

Closing the Pay Gap: Start Smart Salary Negotiation

AAUW is working to close the pay gap in New Jersey by taking Start Smart salary negotiation workshops to NJ college and university campuses.

For the next three years, AAUW will partner with Douglass College to present workshops there. On March 1, students and faculty gathered for the first three-hour workshop.

Afterwards, seven AAUW members were trained to be facilitators by Annie Houle, national director of campus and community initiatives at the WAGE Project.

(please turn to page 7)

April Calendar

Monday, April 1: Board Meeting

Tuesday, April 2: Every Member Survey Due
Fill out the paper survey you received in the mail OR complete it online here (don't do both): www.aauw.org/resource/2012-aauw-every-member-survey/

Monday, April 8: Program/Annual Meeting

Thursday, April 11: Dava Sobel lecture at 4:30 p.m. in Wilson Hall, Monmouth University. Please refer to November and March *NetWorks* for more information, including a review of Sobel's book, *Galileo's Daughter*.

Saturday, April 13: AAUW-NJ Annual Meeting
8:30 a.m. to 2:30 p.m. at Forsgate Country Club, Monroe Township. Registration: \$35 — go to www.aauwnj.org

Thursday, April 18: Dining for Dollars
Branch fundraiser at Bertucci's in Hazlet
Find more information on page 7.

Friday, April 26: Brookdale Women's Conference
9 a.m. to 3 p.m. at BCC, Lincroft — see page 6

Branch Program/Annual Meeting

Why So Few? STEM Initiative

Monday, April 8, 7:30 p.m.
Brookdale Community College, Lincroft
Warner Student Life Center — Navesink III

In the last 50 years, women have made tremendous progress in education and the workplace but have been slower to progress in the fields of Science, Technology, Engineering, and Mathematics (STEM).

Find out why this matters to girls and women, and what educators are doing to bring about change. Our program will feature a panel of educators eager to tell us what they are doing at their schools to support girls and women in STEM fields and how our branch might help.

Our scholarship winners also will be introduced — come and meet the young women whom our dollars are supporting!

Guests are welcome. Please check our website for a campus map and parking information, and contact membership VPs Mary Lea Burden or Laura Noll if you need a ride. Also, see page 4 in this issue for information about the new STEM Study Group that is forming.

Annette Benanti
Program VP

Board Meeting

Monday, April 1, 7:30 p.m. at Kensington Court, 864 Shrewsbury Avenue, Tinton Falls.
All branch members are welcome to attend.

BRANCH OFFICERS 2012-2013

Co-Presidents	Barbara Iwanski Joan Spring
Program VP	Annette Benanti
Study Group VP	Susan Gelber
Membership VPs	Mary Lea Burden Laura Noll
Development VP	Ruth Hodum JoAnne McWilliams
Public Policy VP	Rekha Datta
Communication VPs	Caroline O'Neil Catherine San Filippo
Finance VP	Pat Miller
Co-Recording Secretaries	Mary Ann Anderl Alice MacPhee

NetWorks is published monthly except January, July, August, and September by the Northern Monmouth County Branch of AAUW. Items for the May issue are **due on April 2** to: Nancy Butler, Editor

Our electronic mailing list enables us to inform you about opportunities for AAUW members that arise too late for publication in *NetWorks*. You can be sure that we carefully evaluate each notice before we send it out.

Please note that use of the branch e-mail list is for branch activities only. Members wishing to share other information with branch members are invited to submit a notice to the "Networking" column in *NetWorks*.

Send address changes, names of prospective members, membership applications and checks, and questions about non-receipt of the newsletter to:
Laura Noll, Membership VP

Did you know ... ?

April 9, 2013, is Equal Pay Day, the day to which women must work, in addition to all of 2012, to earn what men did in 2012. AAUW is a board member of the National Committee on Pay Equity (www.pay-equity.org).

Check out AAUW's wage gap reports, including *Graduating to a Pay Gap: The Earnings of Women and Men One Year After College Graduation* (2012), at www.aauw.org.

