

Status Report on Women 2010

at The Ohio State University



Prepared by
The President's Council on Women
and The Women's Place
The Ohio State University
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Message from the Chair

This year marks two exciting and significant milestones—the 10th anniversary for The Women’s Place (TWP) and the 25th year for the Critical Difference for Women program. This will be a year of celebration of the past and for our aspirations for the future. Throughout the year, TWP will sponsor a number of 10/25 events and gatherings, beginning with the Women’s Reception in October, to recognize the notable achievements of Ohio State women and the work that our great university has done to create a welcoming and supportive environment for all who work, teach, explore, and learn here.



Cathy Bindewald

This year also has been a time for change, both for The Women’s Place and for the President’s Council on Women. With leadership from Hazel Morrow-Jones, the new director of The Women’s Place, we are building on the successes of the past and taking TWP in new and exciting directions. Stronger research will help us to better understand the actions that have made a difference in improving women’s progress. This will put us in a better position for leveraging those, while branching out to ensure that all of the Ohio State community feels a connection to this valuable resource.

The President’s Council on Women is changing as well. Since the council serves the interest of both faculty and staff on campus, we are changing its name to represent both the academic and administrative alignment and clarify that both President Gee and Provost Alutto have a role in providing guidance to the council. A simple name change, to the President and Provost’s Council on Women (PPCW), recognizes the reporting line between The Women’s Place and the provost.

To provide closer alignment to the president’s and the provost’s strategic goals, beginning in January, the PPCW will be charged with acting on two goals, one from the president and provost, and the other from The Women’s Place. PPCW will also set goals for itself. Additionally, out of the PPCW membership, a smaller steering committee is being formed to help set the agenda for PPCW, to advise the director of The Women’s Place and to monitor PPCW’s progress toward the annual goals.

These enhancements will strengthen the current President’s Council on Women’s purpose, direction, and structure to help Ohio State’s work on behalf of women’s progress.

Cathy Bindewald
Chair, President’s Council on Women

During the 2010–2011 academic year, we will celebrate the 10th anniversary of The Women’s Place and the

25th anniversary of the Critical Difference for Women program. In this document we want to highlight some of the past accomplishments of women and of the university, provide some understanding of the current status of women at the university, and touch on activities that will take place over the next year. Space limitations preclude great detail, but we invite you to visit our new web site, womensplace.osu.edu, for additional information.



**The Women’s Place
at The Ohio State University**

Celebrating 10 years of The Women’s Place and 25 years of Critical Difference for Women

Celebrating the Past

The 2009 Status Report summarized 10 years of activities at The Women's Place (TWP). These include research on women's needs at Ohio State, policy development based on that research, leadership development activities, events and training to support culture transformation at the university, and work on understanding and changing stereotypes. One of the significant projects undertaken last year was *Pathbreakers*.

Individual Pathbreakers

Deb Ballam, director of The Women's Place from 2003 through 2009, recently completed a document describing path-breaking women at the university throughout its history. Path-breaking women are those who during their time at Ohio State served as catalysts for institutional change to expand opportunities for women at the university. The current version of this document is available in its entirety on TWP's web site. It is intended to be a living document so additions, corrections, and changes are welcome. Below are a few of the outstanding women from Ohio State's past described in the document.

