

**President's Council  
on  
Women**

**2005 Annual Report**

*Approved October 6, 2005*



# President's Council on Women 2005 Annual Report

## Table of Contents

Table of Contents .....	i
President's Council on Women Roster 2004-05.....	ii
Mission Statement .....	iii
Message from the Chair .....	1
Progress of Women at OSU .....	2
Women in Leadership .....	2
Women Faculty .....	5
Women Staff .....	9
Women Students .....	10
Updates from Workgroups .....	12
Faculty Cohort .....	12
Flexible Work Loads .....	13
Dependent Care Issues .....	13
Staff Bill of Rights .....	14
Staff Leadership Training .....	14
Consensual Sexual Relations Policy .....	14
NSF ADVANCE Grant Proposal .....	15
Recommendation to Diversity Council re Pool Data for faculty hiring .....	15
Relational Practices Update .....	15
Report from The Women's Place .....	16
Vision, Mission, & Guiding Principles .....	16
Progress Report on Strategic Goals for 2004-06 .....	17
Update on Recommendations for 2003-04 .....	20
Appendices .....	
Appendix A	Retaining Tenure-Track Female Assistant Professors
Appendix B	Flexible Work Loads for Tenure Track Faculty
Appendix C	Dependent Care Work Group Report
Appendix D	Staff Bill of Rights Work Group Report
Appendix E	She's A Buckeye
Appendix F	Staff Leadership Institute
Appendix G	Consensual Sexual Relations Task Force Report
Appendix H	Recommendation to Diversity Council
Appendix I	President & Provost's Leadership Institute final proposal

President's Council on Women Issues  
October 2004- June 2005

**Externals**

Ingrid Saunders Jones, Chair and Senior Vice President Corporate External Affairs	Coca Cola Company
Philomena (Mimi) Dane, Litigation Partner	Squires, Saunders & Dempsey
Gail Saunders	Columbus Board of Education

**Faculty members**

Edward Adelson, Associate Executive Dean	College of Arts and Sciences
Martha Chamallas, Professor, R.J. Lynn Chair	Law
Cynthia Dillard, Associate Professor, Ed. Teaching and Learning	Education
Linda Houston, Associate Professor	ATI
Rebecca D. Jackson, M.D., Associate Professor, Internal Medicine	Medicine
Valerie B. Lee, Professor and Chair, English	Humanities
Linda Mizejewski, Professor and Chair, Women's Studies	Humanities

**Staff members**

Margie Bogenschutz, Ph.D., Director of Undergraduate Internships	Fisher College of Business
Kate Haller, Associate General Counsel, (Chair of Counsel)	Health Sciences
Jeri Kozobarich, Development Director	Education
Rebecca Nelson, Associate Director	Multicultural Center
Mary Rhoads, Office Assistant	Continuing Education
Richelle Simonson, Associate Athletic Director	Athletics
Terri Stankiewicz, Assistant VP for Management	Physical Facilities Engineering

**Central administration liaisons**

Pearl Bigfeather	Office of the President
David Frantz	Secretary of the Board of Trustees
Robert McGrath	Senior Vice President, Office of Research

**Ex Officio**

Deb Ballam	Associate Provost for Women's Policy Initiatives; Director, The Women's Place Academic Affairs
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# President's Council on Women

## Mission Statement

*Approved May 2003*

The President's Council on Women serves as an advisory group to the President and Provost on issues related to the life and work of women faculty, staff, and students at The Ohio State University. (The Council also serves in an advisory role to the work of The Women's Place, approving the goals for TWP and evaluating the outcomes. Through its work groups the Council provides expertise to carry out the mission of the Council and the goals of The Women's Place.)

The Council functions based on four mandates, to:

Identify and clarify women's issues and concerns across the variable constituencies of women faculty, staff, and students.

use the resources of the University to gather the information necessary to carry out mandate #1, i.e., in articulating women's issues and concerns clearly and insightfully.

recommend policies that positively affect the environment for all women at Ohio State.

identify intervention strategies designed to make a significant difference in the quality of life and work for women.

These roles support both the Academic Plan and the Diversity Plan by:

facilitating the ability of campus leaders to develop a more inclusive vision of women's participation in a variable workplace environment;

developing a language of leadership that encourages high achievement, professional growth, and personal and interpersonal development;

making visible women's work, contributions, and achievements in ways that extend dynamically the boundaries of what constitutes valuable performance, service, and leadership.

helping the University to create an environment in which all constituencies, including women, can survive and thrive.



## Message from the Chair

The President's Council on Women has completed its fourth year serving as an advisory group to the President and Provost on issues related to the life and work of women faculty, staff and students at The Ohio State University. The Women's Place has completed its fifth year at the university. The President's Council (PCW) and The Women's Place (TWP) work together in carrying out their basic charge of effecting institutional change at The Ohio State University. This report provides an update on the activities during the 2004-05 academic year.

