

**An Encyclopedia
of
Pathbreaking Women
at
The Ohio State University**

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An Encyclopedia of Pathbreaking Women at The Ohio State University

Background of Project and Request for Assistance

The Women's Place's mission is to "serve as a catalyst for institutional change to expand opportunities for women's growth, leadership, and power in an inclusive, supportive, and safe university environment." This project began as a simple attempt to create a calendar that would recognize twelve women who did the work of The Women's Place before The Women's Place was created. We obtained some names from the University Archives staff and others from a request to the university community.

As the list of names grew, it quickly became apparent that we could not limit it to twelve—there were just too many outstanding women to recognize. We then thought of a calendar that would recognize four women for each month. This seemed more manageable with the list of names we had at that point.

We then visited the University Archives to obtain more information on these women and the eras in which they were at the university. We discovered two things while at the Archives. First, we uncovered even more women who deserved to be included. Second, we realized that like much of women's history, the material on the history of women at The Ohio State University at the Archives was scant. We then decided that the project we really needed to do was to help preserve the history of women at The Ohio State University.

We created the draft that follows this message with a good deal of help from the staff of the University Archives. Archives Professor Tamar Chute and Bertha Ihnat, the Assistant Curator, have been wonderfully helpful. We have based this brief outline on the official presidential histories and on several doctoral dissertations and master's theses. We also examined the records that were available for individual women, records for the various Deans of Women, and various women's commissions' reports which also are referenced in this document.

We have decided not to provide extensive footnotes. We do not intend that this document be a professional history or the final history of women at The Ohio State University. We are hoping that through this draft and with your help, we can preserve enough of this history so that if a historian ever wants to do the history, sufficient materials will be available.

But, we do need your help to do this. We know that this draft is incomplete. It is missing stories and people. Please send to us anything you know about women at Ohio State. If you can add to the textual summaries that preface each era, please do so. If you can send additional names of pathbreaking women from any era, please do so and also please tell us why she was a pathbreaker. If this draft contains inaccuracies, please let us know. If it is incomplete, please let us know. Your recollections also are part of history. Please send us your view of events. We also would like for you to send any photos you have. And, don't be shy about including yourself as a pathbreaker.

We are defining women as pathbreakers if while at Ohio State as a student, faculty or staff member they in some way served as catalysts for institutional change to expand opportunities for women at the university. They may have been actively involved in diversity efforts. They may have held significant leadership positions and thus modeled the diversity we want at our highest ranks. Since women represent the full range of diversity, women pathbreakers also include women who served as catalysts for change at the university in any dimension of human rights.

Please send your input to The Women's Place at womensplace@osu.edu. We need your help in completing this history.

An Encyclopedia of Pathbreaking Women at The Ohio State University

Women are People, Too: The Early Years at The Ohio State University, 1873-1912



University Hall 1873

The Ohio State University opened its doors in 1873. The university's enabling act provided that it was to be open "to all persons over 14 years of age." At this time in U.S. history, women could not vote, in many states could not own property, and genuinely were second class citizens. They were expected to marry and have children. Education typically was not a high priority.¹

When two women, Harriet and Alice Townshend, born in 1854, applied for admission to the first class, the university's president consulted with the Board of Trustees to determine if women were to be considered among the "persons" for whom the institution was intended. The Board concluded that women were people too, and should be admitted.²

However, the university's founders clearly had not anticipated that women would seek admission. While a dormitory was built for white male students in the beginning, no housing accommodations were provided for women or students of color. The Board blamed its inability to provide a dormitory for women on lack of funding from the legislature. Providing a dormitory for students of color was not even part of the discussions.

Lack of a dormitory limited the enrollment of women primarily to those women who lived locally. During the early years, rooming houses were reluctant to house women and families were reluctant to allow their daughters to live in rooming houses. Lack of a dormitory also meant that there was no physical place for women to congregate between classes. The university was built on the Neil farm, far away from other buildings or business establishments in Columbus. Norton Townshend, who became one of the first faculty members and who was the father of Harriet and Alice, offered up his office as a place for the women students to congregate. Sometimes it was so crowded with women that it was standing room only.

As additional buildings were constructed on campus, larger rooms were provided as the place for

¹ Much of the information for this section came from two dissertations: Alcott, Pouneh Moghadam. "Women at The Ohio State University in the First Four Decades, 1873-191." PhD diss., The Ohio State University, 1979; Pritchard, Pamela. "The Negro Experience at The Ohio State University in the First Sixty-Five years, 1873-1938." PhD diss., The Ohio State University, 1983.

² Alcott, 5.

women to gather between classes. These rooms became known as “Gab Rooms.” It was in the Gab Room that women students began taking action to better their status at the university. In 1882, all 45 of the women students at the university signed a petition to the Board requesting that it provide a women’s dormitory. Although the petition was strongly supported by the university president, the Trustees did not respond with a dormitory.³



In 1890, the Gab Room moved to Hayes Hall. No university funds were provided to furnish or maintain it. The women held fundraisers for these purposes. In 1892, due to a malfunction, the water in the Gab Room was not available for a number of days. The women then held a mass meeting in the days. The university did not respond to requests to fix the gab room and women students threatened to strike the university unless it was fixed immediately. This action was more successful than the dormitory petition and the water problem was fixed

immediately.⁴

Physical education was provided for the male students but not the female students. The women decided to organize and raise funds to support their own physical education activities.

The curriculum lacked domestic science and pedagogy and thus was not designed to educate women for jobs that would be available to them upon graduation. The women began lobbying for curriculum change. James Canfield, an ardent supporter of women’s rights, became the fourth president of the university in 1894, and in 1896, domestic science, pedagogy, and physical education classes for women were added to the curriculum.



President Canfield

Almost no faculty were women, despite efforts by President Canfield to add women to the faculty. He wrote in 1889, “The sentiment of men – Boards and men faculty – is so strong against bringing women into the various faculties, that it will be a long time before women have their proper representation and consequent influence.”⁵



Chemistry Class 1888

³ Alcott, 18, 176.

⁴ Ibid., 21.

⁵ Ibid., 95.

During the first four decades, the population of women students grew from the two Townshend sisters to 911 by 1911-12. Total enrollment at that time was 3,928.⁶ Very few women of color attended the university during the first four decades, which was typical of U.S. society at this time in history.⁷ The first woman of color graduated from Ohio State in 1905, almost 30 years after the first students entered the university.⁸

Alcott noted that women during this time were “left mainly to rely on their own resourcefulness for improving their status” because of the “benign neglect of women on the part of the male-dominated legislatures, trustees, and faculty.”⁹ As has been the case throughout history, women volunteered to help other women succeed. The Ohio State University Women’s Club, whose membership were wives of male faculty, women staff and friends of the university, was founded in 1895 and helped women students throughout this era. One of its founders was Mrs. Canfield.¹⁰

William Oxley Thompson



William Oxley Thompson, another strong supporter of women’s rights, became president in 1899 and immediately took up the campaign for a women’s dormitory. The women students also continued to lobby for a dormitory and Oxley Hall, was finally built in 1908 when women students numbered 600. Oxley Hall housed 60 women. At this time, university dormitories were not open to women of color and hence none of their needs were met by Oxley Hall. Obviously, one dorm alone did not provide the space needed for women who quickly grew to about 700. The women held mass meetings and threatened to strike unless the university provided additional space.¹¹

The Women’s Council began in 1908 and the first minutes show that the intent was to improve the Gab Room. All women would contribute 25 cents per year to fix up the room.¹² The Council then grew to cover all aspects of the conduct and education of women students. In 1916 it became the Women’s Student Government Association, in 1927 the Women’s Self Government Association, and finally the Association for Women Students in 1974.

Throughout this era, women actively worked to change the institution to make it more compatible with women – white women, that is – to make it their place, as well as a place for men. They certainly had male champions – Norton Townshend, James Canfield and William Oxley Thompson among them. However, women themselves were the pathbreakers either because they were activists or because they were the first to hold their positions. Certainly, some played both

⁶ Alcott, 176.

⁷ Pritchard.

⁸ Ibid., 41.

⁹ Alcott, 70.

¹⁰ Ibid., 10.

¹¹ Ibid., 108-11.

¹² Ibid, 120-21.

roles.

Pathbreakers

The most significant pathbreakers that we have identified thus far from this era include:

Alice and Harriet Townshend

The sisters were the first women students at Ohio State, admitted only after the Board determined that women are “persons” for whom the institution was intended. Alice also was the first woman elected as president of the senior class. They were regulars in the first “Gab Room.”

Miss Powers and the “Gab Room” Women



Gab Room

The “Gab Room” was the name for the room where women students met between classes during the first four decades of the university’s existence because there was no other place on campus for women to congregate (the men had a dorm they could go to between classes). It was in the Gab Room that women organized around seeking institutional changes that would accommodate their needs – a dormitory and curriculum changes. A “Miss Powers” has been referred to as the matron of the Gab Room.

“Eve”

“Eve” was the pseudonym for a student who in 1881 sent a letter to the editor that “severely criticized” the student newspaper, already known as *The Lantern*, for an editorial “which had belittled women’s intellectual capabilities.” “Eve” wrote that the editor’s remarks were “supremely conceited... especially when I remember that you are attending a school where it has long been an acknowledged fact that the standing of ‘the article for domestic purposes’ is as high if not higher than that of what you are pleased to call the sterner sex.” Eve finished her letter with the following: “Woman, yes even gentle, delicate Woman... will succeed in her plans, – triumph over Man the voter, Man the great thinker, Man the editor.” – Alcott, 69-70.

Bertha Lamme

Lamme was the first woman who studied Engineering at The Ohio State University. In 1893, Lamme graduated from Ohio State and became the first woman in the nation to be awarded a degree as a mechanical engineer in Electrical Engineering. Following graduation, Bertha worked at the Westinghouse Electric Corporation as an engineer.

Alice Williams

Williams was the first woman faculty member at Ohio State. She was hired in 1875 after the hiring resolution was tabled twice for further consideration by the board. The faculty minutes record that one of the professors requested that Alice be permitted to sit at the table with the men during faculty meetings. The motion was tabled and did not reappear.



Browning Literary Society

Founded as the Young Ladies Literary Society in 1882, the Browning Literary Society was the first all-women group on campus. The Society was organized in President Orton's meeting room and began with 18 members. The name was changed in 1884 to Browning Literary Society and later to Browning Dramatic Society. Katherine Morhart was one of the members.



Olive Jones



Jones was the first full time librarian at Ohio State, serving in that capacity from 1893 to 1927. She was one of the few women in professional positions at the university and was instrumental in the placement and construction of the William Oxley Thompson (Main) Library.

Olive Jones: First Woman Librarian

Perla G. Bowman Gibbs

Bowman was named the founding Head of Domestic Economy and Assistant Professor at OSU in 1896. Her annual salary remained at \$1400 during her tenure at OSU, although she was promoted to Associate Professor and Department Director in 1898. She resigned in 1901 to marry. Gibbs reflected on her brief years at the 50th anniversary of the founding of OSU Home Economics, indicating that she wanted to "force the attention of every established department on the needs of women and in the four years that I was in Columbus I think we laid a firm foundation." While at OSU, Bowman was elected to



Domestic Science Class 1906

the honor society, Sigma Xi. She later served as Vice President of the National Education Association.

Katherine Morhart

Morhart became the first editor in chief of OSU's newspaper, *The Lantern* in 1892 and in that same year was elected president of the senior class. She belonged to the Browning Literary Society and brought Ohio State to state oratory champions and interstate runner-ups for oratory contests in 1891.



Lantern Staff 1892

Jessie Frances Stephens

Stephens was the first African American woman to receive a degree from Ohio State (1905). The daughter of an ex-slave, Stephens walked four miles twice daily so that she could attend the university. She eventually became a faculty member at Florida A&M University and then at West Virginia Institute.¹³ During this era, The Ohio State University was not particularly welcoming of African American students and hence Stephens was one of the few students of color graduating at this time.

Ruth Postle

In 1908, Postle was elected president of the first Women's Council, a group for women students. Pictured here are two women students of 1910.



¹³ Pritchard, 42-3.

Era of the Dean of Women, 1912-1967

In 1912, after lobbying from both the women students and women alums, President Thompson created a dean of women position and for the first time women had an organized presence on campus. At this time, women comprised 22% of the student body for a total of 1,150 women. Few students of color were enrolled at this time. The university had a scarce amount of women faculty or administrative staff.

However, even with the creation of the office of Dean of Women, women and people of color still were not accepted as equals by the majority white male university. The Annual Report of the Dean of Women, 1915-1916, asserted that “Ohio State should not be, nor is it, a university for men open to women.” Nonetheless, this appeared to be the case. Although the university was constructing additional buildings at this time, there was no intent to provide additional space for women. Even with the 1912 opening of a new student union in the current Enarson Hall, only limited access was provided for women students. The new union was reserved most of the time for use by men students only. This fueled the drive by women students for an additional building that would provide a gymnasium, meeting rooms and a location for the Domestic Science Department. In addition to not having equal access to the Student Union, in 1915, women sought a seat on the Student Council which was all male. The Council voted to deny women membership. The rights and place for students of color on campus were not part of the discussions at this time.¹⁴

The activities of much of this era focused on obtaining academic credibility for curriculum for which women could find employment upon graduation such as domestic sciences and pedagogy.



The Department of Pedagogy was established in 1895, was renamed the Department of Education in 1899, and became a college in 1907. The Department of Domestic Economy, established in 1896, was renamed the Department of Home Economics in 1913, and became the School of Home Economics in 1929. A nursing program was added in 1914, expanded in 1922, and finally became the School of Nursing in 1930.

Nursery School 1926

The continuing focus on the Dean of Women's office

during this era was to provide experiences for women students that would encourage them to develop their leadership skills and confidence so that they could successfully pursue professions. An undercurrent in documents in the Dean of Women's records for this time period suggests that a continuing struggle for the Deans of Women was how to convince the women students that they needed to prepare themselves to be self-sufficient rather than viewing their goal as simply to find a husband.¹⁵

¹⁴ For general information about this era see Booth, Louise Ann. “Sisters and Scholars: Women at The Ohio State University, 1912-1926.” Master's thesis, The Ohio State University, 1987; Dunn, Merrily Sue. “Separation and Integration: Women at The Ohio State University 1960-1975.” PhD diss., The Ohio State University, 1993; Pritchard.

¹⁵ Annual Reports, Dean of Women, The Ohio State University Archives.

After the 19th Amendment granting women suffrage was passed in 1920, Ohio State established a branch of the League of Women Voters, the first college to do so. Some of the activities the women students worked on during this era today would be viewed as less than favorable for women's development, such as the Gold-diggers Proms and the Bridal Fairs. However, these activities in fact did provide valuable leadership and organizational experience for the women students, which they often could not obtain through activities in which men were engaged.

Women also formed honoraries like Chimes and Mortar Board as activities in which they could develop leadership skills. Mortar Board was formed in 1914 at Ohio State by women who felt they needed an alternative honor society. In 1918, it became a national honorary.

The Women's Self-Government Association, which replaced the Women's Council, provided the most important opportunity for extracurricular enrichment for women students in terms of leadership and organizing skills. All women belonged to the WSGA which had an executive committee and a system of self-government in each dormitory.



International Students at Zonta House, 1952

The Deans of Women also continually worked on promoting more dormitories and facilities for women. "The girls of the university under the direction of the Women's Council have conducted a splendid campaign.



Girls Championship Basketball Team, 1919

Their first move was organization followed by mass meetings of students" (*OSU Monthly*, Mar. 1917, p. 10). In 1917, a Bill was passed for appropriation for building a Women's Union. In 1922 Mack Hall, a second women's dorm, and Pomerene Hall, a women's gymnasium and meeting place, were built. Dormitories still were open only to white students. By the mid-1920s, 3,896 women attended the university, almost 1/3 of the student body. Through the years, additional dormitories were constructed. However, sufficient space for women students remained a continuing concern.

During this era students of color began asserting their right to an equal place at the university. During the 1920s, the numbers of students of color began to increase. For much of this era the dormitories were closed to students of color as were many boarding houses. Many student organizations also were closed to students of color. In the 1920s, an "Anti-Negro Guild," a non-university sanctioned group arose. In response the YMCA helped create an Inter-racial Committee that began to raise issues of concern for students of color. By the 1930s, many student groups began opening up to students of color, although the dormitories still were for whites only. In the early 1930s, an African American student, Doris Weaver, sued the university for its refusal

to provide her an equal opportunity to live in the Home Management House, a laboratory house that provided practical experiences for the women students in Home Economics.¹⁶

During World War II, students vacated many of the dorms to make way for soldiers. When the dorms began to re-open to students, women moved into Baker Hall, a previously male dorm. When the war ended and the male students returned, they demanded that Baker Hall be returned to a men's facility. Male students even camped out on the Oval in protest. However, Dean of Women Christine Conway worked behind the scenes to ensure that it remained a women's dormitory.¹⁷

The war period brought changes for women at the university in the same way it brought changes for women in U.S. society. Ohio State began offering special classes related to supporting the war effort. A mechanical drafting class was offered specifically for women. The university hoped that 50 women might enroll – 150 showed up for the class. The university also developed a one-year curriculum for women in their senior year that would permit them to receive training for positions in the war effort in one of four areas that traditionally had been reserved for men: accounting, management aspects of industry, engineering aspects of industry and statistics.¹⁸

In 1946, with the war over, enrollment doubled to 24,235 with the faculty numbering 2,000.¹⁹ During the post-war period student activism around human rights issues began to surface. In 1947, the Student Senate approved a resolution permitting women to join the cheerleading squads.²⁰ During this time, the dormitories at Ohio State began opening up to students of color. In his history of the Bevis Administration, historian James Pollard reported that “In February, 1946 there was a token observance of National Negro History week on campus.”²¹ By the early 1950s, student groups were calling for the Student Senate to study the issue of race discrimination on campus. The Senate initially refused but in 1955 finally set up a joint faculty-student Human Relations Commission to examine segregation and its impacts on the university. In May, 1956, the Student Senate approved a policy asking the university to seek “the elimination of all discriminatory practices on campus” with regard to “scholarships, grants, loans and admissions policies.”²² Pollard reports that Ohio State “was believed to be the first major U.S. university to adopt such a far-reaching policy.”²³

In the later part of the 1950s, the university began pressuring local rooming house owners as well as fraternities and sororities to admit students of color. Both the fraternity and sorority associations adopted positions opposing discrimination based on race. In the early 1960s, the university began dropping from its list of registered rooming houses, the ones that were

¹⁶ Pritchard

¹⁷ Annual Reports, Dean of Women, Box 1, “Program—Reception Tea.” The Ohio State University Archives.

¹⁸ Pollard, James E. *History of The Ohio State University: The Story of Its First Seventy-Five Years, 1873-1948*. Columbus, Ohio: The Ohio State University Press, 1952, 44-53.

¹⁹ Pollard, James E. 1972. *The Bevis Administration: 1940-1956*. Columbus, Oh: The Ohio State University Press, 2.

²⁰ Pollard, *The Bevis Administration*, 123.

²¹ *Ibid.*, 112.

²² *Ibid.*, 113.

²³ *Ibid.*, 114.

discriminatory.²⁴

During the Fawcett years the percent of women students at the university increased. In 1956, women constituted about 26% of the student body, 5,960 out of a total of 22,470. By 1970, that number had grown to 37% or 18,845 out of 50,547.²⁵

Prior to the 1960s, the rules for women living in the dormitories were quite strict, with curfews of 10:30 p.m. and no men allowed in most parts of the dormitories.²⁶ However, by the 1960s, nationally as well as at Ohio State, *in loco parentis* came under attack and with it the move to eliminate separate deans for men and women. Many women students began viewing a special office for them that had a major focus on enforcing rules and regulations, many of which were not applied to the male students, as detrimental to their development. In 1967, Ohio State abolished both the Dean of Men and Dean of Women offices and created a Dean of Students Office.

By the end of this era, the numbers of women undergraduate students had increased to approximately 40% of the student body. The professional schools had only a handful of women students, and about 20% of graduate students were women. Students of color were still few in number. About 15% of the faculty were women and about a third of the professional staff were women. Few women of color held any of these positions.



In some ways women of this era might have felt they were moving backwards and not forwards. In 1965, Ohio State adopted a nepotism policy that prevented both partners in a marriage from holding faculty positions at the university. Of course, this meant that the women were relegated to auxiliary faculty roles rather than tenure-track positions.

While, by the end of this era, women had a stronger presence on campus than they did at the beginning of the era, Ohio State still appeared to be a university for men to which women also were admitted. Women and people of color still did not have an equal place at Ohio State's table.

²⁴ Frances P. Weisenburger, 1975. *The Fawcett Years, 1956-1972*. Columbus, Ohio: The Ohio State University Press, 162-63.

²⁵ *Ibid.*, 187.

²⁶ *Ibid.*, 188.

Pathbreakers

The most significant pathbreakers that we have identified thus far from this era include:

Carolyn Breyfogle

Breyfogle served as the first dean of women. She was appointed in 1912 and remained in the position until 1918. She also served as a professor of Biblical Literature. She was an ardent advocate for women's suffrage and served as the president of the College Equal Suffrage League.

Grace Marie Bareis



Grace Bareis first graduated in 1897 from Heidelberg College, and went on to graduate school. She was a graduate student at Bryn Mawr College from 1897 to 1899 and also did graduate work at Columbia University. In 1909, Bareis became the first person to earn a Ph.D. in Mathematics from The Ohio State University. After receiving her degree, she remained on the OSU faculty even after her retirement in 1946. At her death in 1962, she left a bequest to Ohio State to aid

women majoring in mathematics. Bareis is one of the few women featured in the recent book, *Pioneering Women in American Mathematics: The Pre-1940 PhD's* by Judy Green and Jeanne LaDuke (American Mathematical Society, 2009). In 1964, Heidelberg College named its newly constructed center for the physical sciences the [Bareis Hall of Science](#) in honor of Professor Bareis and her father (cf. [Academic facilities at Heidelberg College](#)).

Edith Cockins



Cockins, an 1897 graduate of The Ohio State University, was the first OSU Registrar and served in that position from 1897-1944. She was an imposing figure on campus known for her innovative ideas, farsightedness, and determination. She served as the president of the National Association of Collegiate Registrars, was a leading figure in the American Association of Women, and was a charter member of the Kappa Alpha Theta sorority. Cockins also served in numerous leadership roles with the Alumni Association. She received an honorary doctorate from Ohio State and a

building was named in her honor. A Board of Trustees resolution in memoriam stated that "the fact that women members of the staff were respected and were recognized for their personal and professional achievements was due in large measure to the prime example set by Miss Cockins herself."

Elizabeth Conrad

Conrad served as the second Dean of Women, from 1919-1927. She also served as an assistant professor of Romance Languages.

Esther Allen Gaw

Gaw served as dean of women from 1927-1944. Her office supervised women's residence halls and "social societies", oversaw the administration of Pomerene Hall, and advised the Women's Student Government Association. Gaw also viewed providing vocational counseling as one of the office's primary responsibilities. During her tenure, Ohio State became a national model for advising and supervising women students.

Ruth Ella Moore

Moore was the first woman of African American descent to earn from any university in the country a Ph.D. in Bacteriology, which she received in 1933.

Mildred Newton

Newton was the director of the School of Nursing. She served in that role from 1951 to 1968. She was the first director to hold a doctorate. Newton led the effort to obtain accreditation for the Bachelor of Science in Nursing program, which was granted in 1952. Under her leadership the School added a M.S. program in 1954. Within four years of her taking the helm, the student population grew from 250 to 600 and the School had to begin restricting admissions. By 1958, the size of the faculty had grown from sixteen in 1951 to fifty. At this point, Dr. Newton sought college status for the School. Although the request was supported by the College of Medicine, in which the School was housed, the university denied the request on the basis that too many units already reported directly to the president. The School of Nursing did not give up, however, and college status was granted in the mid- 1980s.

Alma Paterson

Paterson was the first woman member of the Board of Trustees. She held the position from 1924 until 1933. A graduate with the class of 1904, Paterson also was president of the Alumnae Council and a founder of the Alumnae Scholarship House.

Christine Conaway

Conaway was appointed Dean of Women in 1944 and served in that position until 1967. Previously she had been an assistant to the dean in the Colleges of the Arts and Sciences. Conaway devoted her career to helping young women develop and grow steadily toward mature womanhood. She also served as vice president of the National Association of Deans of Women from 1953-1967 and was recognized as a national leader in the field of student personnel and guidance. Conaway worked behind the scenes to preserve Baker Hall as a women's dormitory when the male students returned from World War II.

Gladys Branegan-Chalkley

During Branegan's 1945-1955 directorship of the School of Home Economics, she led the

expansion of faculty, programs, and resources for graduate education and research; the approval of PhD programs in Home Economics, Education, and Nutrition; and the physical facilities modernization. She strove for improved public relations and greater respect for Home Economics, a "women's field."

Branegan chaired the Women's Committee of the Ohio Sesquicentennial Commission where she promoted OSU's Women's Institute. She served as Treasurer (1935-1937) and President (1940-1942) of the American Home Economics Association. She married in December, 1954, retiring from OSU the next year.

Marlene Owens Rankin

Rankin earned her B.A. from Ohio State in 1960. She was the first African American woman to be Homecoming Queen at Ohio State. After graduation Rankin served on The Ohio State University Alumni Board of Directors and chaired the Annual Fund from 1990-92. Rankin also served on the advisory council to OSU's Critical Difference for Women program. Rankin currently is the Executive Director of the Jesse Owens Foundation.

Dorothy Scott

Scott was a faculty member from 1937-1968 and served as the Director of the School of Home Economics and Associate Dean of the College of Agriculture and Home Economics from 1955-1968. She was the first woman to serve on the University's Council on Instruction.

Dr. Scott early recognized the need to change the curriculum in light of women combining employment outside the home with traditional roles as wives and mothers. She led in realignment of the content with social changes, advances in science, and emerging expanded opportunities to pursue advanced studies consistent with the increased emphasis on professionalism.

Scott worked diligently for equity in women's salaries in relation to men's. She served as a role model for women students, encouraged women faculty, aligned curriculum with women's changing roles, and promoted research and innovative outreach to serve women in Ohio and beyond. Scott also supported Home Economics projects in Brazil and India. Brazilian women pursued graduate study at Ohio State and upon returning to Brazil transformed the emerging program.

Sarah Miller Smith

Smith was one of the first three female cheerleaders at The Ohio State University. She tried out for the cheerleading team in 1947 as a freshman, and cheered for all four years as an undergraduate, including cheering at the Rose Bowl in 1950. Smith was also among one of the first women to major in Dance at OSU. She also completed a Master's and Ph.D. at Ohio State and, upon graduating, worked first as a guidance counselor and then as the owner of a travel agency. Smith received the alumni association's Ralph Mershon Davenport Award for distinguished service to the University for her many years of volunteering for OSU. Voices of Women interview: <http://hdl.handle.net/1811/65288>.

