

Status Report

2012 on Women

at The Ohio State University



■ Prepared by
The Women's Place and
The President and Provost's
Council on Women
The Ohio State University
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Status of Women

Focus on Faculty and Staff in STEMM



**The Women's Place
at The Ohio State University**

The Women's Place, Ohio State's women's policy office, tracks statistics about women at Ohio State in order to help the university community understand our successes in improving gender equity as well as to identify where significant challenges remain. Tables 1 through 3 in this report provide the university-wide statistics that we traditionally include (see earlier reports at womensplace.osu.edu under "publications"). In Table 1 (on next page), we have broken out those administrators who have provost titles for the first time. Notable points about the change between 1999 and 2011 are listed below.

- The percentage female improved in all job categories except Board of Trustees and vice provosts.
- Several important job categories, such as assistant/associate vice presidents, vice provosts, assistant/associate provosts, non-faculty executive staff, and other professional staff, are at 40% or higher, and this is very good news. In fact, women make up the majority of staff members in the "non-faculty executive staff" and "other professional staff" categories.
- Twenty-two percent of deans are women and while this is no worse than 1999, it is lower than at any other time in the 1999 to 2011 span. Nineteen percent of TIU heads are women. Again, this is better than in 1999 but lower than at any time since 2006.
- The percentage female for all regular faculty positions university-wide continued to increase in 2011, though the increase is slow and has yet to reach 50% in any rank listed in Table 1. These status reports have traditionally reported data for all regular faculty. The category "regular faculty" includes tenure-track, clinical-track, and research-track faculty. Women made up 32% of tenure-track faculty (and tenure-track faculty constitute 77% of all regular faculty). (See the "Data" tab on The Women's Place website for more details on different faculty ranks over time and by individual department or college.)
- There is significant room for improvement in the figures for eminent scholars and endowed chairs (9% and 12%, respectively). Twenty-two percent of named professorships are held by women, reflecting the proportion of female full professors.
- Ohio State shows gradual improvement in the representation of women in nearly all positions. However, the representation of women of color in both regular faculty ranks (Table 2) and senior staff and administrative positions (Table 3) continues to lag significantly.



Table 1 – Status of Women at The Ohio State University

Number of women to total number of positions in category, autumn 1999 to autumn 2011

	1999	2011	Change in percentage
Board of Trustees	4/11 (36%)	3/19 (16%)	-20%
Vice presidents and senior vice presidents	2/10 (20%)	5/21 (24%)	+4%
Senior administration (assistant and associate VP's)	10/40 (25%)	31/62 (50%)	+25%
Vice provosts*	5/7 (71%)	2/5 (40%)	-31%
Associate provosts	0/1 (0%)	2/5 (40%)	+40%
Assistant provosts	0/1 (0%)	3/6 (50%)	+50%
Non-faculty executive staff (executive, administrative, and managerial staff)	342/684 (50%)	1001/1580 (63%)	+13%
Other professional staff	4304/6662 (65%)	7870/11699 (67%)	+2%
Deans (including regional campus and divisional deans, the director of libraries, the dean of graduate studies, and the dean of undergraduate education)	5/24 (21%)	5/23 (22%)	+1%
TIU heads	16/96 (17%)	21/111 (19%)	+2%
Eminent scholars**	1/12 (8%)	2/23 (9%)	+1%
Endowed chairs**	7/68 (10%)	14/113 (12%)	+2%
Named professors**	8/55 (15%)	17/76 (22%)	+7%
Regular faculty (tenure track, clinical track, and research track faculty)	848/3132 (27%)	1302/3811 (34%)	+7%
Full professors	149/1139 (13%)	285/1319 (22%)	+9%
Associate professors	328/1087 (30%)	439/1188 (37%)	+7%
Assistant professors	370/905 (41%)	578/1304 (44%)	+3%

*In the 2011 data, three white, male deans also hold vice provost positions but are not counted in the vice provost numbers

**Data are from 2001 and 2011; 1999 data are not available

Table 2 – Women of Color Faculty Profile

(includes tenure-track, clinical-track, and research-track faculty)

	Autumn 1999 (% of total faculty)	Autumn 2011 (% of total faculty)	Change in Percentage
Black	46 (1.5%)	66 (1.73%)	+0.23
Asian American	44 (1.4%)	159 (4.18%)	+2.78
Hispanic	9 (.3%)	42 (1.10%)	+0.8
American Indian	3 (.1%)	3 (.08%)	-0.02
2 or more races	Not available	6 (.16%)	Not available
Total	102 (3.3%)	276 (7.24%)	+3.94

Table 3 – Women in Senior Staff and Administrative Positions

(All figures are absolute numbers except those for “executive, administrative, and managerial staff.” In that panel, 1999 shows percentages, while 2011 shows absolute numbers with percentages in parentheses for comparison.)

