Ohio State has the opportunity and resources to be a national leader on gender equity. The Women’s Place works to catalyze change at Ohio State by focusing on these four areas—policy, culture, leadership, and reporting the status of women.

Mission
The Women’s Place (TWP) serves as a catalyst for social change and increased development in its inclusive, supportive and safe culture that promotes the advancement of women. It is a 501(c)(3) nonprofit organization, a sponsor of the Coalition for the Advancement of Women in Higher Education (CAWHE), and an affiliate of the National Women’s Law Center.

Vision
To be a 21st-century leader in the development of all women and gender equity.

What does the Women’s Place Mean to You?

“Change—The Women’s Place—means being at the forefront of initiatives that affect women.”
—Jessica Meiler, Associate Writer for Women's World

“…creating networks and reaching participants with tools to help them take action…to see how others are engaging … It’s a valuable resource for all leaders, faculty and staff—inclusive excellence in action!”
—Larry McDonald, Chief Diversity Officer, Wexner Medical Center campus

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The Women’s Place (TWP) serves as a catalyst for social change and increased development in its inclusive, supportive and safe culture that promotes the advancement of women.
Ohio State has had organizational and cultural issues that some see as potential barriers for women to achieve parity in senior leadership positions. A recent survey of female faculty, conducted by the Center for Women’s Leadership, found that campus climate remains a key barrier to advancement. Administrators, faculty, and students in the College of Arts and Sciences express concern about campus climate, and some feel that the College and other units have not taken strong enough action to address these issues.

The Ohio State University’s gender parity initiative, Ohio State: Lean In, launched in fall 2017, is working to create a culture of inclusion, innovation, and excellence and to support women at all levels of the University. The initiative is led by Vice President and Chief Diversity and Inclusion Officer Leon McDougle and includes several key components:

• Search committee diversity
• Policy development
• Faculty diversity & inclusion
• Leadership and reporting the status of women

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

Mission
The Women’s Place (TWP) serves as a catalyst, engaged in the promotion of faculty and staff diversity and development in all inclusive, supportive and safe cultures. We encourage all faculty and students to embrace the goals of the University and the Diversity Plan.

Vision
TWP is for and by faculty and staff members of all genders to engage, teach, and conduct research.

Who We Are
The Women’s Place convenes advocates for and allies in improving the campus climate. Advocates facilitate conversations among faculty, staff, and students about issues affecting individuals at the university. Gender equity affects everyone.

Building Momentum for Change at the University
Ohio State is a place of change towards gender equality. The TWP’s work includes policy development, engagement in gender equity and enhancing men’s equity of voice, and reporting the status of women. Our work is inclusive of all individuals at the university, with a focus on women of all races.

The Women’s Place was established to meet the needs of women, to bring women into leadership roles, and to welcome and support underrepresented groups, including women. At TWP, we are working to create a more inclusive, diverse, and equitable culture at Ohio State.

The Women’s Place
The Women’s Place (TWP) is a collaborative network of faculty, staff, and students committed to transforming Ohio State into a campus where women can thrive.

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CULTIVATING DIVERSE LEADERSHIP

Women in Senior Administrative Positions

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Women constitute the majority of executive staff.

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When Ohio State moves to full implementation of presidential salary equity by 2024, the university will pay the same for all faculty, regardless of gender. Although the number of women faculty continues to increase, the number of women of color has increased at a slow rate. Despite the increased recruitment of women of color working in the academy has seen only minimal gains and, in some cases, a decline. There are fewer Black women tenure-track professors at Ohio State now than in 2010. Although the number of women faculty continues to increase, the number of women of color has increased at a slow rate. Despite the increased recruitment of women of color working in the academy has seen only minimal gains and, in some cases, a decline. Women constitute the majority of executive staff at Ohio State, including 66% of female administrators in 2020 compared to 44% in 2010. Women now make up 68% of faculty participants who have advanced into formal leadership positions, but also can lead from whatever positions they hold—68% of the people who have advanced into formal leadership positions are women.

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As part of its mission to advance university culture, the Women’s Place provides professional development workshops, seminars, meetings, and events for women employees at Ohio State, focusing on leadership, mentoring, work/life balance, and the availability of affordable, quality childcare. Recently, the organization has expanded its reach to include a mentorship program for underrepresented individuals who often are not consulted or respected in roles of power, reflecting the commitment of leaders such as Julia Block, provost for the Office of Outreach and Engagement, and Sarah Hughes, director of the Graduate School, who now dean of the Graduate School, chairs compared to 2010 when only 29% of the academic leaders were women. Women now constitute 34% of total university faculty and 34% of the executive staff. Women constitute the majority of executive staff at Ohio State, including 66% of female administrators in 2020 compared to 44% in 2010. Women now make up 68% of faculty participants who have advanced into formal leadership positions, but also can lead from whatever positions they hold—68% of the people who have advanced into formal leadership positions are women.

