GEC MEMBERSHIP 2018-2019

Chair:
Dr. Jaclyn Cañas-Carrell, Professor and Associate Director, STEM CORE, Environmental Toxicology

Faculty Members:
Dr. Robin Germany, Professor, School of Art Photography
Dr. Raegan Higgins, Associate Professor, Mathematics & Statistics
Wendy-Adele Humphrey, M.Ed., JD., Associate Dean and Professor of Law, School of Law
Dr. Robert Ricketts, Professor, School of Accounting, Rawls College of Business

Staff Members:
Dr. Sofia Chapman, Associate Academic Dean for Student Life, School of Law
Katie Ericson, M.A., Manager for Academic Initiatives, University Student Housing
Archie Pitsilides, Director of Grants and Outreach, Rawls College of Business Dean’s Office
John Purcell, M.S., Staff Therapist, Student Counseling Center
Jessica Spott, M.S., Senior Program Administrator, STEM Center for Outreach, Research and Education

Community Member:
Nancy Neal, Former Board of Regents

Students:
Graduate: Reynaldo Torres, STEM MBA graduate student, Rawls College of Business
Undergraduate: Morgan Allen, Women’s Leadership Initiative Chair/President

GEC Graduate Assistant:
Tashika Curlee, 3L student, School of Law

Ex Officio Members:
Jodie Billingsley, Assistant Vice President of Human Resources
Charlotte Bingham, Assistant Vice Chancellor for Administration, EEO Managing Director
Dr. Judi Henry, Executive Senior Associate Athletics Director and Senior Women’s Administrator
Grace Hernandez, Chief of Staff and Associate Vice President for Administration
Jody C. Randall, Director, Office of LGBTQIA
Dr. Kimberly Simón, Title IX Administrator
Dr. Rob Stewart, Office of the Provost, Senior Vice Provost
Dr. Elizabeth Sharp, Professor and Director, Women’s and Gender Studies
Dr. Carol Sumner, Vice President of the Division of Diversity, Equity & Inclusion, Chief Diversity Officer
EXECUTIVE SUMMARY

The President’s Gender Equity Council (GEC) was established to advise the President on matters related to gender issues at Texas Tech University and to make recommendations for changes that create an equitable and inclusive environment for all members of the university community. For more information on the charge of the Council visit: http://www.depts.ttu.edu/genderequity/

Council Goals:

• Develop Committee Recommendations for the President
• Promote the Visibility of the GEC
• Oversee Gender Equity Awards
• Oversee Women’s Leadership Initiative
• Support the Women Faculty Writing Program, Women Staff Network, and Women’s Leadership Initiative

Highlights from the Recommendations:

• Improve campus climate through implementation of “trainings” on topics related to climate, such as implicit bias and microaggressions.
• Take steps to determine what colleges/units need to achieve gender pay equity for faculty and staff.
• The Family Support Committee recommends focused marketing to make faculty, staff, and students aware of programming and accommodations available that promote gender and family inclusion.
• Changes need to be made to the mother-friendly nursing rooms with regards to (a) branding/naming to more accurately reflect the room use; (b) increased financial support to expand the number of rooms; and (c) increased logistical support to develop a more flexible and autonomous room reservation system.
• Consider appointing a representative of the GEC to other campus-wide diversity and equity-based groups.
• Develop short videos accessible via eRaider that would depict more “What to Do If …” videos to address Title IX situations on campus for faculty and staff to access.

Selected Council Achievements and Activities for AY 2018-19:

• Created a video on Equality vs Equity, which is housed on the GEC website
• Co-sponsored “Sisters in Law: The Challenges of Being a Woman in the Law” with the TTU School of Law Diversity, Equity, and Inclusion Committee.
• Created the TTU Resources for Family and Inclusion Webpage, which will soon be available on the GEC website.
• Enhanced the visibility of the GEC by hosting informational sessions in various departments and offices across campus.
• Created, printed, and distributed a Title IX Push Card.
CLIMATE COMMITTEE

Committee Charge:

The Climate Committee is charged with analyzing issues related to climate of the University and how they affect faculty, staff, and students, and to seek solutions to address climate needs.