Ruth Weimer Mount

Mount served under Dean of Women Christine Conaway first as an Assistant to the Dean from 1953-60 and then as the Associate Dean of Women from 1960-67. In her role in that office she was the director of women's housing. She was charged with recruiting, training and supervising all professional residence hall staff and student personnel assistants. She also administered and enforced rules on student behavior in residence halls, and directed student extracurricular activities and student organizations.

In 1967, the Dean of Women position was discontinued and Mount was named the first Dean of Students.

Mount chaired the National Mortar Board Foundation and was active in the local Mortar Board. She also served as the President of the Faculty Women's Club and as President of the Association of College Honor Societies and the Association of Women Deans and Counselors.

Mount received The Ohio State University Distinguished Service Award in 1988.

After Mount's death in 1997, the university honored her extraordinary commitment to students at the university by creating The Mount Leadership Society. The Mount Leadership Society focuses on students committed to leadership and service.

The Mount Leadership Society website provides these tributes to Ruth Weimer Mount: Of Ruth's life and legacy, one friend said, "Ruth Weimer Mount was the consummate volunteer. All that she did was directed at improving the quality of life for others, particularly young people." Another stated, "Ruth Mount was a unique mentor. Her guidance, grace, and leadership will serve as an example for the rest of my life."

Cynthia Wentz

Wentz pursued and received a Bachelor of Science in Social Welfare at Ohio State from the fall of 1959 through December of 1962. In 1961, Wentz became the first female head cheerleader at Ohio State. She experienced resistance in this position, both from the public and from some administrators at OSU. She was ultimately not allowed many of the same privileges that her male predecessors were given when they held the position of head cheerleader. A physically active student, Wentz was also the first female to be named an honorary member of the Men's Judo Club. Additionally, during her time at OSU, Wentz served in Angel Flight, an auxiliary for the Men's ROTC Air Force, and was elected to be a homecoming queen candidate. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Wentz.pdf

Eva Donelson Wilson

Wilson's Ph.D. research at the University of Chicago about the composition of human milk is an early indication of her interest in women and children's health. During the 1960s she was a professor and administrator in the OSU School of Home Economics. Her mentorship of OSU graduate students in nutrition (all women) significantly enhanced their contribution to the nutrition field. Wilson participated in the OSU/University of Sao Paulo, Piracicaba, Brazil project where she started a home economics program. She authored a nutrition textbook in Portuguese, having already written celebrated nutrition texts in the U.S. She maintained connections with the Brazilian women who were selected to study in the U.S. until her death at over 100 years of age. She was recognized in 1988 with an OSU Distinguished Service Award and in 2005 by her undergraduate alma mater, Iowa State University, with the Alumni Merit Award.

The Era of Commissions and Activism: 1967-2000

When the federal government instituted affirmative action requirements in federal contracts and Title IX became effective in 1972, women at The Ohio State University were actively engaged in the struggle for equality for women at the university. Women faculty and staff actively joined women students in the struggle to make The Ohio State University their place. The civil rights movement was sweeping the country and Ohio State women of this era represented the full range of diversity among people and became engaged in a broad variety of human rights issues.

With the legal mandates dictated by the federal contract affirmative action guidelines and Title IX, the university began an era of task forces and commissions that were charged with examining the status of women at the university and recommending actions to improve that status.



Figure 1: L-R: Phyllis Bailey, Elaine Hairston, Karen Holbrook, Barbara Snyder, Judy Fountain

In 1971, a university task force chaired by Dr. Kathryn Schoen issued the first task force report on the status of women at The Ohio State University— The Ohio State University Ad Hoc Committee on the Status of Women. At this time, 41% of the undergraduates were women (16,557 out of 40,197), about a third of the graduate students were women, and women in professional colleges ranged from less than 1% in Dentistry (4 of 607) to a high of 9.6% in Medicine (93 of 967). Most of the undergraduate women majored in one of three areas: education,

home economics and dental hygiene. Slightly less than 20% of the faculty were women, although many were instructors and a large number were concentrated in Nursing and Education. The university had now women vice presidents, no women deans, and now women in any of the top administrative policy making positions. The report also noted salary inequities, lack of child care, and need for professional development for faculty and staff.

Schoen's report focused on system change and made a series of recommendations, one of which was to create an office for women's affairs. The office was not created but Elaine Hairston was appointed in 1971 as the Associate Director of Affirmative Action. Hairston championed the cause for women. Two of her accomplishments were opening the OSU Marching Band up to women and creating the first child care center on campus.

Schoen's 1971 task force report was the first in a series of such task forces that would be re-appointed as each new president arrived at the university. In 1977, Assistant Dean in the College of Law Joanne Wharton Murphy chaired a task force on women, and Andrea Lunsford chaired one in 1990. During the 1970s and 80s many other task forces examined issues and provided reports detailing problems and outlining recommendations. For example, there were reports on child care, dependent care, salary equity, equity in athletics, and on the status of African Americans, Asian Americans, Hispanics, Native Americans, Gay, Lesbian, Bisexual and Transgendered Students, and the disability community. This was truly the era of task force

reports. The Lunsford committee, after reviewing the 1970 and 1977 reports on the status of women joked that their work was already done – all they had to do was take the covers off of the earlier reports and replace them with new ones, so little had changed. Similar sentiments were expressed by members of many of the other task forces, a reflection of the frustration with the slow pace of change. The 1977 Wharton report, for example, noted that women were still at 19% of the faculty, a figure unchanged since the 1971 Schoen report. By 1991, when the Lunsford report was issued, that number had crept up to 23%, an increase of only 4% in 20 years.

Women students also were activists throughout this period. In 1970, various student groups, including The Ohio State University Women's Liberation Movement, organized together under the umbrella of the Ad Hoc Committee for Campus Rights. Through the Ad Hoc Committee, the Women's Liberation Movement presented demands to the administration that included recruiting and hiring more women, ending discriminatory hiring practices, establishing a child care center, providing planned parenthood on campus, and providing equal representation on campus committees. The group also demanded the creation of women's studies courses and the end to quotas that limited women's numbers in graduate and professional programs.²⁷ The students' actions included filing a discrimination complaint with the U.S. Department of Health, Education and Welfare.²⁸

Harold Enarson became president of the university in 1972. In his inaugural address he called for enlarging and expanding "opportunity for minorities, for women, for adults with special needs."²⁹ In 1975, Enarson set up a Commission on Women and Minorities to examine and make recommendations for action.³⁰ Enarson also responded to the activism of students like Julie Rogers by supporting changes necessary to make the campus more accessible for people with disabilities. He appointed a task force to examine these issues and then created an Office for the Physically Impaired.³¹

Activism on campus continued during the Enarson years. By the mid-1970s, various women's groups began protesting the annual Bridal Fair sponsored by the Women's Self-Government Association, arguing that it degraded women. The Bridal Fair was discontinued in 1973. In April of that same year, the Women's Self-Government Association in cooperation with OSU Women's Liberation, the Off-Campus Students Association, Radical Lesbians and the Undergraduate Student Government held the first Women's Week in April. Some of the workshops provided covered topics such as birth control, legal issues for women, and "lesbian lifestyles." During the 1973 Women's Week, workshops were added on equal rights, black women, auto mechanics, and women's self-help.³² The Office of Women's Student Services was

²⁷ See Lansley, Renee N. 2004. *College Women or College Girls?: Gender, Sexuality, and In Loco Parentis on Campus*. Unpublished doctoral dissertation, The Ohio State University for information on the student movements of this era.

See this pdf link for a copy of the 1970 demands

²⁸ Underwood, Paul. 1985. *The Enarson Years, 1972-1981*. Columbus, Ohio: The Ohio State University Press, 120.

²⁹ Ibid., 116.

³⁰ Ibid.

³¹ Ibid., 117.

³² See Dunn, Merrily Sue. 1993. *Separation and Integration: Women at The Ohio State University 1960-1975*. Unpublished doctoral dissertation, The Ohio State University, for information on this era.

established in the 1970s through the Office of Student Affairs and became a gathering place for women student activists.

The 1970s and 1980s also saw the emergence of other offices designed to serve the needs of Ohio State's increasingly diverse student body. The Office of Student Life created offices for African American students, Asian American students, Native American Students, Hispanic students, GLBT students, as well as a Rape Crisis Center. In the late 1990s, these offices were merged into the Multicultural Center in the Office of Student Affairs.

This period also saw the end of many activities divided along gender lines and the merging together of groups previously segregated by gender. In 1975 the separate Women's and Men's Divisions in Athletics were abolished and merged into one Athletic Department. While a woman has always held one of the assistant or associate athletic director positions, since that time no woman has served as the Athletic Director. The Women's Self-Government Association ceased to exist during this period and all of student government was merged into the Undergraduate Student Government. The first woman president of USG, Colleen O'Brien, was elected by the student body in 1982. While a few women have followed in her steps, a majority of the USG presidents since the merger have been men.

Women faculty made gains early in this period. The nepotism policy adopted in 1965 was rescinded in 1972 with the adoption of Title IX. Ann Reynolds was appointed as the provost by Harold Enarson in 1979, the first woman to hold that position. Joan Huber was named dean of the College of Social & Behavioral Sciences in 1984, the only woman dean at that time. The School of Nursing and the School of Home Economics both became colleges and the university gained two more women deans in the process. Lena Bailey became the first dean in the College of Human Ecology and Grayce Sills became the interim dean in the College of Nursing. Carole Anderson became the permanent dean in Nursing in 1986. During the last two decades more women deans who were the first in their college followed: Nancy Zimpher in Education, Nancy Rogers in Law, Karen Bell in the Arts, Joan Herbers in Biological Sciences, Evelyn Freeman at the Mansfield campus, Bernadine Healey in Medicine, Jacqueline Royster first in the College of Humanities and then in the Colleges of the Arts & Sciences, Susan Huntington at the Graduate School, and Christine Poon in Business.

Women's Studies came to be recognized as an academic discipline. The Office of Women's Studies was established in 1975 due in part to student protests. It became the Center for Women's Studies in 1980. Women's Studies achieved departmental status in 1995. Other groups also became activists for recognition for the legitimacy of their academic disciplines and the 1990s saw the emergence of Asian American Studies, Latino Studies, American Indian Studies, Disability Studies, and Sexuality Studies. The Department of African American and African Studies had been established earlier in the 1970s, again due to the student protests of the decade.

In 1981, Edward Jennings became the president of the university and, like Enarson before him, in his inaugural address Jennings articulated his commitment to affirmative action "based on the ethical and moral obligation of a university in society to take a leadership role in advancing these

principles.”³³ He immediately created two programs to advance affirmative action at Ohio State: the Affirmative Action Grants Program which provided funds for projects that would promote affirmative action and the Affirmative Action Awards Program which recognized those individuals and units who had done the most to promote affirmative action.³⁴ Women faculty and staff also became more active during the 1980s and 1990s. In 1983, the numbers of women faculty were still stuck at 20%, a figure unchanged since the 1971 Schoen report. Very few minorities were on the faculty. The University Senate Committee on Women and Minorities issued a blistering report in 1984 in which it declared that it was “deeply perturbed about this institution’s recent slow progress toward increasing the representation of women and minorities on the OSU faculty.”³⁵ President Jennings then appointed a task force chaired by Professor Mari Jones from Psychology whose charge was to assess the scope of affirmative action at Ohio State and recommend strategies for improvement.³⁶ The task force issued its report in 1985, a report described by historian John Gabel as “strongly worded and angry.”³⁷ The report charged that the university was caught up in inertia and foot-dragging and showed no true commitment to affirmative action. Historian Gabel noted that much of what was contained in the 1985 task force report had already been said in the 1977 report from the Commission chaired by Joanne Wharton Murphy.³⁸ President Jennings’s response to this report was to create a new office, the Office of Human Relations to which he appointed Sue Blanshan as the first director. Jennings also established a University Affirmative Action Council to serve in an advisory body to the Office of Human Relations and to help promote affirmative action efforts and policies at the university.³⁹

Many women faculty, staff and students served on various task forces and committees. In addition to the task forces on which many served, a number of groups arose, both university appointed and grassroots. The Council on Academic Excellence for Women (CAEW) was created in the 1980s to be an advisory body to the provost on women’s faculty and staff issues. Women of color faculty and staff banded together in a group called the “Women of Color Consortium” both to support each other and to advance awareness of issues facing racial and ethnic groups on campus.

In 1986 a group of women faculty and staff came together on their own to create a scholarship program that would help non-traditional age women return to college to complete their degrees. Their effort was in response to the recognition that women too often failed to complete their degrees because of family responsibilities or other life events. Their belief was that additional funds through this scholarship program could make the “critical difference” in women’s lives. The Critical Difference for Women scholarship program has grown and thrived since that time.

In 1987 the women faculty in the College of Business developed a “Chilly Climate Report”

³³ Gabel, John B. 1992. *The Jennings Years, 1981-1990*. Columbus, Ohio: The Ohio State University Press, 74.

³⁴ *Ibid.*, 75.

³⁵ *Ibid.*, 78.

³⁶ *Ibid.* 79.

³⁷ *Ibid.*, 80.

³⁸ *Ibid.*, 81.

³⁹ *Ibid.*, 84.

detailing the conditions for women in the college and presented it to the dean who asked central administration to intervene. After a couple of years of trying with no success to improve conditions in the college, the women in business began connecting with women faculty and staff throughout the university to undertake a joint assessment of the climate for women at the university. This effort grew into what came to be called the “women’s grassroots network” which became an elaborate informal network of several thousand faculty and staff women from throughout the university. The women’s grassroots network became a pressure point for change for women. When the Lunsford commission issued its report in 1992, the women’s grassroots network sponsored a large rally on the Oval at which the Lunsford report along with a report on salary equity and a report on equity in athletics were presented to the women of the university.

Significant overlap existed in the membership and leadership among these groups, both formal and informal. The result was that a unified strong presence for women began to develop on the campus. The synergies among the groups truly did create more power than the groups ever could have had operating independently. This synergy set the scene for the 1990s.

The decade of the 1990s was one of activism and progress. By the time the Lunsford report was issued in 1992, people had become distrustful of the impact of such reports and wanted meaningful action.

E. Gordon Gee

E. Gordon Gee had just begun his first term in 1990 as president at the university as the women’s grassroots network was forming. The network’s first joint action was a letter, signed by 656 women from throughout the university, asking that he fill some of the then vacant vice presidential positions with women.⁴⁰ No women held vice presidencies at the time. He responded by appointing three women vice presidents, the most in Ohio State’s history.



The major accomplishments of the women’s grassroots network were threefold. First, it truly created a network of women at the university who could support each other. Second, it raised awareness among the white male administrators about the discrimination still faced by women and all of the diversity represented among women at the university. Third, it helped lay the groundwork for the development of the task force that recommended the creation of The Women’s Place in 2000. The network was active until the mid-1990s.

During the 1980s a group of gay, lesbian, bisexual and transgendered faculty, staff and students also formed and began asserting their rights to equality and right to be free from discrimination. One of the focal points for the GLBT group was domestic partner benefits. Such benefits finally came reality under the administration of President Karen Holbrook.

By 1993, women comprised 26% of the faculty, an increase of only 7% in the 22 years since the 1971 Ad Hoc Commission on the Status of Women issued its report. The university did have more women in administrative positions in 1993 than it did in 1970. Two of the ten vice presidents and five of the 20 deans were women. No women held these positions in 1970.

Women were 48% of the undergraduate students and slightly over half of the graduate and professional students, although women students still were over-represented in some fields and nearly absent in others.

Women of color still were underrepresented in all groups. However, some movement was occurring with respect to women of color moving into leadership positions. Linda Tom of Asian American descent became the vice president of Human Relations in the early 1990s. During that same decade, several women of African American descent moved into or began their move into significant leadership positions. Greta Russell became the University Controller. Barbara Rich served as interim director of the Office of Minority Affairs and then became an assistant vice president in the Office of Student Affairs. Jacqueline Royster became an associate dean in the College of Humanities and within a few years had become the interim dean of the college and then the executive dean of the Colleges of the Arts & Sciences. Valerie Lee became the vice chair of the English Department and within a few years was the chair of the Department of Women's Studies and then served two terms as the chair of the English Department, the largest English Department in the country.

Thus, while some progress was being made, women still did not have an equal place at the university.

By the mid-1990s, a group of women led by then dean of the College of Education Nancy Zimpher became convinced that if women were to have their equal place, the university needed to establish a focal point for the change that needed to occur to make that happen. Dean Zimpher and Vice Presidents Ginny Trethewey and Janet Pichette recommended to President Gee in 1998 that he appoint a task force to consider creating such an office. President Gee accepted their recommendation and the task force that eventually led to the creation of The Women's Place. President Gee left the university shortly after the task force completed its work. William "Brit" Kirwan had just become president of the university. Ed Ray was the provost. Both Kirwan and Ray were strong supporters of creating an office that would serve as the focal point for women faculty and staff advocacy at the university.⁴¹ The Women's Place was created in 2000.

Pathbreakers

The following are the most significant pathbreakers from this era that we have identified thus far. Some of the individuals listed here were pathbreakers by virtue of being the first women to hold their position. Others are here by virtue of their activism. All have made a significant difference for women at The Ohio State University. We also have included groups that had an impact on progress for women at the university. Some of these pathbreakers also played significant roles during the next era, 2000 to present.

Adrienne Adams



Adams won the University Distinguished Diversity Enhancement Award in 2001 while an undergraduate student. “Adams may be a student, but she could teach others a thing or two about diversity. Adams is known for being a self-starter who has a special motivation for diversity projects. Through her involvement in the Minority Students in Human Ecology organization, Adams organized a minority job fair that attracted 20 companies. She has worked the annual walk-a-thon and telethon of the United Negro College Fund since 1989, volunteered in the Weinland Park Elementary School and neighborhood through the Minority Leadership Program and the Human Ecology and Lowe's Home Improvement partnership, and has served as a mentor in the South High School Mentoring Program and for the Office of Minority Affairs. She is praised for being intelligent, articulate and focused -- not to mention nice. As one nominator wrote: ‘Adrienne's bubbly personality and work ethics make her a joy to be around.’” *OnCampus* Vol. 30, No. 21 (2001).

Myra Alexander-Starr (Muscogee-Creek)

In 2000, Alexander-Starr graduated from Ohio State in Education Policy and Leadership; she was the first tribally-enrolled American Indian to receive a PhD. She was a driving force in the founding of the student group, the American Indian Council, at OSU in 1989. Dr. Alexander-Starr has served as Dean at the College of Arts and Sciences at Haskell Indian Nations University in Lawrence, Kansas, as President, College of the Muscogee Nation, and was a member of the steering committee for the Native Americans in Biological Sciences (NABS) program at Oklahoma State University.

Yolanda Allen

Allen, a staff member at the Mansfield campus, received the University Distinguished Affirmative Action Award in 1994: “Yolanda Allen, technical typist and program coordinator at the Mansfield campus, has dedicated herself to recruiting and retaining minority students. With the encouragement of John O. Riedl, dean and director of the Mansfield campus, Allen was one of the first staff members to volunteer to serve as a campus mentor. She helped form the minority student organization. Twice, Allen organized field trips to the Columbus campus to participate in Black History Month activities. She also is active in public service in the African- American community. She is a strong leader of her church. She has been on the board of directors of the

Emergency Pregnancy Assistance Council and is a 15-year member of Black Women United. Allen also was instrumental in helping to raise \$15,000 for the John Jordan Scholarship Fund. Perhaps her most visible accomplishment is the gospel festival, Joyous Noise, held annually in downtown Mansfield. The event not only showcases the many talented gospel singers in the area, it also raises funds for minority scholarships.” OSU News Release, 1994 (Ohio State Archives, Distinguished Affirmative Action Awards).

Linda L. Ammons

Ammons received the University’s Distinguished Affirmative Action Award in 1987: “Linda L. Ammons, a third-year student in the College of Law, has demonstrated a commitment to the ideals of affirmative action since her first year at the university. She obtained an affirmative action grant to fund a conference entitled “Civil Rights and Affirmative Action: The Present Struggle for the Future.” She organized and conducted the conference last spring while maintaining her rigorous educational and professional schedule. She also has been active in the Women’s Law Caucus and the Student Bar Association. She recently was a featured artist in the Women of Color Consortium photographic exhibit in the Ohio Union. For her exemplary service and student leadership, the College of Law conferred upon her the John R. Moats Memorial Award.” OSU News Release, 1987 (Ohio State Archives, Distinguished Affirmative Action Awards).

Carole Anderson

Anderson joined the university in 1986 as the first permanent dean of the new College of Nursing. She remained dean until 2001 when she became a vice provost at the university. During the early years of her deanship, Anderson was one of only a few women deans. Anderson co-chaired with David Williams the task force that created the 2001 Diversity Action Plan for the university. She also chaired and then continued to serve on the Council on Diversity that was charged with overseeing the implementation of the Diversity Action Plan. Anderson also served as Interim Dean of the Graduate School and Dean of the College of Dentistry.

Rebecca Andre

Rebecca Andre began working in grounds keeping at Ohio State in 1978. She was among one of the first women on the grounds keeping crew. She eventually moved from this position to a position in Transportation and Parking, then to promotions in Accounting, and went on to work in the College of Dentistry. While working in these departments full-time, she also completed a bachelor’s degree. She then moved on to pursue a Master’s program in Women’s Studies while working in Women Student Services. After earning her Ph.D. in the College of Education while working as a TA, Andre moved to a full-time position in the College of Nursing and Dentistry, where she became interested in online education. She worked as Director of Instructional Technology in the College of Business before moving to Lima, Ohio to become Dean of a small school. Andre came back to Ohio State to work at Teller. In 2007, she became Director of Instructional Technology in the College of Education and Human Services at Ohio State, before retiring in 2008. In 1998, Andre co-founded a group called Women in Technology at Ohio State, and she was involved with activities sponsored by The Women’s Place in its early years after its

establishment in 2000. Voices of Women interview pending:
<http://kb.osu.edu/dspace/handle/1811/56914>.

Janet Pichette Ashe

Pichette Ashe served as the vice president for Business and Finance in the early to mid-1990s. In this role she was a tireless advocate for ensuring that women and minority-owned businesses were fairly treated in university construction contracts. Pichette appointed the first woman to be the university's architect, Jill Morelli. Pichette also was instrumental in the creation of The Women's Place. Voices of Women interview pending:
<http://kb.osu.edu/dspace/handle/1811/56914>.

Lena Bailey

Bailey joined OSU faculty in 1961 in the Department of Home Economics Education. Born in 1932, she received her BS degree in 1954 from Morehead State University, an MS in Home Economics Education from University of Kentucky in 1958 and at OSU, her Ph.D. in Higher Education in 1969. Dr. Bailey was a very visible, respected member of the University community and dedicated over 30 years of her career to OSU. She was considered an outstanding teacher and educator, a visionary, a leader, and a gracious and wise woman. During her career of service she dedicated herself to high ideals and accomplishing tasks that moved the profession forward on the local, state and national levels.

She guided the home economics program at OSU from school to college status, initiated new academic programs, revitalized traditional programs, initiated the change of the college name to "human ecology," and initiated highly successful development campaigns. The new addition to Campbell Hall was funded in large part by funds raised by a campaign she led. Dr. Bailey excelled at "reading the environment" and creating a vision for the future. She was featured in the book, *Ten Women of Vision* for her professional achievements and role as the first Dean starting in 1984, after she was Chair, Associate Director and then Acting Director for the School of Home Economics.

Dr. Bailey served on many University Committees, including Chair of the Athletic Council, University Senate Program Committee, Council on Academic Affairs, and Nisonger Center Policy Council. She was also a member of many local, state, national and international professional organizations and held offices in those associations as well.. Long before strategic planning was a commonly used process, Dr Bailey led the college in the first strategic planning to occur on campus. Dr. Bailey also served on the Board of Directors for the J. M. Smucker Company. She was the recipient of many honors at OSU a few of which were Distinguished Service Award at the 320th Commencement; Commencement Speaker for the Autumn 91 ceremony; the Alumni Hall of Fame Award at Morehead State Outstanding Leader Award from the American Home Economics Association; Outstanding Service to Students Award and Distinguished Leadership to Students Award at OSU, and National Honorary member of Mortar Board and Phi Upsilon Omicron. She died in 1996. (From Resolutions in Memorium, No. 97-78, The Ohio State University Board of Trustees, Feb. 7, 1997).

Phyllis Bailey

Bailey was the first woman to serve as an Assistant Athletic Director (from 1974-84). Over the years, she exerted a very strong influence in the development of women's athletics at OSU. From an early age she was encouraged by her parents to participate in athletics. She enrolled at Earlham College where she majored in physical education and later went on to pursue a Ph.D. at Ohio State.

In 1957 she was appointed Coordinator of Intramurals and Recreation and the Women's Sports Program. In the 1950s, administration of athletics at OSU was divided into Men's and Women's Divisions. Rigid separation of programs by gender was pervasive. With the groundbreaking adoption of the Education Act of 1972, "Title IX" mandated equality between men's and women's athletics. Phyllis Bailey was appointed Assistant Director of Athletics on July 1, 1975.

Many of the men's coaches feared that Title IX would mean the loss of their budgets to women's sports. Bailey worked cautiously and diligently to build alliances and support for women's athletics. But some men's coaches, especially those of the individual sports, fought to the bitter end. As one of few women in the athletic department and the only woman in an administrative position advocating for women's athletics, her work was often isolating. While some men found her too aggressive, some women felt Bailey was not aggressive enough in demanding that change happen faster for women.

Late in her career as Assistant Athletic Director, Bailey advocated that men's and women's athletics be administratively combined. Bailey eventually advised both men's and women's basketball, the first time a woman advised a men's sport. Bailey "the only woman in a man's world" continued to blaze a trail. As schools began to offer more grants-in-aid to women athletes following Title IX, Bailey insisted that women athletes receive the same benefits as male students. Bailey took much pride in this, and also in her conviction that Ohio State developed the "best intercollegiate [women's] program in the Big Ten and one of the best in the United States."

Bailey retired in 1994. During Bailey's administration, she blazed a trail for better opportunities for women in athletic administration and women athletes. Due to her perseverance opportunities for women's athletics at OSU and in higher education improved tremendously to become what they are today.

Bettina Bair



Bair, a senior lecturer in Computer Science and Engineering, won the University's Distinguished Diversity Enhancement Award in 2006: "A role model, mentor and coach for women in computing at Ohio State, Bettina Bair works tirelessly to help attract and retain more women in computing majors. Working side-by-side with students while rounding up corporate support, she founded and supervises the group TWICE, The Women in Computer Engineering. She also founded a student chapter of the Association of Computing Machinery Women's Committee, the primary professional organization for computing geared to the needs of women in the field. Bair is also an active member of the national ACM-W working committee in charge of developing recruiting

materials to encourage middle and high school girls to consider careers in computing. Taking a passionate leadership role, Bair organized the first Ohio Celebration of Women in Computing, a well-attended statewide conference that was reported in the *Chronicle for Higher Education* as well as in the computing media. Approximately 100 young women from 13 colleges and universities around Ohio and Michigan attended the two-day conference. Bair is currently involved with planning a regional version to involve several Midwest states. She has guest-written articles for the *Columbus Dispatch* highlighting the gender imbalance in computing and some of the local efforts to help correct the problem; participated in Women in Engineering workshops; taken young women to the National Grace Hopper Celebration of Women in Computing Conference; and presented papers and posters at international conferences while encouraging undergraduate women to do the same. She informed her students through organization and classroom listservs about interesting opportunities and encourages them to apply for grants, scholarships, jobs, conferences and school organizations. One nominator wrote, "Bair has confronted the gender imbalance with abandon at the local, state and national levels." (http://www.osu.edu/facultystaff/university_awards/2006/diversity.php) Voices of Women interview: <http://hdl.handle.net/1811/60493>.

