

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

AAUW Unifying Focus Statement: Breaking through Barriers

AAUW Value Statement:
As a member of AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

AAUW-NM Focus Statement: Empowering women to take charge of their lives.



Co-Presidents' Message



We welcome new Branch Presidents to the Leadership Team: Tracy Lassiter at Gallup, Bonnie Frey at Socorro and new Las Cruces Co-President Christa Slayton. By vote of the Leadership Team, Marie Johnson of Carlsbad is our State Diversity Chair.

Sadly, we also extend our thanks and best wishes to Donna Rea who has served as State Finance Officer, Las Cruces Finance Officer and Co-President. We will miss her competence in all three positions. Carol Ann Council of Las Cruces will be State Finance Officer until spring.

Three Leadership Team members – Claudia Poglitsch VP Membership, Cheri Burch Stem Coordinator and Sylvia Fink, Co-President – visited Socorro's Meet and Greet. We were delighted to see a large turnout many of whom joined that evening. Bonnie Frey and her team recognized 50 year members and held a well-presented planning/ focus session. Gallup, our newest Branch has added a STEM Co-coordinator and is strategizing its focus

Within New Mexico we are gearing up for the next legislative session. December 9th is a lobbying workshop in Santa Fe sponsored by LWV-NM. Most branches will have updates on the bills to watch during the session during January. Our Lobby Corps always has room for additional members. You can contact Linda

McDowell in Albuquerque or Lynn Heffron in Santa Fe during Sonya Berg's absence.

Kim Churches, AAUW CEO, led a State Presidents' Informational Conference November 28th on AAUW's need to rethink our organizational strategy. She has conducted a "listening tour" in various areas and compiled the recurring messages, presented our current organizational structure and foci, and shown the SWOT [strengths, weaknesses, opportunities, and threats] Analysis. The Stakeholders, members and donors, state and branch leaders, Board, past Board and staff are all invited to participate. The timeline is in place with scheduled Focus groups, presentations of drafts, forums for comment and review in June 2018. Implementation assignments begin in July of 2018. Of course, our own Julia Brown is a member of the Task Force. All long-lived organizations need to reconsider their focus, goals and objectives; and, how to accomplish their objectives to remain viable.

The PDF version of the presentation is available on our AAUW-NM website. Please download and read. Be prepared to offer constructive comment in the upcoming months.

You all have an opportunity to participate at branch, state and national levels. We are approaching deadlines for nominations at all levels for the 2018-2020 service period. State nominations deadline is December 15th.

Helena Whyte and Sylvia Fink, Co-Presidents

AAUW of New Mexico
Elected Officers

Co-Presidents

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Sylvia Fink
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** VACANT **

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Sonya Berg
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Co-Chair

** VACANT **

Immediate Past President

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Nominations Chair

Natalie Markin
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Branch Projects Grants

Branch Project Grant Proposals are due to Karyl Lyne, Branch Project Grants Chair, at karyloz505@gmail.com, by Monday, January 8, 2018. Please indicate the amount requested, specifically how the requested amount will be used and how this request supports the mission of AAUW. \$600 is allotted in the AAUW-NM budget for these grants and the grants typically are \$100 each and cannot exceed \$200, depending on the number and amounts requested. No proposals were received in the fall, so all \$500 is available for wonderful grant projects. The branch projects grants committee looks forward to receiving your great ideas for projects.

*Karyl Lyne, Chair
AAUW-NM Branch Projects Grants*

2018 Nominating Committee Application Period: Deadline January 15, 2018

Dear AAUW State Presidents,

Please be advised that the 2018 AAUW Nominating Committee application and website description will be available on the AAUW website on Thursday, November 16, 2017. Please inform members of your state and other stakeholders of this important opportunity to participate in AAUW governance. The application period runs from November 16 through January 15, 2018. AAUW bylaws mandate that at least a majority of the members of any committee shall be members of AAUW, so non-members may also serve on the committee.

Thank you for your help with this important endeavor.