- **Alice Williams** was the first woman faculty member at Ohio State, hired in 1875. A motion to allow her to sit at the table with other faculty members at meetings was deferred and never reintroduced.
- Imagine being a woman engineering student in 1893. **Bertha Lamme** (*right*) graduated from Ohio State as the first woman in the nation to earn a degree in mechanical engineering (from the Department of Electrical Engineering). She worked for Westinghouse as an engineer after graduation.
- The William Oxley Thompson Library owes a great debt to **Olive Jones** (*left*) who was the first full-time professional librarian at the university (1893 to 1927) and was instrumental in selecting the library's location and in its construction.
- **Grace Marie Bareis** was the first woman (as well as the first person) to earn a PhD in mathematics from Ohio State. She then remained on the faculty until her retirement in 1946.
- **Ruth Ella Moore** was the first woman of African American descent to earn a PhD in bacteriology from any university in the country. She received her degree in 1933.
- **Myra Alexander-Starr** (Muscogee-Creek) was the first tribally enrolled American Indian to receive a PhD and was a driving force behind the founding of the American Indian Council at Ohio State in 1989.
- Mansfield staff member **Yolanda Allen** received the University Distinguished Affirmative Action Award in 1994 for her outstanding dedication to recruiting and retaining minority students. She acted as a mentor, helped form student organizations, and led field trips to the Columbus campus.
- **Phyllis Bailey** was the first woman to serve as an assistant athletic director (1974-1984) at Ohio State. She was appointed coordinator of Intramurals and Recreation and the Women's Sports Program in 1957. With the adoption of the Education Act of 1972 and its Title IX she was appointed assistant director of Athletics (1975). In addition to blazing the trail for women's athletics, she advised both men's and women's basketball teams.
- **Chikako Cox** (*right*) worked to enhance diversity at the university and in the community as both a student and a faculty member. She co-founded the Ohio Association of Multicultural Counseling and Development and advised numerous student groups including the Japanese Student Association, Asian American Graduate and Professional Student Association, and the GLB Graduate Students of Color.
- **Peggy D. Wilson** (*left*), a faculty member in the School of Allied Medical Professions (SAMP), contributed enormously during her academic career to recruit and enroll minority students in the allied medical professions and to retain them and help them succeed. She started the Minority Student Association in SAMP and initiated scholarship programs and an annual banquet. In 1984 she received The Ohio State University Distinguished Affirmative Action Award, and in 1988-89 she received the Alumni Distinguished Teaching Award. Her work also was recognized by the Ohio House of Representatives in 1983.

- **Esther Merle Jackson** earned her PhD in theatre at Ohio State and became a renowned scholar on the work of Tennessee Williams. During her career she received two Fullbrights and a Guggenheim Fellowship and became the first vice president for research with the American Theatre Association.
- Representing Ohio State's Institute of Polar Studies, **Eileen McSaveney** was a member of the first American all-women scientific team assigned to Antarctica (1969).
- Ohio State law professor **Rhonda Rivera** wrote a groundbreaking legal article in 1979 about the treatment of lesbians and gays under civil law. She served on the university President's Task Force on AIDS (among many other contributions) and received the University Distinguished Affirmative Action Award in 1991. She is the first LGBT person to be selected for induction into the Ohio Civil Rights Hall of Fame (2010).
- **Julie Cochran Rogers** (right) was one of the first students to attend Ohio State in a wheel chair. She was instrumental in moving the university toward being barrier free by initiating curb cuts and the first two handicap-transportation vans for the medical complex. In her field (speech and hearing) she is noted for her research on stroke therapies and the development of testing for dyslexic college students.



These are just a few of the many fascinating stories of outstanding women in the *Pathbreakers* document; we plan to highlight more of them throughout the year.

Groups of Women and Critical Difference for Women

Groups of women have been important in the history of the university ranging from those who first started the “Gab Room” in the very early days of the university to the Council on Academic Excellence for Women, the Association of Staff and Faculty Women, the President’s Council on Women, and the Women’s Grass Roots Network (among others).

A very special group of staff and faculty women created Critical Difference for Women (CDW). The “Founders,” as they are affectionately known, include: Dr. Sue Blansham, Ms. Karen Carroll, Mrs. Caroletta Curtis, Dr. Jean Dickerscheid, Dr. Mary M. Fonow, Dr. Judy Genshaft, Dr. Jean Girves, Ms. Ruth S. Gresham, Dr. Gay Hadley, Ms. Sheryl Hansen, Dr. Susan Hartmann, Ms. Barbara Jennings, Dr. Joan Leitzel, Ms. Sue Mayer, Professor Margaret Nishikawara, Ms. Jean Peebles, Ms. Jo Ann Stokes, and Ms. Judith Fountain Yesso.

In 1986 the Founders’ research confirmed that many Ohio State women students were not completing degrees and that the disruption in their studies was largely due to unforeseen family responsibilities and financial constraints. The researchers further concluded that financial assistance for tuition, books, child care, and other living expenses would make the *critical difference* in permitting women students to re-enroll and stay in school through graduation. From this foundation the Critical Difference for Women re-entry scholarship was initiated.