Andrea Balas

As a graduate student in education at Ohio State, Balas won the University Distinguished Diversity Enhancement Award in 1999. "Making others feel welcome is important to Andrea Balas. During her time as a graduate student in science and math education at Ohio State, Balas has consistently gone out of her way to ensure that all students are comfortable. 'She was largely responsible for inviting and welcoming international students, and making them feel more 'at home' in Columbus,' wrote one nominator.



Balas plays an important role for many new graduate students. 'She provides them assistance in getting acclimated to the new environment and she looks out for them by providing them information with which to make informed decisions regarding their doctoral programs,' wrote another nominator.

Balas also works to make the classroom a welcoming environment for all students. She has designed curricula to be used in informal settings for students who don't learn well in traditional environments, and has spent six years working with a Girl Scouts program to provide the girls with extraordinary experiences in learning math and science.

Balas also is a volunteer in the Columbus and Reynoldsburg school districts, where, according to one nominator, she 'uses her talents to help students value the broad spectrum of backgrounds and cultures.'

For her efforts, Balas has earned the respect of her peers and the students she has mentored. 'She not only represents herself well,' wrote a nominator, 'but also serves as an advocate and role model for others who will experience graduate school somehow better by having experienced her.'" *OnCampus*, Vol. 28, No. 21 (1999).

Deb Ballam

Ballam joined the College of Business faculty in 1982 and was part of the College of Business women that developed the chilly climate report for the college. She played a major organizing role in the series of meetings that led to the creation of the women's grassroots network. She also was part of the initial group that developed the concept for The Women's Place and in the mid-1990s served as chair of the Council on Academic Excellence for Women. Ballam served on the first President's Council on Women and served as director of The Women's Place from 2004-2009.

Ballam received the University's Distinguished Affirmative Action Award in 1992: "Ballam is a woman of vision and action. Her vision is of a University free of gender bias and her action is rooted in a fundamental respect for each woman on campus. Through her efforts, the women's grassroots network has become reality. The network has given its many members opportunities to gather and discuss common problems and forums. It has provided them a collective voice to speak directly to the University administrators on women's issues." Ohio State *onCampus*, May 7, 1992.

Ballam also received the Franklin County Women of Achievement Award in 2002 for her work with the women's grassroots network and the Nettie Cronise Lutes Award from the Ohio State Bar Association in 2003 for her support of women in the legal profession. Voices of Women interview: <http://hdl.handle.net/1811/59109>.

Karen Bell

Bell joined the faculty at Ohio State in 1980 as an assistant professor in the highly regarded Department of Dance. In 1992 she coupled her teaching career with that of administrator as she became an associate dean in the College of the Arts. Subsequently, she was chair of the Department of Dance, Dean of the College of the Arts and in 2008 became Associate Vice President for Arts Outreach. From 2001-2008 during her tenure as dean the college made particular strides in creating a culture where diversity and community were celebrated. The leadership team of chairs and directors was particularly diverse. The Advanced Computing Center for Art and Design created a summer program, "Digital Animation: a technology mentoring program for young women" for female high school students. The Department of Theatre was awarded the University's Diversity Award. Throughout her career, she has mentored hundreds of young women at the university and in the community.

Bell has been involved in leadership development for women in the Jefferson Academy for Leadership and Governance and is co-author of *Women Leading the Way: Reflections on Life and Leadership*.

Rusty Beloite

Beloite was the first director of the Office of Women's Student Services, established in 1975. The objective for the office was to create services and programs that would respond to the needs and interests of women on campus. Under Beloite's strong leadership, the office further refined

its mission in 1976 as:

“[P]roviding a wide range of woman-centered programs and services designed to meet the diverse needs of women in the University community. A major purpose of Women’s Services is to facilitate the growth and development of women by assisting with the examination of values, attitudes, cultural and social pressures and belief systems that potentially restrict or limit growth.” Beloit resigned her position in 1979 to take another position at the University (“A History of the Office of Women’s Student Services,” The Ohio State University, Sue Green, 1984).

Linda Bernhard

Bernhard came to Ohio State in 1987, and was believed to be the first joint appointment between Nursing and Women’s Studies in the United States. She developed and taught the first course on lesbians at Ohio State. WS370 Varieties of Women’s Experience: Lesbian Lives was first taught in Winter quarter 1991. When the Ohio State Medical Center was designated as a National Center for Excellence in Women’s Health, she worked in 1998-99 to develop a clinic specifically for the care of lesbians. Part of the Women’s Wellness Center, the Women’s Health Clinic opened in September 1999 and held one clinic a month specifically for lesbians. Bernhard educated staff about the special needs of lesbians concerning their health care.

Bernhard chaired the Committee on Academic Excellence for Women in 1998-99. During that year the committee recommended to the Provost that an external, objective consulting firm be hired to analyze the climate for women and minorities at Ohio State. The Provost accepted the recommendation. From 1999-2000 Bernhard also chaired the Committee on Retention of Women and Minority Faculty and Staff, which worked with SRI International to analyze the climate at Ohio State. The report was filed in May 2000. Voices of Women interview: <http://hdl.handle.net/1811/60496>.

Rudine Sims Bishop

When Bishop arrived at Ohio State in 1986, she was one of only two African American female full professors on campus. At the time, the senior Black female full professor had instituted the practice of hosting an annual dinner for Black women faculty and staff. When Bishop became the senior Black female full professor, she continued the tradition, which grew into an informally organized group with greater outreach, shared leadership, and more frequent gatherings.

As a faculty member in the College of Education with a specialization in children’s literature, Bishop was instrumental in bringing African American author Virginia Hamilton, one of the premier writers of American children’s literature, to Ohio State as Distinguished Visiting Professor for the 1988-89 academic year, providing an enriching experience for the College and the University community. She has been nationally recognized for her scholarship and teaching concerning multiculturalism in children’s literature, particularly as it relates to African American children’s literature and children’s literature by and about other peoples of color. Voices of Women interview: <http://hdl.handle.net/1811/59111>.

Sue A. Blanshan

Blanshan, a first generation college graduate, was both a student and faculty member of The Ohio State University. Blanshan was one of the founding supporters of the Critical Difference for Women Scholarship which began in 1985. She received both her Ph.D. and M.A. in Sociology from Ohio State and has extensive teaching and administrative experience in higher education. While at OSU, Blanshan became the Director of the Women's Services Office. She developed the Office of Human Relations and served as Executive Officer for the department. She later became a senior policy analyst for The President's Office. She is also an expert in AIDS policy and research. (Information provided by Willa Young, an Ohio State alum and staff member.)

"The Office of Women's Student Services flourished under her leadership, sustaining local and national reputations for excellence. Indeed, it could be said that Blanshan led Women's Services through its heyday."

"Sue Blanshan was known for her astute vision for what we today call diversity and inclusion. She built alliances, relationships, and influence on campus and in the central Ohio community. In recognition of Sue's capacity for leadership, then-President Ed Jennings created the Office of Human Relations and appointed Sue as the Executive Officer. The Office had a broad and deep mission, everything from culture change to human resources."

"A lasting OSU student memory I have is as a new graduate student standing in a very large assembly of students, faculty and staff out on the Oval on Human Relations Day. We enjoyed a diverse mix of entertainment and speakers, and we heard Sue Blanshan introduce a pledge that university community members were being asked to consider. It was a Human Relations, or diversity and inclusion, pledge. Those gathered were among the first to sign on to a campus-wide campaign to encourage all of us to think about and practice inclusion. Everyone wishing to participate was given a card to sign and carry as a reminder of the pledge. I carried my card for many years." Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Lydia Block

Block was instrumental in the development of services and accommodations for students with learning disabilities through Office of Disability Services. She helped to put ODS on the map for being a trendsetter in the field. She was critical in the creation of disabilities services on the regional campus by writing a grant that started those programs. Ms. Block was hired as a counselor in 1981 when the office was called Office for the Physically Impaired. Throughout the years, she became the Coordinator of Learning Disabilities and eventually the Assistant Director before she left for her own organization, called Block Educational Consulting in 1995. Dr. Block earned her Ph. D. from OSU in Curriculum, Instruction and Professional Development in the College of Education. Dr. Block's research was focused on identifying factors that influence how students with learning disabilities could successfully learn a second language. Her research is a unique cornerstone and is often cited by others in the field. Currently, Dr. Block is the Learning Specialist in the Sagan Academic Resource Center at Ohio Wesleyan University.

Dr. Clara D. Bloomfield



Dr. Bloomfield served as the first woman director of the OSU Comprehensive Cancer Center (OSUCCC). After serving as director of the OSU Comprehensive Cancer Center from 1997 to July 2003, Dr. Bloomfield became Senior Advisor to the OSU cancer program and the charter member of the OSU Cancer Scholars Program, which is designed to help recruit and retain senior cancer investigators of international stature. Bloomfield is renowned for more than three decades of research in adult leukemia and lymphoma, research that has been described in more than 600 publications and which has helped change standards of treatment. In 2000 she was elected to the Institute of Medicine of the National Academy of Sciences. At the OSUCCC, she served as cancer scholar and senior adviser. She was a member of the Molecular Biology and Cancer Genetics Program, a professor of internal medicine and holder of the William Greenville Pace III Endowed Chair in Cancer Research. She also was the first faculty member holding a medical degree who was named as a University Distinguished Professor. Throughout her career, Dr. Bloomfield has mentored and promoted countless women faculty, scientists, and students in academia. Voices of Women interview transcript can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Bloomfield.pdf

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Margie Bogenschutz

As President of the University Career Services Committee (UCSC) and a member of the Association of Faculty and Professional Women (AFPW), Bogenschutz was active in getting these two organizations to organize the first Take A Daughter to Work Day on the Ohio State campus in 1995. This event was launched nationally by the Ms. Foundation to expose girls to career opportunities outside the home. Feeling that a university setting offers the potential to expose girls to careers in dozens of areas, Bogenschutz continued to coordinate the Take A Daughter program at Ohio State for the next 10 years. Offering over 50 workshops for girls to choose from and a variety of other activities on campus, the day became a much anticipated event for faculty and staff and their daughters. Eventually the Ms. Foundation changed directions and began to sponsor Take Your Child to Work Day, and the program was fully turned over for coordination by the Office of Human Resources at Ohio State.

Eventually becoming president of AFPW, Bogenschutz also became a member of the President's Council on Women. She explored the idea of leadership development for women staff at Ohio State, pulling together a pilot project of three workshops on leadership topics. The interest in these workshops was overwhelming, and this pilot project eventually led to the development of The Staff Leadership Series initiative sponsored by The Women's Place.

Bogenschutz has also served as a reviewer of grant applications for the Critical Difference for Women program. Voices of Women interview transcript can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Bogenschutz.pdf

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Rodica Botoman

Botoman was an Associate Professor in the Slavic and East European Languages and Literature Department. She was hired in 1975 as the Coordinator and Director of Ohio State's Romanian Program, a position that she held until 2002, when she retired. Botoman made the decision to move from Romania to the United States with her husband and fourteen-year-old son in 1969. A teacher in Romania, Botoman received some financial aid as a work-study student at Ohio State, where she earned a Master's degree and Ph.D. In 1975, Botoman was offered the chance to teach Romanian Language and Culture courses at Ohio State. She created the curriculum and syllabi for these courses from scratch, as there were few Romanian Language and Culture teaching materials available at the time. The courses that she created eventually became a permanent part of the curriculum in 1980. She received a substantial grant from the U.S. Department of Education to write a textbook for Romanian Language and Culture courses. Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Erika Bourguignon

In her forty years at OSU (1949-90), Bourguignon chaired the Department of Anthropology, the first woman chair in that college, co-founded the Women in Development seminar, and was the first chair of the Council on Academic Excellence for Women. CAEW's focus in its early years was on providing mentorship for women students. In 1986-87, CAEW received an Affirmative Action Grant that supported a study entitled Junior Faculty Life at Ohio State: Insights on Gender and Race for which Dr. Bourguignon served as the Principal Investigator. Voices of Women interview: <http://hdl.handle.net/1811/59292>.

Shirley Dunlap Bowser

Bowser earned her undergraduate degree from Ohio State University and later served as a member of Ohio State's Board of Trustees. While a student, Bowser was involved in a number of extracurricular activities, including membership in a sorority, election as Junior class secretary, and service on a special committee to improve freshman orientation. Bowser graduated from Ohio State in 1956 with a degree in Education. After graduating, she married and moved to Pickaway County to run the family farm and raise two children. She later earned her Elementary Library Certification and set up libraries for the Westfall Local School District. She also served on the school district's board. Over the years Bowser has served on a number of boards, including OSU's Board of Trustees, which she joined in 1982. Bowser served on the Board for nine years, and won the University's Distinguished Service Award in 1993 for her contributions during that time. Voices of Women interview: <http://hdl.handle.net/1811/59110>.

Brenda Brueggemann



Brueggemann, a professor of English, won the University Distinguished Diversity Enhancement Award in 2001. "Her scholarship in deaf/disability studies has won Brueggemann many accolades, but her dedication to diversity issues is more than cerebral. Much to her credit, Professor Brueggemann has gone well beyond scholarship to provide almost a decade of service to the University, to her professional community, and to the community at large," wrote one nominator. Brueggemann has developed courses in disability studies,

organized and served as presenter for workshops and colloquia on deafness and other disabilities in the classroom, and has served as chair of the College of Humanities Diversity Committee and as faculty adviser for Students for Disability Awareness. She coordinated a national interdisciplinary colloquium in 1998 on "Enabling the Humanities," has served as co-chair of the Modern Language Association Committee on Disability Issues in the Profession and is a trustee for the Central Ohio Deaf Services Center. Brueggemann is acknowledged as a role model and mentor who has brought "'real life' changes to the lives of students with disabilities." -- *OnCampus*, Vol. 30, No. 21 (2001). Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Inez Cardozo-Freeman

Cardozo-Freeman worked at OSU for 40 years, beginning in the 1960s. She started working at OSU in the Library. She then took graduate courses and obtained her Ph.D. from Ohio State. Dr. Cardozo-Freeman taught comparative studies and was an active advocate to the OSU Central Administration for Hispanic student, faculty, and staff concerns. It was through her advocacy that the Hispanic student recruitment in the Office of Minority Affairs and the Hispanic Student Services Office in Student Affairs were established.

Gwendolyn Cartledge

Gwendolyn Cartledge was hired in 1986 as an Associate Professor in the College of Education and Human Ecology at The Ohio State University. She was promoted to Full Professor in 1995. Throughout her tenure, she served as section head of her program area, section head of Special Education, and chaired personnel committees. Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Lucy Caswell

Caswell began her career at The Ohio State University in 1970 as the head of the Journalism Library. She interviewed for this position in May of 1970, when the Ohio State campus was closed due to the killings at Kent State. She remained in this position at the Journalism Library until 1975. In 1977, she was invited to assume a temporary position in the School of Journalism, with the objective of curating the work of Milton Caniff, a notable cartoonist whose papers had been donated to the School of Journalism in 1974. This curator position was supposed to last only two months, but Caswell ended up staying on, eventually retiring as the Founding Curator of the Billy Ireland Cartoon Library and Museum in 2010. In this position, Caswell worked to secure important monetary donations and donations of artists' work, and interviewed all the founding fathers of the Editorial Cartoonists Association. Caswell was also present for the founding of the Women's Grassroots Network. Voices of Women interview transcript can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Caswell.pdf

Marti Chaatsmith (Comanche)

Chaatsmith, a graduate of Ohio State who earned her candidacy in Sociology in 1988 and 2000,

served as the Program Coordinator for the Newark Earthworks Center at Ohio State University at Newark. She was a key participant in most of the “firsts” for American Indians at OSU: she was the first tribally-enrolled American Indian engaged in developing offices focusing on American Indian issues. In 1989 she co-founded the American Indian Council - the first student group established at OSU. She was on the committees organizing the first campus-wide American Indian cultural events at OSU, including two powwows, several “American Indian Heritage Weeks”, prominent Native speakers, and the observance of the Columbus Quincentennial in 1992: “Celebration and Lamentation”. While a Graduate Administrative Assistant (GAA) in the Graduate School, she developed a workshop and facilitator's guide and represented the Graduate School at two national conferences (1991-1992). She was the first Native GAA to work at Office of Minority Affairs' American Indian Initiatives (1993-1995).

In 1996, Chaatsmith was appointed to direct American Indian Student Services, Ethnic Student Services/Student Life/Student Affairs. That office was established as the result of students' consultation with the US Department of Education. As director, Chaatsmith identified the key tasks to be: educating the campus about Native issues through participation in campus life, developing strategies to procure resource materials, create archives for Native events, and implement a state-wide communications network of regional American Indian organizations and individuals to raise the visibility of OSU's American Indian community.

Chaatsmith both taught and provided consultation for the development of two American Indian Studies courses: Comparative Studies 651, *Indians - Real and Imagined* (1996) and Art Education 694A, *American Indian Culture: Powwow 101* (2003). She was on the committees that led to the approval of the American Indian Studies Program and Minor (1999-2008). She chaired the committee and authored the proposal that resulted in the approval of the Newark Earthworks Center in 2006 – the first research center at a regional campus.

Chaatsmith was honored by students and their parents for her contributions to improving the climate for American Indian students, and received recognition for her work from Student Affairs and the Office of Minority Affairs. Her work at OSU was informed by her experience working with American Indian tribes, local, regional, and national American Indian organizations, and Native families. Her special interests included the study of legal and social protections for sacred and ancient sites on non-federal land, and identifying contemporary connections between the Midwest Region and historic tribal nations now located elsewhere.

Bunny Clark

Clark joined the university's physics faculty in 1981 and became a full professor in 1986. She was named Distinguished University Professor, Ohio State's highest honor for a faculty member, in 1989.

Highly regarded in the scientific community, Clark is considered a pioneer in the field of theoretical physics, especially in the relativistic treatment of nuclear reactions. National recognition for her research expertise has included selection as an American Physical Society (APS) Fellow in 1984 and an American Association for the Advancement of Science Fellow in 1996. In 1999 she received the Fowler Award for Excellence in Nuclear Physics from the Ohio

Section of the American Physical Society.

She was an ardent advocate for women in the sciences, both at Ohio State and nationally. She was part of the inaugural President's Commission on Women at Ohio State and she served as chair of the APS Committee on the Status of Women in Physics and as a member of the APS Committee on Minorities. She received the University Distinguished Affirmative Action Award. In addition, she was chosen as one of the YWCA Women of Achievement in 1993 and was elected to the Ohio Woman's Hall of Fame in 1994.

Kathleen Koonce Clemons

While an undergraduate student at the Marion campus, in 1994 Clemons received the University's Distinguished Affirmative Action Award: "Two years ago, Kathleen Koonce Clemons, a third-year undergraduate student at Ohio State's Marion campus, became involved in the formation of the Cultural Optimist Club. The club was structured to create a climate that heightens awareness and appreciation for cultural differences and promotes the regular and frequent interactions between cultures within both the University and the community..." Clemons has been described as "a striking example of what makes this University great: an unwavering commitment to access and opportunities for individuals who have the ability and motivation to better themselves as they realize their commitment to the welfare of others." OSU News Release, 1995 (Ohio State Archives, Distinguished Affirmative Action Awards)

Lorraine Cohen

Cohen was the spokesperson for the 1970 Ad Hoc Committee on Human Rights and one of the leaders in The Ohio State University Women's Liberation Movement.

Ruth Colker

Colker, a faculty member in the Moritz College of Law, won the University's Distinguished Diversity Enhancement Award in 2002. "When Ruth Colker first came to Ohio State in 1997, her national reputation of advocacy on behalf of individuals with disabilities, pregnant women and gay men, lesbians and bisexuals preceded her. An expert on disability discrimination, Colker was among the first in the country to teach a course on the topic. She requires her students to conduct accessibility studies of Ohio State facilities, a practice which has resulted in greater awareness of the University's access flaws and in improvements to fix those flaws. Colker has organized an ADA symposium at the College of Law, advocated for students who require special assistance due to their disabilities, and raised money to improve accessibility of the College of Law's auditorium. Colker's knowledge of disability law has made her a resource for the U.S. Supreme Court, as well as lower courts, and for the media. "Much of Professor Colker's work on behalf of disabled students, however, takes place behind the scenes," wrote one nominator. "Professor Colker is the 'go to' person at the College of Law whenever disability issues arise." *OnCampus*, Vo. 31, No. 20 (2002). Voices of Women interview transcript can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Colker.pdf.



College of Business Women

In 1987, frustrated with the hostile climate for women in their college, the women faculty in the College of Business came together to create a chilly climate report that the group presented to the dean for action. Professors Arnon Reichers and Marcia Miceli led the women faculty in this effort. The dean turned the report over to the central university administration and sought assistance in dealing with the climate issues. After two years of efforts, during which time little progress was made, central administration acknowledged to the women faculty that they had not had much success and informed the women in the college that they had tried everything they could think of to change the climate and could do no more.

Not willing to give up, the women in the college began inviting other women faculty, college by college, to meet with them to discuss the climates in their college. After a few of these meetings with other women faculty, the faculty realized that women staff and students faced the same kinds of issues and began inviting women staff and women student leaders to participate in the meetings, most of which were held over lunch at the Faculty Club. The announcement board at the entrance to the Faculty Club would list the room in which the meetings were held simply as “women faculty” and then “women faculty and staff.” This led to much speculation about what the women were doing. One of the male deans began referring to the group as the “gorilla girls.”

This effort led to what came to be known as the “Women’s Grassroots Network.”

Martha Cooper

Martha Cooper was first a Ph.D. student and then a professor at Ohio State. As a faculty member, Cooper held an appointment within the Marketing and Logistics Department of Ohio State’s College of Business. Within this department, she was the first person to become an Assistant, Associate, and Full Professor. Throughout her tenure, she served as Director of the Ph.D. Program in the College of Business. She also was co-chair of the Committee on Diversity under Gordon Gee, and was co-chair of Campus Campaign, an organization that dealt with University donors. Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Council on Academic Excellence for Women

The Council on Academic Excellence was established in the 1980s as an advisory body to the provost on women’s issues. Erika Bourguignon, the chair of the department of Anthropology, was the first chair. CAEW’s focus in its early years was on providing mentoring for women students. In 1986-87, CAEW received an Affirmative Action Grant that supported a study entitled Junior Faculty Life at Ohio State: Insights on Gender and Race, for which Dr. Bourguignon served as the PI. Membership was 2/3 faculty and 1/3 staff. The CAEW served as one of the critical lobbying points for women issues with central administration. It existed until The Women’s Place and the President’s Council on Women were created in 2000.

Chikako Cox



Cox, a psychologist at the Counseling and Consultation Services, won the University Distinguished Diversity Enhancement Award in 2000.

“Humanitarian. Psychologist. Teacher. Mother. Mentor,” Chikako I. Cox, in the words of one nominator, “promotes diversity in every aspect of her life.” Cox is committed to educating others about diversity. As a graduate student, she co-founded the Ohio Association of Multicultural Counseling and Development. As a faculty member, she has served as adviser for numerous student groups, such as the Japanese Student Association, Asian American Graduate and Professional Student Association, and the GLB Graduate Students of Colorz. She has presented numerous programs on diversity, faith and spirituality, race/gender/culture, homophobia and multicultural education at conferences. Currently, she is the coordinator of the multicultural and cross-cultural training for Counseling and Consultation Service.

Her work also extends into the Columbus community. She organized an Asian Women Against Rape group for the Take Back the Night march. As a consultant, Cox works with the Columbus Public Schools (diversity issues), Alcohol Drug and Mental Health (ADAMH) on multicultural clinical competency issues, Asian American Community Service Center, the Ohio Coalition on Sexual Assault and the Japanese Language School.

One nominator wrote of her warm and engaging personality. “It is this generosity and supportiveness, along with her creativity and refined clinical skills, which have earned Cox a national reputation as an important mentor for young Asian professionals in psychology.” *OnCampus*, Vol. 29, No. 21 (2000).

Critical Difference for Women

Ohio State’s Critical Difference for Women (CDW) program provides financial support to women students, faculty, and staff through scholarships and grants. Critical Difference for Women was developed in 1986 to identify and fund, within all institutional levels and disciplines, the needs of women seeking advanced education and enhanced professional lives. Initiated by a small group of women administrators convened by the Graduate School, CDW found that too few women were completing their advanced degrees, largely because of family responsibilities and financial constraints.

The first award was made in 1986 to one student in the amount of \$500, and CDW has continued to grow. Today CDW addresses a full range of needs in support of women’s personal and professional development. Since 1986 more than 8000 exceptional women have applied for CDW scholarships and grants. The CDW Re-Entry Scholarship has awarded over \$4.0 million dollars in aid to over 1400 women. Since 1995, nearly 200 projects received Coca Cola CDW research awards for approximately \$350,000 in total grants, and professional development grants award approximately 20 women each year up to a \$1000 for advancement support.

CDW became an official university scholarship under the development of OSU in 1994. Gail Feinstein was hired as Director of Development for CDW and remained dedicated to that position until leaving OSU in 2007. Joy Trego served as administrative assistant. Dean Nancy Zimpher of the College of Education played a significant role during the 1990s in the

development of the Critical Difference for Women program.

In 2006 Critical Difference for Women celebrated its 20th Anniversary and honored its founding members. 22 women were honored for their advocacy and beginning donations to make a critical difference in the lives of women at Ohio State: Sue Blanshan, Karen Carroll, Caroletta Curtis, Jean Dickerscheid, Mary Margaret Fonow, Judy Genshaft, Jean Girves, Ruth Gresham, Gay Hadley, Sheryl Hansen, Susan Hartmann, Margaret (Peg) Hines, Barbara Real Jennings, Joan Leitzel, Sue Mayer, Barbara Newman, Margaret Nichikawara, Loretta Patterson, Jean Peebles, Jo Ann Stokes, Mary Ann Williams, Judy Fountain Yesso.

Celia Crossley

Celia Crossley attended The Ohio State University from 1966 to 1970. She earned a bachelor's degree in Communications, then a new major at the University. This was a time of change for females at the university and across the nation. Over her four years at the University, Crossley observed restrictions on women being lifted. She was present for the spring riots at Ohio State in 1970, and also ended up on national news after attending the University's 1970 graduation ceremony. Voices of Women interview: <http://hdl.handle.net/1811/61710>.

