

Data Snapshots

The 2003 report from the Data Identification and Analysis Work Group draws four basic conclusions:

- Percentages for women in leadership positions were generally stable with three positive exceptions: the president (from 0 to 1); women holding endowed chairs (from 7 to 10, including 1 Asian American—1.4%); women holding named professorships (from 7 to 13, including 1 Asian American—6%).
- By race and ethnicity, there continue to be fluctuations in both numbers and percentages across African American, Asian American, and Hispanic American women faculty. Across all ranks, African Americans decreased (from 47 to 42); Asian Americans increased (from 53 to 57); Hispanic Americans remained the same.
- There continue to be very modest percentage increases for women full and associate professors (.74% and .35% respectively).
- The overall percentage of staff women in executive/administrative, professional non-faculty, and paraprofessional/technical positions increased slightly (.81%), with a more significant increase at the executive administrative level (2.9%). By racial and ethnic group participation, percentages remained stable.

This year, the Data Work Group adds a historical view of women students. Across all categories, the participation of women students is strong.

Profiles of Women Students

In 1873, Ohio State's first year, there were 50 students and 10% were women.

In 1950, there were 25,948 students and 6,568 (25%) were women.

	Academic Year 1992/93		Academic Year 2002/03	
	Number	% of Total	Number	% of Total
Women Undergraduate Students	18152	47%	17592	48%
Women Graduate Students	5365	51%	5236	54%
Engineering	254	16%	316	22%
Agriculture	210	37%	228	53%
Education	1798	75%	1260	72%
All Other	3103	51%	3432	56%
Women Professional Students	1189	45%	1604	52%
Dentistry	118	32%	143	36%
Law	288	44%	321	48%
Medicine	297	35%	355	43%
Optometry	126	53%	138	57%
Pharmacy	13	72%	243	64%
Veterinary Medicine	347	69%	404	75%

See the Annual Report of the Council (2003) on the Women's Place web site for a fuller view of data on women.

2003–2004 Plans

The President's Council on Women's Issues had another strong year in 2002–2003. Ongoing initiatives include the following:

- Moving ahead with the third year of activities with the Faculty Cohort Project;
- Developing a research project related to the role of the Faculty Cohort Project in the retention of faculty women;
- Establishing a new work group on women, sports, and recreation;
- Expanding work group participation to include non-council members;
- Developing a project related to professional development issues for staff women;
- Developing more effective mechanisms for examining student concerns and recommending initiatives that are inclusive of ongoing student leadership.

Work Groups of the Council

Listed below are the current council work groups. Other work groups will be added as issues are identified.

Communications Group
Data Identification and Analysis Group
Executive Planning Team
Faculty Cohort Project
Faculty Cohort Research Project
Staff Group
Strategic Planning

For the full list of council members and a complete copy of the 2003 Status Report on Women, visit <http://womensplace.osu.edu>.

New Leadership for the Council

With the autumn council meeting, we will have new leadership. The term as chair for Jacqueline Jones Royster is ending. The momentum will continue with Kathryn Haller, associate general counsel for Health Sciences.

Additional Information

Judith B. Fountain
Director of the Women's Place
5046 Smith Lab
174 West 18th Avenue
Phone: (614) 292-3960
Fax: (614) 292-1979

<http://womensplace.osu.edu>

Status Report on Women 2003 at The Ohio State University



Prepared by
The President's Council on Women's Issues
The Ohio State University
October 1, 2003



Leadership Continues

On October 1, 2002, The Ohio State University welcomed Karen A. Holbrook as the 13th president of the university. President Holbrook is the first woman to occupy this position. The President's Advisory Council on Women's Issues congratulates her for the remarkable professional achievements that have placed her at the helm of one of the largest research universities in the world. Further, we praise the OSU Board of Trustees for recognizing at this point in Ohio State's history that women's leadership is not only possible but, in President Holbrook's case, a clear and present endorsement of excellence. The council has already begun to work with the new Ohio State leadership team, and we are pleased to continue in an advisory capacity to the president and provost as we anticipate yet another exciting year.

Mission Statement

The mandate for the council is: to identify and clarify issues; use the resources of the university to address needs and problems; recommend policies and identify intervention strategies that make a difference. This mandate supports the Academic Plan and the Diversity Plan by:

1. facilitating the ability of campus leaders to develop a more inclusive vision of women's participation in a variable work place environment;
2. developing a language of leadership that encourages high achievement, professional growth, and personal and interpersonal development;
3. making visible women's work, contributions, and achievements in ways that extend dynamically the boundaries of what constitutes valuable performance, service, and leadership;
4. helping the university to create an environment in which all constituencies, including women, can survive and thrive.

