I. Welcome from Elizabeth Sharp, Chair, meeting began at 2:30pm
II. Pictures for Website and Marketing
III. Updates from Committees
   a. Committee on Employment Issues
      i. Heather Martinez & Charlotte Dunham shared faculty/staff salary findings
      ii. Charlotte has been working with J. Reynolds: They are in the process of cleaning up faculty data. Data should be ready in January when final report can be given.
      iii. Analysis done based on AAUP recommendations: Used mean comparisons
      iv. Two major findings: Women are underrepresented and the higher the position, the more underrepresented
      v. Biggest lack of representation is at full professors with 22%; associate professors at 34%; and assistant professor at 39% - reflects a national trend, not just Texas Tech
      vi. Women best represented in Education, Human Sciences, Visual and Performing Arts, and Honors: In each, besides Human Sciences, there still exists a large pay gap
      vii. Women least represented in Business, Media and Communications, Engineering, and Architecture: no pay difference in Media and Communications, but pay gap exists in other colleges
      viii. There is an unexplained variation in pay differences that can be attributed to gender differences
      ix. Analysis of staff will be done next
      x. Dr. Munoz: Caution that this is a first draft; likely that numbers will change, but trends will stay the same - A good start for people to ask questions, but need to be sure data is accurate as to not undermine report
         1. One problem is that nothing is completely up to date, need to account for that in data analysis and report
         2. It would be important to examine whether women in the same field and work area are getting pay raise equivalent to men when receiving promotion
3. The University can work on retaining female faculty members, in addition to women in the STEM fields

b. Committee on Family Issues

   i. Dr. Shera Jackson shared her research re: awareness of Mother-Friendly rooms, awareness about policies, and feelings regarding whether women should have extended break times to pump and for how long.

      1. Was not time to collect data before rooms were put in
      2. Worked with Dr. Mulsow to create a survey of the campus climate and the knowledge they had on breastfeeding, breastfeeding policies, and if they knew about the Mother Friendly Rooms
      3. Measures of Institutional Lactation Data (MILK): People are supportive of women breastfeeding, majority believe it does not interfere with productivity
      4. 70% of respondents were women
      5. Lack of knowledge on policy by supervisors; recommendation to put information about lactation rooms in management training series and monthly administrative meetings
      6. Research indicates some improvement of awareness of Mother Friendly Rooms on campus; recommendation to put information about rooms in Student Handbook or giving information to advisers to disperse to their students
      7. Another recommendation to have a policy to have lactation room put in every new building on campus

   ii. Mother Friendly Rooms now on the Texas Tech App

   iii. Recommendation to keep track of mothers being turned away to show the need for more lactation rooms on campus

   iv. Waiting on response for Carlene Kelly about the development/possibility of a sexual assault reporting app for Texas Tech University

c. Committee on Climate Issues

   i. Mike Iezzi is leaving TTU; Ed Check has stepped in as Chair for the committee

Announcements – relevant to Climate issues:

   ii. October 7th: Open meeting for faculty or students in response to fraternity incident- About 8 students and 26 faculty and staff; the 2nd meeting had an increased number students attending – productive meetings

   iii. Contact Ryan Van-Dusen to learn about policies regarding ‘Allies Against Sexual Assault’ signs on faculty and staff member doors

      a. Work on what the signs actually mean- Are faculty members trained on sexual assault? Are they aware of the issue on campus?

d. Ad hoc Committees
i. Website Re-design Committee
   1. Stephanie Ortiz (student assistant) is trained & will make updates: Stephanie.m.ortiz@ttu.edu
      a. Can contact MWF between 11-1 for any updates needed

2. Leadership & Development Committee
   a. Women’s Leadership Initiative
      • Have received positive feedback
      • Young women want to create mentor program at Estacado High School
   b. Coach Sharp Luncheon with Faculty/Staff: Oct 30, 2014- very positive

3. Community Engagement Committee
   a. Convene a social mixer: May be beneficial if Institutional Diversity or the President’s Office organize this re: President’s schedule; try to organize this for the Spring
   b. Organize a panel for the Women’s Studies Conference: Could talk about the mission of the GEC; ongoing initiatives

4. Title IX Compliance Committee
   a. Meeting scheduled for December 3rd

4. Announcements and Future Planning:
   a. Teaching Academy/GEC/TLPCD, Dec 3rd, noon to 1pm: Sexual Assault Prevention & Intervention on College Campuses: Crash Course for Faculty and Staff
   b. Speakers for Women’s Studies Conference: Loretta Ross and Lacy Green

Meeting adjourned at 4:02pm.