

NEW YORK STATE
American Association of University Women

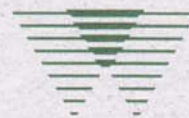
THE DECADE

FROM

1990 TO

2000

by Marilyn J. Smiley and
Helen Butterfield Engel



AMERICAN
ASSOCIATION OF
UNIVERSITY
WOMEN

New York State

American Association of University Women

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By

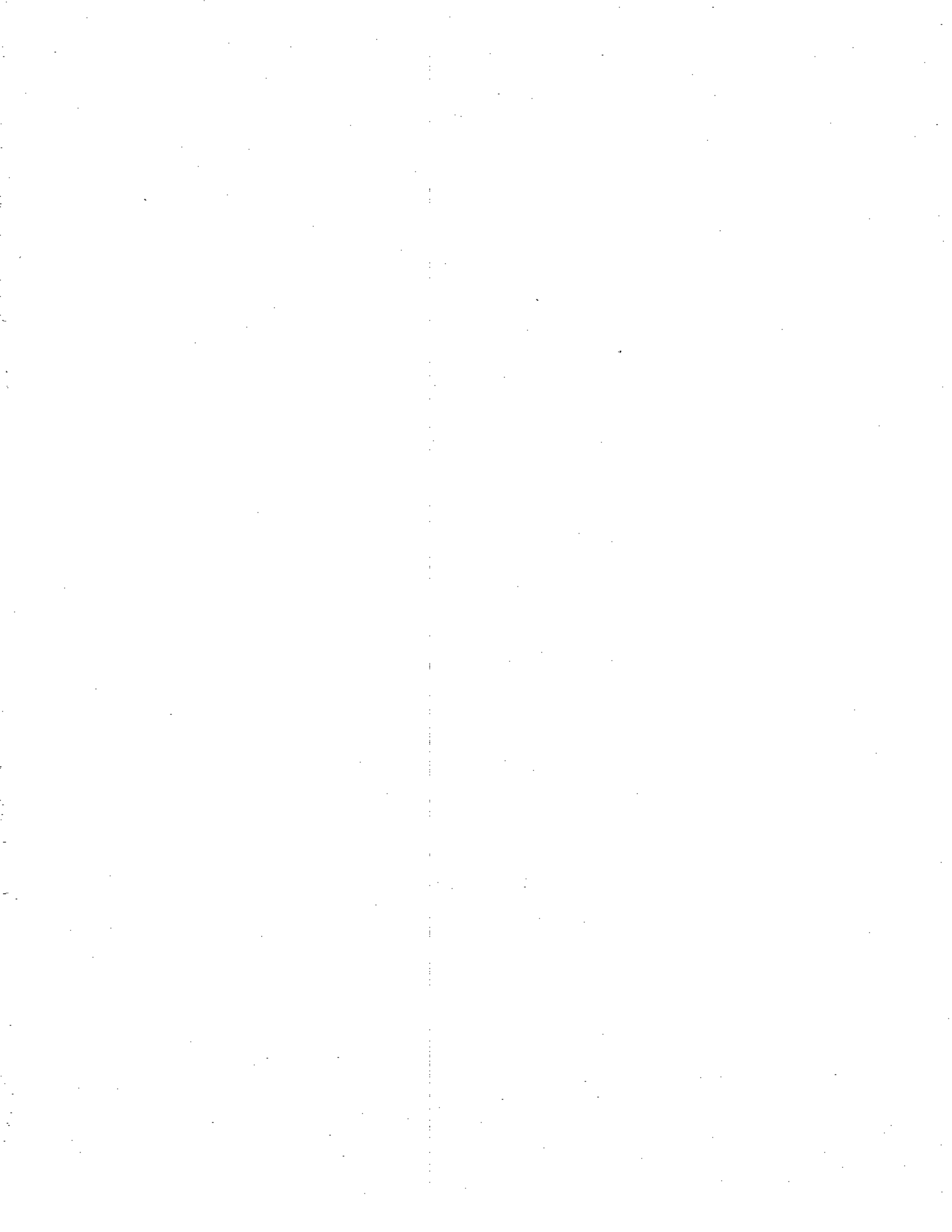
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INTRODUCTION

During the 1990's the American Association of University Women (AAUW) in New York State implemented many changes.

Some of these were due to the following external influences:

Research on Educational Equity funded by the Educational Foundation.
This resulted in increased awareness of gender equity in education and national coverage, visibility, and prestige for AAUW.

Societal Change

There was a decline in organizational membership, a more diverse population, and new social issues.

Technology

The development of computers, e-mail, web sites and new means of publishing led to increased and faster communication.

Members of AAUW in New York State (NYS) responded to the above external issues as well as internal ones by:

Promoting the ideals of educational equity through roundtables, projects, presentations, conferences, workshops and publications

Becoming increasingly action orientated through public policy, current issues, community projects, networking, and coalition building

Implementing a diversity program

Developing plans to attract and retain members in a national climate of declining membership in organizations

Utilizing new technology for communications

Upgrading and streamlining publications

Looking to the future through strategic planning

Restructuring the State Board

Adding several new committees with a representative from each of the six Districts, forming District Teams

Using a common theme for all six fall District Meetings

Providing sessions on orientation, training and development, and leadership to branch officers and interested branch members and to State committee and Board members at the Summer Board Meeting

ORGANIZATION

At the national level the American Association of University Women (AAUW) is comprised of the Association and its two sister corporations, the Educational Foundation (EF) and the Legal Advocacy Fund (LAF).

An AAUW member in New York State (NYS) belongs to a local branch (organization or chapter), a district (an area composed of several branches within a state), (See Table 1), the state (New York), the region (Middle Atlantic or MAR), the national (Association) and the international (International Federation of University Women or IFUW). A member at large (MAL) belongs to the Association and IFUW.

Many NYS members served in a variety of capacities at the Association level. (See Tables 5 and 6.)

Two very visible changes at the national level during the 1990's were the logo and the mission statement.

Logo

In 1990, a new logo in teal blue was introduced by the Association, and all official letterheads and publications adopted it.

Mission Statement

By 1994, all publications contained the Association mission statement: "The American Association of University Women promotes equity for women, education and self-development over the life span, and positive societal change."

In 1997, the following two sentences were added: "In principle and 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, or disability."

By 1999, the word class was added to the end of the above statement.

At the state level there were also several changes in the districting, the number of officers, and the addition of task forces and committees.

Redistricting

In January, 1996 the lines for Districts 1, 2, and 3 were adjusted, but the state still maintained six geographical districts.

Offices

Changes in the number and types of offices occurred throughout the decade. In 1990, there were five elected officers – president, program vice president, membership vice president, secretary/bylaws, and treasurer. In 1994 a third vice president, Educational Foundation, was added, bringing the total to six. (See Table 4.) There were also many appointed positions. (See Table 3.)

Task forces were eliminated in 1991, most Area Representatives in 1992, and titles of various chairs were changed to director in 1994. Several chairs or directors were added and deleted as the need arose for new issues or projects.

Bylaws

Bylaws were updated every two years on the even years, and working rules were written.

NYS Board Meetings

The NYS Board met three times a year – the Winter Board Meeting for two days (Friday afternoon to Sunday noon in January in Albany or vicinity), the Convention Board Meeting for one afternoon (Friday afternoon preceding the Convention), and the Summer Board Meeting for two days (Friday afternoon to Sunday noon) in July at a college in Albany or vicinity. Two major events planned by the Board were the six fall District Meetings and the spring State Convention.

THE EDUCATIONAL FOUNDATION

The AAUW Educational Foundation (EF) provides funds to advance education, research, and self-development for women and to foster equity and positive societal change. It is one of the oldest and the largest private sources of funding exclusively for graduate women.

During the nineties NY State was well represented on the National level by a number of people. (See table 6.) Alice Ann Leidel, former NYS president, served as National EF President from 1993-97. At the State level EF chairs were Roberta Fortunato (1990-92, 1994-98), Barbara Brown (1992-94), and Helen Engel (1998-2002) who, along with their committees effectively served EF. (See Tables 3, 4.) A change at the New York State level occurred in 1994 when Roberta Fortunato became the first elected NYS Educational Foundation Vice President. In 1999, the Foundation contribution year became the same as the calendar year.

The state adopted a variation of the Association's Five Star Program in 1993. One of the state stars was an increase in branch giving or a \$25 per capita branch contribution. In 1996, and for the rest of the decade, NYS had 100% board member participation in EF giving and either 100% branch giving or 50% branch participation in the ERF (Eleanor Roosevelt Fund). This was part of the Association's Five Star Program for the state.

In the 1990's an effort was made to contact the current NYS grant recipients each year. Many of the EF fellowship and grant recipients shared their experiences through workshops and speeches with local branches, their communities, and at the State Convention.

The Eleanor Roosevelt Fund continued to play a successful role with its timely research and publications, its Teacher Fellowships, its Teacher Institute, and its Girls Can! Community Coalitions Projects. The publication topics ranged from the gender gap and sexual harassment in schools, to women's transitions through work and college. Many local branches held meetings on these topics, and some made the publications available to schools in their area. These issues were also addressed at the state Convention. Several teachers in New York State were awarded Teacher Fellowships. They shared their experiences with others at local and state meetings.

The Legacy Circle was started in the nineties for donors who made a planned gift or a future gift in their estate plan to the Foundation. New York State had several members who participated in this program.

Each year during the nineties New York State placed in the top ten states in per capita giving. Yearly total donations ranged from over \$75,000 to over \$100,000. A large variety of branch fund raisers, as well as individual member contributions, helped to raise money. NYS also had items for sale throughout the decade and in 1999, the first NYS EF Walk/Run was held at the State Convention.

