

Scholarship News

The Grand Junction Branch currently gives scholarships at CMU that are fully endowed. The “Marys” Grant was made possible by two bequests and some of the proceeds from our wreath sales. At the community college we were able to establish an endowed scholarship for a woman going into a non-traditional field from some of the proceeds of the wreath sales and all of the sales from our chocolate cookbook. There are a few cookbooks left for sale at \$10 each, if anyone wants one.

For two years we were able to give a \$1,000 per year scholarship to a woman veteran but were unable to give one this year or last due to no funds. The criteria for this scholarship is: Full or Part time at CMU or WCCC, honorably discharged female veteran or continuing her service in National Guards/Reserves, military commendations will be considered in selection of recipient. The board would like to revive the **Women Veterans Scholarship** but no one is enthusiastic about sales. (FYI – the minimum now to endow a scholarship at CMU is \$25,000) Instead, this year we would like everyone to consider donating money to this scholarship. If we do this each year for a couple of years, if not sooner, perhaps we can at least give another \$1,000 scholarship again. Our branch is now a 501 (C)(3) so there is the added benefit of a tax deduction. Please think about doing this as you give your other year-end donations. The more we get the faster we can reach our goal. There are more women veterans every year.

The **Scholarship Committee** meets in April to choose our recipients for the next school year. If anyone would like to serve on this committee please let me know. We are given the applications and meet once to vote. Last year we gave six \$1,500.00 scholarships. Based on their investments, the CMU Foundation lets us know how much we can afford to give.

Jean Yale, Scholarship Chair

- ✚ We recently received a note from the CMU Foundation that states with monies from the Mary Rait/Mary Jewell Willsea Endowed Grants Fund....“from 2008, thirty-seven students have been awarded \$46,225.”

Happy Birthday to You

Your AAUW Branch wishes to acknowledge its members and let you know we appreciate you.

Therefore we wish a Happy Birthday to those with birthdays in December.

Tanya Marchun on the 5th, Katie Zollner on the 7th, Anita Pisciotte on the 12th

Equity in the News

Last year, U.S. companies founded by female-only teams received just 2.2% of venture capital funding.

[FORTUNE](#) ■ Black women vote at comparatively high rates and had a higher voting rate than all other groups of men and women during the last two presidential elections, but remain under-

represented at every level of federal and state political office. [BLACK GIRL NERDS](#) ■ More than half of women in tech are paid less than men in similar positions. [BUSINESS INSIDER](#)



2019 Women of Distinction Breakfast

Thanks to a generous donation from Branch President Virginia Brown, members of AAUW were able to be present to support the Girl Scouts...and the branch received advertiser recognition on the table as well as in other media. Attending were Virginia Brown, Kathy Singer, Jane Fitzgerald, Becky Zlebnik, Dusty Dunbar, Linda Heinrich, and Annessa Bryant.

AAUW Congratulates the 2019 Women of Distinction



- Jenn Moore, Executive Director of the EUREKA! McConnell Science Museum
- Angelina Salazar, CEO, Western Healthcare Alliance
- Diane Schwenke, President & CEO, Grand Junction Area Chamber of Commerce



Thoughts from the Branch President

In thinking about gender pay disparity, especially in higher education, I decided to check the AAUW website at <https://www.aauw.org/what-we-do/legal-resources/strategic-case-support/laf-cases/> to see what cases the Legal Advocacy Fund was currently involved with. The **Legal Advocacy Fund (LAF)** works to challenge sex discrimination in higher education and the workplace. Its resources range from community outreach programs to backing of major cases. Sex discrimination today takes a variety of forms: unfair pay, pregnancy discrimination, sexual harassment, sexual assault, and violations of Title IX of the Education Amendments of 1972 can affect both women and men. LAF addresses these barriers by informing people of their rights and using the legal system to seek justice and change.

Recently, AAUW has adopted the case of **Freyd vs University of Oregon** in September 2019. Jennifer J. Freyd has been a Professor in the University of Oregon's Psychology Department for more than 30 years and is a national leader in the field of trauma psychology. She is the most senior staff member of the University of Oregon's Psychology Department based on years in rank. Her salary, however, is substantially less than that of several of her less-senior male colleagues. Specifically, her remuneration is approximately \$18,000 less than that of her male peer closest in years in rank; more junior male colleagues have even higher salaries. For years, Professor Freyd has been asking for corrective action to be taken regarding the gendered pay disparity in University of Oregon's Psychology Department.



In 2016, the University of Oregon's Psychology Department commissioned two studies: a self-study and an external study. Both studies uncovered gender equity problems with salaries at the full professor level. The self-study showed that the annual average difference between male and female full professors in psychology is about \$25,000, meaning that over a period of 20 years, women faculty might receive nearly a half million dollars less in salary than their male counterparts. Both reports suggested that the disparity emerged largely as a result of "retention raises" awarded to faculty who pursued outside offers. Retention raises are salary increases offered to professors by their employers as an incentive to remain with their current university rather than accepting a better-paid job at a new university.

In this case, Professor Freyd has taken action against the University, contending that the University's practice of granting such raises without equalizing salaries of other faculty of comparable merit has a disparate impact on women and violates the Equal Pay Act, Title VII, Title IX and Oregon's sex discrimination law.

You might find it illuminating to click on the above AAUW link to see the other cases being supported by AAUW's **LEGAL ADVOCACY FUND**. If you then go to page 9 in the current yearbook, you will note that our member dues only cover 30% of the funds for LAF and other mission based programs. Also on Page 9, you will see how you can make a monetary donation to help this important AAUW Program.

Virginia