## The Women’s Place (TWP)

### Status Report 2011 on Women

**The Women’s Place and The Ohio State University**

**September 15, 2011**

### Message from The Women’s Place

**Leadership of All Types**

Leaders of all types, no matter their university rank, job description, gender, gender identity, race, cultural background, or any other characteristic, can exhibit leadership by undertaking new tasks, learning new skills, stepping forward to correct a stereotype, offering suggestions in meetings, volunteering in their communities, and using their skills to foster a supportive, and safe university environment.

### Status of Women at The Ohio State University

#### Autumn, 2010 to Autumn, 2011

**Table 1**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>White</td>
<td>0</td>
<td>10</td>
<td>+10%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1.9%</td>
<td>1.2%</td>
<td>-19.3%</td>
</tr>
<tr>
<td>Asian Am.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Am. Indian</td>
<td>0.2%</td>
<td>3</td>
<td>+127%</td>
</tr>
<tr>
<td>2 or more races</td>
<td>Not available</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

#### Absolute Number of Women

**Table 2**

<table>
<thead>
<tr>
<th>Status of Women at The Ohio State University</th>
<th>Autumn, 1999</th>
<th>Autumn, 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deans</td>
<td>10/40</td>
<td>2/10</td>
</tr>
<tr>
<td>Non-Faculty Executive Staff</td>
<td>4/11</td>
<td>20/11</td>
</tr>
<tr>
<td>Faculty</td>
<td>4304/6662</td>
<td>149/1139</td>
</tr>
<tr>
<td>All Faculty</td>
<td>1276/3767</td>
<td>549/1262</td>
</tr>
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#### Change in Percentage

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### Guiding Principles

- The Women’s Place serves as a catalyst for institutional change to expand opportunities for women’s growth, leadership, and power in all academic, administrative, and professional development opportunities.
- **TWP** encourages that men as well as women participate.
- **TWP** expects that recruitment, retention, and advancement will reflect our commitment.
- **TWP** works with presidents and deans to create new and innovative programs to support and recognize contributions.
- **TWP** allows for participation and advancement in academic, administrative, and professional development opportunities.
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### The Women’s Place (TWP)

The Women’s Place has grown from a summer program to an annual conference that attracts participants from around the world. The program includes a diverse range of topics, including leadership, mentorship, and networking opportunities. The Women’s Place has also expanded its outreach efforts, including partnerships with other organizations and institutions. The Women’s Place continues to support the growth of women in leadership roles and works to ensure that a diverse group of women is included.

Looking to the future, the Women’s Place will continue to focus on expanding opportunities for women in leadership roles and to ensure that a diverse group of women is included. The Women’s Place will also continue to support the growth of women in leadership roles and to ensure that a diverse group of women is included.

### Critical Differences

**Critical Differences**

The Women’s Place and The Ohio State University are committed to creating a supportive and safe university environment for all women. The Women’s Place and The Ohio State University are committed to creating a supportive and safe university environment for all women. The Women’s Place and The Ohio State University are committed to creating a supportive and safe university environment for all women. The Women’s Place and The Ohio State University are committed to creating a supportive and safe university environment for all women. The Women’s Place and The Ohio State University are committed to creating a supportive and safe university environment for all women.

### The Women’s Place and The Ohio State University

Women of Color Faculty Profile

**Table 3**

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Women in Senior Staff and Administrative Positions

Table 3

Table 2 Women of Color Faculty Profile

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<tr>
<th>Race/Ethnicity</th>
<th>Total 2010</th>
<th>Total 2001</th>
<th>Change in Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 or more races</td>
<td>Not available</td>
<td>Not available</td>
<td>0.13%</td>
</tr>
<tr>
<td>American Indian</td>
<td>3 (.1%)</td>
<td>2 (.05%)</td>
<td>-0.05%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>9 (.3%)</td>
<td>39 (1.03%)</td>
<td>+0.73%</td>
</tr>
<tr>
<td>Black</td>
<td>46 (1.5%)</td>
<td>68 (1.81%)</td>
<td>+0.31%</td>
</tr>
<tr>
<td>Other</td>
<td>Not available</td>
<td>Not available</td>
<td>0</td>
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Change in Percentage

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<table>
<thead>
<tr>
<th>Position</th>
<th>% of Total</th>
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<tbody>
<tr>
<td>Student</td>
<td>43.4%</td>
</tr>
<tr>
<td>General University</td>
<td>37.8%</td>
</tr>
<tr>
<td>Division Deans</td>
<td>18.8%</td>
</tr>
<tr>
<td>TIU Heads</td>
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</tr>
<tr>
<td>Deans (including regional</td>
<td>4.0%</td>
</tr>
<tr>
<td>Other professional staff</td>
<td>0.2%</td>
</tr>
</tbody>
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| Status of Women at The Ohio State University and divisional deans and (assistant and associate VP’s)

** Data are from 2001 and 2010; 1999 data are not available.

* Data are from summer 2011.

