

**PRESIDENT'S COUNCIL ON GENDER EQUITY  
ANNUAL REPORT AY 2008-09  
RECOMMENDATIONS\***

**SALARY ANALYSIS**

**RECOMMENDED ACTION:**

- The Council proposes the implementation of a three year plan of resolution for female associate professors and instructors. The Office of the President or Provost should appoint three university-level Salary Equity Review Committees for the first year and one for the following to years. The appointment of three committees will allow a greater likelihood that all cases are reviewed within the first year.

**GENDER DEMOGRAPHICS**

**RECOMMENDED ACTION:**

- Texas Tech should strive toward increasing the number of female academic-administrators. A notable difference should be evident within the next five years. The President, Provost, and Deans should be mindful of this goal and document efforts to recruit and promote females into academic-administrative positions at all levels.
- Texas Tech should implement all relevant recommendations from the NSF Advance-PoWERS study.
- Texas Tech should institutionalize personnel positions under advisory of the President's Council on Gender Equity to monitor and address gender equity. A primary responsibility for these personnel should be the implementation and documentation of progress of the practices recommended by the NSF Advance-PoWERS study.

\*The full details of these recommendations are available in the report which is available at <http://www.depts.ttu.edu/genderequity/reports/>