

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

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Newsletter Editor:
Ayne Cantrell

President's Message—The recently published *Tennessee Women of Vision and Courage* (2013) reflects on women that have made a difference in the history of our state by participating in women's organizations that "enabled them to be at the forefront of social causes," including woman suffrage and civil rights. The book's description of the importance of women's organizations applies to AAUW Murfreesboro. For the past 100 years, AAUW members of Murfreesboro have advocated for action on social and economic issues that affect women. The lives of women and girls in our city, county, and state are positively impacted through our continued enthusiasm and involvement. Journeys are rarely short or easy, but the successes along the way keep us motivated and secure in the knowledge that our actions *are making a difference!* One of my top priorities for our branch this year is to create an AAUW Murfreesboro Strategic Plan to guide us in using our time and resources most effectively. I have appointed a committee to help with this task, but we want and need to hear from all of our members. We will assess what AAUW Murfreesboro has done in respect to women's issues and decide where we want to go in the future. From this discussion, we will create a plan of action that will be implemented in 2014-2015. This process is open to all branch members, and student organization members are encouraged to participate. The date for our first committee meeting will be announced soon. Please plan to attend! Meanwhile, I hope to see you at meetings and events noted below. Please bring a friend or colleague--we have strength in numbers.—*Tanya Peres Lemons, Branch President*

Mark Your Calendars for These Upcoming Meetings and Events—

FEB. 13--BRANCH MEETING. 5-7 PM, St. Paul's Episcopal Church Parish Hall, 315 East Main St. (parking and back entrance on E. College). Dinner (\$5.00), program, and business meeting. Program: Women in Law Enforcement and Safety on MTSU Campus. Sgt. Teresa Forbes, speaker. Donation: Feminine products for the Domestic Violence Shelter (DVS).

FEB. 15--Presentation and Book Signing for *Tennessee Women of Vision and Courage*, Linebaugh Public Library, 1:00 PM.

MARCH 20--National Women's History Month Branch Reception, Program, and Business Meeting. MTSU Jackson Hall, 5-7 PM. "Serving the Community: A Panel Discussion Featuring Five Women in Rutherford County and Murfreesboro City Governments."

MARCH 22 & 29--DROP OFF SATURDAYS FOR BRANCH BOOK SALE. 9-Noon, Monohan Hall.

APRIL 7, 8, 9--BRANCH BOOKSALE TO BENEFIT THE RUTH HOUSTON MEMORIAL SCHOLARSHIP. 8 am-4pm, Learning Resources Center Lobby, MTSU.

APRIL 8--EQUAL PAY DAY Informational Booths, MTSU Student Union & LRC.

APRIL 8--\$tart \$mart Negotiation Workshop for MTSU Women Students, MTSU Student Union, Time TBA.

APRIL 10 --BRANCH MEETING. 5-7 PM, St. Paul's Episcopal Church Parish Hall, 315 East Main St. (parking and back entrance on E. College). Dinner (\$5.00), program, and business meeting. Program: Sexual Assault Awareness Month and Sexual Abuse in the Military. Speaker Kim Reynolds, Sexual Assault Response Team. Donation: Children's underwear for the Domestic Violence Shelter(DVS).

APRIL 11-12--AAUW OF TENNESSEE ANNUAL MEETING, Natchez Trace State Park.

MAY 08--BRANCH MEETING. 5-7 PM, Forest Oaks Clubhouse, 1002 East Northfield Blvd. Annual meeting to renew memberships with a Potluck Dinner and Buffalo Auction. New members may join at the meeting for half price dues. Donation: Laundry supplies for DVS.

MAY 15--Rutherford CABLE ATHENA Award Ceremony. 5:15 PM, Stones River Country Club.

BRANCH CO-SPONSORED EVENTS

- ❖ Murfreesboro AAUW will host a **presentation and book signing at the Linebaugh Library, February 15 at 1:00 PM, for the recently published *Tennessee Women of Vision and Courage***. Nominated for the Tennessee History Book Award, *Tennessee Women* is a compilation of profiles of twenty-two historic Tennessee women written and researched by twenty contemporary Tennessee women. These stories vividly reflect events in Tennessee history. Women fought for their right to vote, compulsory education for children, racial justice, and equal opportunities for all. The pioneering spirit, vision, and courage of Tennessee women enabled them to overcome hardship and adversity to blaze a trail for women. The editors of the collection—Charlotte Crawford and Ruth Johnson Smiley—and three contributors to the book, including our own branch member Ayne Cantrell, will be on hand to discuss the women profiled and to sign books. Books may be purchased at the event. Proceeds from the sale of the book go toward supplying each public high school in Tennessee with a copy of the book.

