The Women’s Place (TWP) works to catalyze change at Ohio State by focusing on these five core areas: policy, culture, leadership, and reporting the status of women.

The Women’s Place serves as a catalyst for university leaders to identify evidence-based approaches to promote equity for women and men, and to support all university members to create and sustain an environment consistent with the goals of the Ohio State University Mission.

The Women’s Place is leading research and development in four areas: policy, culture, leadership, and reporting the status of women.

Women of Color Faculty Profile

<table>
<thead>
<tr>
<th>Race or Ethnicity</th>
<th>Total Faculty in 2017</th>
<th>Women in 2017</th>
<th>Percentage of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>3132</td>
<td>24</td>
<td>7.67%</td>
</tr>
<tr>
<td>Asian</td>
<td>1434</td>
<td>46</td>
<td>32.5%</td>
</tr>
<tr>
<td>Black</td>
<td>270</td>
<td>38</td>
<td>13.9%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1273</td>
<td>592</td>
<td>46.5%</td>
</tr>
<tr>
<td>Latino</td>
<td>1273</td>
<td>592</td>
<td>46.5%</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>176</td>
<td>17</td>
<td>9.64%</td>
</tr>
<tr>
<td>Other</td>
<td>2267</td>
<td>165</td>
<td>7.27%</td>
</tr>
<tr>
<td>Total FACULTY IN 2017</td>
<td>10,743</td>
<td>3,858</td>
<td>35.88%</td>
</tr>
</tbody>
</table>

According to Cole, the task force discovered that there is significant room for improvement of Ohio State. Most of the work for advancing current initiatives in the major needs at Ohio State is already underway, and the task force is working with student leaders, faculty and staff to ensure that these initiatives are successful.

The Women’s Place is leading research and development in four areas: policy, culture, leadership, and reporting the status of women.

The Women’s Place charged the President and Senior Vice Presidents to identify initiatives at benchmark institutions. The Women’s Place has charged the Office of the President, Senior Vice Presidents and other leaders to create and sustain an equity-enabling atmosphere for mentoring, amidst current priorities.

The Women’s Place is leading research and development in four areas: policy, culture, leadership, and reporting the status of women.

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The Women’s Place works to increase, the percentage of women of color has increased at a lesser rate since 1999.

Among the women in this category of leaders — directors, assistant and associate directors, etc. — more than 80 percent are white.

As of this date, for example, our audit efforts are yielding results but additional attention is still required to accomplish equity for women and underrepresented minorities. Additional focus is needed to increase the number of women and underrepresented minorities in the most senior positions. Furthermore, additional work needs to be done in the areas of racial and ethnic diversity and inclusion and the climate of Ohio State.

By sponsoring a series of trainings that have allowed several hundred faculty and staff members to learn how mentoring plays a role in the Advocates and Allies for Equity initiative, which has been well-received by faculty and staff, The Women’s Place is leading the way in providing key resources that aren’t necessarily readily available, vary by department, and are often not offered for improvement at Ohio State. Much of the mentoring for women currently exists for the most senior positions.

According to Cole, the task force discovered that there is significant room for improvement at Ohio State. Most of the mentoring for women currently exists for mentors but no program to connect mentees to mentors.

To give the topic of mentoring at Ohio State the proper attention and support, The Women’s Place charged the President and executive leaders with the responsibility to work with the Provosts, Executive Vice Presidents, and their offices to develop specific initiatives that are responsive to the needs of women staff and faculty at Ohio State.

The Women’s Place is dedicated to working with the Compliance and Ethics Office on the implementation of the mentoring program, which is designed to improve the opportunities for women and underrepresented minorities to advance in leadership roles.

According to Cole, the task force also discovered that there is a significant gap for improvement at Ohio State. Most of the mentoring for women currently exists for mentors but no program to connect mentees to mentors.

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The benefits we have realized from this informal program have been twofold: it has created an environment to allow students to explore their academic interest, and it has allowed us to discuss the importance of mentorship and networking. These discussions have been more inclusive and meaningful in our current academic environment. The informal program has helped us address the needs of our students in a more comprehensive and engaging manner.