Sincerely,



Julia T. Brown, Esq.
Board Chair

AAUW of New Mexico
Appointed Officers

Awards Chair
Sheila Portillo
ssport53@gmail.com

Branch Project Grants Chair
Karyl Lyne
karyloz505@gmail.com

Bylaws Co-Chair
Shelley Rossbach
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Phyllis Ludi
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College/Univ. Chair
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Diversity Chair
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Public Policy

Happy Holidays to All! Now that the formalities are over, let's get down to business. With the current state of affairs and the coming 2018 Legislative session, there is much work to be done. So, Listen Up! We need all hands on deck. There are many opportunities to get involved in advocacy for AAUW NM public policies and priorities. Please think about participating in some manner even if you have never done so in the past.



Sign up on AAUW Action Network to become a 2-minute activist. Go to <https://www.aauw.org/what-we-do/public-policy/two-minute-activist/>, scroll down and sign up!

The New Mexico Legislative session will only be 30 days and mostly focused on the budget. It goes very quickly, so we need to be prepared at the start. This is a GREAT year to begin learning more about the legislative process. The opening day is January 16, 2018.

Legislators will begin pre-filing bills on December 15. The AAUW-NM Legislative Day will be Monday, January 29. We will meet at 8:30 am in the Roundhouse, Room 318.

TRAINING OPPORTUNITIES

1. League of Women Voters of New Mexico "Workshop on Effective Citizen Advocacy at the Legislature", Saturday, December 9, 2017, 10:00 a.m. to 12:00 noon, NM State Capitol, Room 322 (enter on the East side only). Learn tips from legislators and a professional lobbyist on how to interact with legislators, speak at hearings, and advocate for your cause. Lynn Heffron, Santa Fe, has worked with the League on this and all AAUW-NM members are welcome.
2. Albuquerque branch will have Lobby Corps training at their monthly meeting, Saturday January 6 from 12:30-2:30 p.m. North Domingo Baca Multigenerational Center 7520 Carmel Ave. NE ABQ "Public Policy 101" presenters from LWVNM Judy Williams President Diane Goldfarb Director Reproductive Choice
3. Santa Fe branch will have Lobby Corps training at their January meeting if needed. Details TBA.
4. Las Vegas branch will have Lobby Corps training at their January meeting also. Details TBA.
5. A GoToMeeting open to all members will be held on Saturday, January 6, 2018, 10:00 a.m. to 12:00 noon. Look for an invitation from Karyl Lyne. During the presentation, we will have the legislative website live on your computer screen. I will lead an exploration of this resource for those in attendance. I'll help members understand how to use this invaluable tool, including how to watch live coverage of committee meetings and the House and Senate sessions! It is understandable that members from the far-flung corners of our state cannot drive to Santa Fe at the drop of a hat.

This training will enable all members to be more engaged in AAUW advocacy. Please see next page for Membership form. Any member interested in being active with the Public Policy efforts should complete the form and send it to me at HC 69 Box 50A, Rociada, NM 87742, or you can scan it into your computer and email it to me at berg.sonya42@gmail.com. At the end of December, I will send an email to all members asking for an RSVP from those who would like to be invited to the GTM.

Sonya Berg, AAUW-NM Public Policy Chair

Lobby Corps Membership

Name: _____

Branch or National Member: _____

Best email: _____

Best Phone number: _____

_____ I want to be an active member of AAUW-NM Lobby Corps.

_____ I will contact my federal legislators about specific AAUW priorities via AAUW 2-Minute Activist.

Check one or more one of the AAUW-NM Public Policy Priorities for study & action.

_____ 1. Register, educate and galvanize women voters

_____ 2. Support early childhood, pre-K, K-12, and university public education to include freedom from bullying, teen pregnancy prevention, dropout prevention, and opposition to “for-profit” charter schools

_____ 3. Encourage women’s self-sufficiency to include pay equity, affordable dependent care, and freedom from sexual harassment in the workplace.

