

Nag's Heart Bylaws -

I. Name: The Nag's Heart Annual Conference Series

II. Mission: The organization exists to arrange small residential conferences that are aimed to replenish what we call "the feminist spirit." By feminist spirit we mean the communal effort to enhance gender equity and inclusion across multiple identities. The spirit resides within individuals, but individuals in isolation cannot bring about real change. Collective efforts are necessary so that all individuals may reach their full human potential. Replenishment is needed because any effort at true change drains people of energy, even as it satisfies and invigorates them. Nag's Heart has its roots in the higher education community, but we believe the processes of our conferences are useful to people in any field. The point of the Nag's Heart Annual Conference Series is to help invigorate and sustain both women and men in their efforts to help themselves and others achieve their highest potential.

III. Structure: Nag's Heart has members and a leadership collaborative (LC).

The leadership collaborative generally will consist of between 5 and 7 full members of Nag's Heart. One member of the LC will serve as convener. The convener is the LC member who makes sure that matters proceed along as they should. At least one member of the LC (not necessarily the convener) must be an active or emeritus UCSC faculty member, preferably in the Department of Psychology. If the UCSC member of the LC is not in the Psychology Department, she or he must confer at least once a year – or more frequently if circumstances warrant it -- with the Chair of the Psychology Department to keep the Chair well informed. The term of service as a member of the LC is normally three years. If any member of the LC wishes to serve more than two consecutive terms, the other members of the LC must unanimously agree. Retiring LC members should attempt to find their own replacements. About six months prior to rotating off the LC, the retiring members should inform their colleagues of possible candidates to replace themselves. If two LC members object to any of the candidates, that person will not be invited to join the LC. Otherwise, invitations will be extended until the slots are filled. Normally, the change will occur on or around July 1. Former LC members are expected to continue to serve in an advisory capacity to the current LC if they wish and are able to do so.

The LC meets (not necessarily in person) at least one time each year, with the year beginning on July 1 and ending on June 30. The LC decides the financial arrangements for the year, including scholarships. The LC must approve the theme and the leadership of any conference and must approve any significant departure from tradition in terms of content or structure. When a member proposes an idea for a conference to any member of the LC, that LC member will bring the idea to the full LC within a month.

When funds permit, the LC will hire an administrator to help with all the book-keeping and clerical functions and to help the members stay in touch with each other. The

administrator will maintain the website. If and when funds are not sufficient to employ an administrator, the LC will take over the clerical and administrative duties. The administrator is employed at the pleasure of the LC. If a majority of LC members vote to terminate the employment of the administrator, then the member(s) of the LC who is (are) employed on the UCSC Department of Psychology faculty will make the suitable arrangements.

IV. Membership

Nag's Heart membership is open to anyone who embraces the feminist spirit. Members fall into two categories: a) full members are those who are not currently students enrolled in a degree program; b) associate members are those who are currently enrolled in a degree program.

- A. Full Members: Anyone who embraces the feminist spirit can apply for membership. Membership in Nag's Heart may be prohibited only under extreme circumstances when a potential member has engaged in unlawful or unethical behavior. In cases where it is unclear whether someone should be granted membership, the LC takes a vote. If at least two members of the LC vote to exclude a candidate, the candidate is not welcomed into Nag's Heart. Similarly, if a current member engages in actions or activities that run counter to the Nag's Heart mission, the LC may remove the person from the list of members, but this time by a majority vote. If someone protests the decision of the LC, full members will be contacted and the matter will be decided by a majority vote. If a full member matriculates in a degree program subsequent to gaining full membership, she or he retains full member status.

- B. Associate Members: Anyone who embraces the feminist spirit and who is currently enrolled in a degree program may join Nag's Heart as an associate member (unless she or he is already a Full Member). In cases where it is unclear whether someone should be granted membership, the LC takes a vote. If at least two members of the LC vote to exclude a candidate, the candidate is not welcomed into Nag's Heart. Similarly, if a current member engages in actions or activities that run counter to the Nag's Heart mission, the LC may remove the person from the list of members, but this time by a majority vote. If someone protests the decision of the LC, full members will be contacted and the matter will be decided by a majority vote. Associate members become full members when they obtain their terminal degree.

V. Activities. It is helpful to differentiate between central and supporting activities.

- A. Central Activities: The conferences generally include 6 to 12 people and last one to four days. It is generally the case that a conference is organized around a theme of relevance to sustaining the feminist spirit. Most of the time, the

meetings are organized following the traditional Nag's Heart pattern, designed to attenuate hierarchy and build a sense of safety and community. The appendix to the Bylaws outlines the traditional pattern. Some conferences result in products (e.g., edited books), but most do not. Some conferences are supported by external funds and some by funds from Nag's Heart. Conference fees are collected for most meetings. Scholarships are available. Some conferences are by invitation only, and some have open enrollment. The LC decides how scholarships are to be distributed among conferences in any one year and may delegate authority to conference facilitator concerning the utilization of scholarship funds.

