

## Association Proposed Bylaws Survey Results

Branches Responding

Ages of Respondents

Education of Respondents

Survey Questions with responses

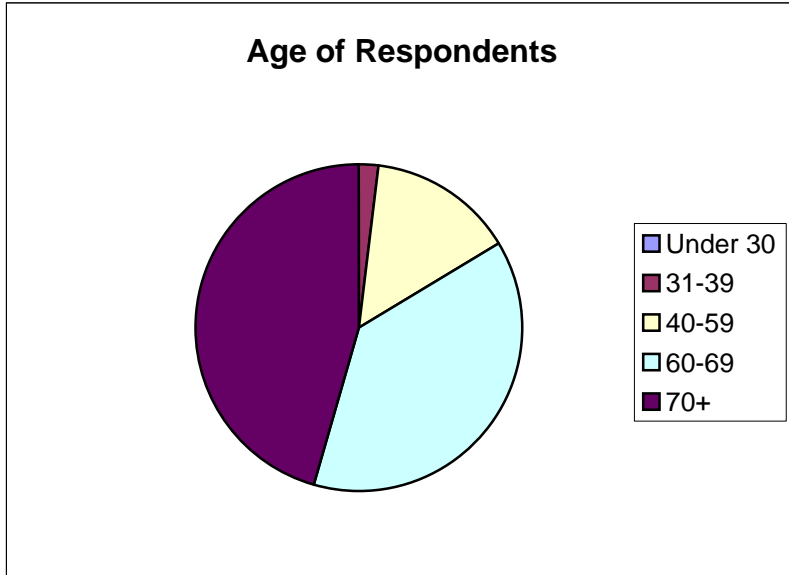
Charts of Responses

Original Pennsylvania Summary Chart of Proposed Changes

| <b>Branch</b>             | <b># of Responses</b> |
|---------------------------|-----------------------|
| ADIRONDACK                | 18                    |
| AGJ                       | 4                     |
| ALBANY                    | 0                     |
| ALFRED-HORNELL            | 2                     |
| BATH                      | 6                     |
| BUFFALO                   | 3                     |
| CORTLAND                  | 1                     |
| D-F                       | 4                     |
| EAST HAMPTON              | 4                     |
| ELMIRA-CORNING            | 17                    |
| FAIRPORT                  | 7                     |
| FARMINGDALE               | 0                     |
| GARDEN CITY               | 2                     |
| GREECE                    | 1                     |
| HUNTINGTON                | 0                     |
| ISLIP                     | 3                     |
| ITHACA                    | 0                     |
| JAMESTOWN                 | 13                    |
| JEFFERSON                 | 1                     |
| KINGSTON                  | 0                     |
| MANHATTAN                 | 6                     |
| MASSAPEQUA                | 1                     |
| MID-ISLAND                | 2                     |
| MOHAWK VALLEY             | 5                     |
| NASSAU                    | 3                     |
| NYC                       | 8                     |
| NORTH FORK                | 0                     |
| NORTH SHORE               | 5                     |
| ONEONTA                   | 0                     |
| OSWEGO                    | 3                     |
| POUGHKEEPSIE              | 53                    |
| ROCHESTER                 | 13                    |
| ROCKLAND                  | 17                    |
| SCHENECTADY               | 14                    |
| SKANEATELES               | 9                     |
| SMITHTOWN                 | 4                     |
| SOUTHERN NY               | 22                    |
| ST LAWRENCE               | 2                     |
| STATEN ISLAND             | 12                    |
| SYRACUSE                  | 1                     |
| WESTCHESTER               | 84                    |
| YATES                     | 7                     |
| <br>                      |                       |
| Total Responses           | 357                   |
| <br>                      |                       |
| Branches with No Response | 17%                   |

