

# *Past Present and Future*

# 2011 AAUW ANNUAL REPORT







# THE AAUW IMPACT: PAST, PRESENT, AND FUTURE

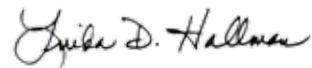
In 2011, AAUW enjoyed another vibrant year full of accomplishments and celebrations. And as we mark our 130th Anniversary, we look back at the AAUW impact across the years. Think about the broad changes that have occurred within communities and society since AAUW's founding. Think about the effects that AAUW has had on women both individually and collectively.

We can only assume that when Marion Talbot and her friends first met on that November day in 1881, they never imagined that their legacy would live on and touch so many lives. But that's exactly what has happened. From a small gathering of 17 women to a nationwide community with more than 100,000 members, donors, and advocacy friends as well as nearly 1,000 branches and more than 500 college/university partners, AAUW has seen our impact spread across the country and throughout the world.

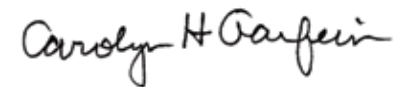
This year we celebrate another \$3.2 million in fellowships and grants awarded to promising women and community programs, the resilience of women pursuing justice, and our work with the United Nations to improve the lives of women worldwide. We wish we could proclaim the end of the gender pay gap, but despite the herculean effort of our Public Policy staff, Lobby Corps, members, and coalition partners, the Paycheck Fairness Act failed to pass, and women still make just 77 cents on average for every dollar men earn.

But that doesn't mean we've stopped fighting. In fact, if the past 130 years have taught us anything, it's that AAUW is nothing if not persistent, tenacious, and determined to break through barriers for women and girls. That spirit has kept us vibrant all this time and will continue to keep us relevant in the future. We've undergone some big changes in 2011, most notably our shift to One Member, One Vote, which allows more members to participate in the business of AAUW. The 2011-13 Board of Directors and our national office staff are hard at work, making sure AAUW's impact continues to grow.

Of course, there would be no AAUW impact without the consistent and generous support of our donors. Your commitment to our mission has allowed us to effect change in the past and present and will continue to carry us toward a future in which every person gets a fair chance. Thank you, AAUW members and supporters, for a wonderful year. We look forward to many more.



Linda D. Hallman, CAE, AAUW Executive Director



Carolyn Garfein, AAUW President

Throughout this report, you'll see codes like this one that you can scan with your smartphone to access more content on the AAUW website. Scan this one for a video look at the AAUW impact.



# THE AAUW IMPACT IN ACTION: 2011 NATIONAL CONVENTION

More than 800 AAUW members from all over the country gathered in Washington, D.C., this summer for the AAUW National Convention. The format focused on leadership development and featured expert panels, skill-building sessions, and workshops to train and inspire.

This year marked the rollout of One Member, One Vote, the first time all AAUW members had a say in national business such as board elections and the Public Policy Program. Even without all the caucuses and business meetings of years past, convention-goers recognized the event as not just important but essential to their work. Longtime branch and regional leader Carol Newnam of the AAUW Venice (FL) Branch has been to every convention since 1997. Newnam says that her favorite part of convention is always just getting together with the people she has met over the years and participating in events like Capitol Hill Lobby Day. "I come home energized by what I hear and see at convention," she says.

Much has changed since AAUW's first convention in Boston in 1882. Through the years we've adapted the event to the challenges at hand—including holding the 1945 convention by mail because of a World War II travel ban. But our goals remain the same: We're breaking through barriers for women and girls. Our biennial gathering is set to become the premier women's leadership conference in the country.

Newnam plans on keeping her streak going by joining us next time, June 9–12, 2013, in New Orleans. We hope to see you there, too!



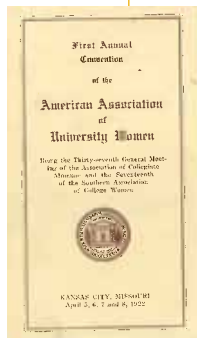
AAUW members visited Sen. Harry Reid (D-NV) during Lobby Day.



Tina Tchen spoke at the 2011 convention.

# 1922

The 1922 convention was the first one held after the Association of Collegiate Alumnae merged with the Southern Association of College Women to form the American Association of University Women.



AAUW's 1949 convention was held in Seattle.

# 1949

# 1957

Local fellows are often invited to AAUW events. AAUW fellows from all over the world who were studying in Boston at the time attended the 1957 convention.



The 1977 convention was held in Minneapolis and featured Marjorie Bell Chambers and Gloria Steinem.

# 1977

# 1981

The 1981 centennial celebration was held in AAUW's birthplace, Boston.



Nearly 700 teal-clad members stormed Capitol Hill at Lobby Day, where attendees met with their legislators to advocate for AAUW issues.

Tina Tchen, executive director of the White House Council on Women and Girls, spoke at the Women in Power in the Obama Administration panel.

# 2011

## AAUW'S IMPACT ON MEMBERS LIKE ME

Colleen Briner-Schmidt's AAUW journey began more than 30 years ago at her local post office. While standing in line at the Arlington Heights, Illinois, station, Briner-Schmidt started talking with the woman in front of her, who had a stack of invitations to mail for an AAUW new member function. The woman opened one of the invitations and gave it to her. Briner-Schmidt—a former teacher turned stay-at-home mom who was desperate for some adult conversation—accepted the invite and soon went to her first AAUW meeting.

"While I loved the time I spent with my son, I was having trouble adjusting to life at home after working full time," she explains. "AAUW became my lifeline. I went to positive parenting groups, book discussion groups, everything I could. I found a really wonderful group of vibrant women in Arlington Heights."

