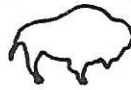


American Association
of University Women



AAUW
1861 1990

Buffalo Branch
Editor: Valarie Bozarth

DECEMBER 1991 NEWSLETTER

*Please join the Buffalo Branch
for a delightful holiday afternoon at*

English Tea

*on Sunday, December 8, 1991
from three until six
at Lewis Hall, Park School
4625 Harlem Road, Snyder.*

*Catered by Major Taste, Inc.
Hostesses: The British Study Group
Reservations required by November 27th.
Guests are most welcome at \$4 each.*

*Gifts, wrapped and tagged (boy/girl/either and age;
approximate \$2 value), will be collected for distribution with
Friends of the Night People.*

**American Association of University Women promotes equity for women,
education and self-development over the life span, and positive societal change.**

FROM THE PRESIDENT'S PEN

Dear Members,

Happy holidays and best wishes for the year to come. I hope you will all be able to join us at the English Tea on December 8th. What a wonderful time to introduce a friend to AAUW.

On October 26th eight members of the Buffalo Branch attended the regional meeting at Niagara Community College. It was both an inspiring and an educational day. The program ranged from Inez Alson from the Jamestown Branch speaking on equity for women and girls to Sandy Bernard, national vice president of AAUW, facilitating a session. Two of our members, Sue Grossman and Jean Moran, were also presenters. Regional and state meetings provide the opportunity to become a part of the total AAUW picture. Plan now to attend the state convention in April in Binghamton.

The first meetings of the World Games committee have been held. Buffalo's major thrust will be an international round table on sports equity and education for women and a reception for women athletes attending the games. Please join us in this exciting project.

And to those who helped with the coffee for new members, a big round of thanks. Thanks to Pat Seaver for the use of her home and the warmth of her hospitality, to Suzanne Grossman for her leadership, and to all the new members who challenge us to be the very best we can be to meet their expectations.

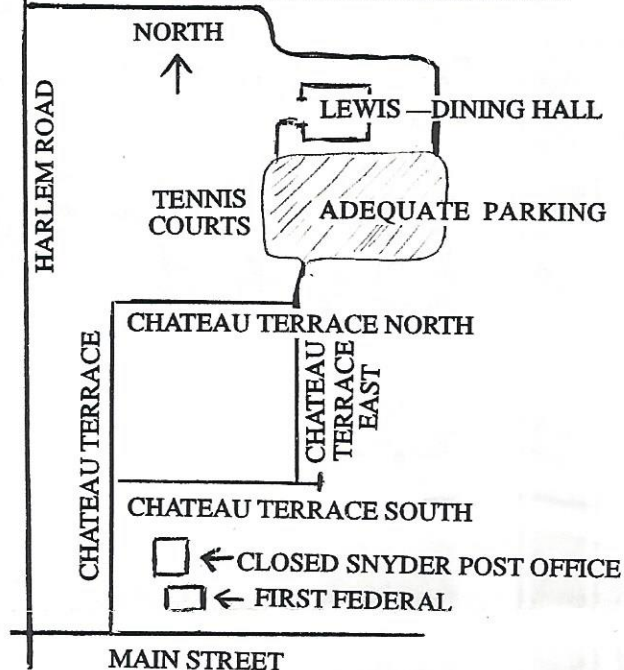
—Barb Olandt, President

IT HAPPENED IN 1890

Ellis Island opens.
 Battle of Wounded Knee occurs.
 Vincent Van Gogh dies.
 Dwight D. Eisenhower is born.
 Construction begins on the Birge Mansion.
 London hooks up its electric subways.
 . . . And the Buffalo Branch is founded.

Lewis Hall, Park School

STAY TO THE RIGHT UNTIL ALMOST LEAVING THE PARK SCHOOL GROUNDS.



COFFEE WELL ATTENDED

On a blustery Saturday morning, November 2, the new members' coffee met in Dr. Patricia Seaver's home to socialize and to explore the range of experiences offered by AAUW membership. Sixteen of over thirty new members invited attended; twelve board members participated as hostesses. Suzanne Grossman, Membership Second Vice-President, organized the event and directed the morning's activities. Among those attending was Jane Lapi, a new branch member who also is a recipient of the Eleanor Roosevelt Teacher Fellow from the Association. Board members supplied an assortment of brunch items from muffins to fruit salad. A big thanks to Pat for graciously offering the hospitality of her home. To the new members of the branch, a hearty welcome and an open invitation to full participation in all branch activities.

