

**AMERICAN ASSOCIATION OF UNIVERSITY WOMEN (AAUW)
BOARD OF DIRECTORS MEETING
May 14, 2025**

A video conference meeting of the AAUW Board of Directors (the “Board”) was held May 14, 2025, beginning immediately following the Annual Meeting.

Those Directors Present/Absent* Included:

Cheryl Sorokin, Board Chair
Gloria Bañuelos, Vice Chair
Peggy Cabaniss, Finance Chair
Jeanie Latz, Secretary
Kimberly Adams*
Jenna Kirkpatrick Howard
Melissa LaDuke
Edwina Frances Martin
Shaila Rao Mistry
Dianne Owens
Sona Pancholy
Christine Schmitz
Auntaneshia Staveloz
Monique Taylor*
Mary Zupanc
Gloria Blackwell, CEO (ex-officio)

Staff Present:

Shannon Wolfe, Managing Director and Chief of Staff

Call to Order

The Chair called the meeting to order. She noted this was the final Board meeting for several directors, including herself. Ms. Sorokin acknowledged the importance of Board leadership to the organization and reiterated the impact of the dedication and insight of the current Board in helping shape the groundwork from which the organization moves forward to its next chapter. She then turned to Ms. Blackwell for the CEO update.

CEO Update

Ms. Blackwell addressed the Strategic Plan (the “Plan”) launch and next steps. She advised that after previewing the Plan in the national committee and liaison meetings in early April and obtaining feedback, the Plan was refined, and the public launch took place on May 13. The launch encompassed (1) website updates; (2) emails to large audiences; (3) webinars; (4) social media outreach; and (5) user resources. She advised that the second phase of the launch will take place during the August-September time frame and will emphasize the 5-Star branch framework. This phased approach will allow for real time feedback and acknowledgment of requests for additional resources.

The CEO next reviewed the three primary priorities of the Plan which include: (1) highlighting AAUW’s funding for women & alumnae development; (2) expanding

education and advocacy for inclusive policies; and (3) improving national-branch alignment. She further advised that metrics are being developed as subgoals to be tied to each priority. Ms. Blackwell updated the Board on the search for a communications lead to fill a vacant leadership role.

Reviewing the communication efforts in the launch of the Plan, Ms. Wolfe indicated that the outside communications team, which was instrumental in structuring and providing the messaging for the Plan launch, will participate with management in an additional project to identify the AAUW audiences and associated impacts of AAUW's communication vehicles.

Preview of FY26 Budget

Ms. Wolfe next provided a preview of the annual FY26 organizational budget to be adopted at the June Board meeting. She explained that the draft budget is similar to the budget for FY25 and aligns with the organizational commitment of an annual balanced budget—with approximately \$17.8 million in unrestricted revenue providing an approximate \$102K unrestricted surplus. Proposed expenses are \$17.7 million. She emphasized there are no major organizational, staffing or structural changes proposed in the budget. Ms. Wolfe also reviewed the assumptions incorporated in the budget and referred the Board to the accompanying memorandum in the Board materials for the departmental detail.

Follow-Up on Board Effectiveness Survey

Ms. Sorokin stated that she and the incoming Board chair have discussed potential follow-up to the major points raised in the 2025 Board Effectiveness Survey. She indicated that further discussion will be held with the Board at its June meeting regarding planned and proposed actions to address the Survey input.

Approval of Membership Degree Equivalency Policy

Shaila Rao Mistry, Chair of the Governance Committee (the "Committee"), presented the recommendation of the Committee for the adoption of a Board policy defining and setting forth a process for AAUW membership based on associate degree equivalency. She explained the AAUW Bylaws provide in Article III, Section 2 eligibility for AAUW membership--holding an associate (or equivalent), or higher degree, from a higher accredited education institution. The Bylaws in the same provision state the Board may establish the process to determine degree equivalence.

Ms. Mistry reviewed the process the Committee had undertaken to formalize and recommend the criteria to determine AAUW membership based on associate degree equivalency. She stated the intent of the policy is to clarify the AAUW process and criteria for AAUW membership and consequently support member recruitment efforts. The proposed policy would allow membership to be granted to individuals that hold certificates, licenses, or professional certifications issued by an accredited higher education institution OR have at least two-years of full-time or 48 credit hours of education at an accredited higher education institution.

After discussion upon motion duly made and seconded, the following resolution was unanimously approved by the members present.

Resolution Approving AAUW's Degree Equivalency Policy

The Board of Directors of AAUW approves the Degree Equivalency Policy as set forth and attached hereto as Appendix A.