Since then, more than 8,000 women have applied for CDW scholarships, which support women who have returned to college to complete their undergraduate, graduate, or professional degrees. Many of the scholarships have been awarded to women who are single parents with limited resources. Providing an option for these uniquely challenged but otherwise qualified students has benefited not only the individual recipients but their families, the university, and the community—and will continue to do so into the future.

The testimonials of re-entry scholarship recipients (shown right and on the next page) clearly reflect the effect of this investment.

I was a timid, insecure, frightened mother of three, recently divorced after an 18-year emotionally abusive marriage. I was not sure I could even go to college and raise my three children. One child has learning disabilities, and ADD, while another has ADHD. But you found me worthy of your support financially, and by doing so also supported me and my children emotionally. I graduated with a master's degree in education in June 2004 and have recently been promoted within Financial Aid/Ohio State Marion.... However, it has not stopped there. My son graduated from Ohio State with a bachelor's degree in engineering physics, received a master's in physics from Case Western Reserve, and is presently seeking a PhD. My younger daughter graduated in May 2010 from Mercyhurst College with honors and a double major and is currently a graduate student. My older daughter, with learning disabilities, is pursuing a bachelor's degree in business management. Your contribution to my education was much more than money; it inspired my family.

—Lisa Clarke McCoy

The re-entry scholarship program is one part of the Critical Difference for Women program. CDW also includes funds for research on women's issues and for professional development for women at the university. During this 25th-year anniversary of the Critical Difference for Women program, we are delighted to showcase its accomplishments. More information is available at criticaldifference.osu.edu.

Leadership

Over the last 10 years, The Women's Place has carried on the work of many of these pioneering women and groups, including overseeing the activities of CDW. We owe a great debt to the original director, Judy Fountain Yessos, and her successor, Deb Ballam, as well as to Tuesday Ryan-Hart, the first assistant director, and Jennifer Beard, the current assistant director.

When the factory I was employed in for nearly 20 years shut down, I was financially and emotionally devastated. As a single mother, I was concerned about my future and how I would support my son who was still in school. I now had time to get the college degree I had always wanted but not the financial means to do so. Because of my Critical Difference for Women scholarship, I was able to pursue my education and supplement with part-time employment. Through my student worker position at the Ohio State Marion Prairie Nature Center, I found that I had an affinity for working with youth and an interest in cultural and natural history. Because of the difference CDW made in my life, I am now director of the Marion County Historical Society and am following my lifelong dream of making a difference in my community.

—Gale Martin

Understanding the Present

The Ohio State University has come a long way in the opportunities it offers to women and in the fairness with which it treats all groups. The data tables and graphics included in this report illustrate one of the ways of measuring those changes. (Unless otherwise noted, the data in the tables are from October 2009.)

Faculty Distribution

Over the last 10 years, the university has seen a steady increase in the percentage of women on the faculty (tenure track, clinical track, and research track combined), from 27% in autumn 1998 to 33% in autumn 2009 (see Figure 1 in this report). Women have consistently comprised about 42% of all assistant professors. The percentage of females among associate professors and full professors, as well as their proportion of the total, has increased consistently since 1998. For associate professors, the change was from 29% to 37%; for full professors, from 12% to 21%; and for all faculty members, from 27% to 33%. While there is certainly room for improvement in these numbers the steady upward trend in the tenured ranks is a good sign.

Of serious concern for the university is the slow and inconsistent growth among women of color on the faculty. By October 2009, black women made up 1.79% of the total faculty (up from 1.5% in 1999); Asian American women made up 3.1% (up from 1.4%); Hispanic women made up .95% (up from .3%), and American Indian women made up .05% (down from .1%). (See Table 2.)

Leadership Distribution

Tables 1 and 3 also indicate the role played by women in a variety of leadership positions at the university. Nearly one fourth of the Board of Trustees is female (counting the non-voting student member) and one of the four women is black. There are now two black female vice presidents, one black assistant vice president, and one Asian American assistant vice president; however, these are the only representations for women of color among vice presidents, associate vice presidents, and assistant vice presidents. There are two white female vice presidents. Non-faculty executive staff positions and other professional staff positions are largely held by women (62% and 67%, respectively). More than 85% of these women are white. As with the faculty, there is significant room for improvement in the diversity of the university administration, especially in terms of women of color.