Caroletta Curtis

Curtis, a faculty member and administrator of the College of Social Work, began her career at Ohio State in 1968. Curtis was also one of the founders of the Critical Difference for Women Scholarship which began in 1985 and continues to provide scholarships and grants for women students, faculty, and staff. In the early 1970's, Curtis was instrumental in creating the Developmental Education Program, a program that offered minority students academic and professional support. Curtis served as chair of the Developmental Education Advisory Committee and also lectured regularly on issues of racial equality. In 1989, she received the University's Distinguished Affirmative Action Award and in 1995 she was awarded the William H. Watson Jr. Memorial Award in recognition of her contributions to equal educational opportunities for students at the University.

Suzanne Damarin



Damarin served as a professor in the College of Education for over 28 years, beginning in 1977. Throughout her career, her teaching, research and scholarship were at the intersections of social diversity and feminism with issues in the fields of mathematics and technology. She was an active advocate for women's and minority concerns at Ohio State and a participant in the larger Columbus women's community. Even before the beginning of her Ohio State career, Dr. Damarin had been a champion of women's issues, working at the nexus of gender and mathematics and technology. Throughout her career at Ohio State, Dr. Damarin was a tireless champion of human rights of all kinds.

Damarin received the University's Distinguished Affirmative Action Award in 1995: "Suzanne Damarin has shown her commitment to affirmative action... through her contributions in teaching, research and other activities. As a professor of Education, Damarin has attended to issues of multiculturalism in reading materials, analytical discussions and pedagogic strategies. Her scholarship has focused on perspectives and experiences of 'misrepresented' cultures and groups as it comes to bear on thinking about math, science and technology. She has diligently served on numerous campus committees associated with improving the climate for women and minorities at the university, including the women's grassroots network, the Senate Committee on Women and Minorities (which she chaired in 1991-92 and 1992-93) and the President's Ad Hoc Committee on Diversity. As one of her nominators stated, 'She invariably asks the hard questions. . . and stands firm in her advocacy for all under-represented groups on campus.'" OSU News Release, 1995 (Ohio State Archives, Distinguished Affirmative Action Awards)

Vesta Daniel

Daniel received the University Distinguished Affirmative Action Award in 1991: "Vesta Daniel, associate professor of Art Education and co-director of the Martin Luther King, Jr. Institute for the Arts, is recognized as a national leader in the emerging field of multicultural education. She encourages students to examine their own cultures so that they can develop a better understanding of other cultures. As an administrator, Daniel has designed a curriculum to meet the challenge of change and diversity. Through book projects and mentoring, she contributes broadly and significantly to this goal. When recruiting, she particularly seeks out individuals who have demonstrated abilities and potential but have not considered advanced study." Ohio State *onCampus*, May 9, 1991.

Denise Deschenes

Deschenes attended Ohio State University to earn a Master's degree in Zoology and a medical degree. After receiving her degrees, she became a psychiatrist in Counseling and Consultation Service at the Younkin Success Center. She has won several awards at OSU, including the Dick Maxwell Award for advocating for students with disabilities. Voices of Women interview: <http://hdl.handle.net/1811/61709>.

Jean Dickerscheid

Dickerscheid served as an associate dean in the Graduate School during the 1980s and 1990s. She was the driving force in creating the Critical Difference for Women program at Ohio State.

Erica Estep



Estep, then a residence hall director for food and dining services, won the University Distinguished Diversity Enhancement Award in 1999. "Erica Estep advocates for diversity, one person at a time. 'I am thoroughly impressed by the numerous ways Erica seeks to have a special relationship with each individual she comes into contact with. I believe that this is the most powerful and pivotal way to enhance diversity,' her nominator wrote."

“Estep has formed many worthwhile relationships through her efforts to raise awareness of AIDS and HIV issues, her commitment to community service, her role as an adviser for three black student associations, and her mentoring of students through the Office of Minority Affairs Retention Services.”

“Estep donates her time to Project Open Hand, a community service agency that delivers prepared meals to individuals who have HIV or AIDS, and to People Living with AIDS by preparing and delivering nutritionally enriched whole-food meals. On campus, she has worked to implement ‘The Quilt’ program within undergraduate and graduate halls.”

“‘Her efforts transcend educating and enlightening herself on these issues: Erica is also committed to heightening the awareness of those around her,’ wrote her nominator.”

“She has served in numerous roles related to service learning and community service, including acting as a teaching assistant for the undergraduate service learning course. As an adviser for several black student associations, she has worked to enhance the leadership abilities of students and acted as an advocate for their needs and interests. Estep also has assisted students in making the transition from high school to college in her capacity as a mentor with Retention Services.”

“‘In each interaction she exhibits a genuine interest in their lives and the issues that they face here at Ohio State,’ wrote her nominator. ‘She does this by listening and offering her assistance in any way possible. In return, students truly respect and value Erica as a professional, a role model and a friend.’” *OnCampus*, Vol. 28, No. 21 (1999).

Gail Feinstein

Feinstein became the first full-time development officer for the Critical Difference for Women program and served in that capacity for a decade during the late 1990s and early in the first decade of the 21st century. During that time, she played a critical role in raising the profile of the CDW program in the eyes of donors. In many ways, Gail was the spirit of the Critical Difference Program.

Leslie Fine



Fine, a professor in the Fisher College of Business, won the University Distinguished Diversity Enhancement Award in 2002. “‘In the many aspects of teaching, research, University leadership and service to the broader community, Leslie has displayed a commitment and sensitivity to diversity which is evident in all she does,’ wrote a nominator. ‘However, it is in her monumental efforts on behalf of individual students that Leslie’s commitment is most evident.’ Students mentored by Fine praise her for generosity with her time and for consistently going the extra mile to ensure that they achieve success. Fine has been a leader in the area of lesbian and gay rights, having served on the board of AGLBFS (Association of Gay, Lesbian, Bisexual and Transgender Faculty and Staff) at the University and on the board of Columbus’ Stonewall Union. Fine also has served as the coach for the Black MBA Case Competition Team

and as a member of the Fisher College's Community Diversity Advisory Board. Fine is always willing to roll up her sleeves and put her beliefs into practice, and is adept at helping others see the light. As one nominator wrote, 'With professionalism, courage, confidence, and poise, she is the consummate watchdog and enemy to any person(s) or organization displaying characteristics of racism, discrimination, sexism and bigotry.'" *OnCampus*, Vol. 31, No. 20 (2002). Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Fine.pdf

Francille Firebaugh

Firebaugh served as a faculty member and administrator at Ohio State from 1962-1988. Her academic home was the School of Home Economics where she became Director and Associate Dean of the College of Agriculture and Home Economics in 1973. After a stint as Acting Vice president for Agricultural Administration, a first for a woman at OSU, and chairing the search committee for that position, she joined the Provost's Office. Pursuing various assignments there she was Acting Vice President for Academic Affairs and Provost, 1985-1986, and Vice Provost for International Affairs until 1988. She taught a seminar on Women in Development for several years with Anthropology Professor Erika Bourguignon, and served on the OSU Advisory Committee for Women.

Firebaugh's scholarly interests in family resource management and women's paid work and unpaid work in the home led to textbooks co-authored with Professor Ruth E. Deacon, an OSU graduate and former OSU faculty member.

Firebaugh was Dean of the College of Human Ecology at Cornell University from 1988-1999 and held several other posts there, including Vice Provost for Land Grant Affairs and Senior Consultant to the Provost, until her full retirement from Cornell in early 2008.

Firebaugh serves on the Board of Trustees of Zamorano University (Honduras) and Ithaca College, and on the Board of Directors of the Families and Work Institute in NYC. She received The Ohio State University Distinguished Service Award in 1999, and was named to the OSU College of Education and Human Ecology Hall of Fame in 2007. Voices of Women interview:

<http://hdl.handle.net/1811/61711>.

Mary Margaret Fonow

Fonow was Associate Professor of Women's Studies at The Ohio State University. Her research interests include feminism and transnational labor activism, woman and work, and social movements. Fonow was also one of the founders of the Critical Difference for Women Scholarship which began in 1985 and continues to provide scholarships and grants for women students, faculty, and staff.

Judy Fountain

Fountain served as director of The Ohio State University Child Care Center for many years in the 1970s-1990s. Fountain left the university in 1994 to become the executive director of Planned Parenthood of Central Ohio. In 1999, she returned to The Ohio State University as the first director of The Women's Place. Fountain also was one of the founders of the Critical Difference Program. Throughout all of her roles at Ohio State, she was an ardent champion for women students, faculty and staff. She also was active in the Columbus women's community as was one of the members of the first board of The Women's Fund of Central Ohio.

Mabel Gilbert Freeman

Freeman entered Ohio State University as a freshman commuter student in 1962. She became actively involved in the Women's Self-Government Association (WSGA) serving as President in 1965-66. She also had leadership positions in Student Senate as well as Chimes and Mortar Board class honor societies. As a senior, she was one of four students serving on the Council on Student Affairs; and she was selected as the 1966 Outstanding Senior Woman on campus. Issues such as Free Speech, Civil Rights, Women's Rights, and the developing Viet Nam war captured the attention of students during these years. Women students had the opportunity to hear the author of The Feminine Mystique, Betty Freidan, as well as Miss America as they tried to define their own identities during these changing times. After receiving her B.S. in Education, Freeman taught high school English before returning to Ohio State for both her M.A. in Guidance and Counseling (1975) and her PhD in Educational Policy and Leadership (1988).

As a graduate student, Freeman was the first staff hire for the new University Honors Center in 1985, contributing to the creation and development of both the Center and the university programs that supported the growing population of Ohio State honors students as Ohio State- Columbus moved from an open-admissions to selective-admissions campus.

In 2000, while serving as the Director of the University Honors and Scholars Center, Freeman moved to the role of Assistant Vice President of Undergraduate Admissions and First Year Experience, a newly merged enterprise establishing the first FYE initiative on campus and dedicated to the recruitment, enrollment, and retention of all freshmen and transfer students. The 2003 U.S. Supreme Court's "Michigan decision" regarding affirmative action and college admissions affected Ohio State's admission process as well. In changing the admissions process to be procedurally in compliance, Ohio State's decision to continue to use race and ethnicity in its new holistic admissions process drew national attention and recognition for the importance Ohio State placed on a diverse student body. From 2000-2010, Ohio State freshmen of all races and ethnicities set new record highs for academic quality and first-year retention, as Ohio State University was recognized as one of the nation's premier research universities and its First-Year Experience program was cited as one of the exemplary FYE programs in the country.

Aya Fubara

Fubara received the University Distinguished Affirmative Action Award in 1993: "Aya Fubara is a senior majoring in English and Political Science. Throughout her career at Ohio State, Ms. Fubara has been a leader in improving the educational, social, and cultural environment for African Americans on campus and throughout the larger community. As president of ACTION (Africans

Committed to Improving Our Nation) perhaps the most visible of her activities, Ms. Fubara has been a strong presence, persistent in her vision and leadership. Her writings address the conditions and the hopes of Black people around the world. She also has worked in the Urban Minority Outreach Program and volunteers at St. Stephens Community House.” Ohio State Lantern, May 25, 1993.

Patricia Temple Gabbe

Patricia Temple Gabbe was the Medical Director at Ohio State from 1987-1996, and she became the Senior Medical Director/Advisor of the OSU Health Plan starting in 2008. She is also the founder and director of the OSU Infant Mortality Prevention program Moms2B. Gabbe has had a successful research career at Ohio State, as well as at the University of Washington and Vanderbilt. Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Martha Garland

Garland’s career at Ohio State spanned four decades. She began as an academic counselor, joined the history department after receiving her Ph.D., then moved into a series of administrative positions at a time when women were just moving into significant leadership roles on campus. She retired from her position as Vice Provost and Dean for Enrollment Services and Undergraduate Education in 2010 only to almost immediately return when asked to serve on an interim basis in the office of the vice president of Student Life.

At her retirement reception, Provost Joe Alutto summed up Garland’s legacy: “Martha’s guiding principle has always been ‘Put students first.’” *onCampus*, January 6, 2010. Garland’s impact on the student experience at Ohio State has been profound. She chaired the 1995 Committee on the Undergraduate Experience which has been credited with ushering in enormous changes for undergraduate students. She led the creation of the First Year Experience Program, the creation of the Scholars programs and the creation of the Collegium program. She also established the Undergraduate Research Office, led the effort to create the integrated Student Information System, and the development of a new building to house student support services. The first-floor lobby in the new building is named in her honor.

Elizabeth Gee

Gee was an associate professor in the Department of Educational Policy and Leadership, a research associate, and the spouse of University President E. Gordon Gee. An ethics scholar, Elizabeth Gee conducted research on gender-related ethical considerations in the fields of law and medicine. Her scholarship received external funding from such organizations as the Hewlett Foundation. At Ohio State, Dr. Gee demonstrated a strong commitment to mentoring and supporting women faculty, staff, and students. She was instrumental in garnering support for and establishing the Critical Difference for Women Program. Elizabeth Gee died of cancer after only a little more than a year at the University. Her profound impact on the institution and its people continues through the legacy of her work. After her death, friends and



colleagues established the Elizabeth D. Gee Research Fund, which provides grants to faculty and graduates pursuing research on women, gender, and gender equity.

Judy Genshaft



Genshaft served as the Director of the School of Teaching and Learning at The Ohio State University in the 1990s. At that time the university had very few women in department chair roles. Genshaft was an ardent champion for women's rights at Ohio State and was one of the founders of the Critical Difference for Women program. Genshaft also created successful recruitment strategies for African-American faculty for which she received in 1991 the University's Distinguished Affirmative Action Award. Genshaft left Ohio State to become a dean and then provost at the State University of New York, Albany. She currently serves as the president of the University of South Florida.

Jean E. Girves

Girves last served OSU in her position as Director of the Ohio Science and Engineering Alliance for the Graduate School. The Ohio Science and Engineering Alliance is charged with the goal of increasing the number of underrepresented minority students in the areas of science, technology, engineering, and mathematics.



Girves was one of the founders of the [Critical Difference for Women](#) Scholarship which began in 1985 and continues to provide scholarships and grants for women students, faculty, and staff. Girves successfully secured funding from federal agencies, corporations and non-profit organizations to make possible the Summer Research Opportunities Program for minority students. While apart of the Committee on Institutional Cooperation (CIC) she created the CIC Senior Diversity Officers group, the Women in Science and Engineering Initiative, and the Women's Advocacy group. She established at OSU a multi-institution consortium to improve diversity in science and engineering statewide.

Girves won the University's Distinguished Diversity Enhancement Award in 2006: "Jean Girves has spent her entire professional life creating, implementing and sustaining programs to enhance diversity. One nominator wrote, 'Jean is a builder whose efforts lead to enduring structures that continue to serve the goals of diversity in higher education.' She successfully secured funding from federal agencies, corporations and non-profit organizations to make possible the Summer Research Opportunities Program. The program, which brings minority college students to Ohio State laboratories and libraries for hands-on experience with research, has been institutionalized at 12 major Midwestern universities. Upon her retirement in 2000 from the Committee on Institutional Cooperation — where she created the CIC Senior Diversity Officers group, the Women in Science and Engineering initiative and the Women's Advocacy Group — Girves returned to Ohio State and established a multi-institution consortium to improve diversity in science and engineering statewide. The consortium received a five-year, \$3.5 million grant from the National Science Foundation to participate in the Louis Stokes Alliances for Minority Participation. Girves now directs the consortium, the Ohio Science and Engineering Alliance,

whose goal is to increase the number of underrepresented minority students in the areas of science, technology, engineering and mathematics to create a more diverse pool of talented researchers in tomorrow's workplace. One nominator said, 'Through her individual efforts and the numerous diversity initiatives that she has led or supported, Jean has consistently gone well above and beyond her job responsibilities to enhance the diversity of higher education.'"

Shannon Gonzales-Miller

In 1989, as a Graduate Administrative Assistant (GAA) for The Office of Minority Affairs (OMA), Gonzales-Miller introduced a financial aid counseling support component for students and their families that receive funds from (OMA). This strategic and comprehensive service has assisted thousands of OMA Scholars to overcome financial obstacles and challenges allowing them to enroll, matriculate and graduate from Ohio State. Providing resources ranging from scholarship funds to information about the complex processes for receiving financial aid, as well as a compassionate ear and heart and encouragement has been a privilege.

In addition, Gonzales-Miller incorporated into OMA's Annual Martin Luther King Jr. celebration the introduction of the Martin Luther King Jr. Memorial Scholars. Gonzales-Miller views this as one of her greatest honors and proudest accomplishments. During this celebration, a class of Ohio State's most academically accomplished, active leaders and community servants are recognized and celebrated.

Gonzales-Miller also made a significant investment in working with our Young Scholars (first generation college, urban, low income students) through extending outreach to the high school students and their families in their own cities in the form of workshops twice a year to provide the students with the necessary information for them to receive exceptional financial aid packages. Gonzales-Miller had this to say about her contributions to the culture at The Ohio State University: "My contributions to culture change for historically underrepresented students were made with the assistance of various caring professional staff, several phenomenal graduate students and a host of talented and committed work-study students many of which spent their entire undergraduate career working to help their fellow students. I am indebted to them for their commitment, creative talent and passion." Voices of Women interview transcript can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Gonzales-Miller.pdf.

Virginia Gordon



Gordon has been a beacon on OSU's campus for the advancement of academic and career advising. She served as the second woman assistant dean in University College. She was a founding member of the National Academic Advising Association and served as its president and in many other capacities. Under her direction, the National Clearing House for Academic Advising was managed on the OSU campus, which had a major impact on research in the area of advising. The clearing house has since moved to the national headquarters in Manhattan, KS, where it continues to grow from the foundation that was laid by Dr. Gordon.

She has authored numerous books and articles on the subject. In addition, she has conducted

extensive research on undecided students that has shaped the way advisors work with this population. She is a charter member of the National Academic Advising Association (NACADA) and has provided leadership for this organization since its inception. The extent to which this organization values her contribution is reflected in NACADA naming their most distinguished award after her. The Virginia N. Gordon Award is given to individuals who have made significant contributions to the field of academic advising. What stands out most about Dr. Gordon's accomplishments is the impact that she has had on young professional women. Over the past 35 years, she has mentored countless women pursuing careers in higher education. Through Dr. Gordon's encouragement and guidance, these women have gone on to become administrators, researchers and faculty members at colleges and universities throughout the country. Dr. Gordon has been a significant role model for women striving to succeed professionally and has paved the way for women pursuing careers in academic and student affairs.

Shelley Graf

It was not until 1981 that the OSU Marching Band had its first female drum major. Shelley Graf.



Sue Green

Green was an undergraduate student in the College of Social Work at Ohio State from 1980 to 1984. From 1983 to 1984, she completed a Social Work internship in what was then the Office of Women's Services in the former Office of Student Life. From 1985 to 1986, she worked with the Rape Education and Prevention Program, an organization that was then a part of the Office of Women's Student Services. While involved with this program, some of her duties included creating a rape prevention training manual, presenting on sexual assault at conferences around Ohio, and writing a newsletter. In 1987, she was hired by Ohio State to be the Program Coordinator for the Rape Education and Prevention Program (REPP), a full-time position which she held until 1991, when she took an assistantship in Women's Studies in order to pursue dual Master's degrees in Anthropology and Women's Studies at Ohio State. Upon receiving these degrees, she went on to work for the Ohio Coalition on Sexual Assault, and to pursue volunteer work and grant writing for various organizations. Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Ruth S. Gresham

Gresham received the University's Distinguished Affirmative Action Award in 1993: "Ms. Ruth Sallee Gresham, an affirmative action consultant in the Office of Human Resources, served in many capacities related to minority affairs and the equal treatment of all people during her professional career. Since coming to Ohio State in 1974, she has worked in the Office of Minority Affairs and the former Office of Human Relations, where she designed and conducted innovative and responsive programming. Ms. Gresham has been active in numerous campus and community organizations that support and provide culturally specific responses to community needs, such as: The Rape Education and Prevention Program, Women of Color Consortium, Sojourner Truth-Frederick Douglass Society, Ohio Coalition on Sexual Assault, and Choices for Victims of Domestic Violence." Ohio State Lantern, May 25, 1993.

Gay Hadley

Hadley received a doctorate in education from Ohio State in 1982. She then joined the staff at the university and served until her retirement in 1995. At her retirement she was an associate vice president for human resources. One of the founders of the Critical Difference for Women program, Hadley worked tirelessly throughout her career to raise the status of women, minorities, and non-traditional students on campus. She developed the first orientation program for re-entering women students and created the BRIDGE program in Continuing Education to provide support for university staff pursuing course work. The BRIDGE program became a national model. Voices of Women interview: <http://hdl.handle.net/1811/58512>.



Elaine Hairston



Hairston earned her BA, MA and Ph. D. at OSU in the late 1960s. She recalls student unrest and protests against the Vietnam War on campus. As Associate Director of Affirmative Action Programs, she worked to include women in the OSU marching band and to create a child care center on campus. In 1984 she took a part-time position with the Ohio Board of Regents and advanced to Vice Chancellor for Academic and Special Programs, and ultimately Chancellor. Dr. Hairston saw herself as a “change agent” at Ohio State, and at the Board, integrated the two-year campuses into the planning sessions.

Dr. Elaine Hairston is the Chancellor Emerita of the Ohio Board of Regents. Dr. Hairston has focused on public state assisted universities and systems in her search work. Dr. Hairston’s over 30 years of system and senior university leadership experience provides broad and deep knowledge of outstanding presidential prospects. When she was named Chancellor in 1990, Hairston was the first woman and youngest person ever to be named.

Sheryl Hansen

Hansen served as the Coordinator for the Women’s Student Services Office in the early 1980s. She later served as the executive aid to Elizabeth Gee. Hansen was one of the significant members of the women’s grassroots network and one of the founders of the Critical Difference for Women program. Throughout her tenure at Ohio State, she was an ardent champion for women’s rights.

Cynthia Zachary Harris

Harris served as the director of the Women’s Student Services Office in the early 1990s, the first African American woman to hold that position. Harris received the University’s Distinguished Affirmative Action Award in 1992: “Harris, director of the Office of Women’s Student Services, has been described as unrelenting in her commitment to administer counseling, programming, and workshops for all women. She offers alternative strategies to issues of concern facing diverse

women's populations that she serves. Her goal is to build the University community by promoting caring, cooperation and an interactive spirit of working together to identify issues and to solve problems." Ohio State *onCampus*, May 7, 1992.

Susan Hartmann

Hartmann came to Ohio State in 1986 and served as Director of the Center for Women's Studies until 1992. During her tenure in that position, the department experienced a great deal of growth with a diverse faculty and an expansive and rigorous curriculum. In 1988 the Center launched and co-sponsored the National Women's Studies Association Journal. In 1989 the Center received a Special Commendation award from NWSA for the contributions of its students and faculty to the field of Women's Studies. The M.A. degree in Women's Studies, one of the first of its kind, was approved by OSU in 1990.

Hartmann was also one of the founders of the Critical Difference for Women Scholarship which began in 1985 and continues to provide scholarships and grants for women students, faculty, and staff. Hartmann, widely published and the recipient of numerous awards and fellowships, is also recognized for her teaching and research in US and Women's History.

In 1995 Hartmann was tapped to serve as the faculty athletic representative to the Big Ten conference and the NCAA.

In 1996, Hartmann received the University Distinguished Diversity Award: "It would seem that feminist studies is a natural place to talk about race, class and gender. But it was not always so. Susan Hartmann was a leader in bringing race, class and gender into women's studies. From the beginning of her career," a nominator said, "Hartmann has paid attention to these issues."

More recently, she worked for a requirement that all Ohio State undergraduates take a class that emphasizes social diversity. She also has an admirable record of recruiting minority faculty. Under her direction, Ohio State's Center for Women's Studies hired four minority faculty members. Even while on sabbatical in 1995, she chaired history faculty search committees that hired an African-American woman and a Chicano man. – (OSU Press Release: [See link for Hartmann Faculty Award](#)). Voices of Women interview: <http://hdl.handle.net/1811/58513>.

Bernadine Healey

Healey was appointed in 1995 by President E. Gordon Gee as the Dean of the College of Medicine, the first woman to hold that position. She served until 1999. She led the expansion of the public health programs in the college. She also led the efforts that culminated in the medical school becoming designated as a National Center of Excellence in Women's Health.

Brigid Heid

Heid was a student at The Ohio State University from the fall of 1983 until the summer of 1990. She earned a B.A. in Chemistry and a J.D., Law, both from Ohio State. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Heid.pdf.

Vera Herman

Herman was an instructor in the Geography Department in the 1970s, the only woman faculty member in the department at that time. She served as a wonderful role model to the few women graduate students in the department.

Rose Wilson Hill

Hill won the University's Distinguished Diversity Enhancement Award in 1996. "For 25 years, Rose Wilson-Hill has helped lead affirmative action efforts at Ohio State. She directs the Graduate and Professional Student Visitation Day for top seniors from historically black colleges. GPSVD has been one reason that Ohio State has produced so many African-American Ph.D. recipients during the last two decades. "The participation of over 50 colleges and universities annually in this program can be traced to Rose's personal contact," one nominator said. She also volunteers to lead fund-raising events at the King Arts Complex and other community efforts. As a nominator said, Wilson-Hill promotes "not only Ohio State but the cause of equal rights and understanding." (OSU Press Release: ([See link to Hill's Award](#)))

Margaret (Peg) Hines



Hines served as a faculty member in the College of Medicine for over 40 years, until her death in 2004, a time during which the college had few women faculty. She initiated the injury biomechanics research program at The Ohio State University in the mid-1980s and was still conducting this research at the time of her death. She was an active member of the women's grassroots network and championed women's rights at the university and in the College of Medicine. In the late 1990s, she filed a lawsuit against the college for gender and age discrimination (Margaret Hines v. Ohio State University, College of Medicine, Case No. C2-94-1088, Federal District Court, Southern District). The settlement led to establishing processes in the College of Medicine to address issues of gender and age discrimination.

Lisa Hobson

During her time as a student at Ohio State from 1973 to 1979, Hobson received a Bachelor of Arts in Theatre and a Master's in Education. Throughout her career as a teacher, Hobson worked hard to balance her work life with being a mother. She was active in various volunteer organizations around Columbus, including the Columbus Tenants Union, an organization that helped students with landlord problems, and the United Farm Workers. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Hobson.pdf.

Eunice Hornsby

Hornsby was a founding member and coordinator of the Association of Gay, Lesbian, and Bisexual Faculty and Staff (AGLBFS) 1989–2000. She worked with the Office of the President to develop the first Affidavit of Domestic Partnership (with Rhonda Rivera and Brad Myers). Hornsby also integrated an LGB inclusive definition of family into all Human Resources policies; championed LGB inclusive language throughout tenure in Human Resources. She led updates to all human diversity-related Office of Human Resources policies and was involved in developing the following policies: EEO for Individuals with Disabilities, HIV/AIDS, Paid Parental Leave, Whistleblower, and the integration of family and relationship violence into OSU's Workplace Violence policy.

Hornsby was a member of the Council on Academic Excellence for Women, 1999–2000 and the President's Council for Women from 2007-2010. Hornsby was a member of and led the Critical Difference for Women Professional Development Grant selection committee for many years.

