for federal, state, and local laws and policies to ensure equity and for ending discrimination.

Our Focus

- **Economic Security.** Economic security for women is non-negotiable. We've been working to narrow the gender pay gap, which greets women as soon as they enter the workforce and widens throughout their working lives. Unequal wages stand in the way of a woman's ability to pay off student debt, build wealth, and save for a secure retirement.
- **Education:** We champion equal opportunities in education. Though more than 60 percent of college graduates are women, they face barriers and biases throughout their schooling. From preschool to graduate, schoolgirls and women are unconsciously steered into certain fields of study and away from the more lucrative ones, such as in STEM (Science, Technology, Engineering, and Mathematics).
- **Advocacy:** Our members, supporters and staff work on local, state and federal levels to support laws and policies that enable women's success. Our work in statehouses and the U.S. Capitol has helped pass hundreds of pieces of legislation. Our legal advocacy team has supported plaintiffs in more than 125 gender-equity legal cases.
- **American Fellowship:** for women pursuing full-time study to complete dissertations or conduct postdoctoral research, or to those preparing research for publication for eight consecutive weeks.
- **Career Development Grants:** Available to women pursuing a certificate or degree to advance their careers, change careers, or reenter the workforce in education, health and medical sciences, or social sciences and whose bachelor's degree was received at least eight years before the award period.
- **Community Action Grant:** Designed for individuals, AAUW branches and states, and nonprofit organizations that fund innovative programs or that promote education and equity through projects focused on encouraging girls to select, before entering college, the physical sciences or engineering as a career.
- **International Fellowships:** For women pursuing full-time graduate or postdoctoral study in the United States who are not U.S. citizens or permanent residents.
- **International Project Grants:** For alumnae of AAUW's International Fellowship program who are living in their home countries and pursuing community-based projects to improve the social advancement and economic empowerment of women and girls.
- **Research Publication Grant in Engineering, Medicine and Science:** For women conducting basic research in engineering, medicine or the physical or biological sciences and who have a doctorate degree in one of those fields. Grantees are required to publish their research in scholarly scientific publications and be listed as a primary author.
- **Selected Professions Fellowships:** For women pursuing full-time study in a master's or professional degree program in which women are underrepresented, including STEM, law, business and medicine.

Vision. Our vision is equity for all.

Priorities. Our priorities are:

- Removing bias from education
- Fighting for fair pay and economic equity
- Advancing women in leadership.

Diversity Statement. In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team and board of directors. There shall be no barriers to full participation in this organization based on age, disability, ethnicity, gender, gender identity, geographical location, national origin, race, religious beliefs, sexual orientation, or socioeconomic status.

What have we done lately on behalf of all women and girls?

AAUW is one of the largest sources of funding for graduate women. In 2021-2022, more than 200 awards and \$3.5 million in funding was provided to fellows and grantees. The recipients will pursue academic work and lead innovative community projects to empower women and girls. The following grant opportunities are available in the 2022-2023 grant year.

The AAUW Action Fund provides GOTV (Get Out the Vote) and voter education resources, in addition to lobbying on Capitol Hill for the issues affecting women and girls. Once a week when Congress is in session,

volunteer members and college student interns give AAUW a voice and a face on Capitol Hill through AAUW's Lobby Corps. Since its formation in 1972, the Lobby Corps has made tens of thousands of visits to congressional offices, making AAUW a familiar and respected name among members of Congress and their staff. Because this Corps has worked hand in hand with lobbying staff, AAUW has had a significant political impact on legislation concerning issues such as education, civil rights, reproductive rights, and economic security.

Due to the public health crisis, the AAUW Action Fund Capitol Hill Lobby Corps is on hiatus until further notice.

Start Smart, for college students, and Work Smart for working women are free in person or online workshops. These two-hour workshops teach participants how to research their target salary, highlight their accomplishments, and find the right words and confidence to negotiate for better benefits and pay. Participants are assisted in creating a strategy to make their pitch.

Recent AAUW Research

AAUW conducts groundbreaking research on issues related to gender equity in education and the workplace. Our work influences the national discussion on topics like the pay gap between women and men, sexual harassment in schools and on college campuses, and the underrepresentation of women in science and engineering. Through new and traditional media, targeted outreach to policymakers, and member efforts, AAUW research serves as a catalyst for action. Here are the latest research papers, which can be accessed on the website of the AAUW Association: aauw.org.

