



The ROADRUNNER

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The ROADRUNNER is a quarterly publication of AAUW-NM.
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Please submit address changes to your branch membership chair.
Members-at-large: Notify AAUW Records Office, 1111

CONQUERING THE PAY GAP

Behind the Pay Gap, the latest research report released by the AAUW Educational Foundation, examines why women's educational accomplishments have failed to close the gender pay gap. This gap results in a substantial difference in economic security between women and men. The report was released on Equal Pay Day, April 24, 2007, the symbolic day of the year to which a woman must work to receive the equivalent in pay to what a man would receive for the previous calendar year. In other words, a man could work five days per week for twelve months, whereas a woman could work seven days per week for sixteen months, to earn equivalent wages. The new report shows the pay gap cannot be fully explained by factors known to affect wages, such as experience, education, and training. The analysis is thorough and the conclusions are disturbing.



Nancy Scheer (l.)
and Nina Thayer

What can we do about the pay gap? Some New Mexico branches are already promoting careers in science, mathematics, and engineering for women with Expanding Your Horizons conferences, Girls Can programs, and Careers and Curiosity events. How about sponsoring training to teach women to negotiate for better pay? We can support efforts to both continue and extend the Family and Medical Leave Act, and to pass the Pay Check Fairness Act and the Fair Pay Act. We can find ways to support mothers in the workplace with quality child-care and family-friendly policies.

Behind the Pay Gap may be the basis for branch and state programs and projects. First, we must read the report to understand what data was used and how it was analyzed. The report may be found on the Association's web site, www.aauw.org. From the home page, select the Member Center option in the orange box on the left side of the page. Scroll down the Member Center page to the section titled *Recent Highlights*. You will find options for the research report, the report's executive summary, an outreach guide, and other resources. All of these materials are provided to assist branches in their programming. Please take advantage of them.

The gender pay gap is a topic of interest to all, especially as we see our daughters and granddaughters entering the workforce. We would like to see every New Mexico branch use this topic for a program, a project, or a study group during this coming program year. AAUW supported the first federal legislative proposal for pay equity in 1955. In the '60s, we rallied for Equal Pay for Equal Work; in the '80s it was Equal Pay for Comparable Work. Today our message is:

PAY EQUITY NOW!!!

Nina and Nancy (N²)
Co-presidents

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

ANOTHER SUCCESSFUL STATE CONVENTION



Las Cruces Mayor
Bill Mattiace

The 2007 AAUW-New Mexico State Convention was an excellent one. On Friday night, we were treated to a unique EF Fundraiser. Our members and guests attended the play *Big Love*, a modern interpretation of an ancient Greek play and myth. It expanded our idea of modern drama.

Saturday morning we were greeted by Las Cruces Mayor Bill Mattiace, followed by our surprise guest speaker – Lieutenant Governor Diane Denish. She welcomed us to the convention and explained some of her *edueconomy* ideas. Our keynote speaker, Mary Molina-Mescall, presented the work of the New Mexico Commission on the Status of Women. They are making some positive strides for women of all ages and invited us to join with them. Next, we heard a panel discuss the issue of sexual harassment, which remains a problem on campuses, in the workplace, and in the military. At lunch, LAF plaintiff Lyn deMartin presented her experience of discrimination at New Mexico Highlands University and the subsequent successful settlement of her case. She was a very engaging and believable speaker. Our afternoon workshops and business meetings were diverse and informative. Saturday concluded with our banquet at the Farm and Ranch Museum with a beautiful backdrop of the Organ Mountains.



New Mexico Lt.
Governor
Diane Denish



Sexual Harassment Panel Members (l. to r).
David Weir; Lt. Col. Lisa Allen; Nancy Parker;
Dr. Margie Huerta

On Sunday, Nancy Scheer presented the Association report on the upcoming changes at the national level of AAUW. She did a great job substituting for Lidia Avila, our Rocky Mountain Regional Director, at the last minute. We concluded with an enjoyable discussion on facing major life changes. The success of the convention was due to the hard work of many people, including: the planning committees; the co-presidents; the LAF and EF Chairs; Janet Matwiyoff of Sunfaces for her contributions to EF and the Travelships raffle, and most importantly, the long, hard work of the AAUW Las Cruces branch.