Hornsby also coordinated sexual harassment education and created the Sexual Harassment Speaker's Group made up of faculty and staff that provided the campus community with hundreds of educational sessions from 1991 – 2007. She led multiple updates to the sexual harassment policy and she researched and shepherded a policy that prohibited relationships between teachers/students and others with direct reporting/evaluating lines into the sexual harassment policy. She developed and established the first University Policy Process in 2007-2008.

Hornsby also developed, established, and coordinated the Mediation Program providing mediation services to faculty, staff, and graduate associates in 2004. She also established New Department Chair Orientation in 1998.

Linda Houston



Houston, a faculty member at ATI (Agricultural Technical Institute), Wooster, won the University's Distinguished Diversity Enhancement Award in 2002.

"Linda Houston is a one-woman advocate for diversity at the Agricultural Technical Institute in Wooster, where she teaches writing and communication courses and is the director of the Writing Center. Houston hosts fall dinners at her home for minority and foreign students and meets with them throughout the year.

Houston also reaches out to encourage new faculty women and administrators, informally and through a group she recently organized to allow female faculty and staff to meet and share ideas. Her list of committee work is almost boundless. She has served on ATI's civil rights, diversity and teaching committees, the ATI InterFaith Support Team and the OSU Service Learning Roundtable, and is collaborating with the English Department to work with at-risk high school students. In the Wooster community, Houston has participated in Unity in the Community, a city-wide diversity task force, and on the AIDS Quilt committee. She is also one of the founders of Every Woman's House, a home for abused women and their children. "In everything Ms. Linda Houston does she promotes a welcoming and supportive environment for individuals of diverse backgrounds," wrote a nominator. *OnCampus*, Vol. 31, No. 20 (2002). Voices of Women interview transcript can be found at:

Joan Huber

Huber came to The Ohio State University in 1984 as the first woman dean, recruited by President Ed Jennings. Huber served as dean until she was appointed as the provost in 1992. Huber writes the following about her contributions to improving the status of women at the university: "Of my contributions, only one counts. What the faculty, especially women, most needed was a fair shake. Each year I would review the record of teaching, research, and service of all faculty in the College of Social and Behavioral Science to assess the extent to which department chairs were hiring and rewarding the hardest working and most able persons. Across campus, others were doing the same. Moving a behemoth like Ohio State requires that many persons push hard every chance they get. In some areas, a full pipeline permitted the hiring of a fair number of women. Problems persist in others and there is plenty of room for improvement. In one respect, change is very slow. Employed women still spend twice as much time in child care and housework as do their male counterparts. When I recently asked some women graduate students about the division of labor in their own homes, they looked sheepish. Each one was doing most of the work. When women faculty do more than a fair share at home, men can be the more productive on campus. Some men see this division of labor as unfair and try to compensate but many do not. It is very hard to give up the benefits of living with a person who copes with home and children while you make your way up the professional ladder." Voices of Women interview: <http://hdl.handle.net/1811/59291>.

Betty Jo Hudson

Hudson came to Ohio State in 1972 as a graduate student and held a job as a Graduate Administrative Assistant in University College, then only in its second year. Dean John, looking for a way to add diversity to his cabinet, accepted Hudson, even though she was only a graduate student, as the sole woman on his cabinet of senior administrators. From 1972 to 1984, Hudson served as the Assistant Dean for Student Affairs in University College. In 1983, she became an Associate Dean in University College and was asked to serve as an "anchor" for the new Dean. She remained in that position until 1988.

In 1988, Hudson became the University Ombudsman, the first non-faculty appointment to that position. Her first goal was to rename the job and the office. If a man was an Ombudsman, Hudson thought she should be an Ombudswoman. President Edward Jennings agreed. Thwarted by the University Senate who explained that Ombudswoman was gender specific (while they apparently thought Ombudsman was not), Hudson did succeed in getting the office renamed as University Ombudservices and the title became Ombudsperson. During her first term as Ombudsperson she helped influence the University and College Ombudsman Association to change its name to University and College Ombuds Association. Women faculty, staff and students comprised a majority of the people seeking help from the Ombudsperson. Not a surprise, since in general, women were still not in positions of power on campus.

In 1996, Hudson received two awards of which she was particularly proud: The Distinguished

Service Award given by the Offices of Gay, Lesbian and Bisexual Student Services and Women Student Services and the Mary Ann Williams Women's Leadership Award given by the Association of Faculty and Professional Women.

In the late 1990's the Office of University Ombudservices was closed. Hudson returned to University College and retired shortly thereafter.

Dorothy Woytowicz Jackson

After receiving a BA from Queens College, Jackson held a research assignment in the Department of Sociology and the Center for Vocational and Technical Education from 1966-1970. She was awarded an MA from The Ohio State University in 1968 and a Ph.D. in 1970 and was named an Associate Professor of Psychology the same year. She co-authored with John E. Horrocks, *Self and Role: A Theory of Self-process and Role Behavior*, Houghton-Mifflin, 1971, and was recognized in 1973 with a Distinguished Teaching Award.

Jackson joined the Provost's Office in 1975 as a Special Assistant, became an Assistant Provost in 1978 and an Associate Provost the next year. She was responsible for academic finance matters in the Provost's Office and worked closely with the college deans on faculty salaries and policies. She was a champion for women's salary equity.

After Jackson returned to the Psychology Department, she was adviser for a number of doctoral dissertations, honors and masters theses. She was awarded emeritus status in 2008 after her retirement. She is the mother of Rebecca Jackson, M.D. and lives in Columbus, Ohio.

Rebecca Jackson

Jackson has been on the faculty in the College of Medicine since the 1980s. Since the 1990s, she has served as one of the key researchers in the National Institutes of Health (NIH) Women's Health Initiative, a major, collaborative, long-term research study. During this time, Dr. Jackson and her staff maintained the involvement of 5,000 participants over a number of years.

Dr. Jackson has been committed to the advancement of women at the university, also, having served on the President's Council on Women and the University Senate Diversity Committee.

Kay Bea Jones

Jones joined the faculty in the Knowlton School of Architecture in 1985. She became one of the key women in the development of the women's grassroots network. She also served on the Council on Academic Excellence for Women, on the task force that created The Women's Place, and on the President's Council on Women. Along with Bev Toomey, she was a leader in the creation of the Buckeye Village Community Center to address the needs of single parent families, specifically the participants in the ACCESS program at OSU. Inspired by her own blended family, with adopted older sisters of Ojibway descent, Jones, along with Toomey, recognized the unique needs shared by communities that are not met by market-based housing. The collaborative project united the efforts of student and faculty researchers, service units, and

the goals of central administration at OSU to build a new environment to support the well-being and education of young women and their families. Throughout her career Jones has been a tireless advocate for the rights of women.

Leslie Sandra Jones

Jones, a graduate student at the time, received the University's Distinguished Affirmative Action Award in 1995: "Leslie Sandra Jones, a graduate student and staff member in the College of Food, Agricultural and Environmental Sciences, 'has done more single-handedly to advance the case of affirmative action in this college than any individual I know,' a nominator said. She has worked tirelessly to provide opportunities in the college for minority students prior to and subsequent to their enrollment into the University. She has participated in the University Mentoring Program and received the Outstanding Professional Mentor Award in 1994. She has shown a creativity and innovation in taking on projects that have made changes in both accessibility and climate. Jones has demonstrated a sense of 'personal activism' and commitment to affirmative action that has continued to grow in scope and magnitude over the last several years.'" OSU News Release, 1995 (Ohio State Archives, Distinguished Affirmative Action Awards)

Lois Jones

Jones, a faculty member in the Department of Geography in the 1960s, led the first all-female field team to Antarctica in 1969. Prior to their expedition, the U.S. Navy (which controlled who was allowed to visit Antarctica) refused to transport women there. The four-women team consisted of Jones, Kay Lindsay, geologist and Ohio State graduate student Eileen McSaveney and an Ohio State undergraduate Chemistry major, Terry Terrell who was only 19 years old. At the end of their expedition the Navy decided to sponsor a media event at the South Pole, a place to which women had never traveled. The Navy invited Jones' four-person team plus two other women, one a science writer from Detroit and the other a scientist from New Zealand. The women decided that when they arrived they would link arms and all would step off the plane and on to the ice together so that they all would be first. National Science Foundation: Where Discoveries Begin, Jan. 11, 2010 ([See link to Professor Jones](#)) By the 40th anniversary of their expedition in 2009, hundreds of women had worked in Antarctica.

Mari Riess Jones

Jones was hired into the OSU Psychology Department in 1968 as a Visiting Assistant Professor. This was an era in which universities and colleges hired few women; she was a sabbatical replacement. However, when a tenure track position opened up in 1970, she was hired. She received tenure in 1971 in a department of 50 faculty and only one other woman.

Between 1971 and 1983, she served on numerous college and university committees (all needed a token woman; it didn't seem to matter if it was the same token). In addition, she was active in the faculty senate where she successfully argued for change in the faculty rule book on procedures relating to faculty grievances and harassment. She also chaired the Ethics committee in the Department of Psychology (1979-1986), authoring a Student Handbook on guidelines for dealing

with grievances and harassment.

In 1984-1985, under President Jennings, Jones chaired the President's Committee on Affirmative Action. The charge was to develop a policy for the main campus and all regional campuses for improvements in recruitment, development and retention of minority and women faculty. The committee proposed a wide range of changes, including a new officer for Affirmative Action. Recommendations for recruitment (such as spousal hiring) and common standards of evaluation for promotion and tenure were proposed. Many of these recommendations are standard practice today. At that time, although President Jennings implemented a number of the committee's suggestions, his successor did not continue the policy.

From 1996 to 1999, Jones served on the Provost's Promotion and Tenure committee. In that capacity she attempted to insure fair treatment of women, some of whom had clearly been unfairly denied tenure. From 2004 until her retirement in 2006 Jones served as Vice Chair of the Psychology Department, where she mentored junior faculty, many of them women. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Jones_Mari_Riess.pdf.

Susan Josephs

Josephs served as the Associate Dean for Educational and Professional Diversity in the College of Business from 1991 until her retirement at the beginning of a 2008. She was responsible for diversity initiatives, recruitment and hiring procedures, curriculum revision and personnel policy. Dean Joseph Alutto created the position in 1991 to address the need to make change and progress in the college's diversity practices and outcomes.

In the 16 years that Josephs was in this role much progress was made. The recruitment and retention of women faculty was substantial, as was the promotion of more women into faculty leadership positions. Similarly, significant strides were made to increase the numbers and prominence of minority faculty including several full professorships and endowed chair positions. Several independent climate studies confirmed that respect and satisfaction issues rose credibly during her tenure.

Significant programs that originated during her tenure include a successful corporate mentoring program for women, minority and international MBA students, a \$600,000 grant from the GE foundation to develop minority faculty through doctoral education (this program graduated students to faculty positions at Georgetown, Penn State, Georgia, Drexel, and Maryland) and significant grants from the KeyBank corporation to create and coordinate national case competitions for minority business students. She created the Office of Minority Students Services in the College and with director David Harrison the number of minority student organizations grew from one undergraduate association to a whole range including the Black MBA, Asian Business Students, Out in Business (GLBT) Hispanic Business Students and the National Association of Black Accountants.

Josephs was recognized with several awards including the Faculty/Staff Leadership Award from

OSU Student Gender and Sexuality services and an award in the Fisher College established in her name to recognize courage in diversity efforts. Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Beverly Kahn

Kahn, at the time a professor at the Mansfield campus, in 1985 received along with her husband Robert the University Distinguished Affirmative Action Award: “The Kahns have contributed significantly to the Mansfield community by creating political awareness programs and organizing voter registration drives within the black community. The Kahns have a unique appointment on the Mansfield campus in that they share one full-time faculty position... Beverly is one of the founders of the Ohio Women’s Network and was instrumental in developing Women’s Week at the Mansfield campus. This program was cited as being the only program on campus which effectively highlighted the cultural and social contributions of women.” OSU News Release, 1985 (Ohio State Archives, Distinguished Affirmative Action Awards). Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Sally Kitch

Kitch joined the faculty at The Ohio State University in 1992 as the director of the Center for Women’s Studies. During her tenure she led the charge to obtain departmental status for Women’s Studies. Through the hard work of Kitch, the Women’s Studies faculty, and its many supporters, Women’s Studies became a department in 1995.

Sondra Kowaluk

As a married mother, Kowaluk attended Ohio State University first at night and then full-time to earn a business administration degree in 1976. She pursued a career as a public accountant and became involved in the American Society of Women Accountants. Voices of Women interview: <http://hdl.handle.net/1811/65285>.

Joan R. Leitzel

Leitzel came to Ohio State in 1965 as an assistant professor of mathematics and became a full professor in 1984. She was vice-chair of the Mathematics Department for four years. She was one of the few women on the math faculty. She moved into administration as Associate Provost for Curriculum and Instruction in 1985. In 1990 she left Ohio State to serve at the National Science Foundation as a division director in the Directorate of Education and Human Resources. She then was Senior Vice Chancellor for Academic Affairs and Provost at the University of Nebraska Lincoln and in 1996 became President of the University of New Hampshire. She retired in 2002 and returned to Columbus. In the spring of 2008, President Gee invited Dr. Leitzel to serve Ohio State one more year. From August 1, 2008 until August 1, 2009 she served in the role of Interim Executive Dean of Arts and Sciences and Vice Provost, leading the restructuring of the arts and sciences at Ohio State.

Dr. Leitzel received the Ohio State Alumni Award for Distinguished Teaching and the Ohio State Distinguished Service Award. She served on the Board of Directors of the National Association of State Universities and Land-Grant Colleges and chaired the Board of the American Association for Higher Education. She also chaired the Mathematical Sciences Education Board at the National Research Council from 2000 to 2005, and currently chairs the Conference Board of the Mathematical Sciences.

Marlene Longenecker

Longenecker, Associate Professor Emerita of English, was the first Director of the Center for Women's Studies from 1980-1986. During that period, she and her colleagues laid the curricular and institutional foundation for the current Department of Women's Studies.

She devoted her career to the promotion of diversity in the curriculum to nurture and support women and minority students, and through her contributions made an incalculable difference in the climate for women and minorities in her home departments. She provided OSU with over 30 years of service and is recognized by students and colleagues as a tireless advocate, generous mentor to junior faculty, and inspiring teacher. Voices of Women interview:

<http://hdl.handle.net/1811/65286>.

Andrea Abernethy Lunsford



Lunsford, who had been discouraged from pursuing a Ph.D. by her all white male professors at the University of Florida, got her courage up after teaching for six years and applied to the Ohio State University, hoping to study rhetoric with Professor Edward P. J. Corbett. She was put on the waiting list for admission but finally made it and began her Ph.D. work in 1972. In 1977, she became the first person to graduate from Ohio State English with a specialty in rhetoric and writing studies. Ten years later, she returned to Ohio State as Professor of English to work with colleagues to build a nationally-recognized undergraduate and graduate program in rhetoric and writing and to develop The Writing Workshop, a program designed to help disenfranchised students not only persist but blossom in the University. She

devoted much of her career to advocating for and mentoring women in the profession; in 1990-91 she chaired the University's Commission on Women. Before moving to Stanford in 2000, she was Distinguished Professor of English and Director of the Center for the Study and Teaching of Writing. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Lunsford.pdf

Sue Mayer

Mayer served as special assistant to the president for both Presidents Edward Jennings and E. Gordon Gee. From 1981 to 1991, she was responsible for the day-to-day operations of the

president's office, the Office of Special Events, and special projects. Mayer was a powerful voice for women within the president's office.

Minnie M. McGee

McGee was honored in 1984 with the University's Distinguished Affirmative Action Award: "Since becoming assistant dean in the College of Engineering in 1977, Minnie M. McGee has actively developed programs for the recruitment, retention and graduation of minority students. Through her efforts with the Minority Engineering Program, minority enrollment in the college has increased threefold. She helped develop the Worth Extra Effort program in 1976 which tracks participants and informs minority students, their parents, teachers and school administrators of the career opportunities in engineering and the kind of high school preparation needed. She has attracted substantial funding from government and industry sources for scholarship and supportive services for minority students. Several of her programs were duplicated nationally. McGee's work has been recognized by the National Association of Minority Engineering Program Administrators, which elected her national president in 1984." Ohio State *onCampus*, April 26, 1984.

Astrid Merget

Merget was a professor of Public Policy and Management in the 1980s and early 1990s. She served as an associate dean in the College of Business and as the interim dean in the college in 1989-90, the first woman to hold such a position in the college. Merget chaired the 1990-92 Commission on Salary Equity that set in motion processes and procedures that could and were effectively used to eliminate many of the salary inequities at the university based on gender and race. In 2007, Merget became the provost at Louisiana State University. Voices of Women interview: <http://hdl.handle.net/1811/65287>.



Linda Mizejewski



Mizejewski was hired in the English Department at Ohio State in 1991 in order to develop film studies in that department. She designed three courses in film studies, both graduate and undergraduate, and also worked closely with the new Interdisciplinary Film Studies Committee that connected several departments and colleges. As co-chair of that committee, she helped write the proposals for an interdisciplinary graduate minor in film and also for the interdisciplinary film major.

In 2002, she moved to Women Studies in order to serve as Chair of the Department until 2006, and then remained in that department as the senior faculty member in visual and narrative culture. As department chair, she guided the development of a graduate minor and began to implement its new Ph.D. in Women's Studies. During this time, Dr. Mizejewski coordinated programming with the Multicultural Center, the Gay/Lesbian/Bisexual/Transsexual Center, and Women's Student Services and worked closely with The Women's Place to coordinate a gender-focused student living-learning program. The department also co-sponsored community events

and lectures on domestic violence and women's safety, and she worked with community leaders on the organization and promotion of these events. At the state level, she was involved with the implementation of a new consortium of Women's Studies programs statewide, and she initiated a yearly national conference on Ph.D. programs in Women's Studies.

Mary Irene Moffitt

Moffitt was the first permanent director of the Office of Women's Studies, serving in that role from 1976-1980. The Office's goal was to lay the groundwork for a Center for Women's Studies. Moffitt focused on curriculum development and a research grants program.

Jill Morelli

Morelli was named University Architect in the early 1990s by Vice President Janet Pichette. Morelli was the first woman to hold that position. Voices of Women interview transcript can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Morelli.pdf.

Mildred Munday

Munday was a faculty member in English in the 1960s-1990s. She was instrumental in establishing Women's Studies as an academic discipline at The Ohio State University. In 1985 Munday received the University Distinguished Affirmative Action Award: "Munday is one of the founders of the Center for Women's Studies, creating one of its early courses, 'Women in Literature.' She also was the first to propose joint appointments between the center and an academic department. An Ohio State faculty member since 1967, Munday's contributions came at a time when there was little active support for her cause. The fact that the women's studies program has been recognized as one of the most outstanding in the country is due, in large part, to her efforts. Munday was mainly responsible for convincing the University Senate to change the sexist language in faculty rules. She has been an active proponent of the Equal Rights Amendment, serving as a spokesperson at the state level for its passage through the Ohio legislature. She has served on the University Senate, Council on Student Affairs, Advisory Council of the Office of Women's Studies, and the Physically Impaired and Handicapped Advisory Committee, as well as other campus groups." OSU News Release, 1985 (Ohio State Archives, Distinguished Affirmative Action Awards)

JoAnne Wharton Murphy

Wharton Murphy was an adjunct professor of law and an assistant dean in the College of Law in the 1970s through the 1990s. She chaired the 1977 Commission on the Status of Women and Minorities. The report of this commission was one of the early task force reports that detailed the issues for women and minorities at The Ohio State University as well as recommending solutions. The work represented by this report is an important example of the struggle of this era for legitimacy for diversity issues and human rights. The report's conclusion illustrates the seriousness of the challenge of these times:

“In conclusion, procedural reform, though absolutely necessary, cannot by itself further the cause of affirmative action. Affirmative action is rich in opportunities for the University in every aspect of its function, from management to academic programs. But if the people in authority refuse to perceive the bases for this opportunity, continue to ‘stonewall’ the purposes of affirmative action, continue to despise the work accomplished by women and minorities who are striving to make affirmative action a process for attaining a more equal society at this University, then there will be failure. It will not be affirmative action that has failed or the cause of women and minorities in the University which has failed. Rather, the promise of equal standing on an individual basis which has been implicit in American society since 1775 will have failed. The promise to those who aspire to a different condition through education and training will have failed. Persons within discriminated groups seem no longer willing to passively accept the costs to them of discrimination, so that failure may mean the disruption of this University and of a society which refused to deliver on promises which have been proffered for over two centuries.” –*Commission on Women and Minorities*, Vol. I, p. 72.

Barbara Newman

Newman, Professor Emeritus of Family Relations and Human Development at Ohio State, began her career with the University in 1978 and served as Associate Provost for faculty recruitment and development from 1987-1992. In this position she led efforts to recruit and retain minority faculty and students. Newman is also one of the founders of the Critical Difference for Women Scholarship which began in 1985 and continues to provide scholarships and grants for women students, faculty, and staff. In 1993 she received the William H. Watson Memorial Award in recognition of her contributions to equal educational opportunities for all students.

Colleen O’Brien

O’Brien was the first woman elected as president of the Undergraduate Student Government. She served as president during the 1982-83 academic year. Today, O’Brien is an assistant vice president for Government Relations at the university.

Jean Swaino Opliger

Opliger received the University’s Distinguished Affirmative Action Award in 1986: “Jean Swaino Opliger is an assistant professor and coordinator of developmental education at the Agricultural Technical Institute. She implemented and administers a support program for students who have learning disabilities. The program, titled Project BUILD, offers tutorial assistance, study skills seminars and counseling. Opliger also has given assistance to the Governor’s Office of Advocacy for Disabled Persons. Opliger is national membership chair for the National Association for Developmental Education and serves as secretary of the Ohio Valley Association on Handicapped Student Service Programs in Postsecondary Education. She also works with the Wooster Rehabilitation Services Commission to reduce unnecessary testing of disabled students.” OSU News Release, 1985 (Ohio State Archives, Distinguished Affirmative Action Awards)

Rebecca Parker



Parker, then the Director of the Ohio Union, won the University Distinguished Diversity Enhancement Award in 2000: “Throughout her career, she has gone the extra mile to insure that diversity – all aspects that make up diversity – are included and respected. Beyond her position at the Ohio Union, Becky has been a beacon of light and reason in the conversations surrounding the issue of diversity,” wrote one nominator of Rebecca L. Parker.

Parker was instrumental in reviving and revitalizing the University's student chapter of the NAACP. After its first year, the group was honored by the national association with a Student Chapter of the Year Award. She led the creation of the Minority Service Leadership program, now known as the Servant Leadership 2000 program, and she teaches the academic class for its students. Parker also presents workshops on campus and in the community on such issues as ethnicity, identity and privilege.

She has served as chair of the Committee on Multi-Ethnic Programs for the Association of College Unions International (ACUI) and currently serves as vice president for committees and networks.

One nominator wrote that what makes Parker special is “the subtle moments where her eloquence brings the most difficult concepts to their basic roots. Whether in a classroom of students or in a meeting of high-ranking administrators, Dr. Parker has made a remarkable impression on behalf of diversity.” *OnCampus*, Vol. 29, No. 21 (2000).

Ruth Paulson

In 1970, Paulson was hired as a part-time instructor at The Ohio State University College of Dentistry, in the Department of Oral Biology. There, she taught pre-clinical students throughout the first two years of their dental curriculum. Over time, Paulson's hours increased so that she came to hold a full-time position, and she ultimately rose to the rank of Associate Professor before retiring in 1996. Paulson encountered shifting gender demographics over the years of her career as more females joined the profession of dentistry. Her primary research area was in teratology, and she was involved in extensive interdisciplinary collaborative work with faculty members in other departments at OSU. As a teacher, Paulson served as a role model and supporter of female dental students who, throughout the 1970s and '80s, encountered a majority-male school and work environment. Paulson encouraged all of her students to pursue research, and because she was sought out as a faculty advisor for a large number of student research projects, she was elected as the national faculty advisor for the American Student Dental Research group. Voices of Women interview transcript can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Paulson.pdf.

Marquetta Peavy

After graduating from high school in Akron, Peavy initially moved to work in Washington, D.C.

Two years later, she moved to Columbus and got a job in an insurance company. She decided to pursue a bachelor's degree, and signed up for night classes at Ohio State. Eventually, she began taking day classes, and got a job at the Ohio State University Medical Center working the evening shift as a unit clerk. After graduating in 1976, Peavy began to advance her position at the Medical Center. She was promoted to supervisor, then coordinator, then Director of Clerical Services. Eventually, Peavy switched to human resources, and first worked as a nurse recruiter, then as an ombudsman. She became involved in employee relations, then in training. She spent the last 15 years of her career at Ohio State as Associate Director of the Department of Educational Development and Resources at the medical center. Voices of Women interview: <http://hdl.handle.net/1811/59112>.

Stephanie Peters

Peters was the first African American woman to be elected president of the senior class. She graduated that year, 1986, with a double major in Political Science and Women's Studies. During her time at OSU she was recognized as one of the "10 Outstanding Seniors" and also served as Co-President of the Ohio Student Association. She actively fought race and sex stereotypes on campus and in student organizations.

Ruth Peterson



Peterson, a faculty member in Sociology, became in the 1990s a Distinguished Professor of Social and Behavioral Sciences. Peterson's impact on the university was first felt in the early 1990s when she became Sociology's director of undergraduate studies. Her first task, to organize a new Undergraduate Student Services office, was a stunning success, winning the 1995 Distinguished Student Service award for best student services. Peterson helped found three student organizations: the Criminology Club, the Sociology Club (or Alpha Kappa Delta honorary society), and the Organization of Black Students in Criminology and Law. In 1999, Peterson was appointed director of the Criminal Justice Research Center (CJRC). After taking charge of the CJRC, she assembled a stellar group of scholars and researchers and transformed the center into a nationally-recognized research hub for the interdisciplinary study of crime and justice issues. Peterson is considered by many to be the national authoritative voice on race, ethnicity, crime, and justice. In 2005, Peterson launched the *Crime and Justice Summer Program*, the first-of-its-kind nationwide summer workshop to support the advancement of minority scholars engaged in the academic study of race, crime and justice.

Anne Pruitt

Pruitt was Associate Dean of The Graduate School from 1979-1984. While in this position she raised over \$1 million in grant funds for the Graduate and Professional Study Grant Program that provided scholarships for women and minority students. She was appointed Associate Provost in 1984 and was the first African American woman to hold that position. In 1986 she became the director of the Office of Learning resources which was later renamed the Center for Teaching

Excellence. She developed an innovative program focused on the retention of minority students, “Teaching for Minority Student Retention,” and also taught a course focused on diversity entitled “Student Personnel Programs for the Culturally Different.”

Cathy A. Rakowski

Rakowski came to Ohio State in 1990 and has held a joint appointment in Rural Sociology and Women’s Studies ever since. Most of her research and teaching have emphasized international development and women’s movements, particularly in Latin America, and she developed the first courses on violence against women taught at Ohio State. For almost ten years she was chair of the university Fulbright Committee, where she turned the interview process into a mentoring process to strengthen student applications.