"This is the only organization that has our back time and time and time again."

—COLLEEN BRINER-SCHMIDT



Later, when her family moved to California, Briner-Schmidt again looked to AAUW for support. Within the Thousand Oaks branch, she found a network of new friends and invaluable community connections.

“The networking that happens is amazing,” she says. “When it was time to go back to work, I found my first job through contacts in AAUW. And along the way, AAUW has continued to provide opportunities to help me advance my career.”

One such opportunity came when Briner-Schmidt applied for and received an AAUW fellowship. “My teaching career flourished because of the jump start I received from that fellowship,” she says. “It allowed me, among other things, to learn computer skills and robotics. I have taught robotics at AAUW Tech Trek camps at Stanford, Fresno, San Diego, and Whittier and am co-director and robotics instructor at the UCSB camp. The fellowship opened even more doors in the community and beyond.”

Briner-Schmidt also credits AAUW with getting her involved in local politics and education. For example, she received an AAUW Community Action Grant, which allowed her to create a team that rewrote school district forms in gender-neutral language. She also helped create an open classroom leadership magnet at her local elementary school.

She currently serves as president of the Unified Association of Conejo Teachers, the local teachers union, and as the regional human rights director and women’s issues chair for the California Teachers Association. Briner-Schmidt recently announced that she is running for the National Education Association’s board of directors, hoping to effect change on a national level.

“AAUW has supported me every step of the way,” she notes. “When I was a new mom trying to figure out how to balance career and home, I found parenting support groups. When it was time to go back to work, I had new skills and a network of people to help me find a job. Once I got a job, I had the resources to be a better teacher. And as I try to take this next step, I know I have the leadership skills to succeed—all because of AAUW.”

Moving forward, Briner-Schmidt hopes that AAUW will play a similar role for her daughter and granddaughter. “This is the only organization that has our back time and time and time again,” she says.

Her goal is to one day give her daughter the gift of a lifetime membership. “I became an AAUW lifetime member because I always want to be a member of this organization,” Briner-Schmidt says. “I give money because I have a daughter who needs this organization. I will continue to give money because my first grandchild, Suzanne, was born two years ago. I need to know that AAUW will have their backs and support them the way it supports me.”

## AAUW'S IMPACT ON ACHIEVING EDUCATIONAL DREAMS

One of the central missions of AAUW is to advance educational and professional opportunities for women. Since 1888, AAUW has served as one of the largest sources of funding for graduate women, allowing them to forge new paths in scholarship, improve quality of life for all, and tackle educational and social barriers facing women in the United States and around the globe.

In 1893, Ida Henrietta Hyde received one of the first AAUW fellowships and became the first woman to work in the departments of physiology and zoology at the University of Strasbourg. Until then, women had not been permitted to matriculate at any German university. After receiving her doctorate from the University of Heidelberg, Hyde continued blazing new trails for women, becoming the first woman to be assigned the research table at the Naples Marine Biological Station and, later, the first woman to conduct research at Harvard Medical School.





Through the years, AAUW has continued to support pioneers like Hyde. Thanks to the longstanding contributions of our generous members, AAUW has provided more than \$83 million to more than 11,000 outstanding women and nonprofit organizations since the funding program began. In 2011 alone, AAUW provided \$3.2 million for 215 fellowships and grants.

Bona Kim received one of those fellowships—and not a moment too soon. Kim was training to be a medical illustrator at Johns Hopkins University, fulfilling her passion for both art and science. However, with little support available to medical illustrators in her native Korea, tuition funds were running low.

“Just before I learned I received the fellowship, I was about to go back to Korea because I had no more money to continue school,” Kim explains. “AAUW trusted my ability and saw my potential. They gave me a second chance to complete the program, and I was able to finish my degree.”

Kim was chosen as an Inez Demonet Scholar, the most prestigious award given to a student medical illustrator, and served as a summer illustration intern at *National Geographic Magazine*. Currently a medical illustrator at Hopkins, she recently developed an iPad application to help train pathologists; the application has the potential to become a model in the medical education field.

“AAUW made my dreams possible,” Kim says. “I was so motivated and encouraged by the fellowship that I joined my local AAUW branch (Baltimore, Maryland), where I learned how my education would affect others and how I could pay back society. The fellowship has broadened my view, and I want to try to share this spirit with others,” she adds. “With AAUW’s support, I can do anything.”

AAUW has already awarded \$3.7 million for 240 fellowships and grants for fiscal year 2012, and in 2013 we plan to award more than \$4 million, helping an even broader community of women gain access to educational opportunities and make their dreams possible.



Scan this code to see the iPad application Bona Kim designed.



## AAUW'S IMPACT ON THE FIGHT FOR EQUALITY

In 1981, a group of female faculty members and coaches brought a class-action lawsuit against Cornell University, alleging sex discrimination in promotion and pay. To support the plaintiffs, members of the AAUW Ithaca (NY) Branch asked the national office to bank funds raised in support of the case. The AAUW Board of Directors agreed—and the Legal Advocacy Fund was officially born.



“When the Ithaca branch approached AAUW about supporting the Cornell women, we had no idea that an ongoing program would be formed and would still exist 30 years later,” says Elva Vollbrecht, then-member of the Ithaca branch. “We were just a small branch in a university community, but we knew we had to help these women.”

Sex discrimination suits like the Cornell case often involve long and expensive legal proceedings, placing heavy financial and emotional burdens on those involved. Since 1981, AAUW has contributed more than \$1.3 million in case support to more than 100 cases involving individuals fighting sex discrimination in higher education through LAF. These funds help cover case-based costs and plaintiff court travel. AAUW also provides nonfinancial support by signing amicus briefs, issuing letters of support, and holding rallies.