The PCW and TWP have pursued active agendas this year. Much of our work has taken place within a national conversation around the issues of making the university workplace more flexible to better meet the needs of those with dependent care responsibilities. A recent study, "Do Babies Matter?" by Mary Ann Mason and Marc Golden of the University of California concluded that babies do matter a great deal for women in the academy. The academic workplace structure, Mason and Golden concluded, does not accommodate families with children and must be changed if women are to become full participants in the academy. The Ohio State data presented in this report illustrate the slow growth, in both hiring and retention, highlighted by Mason and Golden. We are learning from the Faculty Cohort what factors influence women to stay and what factors prompt them to consider leaving. As one resulting action, PCW established a workgroup that examined the use of more flexible options for faculty such as part time appointments. Even though the University already has a policy on part time faculty, we have not yet used it effectively for retention, much less recruitment. The report from this work group will be presented to the Council of Deans this fall .

While progress for women as a whole has been slow, progress for women of color has moved even slower. We have few women of color in both academic and staff leadership positions. In Autumn 2004, women of color faculty numbered 123 out of a total faculty of 2971. Since 1993, African American women faculty have increased by only two, from 41 to 43. While Asian American faculty comprise 10% of the faculty, only 20% (59) of those faculty are women. We have only 20 Hispanic women faculty and only one Native American woman faculty. TWP held focus groups with women of color faculty and staff and is working to establish programs in conjunction with these groups.

PCW and TWP continue to address issues regarding women in leadership. Although women at Ohio State have made some strides in leadership positions, women continue to be underrepresented in many of the key academic and staff leadership ranks. TWP launched the President's & Provost's Leadership Institute designed to provide leadership training for future academic leaders. TWP also offered a series of workshops designed for women staff development. This workshop series was used as the basis to develop TWP's Women's Staff Leadership Institute which will enroll its first class during the upcoming year.

A number of other initiatives have been undertaken this year which are described in the remainder of this report.

Kate Haller  
Chair, President's Council on Women

## Progress of Women at OSU

Each year The President' Council on Women provides a data comparison, based on the benchmark academic year 1993-94, as a guide to progress on the status for women at the University. The data snapshot is based on October 1 of each year. The data comparison for the most recent year, academic year 2004-2005, provides a 12-year snapshot of developments. The data illustrate many points of progress, but also underscore areas of concern.

### Women in Leadership

The 12-year period witnessed an increase in women in many significant leadership positions, most notably with our first president who is a woman. Our current provost is a woman, as is the Executive Dean of the Colleges of the Arts & Sciences. Progress has occurred in other leadership positions as well: among vice provosts (2 to 4); deans (5 to 7; a decline of one, however, from October 2003); holders of endowed chairs (3 to 15); and, holders of named professorships (2 to 14).

#### *Women in Academic Leadership Positions*

<b>Academic Year</b>	<b>1993/4</b>	<b>2004/05</b>
President	0	1
Provost	0	1
Vice Provosts	2 (33%)	4 (66.7%)
Deans	5 (20%)	7 (28%) (2 AfAm)
TIU Heads	19 (16.5%)	15 (15.15%) (2 Af Am; 2 As Am)
Eminent Scholars	1 (6%)	1 (6%)
Endowed Chairs	3 (7.5%)	15 (13.4%) (1 AsAm)
Named Professors	2 (5%)	14 (22%)

Women of non-European descent made some gains in leadership positions as well: in October 2003, two deans and two TIU heads were women of African American descent; twelve years earlier none of these positions were held by women of African American descent. One of the endowed chairs in October 2004 was held by a woman of Asian American descent; however, this represented a decline of one from October 2003.

The number of women heads of tenure-initiating units (e.g., department chairs and school directors) actually declined over the twelve-year period, dropping from 16.5% in October 1993 to 15.5% in October 2004. Six of the 12 colleges that have TIU units have no women

TIU heads, while three others have only one. Twelve of the fifteen women TIU heads are in three colleges from the Arts & Sciences: Humanities (5), Arts (4), and Social & Behavioral Sciences (3). Seven colleges plus the libraries do not have departments and hence the dean is the TIU head. Two of these 8 units have women deans.

The decline in women TIU heads is a matter of great concern since it is the TIU heads, more than any other position at the university, that determine the every day climate for faculty at Ohio State. However, some progress was made from 2003 to 2004 with an increase from 14 to 15 TIU heads. In addition, one college, Engineering, appointed its first woman TIU head, although in an interim capacity. We also know that we will be able to formally include in the data for the 2005-06 academic year that Engineering has appointed a woman to a regular-term TIU position, and that Biological Sciences will have its first woman TIU head. Finally, Education, which currently has no women TIU heads, although it has in the past, again will have joined the ranks of units with a woman as an interim school director. It appears, then, that progress is being made in this area. However, this is an area that requires continued attention.