—Suzanne Grossman, R.D.
 Membership Second Vice-President

Sharon Ortolano
217 Sprucewood
Williamsville 14221
626-0100

With a B.A. and M.Ed. from SUNY at Buffalo, Sharon reports she is interested in "everything."

Diana Sina
60 Brookdale Drive
Williamsville 14221
632-4188

Diana graduated from SUNY at Buffalo with a Ed.B. and Ed.M. Her interests are health issues, Equal Rights Amendment, human and civil rights.

Carol Golyski
536 Fairmont
No. Tonawanda 14120
694-4386

Carol received her B.S. from Rosary Hill College and her M.S. from SUNY at Buffalo.

Maria Klaskala
11243 Westwood Road
Alden 14004
937-3459

Interested in health issues, investments, and equality for women, Maria graduated with a B.A. from SUNY at Buffalo.

DISTRICT I MEETING

Decibels increased as more and more people arrived for the District I Annual Meeting, October 26th, at Niagara Community College. As District Membership Representative, I stressed several projects for local branch membership vice presidents to develop as recruitment and retention techniques. First, and foremost, every AAUW member should realize that recruitment is a RESPONSIBILITY. Then, formation of a membership committee is mandated to reach the State goals of 15% new members, including 3 to 6% age 35 to 45.

Inez Alson of Jamestown Branch and District Education Committee Representative presented the major findings from the 1990-91 AAUW poll, *Shortchanging Girls, Shortchanging America*. (See OCTOBER 1991 NEWSLETTER.) Ms. Alson stressed the following points from the study:

1. More boys than girls enter and leave adolescence with high self-esteem. Only 29% of high school girls say they are happy with themselves while 46% of the boys retain their high self-esteem.

2. The biggest difference in self-esteem between boys and girls centers on the subject of "doing things." The greater sense of self-esteem among young men is talents. Almost twice as many boys as girls refer to their talents as what they like most, translating into bigger career dreams. Girls are much more likely than boys to say they are "not smart enough" or "not good enough" for their dream careers.

3. The research shows that young women find people, including their teachers, believe that females cannot do the things they believe they can do. The result is lower self-esteem in girls. Teachers are important role models for young girls. Thus, teachers have a special opportunity to affect the self-esteem of their female students.

4. The survey finds a strong relationship between regard for math and science and adolescent self-esteem. For example, 81% of elementary school girls like math but this drops to 61% by the time they enter high school.

Ms. Alson made several other divergent boy/girl beliefs clearer but stressed that this is only the beginning of understanding self-esteem and the effects on the futures of these leaders for tomorrow. Positive action will begin soon and each member must help.

After lunch the group broke into counterpart sessions. This opportunity to meet with our committee members and counterparts from other branches allowed discussion about specific ideas and projects.

The last session was conducted by New York State's Sandy Bernard who was just elected Executive Vice President of the Association. Sandy conducted a workshop on "Strategic Planning."

Approximately fifty people from ten branches attended. They left feeling invigorated, strengthened, excited, and just a little tired from a very full day.

—Suzanne Grossman, R.D.

District I Membership Representative

WILL YOU HELP?

If you are willing to answer telephones for Channels 17/23 between November 30 and December 18, call Maryalice Seagrave at 833-0437. Phone shifts are 6:30-11:30 p.m. daily plus morning and afternoon shifts on weekends. Maryalice has organized and maintained almost single-handedly a very visible presence for the Buffalo Branch on public television. More hands are always needed. Although volunteers are busy during pledge breaks, there is time to read, grade papers, knit, or watch the show. If you can spare five hours during this season of sharing in support of public television, you will have given a gift not only to one child, one shut-in, one neighbor but to many children, many elderly, many friends and neighbors who depend on public television for specialized programming. To Maryalice and those members who have consistently helped her, the branch says thank you.

BPO NEEDS HELP TOO

Interested in helping with the Buffalo Philharmonic Orchestra's Annual Fund Drive phonathon? Call Dave Stewart at 885-0331. Callers are needed from 5:45 p.m. to 9 p.m. at the Buffalo News on November 19th, 21st, December 10th, 12th. Parking and security are assured; a light dinner will be served. All volunteers will receive two complimentary BPO tickets and an invitation to a "thank you" reception.

