



AAUW advances equity for women and girls through advocacy, education, philanthropy and research.

Volume 79 • No 2 • Winter 2015

A MESSAGE FROM THE AAUW-TN BOARD

Dear Tennessee AAUW Member & Members at-Large:

Earlier this year, the members of AAUW-TN identified education and education quality as a public policy priority for the organization. This was a timely decision on the membership's part. Since then we have watched as Tennessee Academic Standards have come under attack and now are at risk of being repealed.

As a board, we have endorsed the Tennessee Academic Standards because these standards are working. Tennessee is now one of the states experiencing the fastest academic improvement, which will help to close the achievement gap for girls in math and science. From 2011 to 2013 in Tennessee, fourth-graders had moved from 46th to 37th in math and 41st to 31st in reading. These standards provide consistent and transparent requirements of what Tennessee K-12 students need to know by the end of each grade in order to be ready for college and the workforce.

Our mission at AAUW is to advance education and equity for women and girls. Educational and equitable opportunities can only happen when girls receive a rigorous education no matter the school or schools they attend, and no matter the neighborhood or city where they live.

Today, while more women than men graduate from undergraduate and graduate programs, girls are much less likely than boys to be proficient in STEM disciplines, such as science and math. In fact, girls of color are least likely to be proficient in these disciplines.

For example, girls are 20 percent less likely to achieve proficiency in science than boys. Racial disparities among girls in science are dramatic: 39 percent of white girls are proficient in

science, compared with just 9 percent of black girls and 13 percent of Hispanic girls. In math, while the gap in proficiency between boys and girls is only 1 percent, large race-based gaps exist: 44 percent of white girls are proficient, and just 15 percent of black girls and 20 percent of Hispanic girls are proficient.

The data show that these gaps continue in college where 39 percent of girls require remedial classwork compared to only 31 percent of boys. And, these gaps contribute to the pay gap that young women experience upon graduating from college and entering the workforce, in part because women are much less likely to take degrees in higher paid occupations, such as engineering and IT.

We have decided that it is time for us to take action on behalf of these standards, as they can deliver equity of opportunity to girls and young women as they pursue their education.

The first eight weeks of 2015 will be decisive in terms of the future of the Tennessee State Standards. There will be two legislative proposals that seek to alter these standards, one of which repeals the current standards.

We are asking the state legislature and the Governor to stay the course with the current standards and ensure alignment with national standards. We ask you to join us in this effort and make this issue part of your priorities. There will be several opportunities to get up to speed on this issue and make your voice heard.

An issues brief on the State Academic Standards can be found on the AAUW-TN web site: <http://aauw-tn.aauw.net/> Take a moment to become familiar with the Governor's review process of the state standards: <https://apps.tn.gov/tcas/> You can provide your feedback on the standards at this site.

IN THIS ISSUE

2

IMPACT on Policy

Branches! Take advantage of the IMPACT Grant

"Tips of the Trade: Lobbying the Hill and the Congressional Delegation"

3

A message from the AAUW-TN Board, cont.

AAUW-TN Annual Convention

AAUW-TN Annual Convention Workshop: How to Market your Branch and Recruit & Retain Members

4

News from the Branches

5

News from the Branches

NCCWSL 2015 Reminder

Nominations Committee Report

6

AAUW-TN Executive Committee

AAUW-TN Appointed Officers

AAUW National Contacts

2015 Calendar

7

AAUW-TN State Convention Registration Form

IMPACT on Policy

Last summer, AAUW-TN was generously awarded an IMPACT grant from national AAUW to work on two priority policy issues, paycheck fairness and education quality. Fortunately, we had selected these issues back in April 2014 through a member survey.

In late 2014, AAUW-TN issued an endorsement of the **Tennessee Academic Standards**. Three salient facts support this decision: first, the standards are working, since just this year Tennessee has become one of the fastest academically improving states; second, the standards have been in place for four years; and, perhaps most important, academic standards can significantly assist in closing the achievement gap for all girls, as well as students of color.

AAUW-TN has been working with local branches to support their engagement in this issue. We are engaging our policy team, comprised of representatives of all branches, on strategy on the issue. We held an informational call on the standards on Tuesday, January 6th attended by close to 30 members, and involving two experts on the issue.

