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.
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
Department by Gender

The chart shows the distribution of male and female students across various departments. The departments are listed from top to bottom, with the percentage of male students shown in blue and the percentage of female students shown in yellow. The x-axis represents the percentage, ranging from 0 to 100, while the y-axis lists the departments in alphabetical order.

各部门的性别比例分布图显示了男性和女性学生在各个部门中的比例。部门从上到下按字母顺序列出，男性学生比例以蓝色显示，女性学生比例以黄色显示。x轴代表比例，范围从0到100，y轴按字母顺序列出各个部门。
Department Head by Gender

AY 2007

AY 2008
Tier One Competitors: Gender Demographic Rankings
Percent Female Deans

- UTEP: 63%
- UTA: 33%
- UNT: 27%
- UTSA: 25%
- TEXAS TECH: 8%
- UH: 6%
- UTD: 0%

Percent
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 two 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.