Presidents' Message

April is a busy month for AAUW, starting with the April branch meeting at Brookdale Community College on **Monday, April 8**. We are partnering with Brookdale organizations to present this program, which will be a panel discussion addressing how to get young women interested in studying and having careers in **Science, Technology, Engineering, and Mathematics (STEM)**. The term "STEM" is frequently used in reference to the lack of women in these fields and efforts by schools at all levels to attract and retain female students in these areas. AAUW has published studies on and has been promoting STEM; our branch is starting to develop a project to pursue. Educators from local schools and colleges, people from other interested organizations, Brookdale students, and our members are being invited to this meeting. The panel discussion should be informative and thought-provoking.

We also are inviting our 2012 scholarship recipients to this meeting, as well as the women from local colleges whom NMCB sponsored at last year's National Conference for College Women Student Leaders (NCCWSL). Come and meet these dynamic young women.

The April meeting is also our Annual Meeting, where we elect our slate of officers for the next two years. This year, the slate consists of new co-presidents as well as program, finance, public policy, and communications vice presidents. See page 5 for details of the slate. We thank **Pat Miller**, nominating committee chair, and her committee members, **Mary Anne Anderl, Alice MacPhee, JoAnne McWilliams, Caroline O'Neil, Karen Topham, and Carol Walther** for a job well done.

The AAUW-NJ Annual Meeting on **Saturday, April 13** at the Forsgate Country Club, Jamesburg, is open to all members. It will be a day well spent learning more about AAUW goals and projects and meeting members from all over New Jersey. We invite all interested members to attend. Contact one of us for information about car pooling if you wish to attend.

"Dining For Dollars," a special fundraiser for NMCB, will take place at Bertucci's Italian Restaurant on Route 35 in Hazlet on **Thursday, April 18**. See page 7 for more details... come to eat and support the branch!

One more thing: our ongoing Book Sale (Saturdays at

Old First Church in Middletown) has suffered from losing several days of sales because of Sandy in the fall and then a snowstorm in the winter. We ask our membership to help support our scholarships and other awards by supporting the sale. Come and buy and help AAUW programs!

Barbara Iwanski
Joan Spring
Co-Presidents



Study, Action, Interest Groups

Advanced Spanish Conversation

Meets: 1st Friday, 10:30 a.m. to 1 p.m.
Contact: Anita Damien

Some of us are native-born, and others are Spanish majors from American universities. We serve brunch, followed by different programs about Spanish culture. We have a covered-dish supper with our spouses in late spring. Call for meeting details.

Art History

Meets: Contact chair
Contact: Mary Anne Anderl

We meet to study and discuss global art of all periods and genres through member presentations and visits to museums, galleries, and outdoor art exhibitions. New members are welcome!

Drama

Meets: Wed., April 17, at Two River Theater
Topic: *The Electric Baby* by Stephanie Zadravec
Contact: Marjorie Levy

We study plays, classical and modern, and attend performances when feasible. This year we are subscribing to Two River Theater in Red Bank. Prospective members are welcome to attend a meeting and/or join the group for a matinee or weekend performance. Call or e-mail chair for details.

French Conversation

Meets: 2nd and 4th Thursdays, 12:30 to 2:30 p.m.
Contact: Kate Wellauer

Our group enables women with a good knowledge of the French language to maintain their fluency through conversation with other members, many of whom are native-born speakers. Others were educated in France or were French majors at American universities. We all strive to improve our skills, meeting on a rotating basis for lunch at a member's home. We encourage more AAUW members to join us. Call or e-mail chair for meeting details.

French Intermediate

Meets: 1st and 3rd Tuesdays, 9:30 a.m. to noon
Contact: Anne Morrison

This group offers an opportunity to those with some experience in French to read, write, translate, and speak the language. French culture, customs, and current events are topics for our lively discussions. New members are very welcome! Call/e-mail for meeting details.

German Conversation

Meets: Twice a month on Mondays, 9:30-noon
Contact: Walli Rosen

Our members come from German-speaking countries or have learned to speak German as an additional language. Our common goal is to improve our German language skills. We read about/discuss current events, contemporary German literature, and stories of common interest as suggested by members. Call for meeting details. New members are welcome.

