

EMERSON LEADERSHIP INSTITUTE

2024 *IN REVIEW*

LEADING
FOR DIGNITY



CHAIFETZ
SCHOOL OF BUSINESS

EMERSON LEADERSHIP
INSTITUTE

SAINT LOUIS UNIVERSITY

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MESSAGE FROM THE DIRECTOR: NEW LEADERSHIP AND NEW OPPORTUNITIES



Since assuming the role of Director of the Emerson Leadership Institute on March 1, I am proud to share the progress and success we have achieved together in just under a year. With a small but dedicated team, we successfully presented the 3rd Annual Be Heard – Women in Leadership Conference on May 3, attracting over 200 registrations. The event was a resounding success, making a positive and lasting impact on the community.

On July 1, we had the honor of welcoming Dr. Jackson Nickerson as the new Edward Jones Dean of the Chaifetz School of Business. Dean Nickerson, an internationally renowned scholar and consulting strategist, has worked tirelessly to rebuild trust and elevate the school's reputation with his visionary leadership. His commitment to excellence has set a new course for the school.

Under Dean Nickerson's direct guidance, we launched the Dignity-Based Leadership Development Series in Fall 2024. Rooted in the Jesuit tradition of educating the whole person, this initiative reflects Dean Nickerson's Four C Principle—character, care, courage, and career. The series featured four workshops this semester, drawing over 120 registrations, and has significantly enhanced our visibility within the SLU community.

Throughout the year, we have also seen notable growth in faculty research, positive shifts in school culture, and a strengthened commitment to serving the university. Our efforts have expanded corporate partnerships, fostered intercollegiate collaborations, and built deeper connections with our alumni, students, faculty, and staff.

As we move forward, we are excited to see continued sponsorship and support for our leadership programs, and we remain committed to advancing Saint Louis University's Jesuit mission to form the whole person.

A handwritten signature in black ink, appearing to read 'Jintong Tang'.

Jintong Tang, Ph.D.
Mary Louise Murray
Professor of Management

MESSAGE FROM THE DEAN



Hello dear readers. On July 9th, I walked into the Chaifetz School of Business (CSB) as a new dean, a stranger in a foreign land. Remarkably, five months later, I feel like I am in a community of friends and colleagues striving to serve the greater good.

Much of this transformation came about because wherever I turn, I discover committed people ready to lead, willing to contribute, and wanting to be for each other. I feel welcomed and included and perceive an eagerness to explore new ideas that enhance CSB's ability to create unique value for others.

The Emerson Leadership Institute is one of the areas in which we are exploring new ideas in creating unique value for others. While many approaches to leadership can be found, few approaches boldly place fostering dignity—and avoiding dignity violations—front and center. Fostering dignity is a way to support and advance others' self-worth.

Yet, all too often, dignity can be violated by what we say and how we say it, which undermines leadership's ability to serve others.

Coupled with and complementary to dignity is belonging, which develops by creating new identities with others. Once a new joint identity is created people naturally want to learn about the many other layered and nuanced identities that we each have.

Fostering dignity and belonging is at the core of a novel approach being developed and advanced at the Emerson Leadership Institute. Reorienting a leadership approach around dignity and belonging fundamentally opens new pathways for understanding and enacting leadership.

I invite you to join us on our journey of discovery as we explore dignity and belonging and its application to practical applications such as solving the right problem, leading change, and negotiations. Please watch for various announcements of opportunities to engage with the Emerson Leadership Institute over the coming year.

Pax vobiscum,

A handwritten signature in black ink that reads "Jackson Nickerson". The signature is fluid and cursive, written in a professional style.

Jackson Nickerson
Edward Jones Dean
Chaifetz School of Business

BUILDING OUR TEAM

Faculty & Team Development

We are actively expanding our network of faculty affiliates and establishing a distinguished board of advisors.



Tyler Merkle
Program Content Coordinator

Tyler Merkle is a content creator and marketing professional currently serving as the Program Content Coordinator at Saint Louis University's Chaifetz School of Business. In this role, he creates photo, video, written, and graphic content to support the Emerson Leadership Institute and the Chaifetz Center for Entrepreneurship's programs and initiatives. Tyler earned a B.A. in Sports Communications with a minor in Film Production from Webster University. Born and raised in St. Louis, he is passionate about sharing stories that connect with the community and beyond.