Committee Members:

Robin Germany, Sofia Chapman, John Purcell, Nancy Neal, and Reynaldo Torres

Summary of Main Activities:

- Created a video on *Equality vs Equity* which is hosted on the GEC website.
- Distributed a large postcard to address microaggressions.
- Collaborated with the Faculty Senate on a Time Use Survey for all faculty. The survey was administered in Spring 2019.
- Collaborated with the Faculty Senate Campus Climate Committee to review *OP 32.16: Faculty Recruitment Procedure* with regards to spousal accommodations. This work will continue in 2019-20.
- Served on a committee convened by the Provost Office to create a web resource related to Campus Climate.
- Gathered and analyzed inclusive language in strategic plans from a number of peer institutions.

Recommendations:

1. Improve Campus Climate: Increase awareness of administrators, faculty, and staff of topics, such as implicit bias, and microaggressions, that impact campus climate. This can be done through the forthcoming web resource as well as through an increase in dialogue and “trainings”. Trainings should be required for all administrators.

2. Strategic Plan: Consider the following actions to incorporate gender equity and inclusion—and the University’s overall commitment to diversity—into the University’s strategic plan.
   a. The commission of a formalized review of institutional communication and programming at peer and aspirational peer institutions, which may provide useful models for effective approaches to strategic planning and institutional communication about efforts to promote a safe and inclusive climate.
b. Incorporation of diversity, equity, and inclusion for underrepresented or marginalized students, staff, and faculty as a “core value” of the institution is a popular approach for communicating institutional commitment to an equitable, inclusive, and safe climate.

c. Many peer and aspirational peer institutions incorporate specific action-based plans to improve the admission, matriculation, and hiring of diverse talent. The committee recommends that Texas Tech University highlight specific initiatives and commitments toward climate improvements in the strategic plan.

3. Climate Surveys: On a regular basis, conduct “burst” surveys (which address a targeted climate issue rather than every climate issue) to evaluate the campus-wide climate, and based on the results, seek solutions to address the issues.
EMPLOYMENT COMMITTEE

Committee Charge:
The Employment Committee is charged with examining conditions of employment such as compensation and work environment and to provide opportunities for the upward mobility of women and underrepresented populations on campus.

Committee Members:
Sofia Chapman, Raegan Higgins, Wendy Humphrey, Archie Pitsilides, and Jessica Spott

Summary of Main Activities:

- The GEC hosted a welcome reception for Dr. Carol Sumner, Chief Diversity Officer and Vice President for Diversity, Equity, and Inclusion at Dr. Sofia Chapman’s home, Chair of the GEC Employment Committee.

- Discussions were held regarding investigating whether a faculty salary analysis had been conducted in the past. Per, Dr. Jaclyn Canas-Carrell, a faculty salary analysis, which included the law school, was conducted.

- Discussions were held regarding investigating whether a staff salary analysis had been conducted. A staff salary analysis has not been conducted because staff positions vary which makes it difficult to truly assess for salary discrepancies. For example, it would be difficult to compare two associate directors from different units as their jobs may be completely different. In other words, staff positions are not apples to apples.

- Dr. Sofia Chapman spoke about the role of the GEC Employment Committee at GEC Outreach Committee events throughout the spring semester.

- The GEC Employment Committee co-sponsored “Sisters in Law: The Challenges of Being a Woman in the Law” with the TTU School of Law Diversity, Equity, and Inclusion Committee.

- Hosted Attorney at Law, Derek Meregele-Rust who presented on employment law and health law and how these laws impact the LGBTIQIA and female community.

Recommendations:

1. Gender Pay Equity: Take steps to determine what colleges/units need to achieve gender pay equity for faculty and staff.

2. Develop Brownbag Lunch Series on Women Advancing in the Workplace: Host a lunch series three times a semester on the ins and outs of advancing in higher education for both female faculty and staff. The series would possibly include the following: (a) Focus on Women who Want
(b) An overview of faculty track options (c) Resume review (d) Interview Techniques (e) Professional Dress

3. Wellness: Consider exploring wellness initiatives hosted by the GEC Employment Committee in order to help women with work life balance and the multiple roles women typically play in their personal and professional lives. Wellness initiatives could include the following: (a) Mindfulness Meditation Sessions in colleges throughout the semester (b) Presentations on the EAP Program (c) Presentations on counselors that are in network (d) Healthy cooking and meal prep demonstrations (e) Free blood pressure screenings.

4. Develop Women’s Empowerment Website: Consider developing a Women’s Empowerment website linked to the GEC’s website which would contain information on the following: (a) Assertiveness skills in the workplace (b) Negotiation strategies (c) Healthy relationships (d) Financial Planning (e) Workplace Safety.