- ❖ AAUW Murfreesboro is proud to announce the **National Women’s History Month reception and program**, a panel entitled, “Serving the Local Community: Women in Murfreesboro City and Rutherford County Governments,” March 20, 5-7 PM, MTSU Jackson Hall.. Panelists are **Laura Bohling**, Circuit Court Clerk, Rutherford County; **Donna Scott Davenport**, Juvenile Court Judge, Rutherford County; **Joyce Ealy**, Commissioner, District 19, Rutherford County Commission; **Madelyn Scales Harris**, Councilwoman, Murfreesboro City Council; and **Lisa Nolan**, Finance Director, Rutherford County. Ayne Cantrell of AAUW of Murfreesboro will moderate. This event speaks to the NWHM 2014 theme of *Celebrating Women of Character, Courage, and Commitment*. At a time when women are still under-represented in government, citizens of Murfreesboro and Rutherford County are fortunate to have these five strong and committed women serving them in local government. Among topics the panelists will address are how they came to be involved in local government and the challenges they face as women in local government. The event is free and open to the public.

- ❖ For many years now, AAUW of Murfreesboro has worked with other women’s groups to build awareness in the community about the pay gap for women. Again on **EQUAL PAY DAY**, April 8, 2014, we will host Equal Pay Day booths on the MTSU campus (*Yes, women are still paid only 77 cents for every dollar a man makes*). Also on April 8, we will co-sponsor with MTSU’s National Women’s History Month Committee a **\$tart \$mart Negotiation Workshop**, the first of three annual workshops for MTSU women students. The campus leader for this project is Barbara Scales, Director of the June S. Anderson Center for Women and Nontraditional Students. \$tart \$mart, a collaboration between AAUW and the WAGE Project, is a three and one-half hour workshop that prepares college women who are approaching the job market with the confidence, knowledge, and skills they need to negotiate salaries and benefits. In the workshop they learn how the gender wage gap affects their lives, how to develop a personal budget to determine salary needs, how to benchmark salary and benefits, and how to negotiate for their first salary out of college. More than 350 \$tart \$mart workshops have been presented at 238 colleges, universities, and other sites across the country. \$tart \$mart has a presence in 45 states, and more than 700 facilitators have been trained to lead workshops.



MURFREESBORO
(TN) BRANCH

According to AAUW research, just one year after graduation from college, women earn just 82% of what their male counterparts earn, and the gender wage gap widens over the next ten years. A young woman graduating today will earn roughly \$1 million less than her male counterpart will over the course of her career because of this gap. One factor that most likely affects the wage gap is the female’s inability or reluctance to negotiate salary.

Ayne Cantrell to Represent Murfreesboro AAUW in Inaugural Rutherford Cable Athena Award *by Lee Anne Carmack.*

Rutherford Cable will host its inaugural Rutherford Athena Award on May 15. The Rutherford Athena award recognizes a female leader in our community who excels in her profession, gives back to her community, and helps raise up other leaders, especially women. AAUW of Murfreesboro has selected B. Ayne Cantrell, Professor Emerita MTSU, as its nominee for this prestigious honor.

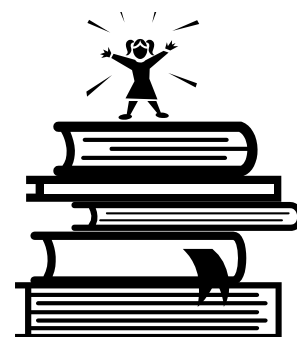
The Rutherford Athena process and its many accompanying events will allow Cantrell and other AAUW members to meet and mingle with other community leaders and female-oriented organizations in Rutherford County. Rutherford Cable is bringing this award to Murfreesboro to support, develop, and honor women leaders and to inspire others to reach their full potential in order to create a balance in leadership both locally and globally.

