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

Faculty Members:
Dr. Amelia Talley, Associate Dean of Diversity, Equity, and Inclusion, and Associate Professor and
Associate Chair, Psychological Sciences, College of Arts and Sciences
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, Director and Associate Professor, Accounting, Rawls College of Business
Administration
Brittany Morris, User Services Librarian and Assistant Librarian of Law, Texas Tech University
School of Law
Esther De León, Associate Librarian, Texas Tech University Libraries

Staff Members:
Dr. Ashley Gonzales, Assistant Vice President, Office of Institutional Diversity
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
Aimee Cameron, Senior Academic Advisor, Women's and Gender Studies
Billy Tiongco, Director of Recruitment for the College of Human Sciences

Students:
Graduate: Caleb Hudgins
Undergraduate: Brittany Map

GEC Graduate Assistant:
Ana Mitchell-Cordova

Ex Officio Members:
Jodie Billingsley, Associate Vice President of Human Resources
Dawn Payne, Assistant Vice Chancellor and Director of Equal Opportunity
Grace Hernandez, Chief of Staff, Vice President for Administration
Jody C. Randall, Director, Office of LGBTQIA Education and Engagement
Dr. Kimberly Simón, Assistant Vice President for Compliance and Title IX, Office for Student Civil
Rights and Sexual Misconduct, Office of the President
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:

- **Respect Campaign:** The committee recommends the continuation of the original intent (found in the FY20/21 report) of this campaign and find ways to make it more a global campaign for the campus and community.

- **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.

- **Day of Visibility for Parents:** The committee proposes a “Day of Visibility for Parents” on campus in which parents bring their children to work. The purpose is to make visible the number of individuals on our campus who are working to balance parenting with work.

- **Remote Work Policies and Practices:** The committee recommends continuous monitoring and assessing of remote work policies and best practices in order to determine their implications on the needs of the institution to recruit and retain high quality employees.

- **Ongoing campus-wide distribution of Title IX information:** Each year, distribute Title IX cards to students via email and to faculty and staff via campus mail. Share information via print media and digital screens in high-traffic areas on campus.

- **Appreciation Event:** Host 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.
• **Review of Educational Resources:** Review resources available through Academic Impressions to consider hosting training related to gender equity.

**Selected Council Achievements and Activities for AY 2021-2022:**

• **Texas Women in Higher Education “Red Raider Talks: Allyship and Resiliency”:** The President’s Gender Equity Council hosted the Texas Women in Higher Education “Red Raider Talks” conference March 24, 2022. The theme of the conference was “Allyship and Resiliency.” Nearly 200 people attended the conference.

• **Celebrate Women Faculty Success Presentation and Reception:** The President’s Gender Equity Council, the Rawls College of Business, and TTU Advance hosted “Celebrate Women Faculty Success” on March 31, 2022. The program included a reception, presentation and recognition of women faculty members who were promoted at the Board of Regents meeting on February 24, 2022.

• **Respect Campaign:** Continued working toward the development of the “Respect” campaign to address issues related to Texas Tech and Lubbock community. This fiscal year, members worked together to promote mental health awareness.

• **“It’s Okay to Not Be Okay” Mental Health Panel in collaboration with Diversity Week:** This event held March 21, 2022. Panelists included Dr. Amanda Wheeler, Dr. Megan Thoen, Stacy Stockard Caliva, Dr. Caroline Cummings, Esmeralda Aguilera, and Katie Rose. The goal of the event was to share advice from faculty, staff, and students and connect members of our campus community with resources to benefit their mental health and well-being. The event was successful with approximately 35 participants.

• **Workshop and Breakfast with Vice Chancellor for Leader and Culture Development Steve Sosland:** This event was tabled due to scheduling conflicts. This event was intended to address overall campaign, specifically handling microaggressions, defusing situations, and addressing bullying in the workplace.

• **Co-hosted Webinar:** Dr. Margaret Sallee, “The Impact of Ideal Worker Norms on Women Faculty During the COVID-19 Pandemic: Consequences and Solutions (Sponsors: TTU-ADVANCE, GEC, STEM CORE, & TLPDC).”