***Women in Staff Leadership Positions***

For the 2005-06 academic year, the head of the University Staff Advisory Council is a woman, Joanne Weston from the Office of Academic Affairs.

During the 2004-05 academic year, female staff members comprised over half of executive/administrative positions; however, only 25% of those at level of associate vice president and above were women. While the numbers of men and women at the assistant vice president level were equal, white men in these positions earned an average income of \$126,839 while their female counterparts and women and men of color earned an average of \$118,766.<sup>1</sup>

Gender and Race/Ethnicity Distribution of Senior Staff Positions 2004-2005

group	race	sex	headcount
Executive VP and Provost	White	F	1
Senior VP	White	M	3
Vice President	White	F	1
Vice President	White	M	3
Associate VP	White	F	4
Associate VP	White	M	12
Assistant VP	White	F	12
Assistant VP	White	M	11
Assistant VP	Black	F	2
Assistant VP	Black	M	1
Assistant VP	Hispanic	M	1

<sup>1</sup> The average salary for white men excludes one outlier salary of \$296,000.

### ***Women Students in Leadership Positions***

For the 2005-06 academic year, women students are having a banner year for women in leadership positions. One of the two student members of the Board of Trustees is a woman, and all three of the student government organizations have women presidents who were elected by their respective student bodies:

Board of Trustees: Yoonhee P. Ha, undergraduate (Fisher College of Business)

Undergraduate Student Government: Suzanne Scharer (Fisher College of Business)

Council of Graduate Students: Barbara Pletz (College of Education)

Interprofessional Council: Amanda Graf (College of Medicine)

## **Women Faculty**

Over the past ten years, the number of women faculty holding the ranks of full and associate professor increased. This is the first year in which the number of women at the full professor rank surpassed 200. For the twelve-year period the total number of women faculty increased by 3.77%, from 746 of 3077 (24.24%) to 834 of 2971 (28.1%). However, Ohio State has now fallen behind the CIC average for women on the faculty which in 2003 was 30.8%.

### **Women Faculty: Full, Associate, & Assistant**

	1993/4	2004/05
Full	11.3% (121)	17.2% (203)
Associate	23.8% (252)	30.4% (313)
Assistant	39.6% (373)	41.9% (318)
Total	24.24% (746 of 3077)	28.1% (834 of 2971)

## ***Women Faculty Hiring***

For the 25-year period since 1979, when women were 20.65% of the faculty, the ranks of women faculty increased by only 7.45%. One explanation for the slow growth in the percent of women faculty lies with hiring. For the two-decade period 1986-2004, 38.2% of faculty hires have been women. However, for the second decade in this period, 1993-2004, only 34.5% of faculty hires have been women, a decline of almost 4%. Moreover, the faculty profile shows under representation for women with respect to national pools. The national pool data for Ph.D.s awarded from 1972-2002 for the major disciplinary areas as defined by the Survey of Earned Doctorates compares with OSU's current faculty profile:

	Ph.D.s earned by women since			OSU women faculty	
	1972	1987	2002	1992-93	2004-05
Physical Sciences	6%	18%	29%	8%	10%
Engineering	1%	10%	19%	8%	8%
Life Sciences	16%	38%	50%	14%	19%
Social Sciences	20%	48%	60%	22%	29%
Humanities	26%	46%	50%	37%	40%
Education	23%	57%	67%	40%	53%

### *Women Faculty Retention*

The slow growth in the numbers of women faculty is an issue not just of hiring, but also of retention as shown by the following data which begins with 1986, the first group of faculty hires who were eligible to exclude time from the tenure clock for child birth or other reasons:

#### **FACULTY Retention Data 1986-2004**

		<b>No exclusion from tenure clock taken</b>	<b>Exclusion from tenure clock taken</b>
<b>Total faculty</b>	<b>2,389</b>	<b>2,080</b>	<b>309</b>
<b>Male</b>	1,476 (61.8%)	1,341 (64.5%)	135 (43.7%)
<b>Female</b>	913 (38.2%)	739 (35.5%)	174 (56.3%)
<b>Tenured</b>	<b>1,217 (50.9%)</b>	<b>1,120 (53.8%)</b>	<b>97 (31.4%)</b>
<b>Male</b>	802/1476 (54.3%)	756/1341 (56.3%)	46/135 (34%)
<b>Female</b>	415/913 (45.4%)	364/739 (49.2%)	51/174 (29%)
<b>On track</b>	<b>660 (27.6%)</b>	<b>589 (28.3%)</b>	<b>71 (22.9%)</b>
<b>Male</b>	404/1476 (27.4%)	372/1341 (27.7%)	32/135 (23.7%)
<b>Female</b>	256/913 (28%)	217/739 (29.3%)	39/174 (22.4%)
<b>Transferred</b>	<b>70 (29.3%)</b>	<b>42 (2%)</b>	<b>28 (9%)</b>
<b>Male</b>	45/1476 (3%)	32/1341 (2.4%)	13/135 (10%)
<b>Female</b>	25/913 (2.7%)	10/739 (1.3%)	15/174 (9%)
<b>Denied</b>	<b>99 (4.1%)</b>	<b>64 (3%)</b>	<b>35 (11.3%)</b>
<b>Male</b>	53/1476 (3.6%)	38/1341 (2.8%)	15/135 (11.1%)
<b>Female</b>	46/913 (5%)	26/739 (3.5%)	20/174 (11.2%)
<b>Resigned prior to tenure decision</b>	<b>343 (14.3%)</b>	<b>265 (12.7%)</b>	<b>78 (25.2%)</b>
<b>Male</b>	172/1476 (11.6%)	143/1341 (10.6%)	29/135 (21%)
<b>Female</b>	171/913 (18.7%)	122/739 (16.5%)	49/174 (28%)