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These improvements demonstrate that creating an environment in which women can thrive and succeed is not just a matter of fairness and equity, but also of practical benefits. For instance, extending the tenure clock for birth, adoption, or illness is crucial for women to balance their caregiving responsibilities with their professional aspirations. This policy change not only addresses the immediate needs of working mothers but also leads to a more diverse and experienced faculty over time. The University of Michigan found that professors who took parental leave were more likely to be nominated for tenure and promotion, highlighting the importance of such policies.

Moreover, the university explored the barriers to current Ohio State staff working conditions for women at the university. Each year, PPCW task force members work closely with TWP, the President’s Council on Women (later renamed as the President’s Council for Women), to develop solutions. As Sara Childers, a former PPCW member and now a leader in the Women’s Place, asserts, “I use the leadership, Art of Hosting and diversity training in every aspect of my current position.”

The Women’s Place is also a hub for information and resources for women. They offer workshops on topics such as financial planning, work-life balance, and leadership. The Women’s Place further extends its reach by offering all-female discussions, networking opportunities, and support for women in all stages of their careers. At Ohio State, women constitute more than half of the professional and executive staff, making the university a leader in diverse leadership.

For more information and links to additional resources, visit womensplace.osu.edu. Contact The Women’s Place to schedule a facilitated conversation with a consultant who can guide you on strategies to advance your career.

WHAT CAN YOU DO TO PROMOTE WOMEN’S ADVANCEMENT AND GENDER EQUITY?

- Credit women publicly for their ideas and contributions to scholarship, discussion, and collaborative projects.
- Nominate a woman colleague for a faculty position or leadership position.
- Promote work-life balance for all employees, including those with caregiving responsibilities.
- Support and recognize women’s accomplishments.
- Find out more about how Ohio State is joining the Columbus Women’s March.

As part of its mission to cultivate diverse leadership, the Women’s Place models strategies that can be adapted by institutions across the country. The Women’s Place is key to both the university and broader society as we strive to create a more equitable and just world.

Further in the direction of gender parity and inclusive representation. Invigorating the practice of the Women’s Place models capabilities who not only can assert ethical, informed, and meaningful influence to disrupt traditional hierarchies. Women constitute the majority of executive staff, a significant shift from a co-hosting, co-leading model. Women in leadership roles can range from a co-hosting, co-leading model to a more inclusive, team-oriented approach.

The Women’s Place redefines the role of the committed leader in creating a more inclusive culture. Women are encouraged to step up, speak out, and lead by example. This is key to both the university and broader society as we strive to create a more equitable and just world. Women members have improved workplace culture for women.

The Women’s Place can provide tools and resources to help you promote gender equity. To donate, choose the fund number: 641324. Contact The Women’s Place to schedule a facilitated conversation with a consultant who can guide you on strategies to advance your career.

CULTIVATING DIVERSE LEADERSHIP

Women in Senior Administrative Positions

Professional and Executive Staff By Gender

Women of Color Tenure-Track Faculty

Gender By Us Toolkit

Gender pay equity.

In the Women’s Place, we support students as they pursue educational goals that provide greater opportunity for themselves and for those who have come before them. Contact The Women’s Place to schedule a facilitated conversation that can help advance your career.

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The Women’s Place serves as a catalyst for organizational change and development in its inclusive, supportive and safe culture. The Program promotes the benefits of diverse leadership at the Executive, Dean and Departmental levels.

Mission
The Women’s Place (TWP) serves as a catalyst for organizational change and development in its inclusive, supportive and safe culture. The Program promotes the benefits of diverse leadership at the Executive, Dean and Departmental levels.

Vision
To be a 21st Century leader in the change for all women—advocacy, leadership, and reporting the status of women.

WHAT DOES THE WOMEN’S PLACE MEAN TO YOU?

“Change is...The Women’s Place—means being at the forefront of advocating and making a difference for that all women.”

—Jennifer Meierhofer, Associate Dean for Diversity, University of Oregon

“The Women’s Place has helped create a network of friends and mentors, especially related to work-life balance and navigating the academic environment, that have made Ohio State a better place to work, engage, build, and conduct research.”

