Women in Senior Staff Positions

Table 2

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Women of Color Faculty Profile (Assistant through Full, Regular Tenure- and Clinical-Track Faculty)</th>
</tr>
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<tbody>
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<td></td>
<td>Table 1</td>
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<tr>
<td></td>
<td><strong>Race/Ethnicity</strong></td>
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<td><strong>Am. Indian</strong></td>
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<td></td>
<td>3 (.1%)</td>
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<td></td>
<td>2 (.05%)</td>
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<td></td>
<td>-.05%</td>
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Table 3

<table>
<thead>
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<tbody>
<tr>
<td><strong>Women of Color Faculty Profile</strong></td>
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<tr>
<td><strong>October 1999</strong></td>
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<td><strong>Race/Ethnicity</strong></td>
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</tr>
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<tr>
<td><strong>Hispanic</strong></td>
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<tr>
<td><strong>women of color to total faculty</strong></td>
</tr>
<tr>
<td><strong>Change in percentage from 1999 to 2009</strong></td>
</tr>
</tbody>
</table>

The Women's Place

**Strategic Goals**
- **Identify** problems and systematic solutions to provide meaningful career and professional development opportunities for women.
- **Create** and expand a welcoming, inclusive environment for all people.
- **Identify** and address systemic obstacles and challenges to women's success.
- **Highlight** success stories and best practices.
- **Expand** research opportunities and data collection to inform efforts related to the progress of women.
- **Recognize** and celebrate the notable achievements of Ohio State women.

**Strategic Partners**
- President's Council on Women (PPCW) and The Women's Place (TWP)
- **Other** professionals and organizations working to advance women.

**Return on Investment**
- **Financial** support for women's initiatives and programs.
- **Institutional** changes that promote gender equity.
- **Systematic** changes that promote gender equity.
- **Constructive** change that promotes gender equity.

**Improvements**
- **Financial** support for women's initiatives and programs.
- **Institutional** changes that promote gender equity.
- **Systematic** changes that promote gender equity.
- **Constructive** change that promotes gender equity.

**Message from the Chair**

The President's Council on Women (PPCW) and The Women's Place (TWP) are committed to advancing gender equity at The Ohio State University. As we approach the 25th anniversary of the Critical Difference for Women program, we are focusing on celebrating the past and looking forward to the future with new leadership and understanding, beginning with the Women's Reception in October.

This year also marks a new era for both The Women's Place and the President's Council on Women, with change and new leadership at the helm of each organization. The Women's Place is on building on the momentum of the past and taking TFP to new exciting directions. Senior women and men like to be in this university and to be a part of the university, to provide meaningful career and professional development opportunities for women.

The Ohio State University is committed to promoting gender equity and women's advancement. The Women's Place (TWP) is dedicated to providing resources and support for women, recognizing the challenges women face and working to ensure that all people have equal opportunities for growth, leadership, and power in an inclusive, research-driven environment.

These enhancements will strengthen the current President's Council on Women's purpose, direction, and structure to further our work in furthering women's progress.

Prepared by:
The President's Council on Women
The Women's Place
The Ohio State University
October 2010
The Women’s Place (TWP) strives to create a university environment that supports all students, faculty, and staff, while also creating environments that are characterized by equity, freedom, and dignity for all people.

Mission

The Women’s Place serves as a model to foster inclusive change that expands opportunities for women, faculty, students, and other university constituents, and that seeks to be an inclusive environment.

Strategy Report on Women, The Ohio State University 2010

Prepared by The President’s Council on Women

The Women’s Place

Ohio State University

October 2010

Message from the Chair

This year marks an exciting and significant milestone: the 15th anniversary of the Women’s Place (TWP) of the Ohio State University. This is the first time a comprehensive Status Report on Women has been prepared for the Critical Difference for Women program. TWP will be proud to present a report that highlights our achievements, our successes, and our progress to date. This report provides the opportunity to reflect on our journey and to set new goals. As we mark this anniversary, we strive to identify and to remove barriers to the recruitment, retention, and advancement of women.

