

Executive Summary

The President's Council on Gender Equity was given the charge to advise the President on matters related to gender issues at Texas Tech University and make recommendations for changes to ensure an equitable and inclusive environment for all members of the university community. During the 2005-2006 year, the Council established three subcommittees, a webpage, and the employ of a graduate research assistant. The Council examined gender equity issues in three main areas: employment issues, family issues, and climate issues. Based on the findings the following recommendations were made:

Employment Issues

- Design and collect a report of employment issues annually to better understand patterns of gender equity in employment across the University.
- Establish an educational program for newer employees to discuss gender equity issues in employment.

Family Issues

- Institute a mother-friendly workplace program as outlined by the Texas Department of State Health Services.
- Formalize procedures for offering telecommuting options to faculty and staff in cases where job duties may be performed from home and productivity would be increased over attendance in a traditional work setting.
- Establish a curriculum of parenting seminars for new/expectant parents.

- Offer “Emergency Leave Time” to parents and adults caring for aging parents in order to handle emergency situations that would not deplete sick or vacation time.
- Allow each employee to have time off for an annual health exam without using accrued sick or vacation time.

Climate Issues

- Implement a standardized exit interview process that is consistent for faculty and staff. Provide an online survey element as well as paper version (for those without computer access). The staff exit interview process should be a human resources responsibility. The faculty exit interview process currently resides at the college level and is reported to the provost office. Consistency in collecting faculty data on workplace climate should be improved.
- Identify a method to consistently measure satisfaction for faculty and staff related to working conditions, environment, and climate; and implement a follow-up system. In the past, Texas Tech has conducted two institution-wide surveys yet did not publish or follow-up on the results.