Beginning in the mid 1990s and for over ten years, she chaired OSU-WID, the Ohio State University Association for Women in Development, founded in 1986 by then Associate Provost Francile Firebaugh. During her tenure as chair, she organized an annual speaker series that brought in scholars and development practitioners from across the U.S. and abroad. Since 2001, she has also chaired the Coca-Cola Critical Difference for Women Grants for Research on Women, Gender, and Gender Equity which awards between \$30,000-40,000 annually to faculty and graduate students.

Rakowski has received four teaching awards, three at Ohio State and one national award. In 2002, she received the Office of International Education International Faculty Award for contributions to internationalizing research and teaching and for her work with the Fulbright Committee and OSU-WID.

Tania Ramalho

Ramalho received the University’s Distinguished Affirmative Action Award in 1990: “Tania Ramalho, an academic advisor in developmental education, was honored for her teaching and research contributions focused on raising knowledge and awareness about affirmative action for minorities and women. As an advisor and mentor of minority students and an adjunct assistant professor of women’s studies, Ramalho has helped many minority students achieve academic success. A former student said Ramalho’s class was one of the most personally rewarding experiences she had known at OSU, and credited this to Ramalho’s immense enthusiasm and passion toward her subject matter. She donates large amounts of her time to affirmative action programs such as the National Organization for Women and the National Women’s Studies Association, for which she was co-founder and coordinator of the Chicana-Latina Task Force. Ramalho is dedicated to teaching the importance of understanding the needs and sensitivities of women and minorities of all ethnic and cultural backgrounds.” OSU News Release, 1990 (Ohio State Archives, Distinguished Affirmative Action Awards)

Arnon Reichers

Reichers was hired at Ohio State in 1982 as an Assistant Professor in the College of Business, in the Department of Management and Human Resources. She remained in the College of Business

until her retirement in 2007. Reichers was an excellent teacher and won numerous awards. She held the position of Academic Director of the MBA program in the College of Business for two years in the late 1980s. Shortly after being hired, upon realizing that the climate in her workplace was hostile towards women, Reichers became actively involved as a leader in a movement to unify the few women in the College of Business. This group of women documented sexist and unethical incidents which occurred in the College, eventually compiling these incidents into a “chilly climate report” that was submitted to University Administration in the hopes of affecting change. This group of women eventually expanded to become a loosely-unified, unofficial, university-wide network, called the women’s grassroots network. Voices of Women interview can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Reichers.pdf.

W. Ann Reynolds

Reynolds is a zoologist and higher education administrator who served as Provost at The Ohio State University, 1979-1982. She was the first woman to hold that position and encouraged women as administrators and campus leaders. Reynolds was committed to stronger college preparatory courses and increased academic standards at OSU. Ideas came quickly to her and sparked innovation and, at times, controversy, according to an OSU woman administrator.

Reynolds holds the distinction of having been the Chancellor of the California State University system (1982-1990) and the City University of New York (1990-1997), followed by the presidency of the University of Alabama at Birmingham (1997-2003). The administrations were marked by many successes and sharp criticism in other cases.

Barbara Rich

Rich served as the interim director of the Office of Minority Affairs from 1997-98, during a tumultuous time for that office. She later served as an assistant vice president for community development in the Office of Student Affairs. In that role, she was one of the highest ranking African American women administrators on campus.

Laurel Richardson

Richardson, a professor of Sociology, was awarded the University’s Distinguished Affirmative Action Award in 1983: “Laurel Richardson, professor of Sociology, is a noted scholar in the sociology of gender and is recognized nationally for her research on sources of inequity against women. In 1970, Richardson taught the University’s first course on women. She has introduced women’s courses at both the graduate and undergraduate level within the Department of Sociology and introduced the gender area for master and Ph.D. level specialties. Based on research regarding male and female University professors and students’ evaluation of their teachers, Richardson has developed University workshops on overcoming teaching problems that arise due to sex-stereotyped expectations. Richardson was a member of the original task force that initiated the establishment of a Center for Women’s Studies, served on the search committee for the University’s first director of affirmative action, and chaired her department’s affirmative action committee.” OSU onCampus, June 2, 1983.

Rhonda Rivera



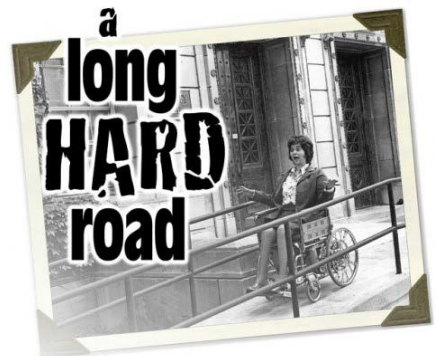
Rivera is recognized for being on the front lines of the early struggles for LGBT rights and equality as an LGBT lawyer, activist, and OSU law professor. In 1979 she wrote a groundbreaking legal article about the treatment of lesbians and gays under civil law. She was among the first to write about the application of the law to protect the rights of those living with AIDS. Because of her expertise, she served as a member of the OSU President's Task Force on AIDS. She also held a seat on the Affirmative Action Council. A colleague expressed deep admiration and respect, stating that Rivera has worked "to empower the disempowered, to include the excluded, and to articulate the voices of the ignored or silenced in our community." Rivera received the University's Distinguished Affirmative Action Award in 1991.

S. Yolanda Robinson

Robinson received the University's Distinguished Affirmative Action Award in 1988: "S. Yolanda Robinson, program coordinator for the Department of Black Studies Community Extension Center, has been an activist for minority and women's concerns within the university and at local, state and national levels for 17 years. In 1984, she and three colleagues received an Affirmative Action Grant to survey the status and concerns of Ohio State's clerical workers. The findings contributed to improvements in staff development opportunities. Robinson is a founding member and past president of the Cardinal Chapter of Nine to Five National Association of Working Women, an organization of office workers. In 1985, she served on the President's Affirmative Action Committee at Ohio State, which studied existing programs and recommended a five-year action plan. She has received numerous citations of merit for outstanding work in community service from such organizations as the National Council for Black Studies, Ohio Black Political Assembly, Columbus Metropolitan Community Action Agency, and the Black Graduate and Professional Caucus. She has made a number of presentations locally and nationally on issues relating to minorities and women in work situations." OSU News Release, 1987 (Ohio State Archives, Distinguished Affirmative Action Awards)

Julie Cochran Rogers

Rogers was one of the first students to attend OSU in a wheel chair. Though administrators tried to dissuade her from applying because the campus was not wheel chair accessible, Julie ignored them and blazed a trail instead. Most of her speech and hearing science classes were on the third floor of Derby Hall, a building that had no elevator and 97 steps to navigate. Rather than take no for an answer, Julie found ways around the problem of an inaccessible campus and became an advocate for rights for those with disabilities.



Rogers graduated in 1970 with a Bachelor's degree and later with a Master's degree in Speech Pathology in 1974. Among her many accomplishments, she was instrumental in raising funds for a barrier free university and was active in public relations work for Creative Living Inc., the first apartment project for handicapped students at Ohio State. She initiated curb cut-outs at OSU and the first two handicapped transportation vans for the Medical complex. She also made scholarly contributions to her field, and is noted for her research in stroke therapies and the development of testing for dyslexic college students. Her work served as a blueprint for aiding dyslexic students at other post-secondary schools, including Ohio Wesleyan, Franklin University, and Columbus Technical College, as well as many others. In addition, she founded the Central Ohio Branch of the International Dyslexia Association. To honor her accomplishments, Rogers was inducted into the National Hall of Fame for Persons with Disabilities.

Carol Rose

Carol Rose held the position of instructor in the History Department at The Ohio State University from 1969 through 1973. During her time in this position, she taught Early Modern History and 20th Century History survey classes. She also was one of the first teachers of Ohio State's first Women's Studies courses. Rose co-taught two courses on U.S. Women's History during the years of 1971 to 1973: one on the subject of women and social movements and another on the exploration of philosophical and literary theories about women over time. She experienced the climate of Ohio State during some of the national political turmoil of the late 60s and early 70s, including the aftermath of the nearby Kent State shootings. Upon leaving Ohio State, Rose went on to receive a law degree and become a law professor. Voices of Women interview transcript can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Rose_Carol.pdf

Jacqueline Royster

Royster joined the faculty of the English Department in 1992; served from 1992-1994 as the Director of Ohio State's Writing Center; and as the Vice Chair for Rhetoric and Composition in the English Department from 1997- 1999. She became Senior Associate Dean for Research and Faculty Affairs in the College of Humanities in 2000; Interim Dean of the College in 2003; and Senior Vice Provost and Executive Dean of the Colleges of the Arts and Sciences in 2004, a position she held until 2008. Thus far in the history of The Ohio State University, Royster has held the highest ranking academic position of any woman of African descent.

Royster served on the Council on Academic Excellence for Women from 1995-1998; Women's Task Force, 1997-1999; as a reviewer for Critical Difference Professional Development Awards Program in 1998; and as the first chair of the President's Council on Women from 2000-2003, where she played a critical role in establishing the Council and in supporting The Women's Place during its first few years of existence.

Royster won the University's Distinguished Diversity Enhancement Award in 2002: "A particularly noteworthy quality of Jackie's is that she is able to articulate relevant issues in a clear, non-threatening manner while simultaneously designing systems/solutions to address particular issues," wrote a nominator. "Her straightforward, gentle manner is underscored by a

strong and passionate commitment to social justice.” As chair of the President’s Council on Women’s Issues, Royster is helping to study how patterns of hiring, retention, and climate at Ohio State have had a negative impact on female faculty, staff, and students, with an eye to developing strategies to improve the University environment for women. Royster also has been active on the formation and implementation of a new Diversity Committee in the College of Humanities. The committee’s action plan is based on a report of the Modern Language Association (MLA) Task Force Against Campus Bigotry, which Royster authored. As a scholar, Royster has a national reputation for her work studying African American writers, scholars and educators. Royster also has been active as a summer teacher at Middlebury’s Bread Loaf School of English, where she teaches public school teachers from urban and rural districts across the country. *OnCampus*, Vol. 31, No. 20 (2002).

Nancy M. Rudd

Rudd was hired in 1974 as an Assistant Professor in the Department of Home Management and Housing, in the School of Home Economics in the College of Agriculture. During Rudd’s tenure, this department and college underwent organizational and name changes, and eventually became the College of Education and Human Ecology. In this position, Rudd taught courses in economic demography and consumer behavior at the upper undergraduate and graduate level. Her research focused on factors affecting the economic status of women and the elderly. She served as Secretary of the University Senate from 1986 to 1992. In 1992, Rudd was appointed Associate Provost in the Office of Academic Affairs, a position that was retitled Vice Provost for Academic Policy, Personnel, and Administration in 1994, and retitled once again in 1998 as Vice Provost for Academic Policy and Human Resources. In her position in the Office of Academic Affairs, Rudd was responsible for developing and modifying a wide range of policies that pertained to faculty and academic administrator appointments, including, but not limited to, promotion, tenure, leaves of absence, faculty award programs, dean searches and re-appointments, and faculty grievances and misconduct. She spearheaded an effort to establish a complete overhaul of promotion and tenure policies and procedures, and also created and continued to develop an Office of Academic Affairs Handbook of Academic Personnel Policies and Procedures. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Rudd.pdf

Leila Rupp

Rupp was a professor in the History Department with a joint appointment in Women’s Studies. She was the first women’s studies faculty member hired at Ohio State. Rupp served as chair of History during the 1990s, the first open lesbian to serve as a department chair at the university. She also was a founder of the GLBT faculty and staff group, served on the first President’s Council on Diversity, and was an ardent champion for human rights for all groups. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Rupp.pdf

Greta Russell

Russell was named the University Controller in the 1990s. She is one of the highest ranking women of African American descent at the university. She is the past national president of the National Association of Black Accountants and serves on the Accountancy Board of Ohio. Russell served on the President's Council on Women from 2000-2003 and has been a champion for all human rights.

Kathryn T. Schoen

Throughout her distinguished career, Kathryn T. Schoen has given opportunities to others, especially women, for professional growth through her outstanding service and example. She began her career as a teacher and librarian in the public schools, and at the age of 39, she was encouraged to pursue the Ph.D. degree in the College of Education. She then went on to undertake study, teaching, and administration in higher education.

Dr. Schoen distinguished herself as a member of the faculties of the Colleges of Education, Medicine, and Social and Behavioral Sciences. She complemented her work as a faculty member at Ohio State by generously volunteering to assist educators across the nation, particularly in the fields of allied health, nursing, and curriculum development. A leader among educators, Dr. Schoen chaired the 1970 university-wide study to assess the status of women at Ohio State. Her contributions in this role led to many changes that improved opportunities for women faculty, staff, and students.

In 1972, Dr. Schoen served as Ohio State's Associate Provost for Faculties. She achieved the distinction of being the first woman appointed as vice president of OSU when, in 1978, she was selected as Vice President for Educational Services. Dr. Schoen continues to sponsor the Kathryn T. Schoen award, a professional development award for women faculty and staff.

Susan Sears

Sears, emeritus faculty member in the College of Education, came to the University in 1978. She made significant contributions to the field of counseling over the course of her career and recognized as a leading national scholar. She was an Associate Dean for the College of Education and also made many contributions to the University, the First Education Experience Program, and the Transforming School Counseling Initiative. She was honored in Washington, D.C. by the Education Trust as one of the *Pioneers in School Counseling*. A strong advocate for licensing of clinical counselors, The Ohio Counseling Association "Counselor of the Year Award" was renamed The Susan J. Sears Award in recognition of her contribution to the counseling profession in the state of Ohio. A colleague shared, "While clearly Susan is professionally accomplished, what is perhaps more inspiring is her tenacious spirit and her persistent, and continued, fight for social justice, for women's rights, and for equal access to education."

Felicisima Serafica

Serafica joined OSU in 1977 as Assistant Professor in Psychology. She was among the earliest

members of the Committee on Academic Excellence for Women and the Women in Development at OSU. She served as Chair of the University Senate Committee on Women and Minorities from 1980-1983. She initiated the first study of the representation of women and minorities on the OSU faculty which led to the development of guidelines and procedures to promote their recruitment and retention. She was also very dedicated to issues of Asian Americans. She chaired the Task Force on Asian American Students, was founder and coordinator of the Asian American Research Interest Group and research series, and later the Asian American Lecture Series. She also chaired the committee that led to the approval of the Asian American Studies Program and minor. Voices of Women interview transcript can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Serafica.pdf.

Stephanie J. Shaw

Shaw, a professor in the Departments of History and Women's Studies, received the University Distinguished Affirmative Action Award in 1992: "Throughout her teaching, research and service activities, Shaw never loses sight of the contribution the scholarly community can and must make to affirmative action for African Americans, particularly women. Shaw has conducted research on the social history of African-American women working in lower-level professions. Her findings reveal what she calls the paradoxical 'enabling' impact of race, class, and gender in the lives of these women." – Ohio State onCampus, May 7, 1992.

Ethelrine Shaw-Nickerson

Shaw-Nickerson, a Nursing professor, in 1985 received the University's Distinguished Affirmative Action Award: "Shaw-Nickerson has worked to increase the number of minorities entering the nursing profession. With the aid of a grant from the U.S. Department of Health, Education and Welfare, she helped establish a minority project at the College of Nursing which was instrumental in the development of an affirmative action program within the College. In her role as an advocate for the improvement of Nursing programs, Shaw-Nickerson serves as an excellent role model and has gained a national reputation. During her long and distinguished career at Ohio State, which began in 1956, she has served in many capacities. These include chair of the Committee on Affirmative Action for the College of Nursing, and Columbus coordinator for 'Break Through to Nursing,' a project of the National Student Nurses Association. She also assisted in the development and implementation of A-DIN, 'Assisting the Disadvantaged into Nursing.' At the state and national levels she is recognized as a strong supporter for increased opportunities for minority nurses and women." OSU News Release, 1985 (Ohio State Archives, Distinguished Affirmative Action Awards)

Grayce McVeigh Sills

Sills joined the faculty in 1964 as an assistant professor. By retirement in 1991, she had held a number of administrative positions, including director of the Advanced Psychiatric Mental Health Nursing Program, chair of the Department of Family and Community Nursing, director of graduate studies, and acting dean of the College of Nursing. Sills was a leader in shaping Ohio State's College of Nursing, including the development of the master's and doctoral programs and

acquisition of college status. Her commitment and skill as a teacher earned her a Teaching and Service Award from the College of Medicine, and the Alumni Award for Distinguished Teaching, the university's highest honor for teaching. Sills also received The Ohio State University Distinguished Service Award and an Honorary Doctorate of Public Service.

Sills is a nationally acclaimed scholar in the field of psychiatric nursing and has served on a number of local and state committees to improve services for the mentally ill. In 1976, she was elected a Fellow of the American Academy of Nursing. In 1988 Gov. Richard Celeste appointed her to chair the Study Committee on Mental Health Services for the State of Ohio.

Patricia Stuhr

Stuhr, a professor of Art Education, won the University Distinguished Diversity Award in 2000: “Patricia L. Stuhr's work with Native Americans serves as an inspiration for her colleagues and students. She passionately believes in equal rights – and consistently serves as a reminder to us all that we can do better in the area of diversity issues,” wrote one nominator.

Stuhr has promoted diversity through numerous organizations since coming to the University in 1987. She has served as a faculty mentor with Native American Honors students for the STARS Program, as faculty adviser for the University's American Indian Council – Student Group, and as a member of the Ohio State Native American Advisory Board. She also has served on the Coordinating Committee for the Office of Minority Affairs, the search committee for the vice provost for minority affairs, the Multicultural Center Feasibility Task Force, and as chair of the University Senate Committee on Women and Minorities.

As a scholar, Stuhr has focused on multicultural art education, and has successfully translated much of her work for use in classrooms at Ohio State and beyond. She works with the Transforming Education Through Arts Challenge (TETAC) project, mentoring teachers in Mansfield. She also has served as president of the U.S. Society for Art through Education, a national organization focusing on multicultural issues in art education. In 1998, she taught multicultural school reform and issues of diversity at a Finnish university on a Fulbright grant. Wrote one nominator: “Her commitment to promoting the underrepresented, marginalized, and related issues is her life's work.” Ohio State *OnCampus*, Vol. 29, No. 21 (2000).

Martha Welch Sucheston

In 1995, Sucheston, a faculty member in Cell Biology, received the University Distinguished Affirmative Action Award: “Martha Welch Sucheston, associate professor of cell biology, neurobiology, and anatomy, has been a driving force behind the College of Medicine's affirmative action activities over the past seven years. Through her hard work and vision, she has helped to develop the Medpath career program for under-represented and disadvantaged students. Beginning with a 1989 affirmative action grant, the program has now received \$1.5 million in funding from the federal government, corporations and foundations. Sucheston's recruitment efforts reach into high schools to identify and encourage target population students. She has put in place programs to help to prepare undergraduate minority and disadvantaged students for the Medical College Entrance Exam. She also has developed post-baccalaureate programs to

strengthen the science-based knowledge and study skills of minority and disadvantaged students prior to their entrance into medical school. She personally gives individualized attention to students, teaching by example the importance of hard work and reaching goals and by her willingness to take on new challenges.” OSU News Release, 1995 (Ohio State Archives, Distinguished Affirmative Action Awards)

Sharyn Talbert

Talbert began at Ohio State University in 1985 as a non-traditional student, completing a Bachelor’s degree, master’s degree, and Ph.D., all in English, by 1996. Throughout her time as a student over these years, Talbert worked first as a secretary in the History department, then as an administrative assistant and program coordinator in the College of Social Work. After receiving her Ph.D. in 1996, Talbert began teaching courses in the English department at OSU, while simultaneously continuing in her program coordinator position in the College of Social Work. In 2001, Talbert joined Ohio State’s English department as a full-time honors undergraduate advisor. She continued to teach at Ohio State until her retirement in 2011. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Talbert.pdf.

Verta Taylor

Taylor was a professor in the Sociology Department from the early 1980s through 2002. She also taught in the Women’s Studies program. Taylor was one of the campus leaders for the rights of the Lesbian, Gay, Bisexual and Transgendered communities at Ohio State. While on the faculty at Ohio State she won numerous teaching awards and an Outstanding Faculty Award from the Office of Gay, Lesbian, and Bisexual Student Services. Taylor also received the Sociologists for Women in Society’s Mentoring Award and served as Feminist Lecturer for Sociologists in Women Society. She joined the faculty at the University of California, Santa Barbara in 2002.

Ellen Mosely Thompson



Thompson, a professor in the Department of Geography, is a pioneer in promoting the participation of women in remote field research areas, serving as a team leader on numerous ice-core drilling and glaciological programs in Antarctica and Greenland. Her careful analysis and rigorous research back in the Ohio State lab have earned her a well-deserved reputation as one of the top ice-core paleo climatologists in the world, and certainly the top woman in the field. Thompson has served in the important role as a champion of and mentor to many women students and faculty in the sciences.

Thompson received the University Distinguished Service Award in 2006: “A leader for more than 20 years in professional associations such as the Association of American Geographer and the American Geophysical Union, Mosley-Thompson also is a Fellow of the American Association for the Advancement of Science and an inductee of the Ohio Women’s Hall of Fame, and her contributions to women in science and her scientific findings have been popularized

through television and film. She runs the world-class research operation at the Byrd Polar Research Center and has been honored as Ohio State's Distinguished Scholar and Distinguished Lecturer. She received her Ph.D. in geography from Ohio State." ([See link to Thompson's Award](#))

Linda Tom

Tom served as the Vice President for Human Relations in the early 1990s. She was the first Asian American woman to hold a major administrative position at the university.

Virginia "Ginny" Trethewey

Trethewey (Moritz Law '77), who currently serves as Chief Operating Officer of the Ohio State Alumni Association, was appointed Vice President for Legal Affairs and General Counsel in February 1995 under the first administration of President E. Gordon Gee. In 1998 she assumed the added responsibility of Executive Assistant to President William E. Kirwan. As a university official and one of the few women occupying a senior leadership position, Trethewey had opportunities to represent the interests of women in policymaking and consensus building forums and influence outcomes. With strong support from President Kirwan and Provost Ed Ray, and steadfast leadership from Dean Nancy Zimpher and Trethewey, The Women's Place was founded and funded. Trethewey has championed rights and opportunities for women throughout her career in the private and public sectors, and in 2004 received the Ohio State Bar Association's Nettie Cronise Lutes Award for advancing the rights of women in the legal profession. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Trethewey.pdf.

Mary Ann Williams

Williams joined the faculty of The Ohio State University in 1972. She was a poet, playwright, actress, and theatrical director in addition to being, at all times, a teacher. Williams is one of the founders of the Critical Difference for Women Scholarship which began in 1985 and continues to provide scholarships and grants for women students, faculty, and staff. "Doc" as she was affectionately known by her students, wrote "Legacy" a 1991 tribute to women's leadership. She also served as President of the Association of Faculty of Professional Women from 1990-1991. In honor of Dr. Williams, ASFW recognizes one woman each year for leadership with the Mary Ann Williams Award and \$500 honorarium.

Mary Gnezda Winter

Professor Winter served as an Assistant Dean in the College of Dentistry from the middle 1970s until the early 1980s. She was one of two of the first women appointed to this administrative position in the male-dominated college. At the time she served, the College of Dentistry had only three women faculty and only a dozen women students in dentistry.



Caroline C. Whitacre



Whitacre joined the faculty in the College of Medicine in 1981 and held several leadership positions in the college including department chair and vice dean for research, one of the few women in such positions in the college. Whitacre served as a role model for women faculty and championed equity in the college.

Whitacre's expertise on immunological mechanisms and gender differences in multiple sclerosis has made her one of the world's most acknowledged authorities on autoimmune disease. She was named the vice president for research at the university in 2008.

Elsie Williams-Wilson

Williams-Wilson received the University's Distinguished Affirmative Action Award in 1988: "Elsie Williams-Wilson, associate professor of family and community in the College of Nursing, has been active in efforts to recruit and retain minority students in nursing for more than 30 years. She has worked with the college admission committee to establish relevant admission criteria for minority students and designed a course to facilitate interest in and understanding of the admission process for ethnic minorities. She also has developed courses for nursing students to emphasize the nursing care needs of culturally diverse clients. As co-director of an Affirmative Action Grant project, Williams-Wilson developed an audio-visual program on nursing care of culturally diverse people and constructed diversity study modules for use with each undergraduate course. She has conducted faculty workshops to sensitize colleagues to the nursing care needs of minorities. In cooperation with the Black Studies Extension Center, she has planned recruitment programs for high school students, LPNs, nurses' aides and hospital orderlies. In the past 10 years, she has been active in the ECCO Family Health Center, a primary care facility serving predominantly Black families in Columbus; the Whitehall Community Counseling Center; and the Franklin County Unit of the American Cancer Society." OSU News Release, 1988 (Ohio State Archives, Distinguished Affirmative Action Awards)

Peggy D. Wilson

Wilson was honored with the University's Distinguished Affirmative Action Award in 1984: "Peggy D. Wilson has made a longstanding commitment to increasing the numbers of minorities in the health sciences, an area where minorities have been underrepresented. As a result of that commitment and her contributions to the School of Allied Medical Professions, Wilson received the recognition of the Ohio House of Representatives in 1983. Wilson's efforts have gone beyond her duties as an assistant professor in the medical technology division of allied medical professions. Her recruitment activities have included the development of brochures, slide tape presentations and lectures to high school students. Wilson is equally committed to retaining those students recruited. She organized the Minority Student Association in the School of Allied Medical Professions, coordinated the development of a minority scholarship program, and organized an annual banquet to recognize minority graduates." Ohio State *onCampus*, April 26, 1984.

Women of Color Consortium

The Women of Color Consortium was founded in 1981 by Ruth Gresham, Marcia Chambers, Tina Love and Pat Williams as a support group for women of African American descent. It then developed into a group to support institutional change for women of color at The Ohio State University. After a few years, the group then expanded to include Hispanic, Asian American, and American Indian women. The group received the University's Distinguished Affirmative Action Award in 1988: "The Women of Color Consortium offers a coordinated effort to provide programs and support networks for women of color. Since 1981, the consortium has attempted to improve the status of women of color at Ohio State, providing a forum which supports and encourages these women and supplies avenues for mentoring, linking and communication. The work of the consortium is done entirely by member volunteers. Much of the work done by consortium leaders is done entirely outside the framework of their university positions, with limited financial resources. The consortium attempts to encourage other campus units to attend to the needs of women of color. It has helped the Center for Women's Studies identify areas in which it could better serve minority women students and staff. Similar efforts have been carried out with Black Student Programs, Hispanic Student Programs, Women's Services, the College of the Arts, and University Gallery. Each year, the consortium sponsors a reception and a series of programs addressing issues of concern to women of color." OSU News Release, 1988 (Ohio State Archives, Distinguished Affirmative Action Awards)

women's grassroots network

The women's grassroots network arose from the effort in the late-1980s of the women faculty in the College of Business to change the chilly climate in their college. Frustrated with the inability of central administration or the college administration to effect meaningful change in their college, the women began inviting other women faculty, college by college, to meet with them to discuss the climates in their college. After a few of these meetings with other women faculty, the faculty realized that women staff and students faced the same kinds of issues and began inviting women staff and women student leaders to participate in the meetings, most of which were held over lunch at the Faculty Club. The announcement board at the entrance to the Faculty Club would list the room in which the meetings were held simply as "women faculty" and then "women faculty and staff." This led to much speculation about what the women were doing. One of the male deans began referring to the group as the "gorilla girls."

