



A DIFFICULT BALANCE

MANAGING WORK AND FAMILY

OUTLOOK

FALL 2009 VOL. 103 | NO. 2

THE MAGAZINE OF

AAUW

Carolyn Garfein

President, AAUW

Linda D. Hallman, CAE

Executive Director

Jill Birdwhistell, PhD

Chief of Strategic Advancement

Rebecca Lanning

Director of Publications

Elizabeth Bolton

Senior Editor

Mukti Desai

Senior Graphic Designer

Allison VanKanegan

Junior Designer

Kemmel Watson

Advertising Representative

BREAKING THROUGH BARRIERS

AAUW advances equity for women and girls through advocacy, education, and research. AAUW, founded in 1881, is open to all graduates who hold an associate or higher degree from a regionally accredited college or university. In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class. This publication is available in alternative formats for those with visual impairments.

AAUW Outlook (ISSN 1044-5706) is published by AAUW and distributed free of charge to all AAUW members. For information or to join AAUW, call 800/326-AAUW (2289) or e-mail connect@aauw.org.

Editorial offices: AAUW Publications Office, 1111 Sixteenth St. NW, Washington, DC 20036, editor@aauw.org, 202/785-7700, fax 202/463-7169.

Advertising: AAUW Outlook Advertising Office, same address, ads@aauw.org, 202/728-7742.

Address changes: AAUW Member Records, same address, connect@aauw.org, 800/326-AAUW.

Copyright 2009 AAUW. All rights reserved. AAUW Outlook is available on microfilm from University Microfilms, Ann Arbor, MI 48106. Printed in the U.S.A.

OUTLOOK

Cover photos by Mukti Desai

WHAT YOU'RE SAYING

STANDING UP FOR US ALL

Your recent issue on Lilly Ledbetter ... has really hit home with me! ... I am only glad that Lilly decided to go to the mattresses, to stand up for what is right not just for her own sake but for the sake of women and girls. I commend her fortitude and courage in bucking a tide that is still very much out there, seeking to swamp us all, both women *and* men.

LANAE ISAACSON

NOTE FROM LILLY

I returned home to find your package waiting for me. Thank you for the article. I believe this is the best article I've seen. I do appreciate your work!

LILLY LEDBETTER



ON THE COVER

HEATHER BOUSHEY

Heather Boushey is quick to point out that AAUW changed her life. The former AAUW fellow and current senior economist at the Center for American Progress now helps change the lives of other women by raising awareness of workplace issues and their effects on women and families. Boushey recently co-edited *The Shriver Report: A Woman's Nation Changes Everything*, a comprehensive look at the status of today's working women. Her article in this *Outlook* takes a look at why so many women find it so hard to achieve a balance between their work and family lives.

We welcome your comments. Send letters to editor@aauw.org or AAUW Outlook, 1111 Sixteenth St. NW, Washington, DC 20036. Letters may be edited for brevity and style.



FEATURES

8 Women at Work: Still Waiting for Change

For the first time in history, women make up half the workforce. We know our lives have changed dramatically over the last 40 years. When will the world catch up? **By Heather Boushey**

12 Academic Motherhood: Negotiating Work and Family

Most universities—and many other workplaces—now have guidelines intended to help working parents. The challenge is finding policies that actually work. **By Kelly Ward and Lisa Wolf-Wendel**

16 Walking a Tightrope: The Recession and Work-Life Balance

Are you flexible enough to keep your balance in a recession? As if it weren't hard enough to begin with! **By Gloria L. Blackwell**

20 Giving Birth—to Workplace Challenges

Three-quarters of working women become pregnant at least once over the course of their careers. Despite laws designed to protect them, pregnancy discrimination is on the rise.

By Anne Hedgepeth and Elizabeth Bolton

DEPARTMENTS

- 3 From the Executive Director
- 5 President's Message
- 6 Look at the News
- 23 Look at Membership
- 24 Look at Equity Issues
- 26 Look at Our Alumnae
- 28 Look at the Web

4 things you can do to help Ms. stay strong



Join the Ms. community

As a member of the community, you will receive one year of Ms. magazine.

Give a gift membership

Make gift giving special for your friends and family with a Ms. membership.

Visit our online store

For other gifts, including Ms. gear, visit store.msmagazine.com.

Give to Ms. and help others

Your tax-deductible contribution will help Ms. reach more battered women in domestic violence shelters and women prisoners with free copies of the magazine.

Ms.

Call 1-866-MS and ME

(1-866-672-6363)

www.msmagazine.com

Special for AAUW members:

Receive half off a one-year Ms. magazine membership

Visit www.msmagazine.com and use coupon code AAUW2009

Finding the Balance

In June the U.S. Department of Labor announced that women now make up more than 49 percent of the U.S. workforce, and that number is growing. The change makes this an especially good time for government and employers to take a hard look at ways they can address some of the work-life balance issues most workers face every day. This issue of *AAUW Outlook* examines both the need for new ideas and initiatives and the obstacles that continue to complicate the lives of working women across the country.

Working women still lack critical supports.

In October AAUW took the lead in making policy recommendations for *The Shriver Report — A Woman's Nation Changes Everything*, a compelling new report from the Center for American Progress. The report highlights the rise of women in the workforce while emphasizing that working women and their families lack critical supports. AAUW's detailed recommendations cover a variety of topics from the report, including pay equity, work-life balance, and education, and can be found on our website.

Former AAUW fellow Heather Boushey, who is a senior economist at the Center for American Progress, co-edited *A Woman's Nation*. In this issue of *AAUW Outlook*, Boushey examines the transformation in women's daily lives and discusses how society has and has not kept pace with those changes. Other articles focus on navigating a steady course through tough economic

times, the persistent problem of pregnancy discrimination, and the need for employers to accommodate working women who are also caregivers.

Of course, there is no one "solution" to the work-life balance dilemma, because everyone's needs are different and will change over time. It remains clear, however, that we must address the needs of working women by advancing pay equity, improving equal opportunity in the workplace, and promoting health care initiatives that benefit women and their families.

Many of us struggle with the constant balancing act of trying to do our best work, caring for our children and family members, and finding the time to take care of ourselves. I applaud all our members who, in addition to their other responsibilities, make a concerted effort to work on behalf of AAUW, helping to break through barriers everywhere for all women and girls.

BREAKING THROUGH BARRIERS

Urge your senators to co-sponsor and quickly pass the Paycheck Fairness Act

Linda D. Hallman, CAE
AAUW Executive Director



Planning Your Vacation? AAUW Travel Partners Make It Easy!



Gohagan Travel

See the pyramids along the Nile—and so much more—while onboard the *M.Y. Harmony*, January 13–23, 2010, with fellow AAUW members and Gohagan Travel. You'll visit the legendary city of Petra, cruise the Red Sea, and find yourself transported back in time while gazing at the glories of Luxor. Or were you thinking about tulip time in Holland? Perhaps a September spent on the Dalmatian Coast? Just call 800/922-3088 or visit AAUW's Get Benefits tab on the home page for more information. Your trip of a lifetime is just a mouse click away!

Insure My Trip

Not all trip insurance is the same! InsureMyTrip.com is the world's leading consumer-oriented online travel insurance aggregator. With trip insurance from the top providers, you can view comparisons side by side. InsureMyTrip.com is a unique, one-stop resource designed to meet AAUW members' comprehensive travel insurance needs, all in a secure environment. Make certain you really are getting the best coverage for your personal needs. Visit www.insuremytrip.com/aauw or click on Get Benefits on the AAUW home page!