“AAUW’s resolve will not be shaken by this decision, and this case is not over. We will continue to stand 100 percent behind the women of Wal-Mart as they pursue what’s only simple fairness.”

—LINDA D. HALLMAN, CAE, AAUW EXECUTIVE DIRECTOR





Beginning in 2009, AAUW expanded support to include cases involving sex and gender discrimination in all workplaces. Specifically, we look to support cases that have the potential to set precedent and protect others against future discrimination.

“When the Lilly Ledbetter case went before the Supreme Court, we couldn’t put our support behind it because the case didn’t involve academia,” explains Holly Kearl, LAF program manager. “But since then we’ve strategically expanded the program. Now we can support big-impact cases in the wider workforce.”

This change allowed AAUW to stand behind Betty Dukes, Edith Arana, and other female employees at Wal-Mart as they took their class-action sex discrimination lawsuit all the way to the U.S. Supreme Court. The women allege that female employees of Wal-Mart are denied advancement and training opportunities, paid less than men for the same or comparable work, subjected to a sexually hostile work environment, and retaliated against when they attempt to address discrimination. In addition to providing financial support, AAUW signed an amicus brief, issued press releases, attended the Supreme Court hearing, and co-led a rally at the court in support of the women of Wal-Mart.

Unfortunately, on June 20, 2011, the Supreme Court ruled in a 5-4 decision that the class was too large and could not move forward. The ruling does not determine whether Wal-Mart is guilty of gender discrimination; however, now each woman must file her claim individually or in smaller, reformulated class-action groups. “This would have been the largest class action in history, representing more than 1 million female employees of Wal-Mart,” says Arcelia Hurtado, attorney for the plaintiffs and executive director of Equal Rights Advocates, a San Francisco-based national women’s rights organization that has been fighting the case on the women’s behalf for more than 10 years. But despite the setback, the women refuse to give up. The first case reformulated to comply with the Supreme Court ruling was recently filed in California and seeks to represent approximately 90,000 women.

AAUW also refuses to give up. In September, we provided additional funds to help support case expenses moving forward, and we plan to make another round of funding in early 2012. “AAUW’s resolve will not be shaken by this decision, and this case is not over,” says AAUW Executive Director Linda D. Hallman. “We will continue to stand 100 percent behind the women of Wal-Mart as they pursue what’s only simple fairness.”

## AAUW'S IMPACT ON THE FIGHT FOR FAIR PAY

In November 2010, the Paycheck Fairness Act—a piece of legislation designed to close the gender pay gap—died in the Senate. The bill, which AAUW had championed tirelessly, failed to reach cloture and therefore never made it to the Senate floor for a vote.

The Paycheck Fairness Act would have updated the landmark Equal Pay Act of 1963 by closing loopholes, strengthening incentives to prevent pay discrimination, and prohibiting retaliation against workers who inquire about employers' wage practices or disclose their own wages. It took 11 years of advocacy and hard work from AAUW before the bill ever passed the House of Representatives, and despite a promising start to the 111th Congress, the bill languished in the Senate.

The AAUW Action Fund Lobby Corps, AAUW staff, and members put together a massive mobilization effort to convince 60 senators to vote for cloture on the bill and 50 of them to come through on the final vote for passage. Marjorie Hobart, a member of the AAUW Arlington (VA) Branch, and other members of Lobby Corps visited the Hill every week. Hobart and the other Virginia members of Lobby Corps even paid additional visits to the senators from their home state. They sent a consistent message, in person and by e-mail, that they expected the senators to take leadership positions on the bill.





When Congress reconvened for a lame-duck session after the 2010 elections, the Paycheck Fairness Act was on the agenda. But the bill's advocates couldn't muster the necessary 60 votes to defeat a filibuster. The vote was 58-41, keeping the bill from ever moving on to a debate on its merits.

"I was deeply disappointed. It was so close," says Hobart. "Even though the present climate in Congress does not seem to be favorable, we need to continue to work on the issue, picking up support wherever we can so that when the climate changes ... the bill will be ready."

Indeed, AAUW has been working for fair pay for almost a century, and we have no plans to stop now. In 1913, we released a report encouraging the U.S. Civil Service to standardize job classes and compensation for men and women in the federal workforce. We were in the Oval Office when President John F. Kennedy signed the Equal Pay Act of 1963—back when women earned about 59 cents on average for every dollar earned by a man. Today, 48 years later, that number has risen to just 77 cents.

In response to the Paycheck Fairness Act vote, the AAUW Action Fund released a special equal pay edition of the *Congressional Voting Record*, which can be downloaded from [www.aauwaction.org](http://www.aauwaction.org). The *CVR* scores legislators on their votes and co-sponsorship of the bill.

In April 2011, AAUW and the Center for American Progress Action Fund organized a flash mob to commemorate Equal Pay Day, the symbolic day when women's wages catch up to what men earned in the previous year. AAUW also held a briefing on Capitol Hill and released *The Simple Truth about the Gender Pay Gap*, a short guide full of data to help activists like Hobart and other members continue working to close the gender pay gap.

In addition, AAUW continued the pressure on lawmakers in the 112th Congress. The Paycheck Fairness Act (S. 797/H.R. 1519) has again been introduced, and activists can let their members of Congress know they support this bill through the AAUW Action Network.

Does Hobart expect to see equal pay for men and women in her lifetime? "If I live long enough!" she answers. "There are some paradigm shifts in our society. It is less and less acceptable to assume that women are less valuable to their employers and should be paid less because of it. Equal pay will come."