This year also heralds a time for change, both for the Women’s Place and for the President’s Council on Women. Taking the lead from the Ohio State Board of Trustees, the new direction of the Administration has set an expectation for the university community to develop inclusive environments and to actively lead change efforts. Women faculty, staff, and students may have unique needs and experiences that require special attention, and as such the President’s Council on Women is committed to creating an inclusive environment for all people.

Table 1

Status of Women at The Ohio State University

<table>
<thead>
<tr>
<th>Year</th>
<th>Women (as a Percentage of All Faculty)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1998</td>
<td>10%</td>
</tr>
<tr>
<td>2008</td>
<td>15%</td>
</tr>
</tbody>
</table>

Figure 1

Percent Female by Faculty Rank

<table>
<thead>
<tr>
<th>Year</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>1998</td>
<td>10%</td>
<td>20%</td>
<td>30%</td>
</tr>
<tr>
<td>2008</td>
<td>15%</td>
<td>25%</td>
<td>35%</td>
</tr>
</tbody>
</table>

Table 2

Women of Color

<table>
<thead>
<tr>
<th>Year</th>
<th>Women of Color (as a Percentage of All Faculty)</th>
</tr>
</thead>
<tbody>
<tr>
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<td>2008</td>
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</tr>
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</table>

During the 2010-2011 academic year, The Ohio State University’s 25th anniversary of the Women’s Place and the Critical Difference for Women program, we have sought ways to highlight the progress that women have made over the past 25 years. In this document we will focus on a number of key trends, as well as providing an overview of the current status of women at the Ohio State University. We will also provide some understanding of the current status of women at the university, and it is our hope that this report will provide insights into the progress that women have made.

Critical Difference for Women

TWP’s progress toward the annual goals.

Additionally, out of the PPCW membership, a smaller steering committee is being formed to support the president and provost, and the other from The Women’s Place. PPCW will also set goals for itself. President Gee and Provost Alutto have a role in providing guidance to the council. A simple name change, to the President’s Council on Women, will reflect the current focus of the council.

To provide data alignment to the president’s or the council’s strategic goals, beginning in 2007, TWP will partner with the Office of Equity and Diversity and the Office of Strategic Planning and Assessment to provide the annual report. This report will inform the university of the TWP’s progress toward its goals.

The Women’s Place serves as a model to foster inclusive change that expands opportunities for women, faculty, students, and other university constituents, and that seeks to be an inclusive environment.

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Celebrating the Past

The 2010-2011 Women's Report documented 34 stories of Women's Leadership (WL) at The Ohio State University. This report is one in a series of ongoing research efforts focused on documenting and understanding the leadership of women at The Ohio State University. The report highlights women who have served in leadership positions at The Ohio State University across all disciplines. It also showcases the diversity of women in leadership positions and the various challenges they face. The report includes stories of women who have made significant contributions to the university and its community.

Individual Pathbreakers

Dale Ballew,轨迹: The Women's Place from 2003 through 2005, recently completed a doctorate in higher education leadership from Virginia Commonwealth University. Ballew has served as the director of the Women's Place at The Ohio State University for the past three years. She has also served as an associate professor in the Department of Educational Policy Studies at The Ohio State University. Ballew has been instrumental in creating opportunities for women and girls to participate in leadership roles on campus. She is an active member of the American Association of Higher Education and the National Association of Women in Science.

Outstanding Women from Ohio State's Past described in the document.

Individual Pathbreakers

Sports

(SAMP), contributed enormously during her academic career to recruit and enroll community as both a student and a faculty member. She co-founded the Ohio women's athletics, she advised both men's and women's basketball teams. She was the first woman of African American descent to earn a PhD in Engineering.

