



TEXAS TECH UNIVERSITY

Gender Equity Council

Date: May 12, 2016

Meeting Start Time: 2:34PM

Members In Attendance: Elizabeth Sharp, Charlotte Bingham, Robert Stewart, Ann Mastergeorge, Christy Norfleet, Charlotte Dunham, Travis Brace, Celine Godard, Sara Smock, D'aun Green, Sarah Schwintz, Devin DeLapp, Miriam Lieway

Guests: Jean Scott (University Ombudsperson and Professor, HDFS), Wendy Humphrey (Associate Dean for Educational Effectiveness and Associate Professor, TTU Law School), Morgan Pickering (Analyst II, Talent Management), Andrea Britten (WLI member), Rachel Dziuk (WLI Member), Emily Waychoff (WLI Member)

Minutes Scribe: Miriam Lieway

- I. Welcome from Elizabeth Sharp, Chair
- II. Introduction of guests: Jean Scott, Wendy Humphrey, Morgan Pickering, Katie Fehr, Rachel Dziuk, Emily Waychoff
- III. Report on the 2015-16 Women's Leadership Institute
 - i. A hand-out with feedback from the 2015-16 WLI cohort was provided
 - ii. It was a successful year with many activities
 - iii. The WLI members appreciate the opportunity to network with women leaders outside of their departments. They said that they gained a new perspective about leadership and that they are more aware of issues of gender equity
- IV. Updates from the Committees
 - a. Committee on Employment Issues
 - i. The employment committee presented a preliminary analysis of the 2015 staff salaries
 1. A full report including data from 2009, 2012 and 2015 will be available soon
 2. The Employment Committee made two recommendations:
 - a. Conduct a qualitative study on women who are thriving at TTU
 - b. Offer a negotiation workshop for women at TTU
 - i. Wendy Humphrey has done presentations on negotiation in the past and offered her services.
 - ii. The employment committee hosted two meeting with women staff at TTU.

1. At these meetings surveys were conducted. A hand-out with the results of the survey was provided.
 2. Another survey will be posted on TechAnnounce soon in order to identify the needs of women staff members at TTU.
 3. Women staff at TTU voiced a need for more professional development
 - a. The career center has 45 webinars available. These need to be advertised better.
 - b. The Committee on Employment Issues and the Women's Studies Programs will be provide professional development and networking meetings once a month.
- b. Committee on Family Issues
- i. The Committee on Family Issues presented the data provided by HR on the usage of the mother friendly rooms.
 1. There are scheduling conflicts for some rooms during peak times.
 2. The committee recommends that 2 additional rooms be created.
 - a. The committee recommends that one addition room be created in the SUB due to its central location
 - b. The committee recommends that the second room be created in RAWLS College of Business as many staff work in cubicles and do not have access to a private space
 3. The Committee on Family Issues is creating a Tips Sheet on how to navigate FMLA for the birth of a child, adoption or placement for foster care.
 - a. The Committee on Family Issues, with the support of HR, conducted a survey about FMLA among TTU staff and faculty. Some of the concerns that were voiced in the survey have already been addressed.
- c. Committee on Climate Issues
- i. The committee compiled a list of action items
 - ii. The committee recommends that LGBTQIA issues be addressed in all IS 1100 classes. The committee will coordinate with Wes Condray and the RISE office.
- d. Engagement Committee
- i. President's Excellence in Gender Equity Awards
 1. Faculty Award: Dr. Audra Morse
 2. Staff Award: Dr. Amanda Wheeler
 - ii. The GEC will host a mixer in September at which the recipients of the Gender Equity Awards will be honored. Friends of the GEC will be invited to the reception.
- e. Ad-hoc Committees:
- i. Title IX
 1. The committee presented some of the feedback received from the Title IX Series during the 2015-16 academic year

- a. The Title IX series sessions are well attended by a core group of faculty and staff
 2. The most pressing issue at this time is how expand the reach of the title IX series in order to ensure that all faculty and staff receive current information on title IX and are trained on how to respond when a student discloses
 3. The Title IX committee is working on professional done videos of the Title IX series sessions with information that is specific to TTU. These videos should be made available online.
 - a. The committee recommends that 2 videos of made of the most popular sessions and then expanded to include all sessions.
 4. On December 3rd, 2015 representatives of South Plains College and LCU attended the Title IX series. They expressed the desire to receive more information.
 5. The OP on title IX is comprehensive but may include too much detail for a person who has been assaulted to process. The Title IX committee recommends that a simple flow chart be created and posted online. Staff and faculty can then download the chart and help students understand the resources and options they have when the report sexual harassment/ sexual assault.
 6. The need for advocacy first in response to the disclosure of sexual assault was discussed.
 7. The Title IX committee recommends that a full-time trainer for title IX should be hired.
 8. The modified syllabus statement addressing Title IX is available on the GEC website
- V. Announcements and Future Planning
- a. Elizabeth Sharp reported on the success of the Women Faculty Writing Program. A hand-out outlining the achievements of the Writing Groups was provided
 - i. Interest in the writing groups is increasing, so that space is becoming an issue.
 - ii. A visiting scholar from the UK will be implementing the writing program at her university in the UK after attending the writing program at TTU.
 - b. Committee Reports are due to Elizabeth Sharp on June 1, 2016
 - c. Surveys were passed out asking members to report on how long they have served on the GEC and whether they would like to remain on the council.

Meeting Adjourned: 3:56pm