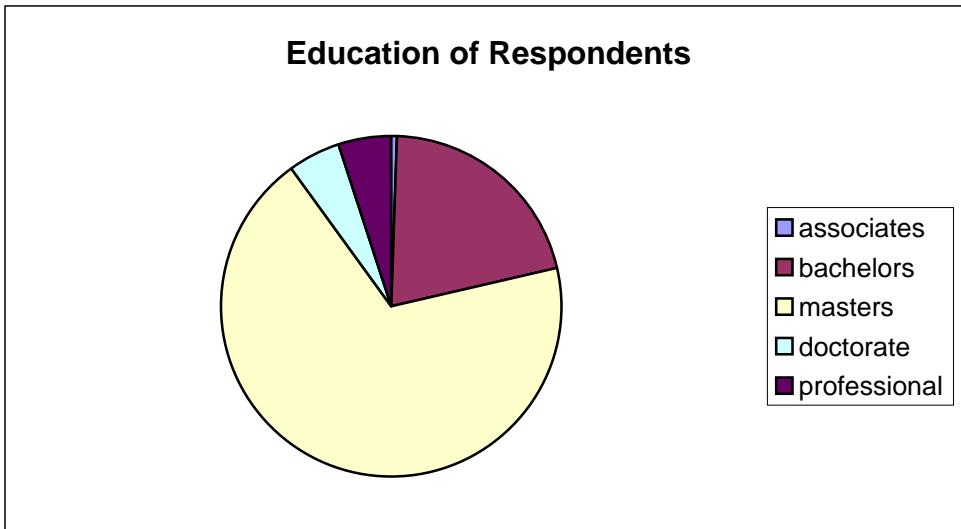
### Ages of Respondents

|          |     |     |
|----------|-----|-----|
| Under 30 | 0   | 0%  |
| 31-39    | 7   | 2%  |
| 40-59    | 51  | 14% |
| 60-69    | 135 | 38% |
| 70+      | 162 | 46% |



### Education of Respondents

|              |     |     |
|--------------|-----|-----|
| associates   | 2   | 1%  |
| bachelors    | 74  | 21% |
| masters      | 245 | 69% |
| doctorate    | 18  | 5%  |
| professional | 18  | 5%  |



## Bylaws Survey Questions

|  |     |     |
|--|-----|-----|
| <b>1. Do you support the proposed bylaw that would eliminate an educational requirement for membership and would offer membership to any individual or institution that supports the purpose and mission of AAUW? (Item 1 in chart)</b>  |     |     |
| Yes  | 112 | 32% |
| No   | 208 | 59% |
| Not sure   | 35  | 10% |
| <b>2. Would you support the proposed bylaw that would eliminate an educational requirement for membership if those members without a college degree (associate/equivalent or higher) would be non-voting members? (Item 1)</b>   |     |     |
| Yes  | 107 | 30% |
| No   | 193 | 55% |
| Not sure   | 51  | 15% |
| <b>3. If the bylaw eliminating the educational requirement for membership is passed at convention, will you remain a member of AAUW? (Item 1)</b>  |     |     |
| Yes  | 214 | 60% |
| No   | 41  | 12% |
| Not sure   | 100 | 28% |
| <b>4. Do you support the admission of partner memberships, those that support the purpose and mission of AAUW and that, in addition to colleges and universities, may include corporations, other organizations, professional groups, etc? (Note: These will be non-voting entities and cannot hold office in AAUW.)</b> |     |     |