LEADERSHIP TEAM MEMBERS ELECTED

The following members have agreed to serve on the Leadership Team for a two-year term, 2007 to 2009:

- Program Co-chairs: Natalie Markin, Los Alamos; Will Anne Ricer, Carlsbad
- Finance Chair: Virginia Spruiell, Calsbad
- Secretary: Karen Nelson, Carlsbad
- EF Chair: Rosmarie Frederickson, Los Alamos
- LAF Chair: Lina Germann, Santa Fe
- Outreach Chair: Beverly Stiles, Las Cruces
- Public Policy Co-chairs: Marion Isidoro, Albuquerque (North); Dolores Halls, Las Cruces (South)
- Newsletter Editor: Deanise Marta, Las Cruces
- Nominations Chair: Carol Ann Council, Las Cruces

WHAT HAPPENED TO THE ACOMA POT?

The stunning Acoma pot, which was to be raffled at the state convention in Las Cruces, inadvertently remained in Albuquerque. Don't despair! Tickets are still available, and the drawing for this highly unusual pot with its turquoise necklace (see left photo below) will be held on Saturday, October 27 at the Fall Workshop in Albuquerque. Tickets are \$1.50 each or four for \$5.00. Contact Janet Matwiyoff (505-821-0418; 505-385-2624; or helenjan@aol.com) for more information or to purchase tickets.



AND THE WINNERS ARE...

The recipients of the Grace Barker Wilson Distinguished Service Award and the Marjorie Bell Chambers Ingenious Ideas Award were announced at the state convention.

Susan McIntosh of Santa Fe won the 2007 Grace Barker Wilson Award. She was a cofounder of the Santa Fe Children's Museum, founder of the Santa Fe Science Initiative, and cofounder of the Santa Fe Alliance for Science. She participated with the AAUW Santa Fe branch in the first *Careers and Curiosity in Math and Science* workshops. All of these accomplishments have enriched the learning environment for children. Susan has taught in Denver, Colorado; Landstuhl, Germany; Los Angeles, California (in both public and private schools); and is currently teaching kindergarten at Gonzales Elementary School in Santa Fe. She holds a level 3-A teaching license in New Mexico. In 2004, she was named a New Mexico Golden Apple Fellow. Congratulations, Susan!

We had two winners of the Ingenious Ideas Award. The Los Alamos branch won for their panel discussion—*Thoughts on Contemporary Russia*. This discussion promoted and supported programs and projects with an international focus and was arranged and lead by the Los Alamos Branch International Affairs liaison, Cas Mason. The panel of knowledgeable experts on today's Russia included Steve Gitomer, retired lab scientist who has traveled extensively in Russia; Olga Augustson, Russian language teacher and former resident of Sarov, the Los Alamos of Russia; and Bob Thomsen, Los Alamos physician active in the Sarov City initiative. The panel demonstrated a global connection to the Los Alamos community. The program was very well attended by both the branch AAUW members and the public.

The other winner was the Socorro branch. For the second year in a row, the branch sponsored a series of four presentations titled *Women's Opportunity for Wellness*. The presentations, which had a luncheon format and were open to the public, were conducted by local physicians. The topics included women and stroke; women and Alzheimer's disease; women and diabetes; audiology and hearing aids; and the benefits of colonoscopy.

Congratulations to the Los Alamos and Socorro branches for their contributions both to AAUW and to their larger communities.

LAF UPDATE

Lyn deMartin's address and her presence at the 2007 AAUW convention in Las Cruces substantially increased members' awareness and knowledge of LAF and the issue of sex discrimination. A total of \$709 was collected as a free-will contribution to LAF after she spoke at the Saturday luncheon.

Lyn, who was terminated by New Mexico Highlands University, discussed her difficulties in getting Highlands to honor a scheduled mediation, because they thought she wouldn't have the finances to pursue her case further. She was both informative and humorous as well as sincere in her recognition of and appreciation for LAF support.

