

The President's Council on Women (PCW) and The Women's Place (TWP) Updates

2005-2006 PCW Workgroup Reports

Ombuds

Margie Bogenschutz, Chair

The workgroup met with the former secretary to the faculty- a position that remains vacant. They also reviewed the 2002 Report and Recommendations of the Dispute Resolution Work Group, which addressed many issues that could be directed to an Ombuds. The Ombuds workgroup believes that while there are mechanisms in place to address some issues, there remains a gap for faculty related issues. It is difficult for faculty to find a neutral/objective person or place to go to discuss such issues. For this reason, the workgroup supports creating an ombuds type position/office reporting to the president. This recommendation is on hold until a new President is in office.

Department Chairs

Linda Mizejewski, Chair

The focus of the workgroup was on how to encourage department chairs to take diversity issues more seriously. The group concluded that two actions were appropriate.

1. Matt Platz and Deb Ballam met with the Council of Deans (which occurred in September 2006) to review the faculty retention rate differences based both on gender and race. The purpose of this meeting was to "make the business case" for why they need to make diversifying the faculty one of the department chairs/school directors top priorities and make it one of the significant points in their annual evaluations.
2. Matt Platz and Deb Ballam met with department chairs/school directors at their quarterly meeting (which occurred in October 2006) to discuss the retention data with them and to "make the business case" with them about why they need to make faculty diversity issues a priority.

Dependent Care Task Force

Shari Mickey-Boggs and Deb Ballam, co-chairs

HR is currently pursuing the PCW recommendations that they pursue the possibilities of buying options at child care centers as well as providing grants in exchange for guaranteed spots at child care centers.

The workgroup continues to meet on elder care issues and will report back to PCW on its continued work at the winter PCW meeting.

Flexible Tenure Policies

TWP is pursuing the changes with the University Senate. The hope is to call a vote of the full Senate during winter quarter so that the rule changes can be presented to the board before the end of this academic year.

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2006-2007 The Women's Place Projects

Research Institute on Women, Gender, and Public Policy

TWP is partnering with The Colleges of the Arts and Sciences, the Department of Women's Studies, and The John Glenn School of Public Affairs in developing this Institute. The Institute's goal is to provide a sound and consistent base of research that can guide the development of appropriate public policy and public engagement over the issues of most importance to the 5.8 million women and girls living in Ohio.

On September 30, 2006, 70 women from the central Ohio community, of which 18 women from Ohio State, including Susan Metros, Chair of PCW, met to engage in preliminary plans for laying the groundwork for the Institute. The next steps include using this discussion to ground conversations with campus-based organizations and affiliated researchers who will be a part of the network of resources and expertise supporting the Institute. In November, the organizers plan to meet with OSU constituents, and will reach out to other stakeholder groups across the state (women's studies programs and research centers of various kinds) after the first of the year. These key groups will form the basis of a state-wide research collective that will be actively involved in the Institute's work.

Women's Wisdom Circles

Women circles allow women to tell their stories, share wisdom and connect with each other and their traditions. Under the guidance of Linda Schoen, during spring quarter 2006, The Women's Place piloted 9 women's wisdom circles. All women full professors and half of the senior A&P women staff were invited to participate in the pilot (a total of 580 women). Eighty women responded and the 9 pilot circles were set up with 7-9 women in each. Conveners asked circles to meet three times during spring quarter. While the circles did not meet the needs of all the women, the overwhelming response was to continue and to expand the offerings. This fall, TWP extended the invitation to the rest of the women senior A&P staff and to the remaining women faculty. They are in the process of establishing additional circles.

Graduate Women in Science and Engineering (GWISE)

TWP is working with the Graduate Women in Science & Engineering (GWISE) to establish a group mentoring program between women faculty and women students enrolled in the STEM disciplines. TWP and GWISE will be partnering with the Colleges of the Arts and Sciences on a spring event that will bring together women faculty and doctoral students in the sciences.