| Yes  | 220 | 62% |
| No   | 79  | 22% |
| Not sure   | 55  | 16% |
| <b>5. Do you support the proposed bylaws stating that the amount of national dues will be determined by a two-thirds vote of the 15-member AAUW Corporation Board of Directors after giving the membership 60 days notice to offer input? (Item 2)</b>   |     |     |
| Yes  | 179 | 52% |
| No   | 100 | 29% |
| Not sure   | 63  | 18% |
| <b>6. Do you support the proposed bylaw that only lists the membership categories, individual, life, and partner, with the intent that any and all other categories of membership (student, e-member, etc.) can be created under the policies and working rules of the AAUW Corporation Board of Directors? (Item 3)</b> |     |     |
| Yes  | 128 | 37% |
| No   | 63  | 18% |
| Not sure   | 159 | 45% |
| <b>The proposed bylaws would give members the flexibility to modify their current state entity of AAUW. Answers to questions 7 through 11 will be used to help determine the direction of AAUW-NYS's future.</b>   |     |     |
| <b>7. Of the following current functions of the AAUW-NYS board, please indicate what value they have been to your branch and/or to you.</b>  |     |     |
| <b>State convention</b>  |     |     |
| Valuable   | 275 | 79% |
| Not Valuable   | 10  | 3%  |
| No Opinion   | 62  | 18% |
| <b>Leadership Training (July conference)</b>   |     |     |
| Valuable   | 167 | 49% |
| Not Valuable   | 17  | 5%  |
| No Opinion   | 158 | 46% |
| <b>Counterpart Resources for Branch Officers</b>   |     |     |
| Valuable   | 140 | 41% |
| Not Valuable   | 18  | 5%  |
| No Opinion   | 185 | 54% |