NMHU has been particularly reticent in dealing with faculty members who have registered grievances. Few who have done so have been successful without an expensive lawsuit. In Lyn's case, the fact that she received financial assistance from AAUW-LAF rendered their resistance moot immediately upon being given this information.

As outgoing LAF chair, I would like to thank everyone who has so generously supported LAF and our fund-raising activities during my tenure.

Louise Drlik

MINI-GRANTS AVAILABLE TO BRANCHES

AAUW-New Mexico has Mini-Grants available to assist its branches in projects involving the community, the Educational Foundation, the Legal Advocacy Fund, or to start a new branch. A branch may apply for one Mini-Grant per year, in any amount up to and including \$100.

Please submit applications to Carol Ann Council. Each request will be considered for approval by the State Leadership Team at one of its quarterly meetings. The next meeting is scheduled for July 28, 2007.

Please feel free to contact me for further grant information.

Carol Ann Council
kk-ca_council@msn.com
505-522-3313

DID YOU KNOW?

June 23 marks the 35th anniversary of Title IX, the federal statute prohibiting sex discrimination in educational programs and activities that receive federal financial assistance. This statute has opened doors for women and girls on the playing field and in the classroom.

GOALS AND STRATEGIES – 2007-2008

In support of our mission to advance equity for women and girls through advocacy, education, and research, we have identified the following goals for the 2007-2008 program year:

- Making gender pay equity our primary mission-based priority.
- Actively encouraging branch and statewide membership growth through the Membership Challenge, with focus on branch and student-affiliate membership; visibility; support of branch officers; and outstanding programming. Our goal is 540 statewide members.
- Sustaining the Educational Foundation, including the Legal Advocacy Fund, and increasing the New Mexico Corrine Wolfe International Endowment by not less than \$8000 annually (combined individual, branch, and state funds).
- Promoting continued excellent statewide member communication through email, the *Roadrunner*, the AAUW-NM web site; open Leadership Team meetings, and participation in state, regional, and association activities.
- Vigorously supporting the successful state Lobby Corps with targeted funding, continued visibility, and increased member participation.
- Supporting in every way possible the changes taking place in the Association and Educational Foundation, and effectively communicating these changes to members and branches.
- Maintaining continued financial strength through responsible budgeting, vigilance, and conservative fiscal policies and practices

We propose the following strategies to help us meet these goals:

- Using branch and state programs and newsletter articles to inform members of the results of the 2007 Association report, *Behind the Pay Gap*. This report emphasizes the need for women to improve financial literacy and wage negotiation skills. Participating in Equal Pay Day activities, media coverage, essay contests, letters to the editor, public programs, or coalitions with like-minded groups to inform our colleagues and the public about the contents of this report.
- Supporting and participating in girls' programs throughout the state that seek to interest girls in non-traditional and higher paying careers. These programs include as Girls Can, Expanding Your Horizons, Careers and Curiosity, and Believe in Me.
- Communicating the conclusions of *Behind the Pay Gap*, as well as the Association's position on current legislation, to each member of our New Mexico congressional delegation.
- Encouraging branches to survey local businesses in regard to family-friendly work policies, and then to publicize the findings.

The following excerpt from *Behind the Pay Gap* illustrates how important it is that we achieve our goals.

One year out of college, women earn only 80 percent of what their male colleagues do, according to a recent headline-grabbing story by the American Association of University Women. This annoying pattern holds true across industries, except for a handful of ones—ten years out, women make just 69 percent of what men do. "Discrimination still plays a role," contends Catherine Hill, the lead researcher on the study.

PUBLIC POLICY PROGRAM – 2007-2008

AAUW-NM endorses the AAUW mission of advancing equity for women and girls through advocacy, education, and research. We also endorse the AAUW public policy program, including constitutional protection for the rights of all individuals, reproductive rights, the separation of church and state, social security that is fair to women, and opposition to the use of public funds for non-public elementary and secondary education. In addition, we support the issue of equity in education for women and girls, academic freedom, protection from censorship, and the Association position in favor of diversity. We work with other organizations in support of AAUW objectives.

