

Proposal to Amend Society of Women Engineers Bylaws

| Proposal # | Description  | Article | Section | Proposed by   |
|------------|--|---------|---------|---|
| S-2107     | <p align="center"><b>Amend Article II Section 1 - Revise Associate Member Grade</b></p> <p align="center"><i>Simplify associate member grade eligibility requirements</i></p> <p>Amend Article II Section 1E by substituting for Part 1:<br/>                     “1. A person who supports the goals of the Society but does not qualify for membership under any of the aforementioned grades is eligible for the grade of associate.”</p> | II      | 1       | <p align="center"><i>Kristine Barnes, Stephanie Loete, Lisa Rimpf, Heather Wiest, Alison Bergmann</i></p> |

| <u><b>Current Language:</b></u>   | <u><b>Proposed Changes:</b></u>  | <u><b>If Adopted:</b></u>   |
|---|--|---|
| <p><b><u>ARTICLE II – MEMBERS</u></b><br/> <u>Section 1. Grades of Membership</u></p> <p>E. Associate</p> <p>1. A person who supports the goals of the Society but does not qualify for membership under any of the aforementioned grades may be eligible for the grade of associate if such person is either:</p> <ul style="list-style-type: none"> <li>a. Engaged in work related to the practice of, or training for, engineering; or</li> <li>b. Sponsored by a member of the senate, a section president, members at large president, or corporate member.</li> </ul> <p>2. Associates shall not have the right to serve on the senate or board of directors.</p> | <p><b><u>ARTICLE II – MEMBERS</u></b><br/> <u>Section 1. Grades of Membership</u></p> <p>E. Associate</p> <p>1. A person who supports the goals of the Society but does not qualify for membership under any of the aforementioned grades <del>may be</del> <b>is</b> eligible for the grade of associate. <del>if such person is</del> either:</p> <ul style="list-style-type: none"> <li><del>a. Engaged in work related to the practice of, or training for, engineering;</del><br/>or</li> <li><del>b. Sponsored by a member of the senate, a section president, members at large president, or corporate member.</del></li> </ul> <p>2. Associates shall not have the right to serve on the senate or board of directors.</p> | <p><b><u>ARTICLE II – MEMBERS</u></b><br/> <u>Section 1. Grades of Membership</u></p> <p>E. Associate</p> <p>1. A person who supports the goals of the Society but does not qualify for membership under any of the aforementioned grades is eligible for the grade of associate.</p> <p>2. Associates shall not have the right to serve on the senate or board of directors.</p> |

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### **Conforming Amendment:**

None

### **Rationale:**

The current associate member grade eligibility includes an outdated sponsorship option. Removing sponsorship and generalizing the language will better align with current operations and provide a clear, flexible, inclusive criteria moving forward.

### **Pros:**

Benefits of adoption of the proposed amendment include:

- This change would simplify and clarify the associate member grade.
- As an inclusive organization open to new members joining, there is not a need for SWE leaders to sponsor potential new associate members. Removing the sponsorship option eliminates a not well-known responsibility of some leadership positions and better aligns the bylaws with current operational practices. Discussions with SWE headquarters confirmed that the sponsorship option had not been used in recent history.
- The language about applicants being engaged in work related to engineering, or training for engineering, is unnecessary. Anyone who supports SWE's mission is welcome to join the organization as a member.

### **Cons:**

The following items have been identified as potential risks and/or topics that will require education or action in the implementation plan:

- The proposed amendment would clearly allow anyone to join as an associate member without any additional eligibility requirements. Specifically opening up membership and some Society leadership positions to anyone who supports SWE's mission regardless of occupation could be perceived as a move away from the Society of Women Engineers.