Athena International is a non-profit organization established in 1982. The award was named in honor of the Greek goddess Athena who stands for strength, courage, wisdom, and enlightenment. To date, more than 6,000 Athena awards have been presented in some 500 communities, including the United States, Canada, China, Russia, and the United Kingdom. The ATHENA Leadership Model, developed through a grant from the W.K. Kellogg Foundation, identifies eight distinct attributes that are reflective of women's contributions to leadership: authentic self, building relationships, giving back, collaboration, courageous acts, learning, fierce advocacy, and celebration and joy.

Ruth Houston Memorial Scholarship Available for AY 2014-15—Our most recent scholarship recipient, Rita Jones, graduated in December, so the scholarship committee will be reviewing new applications this spring. To be eligible for the \$1,000 scholarship per semester, applicants must have successfully completed their freshman year, be currently enrolled at MTSU as an undergraduate, and have a cumulative GPA of at least 2.5. Returning adult students, in particular, are encouraged to apply. Candidates should demonstrate financial need. The scholarship is renewable each semester as long as full-time status and a 2.5 GPA are maintained. If you know of a good candidate who meets these criteria, please direct her to our branch website <http://murfreesboro-tn.aauw.net/education/scholarship/>.

Scholarship Book Sale Scheduled for April 7, 8, 9, MTSU Learning Resources Center Lobby, 8-4 PM—With the assistance of MTSU Honors students and the new AAUW Student Affiliate organization, the book sale is the most ambitious project the branch undertakes, and we will need members to help. Got books and DVDs to donate? There will be two Saturday drop off dates at MTSU's Monohan Hall, March 22 and 29, 9 AM to Noon. We will need volunteers to collect, organize, and box up books on both drop-off dates. Then we will need volunteers to set up the sale tables at the LRC on Friday afternoon, April 4; work the sale Monday through Wednesday, April 7, 8, 9; and help break down the sale at 4 PM on Wednesday, April 9. Look for the volunteer sign-up email from Ayne Cantrell in early March **and please sign up!** Contact Committee Chair Cathy Crabtree for further details: 867-3963 or crcrabtre@mtsu.edu.

Call for Branch NCCWSL Scholarship Nominations by February 21—AAUW of Tennessee invites branch nominations of undergraduate college and university students for scholarships to attend the National Conference for College Women Student Leaders (NCCWSL) to be held June 5-7, 2014, University of Maryland, College Park. As a member of the Murfreesboro branch, you may recommend a worthy MTSU candidate for our branch nominee. If you have a candidate to nominate, please submit a letter of recommendation via email Word attachment to acantrell@comcast.net. Also include the student's phone number email address, and agreement to attend the conference should she be selected.



Engaging Friends, Changing Laws

By Dia Cirillo, Public Policy Chair, AAUW-Murfreesboro & AAUW-TN

(This essay is condensed. To see the full essay, go to the AAUW-TN website.)



“In the end, it is not the words of our enemies that we will remember, it is the silence of our friends” (Martin Luther King, Jr.)—These words frequently ring in my mind today as I think about the work we will do together on the AAUW statewide policy agenda this year. As I look back at the legislative initiatives that I have run over the course of my 16 year career, it always comes down to who are our friends and whether they are willing to help out.

2014 ushers in a unique opportunity to take stock of our friends in elected office. Together with AAUW state officers and national staff, I have been working to identify the 2014 public policy agenda in my capacity as public policy chair for the state organization. We have concluded that there is no better place to start than to build on the good work that has been done on equal pay and set into motion a public policy campaign.

Our job this year will be to pass proclamations at the city level in seven Tennessee cities this year—even though the proclamations are non-binding. The cities are Memphis, Murfreesboro, Knoxville, Maryville, Oak Ridge, Martin, and Germantown. This effort will help to establish our friends at the local level, assess support, and build towards passing state legislation—which is binding—next year.

In a few short weeks, all branches will receive a toolkit, which we have been working on with the national organization, that will provide all the information necessary to run a local campaign. This toolkit will equip you with local data, media how-to, and notes on outreach to local elected officials.

In sheer dollars and cents, the argument for equal pay is self-evident. What is not self-evident is where the support will come from to change Tennessee state laws.

We will remain focused on building the critical mass of support, which means there must be room for all supporters at this table—even those whose voting records and values with which we may not agree.

This is a good time to be building support at the local level. Congress is suffering from severe gridlock to conduct its most basic work. States are taking on the big social issues like guns, marriage equality, and medical marijuana.

