

## Faculty Gender Equity Committee: *Charge*

### Introductory Note

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.

- *Note: Equity-related concerns for non-faculty employees are addressed by the University's Title IX coordinator, the Office of Human Resources, and other individuals and institutional groups.*

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### 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.

### Committee Composition, Appointment, and Terms of Service

The Committee shall be composed of:

- one faculty member from each SLU college/school/center (including the School of Medicine but excluding the College of Philosophy & Letters; 12 reps total)
- one faculty representative from the University Libraries
- one faculty representative from the Madrid Campus
- one faculty representative from the Faculty Senate
- the Office of the Provost's Faculty Fellow for Equity Issues (*ex officio*)

For each available seat on the committee, the respective Faculty Council/Assembly (or, in the case of the Faculty Senate, their Executive Committee) will recommend to the Provost 2-3 potential faculty appointees from their unit in accordance with each unit's faculty governance policies. From the nominations provided, the Provost will appoint the committee members; ensuring diversity on the committee itself will be an important factor in the Provost's appointments.

Committee members shall each regularly serve renewable, two-year terms; no more than two terms may be served consecutively (except in extenuating circumstances as approved by the Provost). Appointments made to initially populate the committee (in Fall 2018) will include eight appointees for two-year terms and eight appointees for three-year terms to ensure an appropriately-staggered committee composition long-term.

All terms of service (other than in the committee's inaugural year) will begin September 1 and end on May 15; committee work will not regularly be conducted in the summer months. Because of the

effective date of the Committee, service for the remainder of the 2018-2019 academic year shall constitute the first “full” year of service.

The chair of the committee will serve a two-year, renewable term and be chosen by the Provost and Faculty Senate President from the pool of current Committee members (excluding the Faculty Fellow for Equity Issues).

### **Committee 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 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.
3. To recommend to the Provost actions to be taken to support and advance gender equity in any institutional context, including (but 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
  - 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 of the above.

### **Committee Support**

The Committee’s work will be supported by the resources of the Office of the Provost. 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.