The NY State 21st Century Club (contribution of \$210 or more) and Equity Futures (a \$25 contribution –proceeds designated to the ERF) continued to be popular forms of commitment to EF. A number of branch members were part of the Eleanor Roosevelt Honor Roll (\$100 or more /year to the ERF). Several people have been continuous members since its inception in 1988. A NYS March to Victory campaign was started in 1995 allowing members to make a five year commitment to EF: \$200/year-Gold, \$100/year-Silver, or \$50/year- Bronze level. In 2000 the participants were recognized at the state Convention.

In 1999, there was 100% Branch and State board participation in EF giving. Over 50% of NYS branches contributed to the ERF, 64 branch members were ERF Honor Roll members, 15 branches received an Association Star and 29 branches received a State Star.

New York State members have funded a number of EF Fellowships, Grants, and Named Units, several of which were established in the nineties. These include American Fellowship: Sandy Bernard, and Alice Ann Leidel; Research and Projects Grants: New York City Branch Centennial, Dorothy Federick /Southern NY Branch, Alice Ann and Bill Leidel, North Shore Branch, Mary F. Plath, Lois M. Waldorf; and Named Units: Lois M Waldorf. The American Fellowship to honor Sandy Bernard and Alice Ann Leidel was brought up to stipend producing level (\$100,000) as were also some Research and Projects (\$35,000).

Association Publications

- 1991 – *Shortchanging Girls, Shortchanging America*
- 1992 – *The AAUW Report: How Schools Shortchange Girls*
- 1993 – *Hostile Hallways: The AAUW Survey on Sexual Harassment in America's Schools*
- 1995 – *Growing Smart: What's Working for Girls in School, Keeping Chinese Girls in School: Effective Strategies from Hubei Province*
- 1996 – *Girls in the Middle: Working to Succeed in School, Girls in the Middle*
video
The Influence of School Climate on Gender Differences in the Achievement and Engagement of Young Adolescents
- 1998 – Update of AAUW Report

THE LEGAL ADVOCACY FUND (LAF)

LAF, started in 1981, provides funding and support for women who are seeking judicial redress for gender discrimination in higher education. Several NYS members were involved at the Association level (See Table 6). At the State level LAF chairs included Kay Kraatz (1995-96), Ann DiNicola (1996-8), and Evelyn Currie (1998-2002). (See Table 3.) In 1992 Barbara Smalbach received \$400 from the Association for LAF training at MAR. In the fall of 1994, a Reader's Theater concerning LAF was put in the President's Portfolio. The Reader's Theater was used by many NYS branches to increase awareness of LAF and its current cases. In 1995, NYS continued to support Sharon Leder in her case against SUNY Buffalo (first "adopted" by NYS in 1989).

In 1992, an LAF breakfast was held at the State Convention with \$5.50 of the cost going to the LAF fund, and the LAF breakfast tradition continued with an LAF speaker. In 1997, the LAF breakfast became part of the State Convention package. At the State Convention a Silent Auction of LAF baskets donated by branches became a popular way to raise money. This started in 1995 and continued throughout the rest of the decade.

During the nineties NYS was in the top 10 states for LAF giving. A goal of \$1.13/member in NYS was exceeded in 1994. In 1999, the contribution year became the same as the calendar year. By 1999, there was 100% NYS branch participation in LAF, 36 branches reached the Association LAF Star of a \$3.00 donation per member, and total contributions by NYS continued to increase. NYS members gave over \$15,000 in 1999 for the 1998-99 contribution year.

EDUCATION AND EQUITY

This issue, initiated by the Association, started with a research project sponsored by AAUW on the national level and funded by EF called the Wellesley report regarding the status of girls in education. Shortchanging Girls, Shortchanging America was a theme introduced at the Association Convention in 1991 and was used by the AAUW National Education Summit of Girls in 1992. Shortly after the report, "Shortchanging Girls, Shortchanging America," was published as a book entitled Schoolgirls by Doubleday.

From 1990 to 1992, the issue of Educational Equity became a prime action for NYS. Pat Hogeboom and Sue Oliver developed workshops as a result of the Association's publication, Shortchanging Girls, Shortchanging America, and trainers for AAUW implemented training for teachers and administrators across New York State to encourage gender fairness in our schools.

Another result of this issue was an Education and Equity Roundtable sponsored by the Association (EF funded) in June, 1991 in Washington, D.C. Modeled after the Association's Roundtable, Pat Hogeboom moderated a Roundtable sponsored by NYS AAUW in March, 1992 at the Avon Corporation in New York City. The resulting suggestions by representatives of 28 colleges across New York state were assembled and presented to the New York State Office for Women, becoming an integral part of that office's focus for the coming decade. Pat also was a featured presenter on WNYC with Brian Lehrer presenting AAUW's Shortchanging Girls research. The Roundtable was a huge success. There was much advance publicity in education journals and a media campaign promoted by professionals. Branches and/or districts were urged to hold their own roundtables in local communities or regions, and several did. By 1993, the Association published Hostile Hallways, which was a continuation of Shortchanging Girls, Shortchanging America.

In July, 1993, NYS had its first Education and Equity chair, Eleanor Filburn, and a committee of six, one from each district. (See Table 3.) Through their efforts they reported that by 1993, 70% of the 63 NYS branches were involved in the issue. Some sponsored symposiums with other organizations, such as the Girl Scouts, others disseminated information to libraries, several had programs on sexual harassment and formed coalitions with other community

organizations, and most had articles in their newsletters. Two members from Peekskill (Lolly Yacker-Winderbaum and Arlene Gross) wrote a drama, which was presented at the 1994 State Convention and was later published as School Secrets. This script was vibrantly acted by many school districts under the direction of various AAUW members. A statewide questionnaire requesting harassment policies was sent to all school districts in the state. By 1994, the Education and Equity Chair was named the Director, and the goal of raising awareness had been implemented. Patricia Breslauer, the next director, had School Secrets published and sold copies to members, organizations, and schools. Jane Sheeran, who followed as director, and her committee worked with the Public Policy Committee and the College/University one regarding issues that affect equity. In 1998, NYS President Betty Harrel wrote the Commissioner of Education recommending the use of the commission's own standards, because in 1991 the State Education Department had added a policy statement which called for Equity for Girls in NYS Schools, which the AAUW NYS board supported. The Education and Equity committee also supported the inclusion of girls' ice hockey in the NY Empire State Games and this was added to the 1998 Winter Games.

Under Ann Walker, Sister to Sister Summits were implemented. These were designed for girls 12 to 17 years of age to be held throughout the country to discuss issues and challenges at school, dating, teenage pregnancy, substance abuse, and violence. In 1998, NYS sponsored a summit in Buffalo, funded by \$500 seed money from the Association, \$1,000 from a consortium of other organizations in the county, and \$100 from NYS AAUW. On Long Island, Pat Hogeboom, with the help of the Long Island Interbranch, coordinated five Sister Summits which reached an additional 800 girls and 200 guidance counselors. Other summits were held in western New York, Cortland, Rochester, Mohawk Valley, Northern Westchester County, Ithaca, Amsterdam, Johnstown, and Gloversville, involving altogether 445 young women in the state. Several others were held in 1999-2000. New reports, such as the Gender Gap Report, were compiled by the Association. In 1999, NYS gave an Educational Equity Award for a branch project that promoted AAUW in keeping with the NYS Strategic Plan for Educational Equity.

TASK FORCES

Task forces, which had been an important part of the preceding decade, continued during the nineties. Choices for Tomorrow's Women, which had started in 1989 and continued until 1991, emphasized teen pregnancy prevention programs and career choices. Promoting Individual Liberties, which began in 1987, also continued until 1991 and focused on health rights and international human rights. During the summer of 1990, this group worked with the Training and Development Team and the Public Policy Committee for

legislative focus. The task force recommended a video on Pro Choice, "Mobilize for Women's Lives," and urged the NYS Board to take a firm Pro-Choice stand. By 1991, at the end of its fourth year, Promoting Individual Liberties merged with the Public Policy Committee.

A new issue, AAUW Initiative for Educational Equity, was announced during the winter of 1991, and it became the most important one and the only one that lasted throughout the decade.

As task forces were eliminated in 1991, NYS Board positions were integrated, and during the following year, the Education Area Representative became the chair of the new task force, Educational Equity. (See Table 3.)

By the spring of 1996, the NYS president discussed a philosophical change in AAUW. No longer were there to be study topics with little action. Instead AAUW was to have a highly focused program with one main issue – promoting equity for women and girls.

AREA REPRESENTATIVES

At the beginning of the nineties the NYS board had four Area Representatives: Community, Cultural Interests, Education, and International Relations. These had been in existence for many years and had served the organization well. It was recommended that each branch also appoint local members to serve in these four positions on their boards. Although they looked to the state leaders for guidance, they were encouraged to focus on issues in their own communities, both by study and by action.

During the summer of 1990, there were recommendations from the Association to integrate Board positions. One suggestion was to make the Area Representatives part of task forces. By July, 1991, NYS bylaws eliminated all Area Representatives as sitting members of the NYS Board, except for International Relations. This went into effect partially in 1991-92, as the Community Area Representative position ceased, and went into effect fully in 1992-93, when the Cultural Representative became the Cultural Diversity Coordinator and the Education one served as chair of the Education and Equity task force. By 1993-94, the Cultural and Diversity position split, as the Cultural Chair continued, and a Diversity Coordinator was appointed. In 1994-95, the titles were changed to Director for the following positions – Initiative for Educational Equity, International Relations, Cultural Interests, and Diversity, and they remained until 2000-01. Branches were encouraged to follow the state model.

CULTURAL

Cultural projects varied widely as they reflected the interests, background, and times of each chair. (See Table 3.) A quilt project, started by Joan Brakman (Cultural Interests Area Representative from 1988-1990) was completed in 1990, with 35 squares, each made by a different branch in NYS. It was later quilted professionally, displayed at the 1991 State Convention as well as the Association and IFUW Conventions, and was raffled off at the 1992 State Convention.