—Jennifer Fuqua-Bey, Vice President for Diversity, University of California, Los Angeles

“[It’s] a network of friends and colleagues supporting ongoing learning opportunities”

—Donna Hight, Assistant Dean, Office of Institutional Diversity & Inclusion, The Ohio State University

“It’s a valuable resource for all leaders, faculty and staff—inclusive excellence is everyone.”

—Lavene McWhorter, Chief Diversity Officer, Mercer University—Lagrange

“The Women’s Place works to catalyze change at Ohio State by focusing on those four core areas: policy, culture, leadership, and reporting the status of women.”

—The Women’s Place—focus on the role of women in higher education. Ohio State has the opportunity and resources to be a national leader on gender equity.

According to a 2017 study, only 19% of Ohio State’s tenured associate professors are female, compared to 27% at the national average. This statistic is concerning because a recent study shows that when women and men are equally represented at the highest levels of higher education administration, a higher percentage of women faculty and staff are retained.

In its 20th year, The Women’s Place (TWP) serves as a catalyst for organizational change and development in its inclusive, supportive and safe culture. The Program promotes the benefits of diverse leadership at the Executive, Dean and Departmental levels.

Building upon decades of work in gender equity at Ohio State, TWP is dedicated to advocating and supporting Ohio State faculty, staff and students through an Advocates & Allies for Equity initiative. I've learned to leverage my male privilege to advocate and support others that are underrepresented. The Advocates facilitates conversations among faculty and staff to address issues of gender equity. Through the Advocates & Allies for Equity initiative, The Women’s Place—working with campus leaders, faculty and staff—advocates for policies and practices that are inclusive, equitable and respectful of gender.

The Women’s Place has accepted a leadership role in gender equity in higher education.

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Envisioning a Bold Future

The Women’s Place (TWP) celebrates its 20th anniversary, and The Ohio State University looks to the future, celebrating the women who paved the way and the need for continued progress to support women. Through Advocates & Allies for Equity initiatives, TWP continues to welcome and support everyone on campus.

The Women’s Place accepts a leadership role in gender equity in higher education. Ohio State had been established primarily to meet the needs of men, its culture did not accommodate the needs of women. Envisioning a Bold Future, The Women’s Place—working with campus leaders, faculty and staff—advocates for policies and practices that are inclusive, equitable and respectful of gender.

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Cultivating Diverse Leadership

At Ohio State, we understand that creating a culture that supports and values diversity is crucial for our mission to educate leaders who can shape and advance society. This includes ensuring that our university leadership reflects the diverse backgrounds, experiences, and perspectives of our students, faculty, and staff. To achieve this goal, we have implemented several initiatives to cultivate diverse leadership, including the President’s Leadership Institute and the Women’s Place Leadership Institute. These programs aim to develop the next generation of leaders who are prepared to address the complex challenges facing our society.

The President’s Leadership Institute is designed for faculty members who have demonstrated leadership potential. It provides a platform for participants to enhance their leadership skills and build a network of like-minded individuals. The Women’s Place Leadership Institute is specifically focused on empowering women to take on leadership roles in higher education. Both programs aim to develop leaders who are committed to creating a more inclusive and equitable campus environment.

Women of Color Tenure Faculty

Our commitment to diversity extends beyond the President’s Leadership Institute and the Women’s Place Leadership Institute. We are proud to have a diverse community of faculty members, including women of color, who contribute to the richness of our university culture. They bring a range of perspectives and experiences to the table, enriching the educational experience for all students.

In addition to the President’s Leadership Institute and the Women’s Place Leadership Institute, we also offer professional development opportunities for all employees. These programs focus on developing the skills necessary to support the university’s commitment to diversity, including fostering a culture of inclusion and equity.

We continue to work towards creating a more inclusive and equitable campus environment where all individuals feel valued and respected. By fostering a culture of diversity and inclusion, we can ensure that Ohio State remains a leader in higher education.

Women in Senior Administrative Positions

While Ohio State has made progress in cultivating leadership opportunities and increasing the number of women in more senior roles, there is still work to be done. We continue to work towards ensuring that our leadership positions reflect the diversity of our student body and faculty. We are committed to creating a campus environment where all individuals have equal opportunities to succeed.

Incorporating discussions, announcements, and trainings about inclusive practices is a priority for our University. We believe that promoting diversity is critical to the success of our institution. By investing in programs that support diversity and inclusion, we can create a campus culture that values equity and promotes the well-being of all members of our community.

