GEC MEMBERSHIP 2020-2021

Chair:
Dr. Sofia Chapman, Associate Dean for Student Life and Director of Diversity, School of Law

Faculty Members:
Dr. Amelia Talley, Professor and Associate Chair, Psychological Sciences, College of Arts and Sciences
Dr. Robin Germany, Professor, Photography, School of Art
Dr. Stephanie J. Jones (Vice Chair), Professor and Program Coordinator, Higher Education, College of Education
Dr. Kirsten Cook, Associate Professor, Accounting, Rawls College of Business Administration

Staff Members:
Dr. Samuel Farley, Counseling Psychologist, Student Counseling Center
Dr. Ashley Gonzales, Senior Director, Office of the Chief Diversity Officer and Vice President
Dr. Kristin Messuri, Managing Director, Writing Centers of Texas Tech University
Archie Pitsilides, Director of Grants and Outreach, Rawls College of Business Administration
Dean’s Office

Student:
Graduate: Sarah Louis, Doctoral Student, College of Education and Women’s and Gender Studies

GEC Graduate Assistant:
Dania Sadi, 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
Grace Hernandez, Chief of Staff, Vice President for Administration
Jody C. Randall, Director, Office of LGBTQIA
Dr. Kimberly Simón, Title IX Administrator, Office for Student Civil Rights and Sexual Misconduct
Dr. Rob Stewart, Senior Vice Provost, Office of the Provost,
Dr. Elizabeth Sharp, Professor of Human Development and Family Sciences, Director of Women’s and Gender Studies
Brandi Stewart, Executive Senior Associate Athletics Director, Senior Women’s Administrator
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 the Gender Equity Awards
- Support the Women Faculty Writing Program, Women Staff Network, and Women Full Professor Network

Highlights from the Recommendations:

- **Annual Report:** The Employment Committee recommends having members of the GEC present the GEC annual report to the President’s Executive Council and the Provost’s Executive Council.

- **President’s Excellence Awards:** Due to COVID-19, awardees were not recognized in person last year. Last year’s awardees should be recognized along with the 2021 awardees. The committee recommends hosting a reception in late August for the winners of the President’s Excellence in Diversity and Equity Award and the President’s Excellence in Gender Equity Award.

- **Gender Pay Equity:** The Employment Committee recommends continuing to examine and monitor TTU’s progress and reporting to document progress toward achieving gender pay equity for faculty and staff.

- **Equity Attainment Reporting:** The Employment Committee recommends developing an annual report that would be posted to the GEC website that provides information on the status of women’s progress toward equity in leadership roles and tenure and promotion attainment across both main and satellite/regional campuses.

- **President’s Gender Equity Council Representation on Senior-Level Search Committees:** Search committees play a vital role in selecting leaders in higher education institutions. The GEC believes that all search committees must demonstrate a clear commitment to diversity, equity, and inclusion. Accordingly, given that the purpose of the GEC is to advise the President on matters related to gender equity at the university, it is imperative that a representative from the Employment Committee serves on all senior-level
search committees. The committee would like to see a coordinated effort by the President’s office to communicate to all senior-level search committee chairs that the GEC is represented on all senior-level search committees.

- **Removal of Exclusion of Transition-Related Care in the Employees Retirement System of Texas Health Plan:** The health plan offered to all TTU system employees through the Employees Retirement System of Texas excludes coverage of transition-related care. Accordingly, the GEC supports the removal of this exclusion from the health care plan.

- **Graduate Student Training Recommendation:** The Office of Student Civil Rights & Sexual Misconduct has identified a gap for mandated Title IX training for all graduate students. The committee recommends mandating training for all graduate students similar to the training requirement for undergraduate students to be developed with the Office of Student Civil Rights & Sexual Misconduct.

- **Video:** The Outreach Committee recommends the completion of the President’s Message for the GEC website.

**Selected Council Achievements and Activities for AY 2020-2021:**

- **Texas Women in Higher Education Conference:** Hosted the Texas Women in Higher Education “Red Raider Talks” on April 9, 2021. This conference will now be run by the GEC permanently.

- **Expansion of Definition of Gender:** Brought forward the recommendation that the definition of “gender” be expanded in the charge of the GEC to include gender identification and expression.

- **Mother-Friendly Room:** Secured funding provided by the Office of the President for a Mother-Friendly room in the Edward E. Whitacre College of Engineering located in the Industrial, Manufacturing and Systems Engineering Building.

- **TTU OP:** As there is no TTU OP currently published for the President’s Excellence in Gender Equity Award, the committee is working to draft a new OP for review and approval. The committee began review of [OP 10.15: President's Excellence in Diversity, Equity and Inclusion Award](#) in order to align the draft of the new GE Award OP with the established DEI Award OP.