Because three branches (NYC, Albany, and Buffalo) had recently celebrated centennials and other branches were approaching important milestones, Marilyn Smiley (1990-92) encouraged each branch to appoint a historian and to write its history. She presented a Convention workshop and wrote a brochure entitled How to Prepare a Branch History, which was distributed to each branch. In 1992, it was decided to send all records of NYS AAUW to the Department of Rare Books and Special Collections of the Rush Rhees Library at the University of Rochester according to the agreement of 1977 and to discontinue sending records to SUNY Albany. In 1991, IFUW linked each U.S. state with a foreign country, and New York was given Sierra Leone. Since it was then the second poorest country in the world, NYS contributed \$200 to help pay Sierra Leone's IFUW dues. This was the first time that monetary aid was given by a state to a linkage country. To educate members of NYS AAUW, in 1992 Smiley prepared an exhibit and program on the culture of Sierra Leone, which was presented at the Convention and for several branches. During those years it was also the responsibility of the Cultural Chair to find an outstanding musical program provided by artists from the area of each State Convention.

Dolores Thompson (1992-96) continued the branch history and Sierra Leone projects and added two others, folk art by women and the Women's History Project, which provides information about little known women of our state who did something important, different, or unusual for their times.

Evelyn Currie (1996-98) stressed the performing arts and kept the group informed of decisions of the National Endowment for the Arts. She also expressed her concerns to the Association that their Strategic Plan did not contain anything specific about the arts and urged the state Public Policy Committee to recognize the importance of the cultural arts in improving the quality of life and to advocate for adequate funding.

Rajam Hariharan (1998-2000) made the organization aware of the cultural arts in diverse cultures and gave a workshop about the differences and concerns of women around the world.

INTERNATIONAL RELATIONS

New York State has always had a great interest in international relations, partly because of its geographic location. Each chair kept the membership apprised of the programs of the United Nations (UN) and the International Federation of University Women (IFUW). AAUW has enjoyed strong ties with the United Nations, and all members of the American Association of University Women (AAUW) are automatically members of IFUW. (See Table 3.)

At first International Relations was chaired by Area Representative Julie Kleszczewski (1990-1994), who encouraged the Great Decisions Program, UN issues, and the International Peace Ribbon Project. After NYS was assigned Sierra Leone as an IFUW partner, Marilyn Smiley, Cultural Chair, began presenting programs to branches as a Travel Visitor in 1992, and later that same year, the International Relations Chair also became involved. Kleszczewski met with a member of the Sierra Leone branch at the 1992 IFUW Conference in Stanford, California and visited the representative at the UN, and by 1994, she, too, gave speeches on that country and even met the past president of Sierra Leone's University Women. In 1993, a number of branches had each contributed \$5 to support Sierra Leone, and each one received a certificate. This financial support continued until 1998. When nothing was heard from that country, probably due to political unrest, NYS stopped its funding. The International Peace Ribbon Project, started in 1985, was designed to wrap a ribbon around the Pentagon, and that continued into the 1990's. The theme of the 1992 IFUW Conference at Stanford, California was quilting, and Kleszczewski made two blocks, one for NYS and one for Sierra Leone. International programs were given at the State Conventions. For example, Virginia Maynard gave a slide presentation of the Gildersleeve Fund, which assists Third World women in getting better health care and leadership and job skills.

Judith Wagner (1994-1996) continued her support of the UN, IFUW, and the Gildersleeve Fund, and held a session at the Convention. During her tenure the job position was changed from Area Representative to Director.

Carol Stull (1996-2000) integrated voter education with international relations by asking political candidates about their stand on the UN. She kept the Board informed of progress since the UN Women's Conference in China in 1995, supported the Gildersleeve Fund, and engaged Mary Purcell (President of IFUW) as the travel visitor for the 1997 Convention in Saratoga Springs. A strong promoter of the UN, she encouraged attendance of UN Day in 1998 by awarding travelships to branches, and she and President Betty Harrel started a letter writing campaign for the US to pay its unpaid dues. Stull continued the Sierra Leone project until 1998, and when she did not hear from them after sending money, she chose to aid three other countries in the Bina Roy Projects in Development, from IFUW: (1) the Cameroon project to educate nomadic

Muslim girls; (2) the Nigerian Association of University Women to educate hawking girls on literacy and child care as well as the risks of hawking; and (3) the Zambia Association of University Women to combat malnutrition and diarrhea with soya flour. By the following year her goal was to raise \$400. At Stull's suggestion, in 1999, the NYS Board sent a letter to the new US Congress urging the passing of the International Convention for the Elimination of Discrimination Against Women (CEDAW) in the US.

Important Dates for International Relations

IFUW Conferences

- 1989 Helsinki, Finland
- 1992 Stanford, California, US
- 1995 Tokyo, Japan
- 1998 Graz, Austria

Other Important Dates

- 1995 Fourth World Conference on Women in Beijing, China
- 1995 50th Anniversary of UN

DIVERSITY

As early as 1991 the Association indicated its intent to increase the diversity of the organization by sending Diversity Trainers throughout the country to heighten awareness of "otherness." By the summer of 1993, two trainers presented a workshop and listed goals for the NYS Board. (See Table 3.) Marilyn Smiley was appointed as Diversity Coordinator in the spring, 1993 and implemented the program by starting to educate the membership. This was done by establishing goals for the state, encouraging each branch to appoint a diversity chair and hold at least one program on the topic, distributing packets of materials, holding workshops at the Fall District Meetings, and writing articles in Focus. In January, 1994, it was voted to establish a Diversity Task Force comprised of one member from each district. Avis Davis from the Association gave an introductory presentation at the 1994 State Convention. The new task force met during the summer board meeting and also during a weekend in November in Ithaca, where they wrote a drama which was performed at the 1995 Convention. The task force participated in a diversity workshop after the 1995 summer board meeting and met for a weekend in March in Oswego to develop a five year long range plan and one that would integrate diversity into every program of the organization. A diversity workshop was also presented at the 1996 Convention.

Aida Musico (1996-1999) revised the state diversity plan, continued diversity training for the Board and her task force, promoted the Association's

Adelante program, and introduced the Peacock Award to NYS for branch diversity projects. Reports showed that branches promoted diversity through a wide variety of programs, projects, and publications.

Sharon Frayne (1999-2000) found that Peacock Award winners promoted community partnerships, which gave branches community contacts and increased branch membership.

BRANCH COUNCIL

Throughout the 1990's, New York State was divided into six geographic districts, each of which had a member who served on the Branch Council. (See Table 1.) The Branch Council Coordinator coordinated their activities and represented them on the Board. The principal duty of this group was to plan and organize a fall District Meeting in each district. Although these were originally instituted for leadership training, they evolved into mini conventions. In 1991, for example, there was a separate meeting for all Membership Vice Presidents, but such meetings did not continue during the fall after that.

District Teams were established in the late 1980's to help the Branch Council plan the district meetings at the Summer Board Meeting, and each representative would provide input in her area in both planning the meeting and actually giving a presentation. Topics of District Teams changed according to the needs and issues of the organization. For example in 1990, there were six district representatives for each of the following: Branch Council, Membership Committee, Educational Foundation Committee (EF), Promoting Individual Liberties Task Force, and Choices for Tomorrow's Women Task Force. In 1991, the two task forces were eliminated, and two new groups, the Public Policy Committee and the Education and Equity Committee, were added. By 1994, the Diversity Committee was included. (See Table 3.) Those six committees, each headed by a coordinator, chair, or director who served on the Board, continued to be active throughout the remainder of the decade. They proved to be an effective means of disseminating information to branches as well as helping plan for and making presentations at district meetings and for identifying and training future leaders.

Although not all district meetings were alike, a typical format would consist of: coffee and pastries, welcome, reports from one or two state officers or chairs, and one from each district committee member (Membership, EF, Public Policy, Education and Equity, and Diversity), a break, counterpart sessions (in which branch officers met with their counterparts from the district and/or state), lunch, reports from branches on their most outstanding local projects, and a speech by a keynote speaker (a state officer or a prominent

educational or community leader from the district, not usually an AAUW member).

Starting in 1991, all district meetings had the same theme, though there was a great deal of flexibility in how each district approached it.

DATE	TOPIC	ATTENDEES	BRANCHES
1990		300	57 out of 65
1991	Take the Initiative! Equity-Membership-Leadership	270	57
1992	Action for Equity: How to Make an Impact Districts 1,2,3 simulated Educational Roundtables Districts 4,5,6 showed the results of Educational Roundtables	300	-
1993	Changing Patterns in AAUW - Equity, Diversity, Leadership	300	-
1994	Target Action	-	-
1995	Target Community Action (focus on voter education, networking, coalitions)	-	-
1996	Take Flight for the Future	over 200	43
1997	Leadership Development/ Professional Development	223	44 out of 57
1998	Link to 2000 (Reader's Theater, called AAUW Today, written by Jeanette Knapp)	204	-
1999	Connecting Members and Mission	-	-

Each Branch Council Coordinator and her committee produced successful one-day meetings, and although some were not as well attended as others, they were a good source for introducing new issues, networking, and providing a stimulus for the beginning of the year. Branch Council Coordinators are listed in Table 3.

COMMUNICATIONS/PUBLICATIONS

There was a virtual technological explosion in the field of communications during the 1990's. NYS responded by putting increased emphasis on its publications. During the preceding decade, the state publications were the AAUW New Yorker for all members and the New York Leader for officers and committee chairs. (See Table 3.) In April, 1989 an ad hoc Committee on Communications was formed to make recommendations for all new publications. Vicki Marshall became the first Director of Communications (1990-1992), a new board position created in 1990, to assume the role of Public Information Officer. In 1991, a new publication, Focus, replaced the AAUW New Yorker, and the President's Portfolio took the place of the old New York Leader. New formats were designed and more updated means of typing and printing were utilized, giving all a more professional appearance. Other state brochures, such as Public Policy, were also reformatted. The Winter 1991 issue of Focus was the first place winner of the Newsletter Award at the Association Convention.