The hiring data for 1986-2004 highlights several interesting points:

- 54.3% of men hired since 1986 achieved tenure while 45.4% of women achieved tenure
- Women voluntarily resign their faculty positions prior to being reviewed for tenure at a higher rate—18.7%—than do men—11.6%
- Of those faculty who either remained to undergo tenure review or are on track for tenure, the gender breakdown is almost identical—92% of the men and 90% of the women hired are either tenured or on track for tenure
- 19% of women and 9% of men hired during this time period have taken the exclusion
- Men and women who have used the exclusion have been tenured at a similar rate

***Women Faculty: Racial and Ethnic Diversity***

Progress has been slow for Asian American and Hispanic women faculty and almost non-existent for Black and Native American women faculty. The number of Asian American women faculty has almost doubled in the past ten years; however, Asian American women make up only 2% of all university faculty and only 1 of every 5 Asian American faculty members is a woman. The number of Hispanic women faculty also has doubled, but this must be viewed in the context of the low initial numbers reported in 1993. Hispanic women, totaling 20 in number, still comprise less than 1 percent of the university faculty. Two other groups of women of color have fared poorly over the past ten years. The number of African American female faculty has increased by only two in the past decade, and there is only one Native American faculty woman at Ohio State.

**Women Faculty/racial & ethnic diversity**

	1993/4	2004/05
White, non-Hispanic	663	708
Black	41	43
Asian Am.	33	59
Hispanic	9	20
Native Am.	0	1

## *Women Clinical Faculty*

Six colleges have regular clinical faculty members: Medicine, Dentistry, Veterinary Medicine, Nursing, Optometry, and Pharmacy. Taken together, women in these six colleges are represented in the regular clinical track at a rate higher than men: 38.6% of the women in these colleges are on the clinical track whereas 24.33% of the male faculty are on the clinical track.

### **Tenure Track and Regular Clinical Faculty Autumn 2004**

	Tenure Track		Regular Clinical	
<b>Medicine TOTAL</b> 704	493	(70%)	211	(30%)
White men	310	(44%)	103	(14.6%)
Men of color	67	(9.5%)	30	(4.3%)
White women	86	(12.2%)	64	(9%)
Women of color	19	(2.7%)	10	(1.4%)
undisclosed	11 (10 M; 1 F)	(1.6%)	4 (M)	(.5%)
<b>Dentistry TOTAL</b> 91	61	(67%)	30	(33%)
White men	39	(42.9%)	14	(15.4%)
Men of color	7	(7.6%)	3	(3.3%)
White women	14	(15.4%)	11	(12.1%)
Women of color	1	(1.1%)	2	(2.2%)
undisclosed	0		0	
<b>Vet Med TOTAL</b> 108	91	(84%)	17	(16%)
White men	63	(58.3%)	10	(9.2%)
Men of color	4	(3.7%)	1	(.9%)
White women	19	(17.6%)	5	(4.6%)
Women of color	4	(3.7%)	0	(0%)
undisclosed	1 (M)	(.9%)	1 (M)	(.9%)
<b>Nursing TOTAL</b> 30	21	(70%)	9	(30%)
White men	0	(0)	1	(3.3%)
Men of color	0	(0)	0	(0)
White women	19	(63.3%)	5	(16.6%)
Women of color	0	(0)	2	(6.6%)
undisclosed	2 (F)	(6.6%)	1 (F)	(3.3%)
<b>Optometry TOTAL</b> 23	14	(60.8%)	9	(39.2%)
White men	8	(34.7%)	5	(21.7%)
Men of color	1	(4.3%)	0	(0)
White women	5	(21.7%)	2	(8.7%)
Women of color	0	(0)	2	(8.7%)
undisclosed	0	(0)	0	(0)
<b>Pharmacy TOTAL</b> 44	36	(81.8%)	8	(18.2%)
White men	22	(50%)	1	(2.3%)
Men of color	9	(20.5%)	0	(0)
White women	1	(2.8%)	4	(9%)
Women of color	3	(6.8%)	2	(4.5%)
undisclosed	1 (F)	(2.3%)	1 (M)	(2.3%)

## Women Staff

Staff women are well-represented at 54.5% in the category of “all executive/administrative staff”. However, in comparing salaries for this category, white men make significantly more than white women and men and women of color.

