

# AAUW-Chapel Hill Branch

## From the President: Bea Keller

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Every day, especially after reading the newspaper or watching the news, I think about how fortunate we are to live here in this bountiful and peaceful land. But paradise has its shortcomings as an article in *The Huffington Post* by Laura Bassett exposed.

The United Nations, in an attempt to evaluate and report on discrimination against women around the world, sent a delegation of three women to the U.S. They are part of the UN Commission on the Status of Women. The three women, Eleonora Zielinska, a professor from the Warsaw University Law School who specializes in penal and medical law, Aldo Facio, a Costa Rican lawyer, scholar and writer who has long advocated for women, and Frances Raday, honorary professor at University College, London and professor emerita of Elias Lieberman Chair in Labor Law of Hebrew University of Jerusalem (among other academic positions) visited three states: Alabama, Texas and Oregon. They “evaluated a wide range of U.S. policies and attitudes, as well as school, health and prison systems.” (*Huffington Post*) The U.S. was found wanting in several notable areas, three of

which are mentioned below.

**The Salary Gender Gap—**Women do not earn as much as men in virtually every country in the world. Women fare best in Finland, Norway, Sweden and Denmark (in that order) in earnings but even in those countries, women earn 80-84 percent of what men earn. By comparison, women in the U.S. are paid, on an average, about 75 percent depending on race and ethnicity. (*Global Gender Gap Report, 2014*)

**Paid Maternity Leave—**The U.S. is the only developed country that does not provide paid maternity leave. It ranks with Papua New Guinea in that regard! Even the majority of developing countries provide paid maternity leave. This leave is covered by Social Security alone or a combination of Social Security and Employer Liability and may pay a pregnant woman from 70 -100 percent of her salary in developed countries and 50 – 100 percent in developing countries. Albania provides 52 weeks of paid maternity leave at 80% for 21 weeks and 50% for the remainder. The length of maternity leave varies as well, from 4 weeks in Tunisia at 67.7% of salary to 62 weeks at 100% in Estonia. (*International Labor Organization Reports*) Studies have shown that paid maternity leave has been linked with

lower infant mortality rates and improved mother-child bonding. Zielinska, Facio and Raday found that most women in the U.S. were not aware that most other countries provided paid maternity leave!

**Affordable Child Care—**My limited research indicates that Child Care is quite inadequate worldwide with few exceptions. Europe does a better job than the U.S. We are, according to The Center for American Progress, “a preschool caboose.” Why are we not making more efforts to increase preschool subsidies rather than reduce them? Tennessee began a preschool program for 4 year olds which resulted in: a 176% increase in picture vocabulary, a 75% increase in letter-word identification, a 152% increase in oral comprehension and a 63% increase in quantitative concepts. Children’s school readiness is dramatically increased by attending preschool and so is the probability of continued success throughout the educational process.

The Nordic countries and France are often held up as models for preschool education. Here is a description of what Sweden provides, “In our system, municipalities are obliged to provide preschool for children from the

## AAUW Fellows: “Community Leadership Initiatives: Cross-cultural Access and Engagement”

**February 20, 2016, Chapel Hill Library,  
Room A 10:00 – 11:30 AM**

### Mark Your

### Calendars:

March 19th, 10:00 -  
11:30 AM

Frederick Mayer, Duke  
University: "Pros and  
Cons of the Trans  
Pacific Partnership  
(TPP): Effects of Trade  
Agreements"  
Chapel Hill Library,  
Room A  
— Donna Wilson

As one of the world's largest sources of funding for graduate women, AAUW is providing more than \$3.7 million in funding for more than 241 fellowships and grants to outstanding women and nonprofit organizations across the United States in the 2015–16 academic year. Six grants were awarded in North Carolina: two American Fellowships, three Career Development Grants, and one Community Action Grant. Four institutions – UNC – Chapel Hill (2), UNC – Asheville, Duke and Wake Tech, and one nonprofit – Girl Scouts — NC Coastal Pines received the awards. Donations from AAUW members in North Carolina and around the country have made these fellowships and grants possible.