TIPS FOR MOVING UP THROUGH THE GLASS CEILING

Promote yourself. Don't underpromise and overdeliver, hoping you'll be discovered. Realize that you can't take care of everything. Continue your education. If the job you want calls for a particular degree or expertise, go for it. Accept opportunities that come your way, even if it means extra work or longer hours. Enlist the support of high-level mentors. They can help arrange promotions to give you the experience that a top job requires. Pick a work environment with a reputation for gender and race fairness that encourages "fast tracks" and involves everyone in decision making.

MARK YOUR CALENDAR

NOVEMBER 20, 1991: Women's Issues planning meeting will be held at Dr. Carol Jamieson's home, 125 Chatham Avenue, Buffalo, at 7 p.m. Reserve at 877-8569. See the NOVEMBER 1991 NEWSLETTER for more details.

JANUARY 25, 1992: The January Branch Meeting will be a brunch at the airport Holiday Inn, 4600 Genessee Street, from 9:30 to 12:30 p.m. The cost is \$7.50. The speaker, Dr. Catherine Ansuini, will address the topic of human sexuality throughout the lifespan. Dr. Ansuini is from the physical education department of Buffalo State College and is a well known spokeswoman for health and wellness issues in the Buffalo area. Quiche Lorraine, fruit salad, croissant and beverage will be served at eleven. Reservations are required by January 17th. With the delays in bulk mail service, the reservation has been included in this newsletter on page seven. Jill Bradish has organized a most informative session addressing issues pertinent to the physiological, sociological, and political (Yes, women's health issues are political!) well being of each member across the entire life spectrum. While working for equity, an understanding of our unique issues as women is imperative. Plan now to join us.

Start networking. Women and minorities who have broken through the glass ceiling can give you valuable advice and contacts. Get moving-up training. Participate in workshops and career development programs. —This list accompanies Mary Faber's article in *NEA TODAY* (See page six). Although Faber's thrust is upward employment mobility, "Tips for Moving Up..." may exemplify the way educated, progressive women in the 90s interact. Avoiding the pejorative connotations of each item in the list and focusing on the growth aspect each offers, the list provides for each of us a way to keep moving on—expanding, experiencing, and enriching our lives through continual growth.

NOVEMBER BOARD MEETING

5

On November sixth fifteen branch members attended the November board meeting at Benjamin Franklin Middle School, Kenmore. Barb Olandt, president, presided over the meeting. Numerous reports were made. Sharon Rich reported the YWCA Candidate's Night was successful; an AAUW table was presented. Maryalice Seagrave reported that the Budget and Finance Committee are meeting to consider recommendations to the December board meeting regarding dues and membership categories. Suzanne Grossman voiced concern over the few reservations for the November 16th branch meeting; she also reported another membership meeting is scheduled. In absentia, Jane Fischman reported twenty applications had been mailed for the loan funds; she also received a gracious thank you note from Mary Stephenson, recipient of the Ruthe Sichernan grant, with a musical program from one of Mary's recent concerts acknowledging AAUW for its assistance.

Barb Olandt reported that a book sale chair is still needed. If a member is willing to continue in the same function or to assume any smaller, specific function, please call Barb or Diane Silvestro. A short discussion was held on membership; the branch is currently down forty members from last year. Barb then updated the information on the World University Games. Possibilities include participation with other Buffalo women's groups at a large reception for women athletes. The Games will overlap with the declaration in May 1992 as the beginning of the Educational Year. The New York State AAUW will hold a round table, Equity in Education, in March of 1992 in New York City. Corporate sponsor for the event will be Avon.

The board acted upon two items of business. Firstly, study group chairs will be reminded of the AAUW policy on guests and membership within groups. The bylaws state that guests of study groups may attend three meetings per year and then must join AAUW or discontinue attending. Secondly, \$50 will be sent to Kenmore East Senior High School's library in appreciation for the use of a room for board meetings during 1990-91.

The meeting adjourned at 9:05 p.m.