The Simple Truth about the Gender Pay Gap 2020

The Coronavirus pandemic's disproportionate economic toll on women, most notably women of color, will have economic ramifications for years—compounding the inequities of the existing gender wage gap. Since the start of the pandemic, more women than men have lost jobs, largely because so many women work in industries that have shrunk in 2020, such as the restaurant, retail, hotel, and travel sectors. The challenges of caretaking—exacerbated by virtual schooling, closed daycare centers and isolated seniors—have taken a significant toll on the work life of many women. With women still shouldering the bulk of domestic responsibilities, many have no option other than to reduce their work hours, put off advancement opportunities or quit their jobs altogether.

Because time out of the workforce affects lifetime earnings, and many employers still erroneously rely on previous wages to set salaries, the impact is likely to compound the gender and racial wage gaps, which are persistent contributors to economic inequity.

Deeper in Debt: Woman and Student Loans (2021)

Women hold an average of \$31,276 in student debt, leaving them with a monthly loan payment of \$307 the year after graduation. Given that women graduating with a Bachelor's degree expect to earn an average of \$35,338, only 81% of what men anticipate earning, meeting that loan obligation is challenging at best.

One year after college, women spend an average of \$920 per month on housing, \$396 per month on a car loan and, for the 16% of women who are moms, \$520 on childcare, the report finds. Adding in that, a \$307 student loan payment makes it difficult, if not downright impossible to make ends meet.

The Gender Pay Gap

The gender pay gap occurs across almost all occupations and industries and varies substantially from state to state.

The pay gap is the result of many factors, including race and ethnicity, disability, access to education, and age. As a result, different groups of women experience very different gaps in pay. The gender pay gap is a complex issue that will require robust and inclusive solutions. Although women have significantly outpaced men in degree attainment, it hasn't translated into top compensation.

Organization

AAUW includes both a section 501(c)(3) public charity, the primary membership organization, and the AAUW Action Fund, a smaller section 501(c)(4) social welfare organization that may engage in limited activities related to member activism and voter education.

AAUW's voice has long influenced legislative debate on critical social issues such as education, sex discrimination, civil rights, reproductive choice, affirmative action, Title IX, welfare reform, vocational education, pay equity, family and medical leave, and health-care reform.

Membership Requirements

AAUW is open to all graduates who hold a two-year associate or equivalent, baccalaureate, or higher degree from an accredited institution. In Michigan, people in the community can become members of a local branch without a college degree if their branch wishes to include them and they support the AAUW mission.

AAUW's 2021 election had a record voter turnout with 23% of all members casting a ballot. The ballot Initiative to eliminate the membership requirement got 63% of the vote, which was just below the two-thirds majority needed to enact a bylaw change.

Membership is open to both women and men.

Membership year is July 1–June 30. There are several types of AAUW membership and dues rates.

Association members. Members of national AAUW Association only.

Regular members. Members of Branch, State and national AAUW Association. Branch and State AAUW members must join the national AAUW Association. New members may qualify for a special “Save the Future” national membership rate for the first year. Returning AAUW members may also qualify for the special national membership rate if they have been away from AAUW for at least three membership years. Branch members must be members of the State and national AAUW Association.

Dual members. Members of more than one AAUW branch. They hold State and national Association membership in their primary branch. If their primary branch is ‘out of state,’ they pay our branch dues in addition to AAUW of Michigan dues.

Paid Life Membership. Members can purchase an AAUW Life membership by paying twenty years’ worth of national dues, regardless of how long the individual has been an AAUW member. They continue to pay branch and state dues annually.

50-year Honorary Life Membership. Members who have been a dues-paying member of the national AAUW Association for fifty years. After receiving this recognition, they pay only branch dues.

College/University Representatives. Members who are employees of Northwestern Michigan College who have been invited by the branch to serve as a liaison between their students and AAUW. NMC is an

E-student memberships. Since NMC is an AAUW college/university member institution, all NMC students have access to free AAUW National E-student memberships.

A portion of national Association dues and all AAUW-TC Branch dues may be tax-deductible if you itemize your tax return. Check with your tax advisor.

AAUW Funds

AAUW has rebranded the AAUW Fund designations as part of their bold strategic vision for the future. The seven funds that you’ve been familiar with have become four.

- **AAUW Greatest Need.** The AAUW Fund has been renamed the AAUW Greatest Need Fund but its purpose is unchanged. This fund allows AAUW the flexibility to respond rapidly to new and emerging challenges and to use your gift where it is needed most.
- **Education and Training Fund.** Addresses the barriers and implicit biases that hinder the advancement of women by championing equal access to education and ensuring that education at every level is free from sex discrimination. The fund will focus on STEM, Title IX, and Pathways to Jobs. Programs will include Fellowships Alumni Initiatives, Fellowships and Grants, Public Policy and Research. The former Education Opportunities Fund, Eleanor Roosevelt Fund, and Public Policy Fund have been absorbed into this fund.
- **Economic Security Fund.** This fund will aim to ensure livelihoods for women through achieving pay equity for women, providing training in salary negotiations, and deepening women’s retirement security and quality of life. Programs in this fund will focus on Start Smart and Work Smart. The previous Legal Advocacy Fund also will be incorporated.