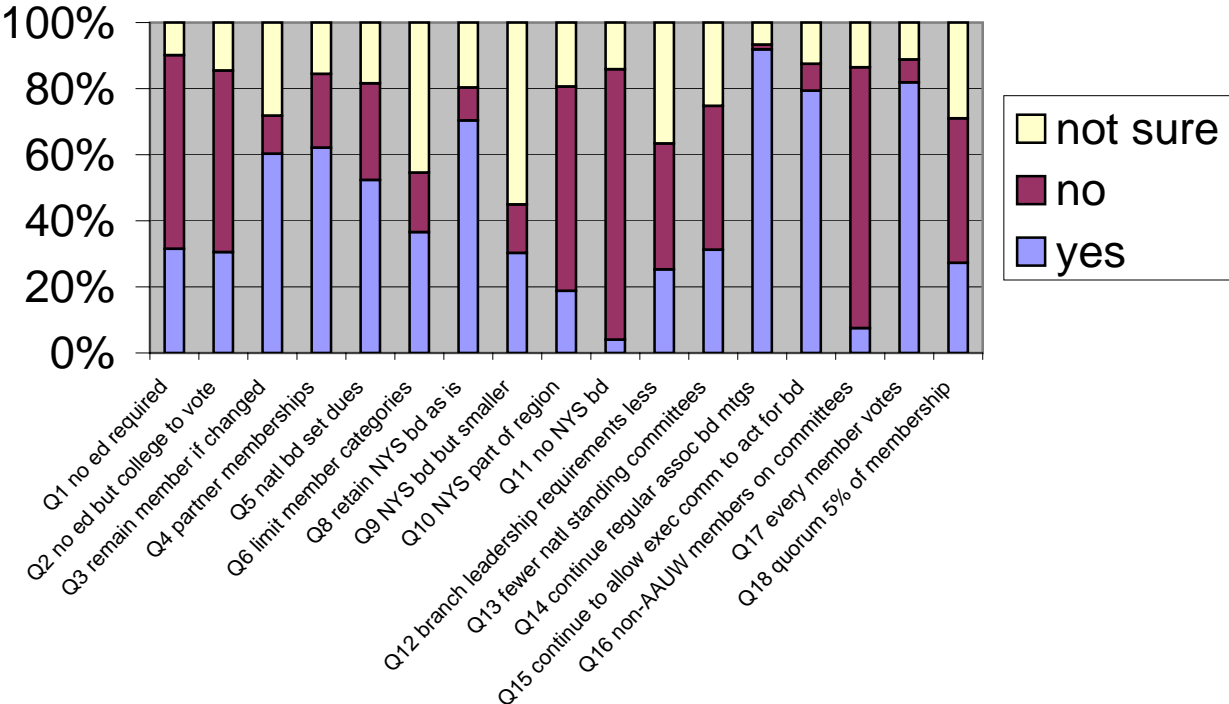
## Bylaws Survey Questions

|  |     |     |
|--|-----|-----|
| <b>District Coordinators</b>   |     |     |
| Valuable   | 122 | 36% |
| Not Valuable   | 28  | 8%  |
| No Opinion   | 189 | 56% |
| <b>District Conferences</b>  |     |     |
| Valuable   | 175 | 52% |
| Not Valuable   | 21  | 6%  |
| No Opinion   | 141 | 42% |
| <b>Public Policy Initiatives</b>   |     |     |
| Valuable   | 268 | 79% |
| Not Valuable   | 6   | 2%  |
| No Opinion   | 64  | 19% |
| <b>Association Information Source</b>  |     |     |
| Valuable   | 170 | 50% |
| Not Valuable   | 12  | 4%  |
| No Opinion   | 155 | 46% |
| <b>Branch Liaisons</b>   |     |     |
| Valuable   | 204 | 61% |
| Not Valuable   | 22  | 7%  |
| No Opinion   | 110 | 33% |
| <b>State Awards</b>  |     |     |
| Valuable   | 222 | 66% |
| Not Valuable   | 34  | 10% |
| No Opinion   | 79  | 24% |
| <b>State Website</b>   |     |     |
| Valuable   | 276 | 82% |
| Not Valuable   | 10  | 3%  |
| No Opinion   | 50  | 15% |
| <b>FOCUS</b>   |     |     |
| Valuable   | 250 | 75% |
| Not Valuable   | 19  | 6%  |
| No Opinion   | 65  | 19% |
| <b>8. Would you vote to retain the AAUW-NYS state board as it currently functions (a state entity with a full complement of officers)? (Item 4)</b>    |     |     |
| Yes  | 247 | 70% |
| No   | 35  | 10% |
| Not sure   | 69  | 20% |
| <b>9. Would you vote to retain the AAUW-NYS state board with a reduction in the number of officers? (Item 4)</b>                                       |     |     |
| Yes  | 105 | 30% |
| No   | 51  | 15% |
| Not sure   | 191 | 55% |
| <b>10. Would you vote to have New York State be part of a multi-state regional structure rather than an independent AAUW state structure? (Item 4)</b> |     |     |
| Yes  | 65  | 19% |
| No   | 214 | 62% |
| Not sure   | 67  | 19% |