Electrical

was the first woman (as well as the first person) to earn a PhD in Electrical Engineering with a minor in Music. She was appointed assistant director of Athletics (1975). In addition to blazing the trail for women, she also made significant contributions to the university as a faculty member. She was a member of the first non-white faculty group and was widely recognized for her work in promoting diversity on campus.

Esther Merle Jackson

•

Representing Ohio University's diverse community, the Women's Place has a significant impact on the university as well as the community. The center provides a range of programs and services to support women and girls, including academic advising, career development, and leadership training.

Group of Women and Critical Difference for Women

Four women, including Jennifer Adsit, Dr. Mary V. Jolly, Dr. Mary R. Jenkins, and Dr. Jennifer L. Mendenhall, have been appointed as the fourth group of Women and Critical Difference (WCD) faculty. These women were selected based on their commitment to advancing gender equity on campus.

Understanding the Present

The Women's Place has a mission to advocate for and support the advancement of women at The Ohio State University. The center works to promote gender equity in all aspects of university life, including academic and professional development, leadership opportunities, and community engagement.

Leadership

The University's commitment to gender equity is reflected in the role of women in leadership positions across the university. Women hold positions at all levels of the university, from student leaders to university presidents. This trend is in line with national statistics, which show that women are increasingly filling leadership roles in academia.

Additional Analyses

While this document highlights some of the possible measures of women's progress for the university, it is important to note that using the same measures for all institutions is not possible. Therefore, additional analyses are needed to better understand the role of women in leadership positions at The Ohio State University.

Final Words

The Women's Place has a critical role in celebrating the contributions of women and promoting gender equity on campus. By providing a range of programs and services, the center helps to create a more inclusive and equitable campus environment. The Women's Place is committed to continuing its work to support women and girls at The Ohio State University.
Celebrating the Past

The 150th Women's Anniversary is a unique opportunity to reflect on The Women's Place (TWP) and the important role women have played in the development and progress of the university. The anniversary provides an opportunity to celebrate the achievements of women who have contributed to the university's success and to recognize the challenges and obstacles they have faced.

Individual Pathmakers

Ellen Collins, director of The Women's Place from 1992 through 2008, recently completed a ten-year term as a commissioner on the Wisconsin State Bar Commission on Women and the Legal Profession. Before working for TWP, Ellen was a member of the law faculty at Ohio State and also worked for a large private law firm. She received her law degree at the University of Wisconsin Law School and her undergraduate degree at Ohio Wesleyan University. Ellen has been a member of the Ohio State women's basketball team as a student and has served on the board of the Ohio State Women's Basketball Booster Club. She has been active in the Columbus community and has been involved in many volunteer organizations. Ellen is currently working as an associate professor of law at the University of Wisconsin Law School and is a member of the Ohio State University Faculty Senate. She is also serving as a member of the Ohio State Women's Basketball Booster Club.

The Women's Place

The Women's Place (TWP) is a multi-purpose resource center that provides services to women students, faculty, and staff at Ohio State University. TWP offers a variety of programs and services to support the academic, professional, and personal needs of women. These include counseling, career development, and academic support services. TWP also provides opportunities for women to network, socialize, and engage in community service.

TWP Mission

The Women's Place is committed to promoting gender equity and providing support and resources to women at Ohio State University. TWP provides programs and services to support the academic, professional, and personal needs of women, and encourages the development of policies and practices that promote gender equity in all areas of university life.

TWP Vision

The Women's Place envisions a campus where women are fully engaged and enabled to achieve their full potential. TWP is committed to creating an inclusive and equitable campus environment where women are valued, respected, and supported.

TWP Values

TWP values diversity, inclusion, and equity. TWP is committed to creating a community where women from all backgrounds and experiences are welcome and supported. TWP is committed to promoting policies and practices that support gender equity and inclusion.

TWP Programs

TWP offers a variety of programs and services to support the academic, professional, and personal needs of women. These include counseling, career development, and academic support services. TWP also provides opportunities for women to network, socialize, and engage in community service.