_____ 4. Support quality affordable, accessible health care to include access to family planning and choice of one’s reproductive life

_____ 5. Support ethics and campaign finance reform to include a state ethics commission

_____ 6. Support civil liberties to include immigrant rights, voting rights and opposition to all forms of human trafficking

Ways I will participate in AAUW Lobby Corps (select one or more)

_____ Attend Legislative Day at the Capitol, Monday, Jan. 29

_____ Attend legislative sessions and applicable committee meetings

_____ Read bill summaries in my area of study and make recommendations to AAUW-NM Public Policy Chair

_____ Contact my state legislators about specific AAUW priorities

July 2017 - June 2018 Calendar AAUW-New Mexico

Dec. 15	Deadline: nominations for AAUW-NM officers to Nominating Committee Chair
Dec. 15	Career Development Grants applications due
Dec. 31	Postmark deadline for AAUW Funds contributions for year 2017
Jan. 1, 2018	Half-year dues are accepted Community Action Grants, International Project Grants, Selected Professions Fellowships applications due
Jan 7	AAUW Award: Legacy of Leadership Nominations due
Jan. 28	Winter Leadership Team Meeting – Santa Fe
Jan. 29	Lobby Day Meetings in Albuquerque/Santa Fe Deadline: proposed AAUW-NM Public Policy amendments Co-PP Chairs
Jan. 29	Legislative Day at the Roundhouse - Santa Fe
Jan. TBA	Choice Rally at the Roundhouse – Santa Fe
Feb. 15	Deadline for Spring <u>Roadrunner</u>
March	Women’s History Month
March 1	AAUW-NM NCCWSL Scholarship Application Deadline
March 8	International Women’s Day
March TBA	Women’s History Day at the Roundhouse - Santa Fe
April 1	Annual Reports due from State Officers & Branch Presidents to Carlsbad
April 10	Equal Pay Day
April 20-22	State Convention, Carlsbad (Files & handbooks updated by officers for successors)
May 30	Deadline for entering new state & branch officers to national MDB
May 30-Jun 2	National Conference for College Women Student Leaders (NCCWSL), University of Maryland, College Park, MD
June 22-24	Rocky Mountain Regional Convention, Salt Lake City, UT
June 30	Deadline for Summer <u>Roadrunner</u>
June TBA	Tech Trek NM 2017, New Mexico Tech
June 30	Deadline for membership dues for 2018-2019 year
July TBA	Summer AAUW-NM Leadership Team Go-to-Meeting

START SMART

START SMART in New Mexico for College/University Partners: There are three facilitators in NM. You can schedule at any time either through National or through me and I will notify National. You can start at any time. I believe it is getting a bit late this term. By the time you do promotion and planning you will be between Thanksgiving and end of term; not the best time for most students.

<https://salary.aauw.org/host/> has the initial information on Salary Negotiation Workshops. You can have a local facilitator trained as part of the package; or, you can use another current facilitator. If you choose to have a local person be trained, the person should be someone who will be there for a while. I think the best option is a 3-year license based on cost per workshop. You can always do one then decide if you want to commit to a 3-year license. You might also find some money within your institution especially if you have a Women's Resource Center; or, you might solicit "sponsorships" and add the name(s) to promotional info and workshop book. One other caveat, AAUW posts the time as 2 hours since they eliminated all the online demo time for the databases. My personal bias would allow more time so that attendees can stay and try these with their laptops or work with the facilitator to see how they work in "real" time not screen shots.

START SMART Cont'd

At National Convention Jesse Rauch told us that we can charge for workshops and/or we could require a deposit that would be partially refundable if the student came. The logistics of the second option make it less desirable. Almost all of us had all been under the impression that we had to offer these as "free." Many of us have had the situation where more people sign up then show up. Having them pay something is more likely to guarantee they come. During discussion, many of us decided we would charge at least a modest fee to cover workbooks and drinks/food if any. NB: Facilitators do not get paid; they should be reimbursed mileage if over 25 miles and should have any local meals or lodging provided as necessary.

Sylvia Fink, AAUW-NM Salary Negotiation Workshops Chair

International Report

U.S. Immigration Policy: A Wall Against International Engagement?

The above is the title of a lecture given October 19, 2017 in Santa Fe, NM by U.S. Ambassador Mark Asquino, retired. The ambassador had a 37-year diplomatic career, serving in Latin America, Central Asia and Africa. Much of his work was directing conflict mitigation and reconstruction initiatives but also the administration of cultural exchange programs. Following is a compilation of Ambassador Asquino's remarks.