TravelSmart Partners

TravelSmart, the ultimate trip search and booking engine, and AAUW have now joined forces to offer you the Director's Learn and Explore Series. Join us as we venture throughout the world to expand our knowledge and understanding of women and the issues that are important to them. Visit www.travelsmartpartners.com/aauw and review the fabulous itinerary for the trip to Vietnam and Cambodia, scheduled for February 19–March 7, 2010. Coming soon: The Director's Series will include U.S.-based Learn and Explore trips! Use AAUW partner TravelSmart (and their booking engines) when creating the vacation of your dreams!

MedjetAssist

Medical emergencies don't take a vacation! MedjetAssist is a "hospital of choice" air medical evacuation and repatriation membership program, unlike any travel insurance or platinum card coverage. Are your children or grandchildren going to school on one coast and home is on the other? Get coverage to fly them back home should medical emergencies arise! Peace of mind protection (and the AAUW discounted rate) is only a click away at www.medjet.com/aauw.

www.aauw.org



Breaking through Barriers

A Personal Story

I came of age at a time when middle-class women who were in the workforce were expected to retire when they began a family. And so that's what I did. A few years later, I joined AAUW and a study group in which we discussed the things that we found personally fulfilling. It soon became apparent that resuming my career was the only option that would enable me to reach my potential.

Women may have more choices, but they aren't always easier ones.

When I reentered the workforce, child care facilities were virtually nonexistent, and the entire service infrastructure was not tailored to full-time working mothers. My branch members became a support group for me. In the late 1960s and 1970s, the women's liberation movement changed our expectations. As more women entered the workforce, we were supposed to act like our male counterparts. We dressed for success and began attempting to break through the glass ceiling. I became a typical "super woman," juggling a full-time job and school-age children, taking courses for my MBA at night, and—oh yes—serving on the state board of directors for AAUW.

In the 1990s, the tide began to shift again. Women (and some men) began to demand more flexibility at work so that they could devote more time to their families. Part-time professional opportunities, telecommuting, and flexible hours expanded the range of options for employees.

Today, although most women need to work to support their families, they have more choices. Although some women take time out of the workforce to raise children, most return to work

full time; others work part time or start their own businesses. While it is easier for women who continue to work full time to find child care, it is often unaffordable. Single parents also have fewer options than their married counterparts. And many women are being forced to postpone retirement in these financially challenging times. These are some of the realities of women's lives today that make it difficult for many women to find work-life balance, the focus of this edition of *Outlook*.

AAUW is also becoming more flexible, offering more options to those who support our mission. A traditional branch provides in-person interaction and the opportunity to participate in programs in your local community. Online branches offer social networking for members who may live anywhere in the country. And those who don't wish to join a branch can contribute to AAUW to support the work we are doing to break through barriers so that all women have a fair chance.

Whichever path you choose, AAUW enables you to be an effective advocate for change while balancing both your personal and professional commitments.



Carolyn Garfein was elected AAUW president at the convention in June.

A look at what's going on at AAUW

AAUW Takes Part in *A Woman's Nation*

On October 16, Maria Shriver and the Center for American Progress released *The Shriver Report: A Woman's Nation Changes Everything*. This comprehensive report is centered on one stunning statistic: For the first time in American history, women now make up half of all workers in the United States. In support of *A Woman's Nation*, AAUW has provided policy recommendations and grassroots action items, available on our website, for our members and others who are interested in the issues affecting working women.

St. Louis Convention a Great Success

More than 900 members attended the 2009 AAUW National Convention in St. Louis. Visit the convention website to view pictures, videos, workshop presentations, press features, and blog postings. You can also download the *Convention Today* newsletter to read articles about convention events and speakers, including Lilly Ledbetter, Rep. Rosa DeLauro (D-CT), Rep. Jackie Speier (D-CA), and others.

CONVENTION DELEGATES APPROVE AMENDED BYLAWS

The delegates to the 2009 AAUW National Convention in St. Louis approved the AAUW Bylaws but struck a proposal that would have opened membership to all who support AAUW's mission. The delegates voted instead to insert passages from the 2007 Association Bylaws that extend membership to individuals who hold an associate or higher degree. The delegates also passed the "one member, one vote" proposal, which provides every member the right and opportunity to have a personal voice in directing the future of AAUW, and approved the bylaws of the AAUW Action Fund, which supports and advocates for legislation, policies, and procedures related to women's equity and education. The new AAUW Bylaws and the Action Fund Bylaws are available on the AAUW website.

CORPORATE MATCHING FUNDS

Can I use my company's matching funds to double my dues? It's not as crazy as it sounds! Since \$46 of your AAUW national dues is now tax deductible, you can ask your company to match that amount. The end result? \$92 to help AAUW break through barriers for women and girls. While you're at it, don't forget to have your company match all your donations to AAUW.

www.aauw.org/about/bylaws

Get answers to all your questions about the new AAUW bylaws on the website.

www.aauw.org/convention

The convention website features highlights from St. Louis.



Support AAUW's Breaking through Barriers 2009 campaign. Contribute \$1,500 to receive a gold pin or \$500 to receive a silver pin. Contact Carol Rognrud, rognrudc@aauw.org or 202/728-7627.



Support future generations of women and girls by participating in one of AAUW's planned giving programs. Contact Carol Rognrud, rognrudc@aauw.org or 202/728-7627.

Breaking through Barriers Campaign Charter Donors Celebrated

The public phase of the Breaking through Barriers major gifts campaign was announced in June at the AAUW National Convention in St. Louis. The goal is to raise \$1 million for AAUW programs not funded by the endowment. The generous charter donors, who have committed \$450,000, were celebrated at special events throughout the convention. Please contact Carol Rognerud, senior development officer, at 202/728-7627 to join us and help AAUW break through barriers for women and girls.

AAUW Still Delivers All the Same Programs as Last Year

Some of those programs are

Legal Advocacy Fund—to **Protect** the rights of those facing discrimination.

Educational Opportunities Fund—to **Educate** women through fellowships, grants, and other means, giving them a chance for a lifetime of success.

Public Policy Fund—to **Advocate** for policies that are fair to women.

Eleanor Roosevelt Fund—to **Research** issues important to women and girls.

Leadership Programs Fund—to develop women's potential to **Lead**.

Support them all with unrestricted tax-deductible gifts to AAUW Funds, or restrict your gifts to your favorite programs. Visit www.aauw.org/contribute or call 202/728-3307 for more information.

Thank You, AAUW Event Sponsors!

AAUW recognizes the organizations that so generously supported the 2009 National Conference for College Women Student Leaders and the 2009 AAUW National Convention in St. Louis. We are grateful for your belief in the importance of our mission.

2009 National Conference for College Women Student Leaders

Platinum Sponsors

Prudential Financial
The Princeton Review

Bronze Sponsor

Johnson Graduate School of Management, Cornell University

2009 AAUW National Convention

Platinum Sponsor

Prudential

Silver Sponsor

Pillsbury, Winthrop, Shaw, Pittman, LLP

Bronze Sponsors

ACT
GEICO
Washington University at St. Louis
World Medical Card

LEADERSHIP CORPS IS HERE TO HELP

Leadership Corps is a new initiative to invest in AAUW branches. Members of this nationwide group of more than 40 motivated, talented volunteers are available to provide grassroots mentoring and assistance, identify new leaders, and expand efforts to reach members-at-large. These grassroots liaisons will be reaching out to AAUW branch leaders on a variety of programming and administration issues, from membership development and fundraising to leadership transitions and mission-based program implementation. Whether you are a member of an AAUW branch or a member-at-large and have an issue you would like addressed, please fill out AAUW's online form to indicate the areas in which you would like assistance.

www.aauw.org/About/leadership/LeadershipCorps.cfm



Rep. Rosa DeLauro (D-CT) gives a rousing speech to attendees at the AAUW convention in St. Louis.



Save the Date
AAUW National Convention
Renaissance Hotel
Washington, D.C.
June 16-19, 2011



Congratulations, Ruby Peters!
AAUW's director of administrative services recently celebrated her 30th anniversary as a member of the AAUW staff. Great job, Ruby!