By January, 1992, Vicki Marshall's title was Director of Communications and Public Information, and in July, 1992, the Board voted to establish a Communications Committee. In 1993, this committee consisted of the editors of the President's Portfolio, Focus, and brochures, and by 1997, it had only two members, the editors of the President's Portfolio and Focus. They initiated a newsletter competition for three categories of branches - small, medium, or large.

New technology was stressed, and an Ad Hoc Technology Committee was formed in 1997. This committee, under the direction of Marie Erkes, developed a recommended action plan to "Get in the Game with Technology" and to determine appropriate uses of it for NYS AAUW. Use of e-mail was encouraged, and a NYS AAUW Web Page was developed to serve as a link between branches and information resources. Branches could, in turn, link their web pages to those of the state and the Association. Jody Longeill, Director of Communications from 1996-98, and the Technology Committee gave 17 computer and web site recommendations. The following year a media packet to encourage branches to submit news releases was assembled by Longeill and Kay Kraatz, and a suggestion was made to consider putting articles in the President's Portfolio on the web. Several branches linked their web sites to the state one. Donna Seymour, editor of Focus from 1997-2000, created a basic shell for branch web pages, and in 1998, it was agreed that the Technology Ad Hoc Committee would merge with the Communications Committee. In 1999, it was moved to establish an AAUW Listserv at \$100 per year. Alene Wyatt, Director of Communications from 1998-2000, listed technology goals - to establish a home page and branch page and improve communications. The web page continued to grow under the direction of Donna Seymour (Focus editor in 1997) with information on Voter Education, Communications,

International Relations, Sister to Sister Summits, and articles for newsletters, branch projects, Educational Equity, and Diversity.

The President's Portfolio was renamed the Leadership Portfolio in 1998, and each leader on the Board contributed a page or so of information to be distributed to each branch president, who, in turn, would disseminate materials to the branch counterpart.

Newsletter awards to branches continued to be given throughout the decade. In 1999, there were 15 entries for the Newsletter Award, four for Media/Publicity, and seven for the Progress in Technology Recognition Award.

PUBLIC POLICY

AAUW became increasingly active in public affairs and had lobbyists at the national and even at the state level. The Legislative Program of previous years was renamed Public Policy in 1989 and kept that name throughout the next decade. Although the actual legislative bills changed from 1990 to 2000, the issues supported by AAUW (education, women's rights, civil rights, and the environment) remained the same. NYS was led by several strong leaders as chairs (1990-1993) or directors (1994-2000), who kept the membership informed of pertinent legislation through articles in the organization's publications and a state Public Policy Brochure, which was rewritten and published every two years. (See Table 3.)

Public Policy chairs worked with others, and in some cases a related board position focused on a particular issue. For example in the late 1980's to 1991, there was a NYS Coalitions Representative. In 1990-1991, a Women's Issues Chair and a Pro-Choice Coordinator were added, the latter continuing until 1996. In that same year a Voter Education Project chair or director was added and continued through the decade. Perhaps the most important addition was the establishment in 1991 of the Public Policy Committee, consisting of six members, one from each district. This certainly shows the great emphasis the organization placed on public policy.

State presidents, Public Policy Chairs, and others represented the organization in various legislative conferences and meetings. For example, in 1990, President Joyce Dayton attended the 6th Annual Legislative Day in Albany; Maxine Gilliland and Lois Waldorf went to the NY Civil Liberties meeting regarding sex discrimination in the NY Regents and Empire State Scholarships, and no fault divorce laws; and Maxine Borom (1989-91) attended the Federal International Planning meeting. During the summer of 1990, the new president, Pat Hogeboom, spoke of a lobbying visit to Senator D'Amato's office on behalf of the Civil Rights Bill of 1990.

In 1991, the focus was on restoration of state funds to education, the Family Leave Act, the Civil Rights Act, and the very controversial issue, Pro-Choice. It was during the previous year that Barbara Schwarz became the first Pro-Choice Coordinator, and in 1991 the Pro Choice Committee developed a Lobby Corps.

The Association took a strong stand in favor of Pro-Choice, which the state accepted, but which polarized some of the branch membership. In 1992, the state presidents marched with Pro-Choice placards to the White House. In NYS, the Pro-Choice Coordinator and the Public Policy Chair worked together. Direct mail was used for Pro-Choice funding, and the state and Association supported the Freedom of Choice Act in 1993.

As many other issues surfaced, the lines of communication were kept open through articles in Focus, the President's Portfolio, Action Alert (from the Association), and a telephone chain. Electronic means of communication were used later in the decade.

In 1992, there was support for the Equal Remedies Act of 1991 and 1992 and the Education Equity for Women and Girls Bill. Convention resolutions focused on human rights and the UN Earth Summit. The Medical Leave Act and Equal Remedies Act were still being discussed in 1993, as well as sexual harassment, and the Family Leave Act was passed in that year.

Pro-Choice issues for 1994 were family life education, educating children about sex and AIDS instruction. There was concern that anti-abortion extremist organizations would place their own candidates on the ballots for school boards and other elected positions. The Public Policy Committee favored the Educational Equity Bill and President Clinton's Health Plan. Schwarz asked every member to participate in the national Women's Reproductive Health Call-In Day on May 18 to be certain that any national health plan would include women's reproductive health and family planning. The Association, in fact, listed five items to be included. Schwarz was invited to the White House to attend Constituents Day on May 7. At the state level, the AIDS curriculum was passed by the Board of Regents, and the governor's report on sexual harassment contained an in depth discussion of AAUW's publication, Shortchanging Girls. Pat Griffith (Pro-Choice Coordinator 1993-96) and Barbara Schwarz attended the Family Planning Act Conference in 1994 in Albany and found that much legislation is punitive to women.

The next two years (1995-1996) stressed voter education, but other issues were hazardous waste in the environment and children's rights in schools. In 1997, Pat Griffith (Public Policy Director 1996-1998) applied to the Association for a Public Policy Impact Grant designed to mobilize women to vote in 1998; it was approved, and NYS was one of 10 states to receive a \$850 grant. Other issues were urging mandatory compliance of the policy "Equity of Women

in Education during the 1990's" (President Betty Harrel wrote to the NYS Education Commissioner and the Board of Regents) and opposing the NYS Constitutional Convention, which was regarded as too unlimited. The Voter Education Project was headed by Barbara Schwarz from 1996-1998, when it was completed. A Voter Education Initiative was launched in July, 1998, headed by Judy Weidemann until 2001.

Ann Bish (Public Policy Director 1998-2001) in 1998 supported Action to Ban Land Mines, Women's Health and Wellness Act (making sure health insurance policies are available for women with regard to breast cancer, osteoporosis, Pap smears, and contraceptive drugs and devices.), and a strong system of public education in NY state that advocates for gender fairness, equity, and diversity. She also summarized the NYS Voter Education Activities - Candidate Forms, Voter Guides, and letters to editors and Branch Communication Chairs. By 1999, she proposed a workshop on Being an Effective Advocate and participated in a forum to address women's health and reproductive choices entitled "Hospital Mergers: Compromising Health Care." Other bills she and her committee favored were Senior Housing, Women's Health and Wellness, and resolutions on equitable and adequate funding for quality public education and one for safe schools. A resolution to put a moratorium on the death penalty did not pass. Bish initiated a project with the League of Women Voters and networked with other organizations to promote AAUW's visibility, membership, and leadership. She also developed a series of short public policy articles for branch newsletters and promoted another Lobby Day in Albany.

MEMBERSHIP

As in many organizations in the 1990's, membership in NYS AAUW declined from over 5000 in 1990 to 4000 as the decade came to an end. The number of branches in the state went from 66 to 53. Fourteen branches disbanded, and one new branch, Amherst, was formed. (See Table 1.)

Dues at both the State and Association level increased during the nineties. In 1990 NYS dues were \$4 and Association dues were \$26. By the end of the decade dues had risen to \$10 for NYS (\$5-1992, \$8-1997, \$10-1999) and to \$29 (1994) for the Association. Association dues were slated to increase to \$39 in July, 2000. Many branches also had to raise their dues to cover local expenses. In some cases a dues increase did cause a loss in membership.

The Association membership program, Share the Power/Share the Pride, was utilized by NYS and continued into the early nineties. This was followed in 1993 by the Five Star Program, which integrated all aspects of AAUW, and

continued throughout the rest of the decade. A branch could achieve five star status by achieving five of the seven stars which included specific goals in the following areas: community action, public policy, membership, Educational Foundation, Legal Advocacy Fund, visibility, and leadership. One of the five had to be either the community action star or the public policy one. States were included in this program for the first time in 1996. New York State, as well as a number of branches, earned Five Star Awards from the Association. During this time, NYS instituted its own State Five Star Award for branches based on criteria similar to those of the Association.

Throughout the decade branches were encouraged to increase their membership in numbers and in diversity. Branches were asked to retain members, to seek new members, to contact MAL's (Members at Large) in the branch area, and each branch in a college/university area was encouraged to develop a plan to attract student affiliates. This was a new membership category for undergraduate college students enrolled in regionally accredited educational institutions and was approved by the delegates to the 1991 Association Convention.

In the early 1990's, NYS Membership Vice President Barbara Smalbach supplied branches with certificates to give to their 25 year members. A state promotional membership bookmark was developed as well as a membership workshop. Phyllis Anderson, state Membership Vice President from 1991-93, urged branches to recruit 15% new members, some from the 35-45 age group, to maintain at least 85% retention, and to promote student affiliates. In 1993, the next Membership Vice President, Burchenal Green, encouraged branches to apply for the Association Five Star Program and started the NY State Five Star Award. In 1996 her successor, Inez Alston, reported that New York received congratulations from the Association for membership growth and retention. The MAL list was sent to all NYS branch presidents. In 1999, the next NYS Membership Vice President, Jeanette Knapp, urged members to create a branch brochure and to take advantage of the Association and NYS membership incentives. (See Table 4.)

