While we have made a lot of progress in recruiting and retaining women as faculty, the program for women of color faculty and staff still needs to grow.

**Women of Color Faculty Position Profile**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>October 2008 (Total Faculty)</th>
<th>% of Total (Women)</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>3 (0.1%)</td>
<td>2 (0.05%)</td>
<td>-0.5%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>9 (0.3%)</td>
<td>31 (0.9%)</td>
<td>+0.6%</td>
</tr>
<tr>
<td>Asian American</td>
<td>44 (1.4%)</td>
<td>108 (2.9%)</td>
<td>+1.5%</td>
</tr>
</tbody>
</table>

In most categories, women have made steady progress with the most dramatic improvements coming at the senior administrator level (24% increase in numbers of named professors). The actual numbers of assistant professors increased substantially from 1999 to 2008. In 2009, the percentage of women as a whole among the faculty increased by 5.5% during the years 1999–2008, the percent of women of color increased at a lesser rate by 2.25%. The progress for women of color faculty and staff has not been as steady.

**Vice presidents**
- African American: 0/10 (0%) to 2/13 (15%) -5%

**Assoc. vice presidents**
- African American: 0/0 to 0/0

**Exec., admin., and managerial**
- African American: 0/0 to 0/0

**Other professional staff**
- African American: 3389 (68.1%) to 5449 (65.2%) 6,826 (66.7%)

### Guiding Principles
- **TWP** recognizes that women's experiences and opportunities are affected by their race and ethnic background. We are committed to providing an environment that values and celebrates diversity, and we support a culture that affirms the value of the contributions of women of color.

### Mission
- The Women's Place (TWP) embraces a vision of the university that supports all women in all aspects of university life. The plan is included on the back cover of this report.

### Vision
- **TWP** seeks to be the catalyst for institutional change and to impact organizational culture through equity, freedom, and dignity for all people.

We have focused on the future, as informed by the past.

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接轨原生语境，拓展能力边界。
The Women’s Place

**Strategic Goals**
- Promote a campus environment and institutional strategies for women and men.
- Foster a campus environment and an institutional culture of leadership.
- Build community and connections.
- Implement mechanisms and engage data-driven strategies to inform decision making.

**Governing Principals**

**1.** Women’s Place promotes a campus environment that is gender neutral.

**2.** Women’s Place promotes a campus environment that is student-centered.

**3.** Women’s Place promotes a campus environment that is institutionally focused.

**Vision**

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

**Speech**

The Women’s Place serves as a catalyst for institutional change on campus opportunities for women and men.

**Mission**

The Women’s Place is a place of institutional change and support opportunities for students and staff. It is a student-centered, faculty, and staff-driven place for students and staff to thrive, advance, and make their full contributions within an environment characterized by equity, freedom, and dignity for all people.

**Table**

<table>
<thead>
<tr>
<th>Category</th>
<th>2000</th>
<th>2004</th>
<th>2008</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>TWP Directors**</td>
<td>848</td>
<td>1182</td>
<td>1125</td>
<td>+5.5%</td>
</tr>
<tr>
<td>Eminent scholars**</td>
<td>1/12</td>
<td>2/21</td>
<td>+2%</td>
<td></td>
</tr>
<tr>
<td>Faculty*</td>
<td>820</td>
<td>1182</td>
<td>1125</td>
<td>+5.5%</td>
</tr>
<tr>
<td>Named professors**</td>
<td>8</td>
<td>14</td>
<td>+4%</td>
<td></td>
</tr>
<tr>
<td>Assist. professors</td>
<td>370/905</td>
<td>517/1228</td>
<td>+1%</td>
<td></td>
</tr>
<tr>
<td>Assoc. professors</td>
<td>252/310</td>
<td>403/403</td>
<td>+34.3%</td>
<td></td>
</tr>
<tr>
<td>Full professors</td>
<td>121/184</td>
<td>234/234</td>
<td>+92%</td>
<td></td>
</tr>
</tbody>
</table>

**Note:** Women’s Place report on women 2009-2010.

**Report on Women 2009-2010** at The Ohio State University:

**Prepared by**

Cathy Bindewald
Chair, President’s Council on Women

The Women’s Place

Cathy Bindewald

Message from the Chair

Dear President’s Council on Women:

I am proud to announce that Cathy Bindewald, Associate Vice President and Dean of Students at The Ohio State University, has been appointed President of The Women’s Place. I am confident that Cathy will bring significant energy, leadership, and support to the work of the Women’s Place in the months and years ahead.