Scan this code to see the equal pay flash mob video.

## AAUW'S INTERNATIONAL IMPACT

While the significance of AAUW's United Nations Economic and Social Council (ECOSOC) consultative status isn't always clear to members, this year has proven how important our seat at the table is for AAUW and for our commitment to breaking through barriers for women and girls. For many years, with the skillful leadership of dedicated member Carolyn Donovan, AAUW has been participating in the international dialogue of the U.N.'s Commission on the Status of Women (CSW). Numerous members have attended the annual two-week convening of CSW in March, where dozens of simultaneous meetings take place on widely diverse issues involving women: representation in science fields, human trafficking, the world economy, climate change, gender mainstreaming, etc. Through many past AAUW presentations, we have achieved a growing international reputation for policy expertise and unimpeachable and accessible research on key women's topics, such as pay equity, sex discrimination, access to education, and career advancement.

"It was gratifying to hear women from places like Eastern Europe and Africa describe how AAUW's *Why So Few?* report resonated with them and the situation for girls and women in STEM in their countries. That the report has gone well beyond the initial scope of the project is a testimony to the importance of the issue and why AAUW needs to continue our leadership in this area."

— ANDRESSE ST. ROSE, AAUW SENIOR RESEARCHER



In September 2010, AAUW was invited to participate in the CSW's expert working group at UNESCO in Paris to write the draft proposal for the U.N.'s 2011 CSW priority theme, "access and participation of women and girls in education, training, science, and technology, including for the promotion of women's equal access to full employment and decent work." AAUW was included in this small group primarily because of the worldwide acclaim for our 2010 research report, *Why So Few? Women and Girls in Science, Technology, Engineering, and Mathematics*. In fact, the group relied heavily on *Why So Few?*, and the findings of that report are reflected throughout the Agreed Conclusions of the 65th Commission on the Status of Women, which was accepted by the U.N. General Assembly.

AAUW's research was also cited in many CSW presentations, and AAUW staff and members presented the findings of *Why So Few?* in four separate sessions. People from around the world, from Cameroon, Burkina Faso, Israel, India, and China, were using AAUW's research to illustrate their own issues and bolster their arguments. "It was gratifying to hear women from places like Eastern Europe and Africa describe how *Why So Few?* resonated with them and the situation for girls and women in STEM in their countries. That the report has gone well beyond the initial scope of the project is a testimony to the importance of the issue and why AAUW needs to continue our leadership in this area," said AAUW senior researcher and *Why So Few?* co-author Andresse St. Rose.

Every one of the 8,000 attendees—including the U.N. delegates from nearly every country in the world—had an opportunity to hear about AAUW and our outstanding research. It's an important and exciting time to be at the global table, and it's exactly where we need to be to ensure that all women have a fair chance.



# ACCOMPLISHMENTS

## AAUW LEADS

The 26th edition of the National Conference for College Women Student Leaders (NCCWSL) brought together more than 500 students from 41 states; Washington, D.C.; Guam; and Jamaica. AAUW members provided scholarships to over 50 attendees, including two students whose experience was fully funded by AAUW of New York with the support of its president, Eileen Hartmann. One of the students, Josa Hanzlik, came to speak at the state's summer leadership conference. Hartmann said of the experience, "Josa was extraordinary and kept the audience right in the palm of her hand. What an exceptional young woman! I hope that she will be a huge success in her life and that we can connect with her again. On top of that our members saw before their eyes a reason to support students to attend NCCWSL."

This past year also brought continued growth for AAUW leadership programs. In FY 2011, we selected 11 student teams from across the country to participate in Campus Action Projects based on findings from *Why So Few? Women in Science, Technology, Engineering, and Mathematics*. Through the Elect Her—Campus Women Win program, more than 400 college women on 17 campuses completed training to run for student government. We also partnered with the WAGE Project to present 112 \$tart \$mart salary negotiation workshops and 17 facilitator trainings nationwide.



Students at the 2011 National Conference for College Women Student Leaders



Scan this code with your smartphone to hear what Josa Hanzlik had to say about her experiences at NCCWSL.

## AAUW RESEARCHES

In April 2011, AAUW released the report *The Simple Truth about the Gender Pay Gap*, which highlights key facts about pay equity in the United States. Published in conjunction with Equal Pay Day, the guide was designed to give AAUW members and other fair pay advocates new data and resources to support their fight to close the gap. We also continue to receive positive press for the report *Why So Few? Women in Science, Technology, Engineering, and Mathematics*. As a result of the widespread attention, AAUW was invited to participate in the U.N. expert working group for the Committee on the Status of Women.

AAUW has several reports on tap for fiscal year 2012, including the recently released *Crossing the Line: Sexual Harassment at School*. The report, which highlights the prevalence and impact of sexual harassment on students in grades 7–12, already has received significant national media attention.

## AAUW PROTECTS

In FY 2011, the AAUW Legal Advocacy Fund disbursed approximately \$90,000 to help plaintiffs in nine court cases cover their legal costs. It also celebrated the conclusion of a class-action suit against Delaware State University. The judge in the case, which was profiled in the 2010 AAUW Annual Report, found that the school failed to provide equal athletic opportunities to female wrestlers.

AAUW also saw victory in LAF-supported plaintiff Lulu Sun's sex and race discrimination case against the University of Massachusetts, Dartmouth. The university is currently appealing that ruling.

## AAUW EDUCATES

AAUW continued our strong support of women's graduate studies. In FY 2011, we awarded \$3.2 million in fellowships, grants, and awards to fund the work of 215 women in a wide range of fields and disciplines.