First was another question. Is the U.S. dealing with a Real or a Metaphorical Wall against world engagement? There are two types of diplomacy, traditional and public. Traditional being the formal state-to-state events; often meetings behind closed doors. Public diplomacy is the people-to-people activities; aid programs, visitor exchanges, educational and cultural happenings, etc. The traditional has been in the press lately but what of the public side?

The effects of current immigration policy are already being felt across the U.S. There has been a decline in the number of international students, who have been 10% of all U.S. college students; 49% of them being from India and China. This is the first decline in ten years and may be partially from parental concerns about safety in the U.S. 2016 saw a decline in applications from foreign students, both graduate and undergraduate. In general, the U.S. is perceived to be less welcoming than it had been. New Mexico colleges and universities have, on average, 4,000 foreign students each year. That number is 5% of the total NM collegiate population. Most international students pay their own way or have assistance that is not a U.S. funded scholarship. Having fewer of these students will impact the U.S. economy. University research programs will be influenced along with missed collaborations among the members of a diverse student body and faculty.

Adequate funding for the U.S. Department of State has not been requested by the Administration but some U.S. Senators are saying there cannot be drastic cuts. Some embassies would be closed; another piece of the "wall" against world engagement. There would be some continued funding for Fulbright Scholarships but overall, exchange and assistance programs would be down by 29%. Cultural exchange programs bring to the U.S., on a yearly average, 5,000 people – another financial impact. The decline in all international visitors is estimated to have a \$7 billion effect on the economy.

Isolationism will weaken the United States.

Submitted by Nancy Scheer, AAUW-NM International Interest Chair

AAUW AWARDS: Legacy of Leadership Award

Legacy of Leadership Award will be awarded this spring to an AAUW-NM member for sustained contributions to AAUW's mission and leadership at branch, state, or national level. This award honors a member for outstanding AAUW service and support of AAUW's mission.

Criteria for the award include

- AAUW member for more than 10 years with at least 5 years in New Mexico
- Significant and extended service to the AAUW mission
- Sustained leadership role in AAUW of at least 10 years
- Not a current elected member of the AAUW-NM Leadership Team or the Immediate Past President

Nominations may come from a branch board or council, the AAUW-NM Leadership Team or an individual member of AAUW-NM.

To complete a nomination please send 250 words on why the nominee should receive the Legacy of Leadership Award.

Nominations are due by January 7, 2018

Send to: Sheila Portillo, 1128 Olmo Way, Boulder City, NV 89005 Or email to: ssport53@gmail.com

Around the State: Las Vegas Branch

The Las Vegas branch held our annual Fall Used Book Sale October 12-14 in a building on the NM Highlands University campus. Our semi-annual used book sales have become Las Vegas traditions and our branch members along with several community members look forward to catching up with each other as we move and sort thousands of books. We decided for this sale to try making the children's books free to children to help start youngsters on the road to becoming avid readers. Our net proceeds from the sale were \$2,300 which will help fund the scholarships we award to non-traditional women students at NMHU; other educational programs like Girls Can!; the Public Policy Forums we host in November of election years; and allow our branch to make a generous donation to Tech Trek New Mexico. The book sale also serves as a membership recruitment event and two people expressed interest in joining AAUW during the sale.

We are looking forward to our annual Holiday Mingle in early December and gearing up for lobby training for our branch members before the start of the January legislative session.

*Respectfully submitted by
Phyllis Ludi and Donna Rivas, Co-Presidents*

Around the State: Silver City-Southwest NM Branch



Silver City-Southwest NM Branch thanks all the members who took the time to visit us in Silver City for the October LTM. As always, you ladies provided a much needed and appreciated jolt of enthusiasm and inspiration. It was terrific to see you in our town, and we hope you had as much fun as we did.

Thank you for the \$100. branch grant. We used \$50 to cover the attendance of five WNMU students and faculty for the Ice Breaker on Friday night at the LTM. We are collaborating with WNMU faculty and students on a Women in STEM event the last week of February, so anticipate using the balance for that event.

On December 10th, we will have our Holiday Party and no-auction fundraiser for the Barbara Brown scholarship. This year we have invited several potential new members, and we hope to grow the branch during the upcoming year.