5. Women Faculty Writing Program: Provide adequate space and resources for the Women Faculty Writing Program. Consider expanding this to staff and/or faculty from underrepresented groups.

6. Dinner for Women Full Professors: Continue to host an annual dinner for new women full professors with the TTU President.
FAMILY SUPPORT COMMITTEE

Committee Charge:
The Family Support Committee is charged with identifying needs on campus related to the support of University employees, staff, and students with families and to seek solutions.

Committee Members:
John Purcell, Raegan Higgins, Robert Rickets, and Jessica Spott

Summary of Main Activities:

• Existing OPs related to issues surrounding family life were reviewed identify areas for potential revision and improvement.

• Existing OPs were also evaluated to identify resources to be included on the new GEC’s TTU Resources for Family and Inclusion webpage.

• The committee offered endorsement/support for staff senate and faculty senate resolutions related to family support (e.g. gender neutral language, telecommuting).

• This committee recognized how awareness of university structures that support families may be limited. In an effort to aid in the ease of access, the GEC has developed the TTU Resources for Family and Inclusion webpage available online at the following URL: https://www.depts.ttu.edu/genderequity/FamilyInclusion.php. The committee is currently collaborating with the marketing and communications team to develop a user friendly and ADA accessible format for this web resource to be published prior to Fall 2019. (mock-up included below).

• The utilization of mother-friendly nursing rooms for purposes beyond those of nursing mother was explored.

• The committee also reviewed OP 70.46: Break Time for Nursing Mothers as concerns had been expressed regarding the limited time allotted for nursing breaks.

Recommendations:

1. Focused marketing of university resources that promote gender and family inclusion: One identified area of improvement is the expansion of availability and accessibility of existing resources on campus. The Family Support Committee recommends focused marketing to make faculty, staff, and students aware of programming and accommodations available.
2. **Staff parity in accommodation for pregnancy and childbirth:** The committee celebrated TTU’s creation of OP 32.35: *Modified Instructional Duties Policy* governing modified instructional duties for faculty and recognized a need for staff parity. As there is currently a lack of procedural guidelines for staff supervisors in adjusting expectations for new parents.

3. **Naming and branding of mother-friendly nursing rooms:** Due to the increased use of the mother-friendly rooms and HR tracking of expanded use of these rooms for other medical-privacy needs. The committee determined a need to alter the names of these rooms for two primary purposes: (a) to more accurately advertise the expanded and inclusive use, and (b) to allow those using the room to make necessary adjustments to their use of the room.

4. **Expanding financial and logistical support for new mother-friendly nursing rooms:** Several colleges (College of Education and Law School) have created or expressed interest in creating mother-friendly nursing mother rooms. It is our recommendation that institutional financial support be provided for operational costs associated with bringing the rooms into the pool of available rooms currently controlled by HR. In addition, the committee recommends an updated room reservation system that allows more flexible and autonomous reservation of the room without potential disclosures of ability, gender, or shifting parent identities.

5. **Paid parental leave:** Paid parental leave is a necessary addition to position Texas Tech University as a leader in higher education. Over 60% of US and Canadian Institution offer some form of paid parental leave for childbirth and/or adoption. An even higher percentage of those offering these benefits are aspirational-peer institutions. This committee recommends reviewing the benefits of paid parental leave and recommends the timely implementation of a paid parental leave policy that serves to advance TTU as an institution that attracts and retains talent. (see 2018 Parental Leave dataset shared by Dr. Aaron Clauset at UC-Boulder: [https://aaronclauset.github.io/parental-leave/](https://aaronclauset.github.io/parental-leave/))

6. **Improved procedural guidance to supervisors regarding nursing mother breaks:** The committee recommends revision of OP 70.46: *Break Time for Nursing Mothers* to provide better guidance for supervisors regarding interpretation and implementation of this OP.

7. **Expansion of child-care resources:** The committee recommends the following:
   - The creation of on-site childcare at the Student Recreation Center similar to services at local gyms to promote health and work-life balance for students, staff, and faculty.
   - The committee continues to recommend the creation of an on-campus child-care facility for TTU faculty, staff and students that includes childcare options after 5:00 pm.
   - The committee, recognizing logistical and implementation concerns, recommends piloting an expansion of existing resources on campus (e.g. Child Development Research Center) for those teaching or attending evening classes.
TTU Resources for Family & Inclusion

New Mother Information
- info on creating a more mother-friendly workplace. The list is based on feedback from employees who work in these roles and are male or female parents.
- Maternity Leave
- Paid Parental Leave
- Parental Leave
- Family and Medical Leave (FMLA)

