

**Joint Provost and Faculty Senate Committee on Gender Equity
2023-2024 Final Report**

Submitted on May 17, 2024 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

On May 12, 2017, the final report of the Faculty Senate Gender Equity Task Force (GETF) was submitted to Provost Nancy Brickhouse. A key recommendation from that report is that SLU

to advancing the work of the GETF. This document operationalizes the endorsement of both Provost Brickhouse and Acting Provost Lewis of that recommendation as it articulates the new , 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 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, 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 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 in 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 is 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 intersectional 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:

by filling the position of 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. 2023-2024 Committee Members

First Name	Last Name	Position	School/College/Center
Craig	Boyd	Professor	School for Professional Studies

IV. 2023-2024 Final Report

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pre-amble to be added to the end-of-term student Blue feedback. This preamble was designed to

Beaumont Scholarship Grant by OVPR for research on female, immigrant entrepreneurs.

(3) Publication in a Diamond Journal (premier journal as determined by the Chaifetz School of Business):

- **Tang, J.**, Ye, W., Hu, M., Zhang, S., & Khan, S. 2024. [The gendered effect of populism on innovation](#). *Journal of Business Venturing*, 39(4): 106393.
- This research was [featured by Saint Louis University Research Institute](#).

- **Relevant work by Terri L. Weaver, Co-Chair**

1) Received/continued 5 research grants:

Co-principal investigator with Vithya Murugan, Ph.D., Doerr Center for Social

Perspectives on Racism and Race-Related Challenges for Black Experiences

Principal Investigator, Stolle Award, Black Survivors of Intimate Partner Violence: Community Advisory Board

Principal Investigator, AHEAD Institute, Intimate Partner Violence and Healthcare Utilization among African American women

Principal Investigator, HRSA, Scaling UP Integrated Behavioral Health Treatment for OUD, Engaging Primary Care and Telehealth; No-cost continuation year focusing on developing resilience in the workforce.

Principal Investigator, Health Research Council, A Qualitative Examination of Risk and Resiliency Factors Associated with Burnout in Pediatric Intensive Care Providers

2) Institutional and other Equity-related research

- Hawk, R., Bell, S., **Weaver**, T. L. (2023, November). *Gender Discrepancies in Self-Care Motivations*. Poster submission for the 57th Annual Association for Behavior and Cognitive Therapies Convention.
- Hawk, R., **Weaver**, T. L. (2023, November). *Childhood Maltreatment is Associated with Low Self-Care in Adulthood*. Poster submission for the 57th Annual Association for Behavior and Cognitive Therapies Convention.
- Hawk, R., Bell, S., **Weaver**, T. L. (2023, November). *Emotional Abuse in Childhood as a Predictor of Self-Punishment Motivation*. Poster submission for the 39th Annual International Society for Traumatic Stress Studies Conference.

3) Gender-L.

- Werner, J., **Weaver**, T. L., Owens, M., Bell, S., Murugan, V., Hoague, F., & Draper, L. (in press). Institutional Experience with Investigation and Service for Acute and Posttraumatic Stress in the Pediatric Intensive Care Unit, *Missouri Medicine*.
- 4) Equity-Related Clinical Practice
- Provided pro bono trauma-focused psychotherapy for an intimate partner violence homicide survivor as a teaching case

Recommendations

The following recommendations were provided by the committee to the Provost:

(1) Ombuds Recommendations

The Joint Provost-Faculty Senate Gender Equity Committee recommends that a

office, and other tasks as needed.