

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN (AAUW)

BOARD OF DIRECTORS MEETING

September 17, 2025

A videoconference meeting of the AAUW Board of Directors (the “Board”) was held on September 17, 2025. The meeting began at 4:00 PM Eastern time.

Directors Present:

Dianne Owens, Chair

Melissa LaDuke, Vice Chair

Christine Schmitz, Finance Chair

Hope Tryon Bennett

Aaliyah El-Amin

Jenna Kirkpatrick Howard

Jeanie Latz

Edwina Frances Martin

Hope Ricciotti

Auntaneshia Staveloz

Mayida Zaal

Gloria Blackwell, CEO (ex officio)

Staff Present:

Carsyn Baxter, Senior Associate, Special Projects

Katrina Sun Breese, Senior Director, Institutional Advancement

Directors Absent:

Kimberly Adams

Shaila Rao Mistry

Sona Pancholy

Monique Taylor

Call to Order and Welcome

Dianne Owens, Board Chair, called the meeting to order stating a quorum was present. In Sona Pancholy's absence, Ms. Owens appointed Jeanie Latz as secretary pro tem for the meeting. The Chair reminded the directors of the rules governing the meeting including the organization's Civility Statement. After a brief introductory ice breaker, Ms. Owens turned the meeting over to the CEO for organizational and strategic plan updates.

Organizational and Strategic Plan Updates

Ms. Blackwell stated the search for a Senior Director of Operations and Administration was going well. She indicated that many outstanding candidates have been interviewed and hiring for the position is expected to be completed by mid-October. The CEO also advised that Ramona Joyner had recently joined the organization as Executive Office Associate. Referring to other organizational matters, Ms. Blackwell informed the Board the FY25 Audit was underway, and the Total Rewards Compensation group had completed an organizational compensation study.

Turning to fellowships and grants, Ms. Blackwell advised that the applications received for 2025-26 grants are being processed, and the application for 2026-27 applicants is being prepared. The CEO acknowledged the current administration's proposal to limit the length of time foreign students are allowed to study in the United States was impacting some of the fellowship recipients. Ms. Blackwell then reviewed the plans for recognition of the 2025 alumnae honoree, Yie-Hsin Hung. She also discussed the plans and timeline for an alumna fundraising campaign.

The CEO next reported on the initiatives of the communications and marketing team including the updating of a messaging guide with information about the strategic plan; the finalizing of the member gathering to be held on September 10; and the completion of the annual report.

Updating the Board on the organization's current public policy initiatives, Ms. Blackwell advised that the team had onboarded two new interns. She also stated that Lobby Corp

is headed back to the capital after the summer break to focus on gender equity issues--particularly childcare and gender pay gap.

Concluding her remarks, the CEO stated that she and Carsyn Baxter would be traveling to New York for the Clinton Global Initiative and U.N. General Assembly during the upcoming week.

FY Branch Survey Highlights

Katrina Sun Breese, Senior Director, Institutional Advancement, presented the results of the recent branch survey highlighting strong survey participation; growth in Five Star Branches; increased engagement in public policy; and broader organizational strength. Ms. Breese also recounted a number of trends from the branches which did not complete the survey, including smaller than average number of members; declining membership over past two years; lower contributions; and high proportion of lifetime members. Overall, the nonparticipating branches—which were spread across 40 states—had a history of low engagement and lack of leadership. She concluded the presentation with the next steps in striving for 100% branch survey completion in FY2026.

Year-End Fundraising Campaign

Ms. Breese next discussed year-end fundraising efforts. She reviewed the board, staff, and committee members’ donor match that accompanies the end of year campaign. The goals for FY26 include a (1) matching gift pool of \$100,000 and (2) growth in the number of fellowship & grant recipients contributing to the fund. The timeline for the fundraising campaign was also set forth by Ms. Breese.

Committee Discussion

Ms. Owens facilitated a discussion of the activities of the (1) member-facing Board committees; (2) inclusive membership task force; and (3) state liaison group. The following initiatives were detailed.

Jeanie Latz, Vice Chair of the Governance Committee, advised that the Committee has completed a toolkit offering strategic planning for states and branches on leadership, organizational streamlining, merger combinations, and closures of inactive branches. In addition, the Committee is reviewing the Board committee charters to ensure their alignment with organizational goals.

Dianne Owens, Chair of the Advancement Committee, reviewed the Committee’s processes of contacting branches with congratulations messaging for their 5-star

achievements. She also highlighted the Committee's ongoing educational initiatives including an upcoming webinar on November 19.

Melissa LaDuke reported on the activities of the Inclusion & Equity Committee. She advised that their work for the year was being informed by the recent survey seeking information from the state diversity chairs. The information is being used to determine topics for webinars and other educational materials for the states and branch organizations.

Auntaneshia Staveloz, Chair of Inclusion Task Forces, explained that the Task Force is spending this year researching and gathering information pertaining to the past proposed amendments to the bylaws to provide for open membership. The objective of the Task Force is to advise the Board on the issue going forward.

Melissa LaDuke, AAUW Vice Chair, updated the Board on the State Liaison meetings scheduled for the coming year. These meetings will continue to provide a communication bridge between national and state leadership—facilitating dialogue , identifying affiliate needs, and supporting alignment of organizational priorities.

Ms. Owens also referenced the work of the Public Policy Committee which was more fully reviewed in the CEO report.

Consent Agenda

Ms. Latz then directed the Board's attention to the Consent Agenda items, noting there are two items for action, namely the minutes of the August 2025 board meeting and the membership consent calendar. She also referenced the two items for information--the July 30, 2025 and August 20, 2025 executive committee minutes.

There being no further discussion and following a motion and a second, the Board approved the following resolutions:

Resolution Approving the Minutes of the August 6, 2025 Board Meeting

The Board of Directors of AAUW approves the minutes of the August 06, 2025 board meeting as presented.

Resolution Approving the Membership Consent Calendar

The Board of Directors of AAUW approves the Membership Consent Calendar dated September 2, 2025, as presented.

Other Business

Hearing no other business, Ms. Owens thanked Ms. Blackwell, Ms. Breese and Ms. Carsyn Baxter, for their time and adjourned to Executive Session.

Executive Session

The Board met in Executive Session with attending Board members present. Ms. Owens presented the recommendation of the Executive Committee for the CEO salary for the upcoming year and the incentive payment for the past year. She indicated the recommendation of the Executive Committee had taken into account the data from the outside compensation consultants regarding salaries for Executive Directors in the Washington D.C. area.

After discussion and questions, a motion was duly made and seconded and the following resolution was adopted:

Resolution Ratifying the CEO's Base Salary for FY26.

The Board ratifies the CEO's Base Salary for FY26 as recommended by the Executive Committee.

After review, there being no further business, the meeting was adjourned.

Adjournment

The meeting was adjourned.