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Leadership Fund. This fund will support efforts to close the gender gap in leadership opportunities by bolstering the participation and increasing the number of girls and women in leadership roles, particularly in education and nonprofit organizations. Campus Action Projects, Empowerment Programs, and the National Conference for College Women Student Leaders (NCCWSL) attendees will be included.

Contributions to AAUW Funds are tax-deductible.

AAUW of Michigan

AAUW of Michigan, organized on February 24, 1922, is a non-partisan, non-profit, 501(c)(4) organization and has nearly 2,700 members in 32 branches located in the state's lower and upper peninsulas. AAUW of Detroit Branch, Inc., established in 1889, is the oldest branch and the oldest continuously active women's organization in Michigan.

66 Years of Past Presidents Traverse City Area Branch

Jean Jewel	1954–1954
Kitty Hagen	1954–1956
Lois Geist	1956–1958
Anne Linsley Robinson	1958–1960
Aurelia Winsemius	1960–1962
Margaret Knowles	1962–1964
Maxine Ryckman	1964–1966
Eleanor Shaw	1966–1968
Irene Brown	1968–1970
Dawn Cooper	1970–1972
Lynn Larson	1972–1974
Karen Strom	1974–1976
Holly Goff Payne	1976–1978
Pat Lewallen	1978–1980
Sally Reed	1980–1982
Susan Stepnitz (Wagner)	1982–1984
Suzanne Williams	1984–1986
Margaret Jones	1986–1990
Linda Poindexter	1990–1992
Ann Laurimore	1992–1994
Judy Leaman	1994–1996
Margaret Jones	1996–2000
Bonnie Willings	2000–2002
Beth Rowell	2002–2004
Eleanor Tacke	2004–2008

Shirley Murray	2008–2010
Laurie Gabel	2010–2014
Deb Jackson	2014–2016
Amy Shamroe	2016–2018
Ann Marie Love	2018–2020
Leanne Baumeler & Amy Shamroe	2020–

Branch Board

Elected Board

Co-Presidents	Leanne Baumeler 499-1025 LBaumeler@nmc.edu
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Program VP	Amy Gibson 662-202-5692 aemark1@gmail.com
Membership VP	Joan Sullivan 941-7404 jsulli8887@aol.com
Finance Co-Officers	Betsy Moore 574-276-8923 emoore9706@gmail.com Susan Hughes 357-7050 snoozier1971@yahoo.com
Secretary	Christine Walter 231-421-3069 chris9709@sbcglobal.net

Appointed Board

Public Policy AAUW Funds	TBD TBD
College/University Liaison	Leanne Baumeler 995–1228
Communications	Amy Gibson 662-202-5692
Hospitality	Darlene Garland 271–3575 BGarland@centurylink.net

Branch Committees

Some board members, appointed board members, and appointed chairs have a committee to support their office.

Program **Suzanne Sorkin**
Plans Branch meetings, which includes inviting speakers, planning special programs, e.g., holiday party, determines venue, themes, and sets the programs for each meeting.

Scholarships **Betty Lien**
Responsible for soliciting, reviewing, and awarding applications for the AAUW Minnie Votruba Moore and other Branch scholarships.

Fundraising **Branch Board**
Organize activities to raise money for scholarships, projects, and Branch activities.

Corresponding Secretary Pat Lewallen

Is the liaison for all members with each other. Members ensure that those in the Branch who are ill, experiencing a loss, or have a need are contacted and offered help.

Hospitality Darlene Garland

Makes our meetings more fun. Members may prepare or serve food, decorate our meeting room, or otherwise make our members—old and new—feel welcome.

Books for Schools Suzanne Sorkin

Selects and distributes a book each year featuring girls and women as the major subject to regional elementary schools and libraries.

Bylaws Maryln Lawrence

Proposes, tracks, and updates the bylaws of the Branch and keeps them in compliance with State and National bylaws.

**Website Amy Gibson
Sandy Seppala-Gyr**

Update and maintain Branch website.

Branch Newsletter

The Branch newsletter is sent by email. All articles are welcome as well as photos taken at Branch events. Members can send ideas and pictures to aauwtc@gmail.com. The newsletter also is posted in the Members Only section of the website.