People of color, both male and female, are faring the poorest in terms of representation at the Executive/Administrative level of the university. None of the groups are close to their respective numbers in the general population.

Gender and Race/Ethnicity Distribution of Executive/Administrative Staff (Excluding Academic Leadership) 2004-2005

Median salary

Group	Total	Male	Female
All Executive/ Administrative Staff	1,080	491 (45.5%)	589 (54.5%)
White	930	427 (39.5%) \$90,165	503 (46.6%) \$75,934
Black	77	29 (2.7%) \$74,700	48 (4.4%) \$76,259
Hispanic	11	8 (0.7%) \$74,910	3 (0.3%) \$61,514
Asian	24	11 (1.0%) \$69,864	13 (1.2%) \$78,291
American Indian	3	2 (0.2%) ***	1 (--) ***
Other/Undisclosed	35	14 (1.3%) \$81,599	21 (1.9%) \$86,957

\*\*\* Numbers not given for confidentiality considerations.

## Women Students

### *Student Profile*

The number of women students in professional programs increased over the period, and stayed stable in the remaining programs.

	Academic Year 1993/94		Academic Year 2004/05	
	Number	% of Total	Number	% of Total
<b>Women Undergraduate Students</b>	<b>18,152</b>	<b>47%</b>	<b>15,910</b>	<b>47%</b>
<b>Women Graduate Students</b>	<b>5,365</b>	<b>51%</b>	<b>3,544</b>	<b>51%</b>
<b>Women Professional Students</b>	<b>1,189</b>	<b>45%</b>	<b>1,694</b>	<b>53%</b>

***Gender Distribution of Graduate/Professional Full-Time Students & Faculty as Role Models***

A large discrepancy still exists in most colleges between the numbers of women graduate/professional students and the numbers of women faculty in those colleges.

**(Academic Year 2004/05)**

	% Female	
	Students	Faculty
<b>Graduate</b>		
<b>Art</b>	65%	40%
<b>Biological Science</b>	49%	19%
<b>Business</b>	33%	19%
<b>Education</b>	74%	52%
<b>Engineering</b>	22%	11%
<b>Food, Ag &amp; Enviro Science</b>	53%	25%
<b>Human Ecology</b>	83%	53%
<b>Humanities</b>	60%	40%
<b>Math &amp; Physics Science</b>	31%	11%
<b>Nursing</b>	93%	97%
<b>Social Behavioral Science</b>	56%	29%
<b>Social Work</b>	87%	67%
<b>Professional</b>		
<b>Dentistry</b>	37%	31%
<b>Law</b>	48%	31%
<b>Medicine</b>	43%	26%
<b>Optometry</b>	58%	39%
<b>Pharmacy</b>	65%	25%
<b>Veterinary Med</b>	76%	26%

## **Updates from The President's Council on Women's Issues Work Groups**

The President's Council on Women's Issues is composed of members from the campus, local, state and national communities, appointed by the President following a nomination process. The Council's purpose is to provide a critical gender analysis of policies and practices that impact the progress of women at OSU. The Council held a retreat in March 2005 to discuss in depth current issues of most importance to women at Ohio State. The Council concluded that three issues were most deserving of attention at this time: child care for faculty, staff, and students; retention of women faculty; and, issues facing women staff at Ohio State. Both the Council and The Women's Place have begun addressing these issues, as will be reflected in the discussion in the remainder of this report.

The Council carries out its work via workgroups that are comprised of Council members and non-Council members. The workgroups focus their efforts to closely examine current policy issues and advise the President, Provost or administrative leader about gender implications. The scope of the work for 2004-2005 included the following.

### ***Faculty Cohort***

The Faculty Cohort Project is tracking the progress of the 50 women assistant professors hired during the calendar year 2001. Eighty one men were hired at the assistant professor rank during 2001. As of April 2005, 5 of the women faculty or 10% had resigned their position while 3 of the men faculty or 3.7% had resigned their position. The group is now in its fifth year at the university.

During the first four years of the project, The President's Council/The Women's Place hosted various workshops and social events for the women cohort members. For the '05-'06 academic year a variety of workshops are planned, including three for autumn quarter '05: (1) Promotion and Tenure Advice (panel discussion with Debra Modellmog, Associate Dean, College of Humanities & Professor, English; Susan Fisher, Chair, Entomology; and, Gifford Weary, Chair, Psychology); (2) Crucial Conversations; and, (3) Promoting Yourself.