At our February 2016 meeting, it is an honor and pleasure for us to host three AAUW grant recipients who reside in the Triangle area:

#### **American Fellowship:**

Tamar Malloy, Ph.D. (2016),  
Political science, UNC –

Chapel Hill

Tamar is currently completing her doctorate at UNC. Her expertise and research interests span modern and contemporary political thought, feminist theory and theories of equality. She has published in peer-reviewed journals and has presented her research at many local and national political science organizations. She earned the Bachelor's degree at Smith College in Northampton, Massachusetts and the M.A. in political science at UNC, Chapel Hill.

#### **Career Development Grant:**

Brittany Zick, MSc, Global Health, Duke University

Brittany is a candidate for the Masters of Science in Global Health from Duke in spring, 2016. Research for her thesis concentrates on Neurosurgical Capacity in Uganda. She also has experience in teaching global health challenges at Duke University and other academic assignments at Duke's Global Health Institute. Brittany completed her B.S.E. with a major in Bio-

medical Engineering at Duke.

**Community Action Grant:**  
Keli Diewald, Girl Scouts –  
NC Coastal Pines.

Keli is currently Camp Program and Outdoor Education Executive at the Coastal Pines Girl Scout Council in Raleigh.

Keli oversees a Summer Leadership Camp to rising 6th-8th grade girls from underserved households and communities at no cost to them. The camp is unique in its focus on building life and leadership skills and applying these skills through a variety of activities which are learned during the week of camp. Keli earned a B.A. in psychology from Mary Baldwin College in Staunton, Virginia. She is also certified in Elementary Education.

Please join us at the February meeting to meet our AAUW Fellows and to enjoy most engaging and informative presentations from Tamar, Brittany and Keli.

—Donna M. Wilson

Vice President, Programs



## Member of the Month: Vickie Healey

Residing in North Carolina, many of us know that Mount Airy is the birthplace of the late actor Andy Griffith and the fictional locale of Mayberry for his 1960s sitcom, "The Andy Griffith Show".

However, much to our delight and surprise, six degrees of separation intervenes in mysterious ways: AAUW



Chapel Hill member, Vickie Healey, was reared in the outskirts of this northern North Carolina city.

When her college study in health occupations was completed, Vickie graduated from UNC-Greensboro with her Bachelor of Science in Nursing. She also holds the M.S. in Nursing with a certification in Midwifery from Yale University. Vickie's career in health sciences spans work at various hospitals in Connecticut and North Carolina, including Forsyth and practice privileges at Durham County Hospital,

with specializations in maternal child focus, labor and delivery.

In recent years and a career transition to owning her own real estate business, Vickie brings the same care

and compassion from her career focus in Nursing and Midwifery to young professionals and parents who

are looking for homes in the Triangle area. Vickie's academic credentials and experience have brought her full circle to understand and commit to the importance of meeting each person's particular needs with sensitivity.

Not surprisingly, Vickie's tireless commitment to AAUW and the Chapel Hill Branch are a testament to her willingness to serve the chapter and its membership well. She is currently a member of the Program Committee and worked

diligently to identify and enlist our December 2015 speaker, Dr. Christina Williams from Duke University. Vickie's history with AAUW-Chapel Hill began with an introduction to Dr. Norma Taylor Mitchell, who had recently moved to the area to be near her daughter and grandchildren in Chapel Hill. It may have been a chance encounter, but we are most fortunate for that lasting connection to our branch and membership.

Vickie is married to Dr. Kent Healy and they have two grown children, Cooper and Kempton Healy, both of whom are partner brokers with her at Realty World Southern Style, a branch of Prudential Realty.

We are most fortunate to have Vickie Healey as a friend and AAUW colleague!