• **Academic Impressions:** Meetings and discussions occurred with new account representative Yianna Kappas (yianna@academicimpressions.com). Academic Impressions has “Learning Plans” available that center on recommended topics and provide a listing of resources available to engage with that topic, including asynchronous videos and learning modules. Each semester, a listing of persons who have completed the requirements of the Learning Plan can be provided by the account manager. An example learning plan for “Classroom Civility” was provided. The account representative also noted that modules could be identified and combined to form unique learning plans. There was discussion of ways to feature continuing education and professional development opportunities on TTU websites (individuals will need to sign in with their eRaider credentials to access materials).
• **Diversity and Excellence in Hiring Document:** A document intended to diversify faculty and staff applicant pools with more candidates from diverse and underrepresented backgrounds is under revision. This document originated in the Department of Biological Sciences and is currently under review at the College of Arts & Sciences. The document provides empirically supported suggestions for ways to increase the diversity of hiring pools (e.g., Fine & Handelsman, 2012). This document is being revised to ensure relevance to a wide variety of colleges and departmental units within TTU. This document has been reviewed by the Division of DEI (Spring 2022). In Summer 2022, a request will be made for TTU HR to review this document and ensure compliance with hiring OPs. This document is planned for distribution to departments in the College of Arts & Sciences prior to Fall 2022. Subsequently, other colleges and departments may elect to use this document as a resource.

• **Collaborated with the Office of Student Civil Rights & Sexual Misconduct:** The Title IX Committee collaborated with the Office of Student Civil Rights & 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.
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 who seek solutions to address climate needs.

Committee Members:

Dr. Kirsten Cook, Brittany Morris, Dr. Amelia Talley and Esther De León

Summary of Main Activities

- **Respect Campaign:** Continued working toward the development of the “Respect” campaign to address issues related to Texas Tech and Lubbock community. This fiscal year, members worked together to promote mental health awareness.

- **“It’s Okay to Not Be Okay” Mental Health Panel:** This event was held in collaboration with Diversity Week. The event was held March 21, 2022. Panelists included Dr. Amanda Wheeler, Dr. Megan Thoen, Stacy Stockard Caliva, Dr. Caroline Cummings, Esmeralda Aguilera, and Katie Rose. The goal of the event was to share advice from faculty, staff, and students and connect members of our campus community with resources to benefit their mental health and well-being. The event was successful with approximately 35 participants.

- **Workshop and Breakfast with Vice Chancellor for Leader and Culture Development Steve Sosland:** This event was tabled due to scheduling conflicts. This event was intended to address overall campaign, specifically handling microaggressions, defusing situations, and addressing bullying in the workplace.

- **Texas Women in Higher Education Conference:** Provided support for Gender Equity Council’s events such as the Texas Women in Higher Education Conference.

Recommendations:

1. **Respect Campaign:** The committee recommends the continuation of the original intent (found in the FY20/21 report) of this campaign and find ways to make it more a global campaign for the campus and community.
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, Aimee Cameron

Summary of Main Activities:

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

- **TTU OP:** As a TTU OP is not currently published for the President’s Excellence in Gender Equity Award, the committee has drafted an OP for review by the GEC. The GEC is scheduled to review the draft OP and make its recommendations and edits this upcoming academic year for submittal to the Office of Official Publications in October 2023.

- **Outreach Event at Women’s Night at the Rec Center:** Aimee Cameron supported in-person outreach events with the Women’s Staff Network and a wellness initiative at the Women’s Night at the Rec Center.

- **Texas Women in Higher Education Conference:** The committee supported the planning and delivery of the 2022 Texas Women in Higher Education Conference.

- **New Faculty Orientation:** GEC Outreach Committee members are scheduled to attend the New Faculty Orientation Resource Fair on August 23, 2022.

Recommendations:

1. **Annual Report:** Continue presenting 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. **Services:** Continue to elevate and support the Women Faculty Writing Program, Women Staff Network, and Women Full Professor Network.
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:

Aimee Cameron, Dr. Stephanie J. Jones, Dr. Amelia Talley, and Billy Tiongco

Summary of Main Activities:

• Co-hosted Webinar: The Employee Committee co-hosted a webinar featuring Dr. Margaret Sallee, “The Impact of Ideal Worker Norms on Women Faculty During the COVID-19 Pandemic: Consequences and Solutions (Sponsors: TTU-ADVANCE, GEC, STEM CORE, & TLPDC).

• Red Raider Talks: The Employee Committee assisted with hosting and logistics of the Texas Women in Higher Education “Red Raider Talks” conference.

• Women’s Night at Rec Center: The Employment Committee participated in Women’s Night at the Rec Center. Information regarding the President’s Gender Equity Council was provided to attendees.