Brian Wellinghoff
Executive-in-Residence

On Aug 28 of this year, Brian Wellinghoff of Barry-Wehmiller was appointed as the Executive-in-Residence at the Emerson Leadership Institute. The Institute is excited to have Brian's support as it continues to develop its offerings. With decades of experience in leadership training, Brian is poised to make a significant impact at Saint Louis University.

UNIVERSITY OUTREACH

PROMOTING GENDER EQUITY ACROSS SLU



The Emerson Leadership Institute hosted the end-of-year meeting for the Provost-Faculty Senate Gender Equity Committee (GEC) on April 24.

Established in 2018, the GEC is a standing committee tasked with advising the Provost and Faculty Senate on faculty gender equity issues. The committee has spearheaded initiatives such as a university-wide mentorship program, the Billiken Boost Program, the creation of an Ombuds Office, and updates to course feedback forms to reduce implicit bias.

“This committee gets the work done,” Provost Mike Lewis said, highlighting the GEC’s critical role in advancing equity.

The meeting also marked the retirement of GEC Co-Chair Terri Weaver, Ph.D., professor of psychology, who was honored for her dedication and leadership.



SAINT LOUIS UNIVERSITY

—
CHAIFETZ CENTER FOR
ENTREPRENEURSHIP

Chaifetz Center for Entrepreneurship Sponsors the 2024 Be Heard Conference

Exemplifying the strong connection between the Emerson Leadership Institute and the Chaifetz Center for Entrepreneurship, the center demonstrated its support by sponsoring the 2024 Be Heard Women in Leadership Conference. With shared goals and a natural link between leadership and entrepreneurship, the two centers collaborate on programs and events throughout the year to inspire and empower future leaders and innovators.

UNIVERSITY OUTREACH

Tang and Katz Present on Mentorship at DICE Faculty Equity Series

Jintong Tang, Ph.D., was invited to present Mentorship Matters alongside Jerry Katz, Ph.D., at the 2024-2025 DICE Faculty Equity and Leadership Series on Sept. 12. The session highlighted the importance of mentorship, its impact on mentors and protégés, types of mentorship programs, and strategies for building successful mentorship relationships. Additionally, DICE awarded a Cultural and Belonging Grant to the Emerson Leadership Institute for Be Heard.



Office of the Vice President for Research (OVPR) Provides Key Support for ELI initiatives

The Emerson Leadership Institute received support for the 2024 Be Heard Women in Leadership Conference through the Scholarship Opportunity Fund and the Beaumont Scholarship, both awarded by the OVPR.

Jintong Tang, Ph.D., was invited by the OVPR to present at the Scholarship Funding Showcase on Dec 4.

UNIVERSITY OUTREACH

LEADERSHIP DEVELOPMENT SERIES

The Emerson Leadership Institute launched the Dignity-Based Leadership Development Series in September 2024, rooted in key principles of Jesuit education: caring for the whole person—mind, body, and spirit—while contributing to the greater good; striving for excellence through the concept of “the magis”; and becoming individuals for and with others.

The fall series featured four workshops, including three on fostering dignity and belonging and one on formulating the right problem, all delivered by Edward Jones Dean Jackson Nickerson.



“I have had the chance to work closely with quite a few Deans- and the opportunity to work with many more-and I have yet to meet someone who shared a workshop like this in the first month of their first semester. My personal thanks goes to you for leading St. Louis University in this way.”

Brian Wellinohoff, Director of Strategy, Improvement and Culture, Barry-Wehmiller

“I applaud your leadership efforts to start with building a strong culture based on effective communication.” “...kudos for taking the approach that you are taking to culture change!!”

Steve Gund, Former President and Current Board Member, The Gund Company



INTERCOLLEGIATE COLLABORATIONS



Bauer Leadership Center Director Visits ELI for Collaboration Talks

On Nov. 20, Andrew Knight, director of the Bauer Leadership Center and executive director of the Bauer Leaders Academy at Washington University in St. Louis, visited the Chaifetz School of Business and the Emerson Leadership Institute. During his visit, discussions focused on potential collaborations to inspire and empower future business leaders.