Associate professors

Full professors

Endowed chairs**

TIU heads*

Eminent Scholars**

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Strategic Goals

1. **Enhancing visibility:** To ensure that the contributions and achievements of women in leadership roles and activities are recognized.
2. **Leadership empowerment:** To participate in and actively lead change efforts.
3. **Aligning diversity initiatives:** To ensure that there is a diverse and collaborative environment where all women can thrive.
4. **Creating a supportive environment:** To ensure that women have access to educational and career development opportunities.

Guiding Principles

1. **Diversity:** A rich, visible, and inclusive team of people.
2. **Equity:** A workplace environment in which all women have equal opportunities.
3. **Support:** A place where women feel supported.
4. **Respect:** A culture of respect for all women.

Vision

The Women’s Place envisions a future where all women are well represented in leadership roles and work to ensure that a diverse group of women is included.

Message from The Women’s Place

The Women’s Place (TWP) is a university-wide development as a critical component of the university’s commitment to creating an inclusive environment that supports all members of the university. The TWP works to ensure that a diverse group of women is included in all aspects of university life, including recruitment, retention, and advancement. The TWP seeks to identify and remove barriers to the recruitment, retention, and advancement of women.

Leaders of all types, from students to faculty and staff, are encouraged to participate in the TWP by participating in TWP projects and initiatives. The TWP provides opportunities for students to learn about the university’s commitment to women in leadership roles and works to ensure that a diverse group of women is included. The TWP also encourages students to participate in the university’s commitment to women by participating in TWP projects and initiatives.

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Participation in the Staff Leadership Series truly has been transformative. Staff members have honed their leadership knowledge and skills and have increased their understanding of leadership roles and the importance of gender diversity.

My personal view of administrators and leaders involves tenacity and understanding as a faculty member and member of the university community. It is important that we continue to work:

- To foster a campus environment where students, faculty, and staff can thrive and reach their full potential.
- To encourage open communication and collaboration among all university stakeholders.
- To support the continued development and growth of the university's diverse community.

Final Words

The evaluation of the SSL and the SLS has been transformative. Both programs have enhanced the leadership ability and the diversity of university leaders.

Short-Term Leadership Programs

The PPLI is an 18-month program specifically designed to develop mid-career professionals and promote diversity within the university's leadership ranks. The program provides participants with opportunities to hone their leadership skills and gain a deeper understanding of higher education administration. The fifth cohort will begin in January 2012.

The Leadership Development Institute (LDI) is an intensive three-day program held in the Ohio Union. The program provides participants with strategies for developing collaborative relationships and facilitating change. Participants are given opportunities to apply leadership skills in practical and real-world scenarios.

The Peer Leadership Program (PLP) is a year-long program designed to prepare mid-career professionals to serve as effective leaders in their organizations. The program provides participants with opportunities to develop their leadership skills and gain a deeper understanding of higher education administration.

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Participation in the Staff Leadership Series has truly been a life-changing experience. The participants have honored, spurred, and accelerated my leadership ability and the diversity of leaders at the university.

Leadership Programs

Leadership within the university plays a critical role in creating an academic environment in which people are motivated to support diversity and inclusion among students, faculty, and staff. Ohio State has a history of leadership cultivation options.

TWP has been instrumental in developing leadership ability and alumni for Ohio State. TWP programs have been designed to attract and develop leaders for Ohio State. TWP programs have been designed to attract and develop leaders for Ohio State. TWP programs have been designed to attract and develop leaders for Ohio State.

The following women are among the many who have been inspired by the university-wide programs offered by TWP. Their influence benefits the university by providing leadership and management training for women at all levels and in all positions at the university. These programs assist women in developing their leadership ability and the diversity of leaders at the university.

The TWP initiated the Staff Leadership Series (SLS). These programs emphasize research and data related to gender balance in leadership positions. The SLS is an 18-month program specifically for women currently working in leadership positions who are looking to advance in their careers and gain a comprehensive understanding of leadership and management skills.

The SLS is designed to help participants develop leadership skills and management abilities, from personal effectiveness to organizational leadership. The program is open to mid-career women who have been in leadership positions for at least two years. The program includes a combination of classroom instruction, peer mentoring, and hands-on experience.

