MEMORANDUM

FOR: **ALL CONCERNED**

SUBJECT: **MONITORING GENDER PARITY**

DATE: **October 13, 2025**

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1. Rationale
To promote gender equity in higher education outcomes, the University shall regularly monitor women's likelihood of graduation compared to men's and design interventions to address identified disparities, if applicable.

2. Data Collection and Monitoring
a. The Registrar and Admissions Division shall collect and maintain gender-disaggregated records of enrollment, retention, and graduation rates per academic program.
b. The Institutional Planning Office, in coordination with the Research Management Office (RMO) and Center for Gender and Development (GAD), shall prepare an annual Gender Parity Report indicating:
a. Enrollment by gender per college
b. Retention and graduation rates by gender
c. Average completion time by gender
d. Comparative academic performance indicators (e.g., GPA, honors, thesis completion rates)

3. Analysis and Reporting
a. A disparity of 5% or more in graduation likelihood between genders shall trigger a formal analysis of causes.
b. Findings shall be presented annually to the Executive Committee and Board of Regents and integrated into QCU's GAD Accomplishment Report.
c. Colleges with persistent gender gaps shall be required to develop action plans addressing the underlying issues.
d. Findings shall inform strategic planning, curriculum review, and GAD interventions.

4. Interventions
The University shall implement programs to close gaps, such as:
a. Academic support and mentoring for at-risk students;
b. Flexible learning options for student-parents;
c. Gender-sensitive guidance and counseling services;
d. Research or internship support for female students in STEM and leadership programs.
e. Colleges shall collaborate with the Student Affairs and Services Division (SASD) to ensure interventions are well-documented and evaluated annually.
f. The University shall evaluate the effectiveness of interventions every two (2) years and refine strategies based on updated data.

For strict compliance.

THERESITA V. ATIENZA, DEM
University President

Cc: *Office of the Vice President for Academic Affairs*
Office of the Vice President for Administration and Finance
Records Management Office