

***The President's Council on
Gender Equity
Annual Report
2008-09***
Texas Tech University

Martha Smithey, Council Chair

Associate Professor of Sociology

m.smithey@ttu.edu

www.depts.ttu.edu/genderequity/

Charge

- **Advise the President** on matters related to gender issues at Texas Tech University
- To **make recommendations** for changes to ensure an equitable and inclusive environment for all members of the university community.
- The Council is advisory and **does not have final authority to direct, control or supervise any activities** related to the operations or activities of the institution.
- For more information on the charge and bylaws of the Council visit the website for The Office of the President and click the link to “Councils”.

Council Committees

- **Family Committee**: Examines employee and student balance of demands relevant to family and workplace.
- **Climate Committee**: Examines environment for student and employees
- **Employment Committee**: Examines recruitment, hiring and retention of student and employees.

Employment Committee

Salary Analysis: AY 2008-09

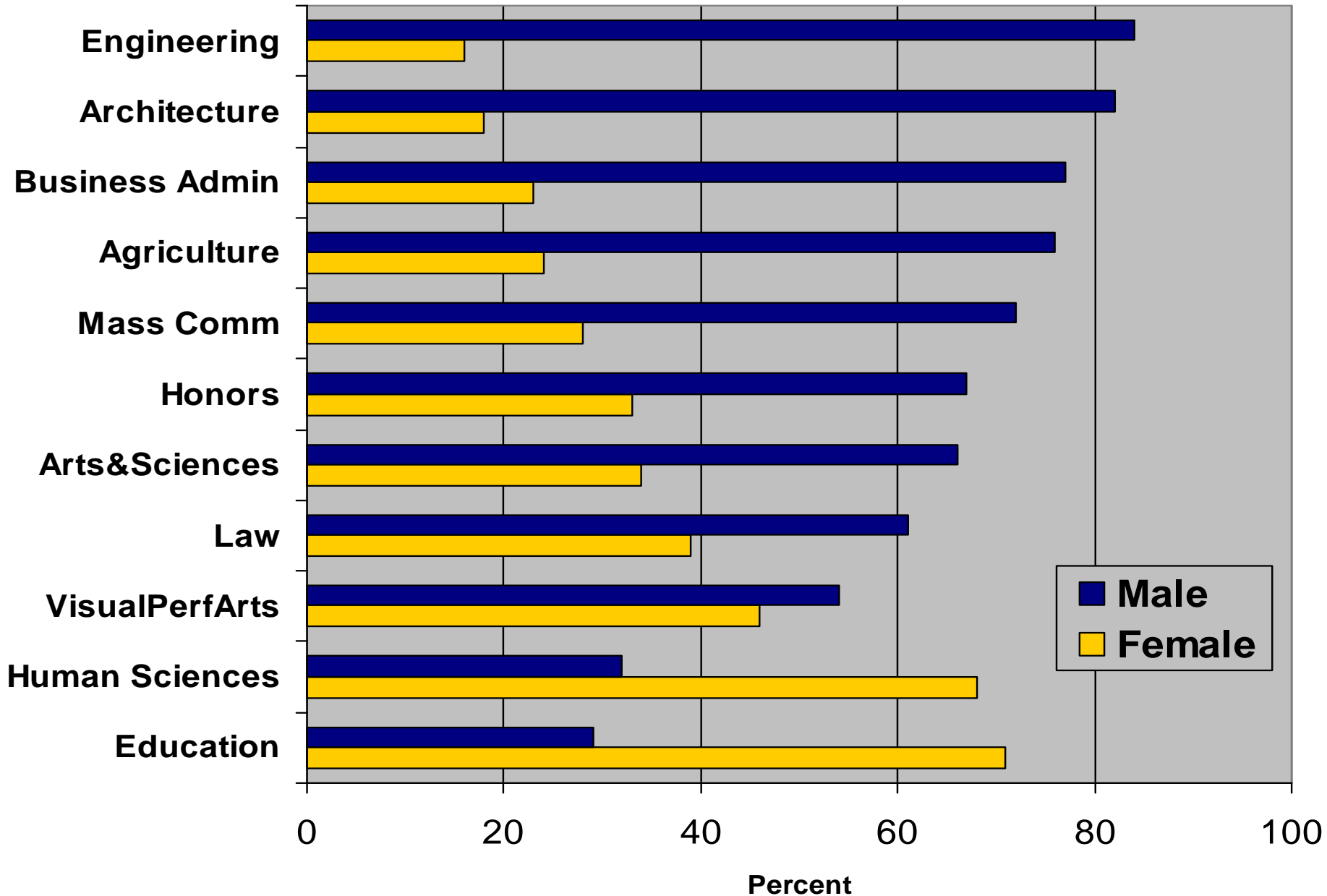
Female associate professors make on average **\$4,784.19 a year** **less** than male associate professors regardless of years at TTU, college, being current chair of the department, and the percent females in the department.

