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Other comments on co-chairs or co-officers:

1. #15. Does this mean that the Nominating Committee would not have a member from each cluster? I think a member from each cluster is a good plan. The reason I think it is a bad idea to have co-chairs or co-officers is that I have seen examples of this and problems frequently develop between the two officers or chairs.
2. co-chairs and officers might help the smaller branches to get people to seerve
3. Co-chairs would increase the cost of attendance to AAUWNC meetings.
4. I am confused by 15. How can all other officers be appointed by the president? Do you mean all other non-elected position? If you mean the later that is fine. I'm still in favor of the President appointing the Nominating Committee Chair as you really need someone who knows the membership and the board job requirements in that position.
5. If Bylaws are changed, the wording should be that two people (may) be elected or appointed. The decision should be left to the two. The two should decide how they will share the duties and the money. #15 is not clear. Would you only elect the President? If you are talking about the chairs, I thought that the President appointed the chairs unless a chair or an officer could not fill out the term. Then, the Exec. Committee gets involved. Do I need to reread the Bylaws? As to the Nominating Committee electing its own chair ..... I think that it is prime that the Exec. Committee choose a chair. If you are going to get good representation on the nominating committee, you may end up with people who do not know what has transpired. You need a voice to lead them who has some continuity.
6. #15. Nom. Comm. Chair should alternate among clusters.
7. To streamline attendance, only one co-chair/officer could attend a meeting. That way if one cannot, the other will still be clued in on the information. It follows then that person would also be the only one reimbursed for the expense of traveling to the meeting.
8. see14 above
9. 14. I could be wrong, but I don't think we will see very many co-chairs.
10. Regarding question 14--I think if both people attend they know up front that they will share the expenses. On the other hand, if only one of them attends she should get the entire reimbursement.
11. Some questions would be whether the executive committee would give honest feedback, and whether as women we find that balance of being supportive, and at the same time holding each other accountable. An increase in support could mean that one person could hold a position and accomplish enough in a reasonable length of time. Some simply appear(smile)?
12. I believe the Nominating Committee Chair -- a very important position to develop leadership in the organization and sustain its continuity -- should be appointed by the president at well. If you have this committee elect its own chair, this further delays the work of this important committee.
13. Allows for division of responsibilities and for consultation and discussion

- 14.** The Nominating Committee: The Association Board(when I served on the Nominating Committee)appointed as Chair a person who had served on the previous Nominating Committee. The rest of the Nominating Committee members were elected by their Region. NC could use the Clusters. The Bylaws should be consistent regarding appointments. State Board appointments should be made by the president and confirmed by the BOARD not the Exec. Comm.
- 15.** Co-chairs and co-officers may be a good idea. My experience has been that much of the time one carries the responsibility and actually serves as chair. Sometimes things fall between the cracks because neither one takes the responsibility. I have seen co-chairs divide the responsibility at the beginning: one plans the first half of the programs and the other plans the other half; or one takes care of logistics, such as space, food, and registration and the other takes care of the program for an event. On some occasions, I have worked on a committee of two. We met and planned and tried some solutions to the problem. When we had worked for a while, the other member said, "I have spent as much time as I am willing to on this, and I think we need to drop it." So in the end, I have been left with the entire responsibility. I would have preferred to be the entire committee from the beginning if my co-worker drops by the wayside. I would not favor having co-chairs.
- 16.** Nominating committee chair should be appointed by president, like other chairs. That way, someone is accountable for the process and has been given a job description.
- 17.** While not everyone would want to be in a co-chair role, if we do go to larger committees (and so the chair has broader responsibilities) this only makes sense. In the current situation, some jobs (e.g. membership, program) are large enough to be shared.
- 18.** Success of co-chairs or co-officers depends on the personalities involved. I have known a few very successful co-chairs/officers and many more who were unable to work together to get the job done.
- 19.** Hard to get people to run for office and the president wouldn't necessarily know who would serve statewide.
- 20.** The nominating committee chair should be appointed by the president with the approval of Executive Board since the members of the committee may not know the leadership qualities of its members. After the committee is functioning and the committee feels the leader should be replaced there should be a way of doing it. Other officers also would be appointed by the president with approval of executive Board.

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