Deans and TIU heads are respectively 26% and 22% female, similar to 2008 and slightly down from 2007. The percentages in part reflect the proportion of women among the full professors, as these leadership positions are most often held by faculty at that rank. The proportion of women among the named professors (24%) is also similar to the proportion among full professors overall and has increased from 19% in 2008. Eminent scholars and endowed chair holders are much less likely to be female than full professors overall, and there is no consistent positive trend to these numbers.

Additional Analyses

While this document highlights some of the possible measures of women's progress for the university as a whole, The Women's Place also studies data for units within the university. This work is accomplished in partnership with many other entities, such as Project Comprehensive Equity at Ohio State (CEOS), the Office of Institutional Research and Planning, the Office of Human Resources, the President's Council on Women, and individual colleges and units. The goal of these analyses is to understand trends and issues relative to women at the university and their opportunities to thrive. In addition, TWP provides assistance to units that request help by working with data and also by providing consultation and assistance for change.

The university as a whole has much to celebrate in the accomplishments and advancement of women faculty and staff. There is significant work remaining, however, particularly in terms of increasing the recruitment and retention of women of color and increasing the numbers of women in the highest faculty and administrative ranks. These are issues that TWP's strategic plan also highlights.

Moving into the Future

The Women's Place' 2010-2011 Strategic Plan

In spring 2009 The Women's Place completed a full strategic planning process. The vision, mission, strategic goals, and guiding principles for TWP appear on the back panel of this document. During the 2009-2010 academic year, Hazel Morrow-Jones was hired as Deb Ballam's successor in the role of associate provost for Women's Policy Initiatives and director of The Women's Place. Since then, TWP has focused on connecting its strategic plan to the university road map. During the upcoming year (AY 2010-2011), TWP will concentrate on four related items arising from past activities and analyses of the needs of women at Ohio State. We expect to pay special attention to issues important to women of color as we work on these **four focus areas**.

1. All year we will celebrate the 10th anniversary of The Women's Place and the 25th anniversary of Critical Difference for Women. We hope that our celebrations will help to keep issues of gender equity and the value the university places on diversity, civility, and respect for all at the forefront of conversations.
 - Watch for examples of "An Ohio State Woman Who Changed My Life." Additional stories from the *Pathbreakers* document will appear on our web site, and we hope that the university community will continue to contribute material for the document. In addition, TWP will sponsor a variety of training events and workshops, speakers, conversations, and opportunities for members of the community to come together to discuss specific issues.
 - In 2010 we are celebrating CDW's 25th anniversary. CDW includes programs for professional development and for research, but this year we are starting a new initiative focused on the CDW scholarship program. In partnership with the Office of Student Financial Aid and the Office of University Development, The Women's Place is expanding the services offered to CDW scholarship recipients with the goal of establishing a supportive network or *CDW community*. This community is expected to have an enduring impact on students because it will focus on the special skills and needs of returning adult learners. The Coca Cola

Foundation has funded a newly created position within The Women's Place to provide staff support to develop and coordinate activities for the CDW community and to enhance students' access to existing university resources, such as mentoring, Counseling and Consultation Service, the Writing Center, and career support.

2. The university's culture transformation process is of critical importance, and TWP will continue to support it in a variety of ways. These include leadership training programs for faculty (the President and Provost's Leadership Institute) and staff (the Staff Leadership Series and the Women's Leadership Group). In addition, TWP supports culture transformation through our efforts to bring the skills and philosophy of the Art of Hosting Meaningful Conversations to the university community along with other speakers, workshops, and training events.
3. We will complete the evaluations of the President's and Provost's Leadership Program, the Staff Leadership Series, and the Women's Leadership Group. Part of this analysis is an examination of the goals of the programs to be sure that they continue to serve the needs of women at the university. The evaluations will also help us to strengthen the training provided by the programs and to make them more relevant to the changing needs of the university. We plan to roll out the updated versions of these programs by the end of the year.
4. We will partner with the vice provost for Academic Policy and Faculty Resources, Susan Williams, to work on the issue of associate professors and their time in rank. We hope to increase the proportion of associate professors who are promoted to the professorial rank in a timely way. In the long run this is expected to help increase the number of women in the full professor ranks.