ANNIVERSARIES

In 1995 New York State AAUW had its 75th anniversary. A number of branches celebrated important anniversaries during the decade. Those branches having been in existence for 100 years included: Buffalo (1890), Corning (1890), and Albany (1890). Those with 75 year anniversaries were: Jamestown (1915), Greater Rochester Area (1916), Saratoga Springs (1916), Elmira (1917), Ithaca (1917), Oswego (1918), Adirondack (1920), and Nassau County (1922). Branches celebrating 50 years were Oneonta (1940), Batavia (1945), Troy (1946), Lyndonville-Medina-Middleport (1947), Wellsville (1949),

and Mid-Island (1949). Twenty five year anniversaries were celebrated by Cortland (1965), North Fork (1965), Liberty-Monticello (1966), Amsterdam-Gloversville-Johnstown (1967), East Aurora-Southtowns (1967), Niagara Area (1968), Newark Area (1968), Lake Placid (1968), Seneca Falls (1969), Fairport Area (1972), Greece Area (1972), Putnam County (1972), Farmingdale (1972), and Smithtown Area (1973).

The decade began with 66 branches and ended with a total of 53. A new branch was formed in Amherst in 1993. The following branches disbanded during the 1990's: Batavia, Essex County, Gouverneur, Lake Placid, Liberty-Monticello, Newark Area, Niagara Area, Northern Brookhaven, Seneca Falls, Sewanhaka, Southern Westchester, Troy, Victor, and Warwick. (See Table 1.)

FINANCES/DUES

State dues have always been quite low. At the Winter Board Meeting in 1991, dues were raised to \$5. According to the 1995 bylaws revisions, dues were to be raised \$4 in 1997 (to a total of \$9) and \$3 in 1999 (to a total of \$12).

A budget was presented each year by the Treasurer and approved by the Board. The budget was often presented in three parts: income, expenditures, and reserves.

It is difficult to determine the total budgets during the decade from examining the minutes. The earliest figures are from 1992. The total income was \$23,218.39 and expenditures were \$22,432.16. In 1990 they kept \$12,000 in reserve.

By 1999, the balance was \$39,993.92. Income exceeded expenditures by \$13,624.35.

The main source of income was dues, and during the late 1990's the Convention became self supporting. For names of treasurers, see Table 4.

COLLEGE/UNIVERSITY MEMBER

The Board's College/University Member corresponds with all colleges and universities in the state (through letters and personal contact), and keeps a list of those who maintain membership in AAUW. (See Table 3.) An AAUW representative to each college may be a college administrator, trustee, faculty member, or branch member. Membership is mutually beneficial, as colleges receive publications and other information from the Association, the State, and

the branch, and branches which are located in close proximity to an institution of higher learning benefit from the affiliation in many ways.

Numbers of colleges in NYS which are members ranged from 53 to 73, depending on the time of year the report was made.

1990	55
1991	63
1992	60
1993	53
1994	71
1995	73
1996	69
1997	57
1998	56
1999	-

Progress in Equity Awards were presented to colleges from 1994 through 1999 in conjunction with the Directors of Educational Equity and the Legal Advocacy Fund.

1994	SUNY Binghamton Special awards for two new programs: Rochester Institute of Technology NY College of Technology at Alfred University	More Math for More Females Faces of Change Women in Non Traditional Studies
1995	SUNY Oswego	Women in International Perspective
1996	SUNY Potsdam Cornell University Honorable Mention: Marymont Manhattan College	Appointment/Promotion and Assistance Program for Faculty Women's Program in Engineering Urban Leadership Program
1997	Hunter College and Baruch College (CUNY) Honorable Mention: SUNY Binghamton SUNY Stony Brook	Balancing the Curriculum for Gender, Race, Ethnicity, and Class Women in Science, Math, And Engineering Exhibit Meet the Challenge - Women and Girls in Sports Day

1998	SUNY Albany Honorable Mention: Hunter College Center for the Study of Family Policies	Initiatives for Women Program Volunteer Study of Welfare Rights Initiative for College Students Who Are Welfare Recipients
1999	Marymount College SUNY Stony Brook	The Education of Women and Girls Women in Science and Engineering

In 1993, it was reported that New York had the highest number of College/University Members, and that they comprised 8% of the 813 institutions of higher learning in the entire AAUW organization. The Association has a specific newsletter, The Campus Connection, and in 1999 held a C/U Symposium. For names of College/University Member Representatives, see Table 3.

LEADERSHIP TRAINING

Concerned with leadership, AAUW has been at the forefront in the movement to educate women in this field. During the 1980's, Carol Stull, Sandy Bernard, and Alice Ann Leidel in NYS initiated WIDE (Workshops in Developing Effectiveness), workshops which dealt with recruitment, training, and important issues. These were made available to branches and other organizations and were led by AAUW members who had been given special training. (See Table 3.) In 1989, new members were trained at the July Board Meeting, and four members were invited to present a Censorship Workshop at the Association Convention in Washington, D.C.. Sue Oliver and Pat Hogeboom were early and active members of the WIDE team.

In late 1989 it was agreed to discontinue the use of the acronym "WIDE" in favor of the title "Training and Development Team." Dolores Thompson coordinated this program from 1989-1992. In July, 1990 she had a team of 28 members, who met before the Summer Board Meeting, and 22 members a year later. By 1991, there were four workshop topics: Membership/Recruitment, 21st Century Project, Leadership Skills, and the Role of the Facilitator, and six workshop training sessions were given in August at the home of Carol Stull in Ithaca. After that it was decided to hold training sessions every other year. By 1993, there was no longer a Training and Development Coordinator, though workshops continued and as fees and travel expenses were charged, they became a source of non-dues revenue.

Leadership training in 1995 became less formal and was offered mainly during the Summer Board Meeting. During that year Suzanne Oliver held workshops for the NYS Board, Committees, branch presidents, and interested

branch members. A Leadership Conference for committees and branch leaders was held at the Summer Board Meeting in 1997, when Judy Kneece, Association Membership Vice President, presented workshops in strategic planning and leadership and Barbara Carrier led new leader orientation sessions. The next leadership session was given in 1999, and after that it was suggested that they continue only during the odd numbered years.

VOLT - Volunteer Leadership Training. (Association leadership training consisting of four workshops each six hours in length). NYS members were sent to Washington, D.C. for the training of statewide teams, and each made a commitment to provide three community trainings that year. The workshops were offered to community organizations under the sponsorships of AAUW branches, facilitated by WIDE/VOLT teams.

WIDE - Workshops in Developing Effectiveness. These were established to help both AAUW members and other organizations' members develop leadership skills through group interaction.

NEW YORK STATE SPEAKERS' BUREAU

The New York State Speakers' Bureau was established in 1994 with names of Board and Committee members (Leaders on Loan), who were willing to speak regarding Leadership, Program Planning, Educational Foundation, Public Policy/Voter Education, Communications, Education and Equity, Diversity, International Relations, Finances, and special topics such as The Victorian Woman, Using Fiction Techniques to Write Personal Histories, etc. Later ones added were Health Care for Women and Girls, Literacy, Combating the Religious Right, The UN Forum and Women in China in 1995, Women in Music, The Promotable Woman: Marketing Yourself and Getting Back into the Job Market, Sierra Leone: New York State's Linkage Country, Sexual Harassment/Gender Bias, etc.

By 1997, there were fewer topics: Leadership, Diversity, Educational Equity, EF, Membership, Fundraising, Public Policy/Voter Education, Legal Advocacy Fund (LAF), and Health Science. In 1998, Technology and IFUW were added, and in 1999, College/University Connections. In that year the speakers were officially referred to in the Directory as Leaders on Loan.

Each branch was entitled to one visit per year from the state president and a state board member or a state committee member. The state paid the transportation costs, and the branch provided for meals and overnight accommodations as needed.

STATE CONVENTION

The most visible project of each year is the State Convention for all AAUW members. (See Table 2.) Held every spring (during a weekend in mid to late April or early May) in a different part of the state, it is planned and organized by the NYS Board and chaired by the Program Vice President. Each year there was a different theme, often carried out by the workshops and speakers.

Convention At A Glance:

Date	Where	Topic	Attendees	Branches Represented	Cost/ Dbl rm
1990	Buffalo	Breaking Barriers: Past Perspectives, Future Focus	187	45	\$140
April 27-29	Hyatt Regency	President: Joyce Dayton			
		Program Vice President: Barbara Brown			
		Convention Coordinator: Elaine Eustice			
		Keynote Speaker (Fri.): Mary Purcell, President-IFUW			
		Sat. Luncheon: Caryl Stern, National Director of Anti Defamation League's (ADL) Prejudice Awareness Training			
1991	Lake George	Focus on Tomorrow: Education and Equity for Women and Girls	280+		\$175
April 26-28	The Sagamore Resort	50th State convention			
		President: Patricia Hogeboom			
		Program Vice President: Suzanne Oliver			
		Convention Coordinator: Elaine Eustice			
		Keynote Speaker (Fri.): Caryl Stern, National Director Special Training, Anti Defamation League (ADL)			
1992	Binghamton	Target Equity	168		
April 24-26	Holiday Inn	President: Patricia Hogeboom			
		Program Vice President: Suzanne Oliver			
		Convention Coordinator: Elaine Eustice			
		Keynote Speaker (Fri.): Anne Bryant, Executive Director, AAUW			
		Sat. Luncheon: Geraldine Ferraro, 1st women Vice Presidential candidate on a national party ticket			
1993	Rochester	Women Power!	163		\$184
April 30-	Thruway	President: Suzanne Oliver			
May 2	Marriott	Program Vice President: Vicki Marshall			
		Convention Coordinator: Elaine Eustice			
		Keynote Speaker (Fri.): Sandra Bernard, Association Executive Vice President			
1994	Lake Placid	Kaleidoscope to Action: Leadership, Diversity, Equity	228	45	
April 29-	Hilton	President: Suzanne Oliver			
May 1		Program Vice President: Vicki Marshall			
		Convention Coordinator: Carol Morley			
		Keynote Speaker (Fri.): Jackie DeFazio, AAUW Association President			