This year also marked the successful completion of AAUW's NSF-grant funded participation in the National Girls Collaborative Project, which supports STEM programs serving more than 4 million girls. Over the past five years, the project registered more than 2,000 programs in the program directory and reached more than 9,100 practitioners with research-based strategies. In addition, more than 17,000 girls benefited from mini-grant funding for programs to inspire participation in STEM careers. AAUW members may continue to play a role in current and future collaboratives.

## AAUW ADVOCATES

AAUW remained active on Capitol Hill in fiscal year 2011. We played an important role in the fight for a women's health amendment, designed to lower the cost of preventive care, to the Patient Protection and Affordable Care Act, as well as the repeal of "don't ask, don't tell." AAUW also supported the Department of Education's work to improve Title IX compliance guidance for athletics, bullying and harassment, and sexual assault.

The Public Policy Department also launched the AAUW Voices Project to engage AAUW members in nationwide media conversations about AAUW issues. In the first few months of the program, participants saw more than 25 letters to the editor published.

# OUR SUPPORTERS

## BREAKING THROUGH BARRIERS CAMPAIGN

We did it! AAUW profoundly thanks the following philanthropic individuals who donated more than \$1.1 million between July 1, 2008, and June 30, 2011, to the Breaking through Barriers Major Gifts Campaign.

### Diamond Level (\$100,000+)

Lilo and Gerard Leeds (NY)  
AAUW Clearwater (FL) Branch,  
given in memory of Carol Monash  
Hirschfeld

### Ruby Level (\$25,000–\$49,999)

Anonymous in honor of Lilly Ledbetter  
and Robert Fagella  
Joan D. “Jo” Harberson (CA)  
Patricia Fae Ho (MA)  
Ruth R. and John Jurenko (AL)  
Carlyne McDonnell (CA)

### Amethyst Level (\$10,000–\$24,999)

Anonymous  
Susan B. Barley (MO)  
Alice M. Bartelt (OR)  
Elisabeth H. Bathgate (CA)  
Marla Kim and Robert Benziger (IL)  
Linda Brodsky (NY)  
Julia T. Brown (CA)  
Yvonne C. Condell (MN)  
Janet W. Crampton, given in honor by the AAUW  
Kensington-Rockville (MD) Branch  
Janet W. & Theodore H. M. Crampton (MD)  
Vicki DeMasi (CA)  
Naomi E. Detenbeck (RI)  
Loryann M. Eis (IL)  
Helen E. Holt (CA)  
Karen and David Kirkwood (MN)  
Marian Meaker Apteckar Foundation  
Laura Smiley Miller (OH)

Sanford, Wittels & Heisler LLP (DC)  
Sharon L. Schuster (CA)  
Judith L. Sensibar (IL)  
Karlina K. Tierney (MD)  
Krys A. Wulff (CA)  
Barbara M. Wyne (IL)

### Emerald Level (\$5,000–\$9,999)

Anonymous  
Anonymous  
Salwa Alfadl (CA)  
Judith R. Borden (CA)  
Shirley A. Breeze (MO)  
Kathleen M. Cha (CA)  
Sally C. Chamberlain (PA)  
Linda and Carl Conger (TX)  
Charlotte A. Crawford (TN)  
Rhoda M. Dorsey (MD)  
Maria Ellis (NJ)  
Sema M. Faigen (MA)  
Carolyn H. Garfein (GA)  
Kitty C. Geidl (ID)  
Claudia S. Gray (OR)  
Abbie Griffin (UT)  
Linda D. Hallman (VA)  
Connie M. Hildebrand (ND)  
Mary Lou Hughes\* (WA)  
Joan S. Jones (WI)  
Frances Kwapil (WA)  
Margaret Leard, given in honor by the AAUW  
Montclair (NJ) Branch  
Joseph V. Lecce (CA)  
Valentina Martin (IA)  
Marcia Lynn McKenzie (AK)  
Eileen Shelley Menton (MD)

Jeanette A. Miller (CA)  
Martha Ann Miller (VA)  
Barbara L. O'Connor (FL)  
Diane B. Patton (IA)  
Jeri E. Rhodes (MD)  
Sharon Ritchey (CA)  
Carol Rognrud (DC)  
Barbara E. Sando (WA)  
Linda Lewin Stark (MO)  
Joanne Stern (OR)  
Maurita E. Stueck (MO)  
Florine M. Swanson (IA)  
Ruth Z. and Steven G. Sweetser (IL)  
Gloria Taylor (CA)  
Penny Tetters (WA)  
Phyllis S. Thompson (IN)  
Diane Trombetta (CA)  
Doris S. Turner (AZ)  
Neola S. Waller (VA)  
Phyllis Weber, given in honor by the AAUW  
Montclair (NJ) Branch

### Gold Level (\$1,500–\$4,999)

Josephine B. Altstetter (MI)  
Linda Bagaason (CA)  
Florence A. Baturin (MA)  
Ursula G. Batz (CA)  
Dian O. Belanger (MD)  
Sharon K. F. Bigot (MN)  
L. Ann Bish (NY)  
Linda J. Bors (NE)  
Elaine Amacker Bridges (TX)  
Katherine Briggs (NY)  
Myrna Brown (NC)  
Anne L. Bryant (VA)