Insights

Meets: Tuesday, April 9, 7:30 p.m.
Topic: *Plastic Ocean: How a Sea Captain's Chance Discovery Launched a Determined Quest to Save Oceans* by Capt. Charles Moore and Cassandra Phillips
Contact: Ruth Hodum

This *nonfiction book group* focuses on current issues, with special attention to topics affecting women and books written by women. New members are very welcome! Contact chair for location.

New Study Group Forming

A new STEM Study Group is forming to look at educational resources in Monmouth County and make recommendations to the branch on areas that would benefit from our support. To join this study group, please contact **Susan Boyce**, temporary chair, at sjb@sjboyce.com. Many members are already reaching out to express their interest!

Annette Benanti
Program VP

Literature

Meets: Thursday, April 18, 1 p.m. at Muriel Thompson's

Topic: *The 1000 Autumns of Jacob De Zoet* by David Mitchell

Contact: Regina Sieben

Our group selects *literary fiction or an occasional memoir* to read during the year. A different member acts as a leader each month and presents background and critical appraisal of that month's selection. We welcome new members. Please contact chair for meeting details.

Movies and More

Meets: Tuesday or Wednesday evening

Contact: Kate Bigg

Once a month we view a movie at the Clearview Cinema in Red Bank and discuss it afterwards at the Broadway Diner. Contact chair to be put on the list for receiving details, usually the week before. Please join us!

Writing Group

Meets: Thursday, April 25, 12:30-3:30 p.m.
at Caroline O'Neil's, West Long Branch

Contact: Caroline O'Neil

This group welcomes anyone interested in *writing of any kind*, such as memoir, poetry, fiction, or essays. Members range from those who write all the time to those who think it might be time to begin, and many

stages in between. We begin with lunch provided by different people each month. The main meeting begins with a journal exercise; then anyone who has a piece of writing to share, short or long, reads it and listens to responses from the group, directed or not, as the writer prefers. Come and see if this is something that would appeal to you! Contact Caroline for info.

Membership

New Member:

Please welcome new member **Harriet DeCamp** to our branch, and add her contact information to your year-book:

Harriet DeCamp
Mt. Sinai Hospital School of Nursing
Registered Nurse

Recent Members: We could use your help to staff our weekly Book Sale held at Old First Church, Kings Highway, Middletown. This is a great way to meet other branch members. The Book Sale is open Saturdays from 9 a.m. to 2 p.m. There are four volunteer slots each Saturday, two from 9 to 11:30 a.m. and two from 11:30 a.m. to 2 p.m. Book Sale chair **Viki Mischenko** is always on hand. All proceeds support our scholarships. Please call **Anne Morrison** at 732-946-4584 to volunteer for a date and time.

Tax deductibility for AAUW dues: \$46.00 of the Regular National AAUW dues of \$49.00 is tax deductible for payments made to "AAUW," our 501(c)(3) charitable organization; \$3 of Regular dues is not tax deductible since it goes to support the AAUW Lobby Corps and election-related activities. The State and Branch portions of membership dues are not tax deductible.

If you need a ride to a branch meeting or activity, please call one of us.

Mary Lea Burden
Laura Noll
Co-Membership VPs

Among Ourselves

Congratulations to branch member **Joanne Ivy Stankievich**, who has just published her first book, *Living with a Scent of Danger: European Adventures at the Fall of Communism*. It's a memoir about the years 1988-2001, when she and her husband participated in history-changing events in Eastern Europe while he worked at Radio Free Europe/Radio Liberty. They interfaced with KGB, dissidents, and foreign ministers. While trying to find her own niche in Europe, Joanne found that humor and faith helped her meet political, cultural, and language challenges.

AAUW members are invited to attend her **Book Launch** at 2 p.m. on April 28 at the Monmouth Beach Cultural Center, 128 Ocean Avenue. It will include readings, book signing, and light refreshments. www.joanneivystankievich.com

May is Legal Advocacy Fund Month

AAUW's Legal Advocacy Fund (LAF) works to challenge sex discrimination in the workplace and higher education. Unfair pay, pregnancy discrimination, sexual harassment, sexual assault, and violations of Title IX are among the barriers LAF has been addressing, most recently fighting for passage of the Violence Against Women Act and the Lily Ledbetter Fair Pay Act.