Branch Website

The Branch website, aauwtc.org, is the go-to site for up-to-date information about Branch activities. The homepage includes Branch meeting information. Other sections include information about interest groups, scholarships, and officer information. The Members Only section requires a password, which is **tcwomenrock**. In the Members Only section are our newsletters, bylaws, annual reports, and other helpful information.

Branch Meetings

Branch Meetings are held monthly on the first Tuesday of the month at 5:30 pm from September through June. Meetings are held virtually on Zoom and in-person at the Denno's Museum. We invite speakers, conduct an annual business meeting with speaker, and have a December holiday party with a silent auction. The June meeting often is an outing.

Conferences

Our Branch also supports various conferences in collaboration with Northwestern Michigan College.

Branch Interest Groups

Our Branch has several interest groups. All groups welcome new members. Three or more members can decide to pursue a common interest and form a group. Book groups, bridge, and other groups have formed in this way.

Interest Groups meet virtually using Zoom this year or in-person.

Contact the group leader directly if you have questions about joining. The group leader can add you to the invitation for the virtual meeting. We welcome ideas for new interest groups. Contact or email Leanne Baumeler, president.

Lunchin' Around

Meets the 2nd Friday of the month at 11:30 a.m.

Chairs: Sandy Seppala Gyr and Pat Lewallen

What better way to get to know our members than while enjoying an interesting restaurant around town? Lunchin' Around is for you. We started the group around 2010 but stayed home during Covid. Now we're back and you are welcome. Contact one of the Chairs to join. Deadline to reserve for lunch is 2 days prior to the meeting. To get the discussion started, we start with a Question of the Month. We choose the next restaurants at previous ones, so bring suggestions of your favorites.

Monday (was Thursday) Evening Book Study

Bonnie Willings 929-3026, bkwillings@yahoo.com

Meets on the second Monday, September through June. Contact chair to join. **Check the website for the list of books.**

Night Readers Cindy Hull 349-1757

hullc@gvsu.edu

Meets on the third Tuesday, September through June, at 6 pm online. Contact chair to join. **Check the website for the list of books.**

Verna Mae Daytime Book Group

MaryIn Lawrence 946-5453
maryInLawrence@gmail.com

Meets on the last Wednesday of the month—August to November, January to June—from 10:15 am–noon. Contact chair to join. **Check the website for the list of books.**

Poetry Group

Shirley Murray 943-4663
sgibsonmurray@gmail.com

Meets on the third Friday at noon. There is a discussion of poets, poetry, and the art of writing poetry. Contact chair to join.

Bridge & Lunch

Shirley Murray 943-4663
sgibsonmurray@gmail.com

Meets for lunch and bridge at the Traverse City Country Club. Contact chair to join.

Scholarships

AAUW-TC—Minnie Votruba Moore Scholarship

Established in 1975, this scholarship was funded by a bequest from Minnie Votruba Moore, a branch member, to recognize and assist women in furthering their education, enhancing their personal and/or career opportunities. In May 2016, the scholarship funds were transferred to the Grand Traverse Regional Community Foundation endowing the scholarship in perpetuity for women in the five-county Grand Traverse region.

AAUW-TC also offers a number of branch scholarships. Instructions and applications are available at <http://www.aauwtc.org>. Recipients will be selected from the Votruba Moore application pool.

Murray Fund

This fund, established in 2013 by Shirley Murray, provides financial assistance to members of our Branch so they can attend State and/or National AAUW conventions. Branch members may also apply for registration reimbursement when attending any conference in the Traverse City area that would benefit the Branch. The application form is available on the AAUW-TC website in the "Members Only" section.

Sponsorships

Our Branch sponsors programs and activities that support women and girls in the community.

National Conference for College Women Student Leaders (NCCWSL)

We provide funds to support sending a female student from Northwestern Michigan College to NCCSWL, which is held at the University of Maryland. The conference enables student(s) to interact with other students from throughout the country and attend skill-building workshops that focus on advocacy, leadership, health, and wellness as well as "real world" issues such as financial literacy and post-college life.

Fundraisers

Our branch holds fundraisers throughout the year to fund our scholarships, to contribute to AAUW Funds, and for the operation of our Branch.

Book Sales

Books donated by members are sold at semiannual book sales, Branch meetings, the summer farmer's market at the Commons, and the indoor farmer's market in the Mercato in the winter.

Community Partners

These are individuals who are not eligible for AAUW membership but support the AAUW mission and would like to participate in Branch activities and interest groups. They pay only Branch dues. They may not vote or hold an elected or appointed office.

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