Consent Agenda

Ms. Latz then directed the members' attention to the Consent Agenda which contained four items for approval by the Board – (1) the minutes from the February 28, 2025, Board meeting; (2) membership consent calendar; (3) committee chair appointments; and (4) revised Diversity Policy.

Resolution Approving the Minutes of the February 28, 2025 Meeting of the Board

The Board of Directors of AAUW approves the minutes of the February 28, 2025 Board meeting as presented.

Resolution Approving the Membership Consent Calendar

The Board of Directors of AAUW approves the Membership Consent Calendar dated April 29, 2025.

Resolution Approving Committee Chair Appointment

The Board of Directors of AAUW appoints the committee chairs, indicated (*) as set forth on the attached Appendix B, to AAUW's standing committees for two-year terms commencing as of July 1, 2025.

Resolution Approving AAUW's Diversity Policy

The Board of Directors of AAUW approves the Diversity Policy as revised and set forth on the attached Appendix C.

Board Service Acknowledgements

Ms. Sorokin thanked Gloria Bañuelos, Vice Chair; Peggy Cabaniss, Finance Chair; and Mary Zupanc, Nominating Committee Chair for their service on the Board and particularly for the unique perspectives and knowledge each brought to the organization. Ms. Wolfe read a resolution of appreciation that each will receive as a token of the Board's gratitude. The Board also expressed their appreciation and thanks to Ms. Sorokin for her years of service to the Board and her dedication and commitment in fulfilling the role as Board Chair over the past year.

Respectfully submitted,
Jeanie Latz
Board Secretary

DEGREE EQUIVALENCY POLICY

Note: In all policies, the term AAUW refers to the American Association of University Women, Inc., the national organization.

Individual members of AAUW and its affiliates must meet the membership criteria specified in Article III Section 2 of AAUW's bylaws. Membership in AAUW is required for membership in any AAUW affiliate.

The full text of the Article III Section 2 is included below. In summary, the criteria for individual membership in AAUW is based on an individual having received an associate or higher degree from an accredited higher education institution. The provision also allows membership for individuals who have received the equivalent of an associate degree and specifies that the Board of Directors of AAUW may establish a process to assess credentials for membership submitted based on degree equivalence.

This policy specifies the process for assessing credentials for membership submitted based on degree equivalence.

1. Requests for membership in AAUW from any individual not holding an associate or higher level degree from an accredited higher education institution shall be made to the CEO or designee and shall be submitted to executive@aauw.org or connect@aauw.org. The request may be made by the individual directly or by an AAUW affiliate member on behalf of the individual.
2. All prospective members should demonstrate a commitment to working to advance equity for women and girls.
3. The determination of an individual's eligibility based on degree equivalency shall be based on one or more of the following:
 - a. Holding of certificates, licenses, or professional certifications issued by a higher education institution accredited by a regional accrediting agency recognized by the U.S. Department of Education; or
 - b. At least two (2) years of full-time, or 48 credit hours, equivalent education at an accredited institution, as defined above.
4. A decision to decline membership for an individual may be appealed by the originating requestor to the Board of Directors of AAUW. Decisions of the Board of Directors are final.

Article III Section 2 provides as follows:

(i) Eligibility. An individual holding an associate (or equivalent, e.g., RN), bachelor's, or higher degree from a higher education institution accredited by a regional accrediting agency recognized by the U.S. Department of Education (an "Accredited Higher Education Institution") or other qualified institution located outside of the United States, as determined by the Board of Directors, shall be eligible to receive admission to AAUW membership; such membership shall be granted upon payment of AAUW dues. The

Appendix A: Degree Equivalency Policy

provisions set forth in this section are the sole requirement for eligibility and admissibility to AAUW membership except that the Board of Directors may establish a process to assess credentials that are submitted based on degree equivalence.

Appendix B: Committee Chair Appointments

Committee Chair Appointments for the 2-Year Term Starting July 1, 2025:

Advancement Committee

Dianne Owens, Chair*

Deb Roney, Vice Chair*

Inclusion & Equity Committee

Karen Francis, Chair*

Patricia Garner, Chair*

Investment Committee

Christine Schmitz, Chair*

Nominating Committee

Melissa LaDuke, Chair*

Mary Zupanc, Vice Chair*

DIVERSITY POLICY

Note: In all AAUW policies, the term “AAUW” refers to the nationwide organization.

In principle and in practice, AAUW benefits from a variety of perspectives across membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization or its affiliates based on any community member’s protected characteristics under local, state, or federal laws.