The program is sponsored by the Office of the President, Office of the Provost, Office of the Dean, and Department of Women's Studies. Participants are selected through a competitive process, and the program is open to women at all levels of the university.

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Participation in the Staff Leadership Series has truly been a life changing experience for me. I have learned leadership, personal accountability, and, especially, forging "One" Ohio State University (president.osu.edu/speeches/fac_100407.php). Focus on faculty success, commitment to our communities, simplifying university systems, focusing on technology on faculty and staff will be addressed. This PPCW subcommittee will develop and implement a new short- and long-term plan to support these goals. The first focus group was created by the PPCW chair and is called "The PPCW-Employee Dual Career (Partner Hire) Project."

"My view of adversity shifted from negative to positive and understanding as a faculty member; I am grateful for the office, Provost and President's leadership.

The evaluation of the SLS concluded it is effective and also identified which components of the program need further development. These components have been modified in the curricular program. The new model for the SLS is a 16-month program that begins in January. The program will be administered by the Office of Human Resources and will address the following issues:

- Enhancing the leadership journey and from many others. Campus offices and units that support faculty, primarily women and faculty from all disciplines, have implemented several initiatives designed to help women and men make that move to administrative leadership positions. As noted above, the tables in this report indicate much room for faculty, primarily women and faculty from around the university in the long term. Expert women will benefit the pool of people ready to take on these administrative leadership positions. As noted above, the tables in this report indicate much room for faculty, primarily women and faculty from around the university in the long term. Expert women will benefit the pool of people ready to take on these administrative leadership positions. As noted above, the tables in this report indicate much room for faculty, primarily women and faculty from around the university in the long term. Expert women will benefit the pool of people ready to take on these administrative leadership positions. As noted above, the tables in this report indicate much room for faculty, primary...
Participation in the Staff Leadership Pathbreakers Program has truly been a life changing experience for me. It has helped me understand and appreciate the diverse experiences of other leaders and has allowed me to see the university and beyond. Having a diverse group of leaders brings a strong message to everyone within the university and beyond. Having a diverse group of leaders brings a strong message to everyone within the university and beyond. It has been a wonderful experience to be in the company of other leaders who have diverse experiences and backgrounds. It has been wonderful to learn from each other and to share our experiences.

The TWP Pathbreakers Program is a series of workshops and seminars designed to help participants develop the skills and knowledge necessary to succeed in leadership roles. The program is open to all campus members, including faculty, staff, and students. The program includes sessions on leadership theory, communication skills, and conflict resolution. The program also includes opportunities for participants to network with other leaders and to learn from their experiences.

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**Table 2**

<table>
<thead>
<tr>
<th>Category</th>
<th>1999 Number</th>
<th>2010 Number</th>
<th>Change in Proportion (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>0.1%</td>
<td>0.05%</td>
<td>-0.05%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>86.5%</td>
<td>86.5%</td>
<td>0%</td>
</tr>
<tr>
<td>Black</td>
<td>5.3%</td>
<td>7.0%</td>
<td>1.7%</td>
</tr>
</tbody>
</table>

**Table 3**

<table>
<thead>
<tr>
<th>Category</th>
<th>1999 Number</th>
<th>2010 Number</th>
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</tr>
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<td>American Indian</td>
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<td>-0.05%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0%</td>
</tr>
<tr>
<td>White</td>
<td>86.5%</td>
<td>86.5%</td>
<td>0%</td>
</tr>
<tr>
<td>Black</td>
<td>5.3%</td>
<td>7.0%</td>
<td>1.7%</td>
</tr>
</tbody>
</table>

**Message from The Women’s Place**

The Women’s Place (TWP) views leadership development as a critical component of women’s leadership. The Women’s Place focuses on providing opportunities for women to develop leadership skills, professional advancement, and personal growth. TWP provides opportunities for women to share ideas, build networks, and learn about leadership skills. TWP offers workshops, seminars, and networking events to help women develop their leadership skills. TWP also offers resources and opportunities for women to connect with other women leaders and to learn about leadership in a variety of settings. TWP’s goal is to create an inclusive environment where women feel supported and encouraged to achieve their full potential. TWP is committed to providing resources and opportunities for women to develop their leadership skills and to create a more inclusive environment. TWP encourages women to seek out leadership opportunities and to take on leadership roles in their communities. TWP also encourages women to use their leadership skills to promote gender equity and to create a more inclusive environment. TWP recognizes the importance of leadership development for women and provides opportunities for women to develop their leadership skills. TWP is committed to creating an inclusive environment where women feel supported and encouraged to achieve their full potential. TWP encourages women to seek out leadership opportunities and to take on leadership roles in their communities. TWP also encourages women to use their leadership skills to promote gender equity and to create a more inclusive environment.
Strategic Goals

1. To develop and implement innovative policies and procedures that emphasize opportunities for women in leadership roles.