Cathy’s appointment follows a nearly yearlong vetting process that was highlighted by a forum at Ohio State University on March 31, 2010. Cathy has been serving in the role of Associate Vice President and Dean of Students since 2004.

Cathy has a strong commitment to diversity and inclusion and is well respected by her peers and colleagues at Ohio State. Her appointment is the result of a rigorous search process that included an in-depth review of candidates from across the campus. Cathy is the first woman to hold the position of President of The Women’s Place.

Cathy’s leadership will be instrumental in advancing the goals of The Women’s Place and will be a key contributor to the university’s strategic initiatives. I am confident that Cathy will continue to build upon the successes of The Women’s Place and will continue to be a strong advocate for the advancement of women at Ohio State.

Cathy is a leader in her field and has a strong commitment to diversity and inclusion. She is an innovative thinker and has a proven track record of success in developing and implementing programs that foster true dialogue and mutual understanding.

I look forward to working with Cathy and her team to advance the mission of The Women’s Place and to continue to build a more diverse and inclusive campus community.

Sincerely,

Cathy Bindewald
Chair, President’s Council on Women
In most categories, women have made steady progress with the most domestic changes occurring in the tenure track, regular research track, and regular clinical track.

In 2008, the percent of women students in the graduate and professional ranks has increased significantly. The data as of autumn 2008 reflects a 5% increase in the percent of women students in the Graduate and Professional ranks (52% to 54%) compared to 2003 (50%) and 1999 (48%).

In the years 1999–2008, the percent of women of color increased at a lesser rate by 2.25%. The actual numbers of women of color in each of the staff categories have increased at all percentages. Despite these increases, we still have substantial work to do.

The Women’s Place serves as a catalyst for institutional change to expand opportunities for women in, and aspiring to be in, the fields of higher education. Over the past 8 years, TWP has been a vital component of Ohio State’s progress with regard to women’s issues. If we are to continue to embrace a rate of change that is beyond incremental, the TWP and PCW have responded by forming new initiatives to support broad-based change on campus.

The Women’s Place recognizes that, “In a decentralized organization that intended to make advances on women’s issues, Ohio State needs a new mechanism.” The Women’s Place was to be that mechanism.

The President’s Council on Women (PCW) was created in 2000 by then Provost Ed Ray as a unit within the Office of Academic Affairs. It focuses on women staff and faculty. PCW’s charge is to collect information on current practice and to identify opportunities that would not have been possible without the mechanism provided by TWP and PCW. Indeed, TWP and PCW have been critical to this effort.

The Women’s Place recognizes that, “In a decentralized organization that intended to make advances on women’s issues, Ohio State needs a new mechanism.” The Women’s Place was to be that mechanism. The Women’s Place (TWP) enhances a vision of the university that supports all women and actively lead change efforts.
Women of Color at The Ohio State University

Levels actually decreased. The university continues to have very few American Indian women.

The actual numbers of women of color increased in each group with the exception of American Indian women.

Women of Color Senior Staff Positions Profile

<table>
<thead>
<tr>
<th>Category</th>
<th>1993-94</th>
<th>2003-04</th>
<th>2007-08</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exec., admin., and managerial</td>
<td>2 (1%)</td>
<td>3 (.6%)</td>
<td>3 (.6%)</td>
<td>-</td>
</tr>
<tr>
<td>Assist. vice presidents</td>
<td>4 (.5%)</td>
<td>5 (.8%)</td>
<td>6 (1%)</td>
<td>+4%</td>
</tr>
<tr>
<td>Assoc. vice presidents</td>
<td>3 (.3%)</td>
<td>4 (0.6%)</td>
<td>4 (0.6%)</td>
<td>+3%</td>
</tr>
</tbody>
</table>

Women of Color Faculty Profile (Assistant through Full)

<table>
<thead>
<tr>
<th>Category</th>
<th>1993-94</th>
<th>2003-04</th>
<th>2007-08</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professors</td>
<td>12 (2.3%)</td>
<td>18 (3.6%)</td>
<td>28 (4.8%)</td>
<td>+7%</td>
</tr>
<tr>
<td>Associate professors</td>
<td>41 (7.8%)</td>
<td>60 (11.7%)</td>
<td>78 (13.5%)</td>
<td>+5%</td>
</tr>
<tr>
<td>Assistant professors</td>
<td>138 (27.3%)</td>
<td>208 (41%)</td>
<td>310 (54.3%)</td>
<td>+53%</td>
</tr>
<tr>
<td>Instructors</td>
<td>133 (26.7%)</td>
<td>201 (40.1%)</td>
<td>327 (56.2%)</td>
<td>+65%</td>
</tr>
<tr>
<td>Lecturers</td>
<td>150 (29.3%)</td>
<td>231 (45.7%)</td>
<td>394 (69.2%)</td>
<td>+134%</td>
</tr>
</tbody>
</table>

The Women's Place

Vision

The Women's Place (TWP) endorses a vision of the university that supports all women. This includes full participation and the full development of women's leadership and professional development opportunities for women.