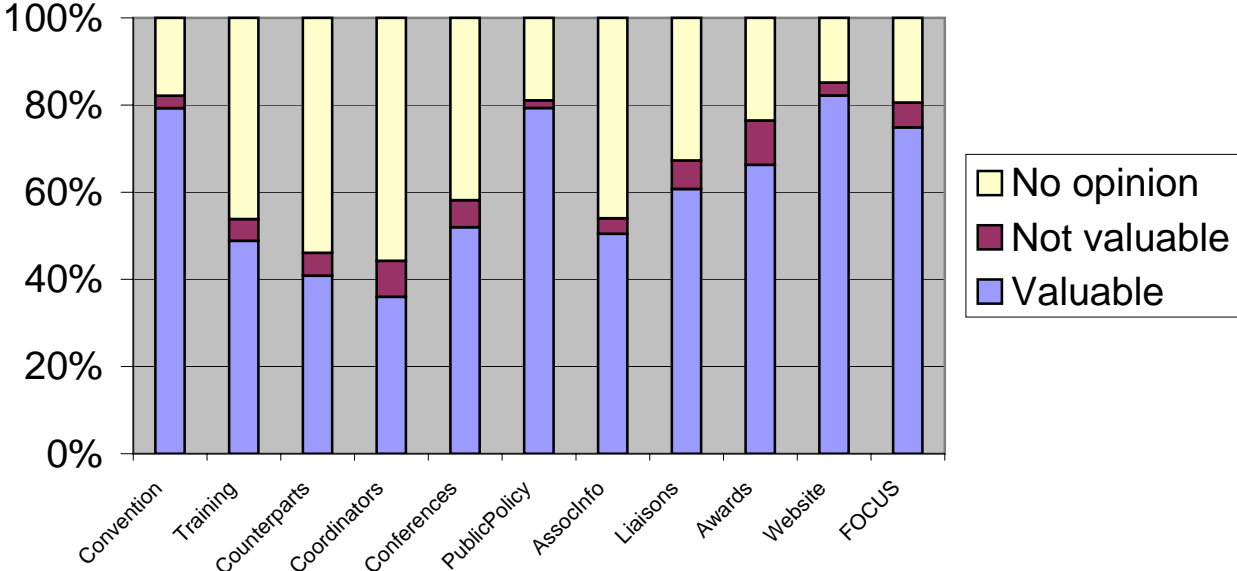
## Bylaws Survey Questions

|   |     |     |
|---|-----|-----|
| <b>11. Would you vote to eliminate the AAUW-NYS state board completely and have a national-level administrative contact assigned for interactions with the national AAUW Corporation? (Item 4)</b>  |     |     |
| Yes   | 14  | 4%  |
| No  | 284 | 82% |
| Not sure  | 49  | 14% |
| <b>12. Do you support the section of the proposed bylaw that no longer requires a branch to have a full complement of officers and requires only an administrative contact and a financial officer? (Item 5)</b>  |     |     |
| Yes   | 87  | 25% |
| No  | 131 | 38% |
| Not sure  | 126 | 37% |
| <b>13. Do you support the proposed bylaws that eliminate on the national level the standing committees of Program, Membership, Public Policy, and International Affairs, transferring responsibility for these functions to the AAUW Corporation Board of Directors? (Item 6)</b> |     |     |
| Yes   | 109 | 31% |
| No  | 152 | 44% |
| Not sure  | 88  | 25% |
| <b>14. Do you support the proposed bylaw of the new AAUW Corporation that requires regular meetings of the Board of Directors at least once a year? (This is the same statement as the current bylaws, not a proposed change -Item 6)</b>   |     |     |
| Yes   | 317 | 92% |
| No  | 5   | 1%  |
| Not sure  | 23  | 7%  |
| <b>15. Do you support the proposed bylaw of the new AAUW Corporation that gives the Executive Committee the power to act for the Board between meetings of the Board of Directors? (This is the same statement as the current bylaws.) (Item 6)</b>                               |     |     |
| Yes   | 273 | 79% |
| No  | 28  | 8%  |
| Not sure  | 43  | 13% |
| <b>16. Do you support the proposed bylaw that allows AAUW Corporation committee members to not be AAUW members as long as the chair and majority of committee members are AAUW members? (Item 7)</b>  |     |     |
| Yes   | 26  | 7%  |
| No  | 274 | 79% |
| Not sure  | 47  | 14% |
| <b>17. Do you support the proposed bylaw that gives each member a vote in AAUW elections and business? (Item 8)</b>   |     |     |
| Yes   | 285 | 82% |
| No  | 24  | 7%  |
| Not sure  | 39  | 11% |
| <b>18. Do you support the proposed bylaw that 5% of membership constitutes a quorum? (Item 8)</b>   |     |     |
| Yes   | 94  | 27% |
| No  | 151 | 44% |
| Not sure  | 100 | 29% |