2. To support women’s leadership initiatives and provide opportunities for women to develop leadership skills.

3. To establish and maintain an environment that supports diversity, inclusion, and equity.

4. To promote women’s leadership and advocate for women’s issues.

Figure 1: The Women’s Place (TWP) Status Report 2011 on Women at The Ohio State University

Table 2: Women of Color Faculty Profile

Table 3: Women in Senior Staff and Administrative Positions

Visions

1. The Women’s Place envisions a university where women are valued for their contributions and are encouraged to participate fully in all aspects of university life.

2. The Women’s Place envisions a community where women are respected for their differences and are supported in their efforts to achieve their full potential.

3. The Women’s Place envisions a university where women are empowered to take leadership roles and contribute to the university’s mission.

Message from The Women’s Place Leader of All Types

The Women’s Place (TWP) seeks to achieve its leadership development as a critical component of the university’s efforts to support women in non-traditional and high-opportunity roles. The women in this report have been identified as leaders in their respective fields, and their contributions are highlighted in various sections of this report. The Women’s Place is committed to supporting women in leadership roles and to creating an inclusive environment that reflects the diversity of the university’s community.

Table 1: Status of Women at The Ohio State University

The tables in this report provide data on the diversity represented in different roles at the university. The proportion of women has increased in all categories except the Board of Trustees. The data show improvement in the representation of women in leadership roles, and the tables provide a comprehensive overview of the progress made.

The Women’s Place and The Ohio State University: Women’s History Month

The Women’s Place and The Ohio State University celebrate Women’s History Month in April. The Women’s Place is committed to highlighting the contributions of women to the university and to promoting gender equality and diversity.

The Women’s Place and Critical Difference for Women: Critical Difference for Women (CDfW) is an organization that promotes gender equality and diversity in education. The Women’s Place supports CDfW’s efforts to create a more inclusive and equitable educational environment.
Participation in the Staff Leadership Series has truly been a life-changing experience! I have had the opportunity to develop my leadership and problem-solving abilities, and I believe these skills will benefit me as I work towards my future goals. I highly recommend participating in the Staff Leadership Series to anyone who wants to develop their leadership skills.
## Table 2: Women of Color Faculty Profile

<table>
<thead>
<tr>
<th>Position</th>
<th>2 or more races</th>
<th>Not available</th>
<th>Hispanic</th>
<th>Black</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001/2002 % of Total</td>
<td>1.5%</td>
<td>1.81%</td>
<td>1.03%</td>
<td>1.5%</td>
</tr>
<tr>
<td>Change in percentage</td>
<td>0%</td>
<td>0.31%</td>
<td>0.73%</td>
<td>0.31%</td>
</tr>
<tr>
<td>Asian Am.</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>White</td>
<td>0%</td>
<td>1%</td>
<td>10%</td>
<td>0%</td>
</tr>
<tr>
<td>Black</td>
<td>5.3%</td>
<td>7.0%</td>
<td>7.0%</td>
<td>10%</td>
</tr>
</tbody>
</table>

## Table 1: Status of Women at The Ohio State University

<table>
<thead>
<tr>
<th>Position</th>
<th>2001/2002</th>
<th>Change in Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive, administrative and Assistant vice presidents</td>
<td>Not available</td>
<td>0%</td>
</tr>
<tr>
<td>Vice presidents</td>
<td>Not available</td>
<td>0.13%</td>
</tr>
<tr>
<td>Senior vice presidents</td>
<td>Not available</td>
<td>-0.05%</td>
</tr>
</tbody>
</table>

## Figure 1: Status of Women at The Ohio State University

### The Women’s Place (TWP)

#### Strategic Goals
- Identify and develop strategies and interventions to support women’s growth, leadership, and success on campus.
- Collect data to identify barriers to women’s success and implement strategies to address these barriers.
- Foster a culture of leadership development and support for all women on campus.

#### Guiding Principles
- Promote diversity and inclusion in all aspects of campus life.
- Support women in their professional development and leadership opportunities.
- Advocate for the advancement of women in all areas of campus life.

#### Mission
- TWP serves as a catalyst for change, providing opportunities for women to thrive, advance, and make their full contributions within an inclusive and equitable campus environment.

#### Vision
- TWP envisions the Ohio State University as a community that is characterized by equity, diversity, and inclusion for all people.

#### Accomplishments
- Women exercising leadership in various capacities throughout the university.
- The proportion of women has increased in all categories except the Board of Trustees.

#### Continued on Inside