The main focus of the cohort project, however, is to track the progress of the women in the group. The faculty research work group from 2003-04 which included Arnon Reichers (facilitator), Jill Ellingson (facilitator), Mo Yee Lee, and Rebecca Jackson focused on developing a method to put the faculty cohort project in a broader institutional perspective. Based on the initial work of the faculty cohort project, Arnon Reichers and Jill Ellingson developed the OSU Assistant Professor Retention Study which will focus on those factors that relate to retention and turnover within the assistant professor population here at OSU with the variables that contribute to these individuals' choices to stay or leave OSU being of key interest. The council in conjunction with OAA approved this study. The work group recommendations included participation of council in the development of a long-term project and monitoring of the research study results by the Council.

Research conducted on the Faculty Cohort group by Professors Ellingson and Reichers from the Fisher College of Business was presented to the President's Council at the Autumn 2004 meeting. The research concluded that the following would enhance the retention of

women faculty: a formal spousal accommodation policy which Ohio State adopted while this research was being conducted; establishing explicit workload limits; enhanced University child care services; and, more supportive and better trained department chairs and school directors. See Appendix A for the full research study.

### ***Flexible Work Loads for Tenure-Track Faculty Work Group***

As noted in the discussion on the Faculty Cohort project, one of the major issues in retaining women faculty is the issue of work load. Work load demands appear to be part of the explanation for the slow growth in numbers of women faculty which is not unique to Ohio State, but is a national phenomenon at large research universities. During recent years, a national conversation has developed about the need to change the very structure of the university in order to make it more accommodating to the needs of women who still remain the primary caregivers of children. Part of this conversation is about making faculty positions more flexible. Although Ohio State has a rule that permits faculty to hold part-time tenure track positions, few faculty take advantage of the rule even though a recent Ohio State work-life study showed that 33% of female assistant professors and 20% of male assistant professors expressed interest in reducing their work load in order to have more time for family and personal needs.

A President's Council work group, headed by Dean Joan Herbers of the College of Biological Sciences, examined the barriers that keep faculty from using the part-time option and suggested strategies for enhancing faculty recruitment and retention via flexible work policies which include developing materials and resources explaining the policies, training department chairs/school directors and deans about the policies, and helping them understand the rewards of implementing flexible work policies for faculty. The work group also recommended exploring the use of part-time post-docs to allow women with young children to continue their career uninterrupted.

During the upcoming year, the work group's report will be reviewed with the Council of Deans and other university groups. In addition, the colleges of Biological Sciences, Engineering, Math & Physical Sciences, and Veterinary Medicine will include in their faculty job postings an announcement that part-time options are negotiable.

A complete copy of the report is contained in Appendix B.

### ***Dependent Care Issues***

Another factor identified by the Faculty Cohort project as important to retaining women faculty is enhanced university child care services. The recent faculty work/life survey also identified elder care as an increasingly important issue for faculty at Ohio State. A President's Council Work Group explored various issues with respect to dependent care and made two recommendations, both of which were unanimously endorsed by the President's Council. The first was that dependent care needs must be viewed by the university as a necessity, and not a mere perk, if women faculty and staff are to be able to be fully included in the life of the university. The second was that the president and provost establish a task force to examine how to increase dependent care options available to the university community. See Appendix C for the work group's recommendations. The task force has been created and will report during the upcoming academic year.

### ***Staff Bill of Rights Work Group***

Subsequent to the March 2005 President's Council retreat, a work group was established to consider recommending the development of a "bill of rights" for staff. After lengthy discussions, the work group determined that the main need for staff was not a bill of rights, but rather a guarantee that all university employees, including faculty, who have any supervisory authority over staff should have meaningful management training. See Attachment D for the work group's report. The Office of Human Resources will be pursuing this recommendation within the context of another initiative it will be undertaking during the 2005-06 academic year on performance management.

### ***Staff Leadership Training***

A work group chaired by Margie Bogenschutz, charged with developing staff leadership training, offered the highly successful "She's A Buckeye" series during the fall and winter quarters of 2005. Four workshops were offered by The President's Council and The Women's Place in partnership with the Office of Human Resources and the Association of Faculty and Professional Women. This series formed the basis for the Staff Leadership Institute which is offered by The Women's Place during the 2005-06 academic year. The She's A Buckeye work group report can be found in Appendix E. The description for the Staff Leadership Institute can be found in Appendix F.

### ***Consensual Sexual Relations Policy***

One of the principles that guide the work of The Women's Place is that "TWP is a safe haven for individuals and units to seek resources for identifying problems and finding constructive solutions." However, while TWP helps individuals find the processes and mechanisms to solve problems, TWP's role is not to intervene in or solve individual problems. Rather, TWP "emphasizes the necessity to create constructive, system-wide change, not just to enable individual women to cope with issues they currently face."

The synergy between these two roles, however, is illustrated by an initiative undertaken by TWP and supported by PCW to review the university's policy on consensual sexual relationships between faculty or staff and students. An individual seeking advice from TWP led to the recognition of a need to review the university's policy on consensual sexual relations. TWP first established a work group to investigate whether the policy should be reviewed. TWP then recommended to the PCW that it recommend that the president and provost establish a task force to examine the policy and recommend possible changes. The PCW accepted this recommendation and the president and provost accepted it.

