

ACADEMIC DEAN AND PROVOST INSTRUCTION 5420.2

From: Academic Dean and Provost

Subj: ESTABLISHMENT OF A COMMITTEE ON GENDER EQUITY AND  
ACADEMIC ISSUES

1. Purpose. A standing committee is established to explore the climate of gender equity and academic issues at the United States Naval Academy. This committee will serve as an advisory group to the Academic Dean and Provost in identifying issues and providing recommendations to promote a positive equal opportunity climate conducive to promote professionalism and to support the school's mission.

2. Background. In 1990, at the request of the Board of Visitors, the Academic Dean and Provost commissioned an ad hoc committee to investigate gender issues associated with the academic environment at the Naval Academy. The committee's task was to determine if sexual discrimination exists in the classroom, to recommend measures necessary to ensure the overall classroom climate at the Naval Academy is non-discriminatory and to encourage development and integration of materials related to women in the Navy and Marine Corps in the Naval Academy curriculum.

3. Charter The Committee on Gender Equity and Academic Issues will:

- a. Serve as an advisory group to the Academic Dean and Provost when gender issues are identified.
- b. Assess periodically the academic climate through interviews and/or surveys to identify gender issues between midshipmen, between midshipmen and faculty, and between faculty and/or staff.
- c. Propose policies and procedures to eliminate gender bias in an academic setting among faculty, staff and midshipmen.
- d. Recommend programs to expand the awareness of Naval Academy staff, faculty and midshipmen concerning gender issues.
- e. Meet periodically with other Naval Academy command elements such as the Command Assessment Team, Command Training Team, and the Women Midshipmen Study Group to assess jointly the equal opportunity climate at the Naval Academy.
- f. Provide an annual report to the Academic Dean and Provost by 15 June concerning identified gender issues and recommendations for resolution.

4. Membership. At a minimum, the committee will consist of one representative from each division who is nominated by his/her Division Director and approved by the Dean. Members will serve for three years. The committee chair will also be designated by the Dean.

5. Action

a. Committee members will meet at least monthly to execute the committee's charter.

b. The committee chair will forward an annual report to the Academic Dean and Provost not later than 15 June. The report will identify current gender issues, committee recommendations and status of training and educational initiatives as related to the committee's charter.

c. Naval Academy faculty will assist the committee by providing curriculum materials and administrative data (e.g. grade trends, academic policies) to the committee as requested for assessment of issues.

d. Naval Academy faculty and staff will be encouraged to communicate directly with committee members to highlight gender issues that merit action.

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Distribution:

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