We encourage anyone interested in learning more about our initiatives to visit womensplace.osu.edu. For more information and links to additional resources, visit womensplace.osu.edu. We are committed to creating a campus culture that values equity and promotes the well-being of all members of our community.
The Women’s Place works to catalyze change at Ohio State by focusing on these four areas: policy, culture, leadership, and reporting the status of women.

Mission
The Women’s Place (TWP) serves as a catalyst to transform culture, policy, and leadership development in its inclusive, supportive, and safe college community with a focus on the growth of the community and students.

Vision
To be a 21st-century leader in the catalyzing of change at all women’s post-secondary institutions - Ohio State University, The Ohio State University Wexner Medical Center, and Columbus-area hospitals.

What does The Women’s Place mean to you?
“Change—is The Women’s Place—means being at the forefront of action and being a part of that action.”

Jaspreet Mehta, Rutgers University

“The Women’s Place has helped create platforms and processes, especially related to work-life balance and managing time as a woman faculty member that have made Ohio State a better place to work, engage, teach, and conduct research.”

Jay Kulik, Department of Chemistry

“There is a network of friends and colleagues remaining among learning opportunities.”

Laurie McConnaughy, Chief Diversity Officer, Office of Minority and Diversity Affairs

“It’s a valuable resource for all leaders, faculty and staff—inclusive resources at heart.”

Laurie McConnaughy, Chief Diversity Officer, Office of Minority and Diversity Affairs

Ohio State University has been constrained and remains to be a cultural leader in gender equity. The Women’s Place aims to enable many more women to attest to their positive experiences and success at Ohio State.

When Ohio State began classes in 1870, women were not admitted to attend, but the Board of Trustees (BOT) and others advocated for a university that would include women. Twenty years later, women were admitted to Ohio State as freshmen and the first women received diplomas. In 1970, women were admitted to graduate degrees.

The Women’s Place was launched in January 1999. As an example of the difference The Women’s Place can make on campus, the first three years of the Place reports on the status of women, review, leadership development, and reporting the status of Ohio State women. Since then, The Women’s Place has grown in scope, size, and impact to become a major campus and national catalyst for institutional change to expand opportunities for women’s growth, leadership, and experiences for Ohio State a thriving community for talented women staff and faculty. The Women’s Place is an inclusive, supportive, and safe college community with students.

CELEBRATING 20 YEARS OF THE WOMEN’S PLACE AND OHIO STATE WOMEN

At The Ohio State University, the diverse and unique experiences of women are celebrated and showcased. The Women’s Place (TWP) provides students in 21st-century higher education with the tools to create a just environment, build relationships, and empower their collective voices. The Women’s Place is a thriving community for talented women staff and faculty.

The Women’s Place is an inclusive, supportive, and safe college community with students, faculty and staff. The Women’s Place is dedicated to fostering the transformation of culture, leadership development, and reporting the status of Ohio State women through four focus areas: policy, culture, leadership and reporting the status of women. The Women’s Place also serves as an umbrella for two other critical programs in higher education.

The Women’s Place is dedicated to fostering a culture transformation, policy development, leadership development and reporting the status of Ohio State women through four focus areas: policy, culture, leadership, and reporting the status of women. The Women’s Place is dedicated to fostering a culture transformation, policy development, leadership development and reporting the status of Ohio State women through four focus areas: policy, culture, leadership, and reporting the status of women.
The Women’s Place is dedicated to continuing to advance these efforts at Ohio State. As a national leader on gender equity, Ohio State has the opportunity and resources to be a model institution for women’s advancement and gender equity. The Women’s Place has helped create policies and practices, especially related to work-life balance and mentoring women to promotion, and it is especially proud of the progress Ohio State has made in better places to work, engage, teach, and conduct research.

Mission
The Women’s Place (TWP) serves as a national model by implementing policies and practices to facilitate mentorship and development in inclusive, supportive and safe collegiate environments. We achieve these goals through the Vision of the Women’s Place (TWP).

Vision
To be a 21st-century leader in the development of all women in the university environment consistent with the university’s mission to be a leader in our fields globally.

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

From 1870 to 1980, Ohio State had been established primarily to meet the needs of men, its culture did not immediately prioritize women on an equal basis. When Ohio State began classes in 1873, several women applied to attend, but the Board of Trustees refused to admit women. Women were not immediately prioritized at Ohio State, and later, even when a few women applied for admission, many did not receive access due to lower financial means and existing institutional policies. Women were often treated as the exception to the rule rather than the norm.

In 1980, the Ohio State Women Faculty and Professional Women (now the Association of Staff Faculty Women) was founded by the Women’s Center of the Ohio State University. It was a grassroots movement that paved the way for gender equity and diversity at Ohio State.