The task force, chaired by Professor Martha Chamallas of the Moritz College of Law, completed its work in the summer of 2005 with a recommendation that the policy be changed from one that strongly discourages such relationships to one that prohibits them for faculty and staff who have or could be likely to have supervisory responsibilities for the student, and strongly discouraging such relationships with all other students. The recommendation has been supported by the president and provost and has been sent to the Office of Human Resources for further action. The final task force report can be found in Appendix G.

### ***NSF ADVANCE Proposal Work Group***

The National Science Foundation provides Institutional Transformation Awards to support academic institutional transformation with the goal of promoting the increased participation and advancement of women scientists and engineers in academia. During the 2004-05 academic year, a President's Council work group chaired by Dean Joan Herbers of the College of Biological Sciences prepared and submitted a proposal for an ADVANCE grant. The awards should be announced during the autumn of 2005.

### ***Recommendation to Diversity Council re Faculty Hiring Analysis***

Without national pool data for available faculty members, it is difficult to determine if women and people from underrepresented groups are being hired in appropriate numbers. Thus, the President's Council recommended to the Diversity Council that it consider requiring academic departments to provide national pool data for faculty hiring. The Diversity Council is still considering this request. See Appendix H for the recommendation.

### ***Relational Practices Update***

The staff cohort work group from 2003-04 which included Carol Bowman (convener), Terri Stankiewicz, Margie Bogenschutz, Mary Rhoads, Ann Kelly, Connie Goodman (USAC member, ex officio), Gail Gunderson (Office of Human Resources, ex officio) developed new *relational practice* language for the standard performance review based on research done by Joyce K. Fletcher. Fletcher defines relational practice as a way of achieving goals and getting the job done using skills such as listening, mutuality, reciprocity, and sensitivity to the emotional context. The work group identified specific training programs at OSU where *relational practice* can be included. Based on this work, the group recommended that the council be an active participant when OHR begins to revise the performance management system for OSU particularly in applying the knowledge of relational practice and recognizing the real though often unappreciated contributions of staff. Also recommended to OHR were proposed changes in the performance review document as an effective practice for measuring relational practice and that it be offered as an option for use until the entire performance management system be changed. The work group also recommended that OHR add training of relational practice to specific workshops and that professional and leadership development opportunities be systematically created and that the President's Council play a strategic role in the development of the system.

The Office of Human Resources is currently considering how to incorporate relational practices into their programs, workshops, and university policies. Tuesday Ryan-Hart of The Women's Place is a member of this committee.

# Report from The Women's Place, 2004-05

## Vision, Mission, and Guiding Principles

### **Vision**

The vision of The Women's Place is a 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.

#### The Women's Place

- Advocates policy changes that address institutional barriers for women
- Provides a critical gender analysis of policies and practices that impact the progress of women at OSU
- Collaborates with other groups to craft/refine policies and practices related to our Mission
- Creates/supports initiatives with a direct link to institutional change for university women
- Strives to be a visible, available, and inclusive resource

### **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 their 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 the 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
- Critical Difference for Women is an integral part of TWP and the working relationship between these two units enhances their ability to carry out their separate missions regarding the progress of women at the university

## **Progress Report on Strategic Goals for 2004-2006**

In 2004, The Women's Place with advice and consultation from the President's Council on Women, established nine strategic goals for the three year period 2004-06. The following is a summary of the activities that have occurred within the context of each goal.

1. Continue to act as a voice and a champion for the advancement of women at Ohio State
  - Annual report
  - Annual reception
  - See everything listed below
2. Enhance understanding of the way in which male and female stereotypes diminish the ability of the university to provide an equitable environment for all people
  - a. Established a workgroup on men's issues
  - b. Will host a speaker on men's issues in Nov. 2005 as part of the Diversity Lecture series
3. Continue systematic and ongoing data collection to inform efforts related to the progress of women
  - a. Continued past data collection
  - b. New data being or to be collected:
    - i. Data re women faculty hires compared to available national pool and retention by selected departments
    - ii. Data re women staff in senior leadership positions (by positions and salary levels)
    - iii. Data re impact on tenure of tolling tenure clock
    - iv. Data re status of clinical faculty
4. Become more proactive in identifying barriers to recruitment, retention, and advancement of women, and instigate and lead efforts to make change
  - a. Faculty Cohort project continues (see earlier discussion)
    - i. TWP organizes workshops and other events for the cohort group
  - b. Consensual sexual relations policy task force (see earlier discussion)
    - i. TWP initiated this project
  - c. Part-time faculty workgroup (see earlier discussion)
    - i. TWP initiated this project
  - d. Lumina Foundation project
    - i. TWP provided the administrative home and support for this project which focuses on meeting the needs of non-traditional students
  - e. Dependent care work group (see earlier discussion)
    - i. TWP initiated this project
  - f. Workshop for chairs re invisible barriers for women—held on Sept. 7, 2005