In closing, at the request of President Gee, to provide continuity at the time of leadership transition, I am pleased to announce that Deb Ballam, associate provost and director of The Women's Place, will work alongside Cathy Bindewald, chair of the President's Council on Women, to continue and develop the strategic work that has been accomplished.

Message from the Chair

Cathy Bindewald

In 1993-94, 2% of the women in our university were assistant professors. By 2007-08, that number had increased to 11%. There is still a long ways to go for women faculty and staff at The Ohio State University. The plan is included on the back cover of this report.
Working to Change the Institutional Culture

The focus of TWP/PCW is on changing the institutional culture of the university to make it a better place for women and men. This requires the ongoing reevaluation of change initiatives to establish a culture where all individuals feel safe and respected. We have found that the most effective changes happen when individuals and groups pursue projects and initiatives that they can be passionate about and have ownership in. In the following sections, you will find examples of this type of change in action.

Lead By Example: Leadership Initiatives

Our primary role as leaders is to encourage more women to undertake leadership roles and to provide leaders with the tools they need to be successful. In the following sections, you will see examples of this type of leadership initiative.

Leadership Tracking/Professional Development

Through collaborative initiatives, TWP has been able to secure the support of the university to create leadership forums. The purpose of these forums, which are open to all faculty and staff, is to provide a space where individuals can come together to discuss the latest research on leadership and to explore ways in which the university can move forward in terms of creating a more inclusive and equitable culture.

The PPLI will be under review in 2009-10 to determine its next steps and relationship to the broader university. Other campuswide professional development initiatives include the Office of the Provost's Leadership Institute (a two-year program for assistant deans), the Leadership Development/Exchange Program (which provides its members with the opportunity for informal group learning), and the TWP-PCW-sponsored Leadership Academy.

The Art of Hosting Meaningful Conversations

TWP has taught us the importance of listening to the other side's change. This year's focus on conversations and community building is a reflection of these lessons. The Time to Talk initiative provides the opportunity for faculty and staff to come together to discuss their experiences and to begin to understand what culture and climate mean.

The second phase of the new HERS (Bryn Mawr) program is designed to provide another opportunity for women faculty to engage in professional development. A 30-day faculty retreat is planned for each cohort. An additional $100,000 has been committed to fund the program. The retreats will be held at the Women's Place. The goal is to provide a space for women to learn about what culture and climate mean.

Other Leadership Development Activities

This workshop series for women faculty, researchers, and graduate students in the sciences is coordinated by the Office of the Provost. Workshops focus on topics such as time management, communication, and work-life balance. The series is designed to help participants develop effective strategies for managing their careers.

Policy Changes

TWP and PCW are committed to addressing the institutional policies and practices that impact women's ability to succeed in higher education. Our workshops and events focus on identifying and eliminating policy changes that negatively affect women and to developing mechanisms to support women in their pursuit of academic and professional goals.

The Ohio State University enjoys a long tradition of commitment to the advancement of women in academia. The Women's Place was created in 2000 as a focal point for the university to develop policies and practices that support the success of women in higher education. Since its inception, the Women's Place has been dedicated to providing a collaborative environment for faculty, staff, and students to share ideas and experiences, as well as to support the development of new policies and practices.

The Ohio State University is committed to the development of policies and practices that support the success of women in higher education. Since its inception, the Women's Place has been dedicated to providing a collaborative environment for faculty, staff, and students to share ideas and experiences, as well as to support the development of new policies and practices.

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Connecting Women Across the University

The Ohio State University is committed to the development of policies and practices that support the success of women in higher education. Since its inception, the Women's Place has been dedicated to providing a collaborative environment for faculty, staff, and students to share ideas and experiences, as well as to support the development of new policies and practices.

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Working to Change the Institutional Culture

This focus on TWP/TWP is not unique to Ohio State; the institutional culture of any university is a make or break factor in determining the success of any institutional change efforts. The Ohio State experience can be used as a case study to explore some of the challenges, strategies, and lessons that have emerged from the experience.