The leader of every conference will submit documentation to the LC in a timely fashion, reporting on attendance and finances.

- B. Supporting Activities: The convener and the administrator keep lists of members and contact the members at regular intervals to tell them about conferences that are planned. When there is an administrator, she or he facilitates and provides support for conference planning, reimbursements, and correspondence with attendees. Grants may be sought from external sources by the LC, assisted by the administrator.

VI. Changes in the Bylaws

The Bylaws will be posted on the website of Nag's Heart. If two or more members of the LC or ten or more full members of Nag's Heart who are not on the LC wish to have the organization consider making changes in the Bylaws, and if they notify the convener in writing of their wish, then the convener will have the responsibility of arranging for a vote by the membership to occur within 6 months of being notified of a desire to consider change. By mail or email ballot, the full members of Nag's Heart will be informed of the choices and asked to vote. Any change will require endorsement by 2/3rds of the full members.

VII. Financial and legal arrangements with the University of California, Santa Cruz.

The Nag's Heart Conference Endowment, a UC Santa Cruz true endowment, was first initiated in 1999. A Letter of Gift was executed in 2009 and is on file with the Development Office of the Social Sciences Division of UCSC and also with the Psychology Department. The endowment may be augmented with additional gifts. While the endowment's principal remains inviolate, the endowment allows for an annual payout when market conditions permit (as determined by the UC Santa Cruz Foundation Endowment Expenditure Policy), with the funds being automatically transferred to an account known as the endowment payout account. In addition, there is a current-use gift account.

When donors make donations to Nag's Heart, they need to specify whether they intend to have the funds deposited in the endowment or in the current-use gift account. If no specification is made, the LC decides which account shall receive the donation.

Nag's Heart members who are going to attend a conference should make out their checks to UC Regents, and their checks shall be deposited into what is known as the activity account (another current-use account).

All three current-use accounts (endowment payout account, current-use gift account, and activity account) are to be managed by the administrator or, in years when there is no administrator, by the UCSC Department of Psychology faculty member of the LC. Funds may be transferred from the endowment payout account and/or the current-use gift account to the activity account. The administrator will receive periodic statements about the status of the endowment and will share the information with the LC in a timely fashion.

Whenever a conference is planned, one member of the LC will act as the contact person for the conference (either as conference leader, member, or liaison), and that person will interface with the administrator (or UCSC Department of Psychology faculty member of the LC) to manage all the financial and legal arrangements, making sure that vendors are paid according to UCSC procedures and that all the regulations of the University are followed.

Every July, the administrator will prepare a report on the year's activities and current finances of Nag's Heart and the report will be shared with the LC and with the chair of the UCSC Psychology Department. If the chair of the Psychology Department has any concerns, she or he will work with the LC to resolve them. In the event of irreconcilable differences, the LC and the chair of the Psychology Department shall submit their case to binding arbitration.

If there has been no Nag's Heart conference for a period of 10 consecutive years, the LC (if one still exists) will be disbanded and the endowment fund will be re-purposed in a way that honors the intention of the Donors as closely as possible, according to the terms detailed in the Letter of Gift, which says: *"If, in the unlikely event and in the judgment of the trustees of the UC Santa Cruz Foundation, it becomes impossible or impractical to accomplish the purposes of this gift, **Nag's Heart Conference Endowment** distributions may be used for a purpose as closely related to the original intention of the Donors as possible, as determined by the trustees of the UC Santa Cruz Foundation, upon recommendation of the Chancellor, after consultation with the Dean of the Division of Social Sciences and the Department of Psychology."*

Last amended 10/12/09

Appendix: Customary Format of the Conferences

The general effectiveness of Nag's Heart conferences derives from their unusual format and process. Participants live together in informal settings, often sharing bedrooms and bathrooms. In the multi-day conferences, Day One starts in the afternoon with cocktails, dinner, and brief introductions. Days Two and Three involve intensive small group interactions in the mornings, free time for relaxation in the afternoons, and communal meals and activities in the evenings. The final day is devoted to achieving closure, both substantively and emotionally. Ceremonies matter at all points in the process.

During the intensive work sessions, each participant is allocated one half hour in which to present a "dilemma" of personal import relevant to the issues at hand. Dilemmas can be broad or narrow. Participants may use their one half-hour slot in any way they wish. They may speak for 29 minutes and get one minute of comments from the group or speak for one minute and get 29 minutes of discussion. Extra sessions are devoted to issues that cut across individual presentations.

To the extent possible, participants are pampered even as they share accommodations. Every effort is made to relieve participants of the every-day burdens of living.