TEXAS TECH UNIVERSITY  
Gender Equity Council  
Meeting Minutes  
April 23rd, 2007

PRESENT:  Jaclyn Byrd, Elizabeth Hall, Juan Munoz, Cat Pausé, Ed Steinhart, Gene Wilde, Kerry Billingsley, Jeanine Reynolds, Charlotte Dunham, Martha Smithey, Judi Henry, Ed Check, Mary Jane Hurst, Brent Guinn, Karen Meaney, Ronald Phillips, Erin Hoelting, Lisa Gonzales, Janet Mays

ABSENT:  Danielle Sorelle-Miner

1. **Website Photos**

Artie Limmer took a group photograph of the Council, as well as some individual headshots for the Council webpage.

2. **Call to Order**

Karen Meaney, Council Chair, called the meeting to order at 3:40 pm.

2. **Approval of Minutes**

The minutes of the November 29th, 2006 meeting were approved unanimously with minor changes.

3. **Introduction and Welcome by New Chair, Karen Meaney**

Dr. Meaney welcomed everyone and asked everyone to introduce themselves. Dr. Meaney asked each of the Sub-Committee Chairs to report on their yearly activities.

4. **Reports from Sub-Committees**

Kerry Billingsley provided report from the Climate committee. The Climate committee met three times across the year, discussing climate issues and reviewing the action items from the 2005-2006 report. The Climate committee would like to recommend that a content analysis be completed on the various climate studies that have been conducted at Texas Tech over the years. The Climate committee also recommends that the University consider opening a Women’s Resource Center for faculty and staff, possibly students. Could a WRC work at Texas Tech? The usage could be tracked. Charlotte commented that the Women Studies department does a lot of WRC activities at the present time. Cat
suggested opening an online WRC to explore the need and utility of such a Center.

Gene Wilde provided report for the Employment committee. In 2005-2006, the Council collected hiring and salary data on faculty and staff on the Texas Tech campus. The Employment committee wants to looks at employment data and analyze faculty salaries. Charlotte pointed out that looking at salaries across the University will not share vast inequities because the disparity is department by department. The Employment committee would like to see consistent data collected every year, which is currently being done by the Council.

Jaclyn Byrd provided report for the Family committee. The Family committee recommends that a survey be conducted with faculty, staff and students exploring issues related to Tech being a mother friendly workplace. The Family committee also wants to examine the state criteria for what a “mother friendly workplace” entails. The Family committee would also like the staff to be surveyed on the effectiveness and need for telecommuting options on the Texas Tech campus. Last, the Family committee would like to closely monitor the work and recommendations made by the Joint Faculty/Staff Senate Childcare Committee. Jaclyn announced to the Council that University Parking Services has developed an accommodation for “Expectant Mothers Parking” on the Texas Tech campus and suggested that the Council could assist with getting the word out to faculty and staff that this is now available. Charlotte is looking at the Family Leave Policy and brought to the Council’s attention that is difficult for many faculty and staff to understand as it often varies by department. Janet Mays stated that the OP for the FMLA should be consistent across faculty and staff. Karen suggested that maybe there should be a mandatory workshop on FMLA for department Chairs.

5. Report form Council Chair- Karen Meaney

Karen thanked all members of the Council for their hard work. Karen especially thanked Ed Steinhart for his work on the Council, as he is rotating off at the end of 2007. Karen announced that she had asked Jaclyn and Gene to remain on the Council for another term to keep the Chairs of the Subcommittees consistent. Karen spoke that the Council is moving forward, and that she and Cat will be writing the executive summary and report over the summer. Karen would like the Council to hit the ground running in 2007-2008, conducting the first meeting in September. Karen stated that she will be making recommendations to Ron Phillips for replacements for Ed Steinhart and Danielle SoRelle-Miner.

6. Announcements

Tomorrow, April 24th, is Pay Equity Day. Pay Equity Day symbolizes the day that women’s salaries catch up to men’s from the previous year. So women have
worked from January 1st, 2006 to April 24th, 2007 to earn what men earned from January 1st, 2006 to December 31st, 2006. The Council will sponsor a Tech Announce about Pay Equity Day tomorrow.

7. **Adjournment**

Meaney adjourned the meeting at 4:40 p.m.