Respectfully submitted, Mikki Jemin

Around the State: Gallup Branch

The AAUW-Gallup Branch launched late this summer. Comprised, so far, of mainly University of New Mexico-Gallup (UNM-G) faculty and staff, we met in mid-September shortly after the start of the fall semester. Once we discussed preliminary chapter-formation issues, we focused straightaway on awareness-raising. Since the UNM-G student body is approximately 85% Native American, members wanted to organize an event recognizing Native American Women's Pay Equity Day on September 25. Those of us who attended the first meeting decided to purchase PayDay candy bars and put informational labels on them with data about gender pay equity issues. The labels included the hashtag statements the AAUW main office provided to encourage Twitter users to follow the conversation of that day.



The Gallup chapter members also created two posters using information provided on the AAUW website. One of these was displayed in the lobby of Gurley Hall, the central campus building. The other was posted in the Student Services and Technology Center Building, where students go for advising, registration, financial aid, and similar issues. The Native American Women's Pay Equity Day event was so successful that we decided to do the same thing for Latina Women's Equal Pay Day on November 2. We changed our labels accordingly but this time had more chapter participants disbursing the candy. Several faculty members who didn't purchase the candy bars still used the dates as opportunities to discuss gender pay issues in their classes. AAUW-Gallup plans to build upon these initial pay equity events with more elaborate initiatives in the future.

Around the State: Gallup Branch Cont'd

In the meantime, our members have begun planning a slate of events for our March 2018 HERstory Month celebration. Our theme this year is "Women in STEM." We'll share updates on our preliminary list of invited speakers, multimedia presentations, and other activities as we finalize them. We are excited about the enthusiastic response we've had from across the campus not only for this celebration, but for AAUW's presence on our campus in general.

Tracy Lassiter

Around the State: Santa Fe Branch



Our AAUW National Board Chair, Julia Brown, joined us on Oct. 28 and spoke on two key topics: our mission and strategic planning - what it is and what it is not. Related subtopics included creating activities with concrete goals and results, how do our programs lead to change, what specific outcomes do we seek, and use accountability and metrics as we design our blueprint for growth and revitalization. Important to note that simply doing more, simply tossing around rhetoric, crafting wish lists or marketing tools should not be components of our branch strategic plans.

We used use, for the last time, the Santa Fe University of Art and Design as our site for two recent speakers. The University has provided us free space for many events over the last years. Unfortunately, it is closing.

On Nov. 11, a relatively new member, Lindsay Conover, spoke with us on her personal journey of activism. As a survivor of breast cancer, she chose to re-energize herself by focusing on local issues, to stay civically active, So after the presidential election of 2016, she organized last January's Women's March in Santa Fe. She continues to work on civic projects like better ways to help the homeless and ranked choice voting for mayor. Her presentation was truly inspiring to all of us.

This year our branch helped sponsor Expanding Your Horizons which was organized by past co-president Lina Germann and her company, STEM Santa Fe. Held on Oct. 21st, 200 5th - 8th grade girls gathered at Santa Fe Community College for 16 STEM workshops aided by over 100 volunteers, many from our branch. Congratulations to Lina!

And we are very proud to say that yes, 8th grader Natalie Payne's AAUW Santa Fe sponsored essay on Equal Pay was published recently in the Santa Fe New Mexican.

We are invited by the League of Women Voters - Santa Fe to participate in Advocacy Training on Sat. Dec. 9. Many of us participated in recent teach-in's and public hearings on proposed changes to science standards and have attended legislative education policy sessions on changes to social studies content. We are preparing now to advocate on AAUW - NM Public Policy Biennial Action Priorities.

Lynn Heffron, Santa Fe

AAUW Fund (Brief) Instructions

For Tech Trek: Checks may be made payable to: "AAUW Tech Trek New Mexico" and sent to Shelley Rossbach, PO Box 251, Placitas, NM 87043-0251. We can receive checks while the 501 (c) (3) is still in process.

For AAUW Fund: The traditional method you noted is still the process with some minor changes. AAUW is now using **AAUW Fund**, no s, as standard. Donors can still indicate in the note line if they wish to direct to a specific "cause" otherwise it goes where needed.

