Faculty Fellow Position Announcement & Description

Faculty Fellow for Equity Issues

Background
The final report of the Faculty Senate Gender Equity Task Force (GETF) was submitted to Provost Nancy Brickhouse on May 12, 2017. One recommendation from that report was that SLU establish a position in the Office of the Provost dedicated to advancing the work of the GETF Committee. In Fall 2018, Acting Provost Lewis formally recommended adoption of that recommendation. And in Fall 2019, Interim Provost Gillis adopted the recommendation.

Position Establishment
Effective January 1, 2020, the Office of the Provost established a .5 FTE, 12-month Faculty Fellow for Equity Issues position on the staff of, and reporting directly to, the Provost.

Primary Responsibilities
The Faculty Fellow for Equity Issues works in the Office of the Provost to research, evaluate, promote, and advance faculty equity related to gender, gender identity, race, ethnicity, sexual orientation, disability, and other historically marginalizing factors. The Faculty Fellow works closely with the Vice President for Diversity and Community Engagement, the Director of Institutional Equity and Diversity/Title IX Coordinator, and collaborates with faculty, staff, students, and constituencies throughout the University to fulfill the following responsibilities:

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. Serve as an ex officio member and support the work of the Joint Faculty Senate/Provost Gender Equity Committee; support may include (but is not limited to) attending meetings, taking minutes, maintaining databases, etc.
3. To research issues, questions, and concerns related to faculty equity, and to assist in preparing reports on such research, including periodic pay equity studies in conjunction with the Faculty Senate Compensation Committee.
4. Recommend to the Provost, and implement on behalf of the Provost, actions to be taken to support and advance faculty equity in any institutional context, including (but not limited to):
   - Campus and departmental climate
   - Recruitment and hiring policies and practices
   - Retention, Tenure and promotion policies and practices
   - Faculty development
   - Leadership development for academic administrator/leadership positions
   - Pay equity
   - Benefits
   - Workload distribution
   - Allocation of leadership opportunities

Qualifications
To be considered for the position, potential candidates must evidence each of the following minimum qualifications:
• Terminal degree
• At least five years of faculty service (preferably at SLU) in directly related work to implement equity-advancement initiatives. Such experience could include (but is not limited to) a related administrative appointment; service on a major institutional committee or task force; evidence of a portfolio of related scholarly research; and/or other forms of professional work addressing issues of equity related to gender, gender identity, race, ethnicity, sexual orientation, disability, and other historically marginalizing factors.
• Demonstrable success working collaboratively across diverse constituencies.
• Exceptional interpersonal, group development, leadership, and communications skills (to be addressed in reference reviews of position finalists).

Appointment Terms and Eligibility
This is a .5 FTE administrative appointment open only to current SLU full-time faculty (including tenured, tenure-track, and non-tenure track faculty). The appointment may be renewed annually by the Provost, and has no other defined service duration. The Faculty Fellow for Equity Issues will report to the Provost, and be supervised and evaluated annually by the Provost.

Hiring Process
The Faculty Fellow for Equity Issues will be appointed by the Provost following an open, institution-wide search. Applications – consisting of a curriculum vitae, cover letter addressing interest in and qualifications for the position, and list of references – will be solicited from all eligible faculty from throughout the University. A search committee consisting of representatives from the Gender Equity Committee and the Faculty Senate will review applications. The search committee will offer its hiring recommendation(s) to the Provost, who will interview the finalists and make the appointment. The desired time of review is the Spring 2020 term with the position being filled on or before May 1, 2020.

Compensation
The Faculty Fellow will be given an administrative stipend in addition to the .5 FTE release time from research, service, or teaching requirements in the home academic unit. The home academic unit(s) will be compensated accordingly by the Provost to cover costs associated with the loss of the faculty’s work (teaching, research, and/or service) for the duration of the period of service in the position. The Provost’s compensation package will be developed in consultation with the governing deans, directors and department chairs to mitigate concerns about the impact of the Faculty Fellow’s appointment on a unit’s financial status and/or productivity.

Support
Office space, computer/related technology, and administrative support for the work of the Faculty Fellow for Equity Issues will be provided by the Office of the Provost. Research and data analysis support will be provided by the Provost’s Office colleagues and staff in the Office of Institutional Research.