- **Collaboration with Office of Student Civil Rights & Sexual Misconduct:** Collaborated with the Office of Student Civil Rights & Sexual Misconduct to ensure that our committee is up to date with changing federal guidance related to Title IX in order to communicate accurate information to the university community. The Title IX Training & Outreach Coordinator attended and contributed to multiple committee meetings.

- **Analysis of Prior GEC Annual Reports:** Conducted an analysis of all prior annual reports of the GEC (between 2003 and 2020) to evaluate which recommendations had
been implemented and which needed further attention. This analysis will be used to guide the future initiatives of the committee.
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:

Samuel Farley, Stephanie J. Jones, Amelia Talley, and Kristin Messuri

Summary of Main Activities:

- Continued expanding development of the “Respect” campaign to specifically address issues related to staff, faculty, students, and broader West Texas community.
- Utilizing other university examples as models, the committee further developed an outline including web resources, printed materials, and a statement about the need for a campaign to encourage and establish respect. The crux of the project is to ask people to consider the power of the words they use when talking with others and to ask them to consider more carefully which words are respectful to use when interacting with staff, faculty, or students.

Recommendations:

1. Mission Statement Revision Proposal: The proposal for considerations of modified language to the mission statement was previously submitted. Upon receipt of reaction to this proposal, the committee will work to adjust the language based on this information.

2. Respect Campaign: The committee would need help from Marketing and Communications in order to develop a truly global campaign. The committee would begin developing a website that explains why a campaign for respect can make important contributions to improve campus climate. This website rendering would be shared with faculty senate, staff senate, and student government association for feedback to further adapt this website to best fit the campus. The committee would seek to develop partnerships with various campus entities in building this resource. A series of printable posters (and possibly stickers and other materials) would be created addressing the themes of equality, civility, humanity, variety, thoughtfulness, empathy, inclusion, engagement, difference, respect, dignity, and anti-hate. The posters would be available on the website along with links to resources on:
   - Conflict resolution
   - Ways to be involved
   - Student services
   - Student safety
   - Mental health resources
   - Student government

In addition, the website would include links to TTU’s Divisions of Diversity, Equity and Inclusion, how to be part of the campaign, how student organizations can spread the word about respect, and a list of workshops on respect they can request for their organization.
a. Develop a statement introducing the respect campaign that is either made and/or endorsed by the President.

b. The committee would ask the President to identify a campus entity that would be able to take on this initiative as well as continuing to update information when needed.
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:

Samuel Farley, Stephanie J. Jones, Robin Germany, and Amelia Talley

Summary of Main Activities:

- Brought forward the recommendation that the definition of “gender” be expanded in the charge of the GEC to include gender identification and expression.

- Conducted an analysis of all prior annual reports of the GEC (between 2003 and 2020) to evaluate which recommendations had been implemented and which needed further attention. This analysis will be used to guide the future initiatives of the committee.

- Provided moderators for the Texas Women in Higher Education conference.

- Analyzed data provided by Human Resources in order to gain an understanding of equity issues within staff salaries.

Recommendations:

1. Gender Pay Equity: The Employment Committee recommends continuing to examine and monitor TTU’s progress and reporting to document progress toward achieving gender pay equity for faculty and staff.

2. Equity Attainment Reporting: The Employment Committee recommends developing an annual report that would be posted to the GEC website that provides information on the status of women’s progress toward equity in leadership roles and tenure and promotion attainment across both main and satellite/regional campuses.

3. Develop a Leadership Series on Women Advancing in the Workplace: In collaboration with other units at TTU and TTUHSC, host a leadership series on advancing in higher education for both women faculty and staff. The series would possibly include the following topics: (a) career advancement, (b) overview of faculty track options, (c) resume review, (d) interview techniques, (e) negotiations, and (f) conflict resolution.

4. Wellness: Collaborate with Human Resources and other entities at TTU and TTUHSC to offer wellness initiatives in order to help women with work-life balance due to the multiple roles they typically hold 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 who are in network, and (d) presentations on fitness programs.

5. Dinner for Women Full Professors: Continue to host an annual dinner for new women full professors with the TTU President and Provost.

6. Luncheon for New Women Faculty: Host an annual luncheon for new women faculty with the TTU President and Provost.

7. President’s Gender Equity Council Representation on Senior-Level Search Committees: Search committees play a vital role in selecting leaders in higher education institutions. The GEC believes that all search committees must demonstrate a clear commitment to diversity, equity, and inclusion. Accordingly, given that the purpose of the GEC is to advise the President on matters related to gender equity at the university, it is imperative that a representative from the Employment Committee serves on all senior-level search committees. The committee would like to see a coordinated effort by the President’s office to communicate to all senior-level search committee chairs that the GEC is represented on all senior-level search committees.