Mentorship programs have been shown to have significant benefits for both mentors and mentees. According to the National Association of Colleges and Employers (NACE), mentorship programs can help students develop critical thinking, leadership, and problem-solving skills. In addition, mentorship can help students navigate their academic and career paths, providing guidance and support in times of doubt.

The mentorship program at our institution has been designed to be inclusive and accessible to all students. We believe that mentorship should be a part of the academic experience, and that it should be available to all students, regardless of their background or academic goals. We encourage all students to participate in the mentorship program, and we are committed to ensuring that it is a positive and beneficial experience for everyone.

We would like to thank all of our mentors and mentees for their participation in the mentorship program. It is because of their commitment and dedication that this program has been so successful. We are looking forward to continuing to strengthen our mentorship program and providing opportunities for all students to develop their skills and achieve their goals.

The mentorship program is led by Dr. Luisa Rodriguez, associate professor of psychology. Dr. Rodriguez has been a key figure in the mentorship program and has worked tirelessly to ensure its success. She has been instrumental in creating a welcoming and inclusive environment for all students, and we are grateful for her leadership.

We would like to encourage all students to participate in the mentorship program. It is an opportunity to learn from experienced and knowledgeable mentors, and to build valuable relationships that will benefit you throughout your academic and professional careers.

If you are interested in participating in the mentorship program, please contact Dr. Rodriguez at luisa.rodriguez@university.edu or visit our website at mentorshipprogram.university.edu for more information.

Thank you for your commitment to our mentorship program.
The benefits we have realized from this informal program have been twofold: it has created an environment to allow professors to feel supported and encouraged, and it has provided opportunities for mentors and mentees to connect and learn from each other. This has allowed us to foster a culture of inclusivity and support across the campus.

GROWING NETWORK OF ALLIES

The Advocates & Allies for Equity initiative continues to grow, leading to a culture of inclusion and support across the campus. The program has received widespread recognition for its positive impact on the campus climate for women and other underrepresented groups.

Clinical & Tenure Track Faculty Hired by Gender 2017-2013

<table>
<thead>
<tr>
<th>Gender</th>
<th>Assistant</th>
<th>Associate</th>
<th>Full Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>513</td>
<td>398</td>
<td>577</td>
</tr>
<tr>
<td>Female</td>
<td>433</td>
<td>480</td>
<td>561</td>
</tr>
<tr>
<td>Total</td>
<td>946</td>
<td>878</td>
<td>1,138</td>
</tr>
</tbody>
</table>

Note: The Women’s Place website, womensplace.osu.edu, is for additional data.
The benefits we have realized from this informal program have been twofold: it has created an environment to allow students to recognize and address gender bias in their work, and it has given our faculty an opportunity to provide meaningful feedback to our students.

The PPCW task force discovered that almost all of our assistant professors have major national awards and major funding, but that the majority of our professors have not been given the opportunity to serve on research, grants, or faculty committees. It has been observed that women who do not have a mentor’s support are significantly less likely to achieve tenure or promotion. Several female professors have been unable to receive funding for research or professional development because of this lack of support.

The need for mentorship among advocates is crucial. Advocates and Allies who focus on creating culturally safe spaces for women, especially underrepresented women, are essential in promoting gender equity. These facilitators provide evidence-based knowledge, skills, and strategies to help decision-makers develop policies that support women’s advancement. As a result, female campus leaders commonly cite mentorship as one of their top priorities.

In this context, the Women’s Place at the Wexner Medical Center (Womensplace.osu.edu) is launching the Ally Facilitation program to increase the number and quality of mentors on campus.

This program is designed to provide faculty, staff, and students with the knowledge and skills necessary to become effective advocates and Allies. Through workshops and training sessions, participants will learn how to address gender and other implicit biases in their professional and personal lives.

The program will be led by Dr. Michael Ibba, associate professor for the Department of Earth and Environmental Sciences at Ohio State University. He is a leading expert in gender equity and a member of the Advocates and Allies for Women’s Health Care at the University Hospitals of Cleveland.

For more information about the Ally Facilitation program, contact TWP.

Scheduling an Ally Facilitation: womenplace.osu.edu

Constantly keeping up with the news about mentorship and collaboration is crucial for effective leadership. The National Academies of Science, Engineering, and Medicine (NASEM) recently released a report that highlights the importance of mentorship in advancing the careers of women in science. The report states that effective mentorship is a key factor in the success of women in the STEM fields.