Last year we began collecting funds through our study groups to help support LAF. We will be asking the study group leaders to do the same this year. If you are not a member of a study group but would still like to support this worthwhile AAUW program, you may send a check payable to "AAUW Funds" with "LAF" on the memo line to Ruth Hodum, 855 Center Street, Red Bank, NJ 07701-6251. All LAF donations are tax deductible.

Please consider supporting LAF to help balance the scales of justice for women.

Ruth Hodum
Development Co-VP

Thanks to Kensington Court...
for providing space for our board meetings this year.



KENSINGTON COURT

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Nominations Report

The Nominating Committee is pleased to announce the following slate of officers for the election at the April 8 Branch Annual Meeting:

President:	Joan Spring Susan Gelber
VP Program:	Annette Benanti Barbara Iwanski
VP Finance:	Pat Miller
VP Public Policy:	Arlene Newman
VP Communications:	Victoria Snoy Marian Wattenbarger
VP Study Groups:	Carol Walther (one-year unexpired term)

Nominations may be made from the floor with the permission of the nominee.

Committee members were **Mary Anne Anderl, Alice MacPhee, JoAnne McWilliams, Caroline O'Neil, Karen Topham, Carol Walther**, and **Pat Miller**, chair. Many thanks to the committee and to those who have agreed to serve.

Pat Miller, Chair

Branch Archives

The branch is collecting documents and other records for our archives. In order to ensure that the archives are complete, we are asking our members to search their personal collections of NMCB history to see if

AAUW Book Sale

69 Kings Highway, Middletown
Hours: 9 a.m. to 2 p.m. on Saturdays

there are items that should be included in the archive. If you think that you might have some valuable paperwork, newspaper articles, photographs, etc., please contact one of us.

Marian Wattenbarger
Ruth Hodum

Public Policy Updates

President Obama Signs VAWA: President Obama has signed the Violence Against Women Reauthorization Act (VAWA) into law. This reauthorization will protect all victims, including Native American and immigrant women; lesbian, gay, bisexual, and transgender individuals; students on college campuses; and victims of human trafficking.

AAUW is proud to have been part of VAWA's passage. At the signing ceremony, Obama said,

"[Today is] about our commitment as a country to address this problem — in every corner of America, every community, every town, every big city — for as long as it takes."

Unemployment Rate Reaches Lowest Level in Four Years: The most recent jobs numbers show that 236,000 jobs were added in February, bringing the unemployment rate down from 7.9 to 7.7 percent.

Dozens of leading Republicans submitted a legal brief urging the Supreme Court to strike down California's ban on same-sex marriage as unconstitutional: The Supreme Court is hearing a challenge to the California ban, as well as arguments about the federal Defense of Marriage Act, at the end of March.

Arkansas legislature overrides governor's veto of bill to ban abortions beyond 12 weeks: If allowed to go into effect, the law would outlaw one in ten abortions in the state. The Center for Reproductive Rights and ACLU of Arkansas have said they will challenge the law in court.

In other news...

President Obama has nominated Sylvia Mathews Burwell, head of the Wal-Mart Foundation, as his next budget chief. The president also nominated Gina McCarthy, current air chief of the Environmental Protection Agency, to be the agency's next administra-



Learn. Laugh. Lunch.

Brookdale Women's Conference: How Humor Can Change the Rules

All of us go about our lives following rules we don't necessarily like and ones that we aren't even aware of. *The New Yorker* cartoonist Liza Donnelly will talk about how humor relies on culture and how we respond to and use humor.

With her unique cartoons and dry wit, Donnelly will explore how we can and should use humor to expose the unwritten rules and codes of behavior in our society. She'll also talk about how important it is to get rid of those cultural strictures that sometimes hold us back, and how to live lives that are truly our own.

The Women's Conference offers a unique opportunity to hear memorable speakers and sample subjects of interest through morning and afternoon workshops.

