

Texas Tech University  
Gender Equity Advisory Council  
February 8, 2006

PRESENT: Gloria Hale, Ed Steinhart, Charlotte Dunham, Judi Henry, Ronald Phillips, Karen Meaney, Sandy River, Jaclyn Byrd, Lanie Dornier, Gene Wilde, Danielle SoRelle-Miner, Geneva Murray, Jake Syma, Juan Munoz, Kerry Billingsley, Elizabeth Hall, Marjean Purinton, Cat Pause and Nathan Haddox

ABSENT: Pam Tipton

1. **Call to Order**

Meeting was called to order at 9:35 a.m.

2. **Approval of Minutes**

December 9, 2005 minutes approved with minor changes.

3. **Guest Speaker- Joan Acker, Professor Emerita, University of Oregon**

Dr. Acker beginning by giving the council a little history about herself. Dr. Acker began her career at the University of Oregon in 1970. Before there was any kind of employment program and prior to affirmative action, legislation and EEO concerns appeared. The university performed a survey which involved faculty. It was to receive input regarding their views on discrimination at the university. A lot of answers came out of this survey. One interesting fact at the time of the survey was that only 6% of full faculty were women today there is about 25%. There have been some changes and increases but we still have a long way to go for equality. I have noticed that employment issues for women have been placed underground and the affirmative part hides within the Human Resources department. I tried to look up some information prior to speaking with the council regarding TTU. I was unable to locate any information but I'm not really familiar with your website and was unclear where to locate such information.

Dr. Acker brought up that in regards to diversity women and gender have disappeared. Gender needs to stay included when it comes to diversity matters. The most active faculty to help push diversity will be women. Diversity has become a good management tool in order to handle complaints. Early at the University of Oregon feminist were considered radicals, an example when I began attending the faculty meetings I was not well liked. I would speak out and at the time no women ever said anything at those meetings. The male faculty viewed me as a radical feminist for the fact that I would speak out and make a stand for what I believed. Currently at the University of Oregon there has been some movement in regards to women's issues. For the most part women and men got together and agreed that there needed to be more recruitment of women. I'm not sure this would

have happened had it not been for people working together and seeing the need and push for a change.

Dr. Hurst commented that at Texas Tech University we have the support of administrators. Having come from the College of Arts and Sciences with 22% women faculty members I have been surprised that the number does not seem to increase. I'm not clear why the number remains the same and does not increase each year. Women who graduate with a Ph.D. are accepting jobs in women's study programs with a joint appointment in another department. Kerry Billingley asked if in the management pool there may have been few women applying for positions.

Dr. Munoz informed the council that a diversity panel had been invited to the university and many issues were addressed. Everyone has spoken highly of the panel and the information provided.

The matter of recruiting was brought up. One of the departments on campus had recently been recruiting for a faculty position. The two top female candidates accepted other positions prior to Texas Tech making a decision. Our deadlines are too late and should be made earlier. The pool of applicants is out there; we just need to stop waiting so long to fill positions. Dr. Hall informed the group that the provost office has given permission to hire a candidate if the person was the top candidate prior to the search being closed. The provost office has never turned down a request but the departments need to ask. Dr. Munoz advised the council that in the College of Education they have a training session for search committees in order to provide them all the rules and information they might need to know prior to the search beginning. It would be helpful if we were able to get a list of rules from the provost office so everyone would be on the same page.

Kerry Billingley asked Dr. Acker if faculty issues had transferred over to the staff side. Dr. Acker said she was not sure because staff has a union. Dr. Steinhart talked about the faculty hire and spouse accommodation. It's easier to get a husband hired when the wife has been hired into a department. But it works against women when it's the other way around. Dr. Hall said the provost office can help with the support for a spouse for a limited time of one year. We have various models we can work with. But one problem we have no control of is when the spouse needs a job in the private sector.

Dr. Acker was asked how the University of Oregon reached 40% women faculty. She said it all started in the 70's with a slow increase. There have been some very supportive men in various departments, however, at this time the economics department has not joined in with the rest of the university and business administration does not do well in terms of gender. Some top administrators have been very committed to this subject and continue to support in hopes of growth.

The council asked Dr. Acker what the main focus for our second year should be. Dr. Acker said it depended on what the biggest factor is right now. Pick an area you could really have success in. Remember that faculty level is crucial.

**4. Announcements**

Dr. Dornier told the council of her meeting with Nathan Haddox who is the staff Ombudsman. He is very interested in work of our council and will be sitting in on our meetings.

Dr. Dornier asked the chairperson of all three sub-committees to make a brief presentation. The climate sub-committee met on January 13 to discuss a starting point for our report. We discussed gender issues in order to make recommendations of information we would like to submit to the graduate student. First being exit interviews, second climate survey. We have emailed Dr. Dunham to get an updated women's studies report. We would also like to receive a copy of the athletic council equity report. Other information we would like to gather is partner benefits, defining family and its impact on work environment.

The Employment committee met in January to review the full report which was in place in order to compile a list of reports we'd like run.

The Family committee met on January 9. They developed 7 questions for the report.

**5. Other**

Dr. Dornier briefed the council on a dinner with President Whitmore and Charlotte Westerhaus from the NCAA. Ms. Weinshouse was on campus and met with various coaches and athletes. It was a very good visit.

Also, Dr. Dornier attended a roundtable discussion of accountability measure funding issues. Reframe of models people doing the hiring how we think of diversity changing the mental model.

Difference in salary compared to all levels just need to make sure to be careful. Retention of minorities and the push pull strategies.

Next Meeting will be in early May.

**6: Adjourned 11:02 a.m.**