—Donna M. Wilson,  
Vice President

### **Treasurer's Report – January 22, 2016**

#### **Account Balances**

Checking: \$1,501.97

Money Market Checking:

\$1,504.27

Certificate of Deposit:

\$6,053.16

#### **Schwenning UNC**

#### **Scholarship Fund**

**11 donors** have contributed \$775 to help a female graduate student at UNC. Our goal is \$1500 for the 2016-2017 school year. Please send your checks, made out to UNC-Chapel Hill, with

"Schwenning Fund #6725" in the memo area, to Karen Piplani, 1502 Halifax Road, Chapel Hill, 27514-2728. We hope that all our members will contribute to this worthy cause.

— Karen Piplani,  
Treasurer



### Website News

*Remember if you have questions about our next meeting or need to check on the book club's selection, please check our web page:*

<http://chapelhill-nc.aauw.net>.

*If you want to check our archive of past newsletters in our "members only" section, remember the password is the word "dogwood" in lower case letters.*

## Plenary Meeting, January 14, 2016

### January 14 Meeting Minutes

President Bea Keller opened the meeting with a welcome. She called upon Program Vice-President Donna Wilson to introduce the speaker, Karen Morgan. Karen's credentials included a Masters in Social Work from UNC-CH and a Masters in English from Duke University.

Ms. Morgan said that there were increasing demands on our time and energy, and that every individual needed to find a balance that makes her or him happy. Conflicts were time-based, strain-based, or behavior-based. An unbalanced life can result in depression, anxiety, anger, hostility with a workplace result of absenteeism, tardiness, and attrition.

There is no cookbook solution—every individual must determine what makes her happy. Solutions include: modifying stressful situations, time management, changing one's understanding of one's role and expectations. Set priorities and make trade-offs. Karen spoke of reactive coping from a positive frame of reference and the importance of managing sleep, meditating, paying attention to diet, and exercise (which raises levels of serotonin). Get support from others. It can be instrumental aid to help accomplish tasks or provide childcare or it can be emotional support. One can reduce work hours, work from home, or engage in

job sharing. Flex schedules are another possibility; this can include flex time, flex place (telecommuting) and parental leave with pay (a rarity in the U.S.) There are also information based strategies such as referral programs. For women with children, Ms. Morgan urges women to ask for afterschool programs and on-site childcare.

Unfortunately, there are barriers to balanced workplaces. There is a psychological separation between cultural values of the workplace and the home. Workplace culture tends to devalue experience in the family domain, and bureaucracy is also a barrier to flexibility for women and families.

There are alternate career paths: delayed entry, steady part-time, intermittent work, or opt out of the cultural world entirely. In addressing the work-life conflict, Ms. Morgan uses Cognitive Behavioral Therapy based treatment which is used to treat depression. There are 10 life areas most important to you and you must determine what values you assign each area as well as what activities you can do to live within your values. Values are a personal compass. The ten areas are: family relationships, social relationships, romantic relationships, education and training, volunteer, charity or political activities, physical and psychological health issues, spirituality and lastly, responsibilities.

Karen urged women to learn the value of no. Women are socialized to say yes and people are judgmental when women say no. Brene Brown says, "Chose discomfort over resentment." Evaluate your schedule and rank your commitments by priority based on values. Begin to say "no" or even, "Let me think about that and get back to you."

Asked what women who don't have means can do, Karen replied that mindfulness and meditation would help stress tolerance. A member suggested "social capital" which might involve one's church. A "flex work dad" in the audience said that we are all forced to choose a major in college when we really don't know anything. To compound the lack of information, similar majors and ages are often housed together denying a wealth of information and experience from older college students involved in other majors. Hence, he said, the desire for midlife changes was common but people were fearful. There are no resources for people who want to change, for enlightenment. Career information is not accessible to college alumni and high school students. Karen replied that perhaps social networking would be the answer. She also mentioned the need for applied degrees and vocational schools.