This effort led to what came to be known as the "women's grassroots network." The meetings to gather women faculty, staff and students took place over a nine-month period, from January 1990 to September 1990. At each lunch meeting, women were invited to continue participating in future meetings. Those who continued to participate came to be the liaisons to their units. These were the days before e-mail and so communication was handled via campus mail. Announcements about meetings would go out to the liaisons and they would distribute the announcements to the women in their units. By September of 1990, liaisons existed throughout the university. All decisions of the network were made by consensus of those who attended the meetings. Often the meetings would have 40-50 participants from all parts of the university and from all levels — active participants included staff at all levels, from administrative assistants to directors, as well as faculty at all levels including some department chairs and deans. Women

student leaders from the undergraduate as well as graduate and professional ranks also participated.

The group never had an official name and in fact made an intentional decision not to have an official name. It seemed more powerful not to have an actual name while at the same time having an amazing presence on campus. The group also never had official leaders. All women who identified with the network were deemed to be leaders.

In October of 1990, the group took its first official action. It presented a letter to President E. Gordon Gee requesting that he appoint some women to the vice presidencies that were then open at the university. The liaisons took the letters and signature sheets to the women in their units and then returned the signed sheets to the organizing group. A group of ten women then met with President Gee and presented the letter with its 656 signatures to him. President Gee did appoint some women to the vice presidential openings.

The women's grassroots network was active for the next several years. Other letters were presented on various issues. One that went to the governor asking that more women be appointed to the Board of Trustees had over 1,000 signatures.

The goal of the network was to be a positive force for change for women and other groups that had historically suffered from discrimination.

The momentum created by the women's grassroots network laid the groundwork for the creation of The Women's Place.

Nancy Zimpher



Zimpher received her Ph.D. in education from The Ohio State University and joined the administrative ranks in the college and then the faculty. She became dean of the College of Education in the mid-1990s and then executive dean of the Professional Colleges. She did much work behind the scenes to support the advancement of women at the university. She was the initiating force in the development of The Women's Place. She also was instrumental in moving the Critical Difference for Women Program from a small scholarship program to one of the most impressive at The Ohio State University. Zimpher left Ohio State in

1998 to become Chancellor of the University of Wisconsin-Milwaukee. She became president of the University of Cincinnati in 2003, and in 2009 became the Chancellor of the The State University of New York, the largest comprehensive system of public higher education in the country.

The Era of The Women's Place, 2000 to present

After a nearly year-long vetting process, The Women's Place was created in 2000 by then Provost Ed Ray as a unit within the Office of Academic Affairs. Provost Ray recognized that, "In a decentralized organization that intended to make diversity everyone's issue, the reality is it became no one's issue. To move forward effectively on women's issues OSU needs a new mechanism." The Women's Place was to be that new mechanism. It was charged with "ensuring that both existing and emerging issues are identified, discussed, and systematically addressed." The realization was that without a focal point like The Women's Place, issues of importance to women would not be addressed in a meaningful way.

The Women's Place was the first office at The Ohio State University established to address the needs of women faculty and staff. With its focus on institutional change and not on individual services or programming, it also was the first such university office in the country. The creation of the office was symbolically important — it was the first official recognition that the university had an obligation to make the Ohio State campus a place for women and not just a place for men in which women were tolerated.

In January 2000, Judith Fountain was appointed as the first director of The Women's Place and the Assistant Provost for Women's Policy Initiatives. She served in that capacity until 2004 at which time Deb Ballam became the second director and the Associate Provost for Women's Policy Initiatives. During Ballam's tenure the position of Assistant Director was added. It was filled first by Tuesday Ryan-Hart and then by Jennifer Beard. Hazel Morrow-Jones became the third director and associate provost in 2010. Several graduate student assistants worked for The Women's Place. Sara Childers and Beth Miglin held multi-year GAAs. Melissa Zhang and Nancy McDonald-Kenworthy also served as GAAs.

Shortly after The Women's Place was created, President William E. Kirwan established the President's Advisory Council on Women's Issues (later changed to "President's Council on Women") to serve in an advisory capacity to The Women's Place and to the president. Jacqueline Royster served as the first chair of the President's Advisory Council on Women. She was followed in that role by Kate Haller, Susan Metros, Jill Bystdzienski, and Catherine Bindewald.

During the first decade of its existence, The Women's Place participated in a number of initiatives focusing on issues that long had been a focus for women: for example, increasing the university's child care capacity, professional development for staff, encouraging flexible work arrangements, and educating about stereotypes.

The Women's Place also has attempted to be innovative in terms of the institutional/culture change mission by looking beyond these traditional issues at the culture change that needed to occur for the university to create an environment more fertile for women's participation and full development.

One of its early efforts to be innovative involved the Faculty Cohort Project. This project followed women faculty hired in the year 2001 over the first four years of their faculty life at

Ohio State. TWP sponsored numerous events, both workshops and social events, for the women in the cohort group. The Women's Place also sponsored a research study during the cohort's fourth year. The goal of the Cohort project was twofold: (1) to determine the factors that allowed women to be successful as faculty members, and (2) to identify the barriers that inhibited women's full participation. That study identified two major factors determinative of women's success at the university. First, the everyday climate/culture in the individual's unit was critical in that individual's success and that climate in large part was determined by the department chair and senior faculty. Second, successfully addressing work family balance issues, including ensuring spouses/partners could find acceptable jobs and providing adequate child care, often made the difference in success or failure. University surveys suggested these same factors were critical for the success of women staff.

The findings of the Cohort Project laid the groundwork for two other innovative projects spearheaded by The Women's Place: the leadership programs and support for professional development and the Art of Hosting Meaningful Conversations.

Since the evidence showed that leaders of units in which women work have the most significant impact on the climate in which they work, The Women's Place initiated two leadership programs designed both to provide more women with leadership skills and to provide different types of leadership skills to ensure that success-inducing climates would be created by those leaders. The President & Provost's Leadership Institute was created for faculty. Men were included in this program also since not just women but all leaders must have these skills. The Staff Leadership Series was created for staff. Many of the graduates are moving into leadership positions and are expected to have a profound effect on the climates in which their faculty and staff work.

Another example of an innovative approach taken by The Women's Place is the training it brought to the university on The Art of Hosting Meaningful Conversations. For years, university task forces and individuals have talked about the "chilly climate" and unfriendly culture. Other than ending blatant overt discrimination and hostile environments, no one really talked about what culture and climate meant.

The Women's Place attempted to look more broadly than simply overt sexism and the already known needs around child care and flexible work arrangements at what climate/culture changes needed to take place at the university to create an environment more fertile for women's participation and full development. Faculty and staff surveys provide some valuable guidance. A 2002 faculty survey indicated that women faculty listed faculty meetings as one of the most significant sources of stress in their work lives. No other survey questions developed this topic and thus we were left to speculate why this might be. However, anecdotal evidence and our own experiences suggested that it is simply how we as human beings interact and treat each other in our everyday work lives.

The Art of Hosting Meaningful Conversations offers a number of social technologies that provide new ways of interacting, of having dialogue, and of being together as human beings that The Women's Place viewed as promising for addressing the human interaction patterns at the university. These tools include the World Café, Circle Process, Appreciative Inquiry, and Open Space.

The Art of Hosting Meaningful Conversations has been described as “an emerging group of methodologies for facilitating conversations in groups of all sizes, supported by principles that help maximize collective intelligence, integrate and utilize diversity and minimize/transform conflict. Processes facilitated in this way tend to result in collective clarity and wise action — sustainable, workable solutions to the most complex problems. The approach ensures that stakeholders buy into the process (because they participate in the design, the process is by definition transparent).”

The Women’s Place, with financial support from the president and provost, began bringing these tools to the university by providing training in these techniques to the university community. Hundreds of faculty and staff, women and men, have now received this training and the tools are being used across campus. The Women’s Place viewed bringing the Art of Hosting techniques to the university as a powerful way to change the culture into one that “brings out the best in people,” that builds “community and camaraderie,” and that permits the collective wisdom of the group to emerge. If we have a university with this culture, The Women’s Place is convinced that we will have a culture where we want to meet the needs of all members of our community, whether it is child care, flexible work arrangements, an environment free of stereotypes and subtle discrimination, or any other need.

The Women’s Place and the President’s Council on Women now have been in existence for a decade. It is often difficult to quantify the success of a climate/culture change initiative. However, the pace of change in terms of the numbers of women has quickened. For example, in the 28-year period from 1971 to 1999, women faculty increased by only 8%, from 19% to 27%. In the one decade of The Women’s Place’s existence, the number of women faculty has increased by 5.5%, from 27% to 32.5%. In that same decade the numbers of women in senior administrative positions has doubled from 25% to 49%.

Work remains to be done. The Ohio State University still is not fully the women’s place. Nationally women received 50% of all doctorates, yet our faculty remains at 33% women. Very few women are in the highest administrative ranks of the university, even though over half of the senior administrators just below these highest ranks are women. Women students still are overrepresented in traditional women’s majors and are underrepresented in traditional men’s majors like Engineering.

During this decade, while The Women’s Place and the President’s Council on Women have endeavored to make The Ohio State University the place for women, other events of critical importance to women took place.

In 2001, a university task force chaired by David Williams, Vice President for Student Life, and Carole Williams, Dean of the College of Nursing, issued a Diversity Action Plan which established specific goals for each unit in the university with the following five year period. A Diversity Council was then created to oversee the implementation of these goals. Most of the goals had been met within the five-year period. In 2007, under the leadership of Dr. Mac Stewart, the university’s Chief Diversity Officer, another Diversity Action Plan was adopted for the period 2007-2012.

In 2002, Karen A. Holbrook was named the first woman to be the president of The Ohio State University. She then named Barbara Snyder to be the provost. During this time, the chair of The Ohio State University Board of Trustees was Tami Longeberger. Thus, the three highest ranking positions at the university were held by women.

In 2008, with leadership from Dean Joan Herbers of the College of Biological Sciences, the university received an NFS ADVANCE grant to create Project CEOS, to support the advancement of women faculty in the sciences at the university.

Pathbreakers

Javaune Adams-Gaston



Adams-Gaston was named the Vice President for Student Life in 2009. She is one of only two women of African American descent to hold vice presidencies at Ohio State. Adams-Gaston received her bachelor of arts degree from the University of Dubuque in Iowa in 1978, her master's degree in applied clinical psychology from Dubuque's Loras College in 1980, and a doctorate in psychology from Iowa State University in 1983.

The Office of Student Life is responsible for a wide range of student services, including housing, food service, recreation, the Ohio Union and student activities, mental health and career counseling, health care and wellness, disability services, the Multicultural Center, parent and family relations, student judicial affairs, off-campus student services, student advocacy, BuckID, and the student housing legal clinic (in partnership with the Moritz College of Law).

Heather Allen



Allen, a Chemistry professor, won the University Distinguished Diversity Award in 2008: "Heather Allen's contributions to diversity issues focus on women in science."

"For the past five years, she has presented an annual workshop entitled 'Careers in Chemistry' at the Columbus Public Schools' Women's Conference. She also has helped to diversify the interviewing pool of new candidates for the chemistry department. She has helped obtain scholarships for young women, predominately women of color, to use toward attaining higher education degrees in science fields."

"Allen came to Ohio State in 2000 as an assistant professor of chemistry. Allen has used her research and experience to not only advance her field but also to encourage young women to study the sciences and help diversify the pool of future scientists. She has voluntarily mentored more than 16 undergraduates in her research lab since 2000, eight of whom were women, and many from racially diverse groups. In May 2006, she received the Empowered Woman Award at the Columbus Public School District's Young Women's Empowerment Conference."

"Allen's commitment and dedication to help students achieve their dreams is what sets her apart, but her willingness to go above and beyond and help to provide opportunities for diverse groups of students is what makes her stand above the rest."

"'She is making a difference and she is leading by example, not only in words, but also by deeds,' a colleague said. Allen's research focuses on the atmospheric chemistry of global warming, ozone depletion and air pollution and even the chemistry of breathing. She earned her B.S. in chemistry from the University of California, Irvine, in 1993 and continued on to complete her master's and doctoral degrees, completing the latter in 1997."

(http://www.osu.edu/facultystaff/university_awards/2007/diversity.php). Voices of Women interview: <http://hdl.handle.net/1811/61712>.

Association of Staff and Faculty Women

ASFW is a women faculty and staff networking group with approximately 250 members that sponsor several events each year. The group's focus in recent years has been on leadership development and career/professional development.

Joyce Beatty



Beatty was appointed to be the Senior Vice President for Outreach and Engagement in 2009. Prior to coming to Ohio State, Beatty served in the Ohio House of Representatives since 1999, representing major portions of the city of Columbus. In 2006, she became the first woman leader of the Ohio House of Representatives' Democratic Caucus. In 2009, *Ebony* magazine named her as one of its 150 most powerful African-Americans in the nation.

Mollie Blackburn

Blackburn came to Ohio State in 2001 as an assistant professor in what was then the College of Education and is now the College of Education and Human Ecology, where she is currently an associate professor. Her research focuses on literacy, language, and social change, with an emphasis on LGBTQ populations. Her scholarship received the Ralph C. Preston Award, the Alan C. Purves Award, and the significant body of work award from the Queer Studies Special Interest Group of the American Educational Research Association. Her work has been published in *Teachers College Record* and *Research in the Teaching of English*, among other journals. She co-edited *Literacy Research for Political Action and Acting Out! Combating Homophobia Through Teacher Activism*.

Within her College, Blackburn has worked with colleagues to initiate and develop the middle childhood licensure program. Across the University, she has worked with Debra Modellmog to develop the Sexuality Studies program that Modellmog initiated and with Harvey Graff to develop the Literacy program that he initiated.

Blackburn has worked beyond the University by serving in a variety of capacities at Kaleidoscope, the local queer youth center. Moreover, she has worked with colleagues to initiate and facilitate the Pink TIGers, a teacher inquiry group committed to combating heterosexism and homophobia in schools and classrooms, and a book discussion group comprised of LGBTQ youth and their allies. Her scholarship, teaching, advising, and service have been recognized respectively with the Research of *Teaching English's* Alan C. Purves Award (2004-2005), The College of Education and Human Ecology's Distinguished Teaching Award (2006), and The Ohio State University's Council of Graduate School's Distinguished Faculty Advising (2009) and Distinguished Service Awards (2007). Voices of Women interview: <http://hdl.handle.net/1811/76834>.

Jill Bystydzienski

Bystydzienski became the Chair of the Department of Women's Studies in 2006. Her research interests include women, gender and politics in international and global perspective, with politics broadly defined to encompass established political institutions and women's movements, organizations, and actions. Her research also focused on women and gender in cross-cultural perspective, particularly the phenomenon of crossing cultures and cultural barriers, and building coalitions across difference; and on women and gender in the sciences, examining the barriers to women in science fields. She served as a co-principal investigator on two National Science Foundation grants that focus on women in the sciences and engineering, including the CEOS project at Ohio State.

Bystydzienski came to Ohio State in 2006 to chair the Department of Women's Studies and started her second term as chair in 2010. Under her leadership, Women's Studies added new faculty lines as well as tenured and promoted a significant number of junior faculty members.

She is a co-principal investigator on a National Science Foundation (NSF) ADVANCE Institutional Transformation award (2008-2013) that aims to increase the representation and advancement of women in academic science, technology, engineering and mathematics careers at Ohio State through research-based interventions that transform the workplace culture. She also serves as co-PI on another NSF project, following a cohort of young women who while in high school explored engineering for possible study and careers and are now in college.

In 2007/08 Bystydzienski served as chair of the President's Council on Women at OSU.

She publishes widely on such topics as women and politics, transnational feminisms and globalization, women's movements in post-socialist Eastern Europe, coalition building across social differences, and women and gender in the sciences.

She has held leadership roles in the National Women's Studies Association, serving in several positions on its Governing Council. She also has served on the boards of several scholarly journals and as a consultant to numerous Women's and Gender Studies programs and departments. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Bystydzienski.pdf.

Sara Childers

Childers graduated from Ohio State in 1998 with a bachelor's degree, and then returned in 1999 to pursue two Master's degrees. From 2003 to 2006, she worked for the College of Arts and Sciences as an academic counselor. In 2006, she became a graduate assistant for The Women's Place, a position which allowed her to pursue her Ph.D. in Social and Cultural Foundations in Education from The School of Educational Policy and Leadership at Ohio State. In 2016, Childers became the Assistant Director of The Women's Place. Voices of Women interview transcript can be found at: http://www.womensplace.osu.edu/assets/files/VoW_Childers.pdf

Carla M. Curtis

Curtis was a faculty member in the College of Social Work at Ohio State from 1992 to 2013. In this position, she served on a number of different committees, and chaired the Graduate Studies Committee. In 2009, she was selected to participate in a program for women at Bryn Mawr College called the Higher Education Resources Services program (HERS), which makes in-depth training opportunities available for women who are interested in higher education administration and leadership positions. Her research focuses on African American children and families in child welfare. Also active in the Columbus community, Curtis served on the Alcohol, Drug, and Mental Health Services Board in Franklin County for nine years as Vice President, President, and Secretary. She also served on the American Red Cross Board for The Buckeye Ranch, a provider of emotional, behavioral, and mental health services for children, young adults and families. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Curtis.pdf

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Helene Cweren

Hired at Ohio State University in 1995, Cweren first taught as a lecturer, then worked as a career advisor at the Law School. In 2006, she moved to the Undergraduate Research Office. She served in varied positions within this office, including Program Coordinator and Associate Director. Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Carol Pitts Diedrichs

Diedrichs was hired at Ohio State in 1987 as the Head of Acquisition in the University Libraries. As she gained professional experience, she moved up through the ranks at the University Libraries until she held the position of Assistant Director for Technical Services and Collections. Because librarians at Ohio State have faculty status, Diedrichs successfully achieved tenure and promotion and full status during these years. She left Ohio State in 2003 to become Dean of Libraries at the University of Kentucky, and then was recruited back to Ohio State in 2010 as the Vice Provost and Director of Libraries. During the early part of her career at Ohio State, Diedrichs was especially involved in the creation and perpetuation of OhioLINK, a state-wide consortium of libraries. Before leaving for the University of Kentucky in 2003, Diedrichs helped select the architects for the renovation of Thompson Library, and she came back to Ohio State in 2010 only three months after the newly-renovated Thompson Library re-opened. Since 2010, Diedrichs has been focused on improving Ohio State's other libraries, including the Cartoon Library and the 18th Avenue Library, by creating new and innovative spaces for research collaboration. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Diedrichs.pdf

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Georgina Dodge

Dodge has worked to advance diversity at Ohio State in a variety of ways. She came to the university in 1996 as an assistant professor of English and in that capacity, she taught and developed courses focused on multiracial literature and writers of color. She left the department in 2002 to become the director of the Department of African American and African Studies Community Extension Center, which is located on the Near East side of Columbus in the city's historically black neighborhood. While there, she helped to develop and strengthen collaborations between Ohio State and urban communities, particularly in the areas of health care and children's initiatives.

In 2005, Dodge was asked to return to main campus to serve as Assistant Vice Provost for the Office of Minority Affairs (OMA). As leader of the Collaborative Diversity Initiative, she worked with partners both on and off campus to promote and coordinate collaboration on diversity initiatives. Some of her primary responsibilities included analyzing annual diversity plans submitted by academic units, producing a diversity report for the Office of Academic Affairs, and serving as a co-convenor of the university's Bias Assessment and Response Team. She was also a founding co-associate editor of the journal *Race/Ethnicity: Multidisciplinary Global Contexts*, which OMA produced in partnership with the Kirwan Center for the Study of Race and Ethnicity.

Lilia Fernandez

Fernandez was hired as a History professor at Ohio State in 2006, and quickly developed affiliations with the Latino Studies Program, the Comparative Studies Department, and the Women and Gender Studies Department. As an undergraduate at Harvard University, Fernandez was inspired by female faculty members to pursue her graduate education, eventually earning a Ph.D. in Ethnic Studies. At Ohio State, Fernandez teaches history courses, and has been involved in many efforts for social change. She has served on diversity committees within the College of Arts and Humanities, and has served on and chaired the Senate Diversity Committee. She has also been active with Ohio State's Office of Diversity and Inclusion, has been a member of and served as chair of the Hispanic Oversight Committee, and has been a strong advocate for the recruitment and retention of Latino and Latina faculty, students and staff at Ohio State.

Evelyn Freeman



Freeman was appointed to be the Dean and Director of Ohio State Mansfield in 2003. Shortly thereafter she became the Executive Dean for the regional campuses. Freeman earned her Ph.D. from Ohio State and has taught on the Mansfield, Newark, Marion and Columbus campuses. Prior to her appointment as dean, she served as the Director of the School of Teaching and Learning with the College of Education and as an associate dean in the College.

Natala (Tally) Hart



Natala Hart has helped thousands of economically disadvantaged,

underrepresented, and underserved students pursue a college degree and obtain financial aid. She joined The Ohio State University as the director of Student Financial Aid in 1996. In this role, she was responsible for programs worth \$350 million and served 50,000 financial aid applicants every year.

In 2006, Hart became the senior advisor for Economic Access at Ohio State. In spite of being diagnosed with macular degeneration and a rare disease that attacks the nerve lining in her arms and legs, she continued to work in economic access and created Ohio State's Economic Access Office, the first in the country. The office develops programs that reach out to thousands of 4th-10th grade low income Ohioans to help them realize the goal of higher education. The office also helps first generation students at Ohio State enter graduate and professional programs.

In 1989, Hart cofounded an event called "College Goal Sunday." This event gathers experts to help potential students and their parents with the complex and daunting task of filling out financial aid applications. The program remains in effect and has spread to 38 states and Puerto Rico. It typically assists more than 35,000 students annually in completing FAFSA Applications.

Hart is considered to be one of the foremost authorities on student financial aid in the nation and has served on boards of several national organizations including the Board of Trustees and also the Task Force on Minority Student Achievement of the College Board, the White House Scholars Selection Committee, and the National Council of Higher Education Loan Programs Board of Directors. In addition, she received the National Association of Student Financial Aid Administrators' Meritorious Achievement Award for dedicating her career to helping underrepresented students and for generously volunteering her time, energy, and passion.

Hart also leads "Girls' Circles" at local and statewide middle and high schools to help these students understand what they need to be planning and doing now to attend college. For these circles and other groups, she has made roughly 100 presentations annually, most of them in the evenings and weekends.

Historically, women and minority students have attended and graduated from college in disproportionately low numbers. In helping these students gain access to college, Hart has made an important impact toward empowering women and eliminating racism not only in central Ohio but also across the country.

Joan Herbers

Herbers, a professor and former dean of the College of Biological Sciences, won the University Distinguished Diversity Enhancement Award in 2009: "During her time as dean of the College of Biological Sciences, Joan Herbers was a tireless advocate for enhancing the diversity of the faculty, staff, and student populations in the STEM colleges. She's an advocate for all elements of diversity, but is passionate about changing institutional cultures to make university careers more attractive to women."



"There appear to be real barriers that discourage women Ph.D.s from pursuing academic careers,

but Joan has been effective at OSU and nationally in the movement to identify and overcome those barriers,' one nominator wrote. "'Her efforts are paying off both locally and nationally.'"

"From 2010-11, Herbers served as president of the Association of Women in Science, the nation's premier institution dedicated to the training, professional climate and professional development of women scientists. She also was the principal investigator of a \$3.6 million NSF Advance Grant to not only study but also to initiate transformation of the institutional climate for women and minorities in the STEM disciplines. This project was known at Ohio State as Project CEOS (Comprehensive Equity at Ohio State)."

"Herbers received her Ph.D. and master's degree from Northwestern University, and joined Ohio State in 2002 after previously serving as chair of biology at Colorado State University and associate dean of the graduate college and professor of zoology at the University of Vermont. Her research focuses on the evolution of social organization, and her primary teaching areas are animal behavior, ecology, and evolution."

"'As a scientist who is able to appreciate the value of diversity in nature, it is perhaps no surprise that Joan is one of the university's great champions of diversity,'" another nominator wrote. 'We are fortunate to have such a dynamic and forward-thinking diversity proponent in our midst.'" (<http://www.osu.edu/universityawards/2009/diversity.html>). Voices of Women interview: <http://hdl.handle.net/1811/60495>.

Karen Holbrook



Holbrook served as the 13th president of The Ohio State University, from 2002 to 2007. Prior to coming to Ohio State, Holbrook was the provost at the University of Georgia. Holbrook was the first woman to serve in the role as president at Ohio State and until she left the university she was introduced not simply as the president but as "the first woman president." She showed strong support for diversity in many ways during her tenure at the university. She appointed the most diverse cabinet the university had ever had. She strongly supported the mission of The Women's Place. She served as the co-marshal of the annual GLBT rights Stonewall parade in Columbus. She is known for bringing her commitment to research to the undergraduates and for tackling the difficult problems caused by over use of alcohol during football game tailgate parties. Because she broke the presidential glass ceiling at Ohio State, the next woman who becomes president will be introduced simply as "the president of The Ohio State University" and not as "the second woman president of The Ohio State University."

Nongnuch Inpanbutr

Inpanbutr, a professor in the College of Veterinary Medicine, won the University's Distinguished University Enhancement Award in 2006: "The first minority to be elected president of the American Association of Veterinary Anatomists, Nongnuch Inpanbutr has a passion for education that has made her an exceptional teacher and role model for students. Inpanbutr has served on 17 committees and five affirmative action committees, including chair of the

Departmental Strategic Planning Committee on Education Mission, chair of the University Multicultural Center Advisory Council, chair of the College Anatomy Award Committee and president of the OSU chapter of Phi Zeta. She is a vibrant example for both ethnic minorities and female students as vice president of the Association of Thai Professionals in America and Canada, technical team leader in life science and veterinary education and chair of the by-laws committee. In addition, she has served as an adviser for OSU's Thai Student Association for the past 14 years. By enhancing the recruitment, retention and professional placement of students, Inpanbutr has helped the university's Foreign Language Center conduct proficiency tests for Thai language. She has served on a panel discussion in a university mentoring program and on the Asian Pacific American Caucus. Her efforts have had a major impact on education and research reform in Thailand, including the establishment of the first seven National Centers of Excellence, several improvements in the veterinary educational system and the steady growth of the dairy cow industry. Outside the university, her public service includes promoting the participation of Thai Ohio State students in the Asian Festival, introducing Thai culture and artists to Columbus in collaboration with the Community Arts Education Division of the Greater Columbus Arts Council and working with the Wexner Center for the Arts to promote artists from around the world. ([See link to Professor Inpanbutr's Award](#))

Mary C. Juhas

Juhas earned a Ph.D. in Materials Science and Engineering at Ohio State in 1989. She later held positions as research scientist and associate director in the Center for the Accelerated Maturation of Materials before assuming the appointment of senior assistant dean (2002) and then associate dean (2010) for diversity and outreach in the College of Engineering.

