

I. American Council on Education (ACE) Women's Network and Women's Network Executive Council (WNEC) Mission and Services

- a. The mission of the ACE Women's Network is to:
 - i. Prepare women for senior leadership and governing roles in higher education.
 - ii. Cultivate resources and encourage leadership diversification initiatives at higher education institutions.
 - iii. Advocate for systemic changes that elevate equity for women employed in higher education.
- b. To fulfill its mission, the WNEC and the affiliated state networks provide the following services:
 - i. Professional development to prepare women for leadership pipelines.
 - ii. Best practice exchanges and strategic networking through the ACE Women's Network Leadership Conference and affiliated state network programming.
 - iii. Mentorship and scholarship programs.
 - iv. Advocacy and advisement to ACE on relevant initiatives, concerns, and policies that affect and promote women's roles in higher education senior leadership.
- c. Additionally, the WNEC serves as a central resource for affiliated state networks by promoting unified strategies and providing guidelines, training, and mentorship.

II. Composition

- a. Including the officers, the WNEC shall be composed of up to 30 and at least 15 members.
- b. Approximately one-third of the WNEC members should currently serve in higher education presidential roles.
- c. The WNEC membership shall include a continual and consistent effort to ensure diversity of race, ethnicity, geographic location, and institutional sector.
- d. A designated ACE leadership representative serves as a nonvoting liaison between ACE and the WNEC.

III. Officers and Officers' Committee of the WNEC

- a. Chair and Past Chair
 - i. The WNEC chair is chosen from among the members of the WNEC by the designated ACE representative.
 - ii. The chair serves a two-year term, followed by an additional two-year term as the past chair on the Officers' Committee (regardless of WNEC term limitations outside of officer roles).
 - iii. The chair leads the Officers' Committee.
 - iv. The chair, whose term begins **July 1**, will be a sitting higher education president at the start of her term.
 - v. The past chair will serve on the ACE Board of Directors, in compliance with ACE Board of Directors bylaws.

- b. Vice Chair
 - i. The vice chair, also chosen from among the members of the Council by the designated ACE representative, serves for one to two years, depending on the timing of the appointment.
 - ii. The vice chair is a member of the Officers' Committee.
 - iii. The vice chair's term begins **July 1**.
- c. Officers' Committee
 - i. The Officers' Committee comprises the chair, past chair, vice chair, and one member-at-large.
 - ii. The member-at-large will be elected by the members of the WNEC and will serve a one-year, renewable term, which begins **July 1**.

IV. Nomination, Terms, and Nature of Appointment

- a. WNEC members provide annual nominations to the Officers' Committee for WNEC membership. Proposed appointments are subject to approval from the designated ACE representative and the WNEC chair, who extends invitations for WNEC service.
- b. WNEC members are initially appointed for a three-year term starting **July 1**. A second three-year term may be extended to the WNEC member following the expression of shared interest between the member, the designated ACE representative, and the WNEC chair.
- c. The WNEC may extend appointments of existing WNEC members as needed. Extended appointments terms conclude the following year on June 30 and are limited to a maximum of six members.
- d. WNEC may extend as needed one-year affiliate appointments to other candidates based on the WNEC needs. These affiliate appointments do not hold voting privileges.
- e. Extended and affiliate memberships are limited together to a maximum of six members.

V. Qualifications and Expectations

- a. WNEC nominees and members should hold a current affiliation with an ACE member institution of higher education or a system office. Additionally, they should serve in a senior leadership role within their institution or system office.
- b. Nominees and members should have experience with one or more state networks.
- c. WNEC members are expected to actively engage in the ACE Women's Network and WNEC mission-related services and activities. Recognizing that unavoidable conflicts will occur, it is expected that a reasonable level of participation will be maintained throughout the term of the appointment. Participation may include but is not limited to the following:
 - i. Attending monthly WNEC/ACE Women's Network video conferences.
 - ii. Mentoring and coordinating with assigned regions or state networks.
 - iii. Helping with the work of WNEC committees.
 - iv. Planning and/or attending the ACE Women's Network Leadership Conference and retreat.
 - v. Attending and/or speaking at state network events.
- d. Nominees and members of the WNEC are expected to have access to sufficient resources to actively participate in mission-related services and activities.
- e. WNEC members are expected to contribute annually to the Women's Leadership Legacy Fund at \$100 or greater.

VI. Separation of Members

- a. Should a WNEC member leave academia, she may resign from the WNEC or remain until the conclusion of the ACE Women's Network Leadership Conference.
- b. WNEC members who fail to demonstrate even modest participation for an extended period will be contacted by the chair to determine ongoing interest and capacity to fulfill WNEC expectations. In the absence of continuing interest or within circumstances that prohibit participation, the chair will excuse the WNEC member from service and seek replacement nominations to ensure the appropriate distribution of responsibilities and diversity of WNEC membership. Should the WNEC member and chair agree to the member's continued service, the WNEC membership will continue, and the chair and WNEC member will review participation after the ACE Women's Network Leadership Conference.

VII. Emerita Status

- a. To sustain the benefits of accumulated experience and wisdom and to honor the significant contributions of WNEC members, the Officers' Committee—with the agreement of the designated ACE representative—may confer emerita status on WNEC members after their service on the WNEC. Candidates for emerita status may self-nominate or be nominated by the WNEC and must submit supporting documentation demonstrating how they have supported one or more of the activities described in Section 5(c)(1)–(5).
- b. Emerita candidates will be reviewed and selected by the WNEC on a rolling basis.
- c. Emerita members will be listed as such on all WNEC membership rosters and documentation.
- d. While the emerita status is a nonvoting membership status, the emerita designation allows for participation in Women's Network and WNEC services, meetings, and events. Emerita privileges are removed after two years of inactivity.

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