WOMEN AT WORK: STILL WAITING FOR CHANGE

BY HEATHER BOUSHEY

Many of us can remember a time when very few women worked outside the home. Those days may be long gone, but our governments, schools, businesses, and other institutions still have not caught up with this fundamental change in the lives of women and their families. For many women, especially those who work full time in addition to caring for their families, finding a balance between their competing responsibilities remains an elusive goal.

Women now make up half of all workers in the United States, a stunning shift from just a few generations ago.

One of the most remarkable changes of the past half century has been the movement of millions of women into paid employment. Women now make up half of all workers in the United States, a stunning shift from just a few generations ago. In 1967, less than a third of U.S. workers were women.¹

This increase in women's employment has had a dramatic effect on what the typical American family now looks like, as people organize themselves to work and provide care in a much greater variety of ways. Today, only one in five families is the traditional married couple with a breadwinning father and stay-at-home mother.² In two out of every five families, the mother is the primary breadwinner—earning as much or more than her husband—or is a single working mother supporting her family mostly or all on her own.³

This transformation in the way women spend their days affects nearly everything around us. It means that more workers now have care responsi-

bilities at home and that fewer workers have a stay-at-home spouse who can handle life's little—and big—emergencies. It means that families need more help providing care to the young, the elderly, and the sick. And it means that people's needs are not being met when the institutions in their lives assume that most families are still functioning in the traditional “Ozzie and Harriet” mode.

But the world around us has not changed to adapt to the ways we live and work today. Even though the typical family does not have a stay-at-home parent, school systems around the nation continue to shut down for three months in the summer. Even though most families do not have someone at home to help out, hospitals often release patients to recover at home. Even though most workers have care responsibilities, flexible workplaces are not the norm.

In October, the Center for American Progress and Maria Shriver released

A LOOK AT THE AUTHOR

Heather Boushey Center for American Progress

Heather Boushey, co-editor of *The Shriver Report: A Woman's Nation Changes Everything*, is a senior economist at the Center for American Progress and a well-known expert on women and the economy.

We need to make sure that our laws and regulations about work meet the needs of today's workers.

AAUW Educates

Former AAUW Fellow Heather Boushey

As a child, Heather Boushey couldn't help but notice that, when Boeing suffered, every family on her suburban Seattle cul-de-sac did, too. During the 1980s recession, Boushey's father and most of the other parents on her street lost their jobs at the local plant.

"I was pretty stunned by just how much power one company had over all of us and just what a devastating impact that recession had. It made me wonder, why is that?" said Boushey in an interview at her office.

It was the first time, Boushey said, that she began to realize just how important one's job is in dictating one's quality of life. Since then, Boushey, senior economist at the Center for American Progress, a 1997-98 AAUW American Fellow, and current AAUW member, has spent

her time trying to make work *work* for families.

"What's going on in the economy profoundly affects the way that we live our day-to-day lives, but we don't often make that connection, and that's what the work I do is about," said Boushey, who has also served as a senior economist with the Joint Economic Committee of the U.S. Congress and with the Center for Economic and Policy Research.

Of her AAUW fellowship, Boushey said it did two things: It gave her a deadline, and it let her know that other people were counting on her. "AAUW changed my life. ... I worked so hard on the application; it was so important to me, and it was really a long shot," she remembered. "I have always been eternally grateful to the organization."

The Shriver Report: A Woman's Nation Changes Everything, which I co-edited with Ann O'Leary of the Berkeley Center on Health, Economic, and Family Security at the University of California, Berkeley, School of Law. The report shows how our government, businesses, and cultural and faith-based organizations have not kept pace with the changes rippling through our economy and society as women enter the workforce in large numbers.

What can we do about this disconnect? First, we need to make sure that our laws and regulations about work meet the needs of today's workers.

Right now, most workers are governed by a set of labor standards established during the 1930s. These policies may have helped workers and their families 80 years ago, but they need to be revised and updated. Government and employers must find ways to value families at work and take into account the reality that most workers have care responsibilities.

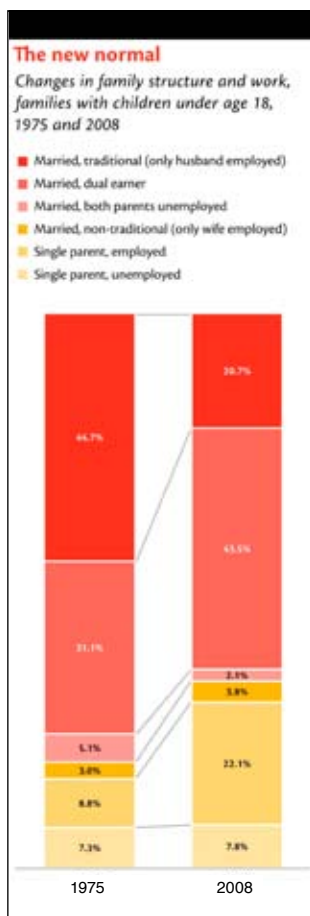
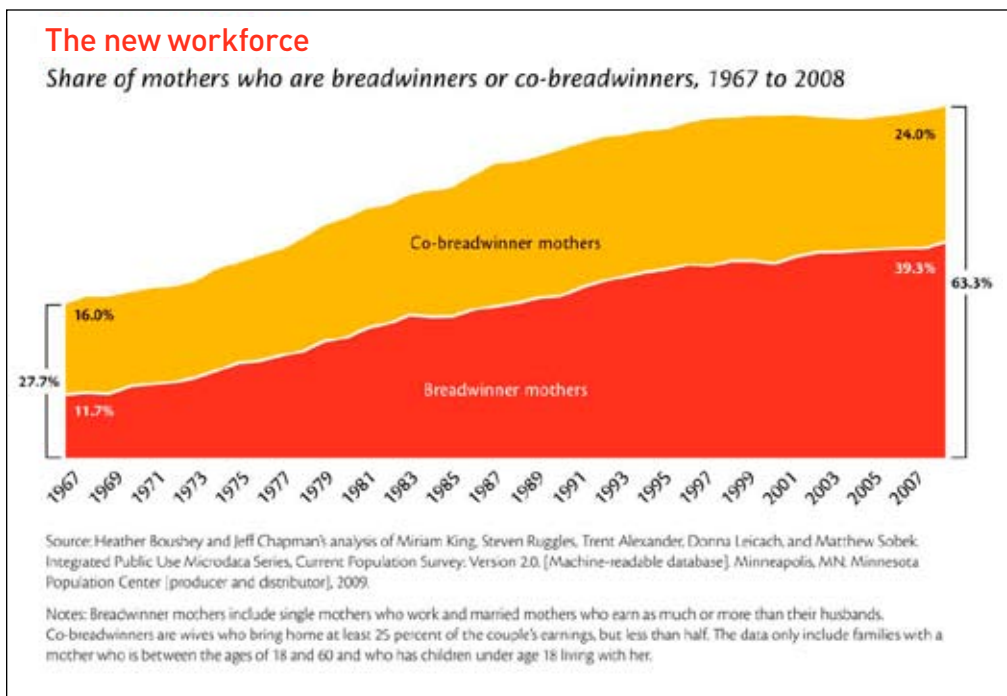
Another key issue we must address is how to help families manage their specific caregiving responsibilities. With most women in the workplace, a sick child or an ailing elder means that either someone needs to take time off from work or the family needs to find the resources to pay for someone else to provide care. As a society, we've made neither option viable for millions of families, leaving them in untenable situations.