Your role in all of this cannot be minimized. Local networks being microcosms of family ties, work relationships, and faith communities, you may find that you know some of your council members, staff people, and even the mayor. Through these close relationships, you will be able to make appointments for meetings, strategize, and ultimately demonstrate that the equal pay proclamation is a no-brainer, demonstrating good economic common sense and the shared values that exist in our communities.

This campaign begins by engaging our friends and even our unlikely allies.

“The more familiar we are with the public policy process and our local elected officials, the easier it will be to reach out to them on any issue and ultimately be known as one of many who want change in Tennessee and in the nation. Our work this year building friends at the local level will go a long way in educating elected officials, who may in time become future national leaders”—Dia Cirillo, Public Policy Chair, AAUW of Murfreesboro & AAUW of Tennessee.

SPOTLIGHTING NEW BRANCH MEMBERS by *Meredith Dye, Branch Vice President for Membership*. Since September 2013, eight new members have joined AAUW Murfreesboro bringing our total current membership to thirty-five. This year's new members include **Lee Anne Carmack, Dia Cirillo, Laura Cochrane, Jessica Crothers, Colleen Fouts-Lumpkin, Julia High, Sharon Whiteside, and Rachel Wright**. I am happy to spotlight several of them.

JESSICA CROTHERS says, "My mother has been an AAUW member for a long time. After earning my associate degree in Baking and Pastry Arts at Johnson & Wales University, I became an associate member. Later, I received my BS in Food Service Management. I have worked on cruise ships, resorts, and many types of restaurants. I am also a member of another non-profit educational organization called the Society of Creative Anachronism. I plan to do fundraising for the Hydrocephalus Association. I have this condition, but it's never got in my way of doing more. AAUW has helped my future and this is why I am a member now." ~ **DIA CIRILLO** brings 16 years of experience as a senior manager and strategist, working in the government, nonprofit, and private sectors on complex policy issues and programs in healthcare reform implementation, economic development, and social policy. She is the public policy chair of AAUW-Tennessee State and AAUW-Murfreesboro, and she serves as the president of the Hobgood Elementary School PTO. She holds a Masters in History/Political Economy from New York University, where she was University Fellow. She was a Fulbright Fellow in Chile and is a graduate of the Chicago Public Schools. She speaks Spanish fluently and can chat in Portuguese. ~ **COLLEEN FOUTS LUMPKIN** earned her BS in nursing from the University of Tennessee Health Science Center in Memphis and MS in nurse anesthesia from the Medical University of South Carolina. She is a Certified Registered Nurse Anesthetist (CRNA). Colleen is the daughter of Leola Fouts, AAUW Murfreesboro member since 1967. ~ **RACHEL WRIGHT** reports, "In 2012 I received a Dissertation Fellowship from AAUW during the final year of my PhD program in cultural anthropology. This generous funding was essential to the completion of my degree and gave me the freedom to explore avenues in writing and research that I could not have pursued otherwise. It also made me a loyal AAUW member for life! After graduating last May from Syracuse University, my husband and I chose Nashville as our home. I grew up in Oklahoma and lived in Memphis for over 10 years during and after college so I am happy to be back in Tennessee. I am currently the Vice President of Research for the Memphis-based Gestalt Community Schools. I enjoy reading, hiking, running, and exploring all this beautiful area has to offer."

Welcome all! Membership in AAUW of Murfreesboro is open to anyone with a college degree, including an associate's degree. For more information, contact Membership VP Meredith Dye (Meredith.dye@mtsu.edu or 615-898-2690). **Please share this newsletter with prospective members.**

Members' News 2013—We are all sorry to learn that **Jerry Dement's** husband of 63 years passed away on July 17. In December at the Tennessee Farm Bureau Convention, Jerry was one of five to be recognized for Distinguished Service to the Farm Bureau and its program of the Advancement of Agriculture and Improvement of Rural Life. ~ **Tanya Perez Lemons** edited *Trends and Traditions in Southeastern Zooarchaeology*, which was published by the University of Florida Press in January 2014. Also in 2013 Tanya was elected President of the Tennessee Council for Professional Archaeology and began her two-year tenure in that office in January 2014.



Branch members make funny faces at the December 2013 Holiday Meeting.

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

AAUW of Murfreesboro, Tennessee—Since 1913

<http://murfreesboro-tn.aauw.net/> // [facebook.com/AAUWMurfreesboro](https://www.facebook.com/AAUWMurfreesboro/) //

Google Calendar – <http://tinyurl.com/93p2mft>