

Status of Women at Ohio State

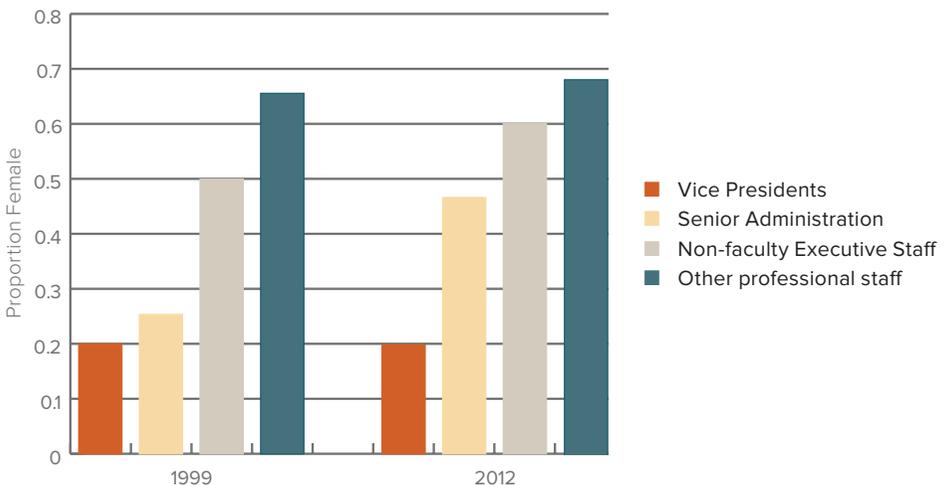
Focus on Implicit Bias and Diversity

The Women's Place (TWP), Ohio State's women's policy office, serves as a catalyst for institutional change to expand opportunities for women's growth, leadership and power in an inclusive, supportive and safe university environment. We publish this status report each year to gauge Ohio State's progress in gender equity. While the numbers do not tell the whole story of institutional change, they are important indicators of how we are doing. The numbers are most meaningful when they track changes through time; all of the previous status reports are available on the TWP website: womensplace.osu.edu.

Highlights from this year's tables and figures include:

- The proportion of women in all faculty ranks has increased continuously since 1999¹.
- Women of color faculty continue to be very poorly represented at Ohio State.
- Twenty-two percent of named professors are female, matching the proportion of women among full professors. In contrast, the proportion of female Ohio Eminent Scholars and named chairs is low, considering the proportion of female full professors. The Office of Academic Affairs has undertaken an examination of the processes for filling and renewing these positions.
- The categories of non-faculty executive staff and other professional staff are over 50% female. All other categories of senior administration have lower than proportional levels of women (see *Figure 1*) and in general the numbers for both men and women of color are very low.
- The representation of women in the most senior administrative leadership positions, including the Board of Trustees, president, senior vice presidents (including provost), and vice presidents, is low relative to senior professional staff and shows no consistent upward trend over time¹.
- The proportion of women among the senior academic leadership is also low in comparison with the faculty and has no consistent upward trend (see *Figure 2*)¹.
- The proportion of leadership positions held by women of color continues to be extremely disappointing to those concerned with diversity at Ohio State.

Figure 1 – Proportion Female in Administrative Positions 1999 and 2012



1. See womensplace.osu.edu for trends over all status report years.

The Women's Place is addressing some of these problems through two initiatives: Widen the Circle and implicit bias, each detailed in this report.

Widen the Circle: Senior administration also has recognized the low proportion of women in senior leadership positions. Therefore, Ohio State has joined the Widen the Circle initiative, an effort by the Columbus Partnership to increase the representation of women in the highest ranks of leadership throughout central Ohio organizations. The Women's Place is partnering with the Office of Human Resources, the President's Office, and the President and Provost's Council on Women to work on this issue at Ohio State and also to participate in the larger initiative.