Keeping Our Eyes on Progress

In 2005–2006, Ohio State will open a newly renovated Larkins Hall, underscoring the university's commitment to health, recreation, and fitness for all constituents of our community. With the highly public attention to men's sports, however, particularly to football and basketball, we must not forget that health, recreation, and fitness cover more than competitive teams. We must also remember that all—competitive sports, health, recreation, and fitness—are also important to women.



Phyllis Bailey

To pay closer attention to the importance of women's use of recreational facilities, women's health and fitness, as well as women in sports, the council has established a work group on women, sports, and recreation. This group will examine how women (faculty, staff, and students) are faring across these points of focus. We begin this initiative, however, by paying tribute to a pioneer, Phyllis Bailey, who in 1975 became the very first director of Women's Athletics.

After graduating from Miami University of Ohio in 1956, Phyllis Bailey joined the Ohio State faculty in the Department of Physical Education, where she served for nearly 40 years. When she began, the departmental programs included men's intercollegiate athletics and women's club sports. She was appointed to coach women's basketball, but with her enthusiastic leadership and commitment, this role changed dramatically over the years. By 1975, Ohio State women's athletics was granted intercollegiate status and Bailey was named an assistant director of athletics in charge of women's sports. By 1977 she was an associate director. During her tenure, Bailey continued to add sports to the program, including swimming, track and field, and fencing. By the time campuses across the country were implementing women's intercollegiate programs because of the Title IX of the Higher Education Act of 1972, Ohio State's program was already vibrant and growing under Bailey's guidance. Today, Ohio State is the home for 18 women's sports, including synchronized swimming, pistol, rifle, and volleyball.

Bailey retired in 1994 and was honored with numerous prestigious awards, including receiving a YWCA Women of Achievement Award and being inducted in 1993 into the Ohio State Athletics Hall of Fame in the inaugural class of women and in 1997 into the National Association of Collegiate Directors of Athletics Hall of Fame. In addition, the Phyllis J. Bailey Endowment Fund was established at Ohio State in recognition of her tireless devotion to nurturing and promoting women's athletics.

Phyllis J. Bailey was a woman with a vision and the ability and support to convert her dream into reality. She established unprecedented opportunities for women both at Ohio State and around the nation. Her legacy lives on every time a woman on this campus is able to tip a basketball, score a goal in field hockey, jump a hurdle, or score an ace across a net. For all women, Phyllis Bailey was a champion and because of her, we claim many victories in women's sports.

The Work Goes Forward

Founded as a land-grant institution, Ohio State's work in support of equity, access, fairness, and excellence has been the business of the university from the beginning of its history. When the focus turns to these assurances for women, clearly challenges remain. During the 20th century, women's roles in academe became more diverse, the numbers of women increased exponentially, the desire for full and equitable participation also increased dramatically. A constant struggle has been to find enabling frameworks for seeing and addressing problems and issues, ones through which the university can identify and implement strategies capable of making a difference. The council emerged as an innovative initiative to provide such a framework. While challenges remain, the work is moving forward. In reflecting on 2002–2003 actions, we highlight below four actions that demonstrate progress:

In addressing the language of leadership and a climate of high performance for staff, the council acknowledges the efforts of the Office of Human Resources on two ongoing projects:

- Incorporating advice from current research on work-life issues, relational practices in the work place, and inclusive performance measures in reviewing evaluation instruments.
- Incorporating this same advice into management training workshops.

We applaud colleges, schools, departments, and the Office of Academic Affairs for the support provided at each of these levels to assistant professors in dossier preparation for tenure and promotion processes.

We applaud the College of Humanities for celebrating high levels of performance among staff. The winners of their annual Outstanding Staff Awards were: Gail Summerhill, Department of History (A&P staff), and Suzanne Childs, Center for Medieval and Renaissance Studies (CCS staff). In addition to the annual awards, they presented quarterly ABC Awards (Above and Beyond the Call Award) in recognition of staff who during the quarter go above and beyond the call of duty in making sure that the unit is successful and running smoothly. The 2003–2004 winners were: Wendy Watkins, Center for Epigraphical and Paleographical Studies; Kimberly Summers, Department of English; and James Harmon, Department of Linguistics.

“I thought the time had come to call our program what it truly was...an intercollegiate program.”

– Phyllis Bailey