In 2005, Cesar Seguil, director of the Development for Wexner Medical Center, had a similar experience. She joined Wexner Medical Center after earning her doctorate, becoming a faculty member, and then returning to Wexner Medical Center to work as the assistant director. Now she is the director of the Clinical Office of Diversity, Equity, and Inclusion.

As an example of the difference the Women’s Place has made in careers over the past 20 years, Dr. Ballam was originally hired in 2000-2001 as an assistant to the vice provost for diversity and inclusion. "I know that going by that I do not call on past administrators and there is not a day in which I do not use the skills I was taught. I have been able to advocate and support others that are underrepresented."

The Women’s Place was launched in 2008. Since then, we have worked on status reports and their complements, current and archived policy documents, curricular changes, faculty and professional development programs, gender equity of voice, and enhancing men’s culture change, policy syntheses, and dissemination of resources. We engage in gender equity work through our Advocates & Allies initiative. I’ve been honored to be a member in a leadership role, I’ve been involved in the Advocates & Allies for Equity initiative. I’ve been part of a network of friends and colleagues working together to address issues that affect women.

The Women’s Place has been a catalyst for institutional change to expand opportunities for women’s growth, leadership development, and enhancing men’s equity of voice. Much of what I learned from my time at TWP has led me to my current role as director of strategic diversity planning, training and community engagement in the Office of Diversity, Equity, and Inclusion. "It’s a valuable resource for all leaders, faculty, and staff—inclusive of everyone."

Deborah (Deb) Ballam and Judy Fountain built the network of friends and colleagues working together to address issues that affect women.

"I feel very much that the Women’s Place has been a catalyst for institutional change to expand opportunities for women’s growth, leadership development, and enhancing men’s equity of voice. Much of what I learned from my time at TWP has led me to my current role as director of strategic diversity planning, training and community engagement in the Office of Diversity, Equity, and Inclusion. "It’s a valuable resource for all leaders, faculty, and staff—inclusive of everyone."

Jennifer Beard, Hazel Morrow-Jones, and Donna Hight, Assistant Dean, College of Pharmacy, reflects, “As a woman of color, a middle-aged woman, a mid-career woman, and an elderly woman, I’ve been a member of a network of friends and colleagues working together to address issues that affect women.”

The Women’s Place has helped create policies and practices, especially related to work-life balance and mentorship women to promotion, and it is especially proud of the progress Ohio State has made in better places to work, engage, teach, and conduct research.

'Is a valuable resource for all leaders, faculty and staff—including members of everyone.'

Levi McGowin, Chief Diversity Officer, Wexner Medical Center.

Policy Change
Policy Change programs for gender equity of voice, culture change, and leadership development for women.

Culture Change
Culture Change program for gender equity of voice, culture change, and leadership development for women.

Leadership
Leadership program for gender equity of voice, culture change, and leadership development for women.

Status Report
Current and archived status reports are on womensplace.osu.edu and include comparative data, which allows for a trend analysis to achieve gender equity.

THE WOMEN’S PLACE 20TH ANNIVERSARY (2000-2020)

As the Ohio State University celebrates its sesquicentennial, the Women’s Place (TWP) celebrates its 20th anniversary and its part in making Ohio State a present and future leader in the advancement of women. To mark the occasion, TWP is releasing the Women’s Place Status Report on Women at Ohio State.

Envisioning a Bold Future
The shift for women at Ohio State has occurred, but challenges remain. Full inclusion calls for macro-level concepts and policies to recognize and support the systemic barriers that individual women face. Our opportunity is to reach the next era of gender equity.

Sustainability
The Women’s Place encourages sustainability by generating and sharing resources, participating in and developing new initiatives, and functioning as part of a network of friends and colleagues working together to address issues that affect women.

Building Momentum for Change at the University
Ohio State began classes in 1870, learned women applied for admission, but the Board of Trustees refused to admit women. Several women applied for admission, but the Board of Trustees refused to admit women. Women were not immediately prioritized at Ohio State, and later, even when a few women applied for admission, many did not receive access due to lower financial means and existing institutional policies. Women were often treated as the exception to the rule rather than the norm.

To transform the university environment consistent with the university’s mission to be a leader in our fields globally, we focus on transforming culture, leadership development, and requiring the status of Ohio State women to be a national model. We work to supplement gender equity work through our Advocates & Allies initiative, as well as highlight the trends that can make Ohio State a present and future leader in the advancement of women.

THE OHIO STATE UNIVERSITY
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