

**Joint Provost and Faculty Senate Committee on Gender Equity
Final Report
FY 2021**

Submitted on May 24, 2021 to:

**The Office of the Provost
Faculty Senate
University Leadership Council (ULC)
Academic Affairs Committee of the University Board of Trustees**

I. History and Establishment

The Provost-Faculty Senate Faculty Gender Equity Committee is a standing committee, and is responsible for advancing the shared governance of the University via its consultative role to the Faculty Senate and Provost on issues related to gender equity among faculty.

The final report of the Faculty Senate Gender Equity Task Force (GETF) was submitted to Provost Nancy Brickhouse on May 12, 2017. A key recommendation from that report is that SLU establish a standing Joint Faculty Senate/Provost's Office Gender Equity Committee committed to advancing the work of the GETF Committee. This document operationalizes the endorsement of both Provost Brickhouse and Acting Provost Lewis of that recommendation as it articulates the new standing committee's creation, composition, and charge.

Committee Establishment: Effective November 1, 2018, the Office of the Provost hereby establishes the Faculty Gender Equity Committee. This committee is a standing committee, and is responsible for advancing the shared governance of the University via its consultative role to the Faculty Senate and Provost on issues related to gender equity among faculty.

In May, 2019, the first organizing meeting of the Joint Committee of the Provost and Faculty Senate held the first organizing meeting with Provost Gillis, Faculty Senate President Doug Rush, Faculty Senate President-elect Ruth Evans, and the newly seated members of the committee. In accordance with the committee charge and at this meeting, it was decided among those present and by approval of the Provost and Faculty Senate President that Christine Rollins, JD, School of Law, and Kristin Wilson, PhD, MHA, College for Public Health & Social Justice will be co-chairs of the committee.

Committee Composition, Appointment, and Terms of Service are posted on the Office of the Provost's website:

https://www.slu.edu/provost/joint-provost-faculty-senate-committees/faculty-gender-equity-committee/charge/faculty-gender-equity-committee_charge.pdf

II. Charge

The charge of the Faculty Gender Equity Committee is as follows:

1. To implement the recommendations of the Faculty Senate Gender Equity Task Force contained its report dated May 12, 2017, and to regularly monitor the University's progress toward equity for all faculty at SLU.

2. To research issues, questions, and concerns related to faculty gender equity, and to assist in preparing reports on such research, including periodic gender pay equity studies. The bulk of the research was to be completed by the Faculty Fellow in conjunction with the Institutional Office of Research.

3. To recommend to the Provost actions to be taken to support and advance gender equity in any institutional context, including (in no particular order and not limited to):

- campus and departmental climate, recruitment and hiring policies and practices
- tenure and promotion policies and practices
- faculty development
- leadership development for academic administrator/leadership positions
- gender pay equity
- benefits
- workload distribution
- allocation of leadership opportunities

4. To report annually on the state of gender equity at SLU and related institutional initiatives, including related recommendations, to the following:

- Provost and Faculty Senate
- University Leadership Council (ULC)
- Academic Affairs Committee of the University Board of Trustees

5. To regularly draw upon the expertise and experience of, and collaborate with, the Vice President for Diversity and Community Engagement and the Office of the Provost to achieve all the above.

Important to note in the committee charge is the dedicated support required of the Committee:

The Committee’s work will be supported by the resources of the Office of the Provost, primarily by filling the position of the Faculty Fellow. The Office of Institutional Research, in particular, will support data gathering and data interpretation efforts as applicable and as its resources allow. Additionally, the Committee will work with and be supported by the Faculty Fellow for Equity Issues, the Director of Institutional Equity and Diversity/Title IX Coordinator, and others -- especially regarding equity-based questions or concerns related to the intersectionality of identities.

III. Committee Members FY21

First Name	Last Name	Department	Position
Craig	Boyd	School for Professional Studies	Professor
Dannielle Joy	Davis	School of Education -- Leadership and Higher Education	Associate Professor
Judy	Geczi*	SLU Libraries* *Caitlin Stamm appointed by SLU Libraries in March, 2020 as Judy Geczi stepped down	Business Librarian
Julie	Howe*	Doisy College *Rabia Rahman appointed as Julie Howe stepped down	Assistant Professor
Raymond	LeBeau	Parks College	Associate Professor
Jane	McHowat	School of Medicine	Professor
Craig	Rhodes	Center for Advanced Dental Education	Program Director
Christine	Rollins	SLU Law	Director, Legal Research and Writing; Professor

Michael	Swartwout	Parks College	Associate Professor
Heather	Wade	Nursing	Instructor
Terri	Weaver	Psychology	Professor
Timothy	Wiemken	SLUCOR	Associate Professor
Kristin	Wilson	College for Public Health and Social Justice	Associate Professor
Roswitha	Zahlner*	SLU-Madrid, Dept. of Modern Languages, English, and Gender Studies *Anne Dewey was appointed as Roswitha Zahlner stepped down	Faculty
Katie	Heiden-Rootes	Faculty Fellow for Equity Issues	Associate Professor

The only unfilled position remains a representative from the Chaifetz School of Business.

IV. FY 2021 Initial Plan

Beginning August, 2020, the Committee convened monthly through May, 2021. In light of the impact of the COVID-19 impact, the committee prioritized efforts around 1) hiring of the faculty equity fellow, 2) identifying important data needs to advance initial work around developing metrics for workload and compensation, 3) collaborating with the Faculty Senate Committee on Benefits and Compensation (FSCBC) to develop and support recommendations specific to gender and equity, 4) support and advise the Climate Feedback survey due during FY 2021 and review subsequent data, and 5) provide data driven communication and recommendations to the Provost.