UMSL DBA Sponsors and Participates in Be Heard Conference

The University of Missouri–St. Louis (UMSL) Doctor of Business Administration (DBA) program sponsored the 2024 Be Heard Women in Leadership Conference. Several leaders, faculty, and staff from UMSL’s College of Business Administration, including Dean Shu Schiller, Associate Dean for Graduate Education Ekin Pellegrini, Curators’ Distinguished Professor of Finance Gaiyan Zhang, and Assistant Professor Lei Xu, actively participated in the event.



UMSL Faculty Engages with SLU Doctoral Students in LEARN Collaboration

The Leadership and Entrepreneurship Advanced Research Network (LEARN) was established to foster connections among doctoral students and early-career faculty members at local universities with an interest in leadership and entrepreneurship research. Its main goal is to facilitate research collaborations and build a strong academic community. On Dec. 9, several faculty members from the College of Business Administration at UMSL visited SLU. During their visit, they provided valuable feedback on the final presentations of entrepreneurship doctoral students’ research projects, engaged in meaningful conversations with faculty and students, and explored potential future collaborative research opportunities.

COMMUNITY AND CORPORATE PARTNERSHIPS

2024 Be Heard Women in Leadership Conference

The third annual Women in Leadership Conference, held May 3, 2024, at Saint Louis University, focused on breaking and overcoming the "bamboo ceiling" for Asian women in leadership. The conference explored challenges such as cultural differences, stereotyping, unconscious bias, identity struggles, the myth of the "model minority," and the perpetual foreigner syndrome — issues that Asian American women leaders face daily.



Be Heard by the Numbers

**MORE THAN 200
REGISTRANTS**

30%

SLU faculty
& staff

14%

SLU graduate
& undergraduate
students

49%

Corporations &
community

7%

Faculty & staff
from local
universities
(UMSL, WashU,
etc.)

COMMUNITY AND CORPORATE PARTNERSHIPS

BE HEARD: SPONSORS

The 3rd Annual Be Heard – Women in Leadership Conference was free for all attendees in 2024, thanks to generous sponsorships provided by:

**Saint Louis University's
Office of the Vice President
for Research**

**The Mike Medart
Women in Leadership Grant**

UMSL | DBA
University of Missouri–St. Louis



SAINT LOUIS UNIVERSITY

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ENTREPRENEURSHIP



**SAINT LOUIS
UNIVERSITY.**

—
THE DIVISION OF DIVERSITY &
INNOVATIVE COMMUNITY ENGAGEMENT

COMMUNITY AND CORPORATE PARTNERSHIPS

BE HEARD: LEADERSHIP DEVELOPMENT WORKSHOP



“Our workshop was well received and created a sense of connection for participants that continued throughout the day; the panelists for our workshop were great individual voices and effectively complemented each other.”

Brian Wellinghoff,
Barry-Wehmler.

HEAR TO BE HEARD

Presented by Brian Wellinghoff and David Pickersgill of Barry-Wehmler, “Hear to Be Heard: Harnessing the Power of Attention in the Academy and Beyond” allowed participants to discover the transformative impact of active listening in both academic circles and the business sector.

COMMUNITY AND CORPORATE PARTNERSHIPS

BE HEARD: QUOTES



“It is gratifying to know the theme is motivated and informed by research findings grounded in both scholarly works and industry reports. Moreover, as SLU positions itself to join the ranks of Carnegie R1 Institutions, the top-tier research institutions in this country, the impact of conferences like this are well aligned with our ambitions to enhance our research profile.”

Michael Lewis, Provost, SLU

“We are impressed with your ability to attract such a diverse group of women and organize an amazing day full of impactful learning and networking, and in less than two months! We feel so blessed to have an ally in you at SLU Chaifetz. I trust this is the beginning to many future UMSL-SLU partnerships to elevate women in our region together.”

Ekin Pellegrini, Associate Dean for Graduate Business Programs, UMSL.



“I sensed the audience members each has strong takeaways.”

Betsy Cohen, Executive Director, STL Mosaic Project

“What an inspiring event and an amazing group of leaders!” “It is clear that there is a strong desire for more conversations about women in leadership, and in particular AAPI women.”