Friday, April 26, 9 a.m. to 3 p.m.

Fee: \$69 includes morning coffee and lunch

Agenda: www.brookdalecc.edu/womensconference

Information and registration: 732-224-2315 or kroy@brookdalecc.edu

(From left) **Linda Hodgins**, AAUW-NJ president **Sally Goodson**, and **Barbara Williamson** join **Annie Houle** (second from right) and AAUW-NJ board members and \$start \$mart facilitators after the Douglass workshop.



tor, and MIT scientist Ernest Moniz to lead the Department of Energy.

A federal judge has ruled that Quinnipiac University would still be violating Title IX with its plan to eliminate the women's volleyball team and replace it with a non-competitive cheerleading squad.

Pennsylvania, Texas, and Wyoming have applied for waivers under the No Child Left Behind Act (NCLB). NCLB waivers come with strings attached, including a requirement that states adopt college- and career-ready standards.

Sign Up Your Friends and AAUW Colleagues for Action Network: Visit the Take Action page of the AAUW website <http://capwiz.com/aauw/home/> where members and non-members alike can sign up for Action Network. It is an excellent way to introduce potential members to AAUW's advocacy.

Rekha Datta
Public Policy VP

Scholarship Available

Reminder: The Northern Ocean County Branch offers the \$1,000 Kathleen Barra Memorial Scholarship to a high school senior who is a relative or friend of an AAUW member and who will be enrolled full-time in college next year. For information, e-mail AAUW-NOCB@hotmail.com; note "scholarship" in the subject line. Application deadline is May 3.

\$start \$mart

(continued from page 1)

\$start \$mart's campus initiative is a collaboration between AAUW and the WAGE Project. The workshops teach negotiating skills to empower young women to benchmark salaries and receive fair and equitable pay.

AAUW research shows that, one year after graduation, young women earn just 80% of what their male counterparts earn, and that the gender gap widens over the next ten years. A young woman graduating today will earn roughly \$1 million less than her male counterpart over the course of her career because of this gap.

Studies show that women are so happy to receive job offers that they often take the first salaries offered. Men, on the other hand, work to get higher offers before accepting. \$start \$mart provides the negotiating skills to aim high.

How can you get involved?

- Recruit a campus to hold a \$start \$mart workshop.
- Be trained to be a \$start \$mart facilitator.
- Encourage your branch or community to sponsor a \$start \$mart workshop.
- Become a \$start \$mart state leader and encourage promotion of facilitator training.

Barbara Williamson
\$start \$mart Regional Field Manager NJ

\$\$\$ Dining for Dollars \$\$\$

Thursday, April 18, 11 a.m. to 9 p.m. at Bertucci's Italian Restaurant, 2847 Route 35, Hazlet
Special thanks to Bertucci's, who will donate 15% of your tab to NMCB.

You will need to present a flyer, which will be available at the Book Sale and the April 8 branch meeting, or contact Joan Spring.



AAUW NetWorks
Northern Monmouth County Branch
P. O. Box 398
Red Bank, NJ 07701

Monday, April 8, Branch Program: “Why So Few? STEM Initiative”

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

Membership is open to any graduate holding an associate or equivalent, baccalaureate, or higher degree from a regionally accredited college or university.

AAUW Book Sale



The store is located at :
Old First Church
69 Kings Highway
Middletown

Open: 9 a.m. to 2 p.m. Saturdays
Donations: 10 a.m. to 1 p.m. Thursdays
To volunteer: Anne Morrison
Information: Viki Mischenko, Chair
732-933-4855

All profits go to local scholarships for women and to the AAUW Educational Foundation for fellowships for women.

Stay Connected!

AAUW www.aauw.org
AAUW-NJ www.aauwnj.org
AAUW-NMCB www.aauw-nj-nmcb.org
Branch phone 732-933-4855

AAUW Action Network
<http://capwiz.com/aauw/home/>

 AAUW, AAUW-NJ, and NMCB are on Facebook. Check them out!

Meeting cancellation information:
Listen to 94.3 FM.