8. Removal of Exclusion of Transition-Related Care in the Employees Retirement System of Texas Health Plan: The health plan offered to all TTU system employees through the Employees Retirement System of Texas excludes coverage of transition-related care. Accordingly, the GEC supports the removal of this exclusion from the health care plan.

9. Annual Report: The Employment Committee recommends having members of the GEC present the GEC annual report to the President’s Executive Council and the Provost’s Executive Council.
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:

Sarah Louis, Sofia Chapman, Ashley Gonzales, Kirsten Cook

Summary of Main Activities:

- Examined the previous 4 years of reports to get a sense of what was explored before regarding the Child Development Research Center (CDRC) and childcare on campus. It appears this has been a point of discussion, but there were no solutions or resolution of the issue. Securing a spot for children into the CDRC is challenging given the waiting list. Additionally, they are not available during breaks and summer. Accordingly, the CDRC is not a viable option for many faculty, staff or students. The committee plans to generate a list of other options that may work.

- Secured funding provided by the Office of the President for the Mother-Friendly room in the Edward E. Whitacre College of Engineering located in the Industrial, Manufacturing and Systems Engineering Building.

- Dr. Kirsten Cook is serving as the GEC representative on the Caregiver committee. He is continuing to voice the GEC’s support of this policy for staff and graduate students.

Recommendation:

1. Mother-Friendly Spaces-Naming/Branding/Expanded logistical and financial support of mother-friendly spaces: The committee would like to ask institutional advancement if it would be possible to find local business sponsors to provide décor and other necessities the room in exchange for a sign noting their sponsorship. The committee would also like to meet with institutional advancement to ask if it would be possible secure funding from donors in order to name and support additional Mother-Friendly Rooms.
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:

Archie Pitsilides, Sarah Louis, Ashley Gonzales

Summary of Main Activities:

- The committee managed the call, application submittal, and committee review for the President’s Excellence in Gender Equity Awards and recommended two awardees (one faculty and one staff).

- As a TTU OP is not currently published for the President’s Excellence in Gender Equity Award, the committee is working to draft a new OP for review and approval. The committee began review of OP 10.15: President's Excellence in Diversity, Equity and Inclusion Award in order to align the draft of the new GE Award OP with the established DEI Award OP.

- The committee supported the planning and delivery of the 2021 Texas Women in Higher Education Regional Meeting.

- GEC Outreach Committee members are scheduled to attend the New Faculty Orientation Resource Fair on August 19, 2021.

- GEC Outreach Committee members are planning the return of in-person outreach events for the TTU community.

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. GEC Meeting Attendance: Continue having the President attend one GEC meeting each year.

3. President's Excellence Awards: Due to COVID-19, awardees were not recognized in person last year. Last year’s awardees should be recognized along with the 2021 awardees. The committee recommends hosting a reception in late August for the winners of the President’s Excellence in Diversity and Equity Award and the President's Excellence in Gender Equity Award.

5. 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:

Kristin Messuri, Sofia Chapman, Robin Germany, Archie Pitsilides

Summary of Main Activities:

- Collaborated with the Office of Student Civil Rights & Sexual Misconduct to ensure that our committee is up to date with changing federal guidance related to Title IX in order to communicate accurate information to the university community. The Title IX Training & Outreach Coordinator attended and contributed to multiple committee meetings.

- Advertised events hosted by the Office of Student Civil Rights & Sexual Misconduct, including the “Sex Signals” event.

- Identified new opportunities for the Title IX Training & Outreach Coordinator to speak with university groups.

- Revised and redesigned Title IX cards to reflect the most current information related to Title IX. Established a budget and plan for print and digital distribution to the university community.

- Began planning appreciation event to recognize staff in the Office of Student Civil Rights & Sexual Misconduct, Office of Student Conduct, and Deputy Title IX Coordinators. However, due to COVID restrictions, the event was put on hold.

Recommendations:

1. Campus-wide distribution of Title IX information: Distribute Title IX cards to students, faculty, and staff (estimated budget: $2300). Share information via print media and digital screens in high-traffic areas on campus (estimated budget: $300).

2. Appreciation event: Develop an event for staff in the Office of Student Civil Rights & Sexual Misconduct, Office of Student Conduct, and Deputy Title IX Coordinators to recognize them for their commitment to Title IX work.

3. Graduate student training recommendation: The Office of Student Civil Rights & Sexual Misconduct has identified a gap for mandated Title IX training for all graduate students. The committee recommends mandating training for all graduate students similar to the training
requirement for undergraduate students to be developed with the Office of Student Civil Rights & Sexual Misconduct.