Dean Leslie McClure, College for Public Health and Social Justice, SLU.



“The event was wonderful. Listening to the panelists on stage (and to Michelle’s video) was very instructive and inspiring.”

Jay Rainey, Head of School, MICDS

COMMUNITY AND CORPORATE PARTNERSHIPS



ELI Supports OCA Advocate St. Louis in Leadership Development

Sponsored OCA Advocate St. Louis to support its advocacy, community education, and leadership



Jintong Tang Presents at Bunzl's Inspiring Women Event

Jintong Tang, Ph.D., was invited to present at Inspiring Women in Bunzl (IWIB) on Dec. 5 with more than 120 participants in Bunzl North America.



Chaifetz Leadership Team Explores Humanistic Leadership at The Gund Company

The Chaifetz leadership team visited The Gund Company on Dec. 10 to gain insights into the practical application of humanistic leadership.

INTERNATIONAL EXPANSION



Chaifetz School of Business Expands Global Reach with Shanghai University Partnership

A memorandum of understanding (MOU) was signed between the Chaifetz School of Business at Saint Louis University and the MBA and Global Management Education Institute at Shanghai University. This agreement will expand the reach of the Emerson Leadership Institute into the international market.



Jintong Tang Delivers Keynote at Top Chinese Universities

Jintong Tang, Ph.D., delivered a keynote presentation at three universities in China—Zhejiang University, Nankai University, and Shanghai University—in June. Her presentation, titled *Creating an Entrepreneurship Community Through Scholarship, Service, and Teaching*, explored strategies for fostering academic and professional entrepreneurial networks.



Building Global Connections with Business Alumni in Beijing and Singapore

In June, Jintong engaged with business alumni in Beijing and Singapore, strengthening ties within the global SLU community.



Jintong Tang Contributes to Asia Academy of Management Ph.D. Consortium

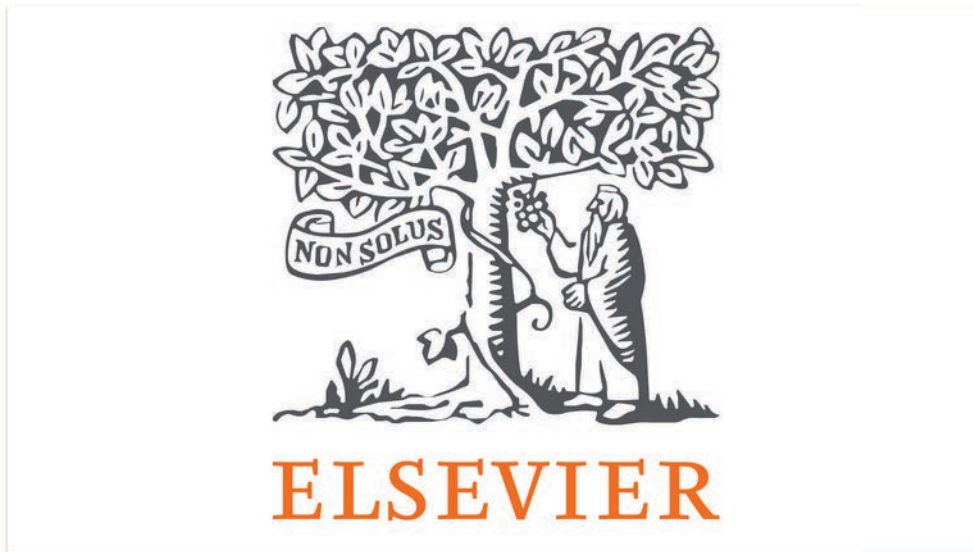
Jintong served on the Editors' Panel at the Ph.D. Consortium during the Asia Academy of Management Conference in Miri, Malaysia, where she shared insights and guidance with emerging scholars.

EXCELLENCE IN RESEARCH



SLU Highlights Jintong Tang's Research on Female Entrepreneurship

Jintong Tang, Ph.D., was featured in the SLU Research Institute News on April 15, 2024, for her impactful research on female entrepreneurship. Her work continues to advance understanding and promote equity in the entrepreneurial ecosystem.