We continue to support the New Mexico Equal Rights Amendment. Any attempt to revoke or change this constitutional amendment will become a priority for action. We believe in policies that promote justice and human rights and recognize the need for a clean and healthful environment in an interdependent world.

2007 – 2008 Priorities

1. Support the AAUW campaign to educate and galvanize women voters.
2. Support a strong, adequately funded system of public education to include:
 - maintaining the integrity of the funding formula
 - supporting equitable funding for all state-supported institutions of higher learning (four-year, two-year, and vocational programs)
 - supporting early childhood development initiatives, such as Kindergarten Plus
 - supporting reasonable and fair capital outlay expenditures for public schools
 - supporting adequate federal funding for the No Child Left Behind Act, as long as this law is in force
3. Support programs to encourage women to achieve economic self-sufficiency at all ages, to include:
 - fairness in compensation
 - programs that provide women with education, training, and support for success in the workplace, especially women transitioning from welfare to work
 - access to quality, affordable daycare
 - legal reforms for the prevention of domestic violence
4. Support for choice in determination of one's own reproductive life
5. Support for quality, affordable health care for all New Mexicans
6. Support for a healthy environment through:
 - protection of clean air and water in New Mexico
 - equitable distribution of our limited water resources
7. Support for campaign finance funding reform, with limitations on donations
8. Support of civil liberties and all efforts to preserve the rights guaranteed in our state constitution
9. Support for creating a state-wide Ethics Commission with subpoena powers over state-wide elected officials

Congressional Contact Information

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senator_domenici@domenici.senate.gov

Senator Jeff Bingaman
senator_bingaman@bingaman.senate.gov

Representative Tom Udall
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Representative Steve Pearce
steve.pearce@mail.house.gov

Representative Heather Wilson
heather.wilson@mail.house.gov

AAUW-NM STATE CALENDAR JULY 2007—JUNE 2008

2007

- June 29-July 2 Association Convention, Phoenix, AZ
- July 28 Summer Leadership Team Meeting, Albuquerque
- August 10 Deadline for Fall Roadrunner
- October 27-28 2007 Fall Workshop
Fall State Leadership Team Meeting
Albuquerque
- November 10 Deadline for winter *Roadrunner*
- December 15 Deadline for nomination suggestions for state officers
Submit to Nominating Committee
Deadline for nominations for the Terry Sleight Memorial Award
Submit to Jean Bahr
- December 31 Postmark deadline for Educational Foundation (including Legal Advocacy Fund) contributions for 2007

2008

- January 1 Half year dues accepted
- January 15 Deadline for proposed AAUW-NM bylaws changes
Submit to Lin Robinson, Bylaws chair
Deadline for proposed AAUW-NM resolutions
Submit to Public Policy co-chairs
- January 22 Choice Rally
- TBA Winter State Leadership Team Meeting and Day at the Legislature—Santa Fe
- February 10 Deadline for nominations for the Grace Barker Wilson Award—Submit to Beverly Stiles
Deadline for spring *Roadrunner*
- March Women's History Month
- April 10 Deadline for Annual Reports from State Officers and Branch Presidents
Deadline for submissions for the Marjorie Bell Chambers Ingenious Ideas Award
- April 24 Equal Pay Day
- April 25-27 (?) Spring State Leadership Team Meeting and State Convention—West Mesa branch
Deadline for files and handbooks to be updated by officers for their successors
- May 10 Deadline for summer *Roadrunner*
- June 30 Deadline for Branch/State/Association dues

Visit our website: www.aauw.org

**AAUW-New Mexico: Empowering women
to take charge of their lives.**

MEMBERSHIP UPDATE

According to the Association's February 1 records, AAUW-NM has 525 members. This is a slight decrease over last year's count of 533. However, seven of our eleven active branches increased membership. Congratulations to the Las Vegas and Grant County branches who had the highest percentage increases in the state.

We encourage everyone to register for the online Member Services at the Association website. Member Services are available from the Member Center. Once registered, you can update any of your personal information, make contributions, and view the branch membership lists.

