



Revision Responsibility: Vice President for Student Affairs

Responsible Executive Officer: President

Source/Reference: None

PURPOSE

To establish employee attendance requirements for commencement ceremonies.

POLICY

- I. Formal commencement ceremonies are scheduled at the end of the Spring and Fall terms with additional ceremonies scheduled as deemed appropriate by the President.
- II. All Associate Vice Presidents, Deans, and members of the College Leadership Council (Planning and Effectiveness Council and Strategic Collaboration Council) are expected to participate in all commencement ceremonies.

All other faculty and exempt staff are required to participate in at least one graduation ceremony each academic year. In the event of multiple ceremonies during one year, the Division Deans and Vice Presidents will determine the ceremony or ceremonies in which faculty and exempt staff will be required to participate.

All other non-exempt staff are expected to assist with at least one graduation ceremony each academic year as part of their job functions determined by their respective Vice Presidents. Custodial, security, and maintenance staff will be assigned by Facility Services.

PROCEDURES

- I. The President will inform the Faculty, Curriculum, and Programs Office and the Registrar of the number of commencement ceremonies to be conducted in a given year.
- II. The Faculty, Curriculum, and Programs Office and the Registrar will compile an academic calendar to be reviewed by the Deans' Council and the Academic and Student Policies and Procedures Committee (ASPPC). The ASPPC will make recommendations to executive leadership regarding their approval. The academic calendar will reflect the dates for commencement ceremonies for the academic year.
- III. If more than one commencement is to be held, the Vice Presidents and Academic Deans will notify participants during the Fall semester regarding which ceremony or ceremonies they are required to attend.



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- IV. All participants are responsible for obtaining their regalia. Regalia may be rented through the Office of Registration, Orientation, Advising, and Graduation Events.
- V. Any request to be excused from the ceremonies must be submitted in writing to the appropriate Vice President for approval.

December 1988; Revised: September 29, 1997 (titles updated); September 11, 2000 (policy revised and new policy format) February 2011 (titles updated); September 9, 2011 (new policy format and updated titles); revised March 2018; reviewed/accepted by Cabinet and approved/signed by the President August 2022. Updated March 2024 by Cabinet. , Updated September 2025, updated October 2026