Dia Cirillo, public policy chair, traveled to East Tennessee on January 9 and presented to

both the Knoxville and Maryville branches on the topic. She also had a conversation with members of the Oak Ridge branch on standards. She then visited the Nashville branch on January 13 to engage them on the topic.



Top: Knoxville Branch Members Connie Malarkey and Anne Loy. Bottom: Oak Ridge Branch Members Peggy Emmett, Mayme Crowell, and Virginia Jones with Dia Cirillo (2nd from left). Maryville photo featured on page 4.



From January 19 until the end of February (or until a bill is passed by the legislature) AAUW-TN will be encouraging branches and members to contact their State Representatives and Senators to stay the course on the current Tennessee academic standards, and only enhance and improve them where necessary. In addition, branches will be encouraged to write letters to the editors. Watch your inbox for talking points due out the week of January 12.

Work on equal payday and paycheck fairness will ramp up in March, just in time for the activities planned for April. Equal payday marks the date by which a woman's salary catches up to a man's. This year that date is Tuesday, April 14, 2015. Since last year, women have gained 1c, and on average, earn 78c on the dollar of what a man earns.

Dia Cirillo, Public Policy Chair
AAUW-TN & Murfreesboro Branch

"Tips of the Trade: Lobbying the Hill and the Congressional Delegation"

A Workshop Presented by AAUW of Murfreesboro

**Thursday, February 12, 2015, 5:00 PM
Dinner, Program 5:30 PM**

MTSU, Sam Ingram Building, Room 101 (located at the corner of Middle Tennessee Blvd. and Lytle St.)

The Murfreesboro Branch invites members of AAUW of Tennessee to join us for our February dinner meeting and program. "Tips of the Trade: Lobbying the Hill and the Congressional Delegation" will be presented by political experts Joyce McDaniel and Jane Grigor Ferrell, founding partners of The Ferrell.McDaniel Company, an association management, grassroots advocacy and PAC development firm founded in 2004.

McDaniel will share her experience in lobbying on the Hill in Nashville and working with the Tennessee Congressional Delegation. She will provide pointers and talk about the limitations of 501c4 lobbying efforts. She has worked in politics for nearly thirty years and has served in critical roles in the field, including, legislative aide, campaign management, fundraising, and grassroots advocacy.

Ferrell will speak from her involvement in politics as a former full-time professional at the state and national levels. She was Political Director for the Tennessee Republican Party and served as Regional Field Director for the Republican National Committee and the National Republican Congressional Committee in Washington, D.C. She has consulted in fundraising, strategy and organization with campaigns in eight southern states. Ferrell is past president of the Nashville Women's Political Caucus and former Commissioner of Davidson County Election Commission

Reservations for both dinner (\$5.00) and program (free) are required. Guests should contact Ayne Cantrell, acantrell@comcast.net by noon February 5th.

Branches! Take advantage of the IMPACT Grant

Each branch and student organization can apply for a \$50 stipend to defray costs involved in attending one of the following policy days. See the section in this newsletter on the easy application.

Wednesday, February 18th, 8 a.m.: Legislative Panel on Academic Standards, Tennessee State University, Avon Williams Campus, Nashville, TN.

Tuesday, February 24th: Lobby Day on Academic Standards hosted by SCORE-TN, Nashville, TN.

Wednesday, March 4th: Women's Legislative Day on the Hill, Nashville, TN. This day will include breakfast, lunch, photo op with Governor Haslam. A variety of women's organizations are involved and include: Women's Political Collaborative of TN; TN Women Political Caucus; YWCA; AAUW-TN; in addition to others. Check for the Facebook event page shortly.

Finally, we ask that you, as well as any branch that you are affiliated with, take a moment to join us in endorsing the campaign **Expect More, Achieve More** at <http://expectmoretn.org/> which is a statewide coalition working to support the standards. Many local chambers of commerce have endorsed this coalition, as have other educational organizations.

Should you have any questions, please do not hesitate to contact Dia Cirillo, public policy chair, via email at AAUWTNPpolicy@gmail.com.

Yours in supporting academic standards!

