

**FROM THEORY TO PRACTICE:  
USING THE GENDER-SENSITIVE  
TRACKING AND MONITORING  
SYSTEM (“GTMS”)**

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This Article is the second installment on the topic of Gender-Sensitive Tracking and Monitoring (“GTMS”). The “GTMS Roadmap” emerged as necessary to assist with navigating internal gender-biased (i.e., sex-biased) complaints within the academy. This Article provides a roadmap and an anecdotal example for all faculty, especially women, who battle the internal academic system. Section II discusses the “Chess Not Checkers” concept. Section III addresses external remedies. Section IV offers several recommendations; and Section V concludes that female faculty and administrators must be invited to the table to create “new patterns of thought and behavior.”