Date	Where	Topic	Attendees	Branches Represented	Cost/ Dbl rm
1995	Hauppauge, Long Island	Connections: Putting the Puzzle together: Diversity Leadership, Members, Equity, Issues, Branches	-	-	\$201
April 28-30	Wind Watch Hotel	President: Vicki Marshall			
		Program Vice President: Elizabeth Harrel			
		Convention Director: Carol Morley			
1996	Syracuse	Voyage: AAUW Making Waves	180	46	\$199
April 12-14	Syracuse	President: Vicki Marshall			
	Hotel Radisson Plaza	Program Vice President: Elizabeth Harrel			
		Convention Director: Carol Morley			
		Keynote Speaker (Fri.) Christine Winter, Association (AAUW) Public Policy Director			
		Sat. Luncheon: Karen DeCrow, Syracuse attorney, past President of NOW			
1997	Saratoga Springs	On Track to the Future	201	42	\$213
May 2-4	Sheraton	President: Elizabeth Harrel			
		Program Vice President: Kay Kraatz			
		Convention Director: Carol Morley			
		Sat. session: True Colors, Jerry Carver, gender equity specialist, Carl Broege, attorney, gender equity			
		Sun. session: Internet Technology, Elizabeth Coco, Executive Director at MicroKnowledge			
1998	Niagara Falls	Sister to Sister	178	37	\$143
April 24-26	Radisson Hotel	President: Elizabeth Harrel			
		Program Vice President: Kay Kraatz			
		Convention Directors: Suzanne Oliver			
		Marjorie Smith			
		Keynote Speaker (Fri.): Sarah Suggs, Executive Director, National Women's Hall of Fame			
1999	Corning	Strong Women Leaders	208	45	\$210
April 23-25	Raddison Hotel	President: Kay Kraatz			
		Program Vice President: Roberta Fortunato			
		Convention Coordinator: Suzanne Oliver			
		Keynote Speakers (Fri.): Marietta Cheng, Conductor and Music Director, Orchertra of the Southern Tier, Maisie Houghton, Co-founder of the Women's Center of the Southern Tier			
		Augustine Pounds, President of the AAUW LAF (Association)			
		Sat. Breakfast: Augustine Pounds, President of the AAUW LAF			
		Sun. Issues Forum Speakers: Lois Uttley, Director of Family Planning Associates and Director of Public Affairs in the New York State Department of Health, Barbara Bartoletti, Legislative Director for the New York State League of Women Voters			

Date	Where	Topic	Attendees	Branches Represented	Cost/ Dbl rm
2000	Tarrytown	Women Shaping Our Future	-	-	\$269
April 14-16	Hilton	President: Kay Kraatz			
		Program Vice President: Roberta Fortunato			
		Convention Coordinator: Ann Hicks			
		Keynote Speaker (Fri.): Sarah Harder, AAUW Association, Past President			
		Speakers Sunday: Public Policy Forum: Nita Lowey, Congresswomen, Chair of the House of Representatives ProChoice Caucus, Suzi Oppenheimer, State Senator, Deborah Glick, State Assembly Member			

Although programming of each State Convention of the 1990's was slightly different, the formats of all of them were quite similar. The Convention began on Friday evening with an Opening Night Banquet, followed by a guest keynote speaker, and then a reception or a Town Hall (to discuss Public Policy), or a Resolutions Caucus.

Saturday began with breakfast, which most frequently during the 1990's featured a LAF litigant or her lawyer and was designed as a fundraiser (1993, 1994, 1997, 1998, 1999). Others honored branches which had won awards. The schedule for the rest of the day included: business meeting, workshops (5 or 6 of them), lunch (sometimes with a speaker or with a focus on EF or LAF), district caucuses, workshops, social hour, banquet (with a speaker and/or entertainment), and a Resolutions Caucus.

Sunday started with breakfast (sometimes LAF), a business meeting, workshops (5 or 6) or a speaker or a forum or a Town Hall, and luncheon or brunch (featuring award winners or a speaker). It adjourned by 1:00 or 2:00 p.m.

Keynote speakers were often Association officers of AAUW, but others were leaders in their respective fields, such as Caryl Stern, National Director of Special Training: Anti Defamation League (1990, 1991); Sarah Suggs, Executive Director, National Women's Hall of Fame (1998), and a panel of Strong Women Leaders (1999). There were speakers at various luncheons and other strategic points in the conference. These included Elizabeth Coco, Executive Director of MicroKnowledge, Inc. (1997) and various attorneys and legislators. The most famous speaker was Geraldine Ferraro, Democratic candidate for vice president of the United States, who was the featured Saturday luncheon speaker in 1992.

At the LAF breakfasts or luncheons the speakers were usually litigants or their attorneys. An exception was Karen DeCrow, who was not a litigant but who is a prominent Syracuse attorney who has specialized in gender equity

cases and is the former president of NOW. She spoke on "Voyage Toward Equity" at the LAF Breakfast in 1996.

For EF functions, AAUW fellowship or grant recipients gave presentations on their current studies or projects and their future plans.

Workshops were designed to reflect the Convention topic and to promote personal and organizational development. Several different ones were often held simultaneously. Although many were given by NYS Board members, others were led by experts in the field of the workshop. Examples of topics are membership, leadership, current AAUW task forces or issues, branch programming, public policy, compiling branch histories, gender bias, and diversity. Some specific titles are: Gender Bias and the SAT's; Girls, Science and Math; Discrimination, Prejudice, Bias; Eleanor Roosevelt Fellows; The New York State Roundtable - and Beyond; Money Talks; Power: Women in Politics; Team Leadership; Pro-Choice; Techniques in Creative Problem Solving; IFUW; Educational Equity, Gender Equity Under Attack; How to Run a Meeting; Visibility; Colleges and Universities: Natural Partners; Communications: Writing Grant Proposals; Networking; Coalition Building; Parliamentary Procedure; Strategic Planning; Mentoring, Girls' Summit; Sisterhood Is Powerful; Peace; Power of One Vote; Community Action Grants.

Entertainment varied across the decade, and it showcased the talent of the city or region where the Convention was held or current issues. At the beginning of the decade, it was the responsibility of the Cultural Chair to work with the Convention Committee.

- 1990 "Ladies of the Lakes/Ladies Against Women" (humorous drama)
(Buffalo)
- 1991 Dance Ensemble of Skidmore College, Saratoga Springs (ballet)
(The Sagamore Resort, Lake George)
- 1992 Concert by the Advanced Violin Ensemble of the Ithaca Talent
Education School (Binghamton)
- 1993 - (Rochester)
- 1994 Barbara Heller-Burns - singer, songwriter, guitarist, banjo player
of original, traditional, and contemporary music (Lake Placid)
- 1995 Noel Gish - humorist and Long Island historian (Hauppauge)
- 1996 Syracuse Children's Chorus (Syracuse)
- 1997 - (Saratoga Springs)
- 1998 Visit to Niagara Falls (Niagara Falls)
- 1999 "Parlor Talk" by Clare Reidy (Corning)

All members of each district met for a half hour at a time designated as a District Meeting, in order to elect a member and an alternate to the state nominating committee and to determine when and where each fall district meeting would be held.

The Town Hall was an open forum for the expression of ideas, and was held at several Conventions. The Resolutions Caucus provided an opportunity to discuss resolutions that would later be voted upon. The Educational Foundation (EF) was a prominent topic throughout each Convention, and one or more EF fellows spoke at EF functions. The Legal Advocacy Fund (LAF) took on a more prominent role as the decade progressed. The first LAF breakfast was held in 1992, and gift baskets were auctioned off in a silent auction from 1996 on. As the decade progressed, the baskets, each one prepared by a different branch, became more elaborate. In the early 1990's Counterpart Sessions were more prevalent than later. The First Timers Reception was introduced in 1995 and continued. Chat Rooms were also offered sporadically, starting in 1995. When Conventions were held at extreme ends of the state (Long Island, The Sagamore, and Lake Placid), buses were provided to transport members.

AWARDS

Numerous and varied awards were presented both to the Board and to branches at the State Conventions. In 1990, Newsletter Awards were given to branches in two categories, large and small, and these were continued nearly every year through the 1990's. A Media and Publicity Award and a Technology one were added in 1999. Membership Awards were presented regularly to branches for addition and retention of members, and in 1990 for the number of attendees at the Convention.

In 1993, President Suzanne Oliver introduced the concept of the Five Star Branch Award. Branches were to have fulfilled criteria in five of the following seven areas: (1) the community action star, which required a community action project related to education and equity for women and girls that includes a diversity component, (2) the public policy star, which required sustained public policy advocacy through participation in the voter education campaign, (3) the membership star, which required a net 5 per cent growth in branch membership from February to February (based on Association records), (4) the AAUW Educational Foundation star, which required an average branch donation to the Foundation of at least \$25 per member, (5) the AAUW Legal Advocacy Fund star, which required an average branch donation to LAF of at least \$2 per member, (6) the visibility star, which required local visibility through media outreach for branch community action projects or public policy efforts, (7) the leadership star, which required leadership development demonstrated by having at least three of the following four: a strategic plan; an annual goal-setting system; an ongoing program to develop new leaders; and a plan to continually educate members about AAUW priorities. These awards were presented each year, and by 1999, 25 branches had earned them.

Starting in 1996, there was also the Association (national) Five Star Award given to states which had fulfilled the following requirements: (1) participating in the Voter Education Project and providing branch support, (2) contributing to the LAF (100% of the State Board of Directors and 50% of the branches, (3) contributing to the Educational Foundation: 100% of the Board of Directors and either 100% of the branches or 50% branch participation in the Eleanor Roosevelt Fund, (4) increasing our statewide visibility, (5) providing leadership opportunities for branch members - such as the Boot Camp for Board Members, (6) combining resources with other community organizations to foster equity projects, and (7) increasing membership within branches or forming new branches. New York State achieved Five Star status in 1996 and continued in 1997, 1998, and 1999.