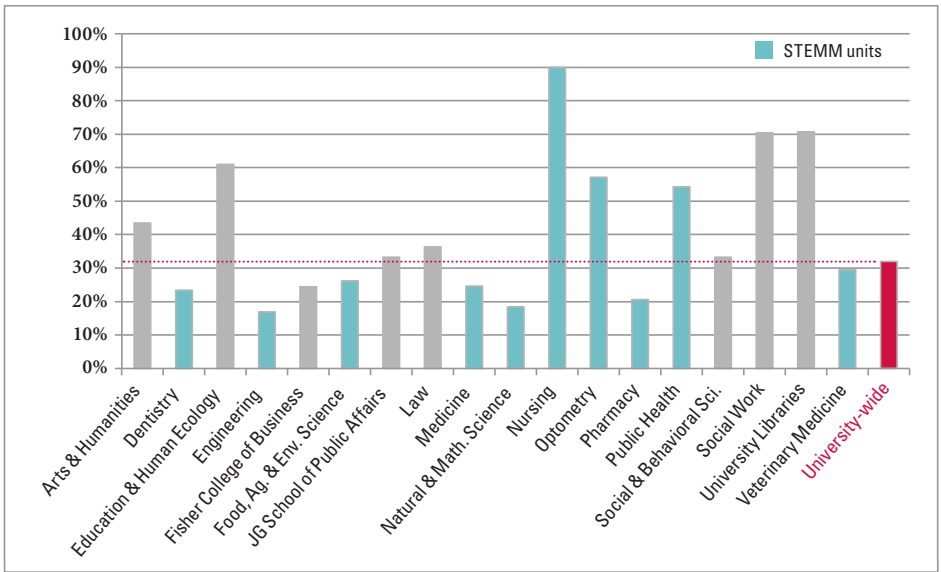
	Race/Ethnicity	Autumn 1999 % of all women in category	Autumn 2011 absolute number of women
Senior vice presidents	Black	0	1
	Asian Am.	0	0
	Hispanic	0	0
	Am. Indian	0	0
	White	0	0
Vice presidents	Black	0	1
	Asian Am.	0	0
	Hispanic	0	0
	Am. Indian	0	0
	White	0	3
Associate vice presidents	Black	0	0
	Asian Am.	0	0
	Hispanic	0	0
	Am. Indian	0	0
	White	0	13
Assistant vice presidents	Black	0	3
	Asian Am.	0	1
	Hispanic	0	1
	Am. Indian	0	0
	2 or more races	Not available	0
	White	0	13
Vice provosts	Black	Not available	1
	Asian Am.	Not available	0
	Hispanic	Not available	0
	Am. Indian	Not available	0
	White	Not available	1
Associate provosts	Black	Not available	0
	Asian Am.	Not available	0
	Hispanic	Not available	0
	Am. Indian	Not available	0
	White	Not available	2
Assistant provosts	Black	Not available	1
	Asian Am.	Not available	0
	Hispanic	Not available	1
	Am. Indian	Not available	0
	2 or more races	Not available	0
	White	Not available	2
Non-faculty executive staff (executive, administrative, and managerial staff)	Black	5.3%	70 (7.0%)
	Asian Am.	4.7%	18 (1.8%)
	Hispanic	1.9%	12 (1.2%)
	Am. Indian	0.2%	3 (.3%)
	2 or more races	Not available	4 (.3%)
	White	Not available	870 (86.9%)

■ (continued)

Because the university-wide representation of women on the faculty, particularly the tenure-track faculty, lags behind the representation of women on the staff, The Women's Place examined the distribution of female tenure-track faculty across the colleges. As expected, some colleges have significantly larger percentages of women than others (Figure 1, below). In fact in 2011 several college faculties are more than 50% female and need more men in order to diversify.