Part of the problem is that the United States has no national child care system. As Ann O'Leary and Karen Kornbluh point out in *The Shriver Report*, the core of our national child care policy is the Dependent Care Tax Credit, which gives families with employment-related child care expenses a tax credit of up to \$3,000 per year for one child and \$6,000 per year for two children. But the credit is not refundable, so it doesn't help lower-income working families who don't owe federal

taxes. And, with annual child care expenses often costing more than state college tuition, the relief the credit does provide is simply not enough. The Child Care Development Block Grant Act offers some support for low-income families, but the income thresholds for receipt are often very low, and many—if not most—who are eligible do not actually receive the benefit.

The United States also has no system to address the growing problem of caring for our aging population, so most families must cope with elder care issues on their own. Many families struggle to keep older relatives living independently, but the costs of home health aides can be excruciatingly high. On top of this, many of the programs intended to provide relief have been on the chopping block as states cut back due to the economic recession.

As a nation we have two options. We can pretend that most families can afford to stop working to care for family members and that employers will voluntarily provide workers with the flexibility they need to be good caregivers. Or we can adapt our institutions to the way we really live and start talking—all of us, workers, employers, government—about how to make work *work* for everyone. ■



NOTES 1. Boushey, Heather. (2009). "New American Breadwinners." In Heather Boushey and Ann O'Leary, eds., *The Shriver Report: A Woman's Nation Changes Everything*. Washington, D.C.: Center for American Progress. 2. O'Leary, Ann, and Karen Kornbluh. (2009). "Family-Friendly for Every Family." In Heather Boushey and Ann O'Leary, eds., *The Shriver Report: A Woman's Nation Changes Everything*. Washington, D.C.: Center for American Progress. 3. Boushey, "New American Breadwinners."

ACADEMIC MOTHERHOOD: NEGOTIATING WORK AND FAMILY

BY KELLY WARD AND
LISA WOLF-WENDEL

Just because more women are working does not mean that gender equity in the workplace is inevitable. A study of mothers in academia found that, while many campuses now have policies in place to accommodate working women who are also caregivers, those policies do not always meet the needs of the people they were intended to help.

Balancing a demanding career with motherhood is difficult for everyone, but women faculty members face special challenges. The milestones of the early academic career tend to coincide with important biological events in women's lives. The average age for earning a doctorate is 33, and the typical time period for tenure consideration is six years, so an assistant professor is likely to be reviewed for tenure around the age of 39. Although women's fertility starts to decline around 35, the traditional wisdom in academia has been that women should wait to have a baby until after receiving tenure. So what is a woman to do if she has her children earlier and still wants to be a successful professor?

From 2000 to 2002 we interviewed 120 women faculty members who decided to forge ahead and have children before receiving tenure, and we followed up with 87 of them in 2007 and 2008. These women worked in differ-

ent types of institutions and in a variety of disciplines, and they all had children under the age of five at the initial interview. The goal was to find out how they managed the rigors of their early careers while having children and then to learn about the twists and turns of faculty and family life once their careers were more established.

Like women in other fields, women academics with children face considerable work and family challenges. We found that the different stages of parenthood—and stages in a career—yield different challenges. As one participant reported, “At first it was about getting to day care on time to pick up my baby, and now it's managing carpools for after school practice.”

In the first interviews, the women were preoccupied with how to achieve tenure once a baby was on board. In the follow-up interviews the emphasis was on maintaining vitality in spite of their children's busy schedules and

A LOOK AT THE AUTHORS

Kelly Ward
Washington State University
AAUW Scholar in Residence,
2006–08
kaward@wsu.edu

Lisa Wolf-Wendel
University of Kansas
lwolf@ku.edu

Most campuses now have policies to assist faculty members who are having children.

AAUW Advocates

Resources for Women on Campus

Women have made great progress in higher education and are now graduating from colleges and universities in record numbers. More women are participating in doctoral programs and becoming faculty members. Nevertheless, women remain underrepresented among the ranks of tenured professors, and sex discrimination continues to be one reason why women faculty members are denied tenure.

AAUW has a long history of defending the rights of women in academia. The Legal Advocacy Fund's Online Resource Library,

available on the AAUW website, offers information and resources for faculty, administrators, and others concerned about equity in higher education. These resources include tenure statistics, an overview of Title VII of the Civil Rights Act of 1964, recommendations for educational institutions and individuals, and a list of helpful organizations and government agencies. Our research report *Tenure Denied: Cases of Sex Discrimination in Academia* also examines 19 legal cases in which women faculty members took their fight for tenure to the courts.

their employers' greater demands on their time. These competing responsibilities were especially challenging for women in dual-career couples and with more than one child.

Interestingly, our study found that campuses have made progress in creating policies to help faculty members manage work and family. Most campuses now have policies to assist faculty members who are having children and provisions to stop or slow the tenure process to accommodate the birth of a child. Yet little if any attention is paid to ongoing career development for faculty members once they are tenured. As one woman noted, "The policy emphasis is on faculty when they have a baby. What people don't seem to realize is that the baby grows up."


Achieving gender equity in academia and elsewhere calls for a holistic view of careers. Although we developed the following suggestions to help women faculty members, they can easily be adapted to provide strategies for navigating work-life issues in other fields.

1. Offer mentoring and support throughout the career. For women faculty members, mentors can offer guidance and play a key role in preparing for tenure. Instead of focusing solely on junior staff, mentoring and related support systems should be available to help employees prepare for senior roles and move up through the faculty and administrative pipelines.
2. Clarify the promotion processes. Many campuses have developed mentoring programs to guide faculty through the tenure process, but the criteria for promotion to full professor and other higher-level positions are often unclear. Employers should provide guidance for employees at all stages of their careers.
3. Adopt a holistic perspective about careers. Our study suggests a strong emphasis on productivity during the early, tenure-track years, which may

leave faculty members burned out and disenchanted. Faculty and other employees should aim to be productive throughout their careers rather than hyperproductive at the outset in an effort to prove their mettle for tenure and promotion.

4. Provide professional development for administration. The women in our study were generally not interested in administrative positions, in part because of family responsibilities but also because of concerns about campus politics, conflict, and difficult personalities. Professional development programs could help women faculty members and others become more interested in administration.

5. Evaluate policies regularly. Many campuses have developed policies to accommodate faculty members who become parents, especially during the early stages of their careers. Unfortunately, many women in the study did not use these policies because they either feared negative consequences or lacked awareness of the policies. As campuses and other workplaces strive to be more family friendly, they need to not just adopt policies but also be attentive to their use.

Gender equity among faculty in colleges and universities is complicated. New faculty positions are now more evenly divided between men and women, and it is not unusual for women to outnumber men early in their careers. Yet women still earn less, on average, than their male peers, are more likely to hold lower-ranking positions, and are less likely than men to have tenure.¹ And it takes women longer than men, on average, to achieve tenure, regardless of their marital or parental status.² Gender equity is not just about how many women make it into the academic pipeline; it's also about who stays and how employers can support workers at all stages of their careers. 



NOTES 1. AAUW. (2004). *Tenure Denied: Cases of Sex Discrimination in Academia*. Washington, D.C.: AAUW.
2. Modern Language Association. (2009). *Standing Still: The Associate Professor Survey*. New York: MLA.



WALKING A TIGHTROPE: THE RECESSION AND WORK-LIFE BALANCE

BY GLORIA L. BLACKWELL

With more women working and families more dependent on their wages, many women find themselves facing new challenges in the current economic downturn. Are your balancing skills sturdy enough to survive the recession?

Employers continue to value flexibility and are using it as an effective management strategy during the recession.

There has been a great deal of speculation about the fate of work-life balance during these tough economic times. If you telecommute or have flex options, should you come back into the office so that others will know that you are still “part of the team?” Does anxiety about potential layoffs or downsizing make employees less willing to claim flex options, lest they fall victim to “out of sight, out of mind” syndrome? Are employers reigning in or maintaining highly valued options such as job-sharing or compressed work weeks? Women and men are wrestling with these and other important questions as they navigate the work and family landscape during the ongoing economic downturn.

