

Effective: October 1997

**University Governance
PRESIDENT'S COMMISSION on the STATUS of WOMEN**

Approved: October 1997
Revised: March 22, 2007
Revised: November 22, 2019
University President

The President's Commission on the Status of Women was created to foster gender equity on campus and a positive environment for all women.

Membership

1. A maximum of sixteen members, including the commission chairperson, appointed by the University President, with minimum numbers as indicated:
 - a. Two administrators
 - b. Six faculty
 - c. Two students
 - d. Two support staff

Commission membership shall be representative of the various units and women of the University community (Academic Affairs, Student Affairs & Enrollment Management, Finance and Administration, etc.). A majority of the commission members must be women.

All commission members will serve overlapping three-year terms, except for students who will serve two-year terms. No member may serve more than two consecutive terms; to remain eligible, students must maintain active enrollment status.

2. One student alternate, who shall have voting privileges in the absence of one or both student members. Student alternates who maintain active enrollment are eligible for term renewal.
3. The Chief Diversity Officer, or his/her designee, as an ex officio non-voting member.
4. The chairperson is appointed by the President from among current and previous women members for a one-year term.
5. Past chairs may, at the discretion of the President, be invited to serve on the commission following the expiration of their terms.
6. The anniversary date of terms shall be September 1.

Functions

1. Examine the working, learning, and social environment for all women (faculty, administrators, students and staff) and recommend appropriate action.
2. Employ principles of inclusive excellence as a format to measure programming initiatives.
3. Recommend appropriate action for ensuring gender equity in hiring, promotion, tenure, salary, and professional development of faculty, administration, and staff.
4. Recommend appropriate action for ensuring gender equity in admissions and retention, student employment, and programs for students.
5. Review University policies to determine their impact on majority and minority women.
6. Provide evidence-based programming data/metrics to be used for the development of future strategic initiatives.
7. Prepare an annual report on the work of the commission.

Modifications

Modifications of the committee reside with the University President.