AAUW-TN Board



AAUW-TN actively network with organizations and individuals to strengthen women's voices. Shown here are Taylor Emery (left) and Anne Loy, staffing our table at the Tennessee Women's Economic Summit.

AAUW-TN ANNUAL CONVENTION

"Growing AAUW in Tennessee"

March 27-28, 2015, CDT • Montgomery Bell State Park

1020 Jackson Hill Rd, Burns, Tennessee (7 miles east of Dickson)

Friday, March 27

06:00 PM CDT – Dinner in the conference dining room (on your own)

07:00 PM CDT – BOARD MEETING (All members are invited to attend the board meeting.)

07:00 PM CDT – Student Session: "Pitch Perfect: Networking and Communicating in the Job Market"

Saturday, March 28

08:00 AM CDT – Registration, Continental Breakfast (included in registration fee)

08:30 AM CDT – ANNUAL CONVENTION & Workshop 1:

"How to Market Your Branch and Recruit & Retain Members"

10:15 AM CDT – Workshop 2: "Twitter Hands On!"

11:30 AM CDT – Branch Reports

12:00 PM CDT – Buffet Luncheon (included in registration fee)

01:00 PM CDT – Student Meeting: "Who is AAUW, what are its Resources, and How do I Get Involved?"

01:00 PM CDT – Workshop 3: "Grassroots Advocacy and Lobbying Legislators"

02:00 PM CDT – Public Policy Update

02:30 PM CDT – Business meeting

02:30 PM CDT – Roll call

03:30 PM CDT – Adjournment



To register for the convention, please complete the form on page 7 and return as instructed. To reserve accommodations at the Conference Center, at \$84.92 double occupancy (\$10 for each additional person), phone 800-250-8613 or 615-797-3101. A block of rooms has been reserved for our group through February 20, 2015. Be sure to mention AAUW-TN when making your reservation.

WHY NOT ARRIVE EARLY AND TAKE ADVANTAGE OF WHAT MONTGOMERY BELL STATE PARK HAS TO OFFER? There are many activities to try at the park. Most notably, are hiking, biking, golf, and fishing. There are nearly 19 miles of trails throughout the park with one that follows the circumference of the park. Address: 1020 Jackson Hill Road, Burns, Tennessee 37029. Directions: If coming from the West on I-40, take Exit 163 (Park is 15 miles) going north on TN-48 then East on E. College St. continuing on TN 96 for 2 miles, then Right onto TN-47 for .6 miles until arriving at Park. If coming from the East on I-40, take Exit 182, going North on TN-96, turning right after 7.7 miles onto Church St. (TN-47) continue .3 miles to Park.

AAUW-TN Annual Convention Workshop

How to Market your Branch and Recruit & Retain Members

In a recent survey, AAUW Branches all across the state identified recruitment and retention of members their number one priority. How can we attract new members? And, most importantly, how can we keep them? These are questions that national AAUW Senior Branch Relations Manager, Claudia Richards, will answer at the 2015 AAUW of Tennessee Annual Meeting, "Growing AAUW in Tennessee," Saturday, March 28, Montgomery Bell State Park Conference Center.

"We want workshop participants to take home ideas on how to recruit and retain new members, including marketing tips for their branches, and to follow through on those ideas to promote membership growth in 2015-2016," says AAUW of Tennessee

President-Elect Ayne Cantrell. "We would like to see at least 20% growth in branch membership throughout the state."

All branch members, and especially Membership Vice Presidents, will benefit from the workshop led by Richards, who according to the national website "is a Jane of all trades at AAUW." She worked in the development office for thirteen years, in meetings for two years, and now in membership. As part of her work with AAUW, she has visited 29 of the 48 contiguous states; Washington, D.C., Guam, Puerto Rico, and the U.S. Virgin Islands. Most recently, Richards has worked with AAUW of Tennessee Membership Chair, Letha Granberry, to help re-establish the Nashville Branch.



Workshop presenter Claudia Richards

NEWS FROM THE BRANCHES

Knoxville

After a time of fellowship over morning refreshments at the downtown YWCA, Knoxville's recent **Annual Business Meeting** highlighted Educational Standards in Tennessee as well as the *Moshak vs University of Tennessee* lawsuit for which AAUW's Legal Advocacy Fund (LAF) is in support.