"The AAUW Fund is a general fund for unrestricted gifts, which are used when and where they are most needed. This prevents overfunded and underfunded areas that keep AAUW from reaching our full mission potential. By donating to the AAUW Fund, you are helping incubate and grow our highly successful, community-based, mission-driven programs, such as [Tech Trek](#) and [Tech Savvy](#), [Start Smart and Work Smart](#), the [Legal Advocacy Fund](#), the [National Conference for College Women Student Leaders](#), [research](#), and other initiatives." from the web page <https://www.aauw.org/resource/the-aauw-fund-faq/>

All of these donations are pass through and IRS deductible since National is a 501 (c) (3). All of these donations should go into the AAUW Funds Account to be passed to National.

For Local scholarships: From page 4 of 501-Fundraising Guidelines available at: <https://www.aauw.org/resource/frcpolicies/>. NB: statement on making out check. **If I understand the policies and Finance handbook correctly - these checks can go into a regular Branch account to be sent to local C/U; or, a Branch could have a specific account for a Scholarship. Donors could also write the check directly to the institution with an appropriate designation for the local Scholarship.**

Guideline G12. Many branches and states deliver important programs in their community that require financial support. For example, your branch may have a program that encourages high school girls to enter college. Perhaps branch members assist them with college applications and scholarship searches. You may need to raise funds to cover expenses such as purchasing books and materials or renting space for your meetings. Maybe you want to take them to visit some campuses or bring in a speaker. **These things cost money and, you should notify potential donors about the program they will be supporting and that the gift is for AAUW (branch name) (state) Branch. This ensures that donors will understand how their money will be used and who will use it.**

Sylvia Fink

October 20-21, 2017, Leadership Team Meeting Recap (in words)

Mary Alice Murphy of the Grant County Beat, an online newspaper in Silver City, joined us on Friday, October 20th. With her permission, here is the article in full:

AAUW and NMNWSE hold joint conference in Silver City over weekend

By Mary Alice Murphy

Opening with a reception, the American Association of University Women and the New Mexico Network for Women in Science and Engineering held a joint conference in Silver City housed in the Murray Hotel. The kick-off reception took place Friday evening, Oct. 20, 2017, in the hotel ballroom.

Meetings and workshops were set to take place all day Saturday, Oct. 21, and until noon on Sunday, Oct. 22, in meeting rooms at the hotel.

About 30 women were expected to attend, according to one of the organizers, Kelduyn Garland of AAUW. "Our focus is to work with girls to let them know there are more options for them. Periodically, we get together."

Mikki Jemin, another Silver City woman, who is a member of both organizations, helped organize the conference. She also organizes each year's Expanding Your Horizons locally for girls from fifth through eighth grades. She said, last year, she attended the combined meeting in Albuquerque and she invited them to Silver City for this year's meeting. "Kids don't get the chance to spend quality time with women of this caliber. That's our goal for the weekend."

The third organizer for the conference was Silver City resident, Adrienne Dare, a retired Western New Mexico University professor and AAUW member.

Catherine Greenspan said it was also the quarterly leadership meeting for the AAUW. Carol Ann Council said the conference is basically "our state board meeting."

Jeannie Banks said it is also the Network's annual meeting. "We are going to cover the business we've done over the past year and talk about our fundraisers."

She said the Expanding Your Horizons program, which is hosted annually in Silver City, as well as another in Albuquerque, one each in Las Cruces and Carlsbad and two in Santa Fe, is important to both groups.

"We will talk about future plans for EYH," Banks said. "And we will talk about what else we need to do. Our focus is STEM (science, technology, engineering and mathematics) in the Network, which was founded in 1978. We want to develop women in science and engineering. To qualify for membership, a woman has to be in science and engineering, not of science and engineering. We are encouraging women to go into STEM careers. We did programs before it was called STEM. We encourage young girls and women to take math and science." She said the website for more information is www.nmnwse.org.