Other Ongoing Projects of The Women's Place

- **Annual Data Report**
TWP analyzes the data and content for the annual report on the Status of Women at The Ohio State University. This report is used not only by the PCW and TWP, but also by various offices for structuring their diversity efforts regarding women as well as for recruiting women faculty.
- **President's and Provost's Leadership Institute (PPLI)**
TWP "launched" its first class of the PPLI in June 2005 and the second class in June 2006. Each Institute runs for two years and thus TWP is currently coordinating two concurrent, overlapping institutes. TWP, in conjunction with the Office of Human Resources, coordinates all of the meeting logistics and provide the initial coordination for establishing the mentoring relationships that are part of the workshops.

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- **Women's Staff Leadership Institute**

TWP, in conjunction with Office of Human Resources, launched the first class of the Staff Leadership Institute in October 2005. This program initially was intended to be a one-year program, but based on the requests of the participants, TWP expanded it to two years. It comprises workshops, retreats, and lunch discussions. TWP expects to enroll a new class every two years.
- **Student Leadership Program**

TWP is partnering with offices in the Office of Student Affairs, the Multicultural Center and the President's Council in offering a leadership class for undergraduate women at the university.
- **Faculty Cohort Project**

This project follows the paths of the 50 women assistant professors who were hired at OSU during the year 2001. The focus is on their socialization and development, with the goal being to determine what does OSU do right that keeps women faculty here and what are the things that contribute to their leaving Ohio State. TWP sponsors 1 or 2 events per quarter for the group, and coordinates a related research project. TWP also provides individual advice to members of the group.
- **Department Chair Workshops**

As part of the Academic Leaders Workshop series, TWP developed and continues to facilitate a workshop for deans and chairs on *Invisible Barriers for the Success of Women Faculty*. During the upcoming year, TWP anticipates developing additional workshops for deans and chairs. They also worked with HR in offering a workshop to deans and chairs on crucial conversations.
- **Support for Women Faculty of Color**

TWP has convened gatherings of women faculty of color in order to explore culture change that will enable the university to retain greater numbers of women faculty of color as well as creating an environment conducive to their success. TWP will continue to work with this group during the upcoming year, and will host several events for this group in conjunction with Dr. Cecilia Conrad's visit to campus in November.
- **Support for Women Staff of Color**

TWP has convened a workgroup to explore the experiences and needs of women staff of color at the university. The group held its initial event in March 2006 and will hold a networking event in January 2007.
- **Support for Women Faculty/Grad Students in the Sciences**

TWP developed and coordinated with HR for the 2005-06 year a 9-part workshop series called *Skills for Managing Science Labs* for women faculty and graduate students in the sciences. The purpose was two-fold—to provide skills and also to provide networking opportunities for women in fields where there are few other women with whom to network. This workshop series will be repeated this year.
- **Support for Untenured Women Faculty**

TWP offers a variety of workshops for untenured women faculty to transfer valuable information that some women still do not obtain through informal channels and to

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provide networking opportunities for women faculty in units where there are few other women. They offered three workshops during the fall 2006, will offer one winter '07, and two in spring '07. TWP also sends letters to each new woman faculty member informing them of TWP services and support.

- **Connecting Women Across Campus**

TWP organizes the annual women's reception held in the fall.

- **Critical Difference for Women**

TWP continues to serve as the administrative home for the CDW program. They offer information and advice, and coordinate the scholarship and professional development programs. They just held an event celebrating the 20th anniversary for the program.

- **Lumina Foundation Project**

TWP is a partner in a coalition of offices that are working on a project to support the needs of non-traditional students. The Lumina Foundation provided a grant to support the first phase, which was to determine the needs of non-traditional students. The next phase is to develop a grant proposal regarding meeting those needs.

- **ACE/OWHE Network-Ohio**

TWP staff functions as the institutional representative for this statewide network of women administrators in higher education. TWP will chair and coordinate the statewide conference in Spring 2007. Deb Ballam also serves on the executive board for ACE-Ohio and TWP is responsible for maintaining the group's website and publishing their newsletter.