Dia Cirillo, AAUW of Tennessee's Chair of Public Policy, spoke on the importance of continuing academic growth in the state's public schools and encouraged contacting elected officials to support the standards already in place. She provided briefs with pertinent statistics as well as a statement of AAUW's support for the **Tennessee Academic Standards** as a pathway for greater equity for women and girls. Dia pointed out that these documents are on the state's website, with links to several websites for more information and access to support for the standards, as Governor Bill Haslam has asked.

The Branch collected \$430 for the LAF, an annual emphasis, and approved the donation from the budget of \$1,000 to the Educational Foundation, with approval of future fund-raising event(s) for the purpose of increasing that amount. The Branch did not have its usual event last year and the members determined that it needs to resume that effort.

Included in the attendance was a new member as well as two guests who plan to join. Several members commented on the excellence of the meeting, particularly with the emphasis on education.

Members of the Maryville Branch gathered to hear Dia Cirillo talk about AAUW-TN's involvement with Tennessee Academic Standards during her visit to East Tennessee on January 10th.



Oak Ridge

On December 2, our branch co-sponsored with Roane State a *Basic\$ of Negotiating for Women* seminar at the Oak Ridge campus of Roane State Community College. Mary Mahoney, a trained presenter for AAUW's Start \$mart programs, was the speaker. The attendance was lower than we hoped to have, but attendees were interested and asked questions.

SHADES was held November 8 at UT's National Institute for Mathematical and Biological Synthesis on the University of Tennessee campus. Both the Knoxville and Oak Ridge AAUW Branches are sponsors. The event



was a success. The girls made Lava Lamps, designed T-shirts, studied half-life, used Geiger counters, studied DNA markers, and used probability to understand diversity. The design competition involved fuel cell cars which operated on hydrogen – building them and then timing how long the hydrogen would keep them running. The weather was nice enough that they ran the cars outside.

For more information on the SHADES program, visit our website: http://web.ornl.gov/sci/radiation_transport_criticality/shades.

Murfreesboro

With thirteen new members since fall 2014, the Murfreesboro branch has far exceeded its goal of a 20% increase in membership for the 2014-2015 year!

The branch is encouraging all members to take a more active public policy advocacy role by participating in the upcoming lobbying activities in Nashville. **The branch invites all members of AAUW of Tennessee to join us for our February dinner meeting and program, "Tips of the Trade: Lobbying the Hill and the Congressional Delegation," Thursday, February 12th, 5:30 pm, MTSU, Sam Ingram Building, Room 101 (located at the corner of Middle Tennessee Blvd. and Lytle Street). Reservations for both dinner (\$5.00) and program (free) are required.**

Guests should contact Ayne Cantrell, acantrell@comcast.net by noon February 5th.

Other branch activities for the spring include a Concert and Silent Auction fundraiser for the branch Ruth Houston Memorial Scholarship; recognition of Deborah Johnson, AAUW of Murfreesboro nominee for the RutherfordCABLE ATHENA Award; and support for the AAUW MTSU student organization, which in April will host its second Equal Pay Day tabling event at Middle Tennessee State University.

Ayne Cantrell, Communications

Maryville

Members of the Maryville Branch gathered to hear Dia Cirillo talk about AAUW-TN's involvement with Tennessee Academic Standards during her visit to East Tennessee on January 10th.



NEWS FROM THE BRANCHES

Martin

AAUW Martin Branch is enjoying a productive and educational year. The branch has had several tabling events for GOTV and membership drives throughout the fall at the University of Tennessee at Martin.

We welcomed new faculty with AAUW water bottles and information at the beginning of the school year. We advertised in the freshman magazine that goes into the hands of every freshman at the University. We put up signs for meetings and sent out numerous email blasts.