Employment Committee Salary Analysis: AY 2008-09

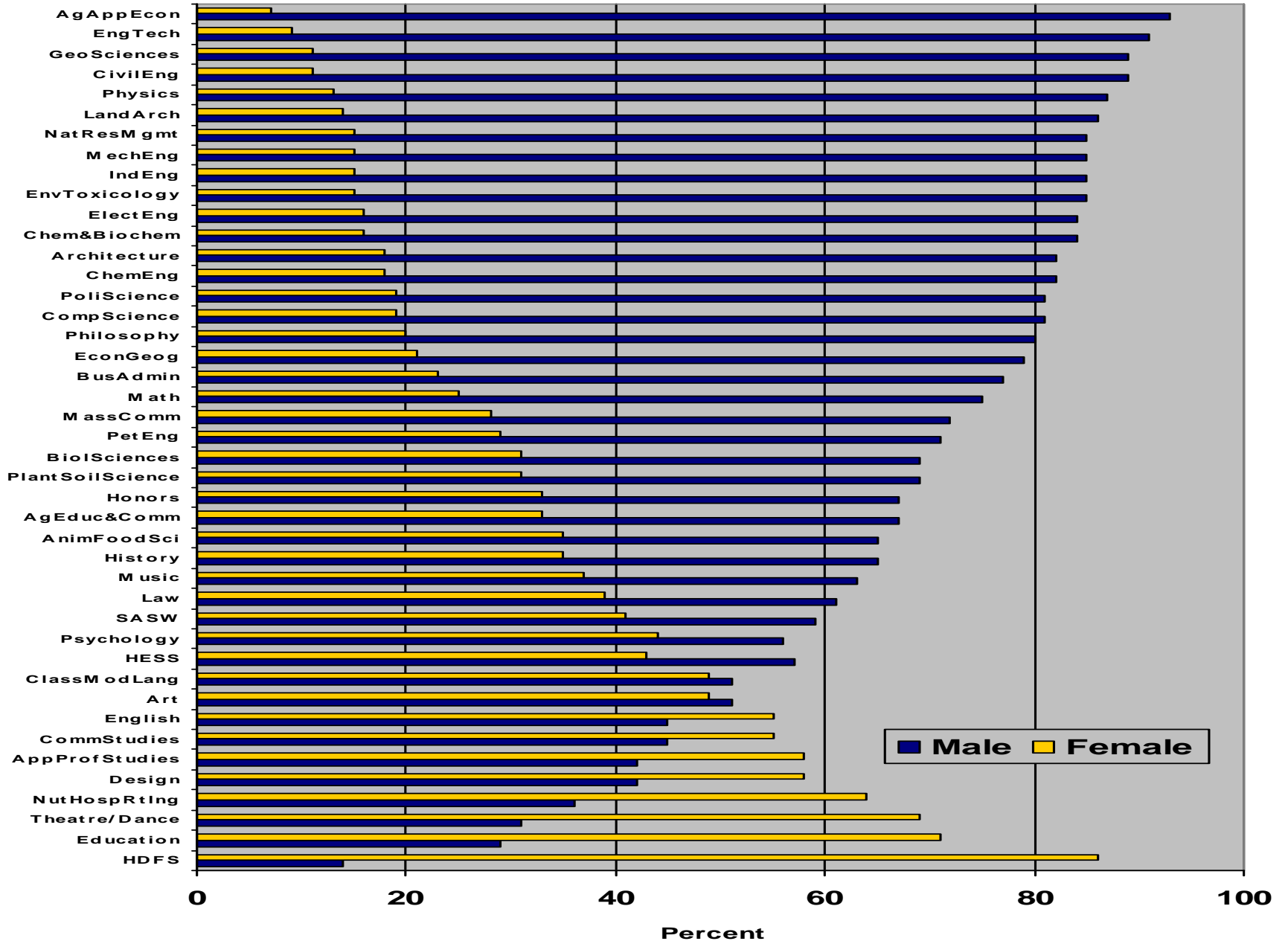
Female instructors make on average **\$4,573.63 a year less** than male instructors regardless of years at TTU, college, the percent females in the department, and whether they are full or part-time instructors.