Are Workplaces Still Flexible?

Earlier this year the Families and Work Institute surveyed 400 U.S. employers with 50 or more employees to determine trends on the status of workplace flexibility during the recession. The

resulting report, *The Impact of the Recession on Employers*, concludes that many employers continue to value flexibility and are using it as an effective management strategy during the recession. Of the employers surveyed, 94 percent are not decreasing but actually maintaining (81 percent) or increasing (13 percent) the workplace flexibility options they offer. Only 6 percent have reduced these options.¹

As workers and families struggle with issues such as overwork, burnout, child and elder care, and unemployment or reduced earning hours in dual-earner households, many employers are recognizing the increasing importance of worker satisfaction, productivity, and loyalty in these challenging economic times. The study found that 26 percent of employers have specifically used flexible workplace options to minimize the need for layoffs and have implemented a variety of creative strategies, such as “decreased hours or additional unpaid days to avoid layoffs, offering four

A LOOK AT THE AUTHOR



Gloria L. Blackwell
AAUW Director of Fellowships,
Grants, and International
Programs
blackwellg@aauw.org

Companies are acknowledging that both the worker and the employer benefit when employees are supported in managing work-life issues.

AAUW Advocates

AAUW Work-Life Balance Resources

AAUW believes that creating work environments that help employees balance the responsibilities of work and family is good public policy—good for workers, good for families, and good for business. AAUW's 2009–11 Public Policy Program supports “greater availability of and access to benefits and policies that promote work-life balance,” which are critical for women for “equitable access and advancement in employment.”

Despite the Family and Medical Leave Act (FMLA) and a patchwork of state laws and employer-based benefits—many of which AAUW members helped to pass—family and personal sick leave remain elusive for many working Americans. In addition, despite the relative wealth

of the United States, family-oriented workplace policies in this country lag dramatically behind those in much of the rest of the world, including all high-income countries and many middle- and low-income countries as well.

AAUW works to advance policies that will improve workplaces for employees with family responsibilities of all kinds. Such protections and improvements are critical to breaking through educational and economic barriers for women. For more information, call 202/785-7793 or e-mail VoterEd@aauw.org.

An online AAUW Program in a Box on work-life balance is available for downloading at www.aauw.org/member_center/programs.

Fridays off in the summer instead of raises, working at home one or two days a week to save on commuting costs, and opting for salary reductions across the board.”² When looking at the bottom line, companies are acknowledging that both the worker and the employer benefit when employees are supported in managing work-life issues.

Women at Work

So what, if anything, do the survey results have to do with gender? These findings are good news for all workers and especially women, who now make up more than 49 percent of the total U.S. workforce.³ Yet whether or not they work outside the home, women remain the primary family caregivers. In part because of this added responsibility, and because single mothers head up more than one-fifth of all families with children, women are more likely than men to take advantage of workplace flexibility options.

Much has been said about the fact that male-dominated sectors such as manufacturing and construction have been particularly hard hit by the recession. One result of this “he-cession” is that more families are now dependent solely on the wages of women. Unfortunately, the wage gap between men and women working full time remains firmly in place, with women earning just 77 cents on average for each dollar earned by men, adding to many families’ financial woes.⁴


Kathleen Gerson, author of *The Unfinished Revolution: How a New Generation Is Reshaping Family, Work, and Gender in America*, notes that the current status of women during the economic downturn “magnifies and illuminates the long-term changes in American society that have led women into the workplace and provided good reasons for them to stay there. The economic downturn has made it clear that women need and want to work for their own and their families’ well-being and that serious problems ensue when they cannot.”⁵

Not Just a Women's Issue

With more women working and families more dependent on their wages, both men and women are finding it more difficult to balance the demands of work and home. C. J. Liu, a certified professional career coach, observes that both women and men “care deeply about spending quality time and being good role models with their children. ... Both genders have the same work challenges. The difference is that men don't feel that they have permission to be stay-at-home dads” and women feel pressured “to go the extra mile on the home front too.”⁶ Liu identifies three common misconceptions people have about achieving work-life bliss:

1. “A balanced life is a constant state.” Actually, it's more of a constant process, like being a tightrope walker.
2. “Attaining balance is a dilemma you can solve once and be done with it.” You can't choose one option (personal life) and make the other option (work) go away. You have to make compromises.
3. “Someone has it better than you.” Everyone has problems achieving work-life balance. Spending energy wondering what you are doing wrong or why someone has it better than you just drains your limited energy.⁷

For both men and women, achieving work-life balance isn't an endpoint but a process. As circumstances change, the ebb and flow of life may require compromise, juggling, and even sacrifice. Working closely with employers, workers should strive to demonstrate that satisfied and productive employees contribute to the overall health and success of an organization.

Each of us can create a viable work-life framework by setting realistic goals and seeking out tools that help us define our values, manage our time, and develop systems to ease us along the way. These tools are vital in navigating the work-life terrain, negotiating in an economic slump, and preparing for the recovery, whenever it arrives. 



Work-Life Balance in the Blogosphere

www.blogger.com

www.momsrising.org

<http://blogs.payscale.com>

<http://blog-aauw.org>

NOTES 1. Families and Work Institute. (2009). *The Impact of the Recession on Employers*. Retrieved from <http://familiesandwork.org/site/research/reports/Recession2009.pdf>. 2. Ibid. 3. Bureau of Labor Statistics. Retrieved from www.bls.gov/cps. 4. “AAUW Reacts to New Census Data That Shows the Wage Gap Is Stubbornly in Place.” Press release, Sept. 10, 2009. Retrieved from www.aauw.org/About/newsroom/pressreleases/censusData_091109.cfm. 5. Gerson, Kathleen. Letter to the author. 6. Liu, C. J. “How to Achieve Work-Life Balance.” Retrieved from <http://blogs.payscale.com/career-coach/2009/06/how-to-achieve-worklife-balance.html>. 7. Ibid.

GIVING BIRTH— TO WORKPLACE CHALLENGES

BY ANNE HEDGEPEETH AND
ELIZABETH BOLTON

The mantra is familiar: if only employers acknowledged the cost-saving incentives of paid parental leave and paid sick days, if only the Family and Medical Leave Act covered more workplaces. Although the research in favor of family-friendly workplaces is clear—and despite the fact that a whopping three-quarters of working women in the United States become pregnant at least once while they are employed—discrimination against pregnant employees is on the rise.

In 1978, in a historic parallel to the recent Lilly Ledbetter Fair Pay Act, Congress passed the Pregnancy Discrimination Act (PDA) in response to a misguided U.S. Supreme Court decision in *General Electric v. Gilbert*, which allowed employers to exclude coverage for pregnancy and related conditions from their benefits plans. An amendment to Title VII of the Civil Rights Act of 1964, the PDA requires

employers to treat pregnancy-related disabilities the way they treat all other temporary disabilities. The law also prohibits hiring and firing decisions based on whether a woman is or could become pregnant and employer actions that result in a disparate impact on or treatment of employees based on their pregnancy or fertility status.

Since that time, parental benefits have been extended to include 12 weeks



A LOOK AT THE AUTHORS

Anne Hedgepeth
AAUW Government Relations
Coordinator
hedgepetha@aauw.org

Elizabeth Bolton
AAUW Senior Editor/Writer
boltone@aauw.org

of federally mandated, protected, unpaid leave each year for the birth or adoption of a child under the Family and Medical Leave Act. And recently, AAUW and our coalition partners have been working to pass the Healthy Families Act, which would make paid sick days a reality for workers, enabling them to afford the necessary time off to care for their families.