In the context of mentorship, the Women’s Place at the Wexner Medical Center (Womensplace.osu.edu) has been instrumental in creating a network of Allies and Advocates. These individuals support women in their professional development and help to create a more inclusive and equitable workplace.

The Women’s Place at the Wexner Medical Center is committed to promoting gender equity and diversity in all aspects of our institution. We recognize the importance of mentorship and the role it plays in advancing the careers of women in science. To learn more about the program, visit womensplace.osu.edu.
The benefits we have realized from this informal program have been twofold: it has created an environment to allow women to thrive in their career development and has facilitated the establishment of relationships with other professional networks. For this group, a social coaching mentoring event is an essential component of advancing excellence. We’re engaging in activities and promoting practices to address the ground-level barriers to inclusion we face. The exchange of knowledge and experiences among our female colleagues is vital. These holistic conversations provide evidence-based knowledge, skill development and peer support to empower women’s advancement. As colleagues and advocates, we can push for change at the policy level. Our understanding of how to be the most effective change agents and our ability to engage in conversations promotes our success in the workplace.

Continuing the initiatives of past and the application of best practices for mentoring and development, we propose the following steps for achieving a more inclusive environment: 1. Encourage mentors and mentees to attend training sessions on mentoring and cultural competency; 2. Develop learning modules to address the intersectionality of race, gender, and sexual orientation; and 3. Create a data tracking system to monitor progress and evaluate effectiveness.

MENTORING AMONG ADVOCATES

Determinants of Faculty Departure in an Academic Medical Center, which emphasized the work of ODEE is an essential component of advancing excellence. We’re engaging in activities and promoting practices to address the ground-level barriers to inclusion we face. The exchange of knowledge and experiences among our female colleagues is vital. These holistic conversations provide evidence-based knowledge, skill development and peer support to empower women’s advancement. As colleagues and advocates, we can push for change at the policy level. Our understanding of how to be the most effective change agents and our ability to engage in conversations promotes our success in the workplace.

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Mission
The Women’s Place serves as a catalyst for cultural change by major organizational support for gender equity, leadership and policy, and envisions a society where gender parity is the norm for all walks of life. The mission of the Women’s Place is to develop, coordinate and facilitate programs and initiatives that promote gender parity and diversity.

Vision
The Women’s Place wishes to be a catalyst for change at Ohio State by focusing on these four core areas: policy, leadership, and catalyzing the climate of Ohio State.

Women of Color Faculty Profile

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The benefits we have realized from this informal program have been twofold: it has created an environment to allow coaches, network, create relationships and discuss common issues was the Sport Administration and senior woman administrator (SWA), facilitates this coach mentoring events. With women’s participation, one can expect to see that they exist at Ohio State. One that stands out, though, as an example of faculty and student mentorship is working. “When the assistant professors have graduated from our coaching programs, there is typically mentorship for helping them advance.”

Universities, such as Ohio State’s College of Medicine’s Women in the Department of Chemistry and Biochemistry, is convinced that personal growth and accountability, “Faculty feel, for example, that the mentoring program is working, “When the assistant professors have graduated from our coaching programs, there is typically mentorship for helping them advance.”

The benefits we have realized from this informal program have been twofold: it has created an environment to allow coaches, network, create relationships and discuss common issues. Janine Oman, senior associate athletic director for Student Services and Athletics, provided an in-depth explanation of the mentorship program. "One of the ways to be successful is to engage with your colleagues and mentors, as they are the ones who contribute to your success. It is important to have a mentor who can guide you through the simple process of scheduling an Ally facilitation. womensplace.osu.edu womensplace.osu.edu

“MORNING MENTORING” is an informal female leadership and career development program that offers coaching to women students interested in leadership positions. The program is designed to help students develop the skills and knowledge necessary to succeed in leadership roles. The program includes a combination of workshops, networking events, and one-on-one mentoring sessions. At the conclusion of the program, students receive a certificate of completion and are eligible for the designation of “MORNING MENTOR.”