The Impact of Change: A Focus on TWP/TWP

The TWP/TWP has worked with and trained hundreds of faculty and staff during its existence. A summary of the activities of the TWP/TWP is a testament to the incredible effort and creativity of this group. The TWP/TWP has been active in re-envisioning the climate in which women faculty and staff operate, and the results of this work are reflected in the outcomes that the group has achieved.

Leadership Training/Professional Development

Many programs and workshops have been developed to support leadership and professional development for women faculty and staff at Ohio State. The Women's Place (TWP) was established as the institutional sponsor of these programs in 1993. Since that time, TWP has provided financial support for the professional and leadership development activities at The Ohio State University.

The Staff Leadership Series (SLS) has enrolled four cohorts totaling approximately 80 women. This program focuses on providing both skill building and networking opportunities for staff women. The SLS has been designed to meet the needs of women at all levels of the university, and the program has been successful in attracting participants from across the university.

The Art of Hosting Meaningful Conversations (AoH) offers a number of programs designed to help faculty and staff create and maintain meaningful conversations about diversity and inclusion. These programs are designed to help faculty and staff understand and address the challenges of diversity and inclusion in the workplace.

To create a community of practitioners or Ohio State to hold up the capability of the university to provide an equitable environment for all people. TWP has engaged in a wide range of activities to support these goals, including the development of a strategic plan for the next five years.

The Future: The Women's Place Strategic Plan, 2009-2014

The current strategic plan continues to recognize, as Provost Ray did when he created TWP, the need to ensure that all women and men have equal opportunities to achieve their highest potential. The plan outlines a range of initiatives designed to support these goals, including the development of a strategic plan for the next five years.

Policy Changes

In addition to supporting affinity groups, TWP also assists individuals who want to change university policy. TWP has worked with and supported the Office of the Provost/Office of the President, the Office of the Provost/Office of the President, and the Office of the Provost/Office of the President to develop and implement policy changes that have had a significant impact on the university. In addition to supporting the development of policy changes, TWP has also worked to ensure that these changes are implemented and sustained.

Connecting Women Across the University

The Future: The Women's Place Strategic Plan, 2009-2014

The Women's Place is focused on developing a strategic plan that will allow the Women's Place to sustain its work and continue to support women and men across the university. The strategic plan will provide a roadmap for the Women's Place to achieve its goals and objectives, and will be developed in consultation with the Women's Place Council and other university stakeholders.

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Working to Change the Institutional Culture

The focus on the TWP/FIW program is on changing the institutional culture of the university to make it a more hospitable, supportive, and equitable environment for female leaders. This requires the institution to change not only its policies in terms of gender equity, but also its culture in terms of values, beliefs, and practices that are adopted by faculty and staff and that shape interactions and outcomes for women and other underrepresented groups. This is a complex and challenging process that requires sustained, collaborative efforts from multiple stakeholders.

Training.

Hundreds of faculty and staff have participated in these programs. Their future training needs to create a hospitable and supportive culture for all. These programs leadership at all levels in creating the climate in which women faculty and staff operate.

The Art of Hosting.

The Art of Hosting is a method for artfully facilitating conversations in groups of all sizes, supported by principles that help maximize the potential of the participants to come together, think big, explore questions, and take action. The method is based on research into the psychological forces that shape personal and collective behavior. These forces influence how individuals act together. The facilitation process helps participants change the way they think about and respond to the situations and people they encounter. It helps them see the connections between themselves, others, and the world around them.

The Leadership Institute.

The Provost’s Leadership Institute (PPLI) is a two-year program designed to support the leadership development of faculty of color and several men participate. The two-year program consists of 12 moderated peer groups that meet monthly, among other activities.

Invisible Barriers for Women and Minority Faculty.

Stereotypes are a critical factor in creating the climate in which we all work and study. One of PCW’s most significant accomplishments to date was the development of the invisible barriers for women and minority faculty program. It was developed to help faculty and staff understand the impact of stereotypes on their own behavior and on the behavior of others. The program includes lectures, workshops, and small group discussions that help participants identify, reflect on, and challenge stereotypes that may be holding them back. It also provides strategies for creating a more inclusive and equitable environment.

The Making Work Work.

This program focuses on creating a more inclusive and supportive environment for women faculty by providing ongoing coaching and support. It includes a mentoring network for women faculty, a workshop to support women in leadership roles, and a series of small group discussions to help participants develop strategies for addressing challenges they may face in their careers.

The Women’s Place.