A member asked about overworking or work addiction. Karen responded that work addiction was a distraction from

## January 14 Minutes (continued from page 4)

emotional and other problems. Another member said that when she was a working mother, she had help from her daughter and husband. Now, with an older husband limited in his mobility, she found herself working harder than ever before and having to make all the hiring and important decisions. Ms. Morgan did not seem to understand the issues of aging and physical disabilities. She suggested reactive coping—not to do all the chores to inspire more help.

Donna Wilson announced that at our next meeting, we would have 3 recipients of AAUW fellowships, Tamar Malloy, Britany Zick and Keli Diewald who

will talk about their research within this framework: “Community Leadership Initiatives: Cross-cultural Access and Engagement.”

Dona Koeberl announced that the Book Club was meeting the first Thursday, Feb. 4, (10 a.m.) at Kay White’s, to discuss “The Wright Brothers” by David McCullough.

Bea Keller said that she was having difficulty setting up a selection committee. So far, there were no volunteers. Fortunately, three board members have agreed to stay on: Donna Wilson, Vice-president/Programs, Karen Piplani, Treasurer, and Mary Kolek, Recording Secretary. Bea said that it

would be helpful if someone would be an alternate recording secretary when Mary had other duties. She asked for volunteers for this position.

Bea also said that the program committee’s first choice for the literary tea had fallen through but that they were working on a second possibility.

Ruth Freed said that we had enough volunteers for refreshments next month but needed a few for April.

Respectfully submitted by  
Bea Keller

### **Good Morning Book Club**

*Thursday, Feb. 4, (10 a.m.) the Book Club will meet at Kay White’s, to discuss “The Wright Brothers” by David McCullough.*  
[dkoeberl@frontier.com](mailto:dkoeberl@frontier.com)

—Dona Koeberl

## Presidents Message (continued from page 1)

age of 1, not only when parents are working or studying, but also when they are unemployed or on a leave of absence. In the latter cases, children are entitled to at least 3 hours per day or 15 hours every week. In addition to this, all children receive at least 525 hours per year free of charge, beginning from the fall when the child reaches the age of 3.” (Miriam Nordfors, New York Times) In Sweden, the sliding scale never exceeds \$196 per month, and is determined by the parents’ incomes and the number of children in the family.

In France, virtually 100% of 3 and 4 year olds attend the *Ecoles Maternelles*. Most of these are public and free (6% are private).

Two year olds are allowed but there is not room for all of them; the government guarantees a place for all children from 3 years on. The classes are smaller in areas designated as lower income to give the children more specialized attention.

In the U.S., subsidized or free daycare would be so helpful to parents working in lower paying jobs. In N.C., the maximum income eligibility limits for subsidized childcare services changed April 1, 2015, to allow fewer people to qualify in an attempt to cut the budget. Childcare, even for those who earn a comfortable living, is extremely expensive. For many of our low income families, their choices are few: a

willing grandparent or relative, flex schedules and leaving the child with a partner, or providing childcare to others in one’s home. We can and should do better. A society that values its young values its future.

I hope all of you will come to hear what our three AAUW fellows have to say on February 20<sup>th</sup> at the Chapel Hill Public Library. Donna Wilson has written an excellent article describing who they are and their areas of interest. One has received a Community Action Grant—the first such speaker in recent history for our branch. Stay warm and take care!



## AAUW Tea Stephanie Elizondo Griest Thursday, April 28 2p.m.–4p.m. at Extraordinary Ventures

We are honored to have Stephanie Elizondo Griest, a globe-trotting author from South Texas, to speak at our tea. A renowned public speaker, she is Assistant Professor of Creative Nonfiction at the University of North Carolina-Chapel Hill. Her books include the award-winning memoirs *Around the Bloc: My Life in Moscow, Beijing, and Havana* (Villard/Random House, 2004) and *Mexican Enough: My Life Between the Borderlines* (Washington Square Press/Simon

& Schuster, 2008); the best-selling guidebook *100 Places Every Woman Should Go* (Travelers' Tales, 2007); and the forthcoming *All the Agents & Saints: Dispatches from the U.S. Borderlands* (UNC Press, 2017). She has also written for the *New York Times*, *Washington Post*, *The Believer*, and the *Oxford American*, and she edited the anthology *Best Women's Travel Writing 2010*. If you have a chance, please visit her website at [StephanieElizondoGriest.com](http://StephanieElizondoGriest.com).