But lofty policy discussions are irrelevant to the women who lose their jobs, are not hired, are demoted, or miss out on job opportunities, simply because they are about to or could become mothers. These are women like Sonia Alvarado, an Equal Employment Opportunity Commission client who says she was fired from her job as a cleaning woman after she informed her employer that she was pregnant. Or a woman in Texas, who mentioned her pregnancy in an interview, was thanked for her honesty, and then rejected as a job candidate. Or Margaret Gibson and her husband, Chris, who claim they were both fired from their jobs as security guards when Margaret complained about the harassment and discrimination she experienced at work after disclosing her pregnancy.

Despite the fact that these types of discrimination have been illegal for more than 30 years, they haven't stopped. For the past several years, the EEOC has seen spikes in the number of pregnancy discrimination claims. In 2007, the agency reported 5,587 claims, a 14 percent increase over the record number filed in 2006. In 2008, that number jumped again, up 12 percent to 6,285.

"The EEOC is committed to eliminating pregnancy discrimination in the workplace," said Barbara A. Seely, an EEOC regional attorney for the St. Louis district, in an agency press release.

Kathleen Biggs Wright and David L. Hoskins of Frost Brown Todd, LLC, report that, after a period of decline, the EEOC is again actively pursuing lawsuits and "has taken a renewed interest in pregnancy discrimination cases."

Pregnancy Discrimination Hurts

Pregnancy discrimination can plague a woman throughout her career. Employers may unfairly assume that their young female employees are ready to bear children and are therefore less committed to a career and may refuse to hire or promote them. Women who are further along on their career path may also find promotions and other opportunities elusive because of the same prejudices. Older women may have seen their opportunities and earnings curtailed by employers—whether they eventually had kids or not.

Some women may have lost out on benefits due to discrimination they experienced earlier in their careers. In a recent U. S. Supreme Court case, *Hulteen v. AT&T Corp.*, the court refused to require AT&T to recalculate pension and retirement benefits that were artificially low due to the discriminatory pay practices against women that the corporation had in place before the PDA became law.

And, as the case of Margaret and Chris Gibson illustrates, even men aren't safe from discriminatory practices surrounding childbearing.

AAUW Legal Advocacy Fund adviser Melinda Powell, an attorney with Rose Kallor, LLP, and mother of three, offers some words of counsel to women workers: "My best advice is to be a good employee before you begin having children, so you can build up goodwill with your employer. Employers are more likely to be accommodating if you have made yourself indispensable."

 www.aauw.org/advocacy/laf/lafnetwork/library/PDA.cfm

 www.aauw.org/advocacy/laf/lafnetwork/10tips.cfm

AAUW Protects

Pregnancy Discrimination Goes Mainstream

AAUW Legal Advocacy Fund adviser Melinda Powell posits that the recent increase in Equal Employment Opportunity Commission pregnancy discrimination claims comes from a new awareness of the law. AAUW is doing its part to increase awareness by beefing up coverage of the Pregnancy Discrimination Act on the LAF Online Resource Library and advocating for more family-friendly, flexible workplaces.

But any increase in information about the problem, especially in places where women and their bosses might see it, can only help increase compliance with the law. As detailed in the Fall/Winter 2008 issue of *AAUW Outlook*, women are forging a new community online, and with the growing popularity of “mommy bloggers,” it’s easier than ever for childbearing women facing

discrimination to learn that they aren’t alone and what they can do about it.

Even the traditional media are reflecting the workplace struggles associated with pregnancy. On the ABC series *Desperate Housewives*, the character Lynette, who has always struggled to balance her successful career and her children, finds herself pregnant with twins in her 40s. In a recent storyline, Lynette is about to tell her boss that she’s pregnant, when he offers her a huge promotion—a promotion that he took away from another character when he learned she was pregnant. At press time, it wasn’t clear how the story would play out for Lynette, but there have already been too many unhappy endings for her fictional co-worker and thousands of real women everywhere.



Powell acknowledges that the recent jump in pregnancy discrimination claims may not be indicative of an increase in discrimination, but rather one in employee knowledge. “More likely,” she said, the rise in EEOC claims “is due to an increase in awareness by women that pregnancy discrimination is illegal.” In other words, pregnancy discrimination has been going on all along; people are just now starting to do something about it.

Awareness is, of course, a good thing and is the first step to eradicating the problem. According to Powell, many instances of discrimination come about because of employers’ ignorance of the law. If employers aren’t aware of their responsibilities and if women don’t know their rights, pregnancy discrimination will continue to be a major problem.

And as women continue to move into the breadwinner role, families are put at further economic risk because, according to a report issued by the Center for American Progress, pregnant women are among the first to be let go in a recession.¹

While the increase in EEOC lawsuits should send a powerful signal to employers that pregnancy discrimination won’t be tolerated, that doesn’t mean that an end to pregnancy discrimination is in sight. AAUW offers a number of resources for women who believe they have been discriminated against. Our Legal Advocacy Fund Online Resource Library provides background, resources, and FAQs about the PDA, as well as a link to concrete advice for women to follow.

Of course, in today’s American workplace of constant e-mail, long hours, dual-breadwinner households, and elder and child care responsibilities, being pregnant might be the easy part. “The real challenge comes after the pregnancy—achieving your work-life balance,” Powell warns. **Q**

NOTE 1. Alpert, Melissa, and Alexandra Cawthorne. (2000). *Improving Employment and Income Security for Pregnant Women and New Mothers*. Washington, D.C.: Center for American Progress.

AAUW members support the next generation of women.

AAUW Member Wins Nobel Prize

In 2009 five women—including an AAUW member—won Nobel Prizes, the first time in history that so many women have been honored as Nobel laureates in a single year. Carol Greider, an AAUW member since 2002, was honored for her work with Elizabeth Blackburn and Jack W. Szostak on chromosomes, which has played a vital role in the development of new therapies for cancer treatment. Greider and Blackburn are the first pair of women to share the Nobel Prize in physiology or medicine.

In addition to Greider and Blackburn, three other women were honored by the Nobel Prize committee this year. Elinor Ostrom became the first woman to win the prize in economics, Herta Müller won the prize for literature, and Ada Yonath was awarded the Nobel Prize in chemistry. In the 108-year history of the Nobel Prize, only 40 out of 802 individual laureates have been women.

Remembering Virginia Palmer

Virginia Palmer, who served as AAUW's vice president of membership during the largest member base in the history of the organization, passed away this year in March.

Ginny wanted to make a difference in the lives of women and girls. She believed that AAUW gave her unique opportunities as a woman to cultivate her leadership skills without fear of failure. She was honored at the 2007 AAUW

National Convention in Phoenix as a Founding Leader and, like hundreds of women before her, she remembered AAUW in her estate plan.

You, too, can make a difference and help the next generation of women. Please consider joining the hundreds of women in our Legacy Circle who have already told us that they have included AAUW in their will. We have provided some suggested wording that you can give to your attorney below. Thank you for your generosity.

After fulfilling all other provisions, I hereby give, devise, and bequeath to AAUW (Tax ID #52-6037388), a charitable organization duly existing under the laws of the District of Columbia and located at 1111 Sixteenth St. NW, Washington, DC 20036, _____ percent of the residue and remainder of my estate or \$_____ (if specific amount).

Thank You, AAUW Members!

The 2009 AAUW National Convention was a great success! AAUW recognizes the following St. Louis-area members for their support:

- Ella Bettinger
- Shirley Breeze
- Pamela Kuehling (in memory of Barbara Lackritz)
- Diane Ludwig
- Ardy Pearson
- Lynne Roney
- Jean Shull
- Maurita Stueck
- Annelle Weymuth
- AAUW Southwest Central Regional Conference



AAUW member and Nobel Prize winner Carol Greider



Ginny Palmer, former AAUW vice president of membership

AAUW celebrates Sotomayor's achievement.