Holly Burgess (MO)  
Delinda A. Chapman (IL)  
Jeanne N. Clarke (AZ)  
Kelvie C. Comer (WA)  
Jacquelyn M. DeFazio (WA)  
Virginia P. DeForest (WA)  
Lauren M. Driscoll (IL)  
Linda B. Duckworth (NE)  
Faye Louise Dykstra (KY)  
Barbara G. Fetterhoff (MD)  
Betty A. Flaten (CO)  
Elizabeth Fragola (MA)  
Muriel K. Fry (CA)  
Malinda A. Gaul (TX)  
Wilma Gitchel (NY)  
Susan Goos (IA)  
Joyce Fleury Graf (MD)  
Ruth C. Griffin (MO)  
Diane Haney (NY)  
Alicia Hetman (CA)  
Kathleen C. Jacobs (DE)  
Jane C. King (CA)  
Marsha K. Koch (MO)  
Lisa Maatz (DC)  
Kathleen L. Magill (NJ)  
Kristie M. Malley (MD)  
Karen Manelis (WA)  
Betsy D. McDowell (OR)  
Dorothy McLane (PA)  
Nancy Mion (NY)  
Patricia R. Napp (CA)  
Susan K. Nenstiel (PA)  
Berniece Patterson (CA)  
Ardyce H. Pearson (MO)  
Evelyn Petschek (NM)

Mary Jo Pribble (VA)  
Carolyn Ramstad (CA)  
Chigurupati S. Rani (NY)  
Diane B. Roca (MD)  
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Judith Zoellick (WA)

\*deceased

# 2010 TOP STATES AND BRANCHES

Through their contributions from January 1, 2010, through December 31, 2010, the following states are the top contributors to each fund.

## AAUW FUNDS

### Branch

Storrs-Willimantic (CT)  
Oakland-Piedmont (CA)  
Seattle Inc. (WA)  
Santa Ana-Orange (CA)

Montclair Inc. (NJ)  
North Fulton (GA)  
Harrisburg (PA)  
Orinda-Moraga-Lafayette Inc. (CA)  
Half Moon Bay (CA)  
New York City Inc. (NY)

### State

California  
Pennsylvania  
Washington  
Connecticut  
New Jersey  
Florida  
New York  
Missouri  
Texas  
Oregon

### State Per Capita

Mississippi  
Georgia  
Connecticut  
Tennessee  
Oklahoma  
Missouri  
New Mexico  
Massachusetts  
New Jersey  
Washington

## AAUW ACTION FUND

### Branch

Ritzville County (WA)  
Algona (IA)  
Saginaw (MI)  
Westchester County Inc. (NY)  
Salem (OR)  
Concord (CA)  
Waverly (IA)  
Albion (MI)  
Fox Chapel Area (PA)

Cowlitz County (WA)  
San Antonio Inc. (TX)  
Roanoke Valley (VA)  
Wilmington Inc. (DE)  
Victor Valley (CA)  
Cabrillo-Diego (CA)  
Foothills (CO)  
Lakewood (CO)  
Douglas County (CO)  
Cedar Rapids Area (IA)  
Tar Heel Branch (NC)  
Watchung Hills (NJ)  
Arlington (VA)  
Wenatchee (WA)  
Wisconsin Rapids (WI)  
Manatee County (FL)  
Islip Area (NY)

### State

Washington  
Michigan  
Iowa  
California  
New York  
Virginia  
Colorado  
Texas  
Pennsylvania  
Oregon  
North Carolina

### State Per Capita

Washington  
Iowa  
Michigan  
Colorado  
Delaware  
Virginia  
Mississippi  
Vermont  
Nebraska  
North Carolina  
Oregon

Idaho  
Texas  
New York  
Wyoming  
Pennsylvania  
New Jersey

COMBINED SUPPORT

Branch

Santa Maria (CA)  
Danville-Alamo-Walnut Creek (CA)  
San Jose Inc. (CA)  
Ballwin-Chesterfield (MO)  
McLean Area (VA)  
Seattle Inc. (WA)  
Redding Inc. (CA)  
Sunnyvale-Cupertino (CA)  
Ann Arbor Inc. (MI)  
Racine (WI)

State

California  
Illinois  
Michigan  
Washington  
New York  
Florida  
Virginia  
Wisconsin  
Pennsylvania  
Missouri

State Per Capita

Georgia  
Mississippi  
Missouri  
Puerto Rico  
North Dakota  
Maryland  
Virginia  
South Carolina

Illinois  
Connecticut

EDUCATIONAL OPPORTUNITIES FUND

Branch

Santa Maria (CA)  
San Jose Inc. (CA)  
Danville-Alamo-Walnut Creek (CA)  
Redding Inc. (CA)  
Falls Church Area (VA)  
Ann Arbor Inc. (MI)  
Sunnyvale-Cupertino (CA)  
Buffalo Inc. (NY)  
McLean Area (VA)  
Birmingham (MI)

State

California  
Illinois  
Michigan  
Virginia  
Washington  
Florida  
Wisconsin  
New York  
Texas  
Oregon

State Per Capita

Puerto Rico  
South Carolina  
South Dakota  
Virginia  
Illinois  
Missouri  
Maryland  
California  
Montana  
Wisconsin

ELEANOR ROOSEVELT FUND

Branch

State College (PA)  
Seattle Inc. (WA)  
Stockton Inc. (CA)  
West Harris County (TX)  
Ballwin-Chesterfield (MO)  
Westminster-Fountain Valley-Huntington Beach (CA)  
Racine (WI)  
Downers Grove Area (IL)  
Salem (OR)  
Long Beach Inc. (CA)

State

California  
Illinois  
Pennsylvania  
Wisconsin  
Washington  
Mississippi  
New York  
Oregon  
Georgia  
Missouri

State Per Capita

Missouri  
North Dakota  
Wisconsin  
Illinois  
Delaware  
Kentucky  
Pennsylvania  
Tennessee  
Maryland