The university-wide proportion of women in tenure-track faculty positions is 32 percent. This proportion is particularly important as research indicates that stereotypes about a subgroup lose their impact when the subgroup makes up 35% or more of the larger group. Achieving this minimum in individual units as well as within the university as a whole is an important step toward creating an equitable climate for women.

Figure 1 – Percentage of Female Tenure-Track Faculty by Unit
(mostly colleges and divisions), 2011



The science, technology, engineering, math, and medicine disciplines (STEMM) are of particular importance in the issue of gender imbalances. Figure 1 indicates that seven colleges and one division (math and natural sciences is a division of the College of Arts and Sciences) fall below the university-wide average for percentage of women tenure-track faculty members. Of these eight total units, seven are in the STEMM areas. These seven colleges and divisions have a mean of 23% women on the tenure-track faculty.

Ohio State's peers in the Committee on Institutional Collaboration (CIC)—which consists of the Big Ten plus the University of Chicago—also have challenges in terms of the proportion of women in the STEM fields (medicine is not included in the CIC figures, as some of the universities do not have medical colleges). The 13 universities range from a low of about 20% to a high of almost 35% women faculty in STEM. Ohio State's figure of 30.3% (using the CIC's definition) ranks fifth in the CIC. Ohio State's large size means that in absolute number of women it ranks third with 736 women on the tenure-track faculty relative to an average of 412 in the CIC as a whole.



As an underrepresented group within the STEM fields (including medicine), women, and especially those also from other underrepresented groups, face some unique challenges.

Underlying cultural assumptions, such as attitudes about proficiency in the field, and implicit biases leading to fewer award nominations and promotions for women, can pose barriers for women in STEM departments and colleges. STEM women often report feeling like outsiders and receiving little support within their units.

Given this environment, Ohio State is stepping forward as a leader in change for women in STEM.

*Advice for young women in STEM fields:
"Ask for what you want and need to be successful.
Don't hide your light under a bushel."*

Joan Herbers

STEMM Initiatives for Faculty

In 2008 the university began a concerted effort to improve gender equity for faculty in STEM with its National Science Foundation ADVANCE grant, Project Comprehensive Equity at Ohio State (CEOS). This project focuses on women faculty members in the College of Engineering, the College of Veterinary Medicine, and in the division of Natural and Mathematical Sciences within the College of Arts and Sciences. Principle investigator (PI) Dr. Joan Herbers leads a team of nine co-PIs (see ceos.osu.edu). The team works to increase the recruitment, retention, and advancement of diverse women faculty in its target units by addressing entrenched cultural barriers to equity for women and members of historically underrepresented groups. CEOS has created programs to help increase the recruitment and retention of women and to help women advance and thrive at Ohio State. Its research evaluates these programs and adds to the subject of gender in science literature. CEOS's institutionalization committee, including representatives from The Women's Place, focuses on moving the most successful efforts to the rest of the university.



Provost Alutto recently announced a goal of hiring 10% more tenure-track faculty. He also announced that the university's strategic plan will include a focus on three discovery themes: health and wellness, food production and security, and energy and environment. Because the STEM areas are integrally tied to these three discovery themes, we can expect that many of those new positions will be in STEM fields.

Ohio State is extraordinarily well positioned to make a leap forward in the representation of women faculty in STEM. Project CEOS, the discovery themes, and potential growth of faculty, combined with the policy efforts of The Women's Place and recent work on dual career hiring and work/life balance by the President and Provost's Council on Women, create the context in which meaningful changes can happen. Recognizing this and as part of the institutionalization of Project CEOS, the Office of Academic Affairs and the Office of Research worked this year with The Women's Place to create a new position—associate vice president for gender initiatives in STEM.

Ohio State is fortunate to have an outstanding candidate for this new position: Dr. Mary Juhas, associate professor of practice of materials science and engineering, co-PI on Project CEOS, and formerly associate dean for diversity in the College of Engineering. Dr. Juhas will focus on recruiting women faculty in the STEM disciplines. She also will work with Project CEOS to institutionalize many of its programs and with The Women's Place to achieve the office's vision of a university that supports all women to thrive, advance, and make their full contributions. Dr. Juhas assumed her new role on October 1, 2012.

