The Work Goes Forward

Research Progress: The Faculty Cohort Project

Engineering departments across the country are concerned about the lack of women in the faculty and within students body. At Ohio State, women currently represent 17% of the full-time faculty in engineering, virtually unchanged from the 16% reported in 1994. Despite the efforts that President's Council on Women's Issues have made to increase the representation of women in faculty, the current status of the gender issues in the college remains unchanged. Jill Ellingson, Interim Assistant Vice Provost for Women's Policy Initiatives and Dean Jim Williams, the first Ohio State dean to partner with the President's Council, The Women's Place, and The President's Council and The Women's Place will continue its partnership with the new faculty. This year, the data from 1993 to 2003 shows progress in the following areas:

- The percentage of women at the assistant rank decreased, from 39.2% (358) to 36.88% (326)
- Women of African American descent became heads of four tenure-initiating units; women leading tenure-initiating units decreased from 16.5% to 14.3%
- A large discrepancy exists in most colleges between the number of women graduate/doctoral students and the number of women faculty. The university is committed to the professional development of staff as well as students; faculty. Parallel programs in leadership are being developed for each. As you can see in this report, the numbers of women students in most graduate and professional programs increased and remained stable in the remaining programs.

During this same period, there are other data which raise concerns. Fewer women have moved into leadership roles within initiating units. We also see a significant reduction in the number of assistant professors in general as well as those in the African American descent. We have also seen a large increase in the number of women students in most graduate and professional programs increased and remained stable in the remaining programs.

The Women's Place

The Women's Place is responsible for developing the strategic goals. The Women's Place, the six goals approved and will guide the work of The Women's Place for the next three years:

1. Continue the agendas and a champion for the advancement of women and leadership in Ohio State.
2. Continue to act as a voice and a champion for the advancement of women at Ohio State.
3. Enhance The Women’s Place’s capacity to provide high-quality consultation and innovative and engaging data collection to inform and aid us related to the progress of women.
4. Enhance the Women’s Place’s ability to sign to assist in the advancement of women.
5. Encourage and expand the Women’s Place’s work in the area of community outreach.
6. Continue to act as a voice and a champion for the advancement of women at Ohio State.

The Women's Place Strategic Goals

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### Gender Profiles

**Distribution of Students and Faculty as Role Models by Gender**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Academic Year 2003/04</th>
<th>2004–2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>32%</td>
<td>34%</td>
</tr>
<tr>
<td>Male</td>
<td>68%</td>
<td>66%</td>
</tr>
</tbody>
</table>

**Women Faculty: Racial and Ethnic Diversity**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Academic Year 2003/04</th>
<th>2004–2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>9%</td>
<td>8%</td>
</tr>
<tr>
<td>Asian American</td>
<td>5%</td>
<td>6%</td>
</tr>
<tr>
<td>Native American</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>24%</td>
<td>22%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

**Australian Total** | 0% | 0% |
| Asian American Full | 0% | 0% |
| Asian American Assistant | 0% | 0% |
| Asian American Faculty | 0% | 0% |
| Asian American | 0% | 0%

### Collaborative Strategies for Action

#### NSF ADVANCE Program

- **The NSF/ADVANCE Program** provides Institutional Transformation Awards to support academic leaders as they reform their institutions through gender change. Programs funded by the ADVANCE grant support the advancement of women and men in academic careers. Results from other ADVANCE grants indicate that women are now being hired at the university with the participation of the Ohio State University that will result in the advancement of women and men in academic careers. Results from other ADVANCE grants indicate that women are now being hired at the university with the participation of the Ohio State University that will result in the advancement of women and men in academic careers.

#### Education to Study "Retention for Success"

- The council recommends the following actions to maximize significant differences in the quality of hired women for women and all staff, faculty, and staff at the university. Implementation of these strategies will be coordinated by the Women’s Place.

### The Women's Place Leadership Programs

- **Professional Women (AFPW) to develop a model that positively retains and graduates women students through the university systems they must navigate and collect data to detect gaps and barriers to the success in education beyond high school. The Women’s Place and Council recommendations will be formulated, implemented, and evaluated for impact on students and faculty.**

#### Faculty Cohort Project

- **American Council on Education** provides two year-long faculty development programs for women faculty and faculty-development professionals in their roles as mentors of women faculty. The goals of the program are to: (a) provide women faculty with the skills, support, and knowledge they need to succeed in their roles as mentors of women faculty; (b) build a network of women faculty who can support one another along with the similarities in their experiences; and (c) provide opportunities for women faculty and staff to contribute to the development of leadership models that will lead to the highest levels of fulfillment and well-being in their roles as leaders. These models will be valuable. Problems of gender equity are not unique to the sciences and engineering, but are prevalent across the entire university.

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#### Awards to support academic leaders as they reform their institutions through gender change. Programs funded by the ADVANCE grant support the advancement of women and men in academic careers. Results from other ADVANCE grants indicate that women are now being hired at the university with the participation of the Ohio State University that will result in the advancement of women and men in academic careers.

#### Tenure-Initiating Units: Heads: Gender Comparison

<table>
<thead>
<tr>
<th>Academic Year 2004–2005</th>
<th>Women Faculty</th>
<th>T/T-HRs</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>22%</td>
<td>20%</td>
</tr>
<tr>
<td>Asian American</td>
<td>22%</td>
<td>19%</td>
</tr>
<tr>
<td>Native American</td>
<td>10%</td>
<td>9%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>21%</td>
<td>20%</td>
</tr>
<tr>
<td>Other</td>
<td>24%</td>
<td>23%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

**Note:** For those women faculty who are tenure-candidates, all T/T-Hr values are in the range of 19% to 21%. This reflects the advocacy efforts of the council members who support the retention of women faculty in their roles as leaders.