In 2008, she became the director of Project CEOS, Comprehensive Equity at Ohio State, a five-year grant (2008-2013) from the National Science Foundation's ADVANCE Program for Institutional Transformation. Juhas oversaw the Women in Engineering and Minority Engineering programs, both led by program directors. She focused on the recruitment and retention of women and minority faculty in Engineering and worked closely with the dean on issues related to partner hires.

The reach of Juhas's advocacy for women, ethnic minorities, and persons with disabilities extended to the LGBT community when she provided ideation, support and coordination designed for the establishment of an OSU chapter of oSTEM, Out in Science, Technology, Engineering and Mathematics.

During the period 2006-2008, Juhas was on leave at the National Science Foundation as the first program director for diversity and outreach in the Directorate for Engineering. This experience to engage in diversity initiatives at the national and international level positioned her to return to Ohio State with important contacts and new ideas for the creation of strong, sustained alliances. Juhas's work continued to focus on promoting academic excellence through building a diverse faculty, staff and student body.

Natacha Foo Kune



Kune, a doctoral student in psychology at the time, won the University Distinguished Diversity Enhancement Award in 2004: “‘Natacha Foo Kune is an individual who acts with the highest standard of passion, courage and inclusiveness in her commitment to diversity,’ wrote a nominator. As a doctoral candidate in counseling psychology, Foo Kune not only finds time to meet the demands of clinical and course work in her department, she also finds time to promote diversity through her leadership roles. She is one of the founders of the Asian Pacific American Caucus for Graduate and Professional Students (APAC), an organization that advocates on behalf of students of Asian descent at Ohio State. She helped to create the mission/vision of the organization and coordinate several programs. Foo Kune also has participated as a mentor in the Office of Minority Affairs Mentoring Program. During her time as a Graduate Administrative Assistant for the Asian American Student Services office, Foo Kune served as an adviser for the Asian Pacific American Heritage Month planning committee. ‘Natacha’s passionate commitment to student retention and success went well beyond the expectations of the GAA position,’ wrote a nominator. ‘She made herself available to students, faculty and staff in a way that has set the bar for others working in the arena of Student Affairs.’ [\(See link to Foo Kune's award.\)](#)”

Kathleen Lechman



Lechman, a member of the University Extension Staff, won the University Distinguished Diversity Enhancement Award in 2008: “‘Kathy Lechman takes her job title seriously. As the leader of OSU Extension’s Diversity Development, she not only works with employees to bring awareness of the importance of diversity, she also helps students as well as employees outside of Extension and throughout the state of Ohio.’”

“‘Since 2001, Lechman has worked to bring awareness to OSU Extension and the College of Food Agricultural and Environmental Sciences through training initiatives and professional development for faculty, staff and community members by conducting workshops, training sessions and more.’”

“‘Kathy is extremely passionate about what she does and talks about diversity at every given opportunity,’ a colleague said.”

“‘One session for Extension employees, ‘Understanding Civil Rights Law,’ was developed by Lechman and two colleagues to address a weakness found in a federal civil rights compliance review. It was so successful that it has been duplicated by Purdue University’s Extension program and continues to build interest with extension systems around the country.’”

“‘She also has been named the coordinator for Ohio’s Diversity Catalyst Team, a task force dedicated to supporting greater cultural diversity in land-grant universities by bringing needed technical skills and training to each member state. Additionally, she developed the Tri-State Diversity Conference, which is another initiative that brings awareness not just within the confines of the university, but throughout the region.’”

“‘She has refined and enhanced Extension’s diversity review process, creating processes that help employees reach beyond our traditional audience,’ one colleague said. ‘She has challenged them to question their own cultural assumptions in promoting the understanding of all individuals.’” Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Lechman.pdf

Valerie Lee



Lee became the vice chair of the English Department in 1998, the chair of Women’s Studies in 2000 and the chair of the English Department in 2002. Lee was the first woman and the first person of African descent to serve as the chair of English, the largest English Department in the United States. Lee also served as chair of the President’s Council on Diversity for several years during which time she championed the cause of diversity at the highest university ranks. She remained as chair of English until 2009. During her tenure as chair, she was viewed by many as the role model for all chairs. In 2010 Lee was named vice provost of the Office of Diversity and Inclusion.

She has taught all levels of undergraduate and graduate courses and won the Alumni Award for Distinguished Teaching in 1993. In 2006, Lee received the University Distinguished Service Award: “Valerie B. Lee is unfailing in her willingness to take initiative, working to make her vision of a successful and diverse Ohio State come to fruition. Devoted to the integral connection between diversity and excellence, her service on the President’s Council on Women’s Issues, University Advisory Council on Women, and the Office of Minority Affairs Advisory Board complement her service for racial/ethnic minorities. As the current chair of the University Diversity Council, she provides leadership to monitor the university’s recruitment and retention of women and minority students, staff, and faculty. Through her work on the Institutional Research and Planning Advisory Group, the Arts and Sciences’ Faculty Leadership Council, and the selection committees for both the Distinguished Scholar Award and the University Department Teaching Excellence Award, Lee has actively contributed to the advancement of Ohio State. In addition, she ran the summer program, TEACH, Inc., that offers quantitative and verbal skills workshops at Ohio State’s African American and African Studies Extension Center and has been the executive director of Womanist Readers, a reading and community service group. A campus leader, she served as the chair of two university departments—Women’s Studies and English—and has delivered more than 70 lectures, keynote speeches, plenary addresses, and other presentations. Lee received her Ph.D. in English from Ohio State and joined its faculty in 1998.”

(http://www.osu.edu/facultystaff/university_awards/2006/service.php). Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Tami Longaberger

Longaberger was appointed to the board of trustees in 1996 by Governor George Voinovich. She served as chair of the Board and was instrumental in the university’s adoption of the Domestic Partner Benefits policy that provided health insurance for domestic partners.

She became president and CEO of The Longaberger Company, which she joined in January 1984 after receiving a bachelor of science degree in business administration from The Ohio State University. The Longaberger Company is the premier U.S. maker of handcrafted baskets and offers other items for the home, all of which reach customers through independent home consultants.

“A respected leader and active participant in international, national and statewide affairs, Longaberger was appointed in 2004 by President George W. Bush to the U.S. delegation to the United Nations’ 60th Session of the Commission on Human Rights, held in Geneva. She was chair of the U.S. executive committee for the 2002 Helsinki Women Business Leaders Summit, led by Bonnie McElveen-Hunter, U.S. Ambassador to Finland. In May 2005 Longaberger was appointed by President George W. Bush to chair the National Women’s Business Council.”

Anne Massaro

In April 1997, Massaro began working as an Organization Development Consultant in the Office of Human Resources at Ohio State. In the fall of 2005 she assumed the responsibility of partnering with the Office of Academic Affairs to design and deliver workshops for Academic Leader Development. A new workshop was offered that same fall called, “Invisible Barriers to the Success of Women and Minorities at Ohio State.”

In 2007, Massaro joined a research team lead by Joan Herbers, focused on writing an NSF Advance grant proposal. The proposal was accepted and Anne assumed a co-PI role on the research team, CEOS, Comprehensive Equity at Ohio State. In this capacity, Anne designed and delivered workshops for Department Chairs and Deans, and she coordinated peer mentoring circles for women faculty involved in CEOS.

Massaro shifted from an Organization Development Consultant role to a Project Manager role when Culture Transformation became a university-wide strategy under President Gee. As Project Manager, she partnered with Senn Delaney, a culture-shaping firm. In this capacity, Massaro recruited volunteer facilitators, developed cross-campus culture teams to embed the change into the culture, and coordinated over 300 unfreezing retreats for faculty and staff.

Jamie Mathews-Mead

Mathews-Mead came to Ohio State in 1994 and has continued to work in progressively responsible positions in the Fisher College of Business Office of Career Management as a job search consultant and career coach for both undergraduate and graduate-level students. During her tenure in this position, Mathews-Mead initiated select college and university-wide leadership positions which allowed her to work on issues related to culture change, women’s issues, and career development.

In 1998-2002, Mathews-Mead was selected as a member of the University Staff Advisory Committee, chaired this committee 1999-2000 and was selected to co-chair the President’s Commission on Staff Development and Work/Life 2000-2002. She was the founding member

and chair of the OSU Child Care Center Parent Advisory Committee in 2001-2005 and was also the founding member and chair of the Working Mother's Support Network 2001-2006.

Mathews-Mead was an active member of the Association of Staff and Faculty Women, was elected as ASFW President 2006-2007 and initiated and chaired the ASFW Leadership Conference 2005, 2006, and 2007. Along with ASFW involvement, Mathews-Mead was selected as a member of the President's Council on Women 2007-2010 and took a significant leadership role in proposing career development services for university staff. In addition, Mathews-Mead was selected as one of 23 staff and faculty members to become Certified Culture Transformation Facilitators to conduct "unfreezing retreats" throughout The Ohio State University campus; a university-wide effort inspired by President Gordon Gee's "One University" strategic initiative.

In addition to university-wide leadership involvement, Mathews-Mead initiated change in the Fisher College of Business through the refinement of performance management processes and the initiation and successful implementation of a college-wide comprehensive staff recognition program.

In 2009, Mathews-Mead was the recipient of the Association of Staff and Faculty Women Mary Ann Williams Leadership Award.

Deborah Jones Merritt



Merritt won the University Distinguished Diversity Enhancement Award in 2004: "Moritz College of Law Professor Deborah Merritt is a nationally recognized expert on diversity issues related to race and gender who consistently puts her expertise to work right here at Ohio State. 'Merritt has been one of Ohio State's most consistent advocates for diversity, furthering those goals through her research, teaching, university service, administrative leadership and community outreach,' wrote a nominator. She has co-authored an amicus brief supporting the University of Michigan in the affirmative action case before the Supreme Court. She has chaired Ohio State's affirmative action committee as well as offered her consultation for a newly revised admissions application process. Merritt currently serves as director of the John Glenn Institute, where she has developed a significant number of programs and initiatives that embrace diversity. Those programs include outreach to minority high school students, the establishment of NEW Leadership Ohio, an intensive leadership training institute for college women interested in public leadership, and a partnership with the KnowledgeWorks Foundation, an effort to improve high school education in Ohio's urban districts." ([See link for Merritt Award information](#)). Voices of Women interview pending: <http://kb.osu.edu/dspace/handle/1811/56914>.

Debra Modellmog



Debra Modellmog is a Professor of English, an Associated Faculty Member in the Departments of Women's Studies and Comparative Studies, and the founder and co-director of the Sexuality Studies Program at Ohio State. The Sexuality Studies Program began under Modellmog's direction in 2002 with the introduction of an undergraduate minor, which is currently the second-highest enrolling

interdisciplinary minor at Ohio State. In 2006, Modellmog and her co-director, Professor Mollie Blackburn of the School of Teaching and Learning, introduced a Graduate Interdisciplinary Specialization in Sexuality Studies, making Ohio State one of the few universities in the country to offer both an undergraduate and graduate degree in the field. In 2010, they led an initiative to introduce a Sexuality Studies Major.

Modellmog's research in American literature and pedagogy covers a wide range of issues related to diversity and identity, including a widely cited and often taught essay on coming out in the classroom, co-authored with her Disability Studies colleague Brenda Brueggemann.

Modellmog is also co-organizer of the Diversity and Identity Studies Collective at OSU (DISCO), a project that originated with the collaboration of eight identity-based departments or programs. The goal of DISCO is to facilitate research, teaching, and academic efforts related to the study of social difference, power, and justice.

During her tenure as Associate Dean in the College of Humanities from 2004-07, Modellmog helped to develop and administer a mentoring program for assistant professors of color in the College. She has been twice honored for her contributions to diversity: the College of Humanities Diversity Enhancement Award (2004), and the University Distinguished Diversity Enhancement Award (2009). As one colleague stated, Modellmog "has extended herself in so many ways to make our university a place where women, GLBT individuals, racial minorities, and people with disabilities can thrive." Voices of Women interview:

<http://hdl.handle.net/1811/61707>.

Christine Ballengee Morris (Cherokee)

Morris, a Professor of Art Education, joined the faculty at OSU-Newark in 1995 after receiving her Ph.D. from Pennsylvania State University. Her dissertation research examined colonialism, decolonialism, and self-determination, which was heavily informed by works of Frantz Fanon, Paulo Freire, and Paula Gunn. At OSU, Patricia Stuhr and Morris became collaborators investigating personal, national, and global cultural identities. Morris and her husband, David Morris, an Appalachian musician, singer, and cultural worker performed as artists in residence and at festivals. They encouraged students to embrace their identity and to understand multiple cultures. While at OSU-Newark, Morris worked on developing relationships with multiple community/cultural groups and creating community-based arts exhibitions, classroom guest speakers, and community programs. She also created a service-learning project called Kidz Art Kamp. Through grants and partnerships with the local art organization, the camp served over sixty children and 40 OSU pre-teachers a year.

In 2001, Morris became the founding Director of the Multicultural Center at the main campus of OSU. Two existing units were merged with the MCC and new initiatives established. The design of the MCC combined academic affairs and student life for the purpose of integrating diversity initiatives. The vision was for the center to be continuously changing to meet the needs of students, which was why initiatives were established. The MCC needed to be always in process. One charge that was quite difficult to manage was establishing collaborative practices between the academic side and student life. Resistance on both sides created difficult relationships and unequal partners. The MCC role modeled intercultural planning and programming, academic-

driven planning and programming, signature events, and advisory councils that inform programming decisions. Morris left this position in 2005 to become a faculty member at the main campus Art Education Department.

A year before leaving the MCC, Morris began working with Lucy Murphy on a proposal to develop an American Indian Studies program. As a Cherokee descendent and alumni of Penn State's American Indian Student Organization, Morris felt it was important to establish a program. This type of program connects indigenous students, community members, and faculty. Morris and Murphy developed a core group and met frequently with administrators to gain support. In 2004 an American Indian Program was developed under Executive Dean Jackie Royster. In 2009, the minor was approved. At this time, Ohio State was one of the few Big Ten universities that did not yet have an American Indian minor. Finally, OSU had the opportunity to meet the needs of the students and community both programmatically and academically. Voices of Women interview: <http://hdl.handle.net/1811/65289>.

Hazel Morrow-Jones



Morrow-Jones was named in January 2010 to be the Associate Provost for Women's Policy Initiatives and Director of The Women's Place. Prior to her appointment, she served as the associate dean for graduate and professional education in the College of Engineering and a professor in the City and Regional Planning program in the Austin E. Knowlton School of Architecture. Morrow-Jones came to Ohio State as an assistant professor of City & Regional Planning in 1988.

She served on a variety of university committees, including the University Committee on Academic Excellence for Women. In addition, she served as chair of several University Senate committees including Fiscal Committee, Rules Committee, and Legislative Affairs Committee. She also participated in several leadership training initiatives, including the President's and Provost's Leadership Institute, the Art of Hosting Meaningful Conversations, and Authentic Leadership in Action. Voices of Women interview transcript for February 24, 2014 can be found at: [http://www.womensplace.osu.edu/assets/files/VoW_Morrow-Jones_\(interview-1\).pdf](http://www.womensplace.osu.edu/assets/files/VoW_Morrow-Jones_(interview-1).pdf). Voices of Women interview transcript for May 14, 2015 can be found at: [http://www.womensplace.osu.edu/assets/files/VoW_Morrow-Jones_\(interview-2\).pdf](http://www.womensplace.osu.edu/assets/files/VoW_Morrow-Jones_(interview-2).pdf)

Lucy Murphy

A history professor at OSU-Newark, Murphy was a co-winner, along with her husband Dick Shiels, of the 2009 University Distinguished Diversity Enhancement Award: "The body of work compiled by Lucy Murphy and Dick Shiels has made Ohio State, particularly the Newark Campus, a beacon for interdisciplinary, interracial and transcultural scholarship. Their work inspires both students and faculty of American Indian heritage and creatively brings together scholarly research, community interest and public education.

Both professors in the Department of History at OSU Newark, Shiels is director of the Newark Earthworks Center and Murphy is a member of the center's Faculty Oversight Committee and director of the associated oral history project that has collected more than 100 interviews related to the earthworks and the indigenous population.

"Both Lucy and Dick are effective teachers, productive scholars and successful administrators," a colleague wrote. "Their promotion of diversity on behalf of OSU students and the Native American community and their engagement with schools, citizens, archaeologists and such agencies as the Ohio Historical Society, the National Trust for Historical Preservation and the National Park Service are extraordinary and exemplary."

The Newark Earthworks is an astounding complex of earthen walls and enclosures built 2,000 years ago, most likely for ceremonial purposes, and once covered an area of four square miles. In 1999, it was included on a list of the 70 wonders of the ancient world.

"Dick and Lucy's work has significantly advanced dialogue about a site that has become an important resource for a diverse collection of social groups," a nominator wrote. "The resulting exchange of ideas has increased awareness of the Newark Earthworks and its relevance to Native American history and the lives of Native Americans currently living in the region." ([See link to Professors' Award](#))

Rebecca Nelson

Nelson was named to be an assistant vice president in the Office of Student Life in 2007, making her one of the highest ranking women of Asian descent at the university. Nelson continued to serve as Director of the Multicultural Center.



Nelson has extensive experience working with diverse groups within academic and central Ohio communities. Prior to her appointment at the Multicultural Center, she served as Program manager for Community Development for the University Medical Center, where she was involved with the creation of the Asian and Latino Health Initiative free clinics, conference planning for the Women Coming Together conference, and Partner in Education affiliations. She has also served as an Assistant Director of Retention Services for the Office of Minority Affairs and as an Academic Advisor.

Christine A. Poon



Poon, at the time one of the nation's top executives in the pharmaceutical industry, was named dean of Ohio State University's Fisher College of Business, effective April, 2009. She became the first woman to serve as permanent Dean of the college. Prior to coming to Ohio State, Poon was recognized in 2005 as Business Leader of the Future by *CNBC/Wall Street Journal* and she was consistently ranked among *Forbes'* 100 Most Powerful Women in Business.

Project CEOS

The goal of Project CEOS (Comprehensive Equity at Ohio State) is to increase the representation and advancement of women in academic science, technology, engineering, and mathematics (STEM) careers through research-based interventions that transform the workplace culture. These interventions will increase women's participation in the scientific and engineering workforce at Ohio State. Participating colleges include Biological, Mathematical, and Physical Sciences; Engineering; and Veterinary Medicine. Dr. Joan Herbers is the PI and Dr. Mary Juhas is the Project Director.

Christina Rideout

Christina Rideout was a psychologist in Student Life Counseling and Consultation Service at The Ohio State University from 1985 to 2013. Throughout her time at Ohio State, she held multiple other roles as well. Two such additional roles were the Program Director and Unit Director of the Student Life Career Connection (now re-named Student Life Career Counseling and Support Services), which was founded in 1997. Rideout also held the positions of Co-Director (2010-2011) and Director (2013) of Buckeye Careers, an initiative established in 2010. In 2009, Ohio State commenced a five-year contract with Senn Delaney, a culture-shaping firm that initiated organizational development and unfreezing retreats at the University. Rideout was chosen to be in the first group that Senn Delaney trained to facilitate these retreats. As a retreat leader, she worked with faculty and staff at Ohio State to create a healthier, more ethical work environment. Throughout her time at Ohio State, Rideout was also actively involved in the promotion of faculty salary equity and athletic salary equity.

Nancy Rogers



Rogers became a faculty member at the Moritz College of Law in the 1970s at a time when few women were on the faculty. She pioneered balancing work and family by negotiating a part-time faculty position while her children were pre-school age. Rogers was named the first woman dean of the college in 2001. She served in that role until 2007 when she was appointed the Attorney General for the State of Ohio. She has served as the President of The Association of Law

Schools and was a presidential appointee to the Board of Directors of the Legal Services Corporation. She has received many awards, including the Franklin County Women of Achievement Award in 2008. Voices of Women interview transcript can be found at:

http://www.womensplace.osu.edu/assets/files/VoW_Rogers_Nancy.pdf

Tuesday Ryan-Hart

Ryan-Hart was named as the first Assistant Director of The Women's Place in 2005. She developed the Staff Leadership Series designed to provide leadership training to mid-level women administrators at Ohio State. Ryan-Hart participated in a number of important initiatives during her tenure at The Women's Place including playing a leading role in bringing to the

university the tools provided by the Art of Hosting Meaningful Conversations.

Barbara Snyder

Snyder served as the provost at The Ohio State University from 2003-2007. Prior to that she had been a vice provost, an associate dean in the Moritz College of Law, and Director of the Center for Socio-Legal Studies. She joined the law faculty in 1988. Snyder played a significant role in the development of the women's grassroots network at Ohio State and throughout her career continued to be a strong advocate for women's and human rights. One of her first priorities as provost was to have the university adopt a paid parental leave policy which was accomplished with the first year in her role. Snyder played a key role in the success of The Women's Place. Snyder became president of Case Western Reserve University in 2007.

Snyder received the University's Distinguished Diversity Enhancement Award in 1996.

“‘Professor Barbara Snyder has been an active and effective advocate for equity and justice for all people,’ noted a colleague in the College of Law. Officially, she served on a committee that reviewed faculty salaries for equity and the Athletic Council. She chaired a sub-committee on athletic gender and racial equality this past year as part of NCAA certification of Ohio State's athletic department. In the College of Law, she chaired several search committees that added members of minorities and women to Ohio State's faculty, she advises the Feminist Law Caucus and teaches feminist legal jurisprudence. Unofficially, she helped found the women's grassroots network advocacy group and advised women faculty who were facing difficulties in receiving tenure.” (OSU Press Release: [See link for Snyder Honors](#))

Patience Whitworth



Whitworth, at that time an undergraduate student in the Fisher College of Business won the University Distinguished Diversity Enhancement Award in 2003: “‘As an undergraduate student, Patience Whitworth demonstrates a commitment to enhancing diversity through her involvement and leadership in a number of diversity-related programs, organizations and groups that focus on creating a supportive environment for gay, lesbian, bisexual and transgendered persons,’

wrote a nominator. A member of the Mount Leadership Society, Whitworth volunteers at the Columbus AIDS Task Force; works as a facilitator for Common Ground Peer Counseling, a peer-mediated organization for discussions of GLBT issues; she coordinated last spring's Other Prom, a prom experience for high school GLBT students; she served as co-chair of FUSION, a student group that provides a safe space for GLBT people and allies; and she co-chaired the Midwest Bisexual, Lesbian, Gay, Transgender, Ally College Conference, held in Columbus in February. Whitworth is a co-founder of Out in Business, a student group in the Fisher College of Business. She also serves on the board of Reconciling Ministries Network, a grassroots organization within the United Methodist denomination, and is a member of Jewish Queers, a student organization. ‘I am continually pleased with Patience's enthusiasm, creativity and integrity,’ wrote a nominator. ‘She completes what she commits to, and her work is always outstanding.’” ([See link to Professor Whitworth's Award](#))

Susan Williams



Williams joined the Office of Academic Affairs as vice provost on April 1, 2009. Prior to her appointment, she had served as director of graduate studies and interim vice chair in the Department of English. She had also chaired the College of Humanities' Research Committee and served on a number of key university committees, including one on budget restructuring and several on the funding, structure, and curriculum of the Graduate School. A recipient of both the Alumni Award for Distinguished Teaching and the Faculty Award for Distinguished University Service, she chaired the selection committee for the Distinguished Teaching award in 2008. She was also a member of the inaugural class of the President's and Provost's Leadership Institute from 2005-2007.

Kate Wolford

Wolford was appointed Assistant to the President and Director of Operations by President E. Gordon Gee when he returned to Ohio State in 2007.

Work Life Office

The Work Life office was established in August 2002 after a survey by the Staff Commission on Work Life and Professional Development called for a full-time leader to coordinate the university's efforts. Since 2002, the unit has been led by four women (Gabrielle Reinicke, Shari Mickey-Boggs, Mona Fitzer, and Katie Purcell) to advance and promote work life policies, practices and services.

Reinicke was named the first leader of the work life unit and focused on integrating and communicating what the university was already doing to support a family-friendly work environment as well as identifying the necessary gaps by leading the university's first ever work life survey for faculty in 2003. She was also instrumental in ensuring the university's first Health and Wellness Fair was a big success, during which sixty-five vendors marketed their services to more than 1800 faculty and staff attendees.

Mickey-Boggs assumed leadership in January 2004 and developed a 3-5 year comprehensive action plan based upon faculty and staff survey findings. She quickly executed a major communication and branding effort on campus. She established programming and events for National Work and Family month, developed and implemented the university's Paid Parental Leave benefit, put into operation the university's vacation donation program, established a dual career assistance program and launched Quest for the Best which was a departmental competition for improving faculty and staff work life effectiveness to name a few of her accomplishments.

Fitzer was hired in September 2006 and was well positioned to more fully integrate work life into the university's culture. She led a university-wide committee charged with creating, administering and analyzing a staff culture survey in 2008. Under Fitzer's leadership, Ohio State earned national recognition by the Dave Thomas Foundation for Adoption and the

Chronicle for Higher Education. Fitzer organized the implementation and marketing campaign required to increase the number of lactation rooms across campus. Additionally, Fitzer was instrumental in the creation of the OSU Employee Emergency Fund in 2009.

Purcell assumed leadership in January 2010 after working as the work life specialist since 2007. Her responsibilities included pursuing national recognition lists such as Fortune to position Ohio State as a top employer, creating and implementing a flexible work policy, executing many work life programs such as Working Mothers Support Network, increasing the number of campus lactation spaces, National Work and Family month, and work life trainings and consulting.

Judy Wu



Wu, a history professor, won the University Distinguished Diversity Enhancement Award in 2008: “Judy Wu has gone to great lengths to encourage and increase diversity at Ohio State. She has served as coordinator of the Asian American Studies Committee and has worked hard to promote an undergraduate minor and to propose a graduate concentration in the subject. She also played a leadership role in establishing a consortium for Asian American Studies. Wu has led the Asian American Program with enthusiasm, creativity, and success. She organized and promoted the Month of Remembrance in 2005 to commemorate the internment of Japanese Americans and has supported the efforts to preserve the Japanese teahouse and shrine in Westerville.”

“Wu also has forged partnerships with student affairs offices, academic units, and community organizations to foster an understanding of what the field of Asian American studies offers the broader community of central Ohio.”

“Working with students at all levels, Wu has helped promote a cross-cultural collaborative environment among groups and individuals. She has worked to advance the recruitment of faculty from diverse backgrounds and contributed in the development of curriculum reflective of diversity issues.”

““Professor Wu is committed to building bridges across racial, ethnic and GBLT communities in enhancing the educational and cultural experiences for students of all backgrounds,” a colleague said.”

“Wu received her undergraduate degree in 1992 from Stanford, where she also went on to earn her master’s and doctorate degrees. She came to Ohio State in 1997 as a humanities fellow and has continued to encourage diversity through her teachings and work in Asian American studies.” (See link to [Professor Wu's Award](https://kb.osu.edu/dspace/handle/1811/60494)). Voices of Women interview: <https://kb.osu.edu/dspace/handle/1811/60494>.