The monthly meetings have continued to support the policy focus for AAUW Tennessee. Former State House member, Mark Maddox, was the guest speaker for October. He shared his experiences in the House, explaining how legislation works. He advised that we take a very small piece of legislation within Paycheck Fairness and focus on the passing of that piece. Mr. Maddox told us how items get added that can stop a bill from going any further. He also mentioned the House Speaker, Beth Harwell, as a possible contact. TISL (Tennessee Intercollegiate State Legislature) had representatives in attendance at our October meeting. They shared more about what TISL does and the opportunities these three young women have had access to through this organization. They also told us how the mock legislation can end up before the Tennessee State Legislature for possible acceptance as law. The TISL students gave the example of the seatbelt law in Tennessee. We

hope to partner with TISL in the spring to hold a LiberTEA, sharing with students the lobbying process.

Our November meeting, "Getting Families on Track", highlighted the work of the Imagination Library, the Governor's Books from Birth Foundation, and the Weakley County Reading Railroad. One of our own members, Roberta Peacock, presented the information. She gave us statistics from studies that have been conducted since the beginning of this great work. Did you know that the studies show reading to a child interactively can increase the child's IQ by 6 points? Roberta also talked about the challenges the program faces in regards to unclaimed books at the post office when someone doesn't notify the program of a change of address. The unclaimed books are thrown away. Other challenges: only half of the children in Tennessee are signed up; the program needs volunteers; and each county is required to raise half of the costs. Check out this website for more information:

<http://www.governorsfoundation.org/>

We finished out 2014 with our annual Christmas get-together. We had several in attendance for food and fellowship. We took a few minutes to discuss all the great opportunities to participate at the state level in 2015. We hope to continue the energy and excitement of learning and participating in public policy change that comes with the new year!



TISL members & UT Martin students, L to R: Elizabeth Sanders, Rachel Washburn, and Toshya Leonard.

Nominations Committee Report

Your Nominations Committee proudly presents these individuals for the AAUW-TN offices of President-Elect and Finance Officer beginning in 2015: **Samantha E. Cantrell**, President-Elect and **Phyllis N. Driver**, Finance Officer. These candidates have remarkable resumes. They are imminently qualified for their respective offices. In this article we shall review briefly only the resume portions relevant to the specific office. If anyone wishes to see their complete resumes, simply make your request to crowellmr@comcast.net.



Nominee for President-Elect – Samantha E. Cantrell is a member of the Murfreesboro Branch, serving as its treasurer 2008-12. She has been the AAUW-TN Finance Officer from 2011-15 and has aided in establishing several state financial policies. Samantha works

for Middle Tennessee State University in the Office of Research Services as a Proposal Development Specialist. She holds a PHD in English from Texas A&M University. She has been a member of AAUW since 2006.



Nominee for Finance Officer – Phyllis N. Driver is a Knoxville Branch member, who has served as State President, State Treasurer, and Member of the National Finance Committee. She was a member of the national committee which wrote our Leadership Manual.

Phyllis is an accounting professor at Carson Newman College. She holds an MBA in Accounting from the University of Tennessee and is CPA, Tennessee, certified. Phyllis has been a member of AAUW since 1968.

Nominations Committee: Mayme Roberson Crowell, Chairperson; Letha Granbery; and Anne Loy

NCCWSL 2015 REMINDER

The annual National Conference for College Women Student Leaders (NCCWSL) is scheduled for May 28-30, 2015 at the University of Maryland, College Park, and it is never too early to think of who will be your branch's nominee for AAUW-TN scholarship to attend the conference. The Call for Nominees will be going out via email to AAUW-TN branches, and state C/U Representatives late January or early February 2015. The scholarship will cover registration for the conference, including lodging and meals; however, the nominee must be able to provide travel expenses to and from the conference. The students must be nominated by a college/university faculty member or administrative official, or by AAUW-TN branch. Colleges, universities, or AAUW-TN branches are expected to contribute to the travel expenses if their nominee receives the AAUW-TN scholarship. The deadline for early bird registration for our nominee(s) or any student wishing to attend is April 1, 2015. For more general information on NCCWSL, visit www.nccwsl.org or for specific AAUW-TN NCCWSL nomination information, contact Taylor Emery, AAUW-TN NCCWSL and C/U officer at emeryt@apsu.edu or 931.221.1453. The deadline for students to submit their applications to Taylor Emery for consideration for the AAUW-TN Scholarship is March 9, 2015.