LEADERSHIP PROGRAMS FUND

Branch

San Fernando Valley (CA)  
California Online Branch (CA)  
La Mesa-El Cajon (CA)

Hayward-Castro Valley Inc. (CA)  
Huntsville (AL)  
Lombard Area (IL)  
Danville-Alamo-Walnut Creek (CA)  
Atlanta (GA)  
Kirkwood-Webster Groves (MO)  
Racine (WI)

State

California  
Illinois  
Alabama  
Missouri  
Georgia  
Iowa  
Maryland  
Wisconsin  
Virginia  
Ohio

State Per Capita

Georgia  
Alabama  
Illinois  
Missouri  
California  
Iowa  
Idaho  
Maryland  
Delaware  
Virginia

LEGAL ADVOCACY FUND

Branch

Ballwin-Chesterfield (MO)  
Kensington-Rockville (MD)  
Islip Area (NY)  
San Jose Inc. (CA)  
Cobb County (GA)  
Atlanta (GA)  
Somerset Hills (NJ)  
Gulf Coast (MS)

Greater Naples (FL)  
Los Altos-Mountain View (CA)

State

California  
New York  
Illinois  
Missouri  
Texas  
Florida  
Mississippi  
Oregon  
Washington  
Maryland

State Per Capita

Georgia  
Mississippi  
Missouri  
North Dakota  
Maryland  
Oklahoma  
Arkansas  
Massachusetts  
Oregon  
New York

PUBLIC POLICY FUND

Branch

Ferguson-Florissant (MO)  
Bismarck-Mandan (ND)  
Kensington-Rockville (MD)  
Greater Naples (FL)  
Kirkwood-Webster Groves (MO)  
Ballwin-Chesterfield (MO)  
North Fulton Branch (GA)  
North Shore Area (MA)  
St. Louis (MO)  
Omaha Inc. (NE)  
Marin Inc. (CA)  
Reston-Herndon Area (VA)

State

California  
Missouri  
Florida  
Maryland  
Illinois  
North Dakota  
Michigan  
Virginia  
New York  
Wisconsin

State Per Capita

North Dakota  
Missouri  
Nebraska  
Massachusetts  
Maryland  
Georgia  
Idaho  
North Carolina  
New Hampshire  
Iowa  
South Carolina

LIST OF COMPLETED  
ENDOWMENTS

Fiscal Year 2011  
(July 1, 2010 – June 30, 2011)

Due to the generosity of the AAUW community, members, and friends over the past year, 13 new fellowships and grants are now fully funded. AAUW gratefully acknowledges the states, branches, families, and individuals who have established these funds and congratulates them on their hard-earned successes.

The nature of endowed funds allows us to award these fellowships and grants year after year, even if no additional money is contributed. It is with great respect that we honor those who had the foresight to build these legacies.

American Fellowships

Katherine S. Frech American Fellowship  
[AAUW Santa Maria \(CA\) Branch](#)

Tacoma (WA) Branch Centennial American Fellowship  
[AAUW Tacoma \(WA\) Branch](#)

International Fellowships

Redlands (CA) Branch International Fellowship  
[AAUW Redlands \(CA\) Branch](#)

Research and Projects Grants

Barbara Taylor Reimer Research and Projects Grant  
[AAUW Hayward-Castro Valley \(CA\) Branch](#)

Dr. Janet Larsen Research and Projects Grant  
[AAUW Gainesville \(FL\) Branch](#)

Dr. Zoe Liles Treguboff Research and Projects Grant  
[AAUW San Fernando Valley \(CA\) Branch](#)

Margaret R. Drummond Research and Projects Grant  
[AAUW Beaverton \(OR\) Branch](#)

McLean Area 40th Anniversary Research and Projects Grant  
[AAUW McLean Area \(VA\) Branch](#)

Mona T. McMahon Research and Projects Grant  
[AAUW Winona \(MN\) Branch](#)

Pendleton (OR) Branch Research and Projects Grant  
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San Juan (PR) Branch Research and Projects Grant  
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Sonoma (CA) Branch Research and Projects Grant  
[AAUW Sonoma \(CA\) Branch](#)

Suzanne Cronin Volin Research and Projects Grant  
[AAUW of South Dakota](#)

LEGACY CIRCLE

AAUW gratefully acknowledges our Legacy Circle members, those visionary individuals who have made a commitment to the future of women and girls by making a planned gift to AAUW.

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Vermont

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Beth L. Quale  
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Louise A. Stevens  
Elsie Y. Taniguchi  
Penny Tetter  
Mary Trodden  
Dana C. Twilight  
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Shirin N. Velji  
Elaine Webber  
Jane Whitney

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Vicki Huffman  
Pamella A. Thiel  
Karen D. Urben  
Martha Van Pelt

**Cayman Islands**  
Gladys B. Howard

\*deceased

**LEGACY ESTATES**  
AAUW gratefully acknowledges individuals whose generous bequest gifts advance the mission of AAUW. The following is a list of gifts received in fiscal year 2011 (July 1, 2010–June 30, 2011).

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Bonnie D. Smith

**Connecticut**  
Mary R. Beckert

**Colorado**  
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Joseph Svoboda

**District of Columbia**  
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Melita Rodeck  
Sylvia Wubnig

**Florida**  
Anna D. Kek  
Marguerite Sherwin

**Illinois**  
Geraldine S. Ackenberg

**Massachusetts**  
Elizabeth S. May

**Michigan**  
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**Nebraska**  
Aline R. Hosman

**Nevada**  
Ada Belle Clark Welsh

**New York**  
Lucy Fulton

**Oregon**  
Mary E. Underwood

**Washington**  
Virginia H. Stephens

**Wisconsin**  
Mary Voros

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AAUW gratefully acknowledges the corporations and foundations that have contributed \$1,000 or more during fiscal year 2011 to support the programs and strategic development of AAUW.