We will continue the *Member Get a Member* campaign for the 2007-2008 year. Our best recruitment tool is one member's personal contact with a prospective member. Those of us who recruit new members are eligible for the beautiful AAUW-NM pins.

We look forward to a rewarding and successful year!

*Antje Muir and Mary Sanford
Membership Co-chairs*

INTERNATIONAL RELATIONS UPDATE

For the past year, International Relations has focused mainly on responding to the matter of Association membership in the International Federation of University Women (IFUW). If passed at the Association convention in Phoenix, a proposed bylaws amendment will eliminate this affiliation. Those who wish to maintain membership in IFUW will have to do so on their own. IFUWSUPPORT, a group of AAUW members who intend to remain affiliated, will meet at the Phoenix convention and invite anyone interested in this issue to join them. For those not attending the convention, you can find IFUW membership information at www.ifuw.org.

Numerous New Mexico branches have held international programs during the year, and have supported the work of the Virginia Gildersleeve International Fund (www.vgif.org)
Barbara Carey, International Relations Liaison

ACADEMIC REPORT

Governor Richardson signed legislation in March to increase graduation requirements for all students who enter grade 9 in the 2009-2010 school year, unless a student has written parental permission to earn a less rigorous diploma. At present, almost half of all students enrolling at public institutions of higher learning require remedial coursework. They must take remedial courses in both numeracy and literacy. New Mexico's public high schools vary in the percentages of their graduates who require remedial courses, from a low of 16 percent to a high of 83 percent. By aligning the high school curricula with college placement tests, it is expected that some of this problem will be eliminated. New Mexico has joined the non-profit, bipartisan organization, Achieve Inc., which helps states raise academic standards, improve assessments, and strengthen accountability to ensure that all high school graduates are prepared to enter postsecondary education or the workforce.

While New Mexico has some of the strongest standards in math and science in the country, student achievement levels are among the lowest in the country. Legislative initiatives in 2006 included an appropriation for the Public Education Department to establish a Math and Science Bureau to address this problem.

The Legislature has funded three statewide initiatives to strengthen the ties among parents, the community, and the public schools to help students succeed in school.

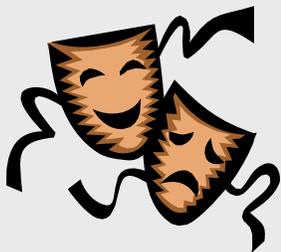
As of this writing, the No Child Left Behind Act seems to be under the radar with everything else going on in Washington. There is considerable discrepancy between state assessments and the National Assessment of Educational Progress.

Ruth Benjamins and Jean Bahr, Academic Co-chairs

2007—2008 LEADERSHIP TEAM

Nancy Scheer (Santa Fe)	Co-president
Nina Thayer (Los Alamos)	Co-president
Natalie Markin (Los Alamos)	Program Co-chair
Will Anne Ricer (Carlsbad)	Program Co-chair
Antje Muir (Albuquerque)	Membership Co-chair
Mary Sandford (Carlsbad)	Membership Co-chair
Virginia Spruiell (Carlsbad)	Finance Chair
Karen Nelson (Carlsbad)	Secretary
Rosmarie Frederickson (Los Alamos)	EF Chair
Lina Germann (Santa Fe)	LAF Chair
Jean Bahr (Santa Fe)	Academic Co-chair
Ruth Benjamins (Las Cruces)	Academic Co-chair
Deanise Marta (Las Cruces)	Roadrunner Editor
Linda Robinson (West Mesa)	Bylaws Chair
Dixie Trebbe (West Mesa)	Choice Chair
Kathie Gilbert (Grant County)	Diversity Chair
Sandra Bradley (Santa Fe)	Historian
Barbara Carey (Carlsbad)	International Interests
Betty W. Smith (Albuquerque)	Media Chair
Margaret Dike (Albuquerque)	Parliamentarian
Beverly Stiles (Las Cruces)	Outreach Chair
Dolores Halls (Las Cruces)	Public Policy Co-chair
Marion Isodoro (Albuquerque)	Public Policy Co-chair
Denise George (Los Alamos)	Webmaster
Carol Ann Council (Las Cruces)	Nominations Chair
Carolyn Glen Kaye (Albuquerque)	Pay Equity Chair
Lidia Avila	Rocky Mountain Regional Director

THANKS LAS CRUCES!!!