Jintong Tang and Jerry Katz Ranked Among Top 2% Cited Scientists Worldwide

Jintong Tang, Ph.D., and Jerry Katz, Ph.D., were recognized among the top 2% most-cited scientists worldwide for 2023 by Stanford University's standardized citation database. Jintong has achieved this distinction every year since 2019 when the database was established.

NOTABLE ACCOLADES



Jintong Tang Receives University of Alabama Centennial Graduate Scholar Award

The University of Alabama honored Jintong Tang, Ph.D., with the Centennial Graduate Scholar Award in 2024. This award recognizes 100 alumni whose professional achievements bring distinction to the university during its centennial celebration.



Inducted into Governors State University's Alumni Hall of Achievement

In 2024, Jintong Tang, Ph.D., was inducted into the Alumni Hall of Achievement at Governors State University's College of Business. This honor celebrates her outstanding contributions to the field of business and leadership.



Chaifetz Center for Entrepreneurship Honored with 2024 Model Emerging Program Award

The Chaifetz Center for Entrepreneurship received the 2024 Model Emerging Program Award at the USASBE Excellence in Entrepreneurship Education Awards.

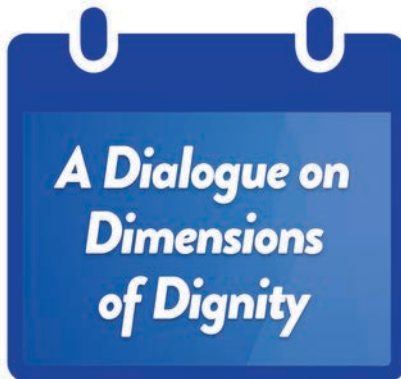


Lewis Sheats Named Community Builder of the Year at STL Startup Week

Lewis Sheats, Executive Director of the Chaifetz Center for Entrepreneurship, was honored as the Community Builder of the Year at the 2024 STL Startup Week.

SAVE THE DATE

The Dignity-Based Leadership Development Series will continue in 2025 with the following events:



January 24: A Dialogue on Dimensions of Dignity

A fireside chat featuring:

Harvard Professor Donna Hicks
Dean Jackson Nickerson
Vice President Fr. David Suwalsky
Vice President Rochelle Smith



March 24–28: Leading for Dignity Leadership Week

A week of events including:

Speaker series
Professional development workshops
Research symposium



March 28: 4th Annual Be Heard! Women in Leadership Conference

The Emerson Leadership Institute's Be Heard! Conference has brought together hundreds of academics, business leaders, and aspiring professionals to advance gender equity, empower women, and promote holistic well-being. The 2025 edition marks the fourth year of this impactful event.

Stay tuned for more details!

FROM OUR DONORS



“Please know funding Chaifetz research, female leadership and entrepreneurship are very important to me. Chaifetz gave a learning lesson to my grown daughter many years ago that I won’t forget. I will continue giving as long as God allows me to draw breath.”

Mike Medart
President of Medart Inc.
Chair of the Dean’s Advisory Board

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SUPPORT THE EMERSON LEADERSHIP INSTITUTE



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Give to ELI now to support the Emerson Leadership Institute and help us create dignity-based leadership programs.

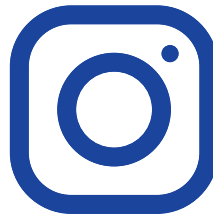
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IN THE NEWS

1. November 12, 2024: [Emerson Leadership institute Presents the Dignity-Based Leadership Development Series \(SLU Newslink, ELI social media\)](#)
2. September 3, 2024: [Emerson Leadership Institute Expands Global Influence through Summer Initiatives \(Chaifetz News\)](#)
3. May, 2024: [Breaking the Bamboo Ceiling: Female Leaders Share their Experiences at Annual Be Heard Conference \(SLU Newslink\)](#)
4. May, 2024: [Breaking the Bamboo Ceiling: SLU to Host Be Heard – Women in Leadership conference \(SLU Newslink\)](#)
5. April 30, 2024: [ELI hosts the joint Provost-Faculty Senate Gender Equity Committee meeting \(SLU Newslink\)](#)