



TEXAS TECH UNIVERSITY®

SUMMARY OF 12/10/13 GENDER EQUITY COUNCIL MEETING

In attendance: Juan Muñoz, Charlotte Dunham, Mike Iezzi, Sarah Foley, Nicole Wesley, Christy Norfleet, Jill Berger, Julie Isom, Ed Check, Karlos Hill, Debbie Laverie, Heather Martinez, Samantha Christopher

Staff: Paul Ruiz

- At 9:05 a.m., Juan Muñoz called the meeting to order and welcomed Council members
 - o Explained that the purpose of the meeting was to allow Council members to select the committees on which they would like to serve
- Binit Bhatia, DIDECE Programmer/Analyst, showed Council members the current outdated Council website and displayed updated DIDECE websites
- Charlotte Dunham questioned whether the current Council website contains a link to the Virtual Women's Center
 - o Binit informed the Council that the link does not exist at this time
- Juan Muñoz suggested that updating the Council website could be subsumed within another committee, such as the Leadership & Development Committee
- Karlos Hill suggested the creation of an *Ad Hoc* Community Engagement Committee
 - o Would increase the Council's visibility
 - o Would educate the TTU community about the Council's goals
 - o Could plan and host a Social Hour for faculty and staff
 - o Could host a Community Resource Fair
 - o Could make regular presentations to the TTU Faculty and Staff Associations
 - o Could draft a press release regarding the work of the Council
- Juan Muñoz suggested that the committee be named the Committee on Engagement
- Karlos Hill volunteered to chair the *ad hoc* Committee
 - o Heather Martinez and Julie Isom volunteered to serve on the Committee
- Julie Isom volunteered to chair the Family Issues Committee

- Sarah Foley and Nicole Wesley volunteered to serve on the Committee
- Charlotte Dunham suggested that the Committee contact Lisa Gonzales at the Library for insight into how the Committee has been run in the past
- Juan Muñoz suggested that the Council consider whether non-Council members should be allowed to serve on a Council Committee
 - Decision should be left to the discretion of the Committee Chair
- Juan Muñoz also raised the issue of whether the Council By-Laws should be amended to incorporate new Standing Committees
 - Issue can be addressed at a future Council meeting
- Mike Iezzi volunteered to Chair the Climate Committee
 - Karlos Hill, Ed Check, and Debbie Laverie volunteered to serve on the Committee
 - By email sent to Paul Ruiz, Judi Henry indicated her interest in serving on the Committee
- Juan Muñoz reminded the Council that it can hire a student assistant to help Committees with their duties
- Heather Martinez volunteered to chair the Employment Issues Committee
 - Charlotte Dunham and Christy Norfleet volunteered to serve on the Committee
- Nicole Wesley and Ed Check volunteered to Co-Chair the *Ad Hoc* Website Re-design Committee
 - Julie Isom volunteered to serve on the Committee
 - Nicole offered to set up a Council photo shoot for the redesigned website
- Jill Berger and Juan Muñoz volunteered to Co-Chair the *Ad Hoc* Leadership & Development Committee
 - Samantha Christopher volunteered to serve on the Committee
 - Juan Muñoz described the Committee as a great opportunity to provide workshops and trainings
- Charlotte Dunham volunteered to Chair the *Ad Hoc* Committee on Title IX Compliance
 - Mike Iezzi, Sarah Foley, Samantha Christopher, and Christy Norfleet volunteered to serve on the Committee

- Juan Muñoz explained that Committee Chairs will be responsible for scheduling Committee meetings and activities and will report the Committee's activities at the spring Council meeting
 - o If there are budget requirements for any Committee, the Chair should contact Juan Muñoz
 - o At the end of the spring semester, each Committee should draft an end-of-year report to present to President Nellis and the Provost
 - o Suggestion that, if Chairs decide to include non-Council members, participants be included from areas where there is not much gender diversity → Engineering and Business
 - "think unconventionally"

- Charlotte noted that, in order to give Committees some basis for reference, reports from past Committees are available
- Nicole questioned how changes in Council responsibilities should be reflected on the redesigned website
 - o Issue for Council to consider; each Committee can re-write its goals

- Ed Check noted that the most recent Council meeting was in 2009
 - o How will the Committee on Climate know what to put into a climate study?
- Juan Muñoz urged caution in conducting a climate study
 - o Must design an instrument that is reasonable
 - o Charlotte Dunham explained that the last climate study was performed by the TTU Political Science Dept.
 - Poorly worded; caused problems
 - Women's Studies used to do exit interviews of departing female faculty

- In response to a question, Charlotte Dunham suggested that Committees meet early in the spring semester in order to get their work done
 - o Martha Smithey can be invited to future Council meeting to provide some institutional memory

- Paul Ruiz will contact absent Council members to find out their Committee preferences

- Meeting adjourned at 9:56 a.m.