A great big round of applause goes to the Las Cruces Branch and president Phoebe Pierce for hosting the very successful AAUW-NM 2007 Spring Convention! The Local Arrangements Committee, under the able leadership of co-chairs Carol Ann Council and Marilyn Humphrey, did a fabulous job. We've heard many compliments from the convention attendees. Everyone enjoyed the Friday evening theater event, which was also an EF fundraiser; what a great way to begin the convention! Saturday morning's surprise visit by Lieutenant Governor Diane Denish started the business and workshop sessions off with a bang.

Our thanks goes to everyone in the branch who worked so hard to make the convention a success.

Nancy and Nina

2006—2007 BRANCH HIGHLIGHTS

Albuquerque

During the past year, the Albuquerque branch held a joint meeting with the West Mesa branch titled *Justice for Women in the Court*. They also presented a highly informative program on the lives of women in present-day Nepal. The branch continued their fundraising efforts for the Educational Foundation throughout the year. At their holiday brunch, a member donated a quilt that will be raffled at the 2007 Fall Workshop. The proceeds of the raffle will directly benefit EF. The Albuquerque branch is now bonded and hopes to be incorporated by the end of this fiscal year.

Grant County

The 15th Annual Expanding Your Horizons in Science and Mathematics conference was held on Saturday, March 3. The conference gives fifth through tenth grade girls the opportunity to participate in hands-on workshops conducted by professional women from fields that require backgrounds in science and math. This year, 342 girls attended from Grant, Hidalgo, Luna, and Catron counties. This was an increase of 50 girls over the 2006 attendance. At the annual Membership Brunch, the branch added seven new members.

Las Cruces

The ultimate highlight of the year was the opportunity to host the 2006 State Convention. The meetings, programs, and social events were all excellent, and enjoyed by the many attendees from throughout the state. The branch also held a Candidate Forum, in partnership with the League of Women Voters, last August. This forum was funded in part by an Impact Grant from Association. Las Cruces also held their ninth annual Girls Can! Career workshop on March 3. Much like Expanding Your Horizons, Girls Can! Introduces sixth grade girls to future career possibilities through hands-on workshops with local professional women.

Las Vegas

The branch sponsored two community forums: a voter forum and a U.S. foreign policy forum in partnership with the United World College and New Mexico Highlands University. They also undertook two major new projects: Support our Six (SOS), a campaign to give holiday support to six single mothers; and Girls Can, a pilot project for 30 fifth grade girls and their teachers at one local elementary school. This project will expand to two more schools next year, with the ultimate goal of reaching all fifth grade girls in the two Las Vegas school districts.

Los Alamos

The branch hosted the Fall Workshop, *Lifelong Learning at the Top of the Hill*, and the Leadership Team meeting in October. They held three forums in partnership with the League of Women Voters: two county candidate forums and one legislative preview forum. The contemporary Russia panel in February provided an overview of women's issues in Russia, and the Los Alamos Sarov Sister City Initiative. This workshop won a Marjorie Bell Chambers Ingenious Ideas award at the state convention in April. The branch also co-sponsored, with the Santa Fe branch, the Expanding Your Horizons conference on March 14.

Santa Fe

The branch hosted the winter Leadership team meeting and annual Day at the Legislature in February. They also co-sponsored an Expanding Your Horizons conference.

Socorro

Another winner of the Ingenious Ideas award for their series of workshops on health issues, Socorro also held a candidate forum in October. They continued their fundraising activities for their scholarship fund by selling tie-dyed scarves, and by holding their annual Christmas home tours.

West Mesa

The branch reached out to the community by providing new bathrobes, some with matching slippers, for the residents of the local women's shelter. In response to their World of Issues group's study of the world's endangered children, they decided to help underprivileged children in their own county by donating new socks, underwear, and shoes to the local children's clothes closet.



New Mexico AAUW
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