Sotomayor Sworn In

Following months of debate and a week of hearings, the Senate confirmed Judge Sonia Sotomayor as an associate justice to the U.S. Supreme Court on August 6. Sotomayor became the third woman and the first Latina justice to serve on the bench. In a bipartisan vote, nine Republican senators joined all Democrats and Independents in casting their votes for Sotomayor. AAUW actively supported the confirmation and applauded the Senate's vote.

The Motherhood Penalty

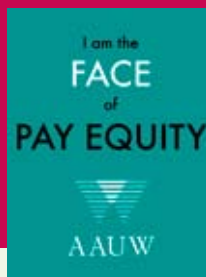
Research presented in the study *Getting a Job: Is There a Motherhood Penalty?* shows that childless women, fathers, and childless men all received substantially higher salaries than mothers, with the wage gap between mothers and nonmothers being larger than the gap between women and men. The researchers used fake résumés with equal credentials, different only in the parental status of the applicant, to apply for jobs. Mothers were consistently rated not only less competent but also less committed than nonmothers and were offered an average of \$11,000 less per year. The study also found that mothers were significantly less likely to be recommended for hire than equally qualified, childless candidates.

WHAT OPT-OUT REVOLUTION?

Recently released information from the U.S. Census Bureau contradicts the theory that well-educated women leave the workforce to become stay-at-home mothers. The *Washington Post* notes that the census data show that women who stay at home to care for their families tend to be less well educated and have lower incomes. Those factors may lower their chances of finding work that offers family-friendly benefits and pays well enough to cover the cost of child care. While there are 5.6 million stay-at-home mothers in the United States, there are only 165,000 stay-at-home dads.

GLASS CEILING EXISTS IN ACADEMIA

An article in *Forbes* recently highlighted the lack of women college and university presidents. While 75 percent of U.S. elementary and secondary school teachers are women, a mere 23 percent of college presidents are women. Part of the problem is that college presidents are usually selected by the institution's board of trustees, which are traditionally dominated by men. AAUW Director of Research Catherine Hill, who was quoted in the article, notes that with nearly twice as many tenured male as female professors, there are fewer women in the pipeline for promotion.



Wage Gap Remains Stubbornly in Place

The U.S. Census Bureau recently released information showing that the wage disparity between men and women has gotten slightly worse. In 2007 the average woman made about 78 cents for every dollar earned by men. In 2008 that figure dropped to just over 77 cents.

Women Lawyers Prefer Flexible Workplaces

Women lawyers—at least in New Jersey—prefer employers who provide workplace flexibility. A study conducted by Rutgers University’s Center for Women and Work found that women are no longer committed to pursuit of their career at all costs. “This study may be the much-needed catalyst for change [since] it is now clear that women will leave their jobs in search of a better and more supportive work environment,” said attorney Christine A. Amalfe. The report highlights four areas to help retain women in the workplace: assistance with work-life balance, monitoring of advancement policies, development of resources, and removal of bias.

All Work and Not Much Play

A study at Michigan State University found that boys spend a lot more time playing digital games than girls do—one possible reason for the persistence of the technology gender gap. The study showed that male students report having about twice as much free time as their female counterparts—nine hours per week compared with four—and that female students tend to spend significantly more time on jobs, homework, and other activities. Although gaming is typically associated with less time spent on homework, it does not seem to affect students’ GPA. Girls’ lower level of interest in and time for gaming no doubt contributes to the lack of women working in the game-



design industry, which in turn results in more games designed to attract male gamers.

Title IX Compliance: Know the Score

AAUW has a brand-new program for members and branches, focused on investigating the extent to which local high schools are complying with Title IX. Today, girls make up 49 percent of the nation’s high school population, but they account for only 41 percent of high school athletes. Find out if your local high school treats its male and female athletes equitably. Download AAUW’s new Program in a Box on Title IX compliance from the AAUW website.

Associate Justice Sonia Sotomayor became the first woman confirmed to the U.S. Supreme Court since Justice Ruth Bader Ginsburg in 1993. She is also the first Latina justice.



Title IX Compliance: Know the Score

AAUW has a new Program in a Box on Title IX compliance. Visit the AAUW website for more details.

Former recipients succeed across the professions.

Philanthropy in Action

BY MANDY TOOMEY, GLORIA L. BLACKWELL, AND KELLEY GALLAGHER

AAUW has been in the philanthropy business for more than a century and remains one of the largest funders of graduate-level study for women, awarding more than \$15 million since 2004 and more than \$80 million since 1888. Fellowships and grants provide vital funding for women in critical stages of their academic and professional careers, and they support community educational programs for girls, particularly in science, technology, engineering, and math.

The generous contributions of AAUW members, states, and branches have culminated in a robust endowment that has funded more than 11,000 recipients and programs across professions and disciplines. AAUW members continue to be counted among the ever-increasing number of women-led philanthropic groups, including foundations and giving circles. Women are making their mark in the world of philanthropy, with much of their giving geared toward enhancing the lives of women and girls.

So how has receiving an AAUW fellowship or grant affected the women, girls, programs, and communities that received them? AAUW continues to reach out to former recipients of our fellowship and grant programs to learn about their accomplishments and reconnect alumnae with each other and the AAUW community. Through this work we have gathered and documented extraordinary stories of women, like those featured in this article, who are making a difference in their communities across the United States and abroad.

If you are a former AAUW fellowship or grant recipient, we want to hear from you! Please contact us at fellowships@aauw.org.

www.aauw.org/education/fga

Find out about AAUW fellowships and grants online.



Ilana Blumberg



Alison Rautman

Alumnae Balancing Work and Career

WENDY CRONE

Wendy Crone, 1997–98 Selected Professions Fellow and AAUW member, first got hooked on engineering at a high school summer camp. Now, she directs the Materials Research Science and Engineering Center at the University of Wisconsin, Madison, has patents pending for two devices designed to help aneurysm patients, and still finds time to help other women faculty members achieve greater work-life balance. As a woman in engineering, Wendy says that while blatant sexism rarely occurs these days, “unconscious bias and accumulated disadvantage” do still exist. Wendy serves as director of the Women Faculty Mentoring Program at the university, which supports women assistant professors throughout the tenure process and provides strategies for balancing an academic research career with raising a family.

ALISON RAUTMAN

Alison Rautman, 1987–88 American Fellow and AAUW member, first became interested in archeology through a Girl Scout summer program. She has spent the last 20 years excavating sites to find the secrets of past societies. In addition to being an archeologist, Alison is a mom who knows what it’s like to balance work and family. While still deeply interested in her research, Alison especially enjoys seeing her students grow intellectually. She is grateful for the support she received from AAUW: “I see AAUW as working behind the scenes to monitor social conditions and facilitate opportunities for women to



achieve many different kinds of goals—intellectual, personal, and professional.”

Wendy Crone and local students use balloons to explore the complex concepts of nanotechnology.

ILANA BLUMBERG

For Ilana Blumberg, a 2004–05 American Fellow, life has been a series of balancing acts and contrasts, as depicted in her memoir, *Houses of Study: A Jewish Woman among Books*. The memoir focuses on her experience growing up as an Orthodox Jew and seeing the contrasts between the way girls and boys are educated in Israel and the United States. Ilana hopes the book will resonate with women everywhere who struggle to balance traditional roles with careers and scholarship. *Houses of Study* documents a critical point in Jewish history when awareness about the lack of educational opportunities for women in Israel was beginning to emerge.



AAUW is pleased to announce a new social networking site for our former fellowship and grant recipients at www.aauw-exchange.org. Find out more about our exceptional alumnae by visiting the AAUW blog (blog-aauw.org). Fellowship and grant alumnae also receive a newsletter highlighting their accomplishments and AAUW's current initiatives.