With The Women's Place's ongoing work on changing the environment for women, Project CEOS in its analysis and institutionalization phase, and the new associate vice president for gender initiatives in STEM, Ohio State is positioned to become a leader in recruiting, retaining, and advancing women on the tenure-track faculty in STEM disciplines. All of Ohio State will benefit from successes in this area.

Women Faculty and Staff in STEM

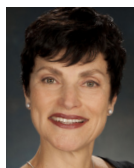
There are many highly talented and very successful women, both faculty and staff, in STEM disciplines at Ohio State even though our percentages of women in STEM are not yet as high as we would like them to be. Over the coming year, The Women's Place will highlight many of these women on our website and in our publications. We hope you will check the site often to learn more about these outstanding women. In this status report we launch our salute to STEM women faculty and staff with a few examples, selected to represent some of the diversity in disciplines, interests, and skills of this group.



Faculty and Administration



Dr. Joan Herbers is a professor of evolution, ecology, and organismal biology, and her research focus is ant evolution and ecology. As PI of Project CEOS, she also has developed expertise in gender studies in science and says, "I love the fact that I can interact with colleagues across the university and learn new areas so readily." She notes that she and her husband handled dual-career challenges by splitting an academic position at the beginning of their careers, an option available at Ohio State.



Dr. Mary Juhas is a clinical associate professor in materials science and engineering. Before accepting her new job as associate vice president, she was the associate dean for diversity and outreach in the College of Engineering where she advocated for all underrepresented groups in the engineering disciplines including women, ethnic minorities, and persons with disabilities. Dr. Juhas spent two years on loan to the National Science Foundation program directorate for engineering as the director of diversity and outreach and is also a co-PI of Project CEOS. She recently completed a term as the chair of the President and Provost's Council on Women at Ohio State where she helped craft reports on dual career hiring at the university and on technology and work/life balance.

Faculty

Dr. Maria Miriti works in the area of plant community ecology and is an associate professor of evolution, ecology, and organismal biology. She is currently studying the population and community dynamics of desert plant communities in California. Her research "attempts to merge information on the spatial distribution of resources and the distinct responses of neighboring individuals to the spatial characteristics of their environment." Dr. Miriti is a member of the international Science Advisory Board (SAB), a network of life scientists, including only 19 representatives chosen from disciplines supported by the National Center for Ecological Analysis and Synthesis (NCEAS). (nceas.ucsb.edu/sab/current)





Dr. Claudia Turro, professor in the chemistry department, is an accomplished scholar who was named a 2010 Fellow of the American Chemical Society and a 2011 Fellow of the American Association for the Advancement of Science. Her research group is interested in understanding and utilizing reactions of metal complexes that can be initiated with light. Commenting on what most contributes to her success, she says, “The true inspiration comes from the excitement of new discoveries and the reward of training new students to

think scientifically and to creatively seek solutions to questions of significant importance, such as human health and renewable energy.”

During the 2011-12 academic year, two Ohio State women scientists were elected to the National Academy of Sciences, Dr. Yasuko Rikihisa and Dr. Tina Henkin.

Dr. Yasuko Rikihisa is a professor of veterinary biosciences and does research in host cell receptors and signal transduction of ehrlichiae. These bacteria cannot live outside other cells and can cause fatal illnesses in animals and people. She has been inspired in her career by “great research progress and accomplishments by other scientists in the biomedical field,” and she cites curiosity and opportunities afforded by research grant funding for encouraging her to pursue a career in biosciences. For her, Ohio State’s infrastructure and support for biomedical research are key advantages to being here.



Dr. Tina Henkin is the chair of microbiology and also the Robert W. and Estelle S. Bingham Professor of Biological Sciences. Her research is in “the analysis of the mechanisms through which cells sense changes in their environment and transmit that information to the level of gene expression.” She notes that her biggest career challenge was “balancing all the different aspects of the job (teaching, research, administration), while maintaining family life.”

Nevertheless, she has been successful and attributes this to “mentors and colleagues over the years who value my work, and have supported me in many ways” and her “willingness to take chances and follow up on ideas that lead us away from what others in the field are doing.”