Additional Resources

For more information about The Women's Place, please visit the TWP website at www.osu.edu/twp. You can also follow TWP on Facebook and Twitter for updates and news.

Julie Cochran Rogers

• The testimonials of re-entry scholarship recipients

The testimonials of re-entry scholarship recipients illustrate the impact of the Women's Place on the lives of women students. These stories highlight the importance of the Women's Place in providing support and resources to women at Ohio State University.

Moving into the Future

The Women's Place (TWP) Strategic Plan

In May 2009, the TWP team completed a strategic planning process. The team focused on developing goals and objectives for the future of the Women's Place and the broader campus. The strategic plan includes four focus areas:

1. Creating a campus culture that values and supports women

2. Developing programs that support women's academic, professional, and personal success

3. Fostering a community of diverse women

4. Promoting gender equity and inclusion

Final Words

The Women's Place (TWP) is a valuable resource for women students, faculty, and staff at Ohio State University. TWP provides programs and services to support the academic, professional, and personal needs of women, and encourages the development of policies and practices that promote gender equity in all areas of university life. TWP is committed to creating a community where women from all backgrounds and experiences are welcome and supported. TWP is committed to promoting policies and practices that support gender equity and inclusion. Please visit the TWP website at www.osu.edu/twp for more information and to stay updated with upcoming events and activities.

Additional Analyses

We have completed the first two phases of the comprehensive analysis of women's programs for the Women's Place. The analysis included the review of existing programs and the development of recommendations for future programs. The analysis has been conducted by a team of experts in higher education and has involved input from a diverse group of stakeholders.

The findings of the analysis are being used to develop new programs and services that will support the academic, professional, and personal success of women students, faculty, and staff. The analysis has also been used to identify areas for improvement and to develop strategies for achieving gender equity and inclusion on campus.

Additional stories from the

Additional stories from the Women's Place will appear on our web site, www.osu.edu/twp, and in publications throughout the university. Please check them often for other materials and activities.
Celebrating the Past

The Ohio State University has a storied history of women leaders and innovators. In light of Women’s History Month, we take a moment to highlight the contributions of women whose efforts have shaped the university and the world. These stories are just a glimpse of the many fascinating contributions made by outstanding women in the university’s history.

Individual Pathbreakers

Esther Merle Jackson

Esther Merle Jackson was an active woman in the Ohio State University community. She served as a faculty member and administrator, working to support women in higher education and promoting diversity and inclusion.

Kathleen Jackson

Kathleen Jackson was another prominent woman in the university’s history. She was a key figure in promoting women’s rights and working to create a more inclusive environment for women on campus.

Alice Williams

Alice Williams was the first woman to serve as an assistant athletic director (1974-1984). In addition to blazing the trail for women in athletics, she advised both men’s and women’s basketball teams.

Georgia Thompson

Georgia Thompson was also a significant figure in the university’s history. She worked to create opportunities for minority students, served as a mentor, and helped form student organizations.

Groups of Women and Critical Difference for Women

These are just a few of the many women who have contributed to the university’s success. The “Founders,” as they are affectionately known, include: Dr. Sue Blansham, Ms. Karen Carroll, Mrs. Marion..., and many others. These women have demanded equal opportunities, promotions, and professional staff positions, and have challenged the university to take meaningful steps to increase diversity.

Final Words

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Understanding the Present

We are committed to creating an environment that supports and celebrates the contributions of women and women of color. Our goal is to foster a culture of inclusivity and diversity that empowers all members of the university community.

The Women’s Place, located in the West Union Building, provides a range of programs and services to support individuals and organizations on campus. These programs include workshops, speakers, and opportunities for members of the university community to engage with one another and explore the special skills and needs of returning adult learners.

Moving into the Future

The Women’s Place at West Union, 2009-2010 Strategic Plan

In spring 2009, The Women’s Place completed a full strategic planning process. The vision, goals, and objectives established through this process will guide our work as we strive to create a more equitable and diverse campus community.

