

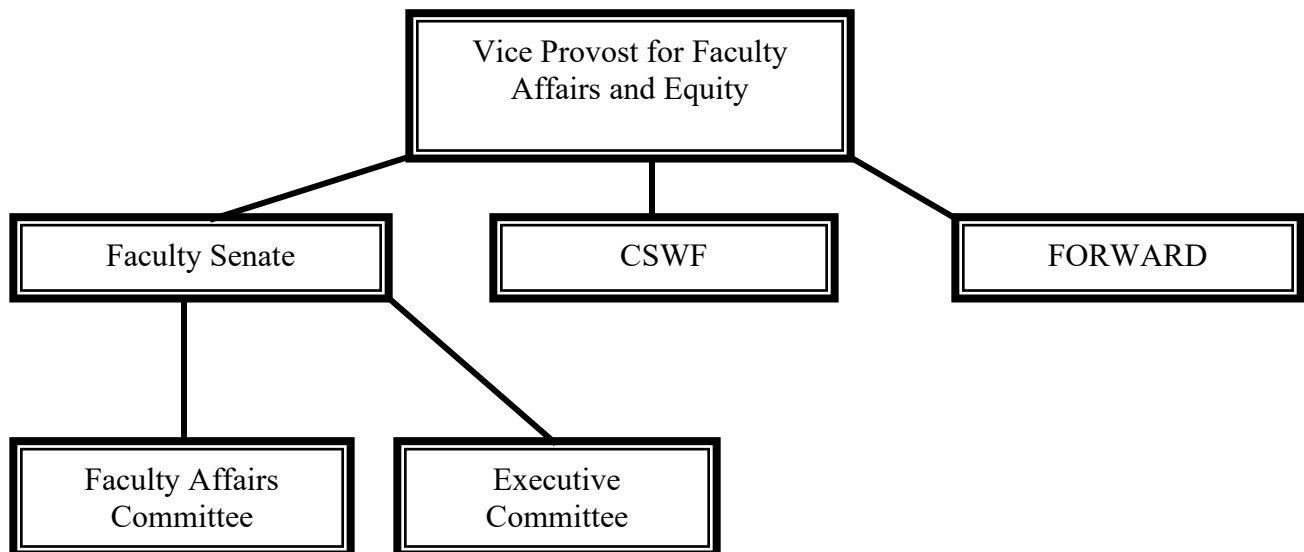
## COMMISSION ON THE STATUS OF WOMEN FACULTY

**Mission:** The Commission on the Status of Women Faculty (CSWF) is a dynamic and responsive committee charged with proactive inquiry and advancing initiatives to more fully capitalize on the talent of women faculty to help NDSU achieve its goals. CSWF works with the NDSU Faculty Senate, NDSU's administration, and various campus organizations that promote inclusivity and diversity, to address barriers to opportunity faced by women faculty. CSWF is responsible for facilitating NDSU's institutional transformation to ensure full participation of women at all university levels.

### Roles of CSWF:

- 1) To respond to initiatives and developments from groups such as FORWARD, that promote diversity and inclusivity;
- 2) To identify and respond to developing campus issues relevant to opportunity for women faculty;
- 3) To proactively examine and initiate change in the university's policies impacting advancement of women faculty, seeking to more fully engage, recognize, and utilize the contributions of women faculty for the betterment of the University; and
- 4) To monitor and benchmark the University's progress towards equal participation of women faculty throughout the University.

### Structural Diagram:



**Membership:**<sup>1</sup> The CSWF shall consist of a minimum of seven and a maximum of ten voting members. Membership of CSWF consists of three faculty members who represent organizations on campus (including, but not limited to FORWARD) that promote diversity and inclusivity, as well as at least one faculty member from each academic college across the campus selected through an open process of application and nomination for their support for and ability to effectively pursue the mission of CSWF, one ex-officio member representing academic deans, one ex-officio member representing the Office of the NDSU Ombudsperson, and one ex-officio member representing the Office of the Vice Provost for Faculty Affairs and Equity. Membership and chair terms are 3 years, with the potential for successive reappointment and a maximum of two successive reappointments. Membership terms are to be staggered to facilitate continuity of CSWF initiatives. CSWF representatives on Faculty Senate Executive Committee and Faculty Senate Faculty Affairs Committee are selected each year by the CSWF membership.

**Meetings:** Regular meetings of the entire CSWF are held monthly during the academic year; various task-specific subcommittee meetings are scheduled as needed.

**CSWF Activities:**

- 1) Takes a leadership role in reviewing, proposing and shepherding policy change initiatives to improve the recruitment, retention, and advancement of women faculty.
- 2) Actively participates in university governance through its ex-officio membership on the Executive Committee and Faculty Affairs Committee of the Faculty Senate;
- 3) Engages with university administrators, faculty leaders, and campus units in pursuit of its mission;
- 4) Has an active role in FORWARD activities, facilitating and supporting as appropriate; and
- 5) Is an avenue for discussion of issues related to the advancement of women faculty, and maintains vigilance for emerging issues in this area.

**Origin:** The Commission on the Status of Women Faculty (CSWF) was created in January 2009 as part of NDSU's FORWARD-(Focus on Resources for Women's Advancement, Recruitment/Retention, and Development) led National Science Foundation-funded ADVANCE Institutional Transformation project. The goal of the project was, and remains, the following:

- 1) To improve campus climate and narrow the gap between men's and women's perceptions of the campus climate;
- 2) To enhance recruitment, retention, and advancement of women faculty; and
- 3) To open academic leadership opportunities, aiming for critical mass of women in significant administrative positions.

The CSWF was formed as a formal link between the university's academic administration and the FORWARD ADVANCE Institutional Transformation project in order to support the ADVANCE project goals and institutionalize associated activities for continuance after the five-year grant period. Initially created by NDSU's Provost (then PI of the ADVANCE grant) and operating under the Office of the Provost, the Provost transferred leadership to the CSWF (Co-) Chair(s) in 2011. The CSWF now considers itself as an autonomous partner with FORWARD in removing barriers to opportunity faced by women faculty.

---

<sup>1</sup> Membership description updated by CWSF April 24, 2023.