Staff

Phoebe Kim is a systems analyst/programmer with Digital Solutions at the Health Sciences Library. She has a BS in industrial design and has “loved to build things, take things apart, and work with computers since grade school.” She especially appreciates the great people who surround her at Ohio State and says that they “encourage me daily to take risks and step outside my comfort zone and guide me to the next level.” Her biggest challenge is “presenting new technology as a solution” since “people are inclined to stick to what they already are familiar with.”



Dr. Gail M. Whitelaw directs the Ohio State Speech-Language-Hearing Clinic and holds a PhD in audiology. She particularly enjoys her field as “the perfect blend of basic and applied sciences” and enjoys the challenge of working with advances in technology and hearing science and learning about genetic discoveries. She always excelled in science but chose her field because she also wanted to change lives with her work. She admires and respects her students and colleagues, but is most inspired by “our patients and their families.”



“In my first faculty position, I was the only female faculty member in the basic sciences. As a consequence, I was asked to do a huge amount of service activities, and it took me awhile to learn to say no.”

Tina Henkin



Nita Williams is a clinical research manager in the Comprehensive Cancer Center (CCC) at Ohio State. She worked in basic laboratory research programs prior to her experiences in coordinating and managing clinical research studies in the CCC. About her choice of cancer research as a career she notes that her mother died of colon cancer at a young age and she

says, “Aside from a time when I was six and wanted to be a firefighter, there were no other options in my mind.” She appreciates the vast number of cancer researchers at Ohio State who collaborate toward the same ultimate goal. Her advice to young women in STEMM is to “find a mentor and find one early...don’t count on your course work alone!”

“I have had the opportunity to work for some wonderful mentors and have learned so much from them.”

Nita Williams



Pamela Thompson-Cook is a systems developer in University Advancement. What she has enjoyed most about her work at Ohio State is the opportunity to expand her skills to serve customer’s technical needs. She frequently wears her “student hat” and values the constantly changing nature of the IT field. “In this field, you have to keep an open mind, be flexible, and want to continue to learn,” she says. She credits her success to her interest in learning new skills and learning from her coworkers.

Conclusion

Watch our website and events for more profiles of Ohio State’s outstanding women scientists, engineers, mathematicians, doctors, and other technical specialists. The university boasts many highly skilled and successful women staff and faculty in STEMM, an excellent research foundation provided by Project CEOS, and a unique institutional infrastructure in place with The Women’s Place and the associate vice president for gender initiatives in STEMM. Ohio State is positioned to truly become a leader in expanding women’s representation in STEMM. This increased diversity will improve scientific discovery, problem solving, and knowledge in addition to creating a more inclusive institutional climate, benefiting not just the university but all who are touched by the work of women in STEMM fields.



The Women's Place (TWP)

Strategic Goals

- Provide high-quality consultation and innovative strategies for individuals and university units seeking to make constructive change.
- Expand development opportunities for women in, and aspiring to be in, leadership roles.
- Create and strengthen connections for, and between, women.
- Implement systematic and ongoing data collection to inform efforts related to the progress of women.
- Identify barriers to recruitment, retention, and advancement of women and actively lead change efforts.
- Support and encourage university efforts to provide meaningful career and professional development opportunities for women.
- TWP recognizes that men as well as women need to be freed from the constraints of stereotypes.
- TWP emphasizes the necessity to create constructive, system-wide change, not just to enable individual women to cope with issues that they currently face.
- TWP works in partnership with units across campus. It does not solve problems for units, but rather works with them to identify and remove barriers to the recruitment, retention, and advancement of women.
- TWP uses current research and data to identify issues and recommend intervention when needed.
- TWP uses collaborative approaches to decision making that serve as a model to other units on campus; these approaches emphasize open, democratic, and respectful ways of working together that foster true dialogue and mutual understanding.

Guiding Principles

- TWP is committed to an equitable environment for all people.
- TWP recognizes that gender powerfully affects experience and opportunity.
- TWP recognizes that sexism intersects with and is amplified by other oppressions.
- TWP is a safe haven for individuals and units to seek resources for identifying problems and finding constructive solutions.
- TWP is focused on the future, as informed by the past.

Vision

The Women's Place embraces a vision of the university that supports all women to thrive, advance, and make their full contributions within an environment characterized by equity, freedom, and dignity for all people.

Mission

The Women's Place serves as a catalyst for institutional change to expand opportunities for women's growth, leadership, and power in an inclusive, supportive, and safe university environment.



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