TWP continues to support a number of additional programs that are important to the success of TWP. The programs are:

- The Art of Hosting: a program that focuses on the development of skills for facilitating conversations in groups of all sizes, supported by principles that help maximize the potential of the participants to come together, think big, explore questions, and take action.
- The Leadership Institute: a two-year program designed to support the leadership development of faculty of color and several men.
- Invisible Barriers for Women and Minority Faculty: a program that was developed to help faculty and staff understand the impact of stereotypes on their own behavior and on the behavior of others.
- The Making Work Work: a program that focuses on creating a more inclusive and supportive environment for women faculty.

The Future of the Women’s Place and the Women’s Place Strategic Plan.

The Women’s Place, the original plan for the program, was intended to establish an institutional framework and provide support for women faculty and students. The program has evolved over time to focus on creating a more inclusive and equitable environment for all members of the university community. During the 2008-2009 academic year, the Provost’s Office developed TWP’s third strategic plan.

The new strategic plan includes a number of initiatives that will help TWP to continue to achieve its goals. These initiatives include:

- Developing a comprehensive plan to support the leadership development of faculty of color.
- Enhancing TWP’s capacity to provide consultation and strategies to units on campus that seek to create a more inclusive and equitable environment.
- Enhancing the university’s child care services.
- Enhancing the university’s child care services.

Policy Changes.

Policy changes that have been made or are in the process of being made to address the diverse needs of women and underrepresented groups.

Connecting Women Across the University.

The Women’s Place provides a variety of opportunities for women to connect with one another and with other members of the university community. These opportunities include:

- A mentoring network: a program that pairs women faculty and students with mentors who can provide guidance and support.
- A workshop: a program that provides training and support for women faculty and students who want to develop leadership skills.
- A series of small group discussions: a program that provides a forum for women faculty and students to discuss issues related to their careers.
Working to Change the Institutional Culture

To encourage more women to undertake leadership roles and to provide leaders with the tools they need to succeed, Ohio State University created the TWP/PCW (The Women's Place/Policy Change). This project followed women faculty hired in the year 2001 over the first four years of their careers. The focus of TWP/PCW is on changing the institutional culture at the university to make women feel welcomed and valued. The goal is to reduce the gender gap in promotion rates and leadership opportunities and to make women feel comfortable in the academic environment.

A number of those who have completed the program have been promoted into department chairs and (2) to prepare chairs better so that they could create a climate in which women could thrive. This workshop series for women faculty, researchers, and graduate students in the sciences included discussions on the research process (because they participate in the design, the process is by definition transparent). AoH has been described as “an emerging group of methodologies for understanding human interaction patterns in general are a source of stress and can harm relationships. Without The Women’s Place, this issue would not have been addressed.

The Art of Hosting Meaningful Conversations

TWP has taught us the importance of building a stronger community. The stories, concerns, and experiences of Ohio State women have been shared in a safe environment where ideas are exchanged and gained. The Art of Hosting Meaningful Conversations (AHMC) is a method of facilitating group conversations that can lead to positive change. The AHMC process is a proven technique that helps people work together more effectively and build community. AHMC is a structured group conversation that is facilitated by a skilled guide. The guide helps people identify and explore the issues they want to discuss, and then guide the conversation to a meaningful and productive conclusion.

The Art of Hosting Meaningful Conversations (AHMC) offers a number of benefits to participants. AHMC can increase the effectiveness of group discussions by creating a safe space for people to share their thoughts and feelings. AHMC can also help to build trust and understanding among group members. AHMC is a method of facilitating group conversations that can lead to positive change. The Art of Hosting Meaningful Conversations (AHMC) is a method of facilitating group conversations that can lead to positive change.

Child Care

Children represent a major barrier to entry for women compared to men in academia. The challenge is to make the academic environment more accessible and welcoming for women and their children. The challenge is to make the academic environment more accessible and welcoming for women and their children. The challenge is to make the academic environment more accessible and welcoming for women and their children. The challenge is to make the academic environment more accessible and welcoming for women and their children. The challenge is to make the academic environment more accessible and welcoming for women and their children.

Policy Changes

TWP and PCW are committed to allowing the institution to be more welcoming and provide opportunities for women to succeed. TWP has implemented several policy changes, including:

• The Working Mothers Support group developed shortly after TWP was created. The goal of the group is to provide support to working mothers, including finding solutions to the challenges they face while raising children and pursuing academic success.

• The Black Women's Faculty and Professional Staff Association is an informal network of women of color who share their experiences and support each other. The group meets Occasionally to discuss issues that are important to women of color.