Employee Leave Options
- The following resources are tips to help you navigate the different types of leave offered by Texas Tech University. It also explains the family and medical leave options.
- Leave
- FMLA

Employee Discounts
- The following list is for a select list of employees available to faculty and staff.
- Discounts

Employee Dependents
- The following list is for a select list of employees available to faculty and staff.
- Dependents

Employee Discounts & Other Benefits
- The following list is for a select list of employees available to faculty and staff.
- Operating Policy & Procedures

Rec Center Information
- The following list is for a select list of employees available to faculty and staff.
- Rec Sports
- Rec Sports Campus

TexFlex Information
- The following list is for a select list of employees available to faculty and staff.
- General Questions
- Current Employee Discounts

Veteran Education Benefits
- The following list is for a select list of employees available to faculty and staff.
- Veteran Education Benefits
- Exemptions and Waivers

Relevant Ops
- The following list is for a select list of employees available to faculty and staff.
- Policy on Absences for Nursing Mothers
- Policy on Employee Absences
- Policy on FMLA and Parental Leave
- Policy on Family Leave

President's Gender Equity Council

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OUTREACH COMMITTEE

Committee Charge:

The Outreach Committee is charged with increasing the visibility and accessibility of the Council on campus and to identify equity issues that might need to be addressed by the Council.

Committee Members:

Wendy-Adele Humphrey, Katie Ericson, Archie Pitsilides, and Robert Ricketts

Summary of Main Activities:

- Hosted two information sessions to educate the TTU community about the Council. One session was held at the Rawls College of Business and one session was held at the Department of Accounting Services.

- Hosted the GEC Outreach Reception on May 9, 2019, with approximately 70 attendees.

- Assisted in updating portions of the GEC website.

- Revised the categories for the President’s Excellence in Gender Equity Awards.

- Marketed the President’s Excellence in Gender Equity Awards and selected two award winners (one faculty and one staff) who were recognized at the President’s Luncheon on April 30, 2019, and at the GEC Outreach Reception in May.

- Designed and printed a new GEC postcard to hand out at events.

- Explored ways to more effectively inform the TTU community about the Gender Equity Council and its activities.

- Regularly invited guests to attend GEC meetings so they could learn more about the Council’s activities.

- GEC ex officio members Dr. Elizabeth Sharp and Dr. Carol Sumner presented at the 2019 Texas Women in Higher Education Regional Meeting in March, and several members of the Council attended the conference.

- GEC Chair participated in a panel presentation, *Women-Centered Initiatives: How Are Communities Promoting Equity*, at the 35th Annual Conference for the Advancement of Women in April.
**Recommendations:**

1. **Annual Report:** Have the opportunity to present the GEC annual report to the President’s Executive Council and the Provost’s Executive Council.

2. **Attend GEC Meeting:** Continue having the President attend one GEC meeting each year.

3. **GEC Representation:** Consider appointing a representative of the GEC to other campus-wide diversity and equity-based groups.

4. **Video:** Complete the President’s Message for the GEC website.
TITLE IX COMMITTEE

Committee Charge:
The Title IX Committee is charged with identifying resources to increase awareness of issues related to Title IX to promote a safer campus environment.

Committee Members:
Katie Ericson, Robin Germany, Judi Henry, Reynaldo Torres, Nancy Neal and Kimberly Simón

Summary of Main Activities:
• A representative served on Texas Tech Sexual Assault Awareness Month Committee.
• A representative served on Sexual Violence Advisory Committee
• Created, printed and distributed Title IX Push Card to Staff Senate, guests at the GEC Reception, and various faculty and staff teams across campus.
• Made contact with J.T. and Margaret Talkington College of Visual and Performing Arts and Rawls College of Business to discuss potential Brown Bag Title IX Faculty/Staff Series in the 2019-20.

Recommendations:
1. Extend the Brown Bag Title IX Faculty/Staff Series: The committee recommends the development of a partnership among numerous campus departments with the GEC to offer this series.

2. Additional Resources: Develop short videos accessible via eRaider that would depict more “What to Do If …” videos to address Title IX situations on campus for faculty and staff to access.

3. Campus wide distribution of Title IX cards: Develop a plan for continuous campus-wide distribution of Title IX cards on annual basis.

4. Mandatory Training: Continue working to tailor mandatory Title IX training provided by Human Resources to Texas Tech University.