- g. Focus group—women of color faculty
    - i. One event held—“Power lunch”
    - ii. TWP will sponsor quarterly events beginning autumn 2005
  - h. Focus group—women of color staff
    - i. A welcome reception and networking event for fall in planning stages
  - i. Focus group—classified civil servants
    - i. Will sponsor 5 lunchtime workshops on getting a degree
    - ii. Will sponsor lunchtime workshops on moving ahead in career at Ohio State
5. Enhance The Women’s Place’s capacity to provide high-quality consultation and innovative strategies for individuals and units on campus that are seeking to create constructive change
- a. Workshop series for women faculty, researchers, and grad students in the sciences re skills for managing labs—will begin fall 2005
  - b. Workshop series planned for assistant professors
  - c. In response to request of two junior faculty members, held two lunch workshops re establishing authority in the classroom
  - d. Individual consultations (6-8 per month)
  - e. Domestic violence in the workplace task force
    - i. Will work on policy and planning of training
6. Identify and invite experts on gender issues to campus and facilitate application of their expertise to issues women face at Ohio State
- a. Hosted Debra Rolison, Chemist, Naval Research Laboratory in Nov. 2004
  - b. Will continue fall speaker/reception
    - i. Oct. 6 Prof. Robert Drago—will be listed as part of Diversity Lecture series
  - c. Diversity lecture series
    - i. Sponsor for Prof. Joan Williams, winter 2006—will be part of Diversity Lecture series
    - ii. Speaker on men’s issues planned for autumn ’05—will be listed as part of Diversity Lecture series
7. Secure permanent facilities for The Women’s Place that are reflective of its mission and goals
- a. Goal met with Jan. 2005 move to Stillman Hall
8. Develop and implement approaches to expand women’s leadership development
- a. President’s & Provost’s faculty Leadership Institute approved and began June 2005 (see Attachment I)
  - b. Staff leadership series
    - i. piloted this year with She’s A Buckeye (see earlier discussion)
    - ii. TWP will offer Staff Leadership Institute beginning Autumn 2005 (see earlier discussion)

- c. Student leadership program
  - i. Have begun planning in partnership with Women's Student Services/The Multicultural Center and Undergraduate Student Government
- 9. Enhance The Women's Place's visibility and purpose to the Ohio State community
  - a. TWP Director is member of Diversity Council and Diversity Heads Coordinating Committee
  - b. Continue working with Univ. Communications to profile TWP activities in campus communications
  - c. Periodic communications via letter to deans, department chairs/school directors, and women faculty
  - d. Periodic communication via AFPW e-mail listserve and OSU Today with women staff
  - e. member of & provide web support for ACE Ohio Women's network

***Additional Strategy Goals added at March 2005 PCW retreat:***

- 10. faculty recruitment issues and pool data
  - a. memo to Diversity Council (see earlier discussion)
  - b. meeting with Diversity Council
- 11. staff bill of rights
  - a. workgroup established and report submitted for 5-19 meeting (see earlier discussion)
- 12. child care
  - a. workgroup continued and report submitted for 5-19 meeting (see earlier discussion)

## Update on Recommendations from 2003-2004

In its 2003-04 report, the Council recommended implementation of the following intervention strategies identified to make a significant difference in the quality of life and work for women and all staff, faculty and students at The Ohio State University. Implementation of these strategies will be coordinated by The Women's Place.

- recommend OAA track and analyze the use of OSU's new parental leave policy over time to determine if women practice bias avoidance behavior in the use of this policy
  - update—still too soon to track
- recommend OAA continue the faculty cohort project for two additional years to follow the cohort member through tenure decision
  - update—recommendation accepted and is in process
- recommend OAA develop and implement workshops for chairs and deans on often “invisible” barriers and issues related to women's promotion and well-being on campus and other lessons learned from the Faculty Cohort Project
  - update—workshop was held in September 2005
- recommend OHR implement proposed changes in performance review document as an effective practice for measuring relational practice should be implemented until entire performance management system is changed
  - update—still being reviewed by OHR
- recommend OHR incorporate training of *relational practice* to existing workshops
  - update—still being reviewed by OHR
- recommend OAA create professional and leadership development opportunities
  - update—The Women's Place has created and is managing leadership institutes for faculty and women staff, and is planning one for women students
- recommend OAA and OHR support the replication of the retention analysis model based on shared interest in other departments in Engineering, as well as in the Colleges of MAPS and Biological Sciences
  - update—such an analysis will be part of the ADVANCE project
- recommend that OAA & OHR support the ADVANCE Grant workshop in its effort to secure an NSF ADVANCE grant
  - update—proposal submitted to NSF in July 2005 and awaiting response from NSF