Faculty Fellow: The faculty fellow, Katie Heiden-Rootes, PhD, was hired on January 6, 2021 by the Provost. She was immediately added to the workload policy committee with Miriam Joseph and Steve Sanchez and began working with Jonathan Smith on creating faculty hiring policy for advancing diversity, equity, and inclusion (DEI). In February, she began working with Jeremiah Weinstock, PhD (psychology department) on an NIH grant on improving faculty diversity and equity. This was submitted successfully on March 1. Then in March, she began working with the Office of Diversity and Community

Engagement on a “Billiken Boost” program for addressing the impact of the pandemic on faculty scholarship. This program is sitting with the Provost now for review and approval. In April, collaboration started with OVPR for applying for a NSF grant for improving self-assessment of faculty DEI at SLU. In May, Dr. Heiden-Rootes will begin working on metric development for service and administration among other tasks as recommended by the committee and Provost including investigating the creation of an Ombudsperson role for north campus for faculty, students, and staff.

Data review:

Data was reviewed and shared with the Gender Equity Committee around key areas related to compensation equity by the Office of Institutional Research. In collaboration with the FSCBC, the gender equity committee discussed and provided suggestions as to the distribution of any potential equity pool for FY 2022. Additionally, the gender equity committee was briefed by the Office of Institutional Research on the most recent compensation review and report. At the time of this report, the Committee had not yet received information as to the plan for addressing the information contained within the report.

The Committee has also been actively involved in reviewing and providing input into the drafts of the University Workload Policy. It is the recommendation of the Committee that metrics, particularly where metrics are not as available such as administrative and service metrics, be used to provide further accountability and track progress on inequities.

Climate Survey:

The Committee provided initial input on items related to equity in the abbreviated 2020 Climate Survey. The Committee also received an in-depth review of the results. The Committee is, at the request of the Office of Human Resources, identifying variables to conduct further analysis on the resulting data.

Recommendations and Communications with the Provost's Office:

Letter in Support of Acting Provost Lewis: On behalf of the Joint Committee for Gender Equity, we write in support of Acting Provost Lewis as he navigates the many hurdles that are associated with both faculty pay gaps and pay inequities associated with gender at Saint Louis University. Acting Provost Lewis has demonstrated his commitment to resolve the variety of equity issues which exist at SLU. We itemize three active discussion points with the intent to move these toward initiatives and extend the support of the Committee to develop the processes necessary to achieve success in these areas.

Unfortunately, decades of disparate hiring, promotion, teaching and service assignments have created disparities in both faculty pay and equity for individuals at the department and college levels based upon the gender of the faculty members. While some progress had been made over the past several years, stark inconsistencies remain as evidenced by the ongoing salary studies from the Office of the Provost and Office of Institutional Research.

While there are no easy fixes, several items will move the SLU Community forward. First, establish a non-revocable yearly equity pool. This is essential to address the ongoing and dynamic inequities that exist in compensation. Dedicating this fund separate from the other compensation practices at SLU would explicitly demonstrate the on-going commitment to equity as part of the University's articulated values and priorities.

Second, adopt transparent hiring and promotion practices. These would assure that when faculty are hired into a position, the salary and benefits package are consistent regardless of the gender of the person being hired for the position. Base pay discrepancies only compound disparities at later times. In addition, hiring after many years of no merit, equity, or inflation-based raises, hiring continues this problem. Policy or practices need to be in place to recognize how new hiring or "competitive hiring" can exacerbate inequities and reduce faculty morale.

Third, for the 1% equity pool for pay raises we recommend the faculty of color who were below the 25th percentile be increased as a group. And with additional funds, women under the 25th percentile be increased as much as possible.

Finally, create an internal review process for equitable administrative stipends. Past practices have meant that some women are expected to accomplish administrative duties without stipends or titles in contrast to male counterparts. The process should assure that stipends, provided to faculty for administrative duties, are consistently awarded and compensation rates are equitable regardless of the gender of the person taking on the additional service to the department, college or University.

V. Challenges and Barriers

Progress was slowed on a variety of efforts due to the impact of Covid-19. Hiring of the Faculty Fellow was delayed for an additional semester which slowed progress on data collection, research, and policy development. The pandemic has, however, brought to light anecdotal inequities that deserve further examination. With the Equity Fellow in

place, the Committee believes that progress and efforts to accelerate equity will continue.

VI. Future Planned Work

At the time of this report, the Committee continues to advocate for a separate equity pool much like the Promotion and/or Tenure pool. Additionally, the Committee continues to advocate for a minimum of 2% equity on an annual basis. In addition, hiring policy and practices need to consider current inequities when making these decisions. Efforts to develop and track metrics related to the workload policy as they impact gender equity will continue as will the advocacy efforts to develop an equity compensation plan to address specific inequities identified through University surveys and reports. It is recognized by the Committee that the tracking needs of the workload policy need to occur at a higher level than at the Dean level. An additional survey targeting administration and service related to equity is also being planned. Finally, the Committee will continue to research and advise the Provost's Office on all relevant gender equity related issues.

Respectfully,

Kristin D. Wilson, PhD, MHA; Christine E. Rollins, JD - Co Chairs
Katie Heiden-Rootes, PhD, LMFT - Faculty Equity Fellow