Judy Prono of Los Alamos said this is only the second time the two groups have combined their annual meetings. "We have a fair amount of overlap. The focus of AAUW is also STEM education and showing girls the career opportunities in the best-paying jobs. Our state organization runs a STEM camp for seventh- and eighth-grade girls. Last year and next, the classes and workshops took and will take place in Socorro. The girls have to be nominated to attend by a math or science teacher. Each one is interviewed and they have to write an essay. It's a one-week camp. The students stay on the New Mexico Tech campus. It costs each girl only \$50. AAUW fundraises for the camp, which costs about \$1,000 per girl. Last year, we had 60 girls from 52 school districts."

In addition to promoting science, AAUW also supports Title 9 and the rights to equal education and sports for boys and girls. "We are trying, too, to close the pay gap."

Maryjane Giesler said AAUW also offers scholarships to undergraduate women.

Female students in STEM fields also have the opportunity to attend the Women Collegiate Student Leaders conference at the University of Maryland. "It is to empower women. It gives them tips on interviews and resumes, as well as advice from women who have succeeded."

Another program is Smart Start, a program to give women the confidence to ask for that they really deserve in the way of salary. It is for women in college for when they graduate. In addition, Work Smart is a program geared to the workplace. It has the same idea to promote learning of negotiation skills.

Cassie Marrs was introduced as a young woman, who, through the Smart Start program, learned how to ask and get the salary she deserved.

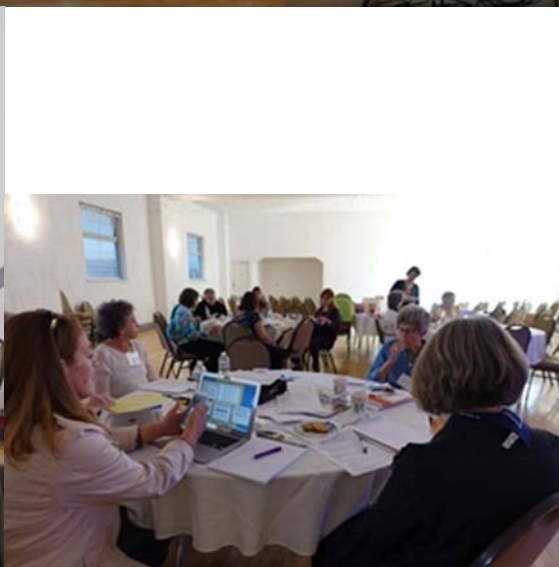
"I knew about AAUW from my aunt," Marrs said. "I knew from her to ask for more. I joined AAUW. I've been working at Sandia National Laboratory for three years."

Marilyn Doolen said: "We like to think we're advisory for someone like Cassie. If we can do it, you can do it, too. Now Cassie is showing us it works."

"When I was in high school," Marrs said, "I was honored by the AAUW. This year, I'm the president of the Carlsbad branch."

Women scientists and engineers and their families helped out the Silver City economy during this weekend of meetings. Friday evening, following the reception, most had made reservations for dinner at downtown restaurants. Those from out-of-town stayed at the Murray Hotel.

Leadership Team Meeting Recap (in pictures, courtesy of Carol Ann Council)



Plans are coming together in Carlsbad for the 2018 AAUW-NM State Convention!! We hope you have saved the date for an exciting and inspirational time next April 20-22.

The theme, “Back to the Future: Connecting our Past to our Future,” goes hand-in-hand with AAUW’s new strategic planning focus: to develop compelling vision, strategies, and structures for AAUW’s future. National is looking to define what distinguishes AAUW, how we can increase our impact, and how we measure that impact. The goal: a draft strategic plan for stakeholders by next March. We hope that either our own Julia Brown or AAUW’s new CEO, Kim Churches, will attend our convention and update us on this vital national initiative and how we can all participate in ensuring its success.

Along with peering into our future, we also want to acknowledge past achievements. This year is Carlsbad Branch’s 90th Anniversary and AAUW-NM’s 85th Anniversary, and we want to celebrate both milestones by highlighting some of our “older, wiser” members and some of the junior and senior high school girls whom we honor locally.

The convention will be held at New Mexico State University-Carlsbad Branch Campus overlooking the community. During the convention, some of the amazing girls and young women in our community will share their perceptions and hopes, as we examine what the future holds for women and girls. We will also hear from incredible trailblazers who will share their perceptions and experiences tackling leadership roles as women. Then, we will bridge the gap and hear from both groups as we examine our role in the strategic planning of AAUW’s future.

