TEXAS TECH UNIVERSITY
Gender Equity Council

May 3, 2006

PRESENT:  Jaclyn Byrd, Lanie Dornier, Nathaniel Haddox, Gloria Hale, Elizabeth Hall, Juan Munoz, Cat Pause, Marjean Purinton, Sandy River, Ed Steinhart, Jake Tipton, Pam Tipton, Gene Wilde, Kerry Billingsley

ABSENT:  Danielle Sorelle-Miner, Charlotte Dunham, Judi Henry, Mary Jane Hurst, Karen Meaney, Megan Geneva Murray, Ronald Phillips

GUESTS:  Dr. Barbara Sawyer, Professor, Texas Tech University Health Sciences Center

1.  Call to Order

Dornier called the meeting to order at 9:05 p.m.

2.  Approval of Minutes

The minutes of the February 8, 2006 meeting were approved unanimously with minor changes.

3.  Presentation by Dr. Juan Munoz, Special Assistant to the President for Diversity

I would like to take this time to pass out to everyone my job description. You will notice that equity is included in my title but it often left out when I am introduced. Gender equity is a high priority with President Whitmore.

I am passing out information regarding the Faculty excellence award. This hand out will provide you information regarding the break down of awards and the percentage of women receiving the award. Dr. Hall added that sometimes department try to hire for spousal accommodation and we break it down to men. Money really used to hire women so this would affect the figures in this report. Dr. Munoz thanked Dr. Hall for adding this information because in face this does affect the numbers.

Currently I have money to help fund undergraduate and graduate female students. All staff members in the Cross Cultural Center are women. We are also paying support to students who wish to visit campus in hopes of recruiting them to come to Texas Tech. We are also involved in sending various groups to
conferences. My office has also been able to help various departments in recruiting faculty by providing money for trips if they needed to come back for a second or third interview. Gender equity is a high priority in my office. I would also like to extend an offer to the council should the council like to host a Diversity of Higher Ed panel this fall I would provide the funding if the council could provide me a list of invitees.

3. Reports from Sub-Committees

Lanie informed the council written report should be given to the President in the fall. We have all summer to prepare report for the president. I will give the report to the council prior to submitting it to the president to receive approval. At this time I would like for each committee representative to provide us with an update on their status. Cat also has copies of all information being requested by committees and other information we have gathered. If anyone would like to review any of this information please contact Cat.

Kerry Billingsly provided report from the climate committee. Committee has met a couple of times currently in the process of assembling information. The committee has been working with Cat to gather information. We will try and schedule a meeting sometime this month.

Gene Wilde provided report for the Employment committee. We have put in a request to receive information regarding statically analysis. We wanted to get an idea of what type of information is available and in order to have an idea of where to start.

Jaclyn Byrd provided report for the Family committee. At our last meeting we came up with an outline. Hand out of outline. Looking at issues in 2002 gender equity report to see if further action will need to be taken in updating the report.

4. Report from Council Chair- Lanie Dornier

First we have faculty members who are completing their term on the council. Those members are Marjean Purinton, Sandy River, Jake Syma, and Pam Tipton. Ronald Phillips will be visiting with the President regarding new appointments. Council members should be comprised of five faculty and faculty staff members with one undergraduate student and one graduate student. Currently the council does not meet this requirement. Jake was promoted to faculty after being placed on the council as a staff. If any member who is going off the council would like to continue to serve please email Jessica Carrillo and she will pass along your name to be considered by the President and Ronald Phillips.
Summary activity of council has been as follows. Cat has placed together overview of meetings we have had during the semester along with information which has been collected. One thing we did was talk to women on campus regarding women’s issues. We talked to Madonne Miner, Charlotte Dunham, Marjean Purinton, Linda Crafton, Dr. Mary Jane Hurt, Barbara Sawyer, Judi Henry and Allison Myer from the law school. Some common theme where salary equity, work in department and how faculty is divided within the departments.

Cat has worked very hard this semester in gathering information for committees and helping me with interviews. Cat has also worked hard on the website if you have not had a chance to view the website please do so we have added useful links to all Big 12 universities. The data you see listed in the report will go on line soon. We feel that people need a place where information can be found so we are placing it on the website. Cat, Gloria Hale, Dr. Dornier and Glen Reynolds has come up with information we would like ORS to gather for us which will be placed on the website to provided faculty and staff current information. We wanted to make sure that data collected and placed on website is consist with each other. Kerry asked what the leadership mix on staff side was. Who is making the big bucks that is important data. Gloria added when you get into the staff side of upper leadership it is difficult because of the many directors level. HSC is just putting together their report it will include full time monthly salary number of people time and rank. It’s just an average but it will help give a basic idea. It’s important to remember that there are some administers who are also faculty members who can influence time and rank at Tech endowed chairs impact these numbers. Data will be available on the website.

During the summer Cat and Lanie will work together in pull together the report. Committee doesn’t think of this as a term paper. Whatever it takes we need to pull it together. What committees do in regards to ideas of what needs to be looked at just get it to us in order for us to pull the report together. Kerry Billingsley asked if Lanie had visited with any staff members regarding issues. Lanie said names of women interviewed came from Charlotte Dunham we have not visited with staff but we would like to include them in our report.

5. **Announcements**

If you currently have a website please link it to the gender equity webpage. Thanks to President Whitmore we will be able to continue to support Cat as our graduate student for summer, fall and spring. Cat is a great asset to the council.

Dr. Hurst asked about placing links about negotiations. Dr. Dornier had sent information to Cat who will have it up loaded to the website. This is a very interesting issue.
We need to get this information into the strategic plan in goals for unit and college related to gender issues. Lanie thought this was a great idea in fact Ronald Phillips had brought this up the last time we talked. Will try and set up meeting with Gil Reeve.

Dr. Hall added each year the EEO office shows the provost office by departments, college regarding men and women. EEO expectation easy way to show departments but it didn’t happen this year. Dr. Hurst also recalled these meeting with the EEO department and colleges. Dr. Hall will make a call to see where this information is and why meeting was not held this year.

Dr. Purinton suggested formalized recommendation in report about placing gender equity in strategic planning. Seems to be important to begin process. Dr. Dornier thought this was a great idea. There will be no meetings during the summer.

Dr. Dornier will contact council members by email during the summer. Thank you for all your hard work this pass year. If we need to meet I will arrange a meeting if not then we will meet in August. May meet with President to confirm deadline on report. Report will be approved by council prior to going to the President as a final report. Report will go on line once the president has reviewed.

6. **Adjournment**

Dornier adjourned the meeting at 9:55 a.m