STUDY GROUP HOSTS FAIRCHILD TALK

During the winter season, the Friday Afternoon Literature Group hosts one of the Fairchild Travel Talks given each week at the Buffalo Museum of Science. The group has been committed to this project for the last ten years and welcomes others to join them at 1:45 p.m. on January 22, 1992, when they will host a presentation with slides, *England in the Spring*. Rita Green, study group chair, invites all AAUW members to participate by providing three dozen cookies and some help with serving the two hundred people attending. Please call Rita Green at 632-0014 or Marion Elmer at 633-7873 if you plan to attend.

—Rita Green, Chair
Friday Afternoon Literature Group

LATE ARRIVAL OF NEWSLETTER?

A very big thanks to each member who called and left a message or talked with the editor directly about the late delivery of the *NOVEMBER 1991 NEWSLETTER*. Unbelievable as it sounds, the newsletter was in the hands of the bulk mail department on Tuesday, October 15. Members began receiving copies about October 30, and some had not yet received their copies on November 5. Mail delivery has been the most critical problem the newsletter has faced. The problem is now being addressed by Ms. Lisa Deck, Consumer Affairs Officer for the postal system. Ms. Deck finds the delivery unacceptable as well. This newsletter was delivered to the post office on Friday, November 8, 1991. Again I would ask you to leave a message at 633-2130 if you have received your newsletter later than November 22nd. **The general deadline for submitting items for the JANUARY 1992 NEWSLETTER is Wednesday, December 4th.** This does not include study group chairs who report directly to Jan Vine, Study Group Coordinator.

LEADERS FOR A NEW CENTURY 1991 ASSOCIATION CONVENTION

Alice McKee, president of the Educational Foundation, announced at the Portland Convention that the Foundation had made more than 260 awards this past year totaling more than \$2.2 million. Only a decade ago, maintaining the awards at \$1 million a year was a real financial challenge. She stressed that the foundation is women helping women and that the fellows must also demonstrate this in their grant applications. During the past year, the foundation received more than 2,700 individual applications for grants and fellowships with only 10% being funded. More than 85% of the foundation's funding is derived directly from efforts like the Buffalo Used Book Sale. She reiterated the belief expressed by others that becoming multicultural is essential for AAUW's integrity and its survival.

I attended a multicultural panel discussion which focused on diversity. Glendora Putnam, president of the YWCA of the USA, stated that by the year 2000, one-third of the US population will be Asians and Blacks, and she challenged AAUW to reflect that percentage. Yolanda Moses, a university vice-president, suggested that a branch could adopt a K-12 school and work with it as "scholar-activists." Harriet Adair, a middle school principal, said AAUW must reach the most powerful people in the educational hierarchy: the teachers. They are the ones who can help end the low expectations of girls and minorities in schools.

—Barbara Carier

An error occurred in the "Issues in the Work Place" article on page 5 of the *NOVEMBER 1991 NEWSLETTER*. Trying to juggle time, "54 percent said they would prefer a four-day, 10-hour work week." Although the quotation is now accurate, the intent was a preference for a four-day, 10 hours per day work week. Sorry. If it sounds too good to be true, it probably is!

TREASURER DIANE SILVESTRO RECEIVES ALL MEMBERSHIP DUES. IS YOURS CURRENT?

WOMEN IN EDUCATION WHERE ARE THEY?

"Women can see the top jobs but can't get them."

According to 1988-89 data from the American Association of School Administrators (AASA), only 5 percent of the nation's superintendents are women—and that's up from less than 1 percent in 1971.

Only 27 percent of the nation's principals are women. And while women head 34 percent of elementary schools, they account for only about 12 percent of secondary school principals.

Pat Willis, who heads two elementary schools in Jackson City, Ohio, is only her district's fourth woman administrator ever.

"There are differences between the ways men and women become principals," Willis says. "With men, it's cut and dried. They go right from teacher to principal."

"Women are required to prove themselves," Willis explains, "and they're expected to put family obligations first while men aren't."

Why is there a glass ceiling excluding women? For two reasons, according to Xenia Montenegro, research consultant and co-author of the AASA's *Women and Minorities in Administration*.

"There's the perception that women won't fit in with the all-male group at the top, like the school board," explains Montenegro. "And there's a fear women may act differently or emphasize different things and therefore be ineffective."

Montenegro also says that women's typical career route often acts as a barrier to advancement. "It's hard for women to move up in a straight line," she says. "Some don't go after careers as aggressively as they might because of family responsibilities."

—This excerpt was submitted by a branch member from the article "Women in Education: How Far Can They Go?" by Mary Faber, NEA Human and Civil Rights Advocate, published in *NEA TODAY*, November 1991, page six.

