



TEXAS TECH UNIVERSITY  
Office of the President

## Gender Equity Council

### MINUTES

#### President's Gender Equity Council Meeting

December 10, 2021, 1:00 p.m.

#### Zoom Meeting

- I. The meeting was called to order at 1:00 p.m. by the GEC Chair, Sofia Chapman.
  
- II. Welcome and Introductions
  - a. Welcome from Chair: Dr. Sofia Chapman
    - i. New member – Brittany Morris
    - ii. Attendance: Dr. Sofia Chapman, Jodie Billingsley, Abby Reed, Aimee Cameron, Archie Pitsilides, Billy Tiongco, Brandi Stuart, Brittany Morris, Esther De Leon, Grace Hernandez, Kimberly Simon, Kirsten Cook, Kristin Messuri, Robin Germany, Ana Mitchell Córdova
  
- III. Jodie Billingsley, Associate Vice President of Human Resources
  - a. Staff equity and compression
    - i. President Schovanec said review for this occurring during the Fall
    - ii. Focus of compression and equity review is on classified pay plan
    - iii. Different pay grades include different class titles, and each pay grade has an established pay range
    - iv. Project definitions:
      1. Pay compression: when a new employee with little or less experience is paid nearly the same as or more than a longer-service employee in the same role (internal comparison)
      2. Pay equity: equal pay for equal work while accounting for other factors such as experience level, job performance,

- longevity, location, management and oversight responsibilities, etc (internal comparison)
    - 3. Market study/market pay data: external survey information on salary for a given market, based on geography or industry (external comparison)
  - v. Schovanec adjusted minimum wage for staff positions to \$13/hour, which necessitates addressing the compression issue – the Phase I part of the project
  - vi. Cost to move staff employees to the new minimum pay ranges is about \$1.9 million dollars as 10/1/2021
  - vii. Cost of adjusting for compression is an additional \$2.2 million dollars – goal is to implement by march 2022
- b. Remote work
- i. TTU system recognizes benefits of remote work (TTUS Regulation 07.13 – Remote Work)
  - ii. Two types of arrangements: ongoing and other
    - 1. Ongoing: remote work 2 days or more per week and longer than 1 month in duration; formal agreement is required
    - 2. Other: remote work 1 day or less per week or less than 1 month in duration; formal agreement is not required; authority delegated to department
  - iii. Remote work location is an approved alternate work location apart from the employee’s campus or facility work location; all remote locations must be approved
    - 1. Must be in the US; locations outside of Texas require approval
    - 2. Does not include business or personal travel
- c. Caregiving
- i. Applies to both staff and faculty
  - ii. Family Leave Pool is a new benefit intended to provide employees with more time for, broadly, caring for family
    - 1. Donating hours to this pool would be a taxable event to the donor
  - iii. FMLA, ADA, flexible scheduling, leave without pay all still available
  - iv. Employee evaluations – time covered is time employee was working, excludes time taken off
- d. Wellness resources
- i. Virtual and phone medical/mental health visits are available options

- ii. Other initiatives include the President's mental wellness committee, Beyond Okay campaign, HR webinars
- IV. Aimee Cameron, Senior Academic Advisor, Women's and Gender Studies:
  - a. Update on Women's Staff Network
    - i. Nov 16 meet and greet was successful
    - ii. Will have 1-2 formally-organized events per semester and then 2-3 other informal events
    - iii. Have obtained a full staff list and have gotten a good response for a happy hour event on Dec 16
    - iv. RISE event on Feb 14 (Women's night at the Rec) – potential WSN table there
- V. Dr. Kimberly Simon, Assistant Vice President:
  - a. Update on Title IX office
    - i. Hiring a new case manager so it's not just one
    - ii. 352 reports to office from Aug 2021 to now
      - 1. Not believed to be due to an increase in incidents, but rather an increase in reporting compared to prior numbers
    - iii. Have hired a new training and outreach coordinator
- VI. Approval of Minutes from Oct. 21, 2021 meeting
  - a. Minutes approved
- VII. Committee Reports:
  - a. Employment Committee: Dr. Stephanie Jones
    - i. UPDATE POSTPONED
  - b. Family Support Committee: Dr. Robin Germany
    - i. Working on scheduling a meeting soon
  - c. Climate Committee: Esther De Leon
    - i. Committee scheduled to meet next week
  - d. Title IX Committee: Kristin Messuri
    - i. Committee met a few weeks ago
    - ii. Current project is printing out Title IX information cards and sending them out/posting around campus
  - e. Outreach Committee: Archie Pitsilides
    - i. Committee met a few weeks ago; committee a little smaller this year
    - ii. Will be tabling at upcoming RISE events
    - iii. Gender Equity Awards opening soon in January and plan is to close it in March

- iv. Another goal is to create an operating procedure for the Gender Equity Award; there is an OP for the President's Award
  - 1. Areas of extra focus will be make-up of committee in order to formalize and number of times an award recipient can apply

- VIII. Dr. Sofia Chapman, Chair, President's Gender Equity Council:
  - a. Texas Women in Higher Education Conference
    - i. March 24, 2022 in the SUB, looking at having a zoom option
    - ii. Theme this year is resilience and allyship
  - b. Recognition of leaders
    - i. Dr. Kimberly Simon – recently appointed to a VP position
    - ii. Jody Randall – moving to the Health Science Center
  - c. 1st spring meeting will be in person
    - i. Wanting to recognize Title IX/Conduct people at meeting

- IX. Adjourn
  - a. The meeting was called to close at 1:50 p.m.