Plans also include sessions that allow us to meet with our counterparts from other branches and discuss the practical application of our plans in our own communities. Finally, no convention is complete without conducting business and participating in a Town Hall discussion!

Carlsbad is well-known for its phenomenal caverns, beautiful parks and river, and dynamic community. In addition to the convention business, we plan to socialize and celebrate at our Living Desert Zoo & Gardens, offer special tours of the caverns, and maybe, a boat ride or excursion down the river.

Mark your calendars for April 20-22: Plan to join us in Carlsbad for a fun-filled, motivating journey considering our past, our future, and how we make things work for women and girls!

Rocky Lara and Judy Prono, Program Co-Chairs

PLEASE DISTRIBUTE



AAUW-New Mexico National Conference for College Women Student Leaders (NCCWSL) Scholarship Application Form

Name _____ Email Address _____

Mailing Address _____

Residence Phone _____ Cell Phone _____

College/University _____ Class (Fr- Sr, Grad) _____ Major _____

1. Please submit a listing of your current and/or past leadership roles and a brief statement about each one with this form.
2. Please submit a statement of why you wish to attend the National Conference for College Women Student Leaders (NCCWSL) with this form.
3. Please submit at least 2 letters of support on official institutional letterhead from people who have knowledge of your leadership skills, reliability, and resourcefulness.
4. Please send your application packet to Cassie Marrs, 712 Masters Drive, Carlsbad, NM, 88220. It must be postmarked no later than January 15, 2018.

The National Conference for College Women Student Leaders (NCCWSL) will be presented by AAUW May 30-June 2, 2018 at the University of Maryland Campus—College Park. The two and a half day conference features keynote speakers, workshops, Women of Distinction Awards, dialogue and networking with the 1000+ participants from all over the nation. **For more information, check out the website: <http://www.nccwsl.org/>.**

The AAUW-NM scholarship pays your early bird registration for the conference (\$465), which includes your lodging for two nights and five meals; your lodging (\$60) for Wednesday night, which is not included in the registration fee; and your Thursday pre-conference activity fee (\$30). **You will be responsible for your transportation to and from the conference and any other meals, parking and incidentals.**

Upon your return, please send AAUW-NM a written report of the conference, sharing your experiences and lessons learned from attending NCCWSL to Cassie Marrs at marrs.cassie@gmail.com. We will also ask you to present your report at a branch and/or state AAUW meeting at a time that will work with your schedule. Your traveling expenses to those meetings will be paid for by AAUW-NM.

We are delighted that you are interested in NCCWSL and wish you the best in your application and the remainder of your college experience. Should you have questions regarding the application process contact Cassie Marrs at marrs.cassie@gmail.com or 575-361-4136.



Member Spotlight: Silver City Southwest NM Branch Secretary & Treasurer

Congratulations to Kelduyn R. Garland, PhD, DD, who retired to Silver City the end of 2012 and joined AAUW in 2013. She has been awarded the **Lifetime Achievement Award in Pre- & Perinatal Psychology & Health** by the Association for Pre & Perinatal Psychology & Health (APPPAH), an international medical and mental/behavioral health and related fields professional organization.



Kelduyn is a pioneer in her field, having worked for more than 45 years as a BodyMind therapist, consultant, educator and author.

Kelduyn received her PhDs from St Regis University in Psychology, with an emphasis in Pre & Perinatal Psychology and Redding University in Psychology, with an emphasis in Gerontology and the Psychology of Aging; in Marriage & Family Therapy; in Child & Family Development], her MSW from the University of Denver, and her BA from Wheaton College. She has also received a Doctorate of Divinity. She trained as a Montessori Preschool Educator in the 1960's.



AAUW-New Mexico
The Roadrunner
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Silver City, NM 88061

First Class Mail

The ROADRUNNER is a quarterly publication of AAUW-NM. Editor Catherine Greenspan catherineMgreenspan@gmail.com (775) 200-6523. Please submit addresses to your Branch membership chair. Members-at-large: Notify AAUW Records Office, 1111 11th St. Washington, DC 20038

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