Final Words

The Women's Place web site and the Critical Difference for Women web site will be continually updated throughout this anniversary year. Please check them often for other materials and activities that will take place to celebrate The Women's Place and Critical Difference for Women. We expect to continue our history of partnering with many departments, offices, and organizations around campus to bring special training, excellent speakers, and thought-provoking commentary to the university. Spring quarter will be the time when we launch new plans for the future with at least one major event (in partnership with the College of Arts and Sciences, the Kirwan Institute, the Office of Diversity and Inclusion, and the Department of Women's, Gender, and Sexuality Studies). That event will feature bell hooks, Distinguished Professor in Residence at Berea College in Berea, Kentucky, and Visiting Distinguished Professor of Women's Studies at Ohio State during this academic year. The culminating event will connect issues of gender, race, and ethnicity, as well as provide opportunities for exciting discussions that will help identify the challenges for the future.



Table 1

Status of Women at The Ohio State University

Autumn 1999 to Autumn 2009*

	1999	2009	Change in percentage
Board of Trustees	4/11 (36%)	4/17 (23.5%)	-12.5%
Vice presidents	2/10 (20%)	4/15 (26.7%)	+6.7%
Senior administrators (Assistant VP's and above)	10/40 (25%)	39/66 (59%)	+34%
Non-faculty executive staff	342/687 (50%)	878/1411 (62.2%)	+12.2%
Other professional staff	4304/6662 (65%)	7503/11,135 (67.4%)	+2.4%
Deans	5/24 (21%)	6/23 (26.1%)	+5.1%
TIU heads	16/96 (17%)	22/102 (21.6%)	+4.6%
Eminent scholars**	1/12 (8%)	2/22 (9.1%)	+1.1%
Endowed chairs**	7/68 (10%)	15/110 (13.6%)	+3.6%
Named professors**	8/55 (15%)	20/84 (23.8%)	+8.8%
Faculty (regular tenured and clinical track)*	848/3132 (27%)	1249/3741 (33.4%)	+6.4%
Full professors	149 /1139 (13%)	279/1311 (21.3%)	+8.3%
Assoc. professors	328/1087 (30%)	423/1148 (36.9%)	+6.9%
Assist. professors	370/905 (41%)	547/1282 (42.7%)	+1.7%

* Data compares total number of women to total number in category.