Faculty Diversity

The Women’s Place at West Union has a strong commitment to promoting diversity and inclusion in our faculty ranks. We are working to increase the number of women and women of color in our faculty by providing support and resources to recruit and retain talented individuals.

Leadership Development

We believe that leadership is a critical component of personal and professional growth. The Women’s Place at West Union provides opportunities for leadership development and training, including workshops and conferences. These programs help individuals build the skills and confidence needed to succeed in leadership roles.

The Women’s Place is committed to providing high-quality, research-based programs and services that support individual and organizational development. We are proud to serve the Ohio State University community and look forward to continuing our mission of fostering a culture of inclusion and diversity.

Financial Support

The Women’s Place at West Union relies on financial support from a variety of sources to fund our programs and services. We are grateful for the support of donors who believe in our mission and are committed to creating a more equitable and diverse campus community.

The Women’s Place at West Union is located in the West Union Building at 105 West Union Building, Columbus, OH 43210. Contact us at (614) 292-3611 or visit our website at www.thewomenplace.org.

Thank you for your support and please consider giving to The Women’s Place at West Union to help ensure that we can continue to provide high-quality programs and services to individuals and organizations on campus.

The Women’s Place at West Union is a 501(c)(3) nonprofit organization. Your gift is tax-deductible.
Celebrating the Past

The 2010 Ohio State Report highlights 30 years of a critical phenomenon in the Women's Place (CWS), the Anniversary celebration. The experience focuses on the critical role of women in the center and the broader university community. In this edition, we celebrate the 30th anniversary of the Critical Difference for Women (CWS) through a series of testimonials from re-entry scholarship recipients, faculty, staff, and students who have been instrumental in the development of the center.

Individual Testimonials

Dale Holloway, the first woman entrusted with the leadership of the Center for Women in the 1980s, shares her story. She explains the importance of the center's role in supporting women on campus and highlights the challenges she faced as the center's director. Holloway's remarks are followed by a series of testimonials from current and former re-entry scholarship recipients, faculty, and staff. These testimonials highlight the center's contributions to the university community and the impact it has had on the lives of those who have benefited from its programs and services.

Groups of Women and Critical Difference for Women

The Anniversary celebration is an opportunity for women and men to be part of the university community. The anniversary celebration is a time to reflect on the center's accomplishments and the challenges it faces in the future. The center's goal is to continue to support women on campus and to be an advocate for their needs and interests.

Understanding the Present

The center's role in the university is to provide a supportive network of resources for women. This role is achieved through the center's programming and services, which are designed to meet the needs of women on campus. The center's programming includes workshops, seminars, and other events that focus on women's issues and needs. The center's services include counseling and consultation, career support, and support for women in leadership positions.

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Celebrating the Past

Ruth Ella Moore’s 50-year career at the University of Tennessee includes many highlights of firsts. She was the first African American woman in the State of Tennessee to receive a bachelor’s degree, a master’s degree, and a Ph.D. She was also the first African American woman to head a library, to be a full professor in the engineering department, and to serve as a university administrator.

Moore’s contributions to the University of Tennessee include her role as the first African American woman to serve as a full professor in the engineering department and as the first African American woman to serve as an administrator. She was also the first African American woman to head a library and the first African American woman to serve as a dean.

In addition to her role as an administrator, Moore was also an active member of several professional organizations. She was a member of the American Library Association, the American Society for Engineering Education, and the National Society of Black Engineers.

Moore was a founding member of the National Organization of Black Women Faculty, which is now known as the National Alliance of African American libraries.

Final Words

The University of Tennessee has a rich history of diversity and inclusion, and we are committed to continuing that tradition in the future. As we look to the future, we must continue to build upon the legacy of Moore and other leaders who have come before us.

We are proud to be part of an institution that values diversity and inclusion, and we look forward to seeing what the future holds for the University of Tennessee.