# Responses to Questions



# Value Question Responses (#7)





|          | <b>Proposed Change</b>   | <b>Current Bylaw</b>   | <b>AAUW Rationale</b>  | <b>Pros</b>  | <b>Cons</b>   |
|----------|--|--|--|--|---|
| <b>1</b> | Any individual or institution who supports the purpose and mission of AAUW may become a member of AAUW.  | Members must be a graduate with an associate or equivalent degree from a qualified educational institution.      | If a person supports education and equity for women and girls, she or he should be allowed to join the organization. As a cause-based organization, the effectiveness of AAUW comes from the members' commitment to and passion for its mission, not from any qualifications the members may have. | <ol style="list-style-type: none"> <li>1. Women with and without a college degree will be able to work together to address inequity.</li> <li>2. Education will remain a core value of programs, grants, and scholarships.</li> <li>3. Membership in AAUW may motivate non-degree holders to get their degree or inspire members to mentor them in getting their degree.</li> </ol>          | <ol style="list-style-type: none"> <li>1. It would be a departure from AAUW's long-standing history.</li> <li>2. AAUW membership would not be differentiated from other organizations with equity agendas.</li> <li>3. Education is a core value to our membership. Removing it as a requirement for membership may be perceived by some as a diminished emphasis on education and a college degree.</li> <li>4. Interactions of members would not be limited to college-educated persons.</li> </ol> |
| <b>2</b> | The national dues will be determined by a two-thirds vote of the Board of Directors. Sixty-day advance notice of proposed dues changes to go to membership for feedback.                 | An annual \$2 increase per year in Association dues in effect until the 2009 convention.                         | The AAUW Board is most familiar with overall finances and is in a position to make the most informed decision on dues.   | <ol style="list-style-type: none"> <li>1. The AAUW Board will continue to be able to set different dues for categories of members as appropriate (life members, students, e-members, etc.).</li> <li>2. The AAUW Board will be able to respond more rapidly to changing conditions.</li> </ol>   | <ol style="list-style-type: none"> <li>1. Managing higher expenses by raising dues, rather than restructuring activities, scope, or assets may seem easier if only AAUW Board approval is needed.</li> <li>2. Sixty days notice may not be enough time to offer feedback.</li> <li>3. With no limit or cap on dues, the amount could rapidly increase and members would not be able to stop it.</li> <li>4. Members are the best judge of the value versus cost of AAUW membership.</li> </ol>        |
| <b>3</b> | Membership categories include individual, life, and partner members (including college/ university and institutions meeting AAUW Board of Directors' criteria).                          | Membership categories include individual, college/university, member-at-large, life and student affiliates.      | The AAUW Board has the power to create additional categories of membership through policies and working rules so they do not need to be listed in the bylaws.  | <ol style="list-style-type: none"> <li>1. There will continue to be flexibility to create different types of membership.</li> <li>2. By creating partner members, organizations and institutions whose mission or work complements AAUW's mission can become partner members.</li> </ol>   | <ol style="list-style-type: none"> <li>1. Institutions such as corporations could, without approval by the membership, become members that may be perceived as partnerships.</li> </ol>   |
| <b>4</b> | Branches may retain their current state structure or establish a structure among states. States can have a full complement of officers or just a contact for administration and finance. | Each state must have a state structure, and this structure must have and maintain a full complement of officers. | States will have the flexibility to retain their current state board structure, form a different structure that suits their needs, eliminate the state structure altogether, or join with another state.   | <ol style="list-style-type: none"> <li>1. States with small numbers of branches can combine with other states to share leadership.</li> <li>2. States that struggle with finding leaders can function with fewer officers.</li> <li>3. Branches can evaluate the need for a state structure.</li> <li>4. New regional structures may be more appropriate for branch interactions.</li> </ol> | <ol style="list-style-type: none"> <li>1. State boards support the operations, maintenance, and growth of branches – these services will be lost if the board is eliminated.</li> <li>2. At-risk branches will lose state board help and support if a state structure is eliminated.</li> <li>3. Without a full complement of officers, the needs of the branches may not be addressed.</li> </ol>  |