A look at what's happening on our website

AAUW to Launch New Website in January

In keeping with the recent changes to AAUW's organizational structures, the AAUW website is also undergoing revisions. The new site is designed to simplify AAUW's wealth of information for members and others while also modernizing the site's look. The site is organized around the user's experience—to learn, act, or connect—providing more intuitive functionality. It also

- lets users locate quick links customized by type of user through a special "I Am" selection menu (I Am a Member, I Am an Educator, I Am a Student, etc.).
- highlights the ways AAUW breaks through barriers for women and girls through more stories and images of the AAUW nationwide community.
- exemplifies AAUW's forward-thinking approach to social media and encourages involvement and interaction by members and other visitors to the site.

The redesigned site reflects our strong, engaging, and influential organization and community—an image that will resonate with members and potential members alike.

FROM THE AAUW BLOG: WORKING WOMEN AND THOSE THREE LITTLE WORDS: WORK-LIFE BALANCE

"Women in particular need to keep an eye on their physical and mental health, because if we're scurrying to and from appointments and errands, we don't have a lot of time to take care of ourselves. We need to do a better job of putting ourselves higher on our own to-do list." (Michelle Obama)

As I walk through the streets of D.C. each morning on my daily commute, I pass working women on their Blackberries, reading through proposals, and juggling Starbucks cups with their yoga mats. These women usually have sneakers or flip flops on with high heels poking out of their work bags, and the sight makes me smile every time. It makes me wonder what the story is behind these women.

—Zabie Khorakiwala

A WOMAN'S NATION REQUIRES WORK-LIFE BALANCE

How do we ask people to stay home from work when they feel sick, if they risk losing their jobs because their employers don't grant them sick days? How can a mother or father care for a newborn child when paid family leave is a pipe dream? How can Americans be secure in retirement if Social Security effectively penalizes them for taking time off from work to tend to an elderly parent?

—Adam Zimmerman

<http://blog-aauw.org>

AAUW Dialog, our lively AAUW blog, is a great place to gather and discuss the issues of the day.



The new AAUW website will launch in January 2010.

Calling all AAUW artists!

Showcase your art to your fellow AAUW members! AAUW invites all our members to enter our 2010–11 art contest.

January 2010 Submit your art design online. Original art can be in any medium but must be submitted electronically.

February 2010 Members vote for their favorite designs on the AAUW website.

For more information, including submission and voting instructions, visit www.aauw.org/contests.



 **AAUW** Breaking through Barriers

For women all over America,

the numbers don't add up.



77¢ Women earn 77¢ for every dollar earned by men.

66+ At ages 66 and older, women are twice as likely as men to be poor.

17% Women make up 51 percent of the population, but only 17 percent of elected officials are women!

1 year Just one year out of college, working women already earn less than their male colleagues earn.

100% unacceptable! Join AAUW today—
and be the change we need!

 **AAUW** Breaking through Barriers

Visit ShopAAUW for Branch Necessities and Great Gift Ideas!



- New branch creations
- Great AAUW wear
- Speaker/VIP gifts and more



www.aauw.org
800/225-9998



AAUW Breaking through Barriers

grandparents.com[®]
It's great to be grand.

Discover **100** amazing activities that don't cost a penny!



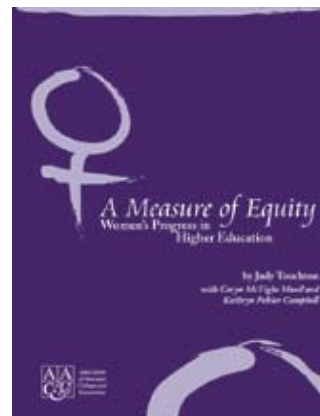
Sign up for the **FREE** Grandparents.com e-Newsletter and receive this guide **absolutely free.**



Find out more at www.grandparents.com

New Publication from the Association of American Colleges and Universities

A Measure of Equity:
Women's Progress in Higher Education



This publication presents the only current comprehensive overview of data on women's status in higher education. It documents progress and identifies needed action to move farther down the path toward equity for women in higher education.

\$15 Members*/\$25 Non-Members;

*Member rates apply to all individuals at AAC&U member schools

Significant discounts available for bulk purchases



www.aacu.org | 800.297.3775

AAUW Announces a New Health Partnership

with



**The international gold standard in personal health records, with
10 million subscribers worldwide**

AAUW is the FIRST organization in the United States to get this lifesaving medical card. Because we are the most influential voice for American women, every AAUW member will have the opportunity to receive a FREE World Medical Card.

Why World Medical Card? WMC was founded by a prominent European entrepreneur who lost his father due to an improperly translated prescription. Unable to get proper medication, he passed away.

This should never happen to anyone! You and your family members need to carry this card—it could save your life.

A webinar for branch and state leaders about the World Medical Card will be held December 2, 2009, from 8 to 9 p.m. EST. Please go to www.aauw.org/wmc for full details and to sign up for your card.



Your AAUW Membership Works for You!



ActiveForever

Members, friends, and family receive an additional 5 percent discount on

- Low-priced, life-enhancing products and daily living aids
- Medical equipment, medical nutrition, safety, and hygiene—it's all here!

BN.com

Members, friends, and family all receive a 5 percent discount on the www.BN.com/aauw online bookstore. Includes

- Lists of AAUW published authors
- Award-winning books and more!

CareerBuilder

Search from more than 1.5 million jobs and get

- Great tips on résumé writing
- Interview techniques and much more

Jitterbug

Ask about the “AAUW package” in addition to standard features such as

- Affordable service plans
- No contracts required
- Easy to read/use buttons

MagazineLine

Members receive guaranteed lowest prices and

- Additional savings for students and educators
- Great gifts for children and teens
- Almost 1,000 magazines from which to choose!

Rosalind Wiseman

Receive a 15 percent discount (and free book!) on upcoming webinar series created by this *New York Times* best-selling author, educator, and AAUW partner.

The Princeton Review

Members, friends, and family receive 15 percent off classroom courses and LiveOnline for

- SAT, ACT, LSAT, MCAT, GRE, and the GMAT
- Great free programs for your branch, such as “Women and the MBA”

VirtuArte

Help support artisans from the developing world! AAUW members, friends, and family receive a 10 percent discount on

- Online gallery of folk art
- Fine crafts

Vision Direct

Members (and friends and family) receive 10 percent off already low prices!

To find out more about these and other great benefits, visit www.aauw.org and click on the Get Benefits button.

Make an Impact, Not Just a Living.

Prudential's Financial Services Associate Program

YOU'RE DRIVEN TO BUILD YOUR OWN BUSINESS.

BUT YOU WOULDN'T MIND A ROCK SOLID® FOUNDATION.

Now you can have an insurance and financial sales career that offers the kind of flexibility you want, with the resources and proven business model of a global leader. The Prudential Insurance Company of America's **Financial Services Associate Program** is where it starts.

You'll learn hands-on from seasoned professionals, in the classroom and in the field. And you'll get the support you need to prepare for required licensing exams. All while receiving a generous compensation and benefits package. After your training period, you'll have a world of opportunities—including the chance to lead your own practice.



Looking for small company spirit with big company support?
If you have a strong interest in financial sales, contact:

rssunit@prudential.com



Prudential

Get the latest
e-news from AAUW!
Submit your e-mail
address and name to
records@aauw.org.



NCCWSL

NCCWSL TURNS 25 IN 2010

AAUW's signature student leadership event, the National Conference for College Women Student Leaders, will take place June 3-5, 2010. Thank you, AAUW states, branches, and members for supporting the conference in 2009, when more than 400 student leaders attended.

Celebrate NCCWSL's 25th anniversary! Find out how you or your branch can support the conference or send a student leader in 2010. Visit www.aauw.org/nccwsl or e-mail nccwsl@aauw.org.