Please make plans to come! Invite friends! It is truly a fun event every year. Sign up to bring food! Our members always provide delicious finger food, and there will be plenty of coffee and tea. But best of all, all proceeds go to AAUW's Education Opportunity Fund.

— Bea Keller



## Stem — Many Ways to Help

To promote STEM Education and Careers, that is! Chapter members can get involved in local activities with either financial support or, importantly, their time.

Just this month, the AAUW-CH Board has honored the request from the Rho Tau Chapter of Graduate Women In Science (GWIS) for financial support as the group hosts the National GWIS conference next summer. The Board provided \$100 from the treasury and several members contributed for a total of \$250, which will allow our chapter to place an ad in the conference brochure.

**Do mark your calendars!** The National GWIS conference will take place on June 25th at NCSU's Centennial campus and is open to all. The theme is "Educating Scientists for Effective Science Outreach." The Rho Tau

chapter would love to get additional donations and you can find the information for doing so at [www.rhotaugwis.org](http://www.rhotaugwis.org). The group is also looking for volunteers to help with the conference – such as people to serve as judges or to be timekeepers. The organizing committee will be providing more information on volunteer opportunities and I will pass along more information as I get it – or you can simply check their website. There is also information on other organizations and how one can become part of the Million Women Mentors program on the GWIS website.

And let's not forget Erin Denniston who was one of our speakers at our October meeting. As you may recall, the Orange County School System is hosting a STEM Career Expo on April 22<sup>nd</sup>. Erin is looking for women who are currently engaged in

STEM careers to participate as role models and speakers. While most of us in the Chapel Hill chapter are no longer actively pursuing careers, we can and should encourage women who are excellent candidates to speak at such an event to contact Erin. The Expo will be held at CW Stanford Middle School in Hillsborough. Her contact information is Erin Denniston, District STEM Coordinator, Orange County Schools: [erin.denniston@orange.k12.nc.us](mailto:erin.denniston@orange.k12.nc.us) 919.245.4004 ext. 17503. Note that she needs to hear from potential speakers by **no later the February 16<sup>th</sup>**.

Finally, I would be happy to have company when I attend the GWIS planning sessions (date unknown at this time). If you are interested, please contact me at [pamvictor1@att.net](mailto:pamvictor1@att.net). —Pam Stephens





**AAUW-CH**  
**Annual Literary Tea**  
**Thursday, Apr. 28 2-4 p.m.**  
**Extraordinary Ventures,**  
**200 S. Elliott Rd.**  
**Chapel Hill, NC 27514**

Featuring

**Stephanie Elizondo Griest**

A globe-trotting author from South Texas, her books include the award-winning memoirs: *Around the Bloc: My Life in Moscow, Beijing, and Havana*; *Mexican Enough: My Live Between the Border-lines*; *100 Places Every Woman Should Go*; *All the Agents & Saints: Dispatches from the U.S. Borderlands* (forthcoming UNC Press 2017)



**ALL PROFITS GO TO: AAUW'S EDUCATION OPPORTUNITY FUND WHICH SUPPORTS FEMALE GRAD STUDENTS IN THE US AND AROUND THE WORLD. Questions? chapelhillncaauw@gmail.com (919) 929-4432**

Name \_\_\_\_\_

No. of tickets @ \$20 \_\_\_\_\_ Send tickets \_\_\_\_ Will pick up at event \_\_\_\_ (√ one)

Telephone: \_\_\_\_\_

Name of guests: \_\_\_\_\_

\_\_\_\_\_

Make checks payable to AAUW-Chapel Hill.

Send to Karen Piplani, 1502 Halifax Rd., Chapel Hill, NC 27514-2728, (919) 929-6553