

EXECUTIVE SUMMARY

The Texas Tech University Committee on Gender Issues was given the charge to examine issues related to gender and make recommendations for changes in policy and practices to assure a more equitable and fair environment for all members of the university committee. The committee examined the issues into two related areas: salary and hiring practices and climate. Based on the findings the following recommendations were made:

Salary and Hiring Issues

- 1) Investigate the salaries of women paid more than one standard deviation lower than expected for the time at Texas Tech.**

Regression equations should be analyzed in order to compare the difference between actual and predicted salaries for men and women, after controlling for time at TTU. In the case where women have salaries more than one standard deviation from the expected salary there is greater likelihood of gender bias in their pay.

- 2) Hire More Women, especially in underutilized departments.**

Departments and academic units should be encouraged to fill positions in order to reduce the number of underutilized positions in their programs.

- 3) Equalize salaries among the disciplines.**

Results of our analyses have shown that much of the salary difference between women and men at TTU are a result of the high degree of gender segregation in faculty. Differences in salaries by gender should be reduced by equalizing the salaries of male and female dominated specialties.

3) **Recruit women to administrative positions.**

Our analysis has found a lack of women in administrative positions in most disciplines and at most levels of the university.

5) **Identify underpaid women staff in each unit and make salary adjustments.**

As with faculty, efforts should be made to adjust gender bias in salaries for staff on a case by case basis.

6) **Reduce gender segregation in staff job classifications.**

As with faculty, much of the difference in salaries for staff is due to women being represented in the less well paying positions. Reducing gender segregation in staff positions will help to increase the average salaries for women.

Family Supports

7) Implement the programs for balancing work and family concerns as recommended by the American Association of University Professors.

A major way of recruiting and retaining women faculty and staff is to recognize the family needs of employees and provide supports to help manage those demands. **We ask the university to implement the recommendations established by the American Association of University Professors as a standard for establishing family supports for faculty and staff.**

a) **“AAUP Recommendation #1**

“Paid leaves should be provided for pregnancy, family care, and emergencies with the option of longer-term unpaid leaves depending upon the circumstances.”

- b) **AAUP Recommendation #2**
“Active Service with Modified Duties. Faculty members should have the option of a reduced workload, without loss of status, to handle family responsibilities.”
 - c) **AAUP Recommendation #3**
“Stopping the Tenure Clock.” Faculty should be able to stop the tenure clock in the case of family demands, such as the birth of a child.
 - d) **AAUP Recommendation #4: Codify the policies for stopping the tenure clock and family leave into formal operating procedures.**
 - e) **AAUP Recommendation #5:**
Using Benefits without Prejudice. Establish clear expectations that any employee taking advantage of these programs can do so without prejudice.
- 8) **Follow up on the recommendation of the TTU Child Care Exploratory Committee and provide the financial resources to establish a university child care center.**

CLIMATE ISSUES

9) **Establish Faculty Mentoring Programs.**

In order to facilitate women’s success in the tenure process, and assure that expectations are communicated properly, we recommend that all academic units establish formal mentoring programs for faculty.

- 10) Provide adequate resources and support for a strong women's studies program, including resources to establish a women's resource center.**

A strong women's studies program is important as a source of support for women faculty, staff and students and a resource for achieving the university's diversity goals.

- 11) Follow up on the recommendations of the Athletic Council's Standing Committee on Equity to remedy inequities in funding and hiring.**

- 12) Include sexual orientation in university EEO diversity statement.**

Findings from survey data as well as focus groups suggest that a major source of concern for LGBT members of the university community is the lack of protection in the university's anti-discrimination policy.

- 13) Provide partner benefits for LGBT employees.**

Partner benefits for LGBT employees should be provided as an important means of recruitment and retention of employees as well as responding to a basic issue of fairness.

- 14) Establish a standing committee with the charge to issue a gender equity report every three years.**

The university should establish a standing committee on gender to assure that progress is made toward equity in climate, salary and hiring for all members of the university community.