MORNING MENTORING serves students in the healthcare professions and provides a supportive environment that encourages students to pursue their goals. The program includes a combination of workshops, networking events, and one-on-one mentoring sessions. At the conclusion of the program, students receive a certificate of completion and are eligible for the designation of “MORNING MENTOR.”

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The Women’s Place (TWP) works to catalyze change at Ohio State and to transform the climate of Ohio State in the following ways: to be a 21st century leader in the equity and advancement of all women in higher education.

**Status of Women in Leadership at The Ohio State University 2017**

<table>
<thead>
<tr>
<th>Role</th>
<th>Total Faculty in 2017</th>
<th>% Female</th>
<th>% Male</th>
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<tbody>
<tr>
<td>President</td>
<td>12</td>
<td>30.8%</td>
<td>69.2%</td>
</tr>
<tr>
<td>Senior Vice Presidents</td>
<td>13</td>
<td>46.2%</td>
<td>53.8%</td>
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<tr>
<td>Assoc. Vice Presidents</td>
<td>5</td>
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<tr>
<td>Provost, &amp; Vice Provosts</td>
<td>5</td>
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<tr>
<td>President along with the additional title of Chief Officer</td>
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**Seniors vs. Junior Faculty**

- **Seniors:**
  - 12 Senior Vice Presidents
  - 13 Assoc. Vice Presidents
  - 5 Provost, & Vice Provosts
  - 4 President

- **Junior Faculty:**
  - 847 Assistant Professors
  - 1778 Associate Professors
  - 44 Professors

**Gender**

- **Female:** 58.3%
- **Male:** 41.7%

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**Seniors vs. Junior Faculty**

- **Seniors:**
  - 9 Senior Vice Presidents
  - 3 Assoc. Vice Presidents
  - 5 Provost, & Vice Provosts
  - 3 President

- **Junior Faculty:**
  - 994 Assistant Professors
  - 1999 Associate Professors
  - 2 Professors

**Gender**

- **Female:** 54.8%
- **Male:** 45.2%

**Women of Color Faculty Profile**

- **American Indian:** 3
- **Asian:** 33
- **Black:** 75
- **Hispanic:** 44
- **Multiracial:** 12
- **Non-Medical:** 592
- **Medical:** 40%

**Percentage by Gender 2017**

- **Female:** 54.8%
- **Male:** 45.2%

**Percentage by Gender 2018**

- **Female:** 58.3%
- **Male:** 41.7%

**In 2018 Status Report on Women at Ohio State**

- **Jennifer Beard**, Associate Director, Women’s Place, leads a team to provide support and strategies that impact Ohio State and the state of Ohio.

**Committee’s Findings**

- **Mentoring Opens Doors to Advancement**
  - When successful professionals recruit trainees, they achieve their success, many of whose names and reputations are now household names. According to Cole, the task force discovered there is significant room for improvement at Ohio State. Much of the mentoring for women currently is self-directed and many women don’t think to ask for a mentor. The Women’s Place will play a role in creating enabling atmosphere for mentoring, amidst current priorities. The Women’s Place helps to support e-orts of Ohio State administrators and leaders to provide an environment consistent with the goals of the institutionalization of the NSF-Faculty Mentoring Project. For that purpose, the Women’s Place works with President Drake and university leaders to identify evidence-based approaches to promote gender equity work.

- **Culture Change**
  - The Women’s Place serves as a catalyst for institutional change to expand opportunities for all women. The role of leadership is crucial in the transformation and institutionalization of culture in academic and research environments. The Women’s Place works with President Drake and university leaders to identify evidence-based approaches to promote gender equity work.

According to Cole, the task force discovered that there is a significant role for improvement at Ohio State. Most of the work for advancing culture is still on the agenda and the task force recommends that women faculty and staff should be recognized as stakeholders in academic environments. The Women’s Place works with President Drake and university leaders to provide evidence-based approaches to promote gender equity work.

The Women’s Place (TWP) is a 501(c)(3) non-profit organization, which serves as a catalyst for culture change in academic and research environments. The Women’s Place works with President Drake and university leaders to identify evidence-based approaches to promote gender equity work.

For more information, please visit the women’s place website at womenplace.osu.edu or call 614-292-3960.