**\$100,000 and above**  
National Science Foundation

**\$20,000–\$99,999**  
Sanford, Wittels, & Heisler LLP

**\$10,000–\$19,999**  
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Marian Meaker Aptekar Foundation  
National Gay and Lesbian Task Force  
Pillsbury Winthrop Shaw Pittmann LLP

**\$1,000–\$9,999**  
Academic Travel Abroad  
Congressional Federal Credit Union  
Coventry Gardeners, Ltd.  
Duke University’s Fuqua School of Business  
Hinsdale Bank and Trust  
Life Line Screening  
McGregor Links Foundation  
Sahara Enterprises, Inc.  
Temple Hoyne Buell Foundation  
Tepper School of Business at Carnegie Mellon  
Warne Family Charitable Foundation

## FINANCIAL OVERVIEW

The following charts illustrate the financial standing of AAUW and the AAUW Action Fund. AAUW was recently awarded a four-star rating by Charity Navigator. Charity Navigator bases its unbiased rankings on the financial management, transparency, and accountability of an organization.

AAUW also received a four-star rating from Great Nonprofits thanks to the positive impact we have made on women's lives.



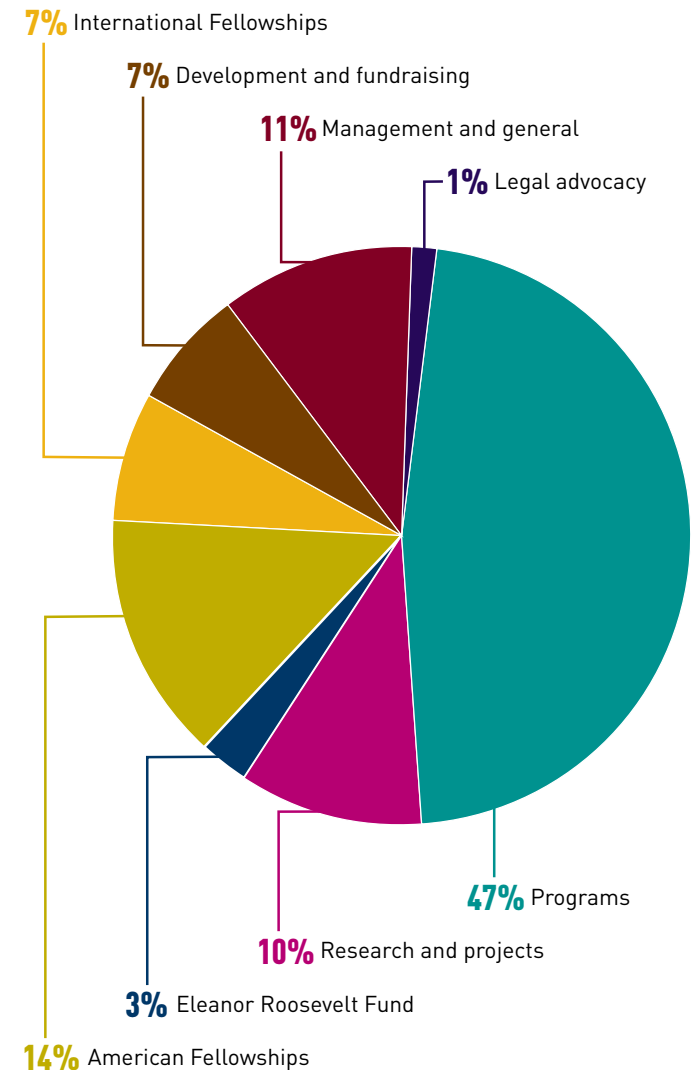
**AMERICAN ASSOCIATION OF UNIVERSITY WOMEN, INC. & AAUW ACTION FUND, INC.  
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION**

June 30, 2011

	2011
<b>ASSETS</b>	
<b>CURRENT ASSETS</b>	
Cash and cash equivalents	\$1,211,148
Investments	124,146,477
Property and equipment, net	6,309,012
Grants and contributions receivable	1,052,334
Prepaid expenses	215,299
Other receivables	186,969
<b>TOTAL ASSETS</b>	<b>\$133,121,239</b>
<b>LIABILITIES AND NET ASSETS</b>	
<b>CURRENT LIABILITIES</b>	
Accounts payable and accrued expenses	\$1,419,826
Committed awards and grants payable	3,763,552
Deferred revenue	1,002,202
Other current liabilities	1,134,725
<b>TOTAL LIABILITIES</b>	<b>7,320,305</b>
<b>NET ASSETS</b>	<b>125,800,934</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$133,121,239</b>



**AAUW 2011 EXPENSES**



For additional summary financial information, visit our website, [www.aauw.org](http://www.aauw.org).

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Marcia Capriotti  
Kathleen Cha  
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Connie M. Hildebrand  
Patricia Fae Ho  
David Kirkwood  
Betsy McDowell  
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## AAUW BOARD OF DIRECTORS 2011–2013

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Peggy Ryan Williams

### Ex Officio

Linda D. Hallman, Executive Director

## AAUW STAFF LEADERSHIP

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Michael Gellman, Chief Financial Officer  
Cynthia D. Miller, Chief of Marketing and Communications  
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Grants, and International Programs  
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Fong Cheng, Director of Information Technology  
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Allison VanKanegan, Designer

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

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

In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.



AAUW

**Breaking through Barriers**  
for Women and Girls

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