|   | <b>Proposed Change</b>   | <b>Current Bylaw</b>  | <b>AAUW Rationale</b>  | <b>Pros</b>  | <b>Cons</b>   |
|---|--|---|--|--|---|
| 5 | Branches no longer need a full complement of officers but have the choice to retain all officers or have only an administrator and finance officer. No minimum number of members is required.  | Branches are entities with a full complement of officers.   | Branches are allowed maximum flexibility to remain as they are or change to suit their needs.  | <ol style="list-style-type: none"> <li>1. Branches with small numbers or a reduced scope of activities can continue to function.</li> <li>2. Branches that struggle with finding leaders can function with fewer officers.</li> </ol>  | <ol style="list-style-type: none"> <li>1. Without a full complement of officers, the needs of the branch may not be addressed.</li> <li>2. AAUW's mission may not be fully addressed without a branch officer responsible for overseeing specific areas of the mission (e.g., program, public policy, etc.).</li> </ol>   |
| 6 | There will be only one national-level AAUW Board. The AAUW Board and Executive Committee (EC) composition will change. The number of members on the AAUW Board will change from 12 to 15. The AAUW Board will be responsible for ensuring that the functions of the committees of Program, Membership, Public Policy, and International Affairs are covered. | The AAUW Board is 12 members, and the Executive Committee (EC) is 6 members. The AAUW Board and EC meet at least once per year. The EC acts for the Board between meetings of the AAUW Board. | Changes are necessary due to the elimination of regional directors, restructuring of Association and the Educational Foundation, and removal of some standing committees from the bylaws. Having one national board means the same group is focused on mission and programs. | <ol style="list-style-type: none"> <li>1. Responsibilities are specified for the president and vice president while leaving the job designations of the directors-at-large flexible.</li> <li>2. AAUW will retain the absolutely required standing committees in the bylaws, with the benefit of being able to appoint additional committees and task forces to address whatever the current needs of the organization may be. The board will have flexibility in determining their terms and duties.</li> <li>3. The AAUW Board reserves the responsibility for some functions, but by having the EC able to handle work between board sessions, more can be accomplished.</li> </ol> | <ol style="list-style-type: none"> <li>1. Eliminating the standing committees of Program, Membership, Public Policy, and International Affairs puts those functions at the discretion of the Board.</li> <li>2. The EC with a quorum of 4 members has power to act for the AAUW board between meetings, except for certain responsibilities reserved for the AAUW Board.</li> <li>3. Board governance of the new restructured organization may be more effective with more than one required meeting yearly.</li> </ol> |
| 7 | At least a majority of the members on AAUW committees shall be members.  | Only members of Association can serve on AAUW committees.   | This allows AAUW to solicit external expertise for committees that the membership may not offer.   | <ol style="list-style-type: none"> <li>1. Expertise and experience not present in the membership can be brought to committees through external individuals, which would benefit the organization.</li> </ol>   | <ol style="list-style-type: none"> <li>1. External individuals may not be committed to the AAUW mission.</li> <li>2. External individuals will not pay dues and will have less of an incentive to join AAUW.</li> <li>3. External individuals will participate in making decisions affecting the membership.</li> </ol>   |
| 8 | Each member will have one vote which can be cast at national meetings in person, electronically, or by mail. A quorum would be 5% of all eligible voters.  | Delegates whose numbers are based on membership numbers vote at convention.   | Every member should have a voice in AAUW elections and business.   | <ol style="list-style-type: none"> <li>1. Instead of a delegate consensus vote or no vote if no branch representatives attend convention, all members will vote as individuals.</li> <li>2. All members can vote even if they cannot attend the meeting.</li> <li>3. Complex delegate accreditation procedures will be unnecessary.</li> <li>4. Inequities of partial votes based on member numbers will be eliminated.</li> <li>5. All members will have the opportunity to propose amendments to noticed business during the 60-days prior to the publication of the final motion for vote at the convention.</li> </ol>   | <ol style="list-style-type: none"> <li>1. Members not attending convention will need to learn how to take part in the discussion of business being voted on before the convention (e.g., blogs, discussion boards, etc.) and actively seek out these methods.</li> <li>2. A quorum of 5% may be too small to ensure adequate representation.</li> </ol>   |