

## **Executive Summary**

The President's Council on Gender Equity is charged with advising the President on matters related to gender issues at Texas Tech University and offering recommendations to ensure an equitable and inclusive environment for all members of the university community. To effectively address the wide array of issues gender equity encompasses, the Council works in three sub-committees designed to address employment, family, and climate concerns. The 2006-2007 Council was comprised of 12 members of the following; 5 faculty, 5 staff, 2 students. The first Council meeting was held November 29<sup>th</sup>, 2006. Goals agreed upon by the Council members for the 2006-2007 year included identifying action items to submit for consideration to the President and developing a blueprint for submitted action items.

The Employment sub-committee chaired by Gene Wilde, the Climate sub-committee chaired by Kerry Billingsley, and the Family sub-committee chaired by Jaclyn Byrd met on several occasion during spring 2007. On April 23<sup>rd</sup>, 2007, the full Council convened to present and discuss results of the subcommittee's work. The subcommittees chose to present to the President their top priority items as follows:

### **Employment Issues**

- Analyze the hiring and salary data collected by the Council for 2004-2005 and 2005-2006.

### **Family Issues**

- Conduct a survey of faculty, staff and students, exploring issues related to Tech as a mother-friendly workplace.

- Conduct a survey on the effectiveness and need 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.

### **Climate Issues**

- Conduct a content analysis on the various climate studies that have been conducted at Texas Tech University over the years.
- Explore the utility and need for a Women's Resource Center on the Texas Tech University campus, possibly opening an online WRC as a first step.

Due to the November start of the Council and the limited time the sub-committee's had to research, discuss, and evaluate the action items the subcommittees' were not able to develop "blueprints" or plans of actions as to how these action items would best be implemented. Council members agreed that an early start in fall 2007 would result in developing blueprints for each proposed action item by the end of spring semester 2008. To continue the work the sub-committee's have initiated the Chair has requested that Kerry Billingsley, Gene Wilde and Jaclyn Byrd remain as Chairs of the climate, employment, and family sub-committees. Consequently the Chair of the Council has requested that Gene Wilde and Jaclyn Byrd be re-appointed to the Council. Kerry Billingsley is not scheduled to rotate off the Council this year.