Progress in Equity Awards were initiated by the Association and given to colleges with equity programs. In 1992, NYS's entry to the Association was Hunter College for its Sexual Harassment program. In 1995, the College/University Chair presented the NYS Progress in Equity Award to SUNY Oswego for a course entitled, Women in International Perspective. Other awards continued and are listed in the section on College/University Member. (See pages 20-21.)

The New York State "Impact for Equity" Awards were designed to honor those branches which implemented a community action project related to the Initiative for Educational Equity. The project had to have a visible or measurable impact on the community and had to be done jointly with another community organization or agency. These were started in 1995 and were presented at the NYS Convention each year after that.

The Peacock Award, first presented in 1998, was given for diversity in branch programming and for promoting community partnerships.

CHALLENGES

President Betty Harrel at the January, 1998 NYS Board Meeting, gave a State of the State report dealing with three aspects of AAUW: how members have used their strengths, continued challenges, and fulfilled NYS initiatives. These explain a great deal about AAUW toward the end of the decade.

How members of the NYS AAUW have used their strengths:

Branch activities - equity, diversity, public policy

The use of technology to communicate increased via e-mail and web sites

Branches helped by use of Fall Conferences, Focus, and President's Portfolio

School Secrets

Organizational structure study and some changes at the state and branch level

Nominating forms made more user friendly

Fall District Conference - very successful leadership development and positive comments

Enthusiastic response to public policy

Progress in Equity Award

Coalitions utilized in presenting community projects

A media packet is being assembled by Jody Longeill and Kay Kraatz

Strategic Plan - included specific actions used as model

Visibility building with web site forums

United Nations Day with travelships for the branches

Peacock Award for diversity information was sent to all state presidents

Diversity is in the process of being increased and encouraged

Limited resources are focused on a few major projects

The Power of One theme has been utilized

Continued Challenges:

Leadership Problems - especially the branches who need leadership development

Disbanded branches - Essex County, Troy, Northern Brookhaven, Lake Placid, Newark Area, Victor, Seneca Falls Area

Need to be creative in forming new branches

Membership loss is a priority problem of the Association

The need to mentor new members. An Emerging Star Award has been suggested

The need to increase visibility and publicity with focused, consistent messages

College and University member numbers are declining

The need to form more diverse coalitions - "have conversation of possibilities." (Kneece)

NYS Initiatives:

Val-Kill mentoring project - \$4900 Community Action Grant was received and it is hoped it will be expanded to more regional and possibly national projects

District 4 legislative breakfast and legislative forum

Voter Education Grant of \$850

Sister to Sister Summit, March 28th in Buffalo area

Five Star State application is due April 20th

Discussion of the appointment of members to committees in January, March, and April

COMMENTS BY PRESIDENTS OF THE 1990's

Each president from the 1990's was requested to give observations about the issues and accomplishments during her years in office. Following is a summary of their comments.

Joyce Dayton (1988-1990)

"Joyce worked full time and may have been the first NYS president to do so. One issue that arose during her term was abortion. Firsts during her administration were becoming increasingly computerized and planning the 1991 Convention at a resort instead of a hotel. The Sagamore Resort drew a record attendance. Progress was also made in helping the Legal Advocacy Fund to grow."

Patricia Hogeboom (1990-1992)

"Seminal research on the status of girls in education was released shortly before I became President of AAUW. It became the focus of our two years culminating in the GENDER EQUITY ROUNDTABLE held in NYC in March of 1992 at the Avon Offices overlooking Central Park."

The two NYS Conventions during her years were very successful, for the 1991 one at the Sagamore Resort was well attended due to the glamour of the place and the 1992 one in Binghamton featured Geraldine Ferraro.

To quote Pat Hogeboom: "We changed the process of running the summer board meetings during my administration by having the committees attend before the board meeting, to discuss and advise the board. We had five committees, including PROMOTING INDIVIDUAL LIBERTIES, AND CHOICES FOR TOMORROW'S WOMEN, and I remember how many hours of work went into putting those committees together in January of 1990, months before I was installed. It involved many long telephone calls all over the state to get names and to encourage people to join us. It has always been a great pleasure to me to find that so many of those first timers went on to important work on the state level including Nancy Mion, Kay Kraatz, and Betty Harrel. Bobbe Fortunato was [a] first time board member as was Marjorie Smith."

"I think we made some important changes in those years, and there was a vitality and a forward thinking group of women who were eager to give back to their communities through our organization. I've always been proud to have been part of it."

Suzanne Oliver (1992-1994)

She encouraged each branch to focus on local issues and to become involved with other organizations and leaders to implement community projects. One of the national issues was Title IX. During her presidency the Amherst Branch was formed.

Suzanne became the MAR Director following her presidency and later helped organize the first NYS Sister to Sister Summit held in western New York. She served as president of the Sister to Sister Board and continued to work on various summits held throughout the state.

Vicki Marshall (1994-1996)

"Diversity, Communications, Visibility/Marketing, and Leadership. These were the watchwords of my time on the board. The thrust of the Association was focused on diversity and community outreach and NYS assumed the challenge."

There was an attempt to make AAUW a more inclusive organization. Believing that the key to successful programming is how well the mission of the organization is communicated to its own members and the community, she was responsible for using the words marketing and AAUW together in NYS to increase awareness of the organization. She fostered leadership and initiated the "Bootcamp for Beginners" Leadership camp, which was the first of its kind.

Regarding leadership, Vicki stated, "The leadership training I received in Washington as president and as Educational Foundation chair were some of the best training I received in my lifetime. AAUW trained us how to run meetings, build coalitions, be on boards, work in communities, write letters to the editor, organize our paperwork."

Betty Harrel (1996-1998)

"At the time I was president, we were trying to move the organization into a more active community mode so it would fulfill our mission and be more attractive to members....Equity was the key issue. We didn't have any task forces but we tried to focus all programs on some aspect of equity."

"We sponsored several programs as a state organization. The Sister to Sister program in western NY (Buffalo, Aurora) was partially sponsored by NYS AAUW, and Sue Oliver was the liaison from the state board to the planning committee. The STS was designed to be a prototype for other districts or branches so that it would spread throughout the state."

"Another state project was mentoring. We were involved in the Eleanor Roosevelt Girls' Leadership Conference at Val-Kill and tried to coordinate an interstate mentoring program. Some of the girls were from MA and CT, and I was in touch with those state presidents to sponsor mentors for the girls when they returned home."

"Several of the convention programs we started were the chat rooms and the Progress in Technology awards." The Peacock Award for diversity also started at that time.

Kay Kraatz (1998-2000)

During her administration some of the issues were public health, safe schools, education and equity (after the publication of the Association's "New Gender Gap Report"), preparation for Y2K and transition into the new millennium.

Accomplishments were the participation of NYS AAUW in the July 18, 1998 150th Celebration of the Women's Rights Convention in Seneca Falls, the presentation of several Sister to Sister Summits, receipt of an Impact Grant for Public Policy, the instigation of a pilot project for school star recognition done by the Skaneateles School System, establishment of a leadership conference during the Summer Board meeting in odd numbered years, and an increased communication network.

TABLE 1 NYState Organization

Years	Geographic Divisions	Number of NYS Branches
1989-1990	6 Districts	66
1990-1991	6 Districts	65
1991-1992	6 Districts	65
1992-1993	6 Districts	64
1993-1994	6 Districts	62
1994-1995	6 Districts	62
1995-1996	6 Districts	59
1996-1997	6 Districts	59
1997-1998	6 Districts	56
1998-1999	6 Districts	53
1999-2000	6 Districts	53

**Table 2
New York State Conventions**

Year:	Place:	Theme:
1990	Buffalo	Breaking Barriers
1991	Lake George	Focus on Tomorrow: Education and Equity for Women and Girls
1992	Binghamton	Target Equity
1993	Rochester	Women Power
1994	Lake Placid	Kaleidoscope for Action - Equity, Diversity, and Leadership
1995	Hauppauge, Long Island	Connections - Putting the Puzzle Together
1996	Syracuse	Voyage: AAUW Making Waves
1997	Saratoga Springs	On Track to the Future
1998	Niagara Falls	Sister to Sister
1999	Corning	Strong Women Leaders
2000	Tarrytown	Women Shaping Our Future

TABLE 3
 NY State Appointed Positions

	1989-1990	1990-1991	1991-1992	1992-1993
Community Area Representative	Patricia Puccio	Grace Knechtel		
Cultural Interest Area Representative	Joan Brakman	Dr. Marilyn Smiley	Dr. Marilyn Smiley	
Education Area Representative	Dr. Virginia Rederer	Eleanor Filburn	Barbara Smalbach	
International Relations Area Representative	Maxine Gilliland	Julie Kleszczewski	Julie Kleszczewski	Julie Kleszczewski
Administrative Assistant	Ann Marie Grady	Carol Morley	Carol Morley	Jo Kandel
AAUW New Yorker Editor/ Public Information (FOCUS)	Carol Callaghan	Dr. Patricia Seaver	Kathy Nevins	Patricia Breslauer
Branch Council Coordinator	Dr. Marilyn Smiley	Phyllis Anderson	Barbara Carier	
College/University Member	Carol Stewart	Trudi Schwert	Trudi Schwert	Trudi Schwert
Convention Coordinator	Elaine Eustice	Elaine Eustice	Elaine Eustice	Elaine Eustice
Educational Foundation	Vicki Marshall	Roberta Fortunato	Roberta Fortunato	Barbara Brown
Public Policy	Maxine Borom	Maxine Borom	Barbara Brown	Barbara Schwarz
New York Leder Editor	Jean Havens			
Training and Development Coordinator	Dolores Thompson	B. Dolores Thompson	B. Dolores Thompson	B. Dolores Thompson
Promoting Individual Liberties	JoAnn Johnson	Jo Ann Johnson		
Choices for Tomorrow's Women	Brenda Barton	Brenda Barton		
NYS Coalitions Representative	Lois Waldorf	Angelina Velesaris		
Convention Chair-Local Arrangements	Carol Jamison	Elayne P. Leonelli	Mary Ligouri	Dorothy Weber
		Emily Muller		
Director of Communications-Public Information		Vicki G. Marshall	Vicki G. Marshall	Barbara Carier
Women's Issues Chair	Beatrice Woodward	Dr. Joyce Dayton		
Pro-Choice Coordinator		Barbara Schwartz	Barbara Schwarz	Pamela S. Schutt
Project 21st Century Coordinator			Kay S. Kraatz	
NYS Roundtable Coordinators			Dr. Virginia Rederer	
			Sister Colette Mahoney	
Equity and Education				Eleanor Filburn
Cultural Diversity Coordinator				B. Dolores Thompson
Legal Advocacy Fund				Kay Kraatz
Coalitions/Gender Equity Liaison				Patricia Hogeboom
Continued on next page.				