BRANCH CALENDAR

11/25—Mon.

Evening Literature Study Group will meet at 7:30 p.m. in Margit Spector's home, 9 Glenside Court, Buffalo. Reserve with Margit at 834-6731. Her co-hostess is Mary Weppner. Jean McKown will facilitate the discussion of *The Birth Order Book: Why You Are the Way You Are*. Supplementary books included in the discussion will be Robert Fulgham's *All I Really Wanted To Know I Learned in Kindergarten* and *It Was On Fire When I Lay Down On It*. No December meeting will be held.

11/26—Tues.

Investment Club meets at 7 p.m. sharp. The meeting location will be in the monthly report mailed by chair Kelly McCurdy (Call 439-8739 with any questions). The assignment is session three in the workbook.

12/2—Mon.

Music Study Group's hostess will be Florence Daluiso, 2660 South Park Avenue, Lackawanna. A Christmas musical program is planned. Call Florence (828-0373) if you plan to attend.

12/2—Mon.

British Study Group will hold their English Holiday dinner at 6:30 p.m. at 159 Fairways Boulevard, Williamsville. Reserve at 633-2130.

12/3—Tues.

Duplicate Bridge will meet at 7:45 p.m. Call Mary O'Connor at 631-9227 for location and reservations.

12/4—Wed.

Board of Directors will meet at 7 p.m. in Benjamin Franklin Middle School, 500 Parkhurst, Kenmore. Hostesses are Carol Jamieson and Maryalice Seagrave.

----- Cut along dotted line. -----

Reservation for JANUARY 25TH BRANCH MEETING

Member: _____

Guest: _____

Amount (\$7.50 each): _____

Make checks payable to AAUW, Buffalo Branch.

Deadline is January 17th.

Send to Jill Bradish, 821 Tacoma, Buffalo, N.Y. 14216.

----- Cut along dotted line. -----

Reservation for *English Christmas Tea*

Please print name as it should appear on the name tag.

Member's name (no charge): _____

Guests: _____

Total attending: _____

Enclose \$4.00 per guest.

Mail reservation by November 27th to V. Bozarth, 159 Fairways Boulevard, Williamsville, N.Y. 14221.

Make checks payable to AAUW, Buffalo Branch.

12/8—Sun.

The Buffalo Branch general meeting is an English Tea from 3:00 until 6:00 p.m.

12/9—Mon.

Great Decisions 1991 will meet at 5:30 at the home of Joyce Kopf, 68 Majestic Circle, Amherst. A summary and review of the 1991 book will be facilitated by Ruth Seitz. Call Joyce (832-6858) if you plan to attend.

12/10—Tues.

German Study Group will meet at 1:30 p.m. Contact Renny Ferber (836-3277) for details.

12/14—Sat.

International Study Through Foods will present a savoring of American holiday dishes at the home of Jeanne Long, 53 Crown Point Lane, Williamsville. Brief descriptions of winter celebrations around the world will be presented followed by the singing of some traditional songs. Please phone Jeanne (688-1126) if you plan to attend. All reservations must be made by December 10th. Members will bring a dish of holiday favorites for the occasion. Meeting time is 7:00 p.m.

12/17—Tues.

Book Review Group will review Emily Carlson's *A Life of Her Own* at Carol Brasure's home, 64 Woodgate Road, Tonawanda. Contact Carol (834-6171) if you plan to attend.

12/19—Thurs.

Thursday Night Bridge Group will meet at 7:45 p.m. Contact Lorraine Schank at 634-4648 for meeting location.

12/20—Fri.

Literature: Friday Afternoon will meet at noon at the Albright Knox Art Gallery for a tour of the Christmas exhibit. A Dutch treat lunch in the gallery cafeteria will follow.

12/24—Tues.

German Study Group will not meet in December.

12/31—Tues.

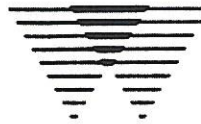
Investment Club will not meet in December.

—Jan Vine, Coordinator
Study and Interest Groups

This newsletter was delivered to the William Street Post Office, Buffalo, N.Y. on November 8, 1991.

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

Marion S. Fay
347 Brantwood Road
Snyder, New York 14226



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ADDRESS CORRECTION REQUESTED

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