Gender Demographics and Opportunity for Promotion

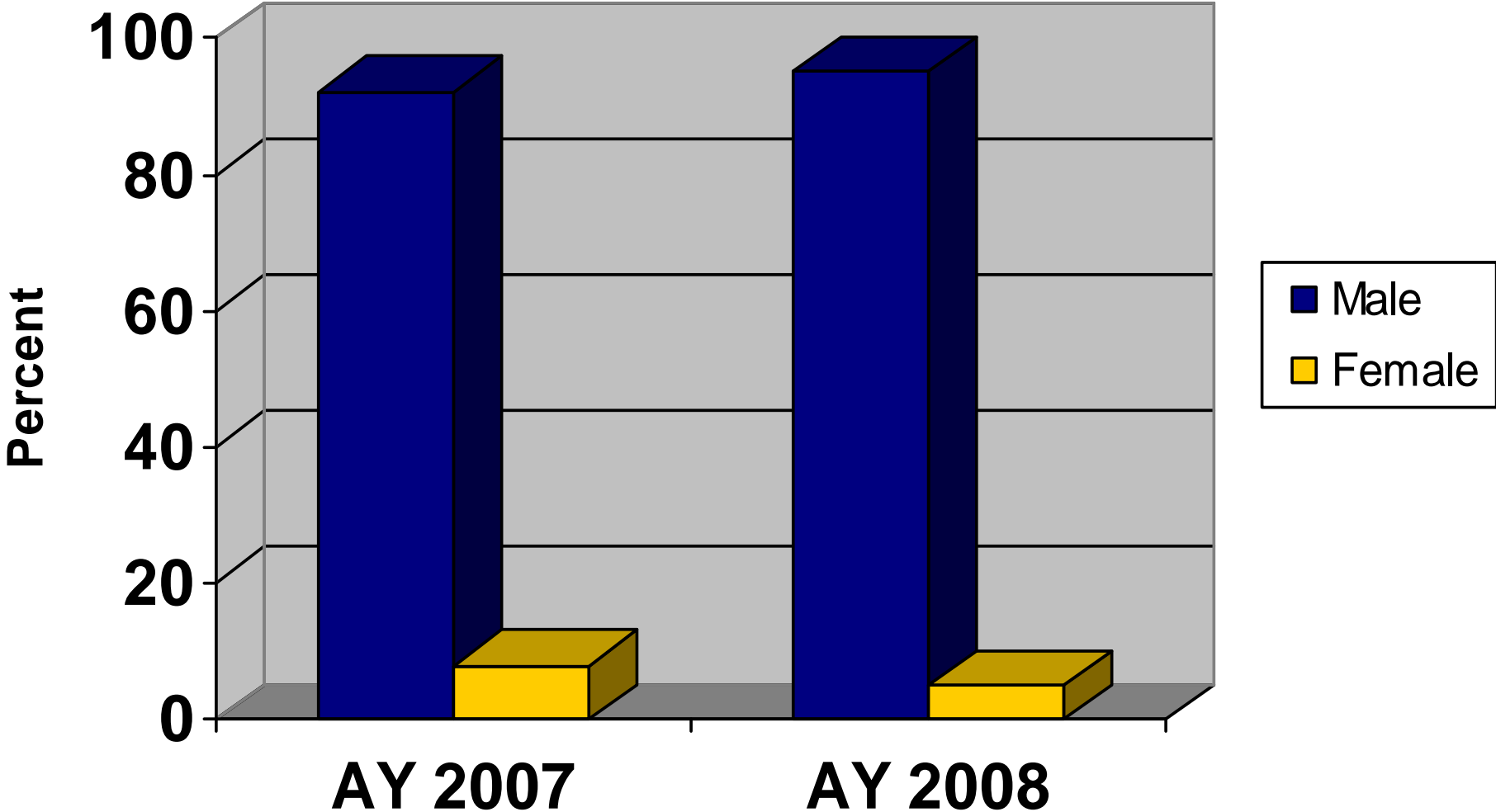
College by Gender: AY 2008-09



Department by Gender

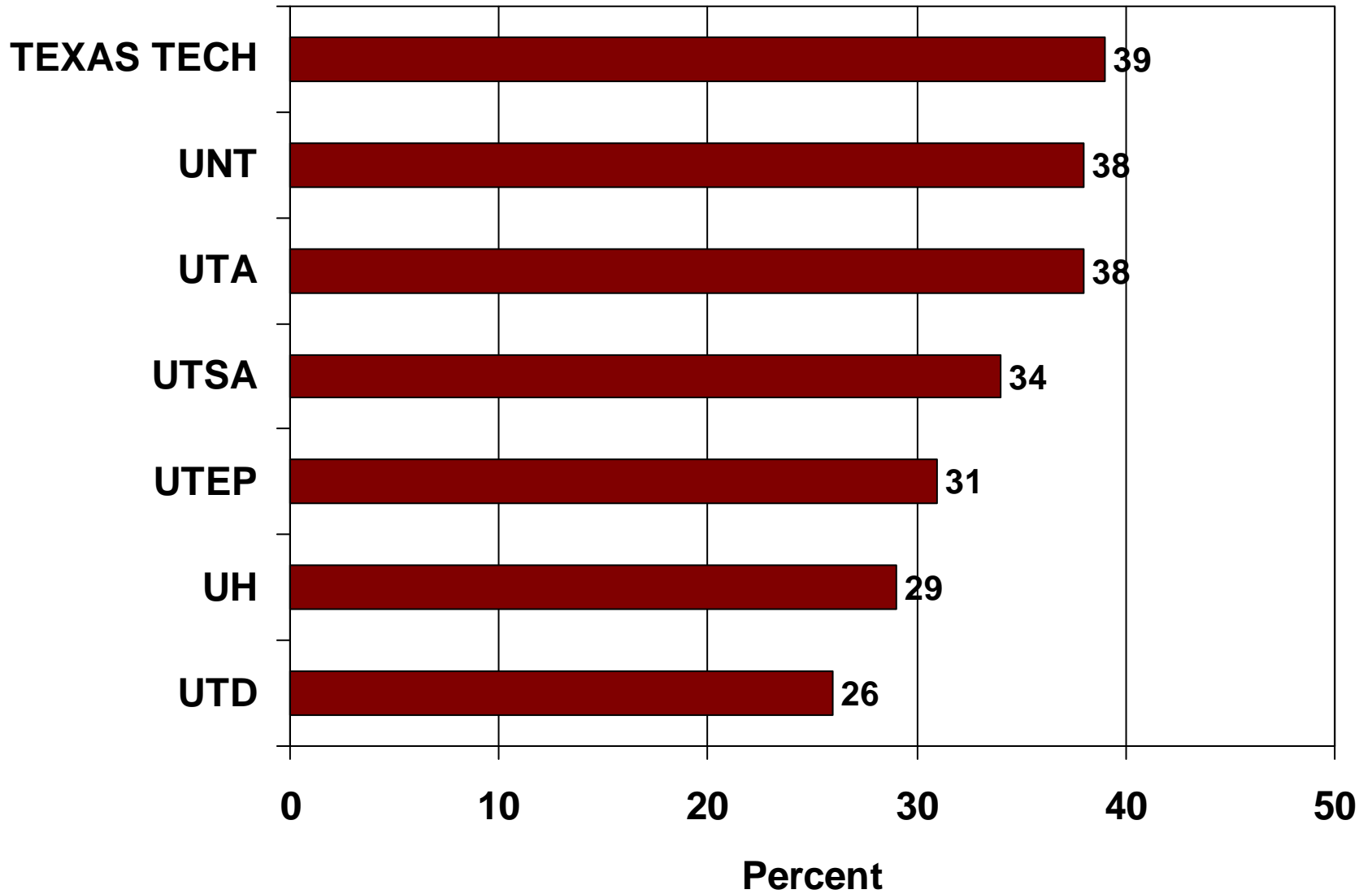


Department Head by Gender

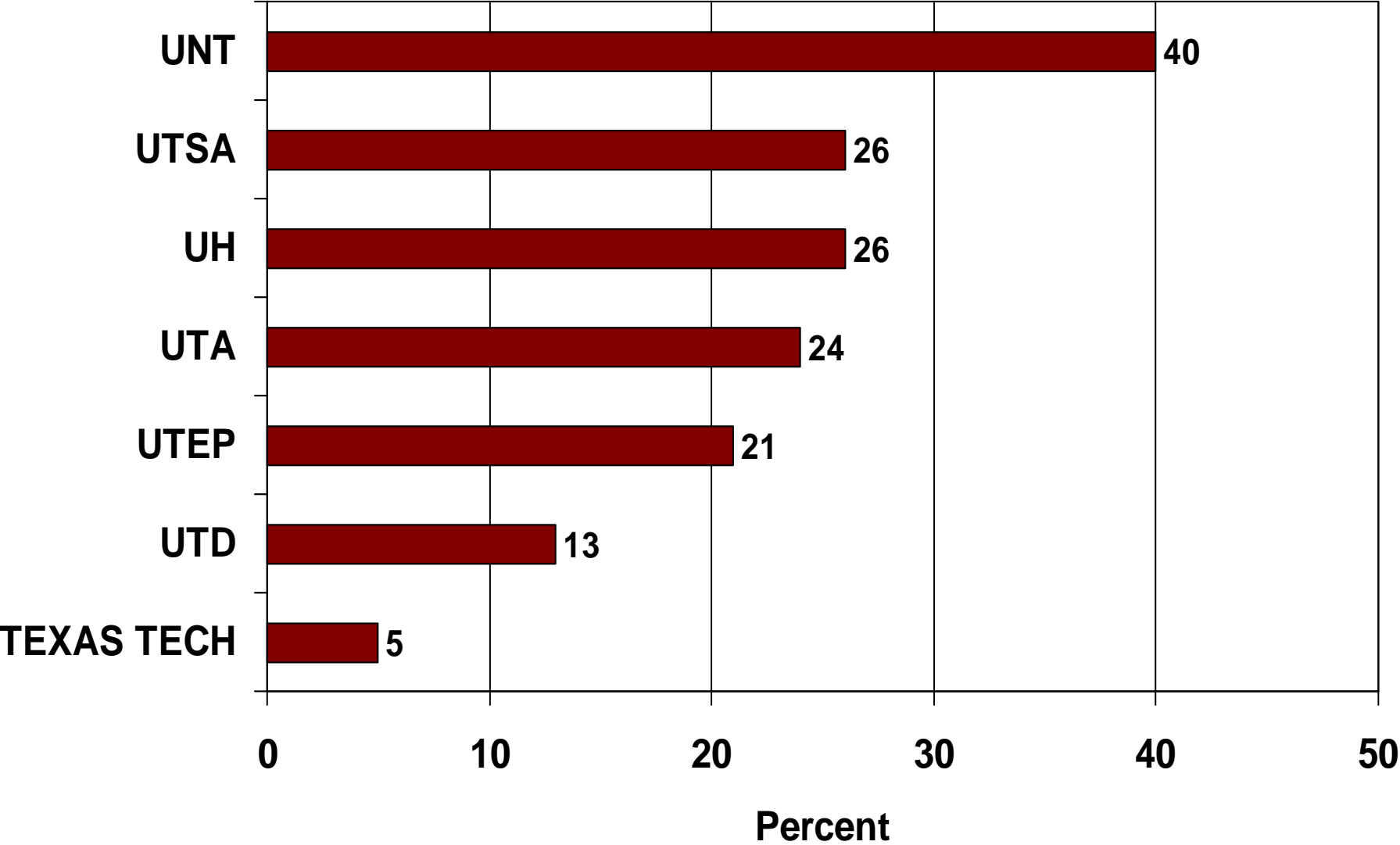