2014-2015 Executive Committee

PRESIDENT
Sue Byrd

PAST PRESIDENT
Mayme Crowell

PRESIDENT-ELECT
Ayne Cantrell

FINANCIAL OFFICER
Samantha Cantrell

2014-2015 Appointed Officers

NEWSLETTER EDITOR
Jamie Olson LaRose

PUBLIC POLICY
Dia Cirillo

COLLEGE/UNIVERSITY RELATIONS/NCWSL
Taylor Emery

MEMBERSHIP
Letha Granberry

WEBMASTER
Connie Malarkey

BYLAWS/POLICY COMMITTEE
Peggy Emmett

DEVELOPMENT CHAIR
Anne Loy

AAUW National Contacts

National President, Patricia Fae Ho • Executive Director, Linda D. Hallman

1111 Sixteenth Street, N.W. • Washington, D. C. 20036

www.aauw.org • e-mail: connect@aauw.org • 800-326-AAUW (2289)

Our Mission...

AAUW advances equity for women and girls through advocacy, education, philanthropy and research.

Our Vision...

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

The AAUW Value Promise...

By joining AAUW, we belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

AAUW-TN

2015 Calendar

See newsletter for details of events

February 12, 2015:

Tips of the Trade: Lobbying the Hill and the Congressional Delegation, Murfreesboro Branch Meeting, 5:30 pm, MTSU, Sam Ingram Building, Room 101

February 18, 2015:

Legislative Panel on Tennessee Academic Standards, Avon Williams Campus of Tennessee State University, Downtown Nashville. AAUW-TN Co-hosting.

NOTE: This event is taking place of the Lobby Day the AAUW –TN was originally going to have on March 26th

February 24, 2015:

Lobby Day on Tennessee Academic Standards, Nashville, hosted by SCORE-TN

March 4, 2015:

Lobby Day on Women's Issues

March 9, 2015:

Deadline for submitting NCCWSL applications to Taylor Emery

March 27-28 2015:

AAUW-TN Annual Convention, Montgomery Bell State Park

April 14, 2015:

Equal Pay Day (Plan your Branches' Activities)

Find us online

aauw.org

aauw-tn.aauw.net

facebook.com/aauw.tn

AAUW of Tennessee State Convention

Growing AAUW in Tennessee

Friday evening and Saturday, March 27-28, 2015 (CDT)

Montgomery Bell State Park

NAME: _____

ADDRESS: _____

CITY, ZIP: _____

PHONE: (_____) _____ CELL: (_____) _____

EMAIL: _____

BRANCH: _____ STATE/BRANCH OFFICE: _____

Please list any special dietary requirements you may have: _____

Registration (includes Breakfast and Lunch):

_____ \$45 Professional Member

_____ \$30 Student

Please send your completed Registration Form with your check made payable to AAUW-TN no later than **Friday, February 27, 2015** to Samantha Cantrell, 4258 Aurora Circle, Murfreesboro, TN 37127. Late registration after February 27 is Professional Member=\$50; Student=\$35. If you have questions, please e-mail Samantha Cantrell, Samantha.cantrell@gmail.com.

Accommodations: **Montgomery Bell State Park**: \$84.92/double room. Reservations: 615-797-3101 or 800 250-8613. A block of rooms has been reserved for our group through **February 20**. Be sure to mention AAUW-TN when registering.

EXPERIENCE NATURE AT ITS BEST AT MONTGOMERY BELL STATE PARK

Extend your stay and enjoy nature through hiking, biking, golf and fishing. There are nearly 19 miles of trails throughout the park with one that follows the circumference of the park. The Par 72, 18-hole golf course is a local treasure. There are three lakes within Montgomery Bell State Park for fishing and boating. Montgomery Bell is located off I-40 (36 miles from Nashville) Address: 1020 Jackson Hill Road, Burns, Tennessee 37029. Directions: If coming from the West on I-40, take Exit 163 (Park is 15 miles) going north on TN-48 then East on E. College St. continuing on TN 96 for 2 miles, then Right onto TN-47 for .6 miles until arriving at Park. If coming from the East on I-40, take Exit 182, going North on TN-96, turning right after 7.7 miles onto Church St. (TN-47) continue .3 miles to Park.