• Academic Impressions: Meetings and discussions occurred with new account representative Yianna Kappas (yianna@academicimpressions.com). Academic Impressions has “Learning Plans” available that center on recommended topics and provide a listing of resources available to engage with that topic, including asynchronous videos and learning modules. Each semester, a listing of persons who have completed the requirements of the Learning Plan can be provided by the account manager. An example learning plan for “Classroom Civility” was provided. The account representative also noted that modules could be identified and combined to form unique learning plans. There was discussion of ways to feature continuing education and professional development opportunities on TTU websites (individuals will need to sign in with their eRaider credentials to access materials).

• Diversity and Excellence in Hiring Document: A document intended to diversify faculty and staff applicant pools with more candidates from diverse and underrepresented backgrounds is under revision. This document originated in the Department of Biological Sciences and is currently under review at the College of Arts & Sciences. The document provides empirically supported suggestions for ways to increase the diversity of hiring pool (e.g., Fine & Handelsman, 2012). This document is being revised to ensure relevance to a wide variety of colleges and departmental units within TTU. This document has been reviewed by the Division of DEI (Spring 2022). In Summer 2022, a request will be made for TTU HR to review this document and ensure compliance with hiring OPs. This document is
planned for distribution to departments in the College of Arts & Sciences prior to Fall 2022. Subsequently, other colleges and departments may elect to use this document as a resource.

- **Staff and Faculty Equity/Compression Raises**: 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.

- **“Celebrate Women Faculty Success” Presentation and Reception**: The President’s Gender Equity Council, the Rawls College of Business, and TTU Advance hosted “Celebrate Women Faculty Success” on March 31, 2022. The program included a reception, presentation, and recognition of women faculty members who were promoted at the Board of Regents meeting on February 24, 2022.

**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 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 perceives 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. **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.

9. **Remote Work Policies and Practices:** The Employment Committee recommends continuous monitoring and assessing of remote work policies and best practices in order to determine their implications on the needs of the institution to recruit and retain high quality employees.
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:

Dr. Kirsten Cook, Robin Germany, Brittany Morris

Summary of Main Activities:

- **After Hours Childcare:** We attempted to follow up on the previous years’ work of looking for After Hours childcare options locally but were unsuccessful in obtaining the reports from last year. We agreed that this was a worthy and important cause, and we intend to continue pursuing this issue. Abby Reed (non-profit with programs for children) is someone who may be able to provide some childcare for faculty, staff and students intermittently. The committee will need to talk with her next semester to see what accommodations could be created.

- **Caregiver Statement:** We became aware that the new Caregiver Statement issued by the provost office is helpful for faculty and staff at all stages of their careers, but it is very difficult to find a copy of the statement in order to determine if one qualifies as a “caregiver.”

- **Day of Visibility for Parents:** We propose a “Day of Visibility for Parents” on campus in which parents bring their children to work. The purpose is to make visible the number of individuals on our campus who are working to balance parenting with work.

Recommendations:

1. **Caregiver Policy:** In order to make the caregiver policy more available to faculty, staff, and students we propose:
   a. Could the policy be available for distribution through the GEC table at New Faculty Orientation?
   b. Could the policy be posted on the GEC website and on other sites, and be searchable via search engines?
   c. Could we get the word out about the policy through email, new graduate student packets, or other means?
   d. Could we ask HR to make the information visible on their website, where the leave policies are outlined?

2. **Highlighting Parent Workers:** To highlight parent workers across campus in order to elicit better policies and greater empathy, we looked at policies from other universities and as a result:
a. We recommend scheduling it on a day that LISD already has off, and that the event be not only a day to take your child to work but also a day in which there are speakers or child-centered events related to the stresses of juggling parenting and work. (This event would also serve to foster good feelings from children about TTU as potential recruits.)

https://uh.edu/staff-council/take-your-child-to-work-day/
https://www.utsystem.edu/sites/ut4u/blog/take-your-child-work-day-2017-04-13
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:

Dr. Kristin Messuri, Dr. Sofia Chapman, Robin Germany, Archie Pitsilides

Summary of Main Activities:

- **Title IX Cards:** Distributed printed Title IX cards to all faculty and staff via campus mail.
- **Title IX Cards:** Distributed virtual Title IX cards to all students via email.
- **Collaborated with the Office of Student Civil Rights & Sexual Misconduct:** The Title IX Committee collaborated with the Office of Student Civil Rights & 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.

Recommendations:

1. **Ongoing Campus-wide Distribution of Title IX Information:** Each year, distribute Title IX cards to students via email and to faculty and staff via campus mail (estimated budget: $1500). Share information via print media and digital screens in high-traffic areas on campus (estimated budget: $300).

2. **Appreciation Event:** Host 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. **Review of Educational Resources:** Review resources available through Academic Impressions to consider hosting training related to gender equity.