TABLE 3
 NY State Appointed Positions

	1993-1994	1994-1995*	1995-1996*	1996-1997*
Program Director				Pat Breslau
Cultural (Cultural Interest Director*)	B. Dolores Thompson	B. Dolores Thompson	B. Dolores Thompson	Evelyn Currie
International Relations Area Representative (Director*)	Julie Kleszczewski	Judith Wagner	Judith Wagner	Carol Stull
Administrative Assistant (Director of Administration*)	Jo Anne Kandel	Barbara Carier	Barbara Carier	Sandy Checklick
Branch Council Coordinator (Branch council Director*)	Patricia Breslau	Ann DiNicola	Ann DiNicola	Marie Erkes
College/University Member (Director*)	Trudi Schwert	Jeanette Knapp	Jeanette Knapp	Jeanette Knapp
Covention Coordinator (Director*)	Carol Morley	Carol Morley	Carol Morley	Carol Morley
Educational Foundation Chair	Barbara Brown			
Public Policy (Director*)	Barbara Schwarz	Barbara Schwarz	Barbara Schwarz	Patricia Griffith
Convention Chair-Local Arrangements	Jill Johnson	Nancy Mion	Elaine Eustice	Nancy Mion
Special Assistant*		Barbara Brown	Barbara Brown	Barbara Carier
Director of Communications	Kela Wilson	Kela Wilson	Kela Wilson	Jody Longell
Pro-Choice Coordinator (Director*)	Patricia Griffith	Patricia Griffith	Patricia Griffith	
Equity and Education Chair	Eleanor Filburn			
Director, Initiative for Ed. Equity*		Patricia Breslau	Patricia Breslau	Jane Sheeran
Diversity Coordinator (Director*)	Marlynn J. Smiley	Marlynn J. Smiley	Marlynn J. Smiley	Aida Musico
Legal Advocacy Fund (Director*)	Kay Kraatz	Kay Kraatz	Kay Kraatz	Ann DiNicola
Voter Education Project (1996-1997)				Barbara Schwarz
	1997-1998	1998-1999	1999-2000	
Program Director	Pat Breslau			
Cultural Interest Director	Evelyn Currie	Rajam Hariharan	Rajam Hariharan	
Director, International Relations	Carol Stull	Carol Stull	Carol Stull	
Director of Administration	Sandy Checklick	Pat Breslau	Pat Breslau	
Director, Branch Council	Marie Erkes	Marie Erkes	Laura Graceffa	
Director College/University Membership	Jeanette Knapp	Carol Grzywinski	Carol Grzywinski	
Covention Director	Suzanne Oliver	Suzanne Oliver	Ann Hicks	
Asst. Convention Coordinator	Majorie B. Smith			
Director of Public Policy	Patricia Griffith	Ann Bish	Ann Bish	
Local Convention Chair	Vicki G. Marshall			
Special Assistant for Committees	Barbara Carier			
Director of Communications	Jody Longell	Alene Wyatt	Alene Wyatt	
Director, Initiative for Ed. Equity	Jane Sheeran	Ann Walker	Ann Walker	
Diversity Director	Aida Musico	Aida Musico	Sharon Frayne	
Legal Advocacy Fund (Director*)	Ann DiNicola	Evelyn Currie	Evelyn Currie	
Voter Education Project	Barbara Schwarz	Judy Weidemann	Judy Weidemann	

TABLE 4

AAUW NYState Elected Officers

	1989-1990	1990-1991	1991-1992
President	Joyce Dayton	Patricia Hogeboom	Patricia Hogeboom
Program Vice President	Barbara Brown	Suzanne Oliver	Suzanne Oliver
Membership Vice President	Barbara Smalbach	Barbara Smalbach	Phyllis Anderson
Secretary	Barbara Carier	Barbara Carier	Carol Callaghan
Treasurer	Angelina Velesaris	Elizabeth Knapp	Majorie B. Smith
	1992-1993	1993-1994	1994-1995
President	Suzanne Oliver	Suzanne Oliver	Vicki G. Marshall
Program VP	Vicki G. Marshall	Vicki G. Marshall	Elizabeth Harrel
Educational Foundation VP	-	-	Roberta Fortunato
Membership VP	Phyllis Anderson	Burchenal Green	Burchenal Green
Secretary	Carol Callaghan	Grace Knechtel	Grace Knechtel
Treasurer	Majorie B. Smith	Majorie B. Smith	Majorie B. Smith
	1995-1996	1996-1997	1997-1998
President	Vicki G. Marshall	Elizabeth Harrel	Elizabeth Harrel
Program VP	Elizabeth Harrel	Kay Kraatz	Kay Kraatz
Educational Foundation VP	Roberta Fortunato	Roberta Fortunato	Roberta Fortunato
Membership VP	Inez Alston	Inez Alston	Inez Alston
Secretary	Grace Knechtel	Grace Knechtel	Trudy Carpenter
Treasurer	Frances Wells	Frances Wells	Mary Thompson
	1998-1999	1999-2000	2000-2001
President	Kay Kraatz	Kay Kraatz	Roberta Fortunato
Program VP	Roberta Fortunato	Roberta Fortunato	Majorie Smith
Educational Foundation VP	Helen Engel	Helen Engel	Helen Engel
Membership VP	Inez Alston	Jeanette Knapp	Jeanette Knapp
Secretary	Trudy Carpenter	Loreen Ginnitti	Loreen Ginnitti
Treasurer	Mary Thompson	Mary Thompson	Mary Thompson

TABLE 5
Association and MAR

Year	Association Presidents	Association Conventions	MAR vice President/Regional Director
1989-1991	Sharon Schuster	1991 - Portland, OR	1989-1991 Dian Belanger
1991-1993	Sharon Schuster	1993 - Minneapolis, MN	1991-1993 Dian Belanger
1993-1995	Jackie DeFazio	1995 - Orlando, FL	1993-1995 Gail Ames
1995-1997	Jackie DeFazio	1997 - Anaheim, CA	1995-1997 Suzanne Oliver
1997-2001	Sandy Bernard	1999 - Washington, D.C.	1997-2001 Marilyn Leist

TABLE 6
AAUW NYState Representatives to Association 1990-2000

1989-1990	Alice Ann Leidel	Director, Educational Foundation Programs
1990-1991	Sandy Bernard	Leader-On-Loan Coordinator, Diversity Trainer
1990-1991	Patricia Carey	Governance Task Force and Membership Committee
1990-1994	Maxine Gilliland	AAUW Representative to the U.N.
1990-1991	Harriet Edwards	Governance Task Force
1990-1993	Ann Hicks	Research & Projects Awards Panel
1990-1992	Alice Ann Leidel	Vice President of Programs, Educational Foundation
1990-1993	Barbara Smalbach	LAF Fund-raising Committee
1990-1994	Angelina Velesaris	Trustee, Fellowships Endowment Fund
1991-1993	Sandy Bernard	Executive Vice President
1991-1994	Lois Waldorf	Program Committee, Educational Foundation
1992-1993	Alice Ann Leidel	Vice President, Educational Foundation
1993-1995	Sandy Bernard	Executive Vice President & President, LAF Board
1993-1997	Alice Ann Leidel	President, Educational Foundation
1994-1998	Trudi Schwert	College/University Relations Committee
1994-1998	Patricia Tsien	Association Bylaws Committee
1994-1996	Marie Jose Tort	Diversity Consultant Corps
1994-1996	Anne Hill	American Fellowships Awards Panel
1995-1997	Sandy Bernard	President, LAF Board
1995-1996	Patricia Hogeboom	Association Initiative for Educational Equity Committee
1996-1997	Suzanne Oliver	Middle Atlantic Regional Director
1996-1998	Patricia Hogeboom	Program Development Committee
1996-1998	Barbara Schwarz	Public Policy Committee
1996-1998	Vicki G. Marshall	LAF Development Committee
1997-2000	Sandy Bernard	President, Association
1997-1999	Vivien Ng	Director of Diversity
1998-1999	Anne Hill	Advisor of Fellowship
1998-2000	Cynthia Gibson	R&P Community Action Panel
1999-2000	Carol Stull	Director, Educational Foundation Board
1999-2000	Betty Harrel	Nominations Committee Representative, MAR
1999-2000	Sharon Frayne	Nominations Committee Alternate, MAR

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SOURCE MATERIAL

Information for this history was obtained from minutes of the NYS Board meetings, NYS Directories, NYS Convention Programs, NYS publications, correspondence, and information from the Association (publications, letters, and personal correspondence). NYS AAUW archival material is housed in the Rare Books and Special Collections of the Rush Rhees Library of the University of Rochester, in Rochester, New York.