• The Future of the Women's Place Strategic Plan, 2003-2014

Ohio State Women’s Place, the original strategic plan for 2003-2014, was launched to establish Ohio State as a national leader in recruiting and supporting women and women’s research. The plan also aimed to support women’s advancement and development of strategies to overcome these barriers, and to influence the larger scientific community.

• The Working Mothers Support group developed shortly after TWP was created. The goal of the group is to provide support to working mothers, including finding solutions to the challenges they face while raising children and pursuing academic success.

• The Black Women’s Faculty and Professional Staff Association is an informal network of women of color who share their experiences and support each other. The group meets Occasionally to discuss issues that are important to women of color.

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Working to Change the Institutional Culture

involve a significant investment of time from the participants and provide extensive training they need to create a hospitable and supportive culture for all. These programs encourage more women to undertake leadership roles and to provide leaders with the leadership at all levels in creating the climate in which women faculty and staff operate. 

This was a major project for The Women’s Place during its first faculty cohort project. Activities can be found in past annual reports available at womensplace.osu.edu. 

The focus of TWP/PCW is on changing the institutional culture at the university to make it more compatible for women’s success. This report provides a glimpse into some of the activities that have taken place.

Other Leadership Development Activities

This workshop series for women faculty, researchers, and graduate students in the sciences was funded by the Provost’s Office to support additional leadership development opportunities for women faculty and staff. The series addresses issues related to leadership and managing change, teaching and learning, scholarship, and public engagement.

The Art of Hosting Meaningful Conversations (AoH) offers a number of strategies about how human interaction patterns in general are a source of stress and we as human beings interact and treat each other in our everyday work lives.

Women faculty listed faculty meetings as one of the most significant sources of stress in their work. Other than ending blatant overt discrimination and hostile environments, no one really talked about strategies for making faculty meetings less stressful.

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The PCW helps support the campus-wide implementation of Ohio State’s Staff Talent Plan, one component of which focuses on enhancing TWP’s capacity to provide consultation and strategies to units on campus that seek to create constructive change. The PCW is comprised of administrators, faculty, and students from each college, school, and campus of the university.

Policies Changes

TWP and PCW are committed to allowing the institutional policies and procedures to be implemented in a way that is consistent with the spirit of the policies and procedures. TWP and PCW have appointed a representative to the Board of Trustees to support additional leadership development opportunities for women faculty and staff.

The Art of Holding a Reflection Session: The opportunity to build and maintain relationships with other women and to support each other in their professional development.

联网到社区—women in sciences. Hopkins, a professor at MIT, is a member of the National Academy of Sciences and a fellow of the American Academy of Arts and Sciences.

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The year 2009 was for the PCW and TWP a year of building, planning, and preparation for women’s concerns at The Ohio State University. In addition, we outline the initiatives that have taken place that likely would not have been possible without the mechanism provided by TWP and PCW. Indeed, TWP and PCW continue to present women with opportunities to be involved in an environment that recognizes that the advancement of women leads to the recruitment, retention, and development of women leaders not just for the college or program they represent but for the entire university.

Women have progressed during this decade. It is important to note that with the passage of time, the percentage of women in leadership positions has increased from 30% to 40%, with the most significant gains in the last six years. As we approach the centennial in 2020, we are encouraged by the current increased percentage of women at all levels of the university, from the faculty to the president’s cabinet. The Women’s Place (TWP) recognizes that, “In a decentralized organization that intended to make dramatic improvements in the climate for women, we are not yet there.”

In most categories, women have made steady progress with the most dramatic gains in the past six years. Women currently compose 40% of the tenured faculty and 34% of the tenure-track faculty. Women make up 25% of named professors, 47% of endowed chairs, and 58% of senior administrators. Women composition has experienced progress and we now have extraordinary women leaders as vice presidents, deans, and in other high-level offices at the university.

I first want to acknowledge that, as promised, President Gee and Provost Alutto have built a more diverse Ohio State leadership. We have experienced progress and we are encouraged by the current increased percentage of women at all levels of the university, from the faculty to the president’s cabinet. The Women’s Place (TWP) recognizes that, “In a decentralized organization that intended to make dramatic improvements in the climate for women, we are not yet there.”

While we have much to celebrate before looking at progress for women as a whole, the progress for diversity and inclusion has been slower. We do note that in the past six years we have seen a significant increase in the percentage of women students in the graduate and professional ranks. While we have much to celebrate when looking at progress for women as a whole, we are concerned about the lack of women representation at the highest levels of the university.

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