** Data is from 2001; not available for 1999.

Figure 1

Percent Female by Faculty Rank

(Research, Clinical, and Tenure-Track Faculty) 1998-2009

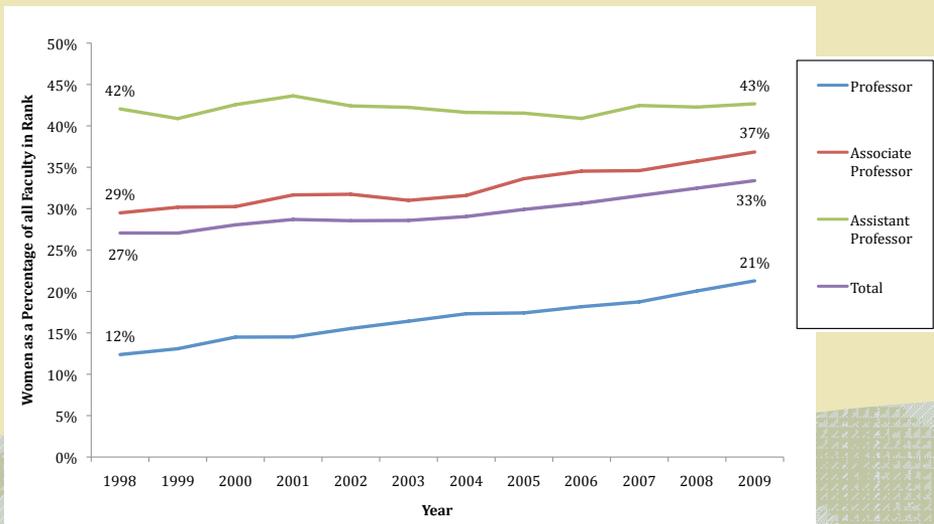


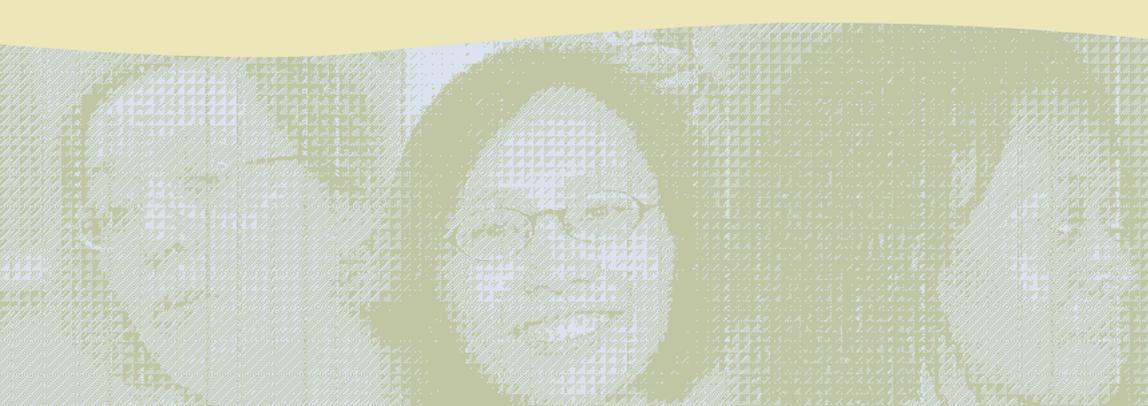
Table 2**Women of Color Faculty Profile**

(Assistant through Full, Regular Tenure- and Clinical-Track Faculty)

	October 1999 (% of Total Faculty)	October 2009 (% of Total Faculty)	1999 to 2009 Change in percentage
Black	46 (1.5%)	66 (1.79%)	+.29%
Asian American	44 (1.4%)	114 (3.1%)	+1.7%
Hispanic	9 (.3%)	35 (.95%)	+.65%
American Indian	3 (.1%)	2 (.05%)	-.05%
Total	102 (3.3%)	217 (5.9%)	+2.6%

Table 3**Women in Senior Staff Positions**

	Race/Ethnicity	October 1999 Women of Color Number of women	October 2009 Women of Color Number of women
Senior vice presidents	Black	0	1
	Asian Am.	0	0
	Hispanic	0	0
	Am. Indian	0	0
	White		0
Vice presidents	Black	0	1
	Asian Am.	0	0
	Hispanic	0	0
	Am. Indian	0	0
	White		2
Assoc. vice presidents	Black	0	0
	Asian Am.	0	0
	Hispanic	0	0
	Am. Indian	0	0
	White		12
Assist. vice presidents	Black	0	1
	Asian Am.	0	1
	Hispanic	0	0
	Am. Indian	0	0
	White		10



The Women's Place

Strategic Goals

- Provide high-quality consultation and innovative strategies for individuals and university units seeking to make constructive change.
- Expand development opportunities for women in, and aspiring to be in, leadership roles.
- Create and strengthen connections for, and between, women.
- Implement systematic and ongoing data collection to inform efforts related to the progress of women.
- Identify barriers to recruitment, retention, and advancement of women and actively lead change efforts.
- Support and encourage university efforts to provide meaningful career and professional development opportunities for women.

Guiding Principles

- TWP is committed to an equitable environment for all people.
 - TWP recognizes that gender powerfully affects experience and opportunity.
 - TWP recognizes that sexism intersects with and is amplified by other oppressions.
- TWP recognizes that men as well as women need to be freed from the constraints of stereotypes.
 - TWP emphasizes the necessity to create constructive, system-wide change, not just to enable individual women to cope with issues that they currently face.
 - TWP works in partnership with units across campus. It does not solve problems for units, but rather works with them to identify and remove barriers to the recruitment, retention, and advancement of women.
 - TWP uses current research and data to identify issues and recommend intervention when needed.
 - TWP uses collaborative approaches to decision making that serve as a model to other units on campus; these approaches emphasize open, democratic, and respectful ways of working together that foster true dialogue and mutual understanding.
 - TWP is a safe haven for individuals and units to seek resources for identifying problems and finding constructive solutions.
 - TWP is focused on the future, as informed by the past.

Vision

The Women's Place (TWP) embraces a vision of the university that supports all women to thrive, advance, and make their full contributions within an environment characterized by equity, freedom, and dignity for all people.

Mission

The Women's Place serves as a catalyst for institutional change to expand opportunities for women's growth, leadership, and power in an inclusive, supportive, and safe university environment.



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