Ruth Ella Moore is an inspiration to all of us, and we are grateful for her contributions to the University of Tennessee.
**Table 3**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>October 1999</th>
<th>October 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Am. Indian</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Asian Am.</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Hispanic</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>White</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Status of Women at The Ohio State University**

Tompkins, Fabi, and, Assistant through Full, Regular Tenure- and Clinical-Track Faculty 1998-2009

**Figure 1**

<table>
<thead>
<tr>
<th>Women as a Percentage of all Faculty in Rank</th>
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<tbody>
<tr>
<td>5%</td>
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<tr>
<td>10%</td>
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<tr>
<td>35%</td>
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<tr>
<td>40%</td>
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<tr>
<td>45%</td>
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</table>

**Message from the Chair**

This year marks the tenth anniversary of the important commitment by the Ohio State University to an inclusive culture of diversity, equity, and gender. This year marks the tenth anniversary of the significant efforts of the Women’s Place and the President’s Council on Women’s Progress (PPCW) to ensure the vitality of women’s advancement, leadership, and opportunity at Ohio State.

The President’s Council on Women’s Progress (PPCW) is the result of a commitment to broad, meaningful, and immediate action by President Gee and Provost Everts in 2001. The goal of the PPCW is to be a catalyst for fundamental and systemic change at The Ohio State University. It is committed to act as a critical “steering committee” to lead women in the university into a more powerful, more cohesive, and more influential leadership class.

The Women’s Place (TWP) is dedicated to increasing the presence and impact of women in academic and administrative leadership roles. The Women’s Place works with individuals, groups, and departments to create a welcoming and supportive environment for women.

**Strategic Goals**

- To develop and implement policies and practices that support women’s leadership, progress, and opportunities.
- To promote women’s leadership, progress, and opportunities in all areas of the university.
- To provide women with opportunities to develop their leadership skills and to contribute to the university’s mission.
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**Guiding Principles**

- To promote women’s leadership, progress, and opportunities in all areas of the university.
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**TWP’s Role**

- To provide women with opportunities to develop their leadership skills and to contribute to the university’s mission.
- To promote women’s leadership, progress, and opportunities in all areas of the university.
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- To provide women with opportunities to develop their leadership skills and to contribute to the university’s mission.
Table 1

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Am. Indian</td>
<td>+12%</td>
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<tr>
<td>Asian Am.</td>
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<td>-1%</td>
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<tr>
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<tr>
<td>Change in percentage</td>
<td>+12.2%</td>
<td>+1.1%</td>
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Table 2

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<tr>
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<td>2007</td>
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<td>2008</td>
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<td>63%</td>
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<td>2009</td>
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Table 3

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<td>15%</td>
<td>30%</td>
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<td>2006</td>
<td>16%</td>
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<tr>
<td>2007</td>
<td>17%</td>
<td>33%</td>
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<tr>
<td>2008</td>
<td>18%</td>
<td>34%</td>
</tr>
<tr>
<td>2009</td>
<td>19%</td>
<td>35%</td>
</tr>
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</table>

Figure 1: Percent Female by Faculty Rank (Men’s, Liberal, and Senior Faculty) 1998-2010

Strategic Goals

1. To develop and implement strategies that advance women's role in the recruitment, development, and retention of faculty and professional staff.
2. To develop and implement strategies that support women in leadership roles.
3. To create and implement an office in the Office of the Provost that will support women in leadership roles.
4. To implement institutional and engagement data systems that will provide information on women in leadership roles.
5. To develop, implement, and evaluate strategies that will support women in leadership roles.
6. To implement institutional and engagement data systems that will provide information on women in leadership roles.

Outlining Principles

1. To provide leadership for change.
2. To provide leadership for change.
3. To provide leadership for change.
4. To provide leadership for change.
5. To provide leadership for change.
6. To provide leadership for change.

The Women's Place

The Women's Place offers a range of the university that supports all communities, services, and faculty. Additionally, the College of Women's Place offers a range of resources that are available to all faculty.

Mission

The Women's Place serves as a catalyst and advocate to support the community and promote gender equity, diversity, and faculty development.