***Tier One Competitors:
Gender Demographic
Rankings***

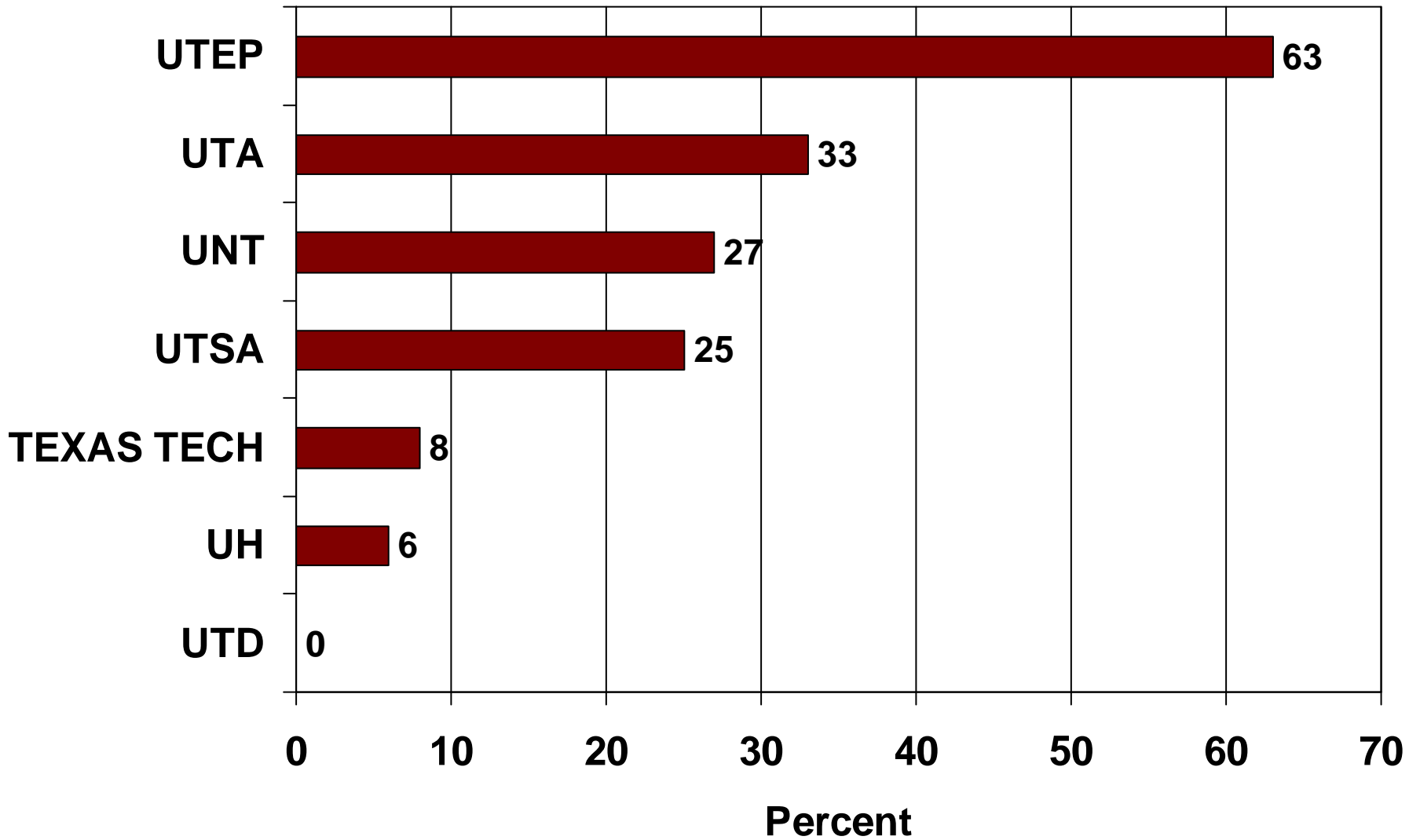
Percent Female Faculty



Percent Female Department Heads/Chairs



Percent Female Deans



Consequences

- Lower ability of academic departments to recruit and retain productive female faculty
 - see PCGE Annual Report 2007-08
- Lower rankings among Tier One competitors

Recommendations for Resolution

SALARY ANALYSIS: A three year plan of resolution for female associate professors and instructors should be implemented. 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.

GENDER DEMOGRAPHICS:

- 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.

Faculty Senate

The Council requests that the Faculty Senate formally endorse the recommendations for resolution of salary inequity for female associate professors and instructors.