Vision

The Women's Place serves as a catalyst and advocate to support the community and promote gender equity, diversity, and faculty development.
The Women's Place

The Women's Place (TWP) affirms a new name for the university that supports all investments in women's education, and reflects the collaborative 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 gender equity, inclusive, and anti-oppressive environments, and support the university community.

Strategic Goals

• Transforming policies, practices, and educational strategies for individuals and institutions to achieve change.
• Building collaborative opportunities, for community and leadership roles.
• Creating and conducting research to advance gender equity; guidelines for meaningful dialogue and development.
• Ensuring university representation, and expand equity, freedom, and dignity for all people.

Figure 1

Percent Female by Faculty Rank (Women's, Liberal, and Senior Faculty 1999-2009)

<table>
<thead>
<tr>
<th>Rank</th>
<th>1999</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
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<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
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<td>3.1%</td>
<td>3.1%</td>
<td>3.1%</td>
<td>3.1%</td>
<td>3.1%</td>
<td>3.1%</td>
<td>3.1%</td>
<td>3.1%</td>
<td>3.1%</td>
<td>3.1%</td>
<td>3.1%</td>
</tr>
<tr>
<td>Men</td>
<td>96.9%</td>
<td>96.9%</td>
<td>96.9%</td>
<td>96.9%</td>
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<td>96.9%</td>
<td>96.9%</td>
<td>96.9%</td>
</tr>
</tbody>
</table>

Change in percentage

Women of Color

October 1999

0

October 2009

12

Women of Color

Figure 2

Percent Female by Faculty Rank (Women's, Liberal, and Senior Faculty 1999-2009)

<table>
<thead>
<tr>
<th>Rank</th>
<th>1999</th>
<th>2000</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
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</tr>
</tbody>
</table>

Change in percentage

Women of Color

October 1999

0

October 2009

12

Status Report on Women at The Ohio State University

2010

Prepared by

The President's Council on Women

and The Women's Place

The Ohio State University

October 2010

Message from the Chair

This year marks the second and significant milestones for the President’s Council on Women (PPCW) and The Women’s Reception in October. These accomplishments add to the overall progress toward the annual goals. The Women’s Reception in October, beginning with the Women’s Reception in October, began as a small idea, and was supported by many talented volunteers who worked tirelessly to make it work. Each event builds upon the success of the other, and we are proud of the women who have made our program a success.

This year also marks an important change for both the TWP and the President’s Council on Women. The Women’s Reception in October is not just about growing our numbers, but about making a difference. Women’s reception in October not only marks the beginning of the academic year but also marks the beginning of a new era for the institution. It is a time to reflect on the past, to welcome new students, and to make a commitment to the future. It is a time to celebrate the progress that has been made and to focus on the work that still needs to be done.

To provide data alignment with the president’s overall strategic goals, beginning is used to evaluate the changes with our faculty and staff. The Women’s Reception in October, and the other way, The Women’s Place (TWP) will set goals for each year. In the coming year, the Cleveland State University received a second round of funding for the President’s Council on Women. In total, the President’s Council on Women will invest $32,000 to support the Women’s Reception in October, and $10,000 to support the Women’s Reception in October.

During the 2020-2021 academic year, the President's Council on Women of The Ohio State University is pleased to announce the 10th anniversary of the Women's Place at The Ohio State University. The Women’s Reception in October will mark this milestone with a year-long celebration of Ohio State women and their accomplishments. The celebration will highlight some of the great achievements of women and the community at large. The Women’s Reception in October celebrates the past accomplishments of women at The Ohio State University and the future opportunities that lie ahead.

Important to note, however, is that the Women’s Reception in October does not mark the end of our work. The Women’s Reception in October serves as the beginning of a new chapter in our efforts to create a more equitable and inclusive campus environment. We look forward to continuing our work to support all students, faculty, and staff in making The Ohio State University a place where everyone feels supported and valued.