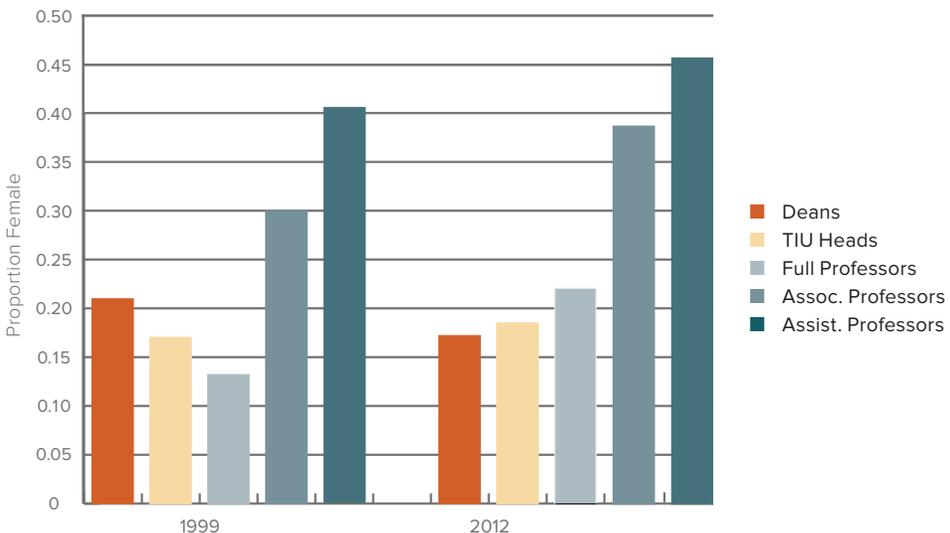
Implicit Bias: While the status reports show a slow but steady increase in the percent of women in many roles at the university over time, there has been very little improvement in the percentages of women of color and women in the highest leadership positions. The university states as one of its values "Diversity in People and Ideas." Members of the university community and, in particular, individuals in leadership positions sincerely want to improve our record of diversity and value the strength that this brings to the organization. With so many people of good will in favor of increased diversity and university values encouraging it, why is there so little progress in some areas? We believe implicit bias (sometimes called unconscious associations or "mindbugs") is at the core of the problem. For simplicity we have defined implicit bias as unconscious attitudes that affect our behaviors in ways we might not want.

A key assessment tool for learning about one's own biases was created by Project Implicit researchers at Harvard University and is called the Implicit Association Test (IAT). Anyone can take one or more of the demonstration tests privately online without joining the research study at: implicit.harvard.edu/implicit/demo. We encourage everyone at the university to try these demonstration tests and form their own conclusions. The simple fact of becoming aware of one's own unconscious biases is, in itself, an important de-biasing technique.

"For a deep and lasting equality to evolve, implicit biases must be acknowledged and challenged; to do otherwise is to allow them to haunt our minds, our homes and our society into the next millennium."

— Rudman, L. A. (2004). *Social Justice in Our Minds, Homes, and Society: The Nature, Causes, and Consequences of Implicit Bias. Social Justice Research, 17(2), 129-142.*

Figure 2 – Proportion Female in Academic Positions 1999 and 2012



To delve deeper into implicit biases, Dr. Brian Nosek, co-founder of Project Implicit and associate professor in the Department of Psychology at the University of Virginia, will present a workshop at Ohio State on October 22. As a member of Project Implicit, Nosek translates academic research into practical applications for addressing diversity, improving decision-making, and increasing the likelihood that practices are aligned with personal and organizational values. See womensplace.osu.edu for more information.

A collaborative group from Ohio State has come together around this issue. This collaboration includes TWP, Office of Human Resources, Office of Diversity and Inclusion, Project CEOS, Gender Initiatives in STEMM, Diversity and Identity Collaborative at OSU (DISCO) from Arts and Sciences, Wexner Medical Center, University Senate Diversity Committee, regional campus deans and others. In addition, The Women's Place is represented on a subcommittee of the Columbus Partnership's Widen the Circle initiative focused on implicit bias, putting TWP in a unique position to synthesize these two critical initiatives.

Resources about implicit bias are available on The Women's Place website as well as in the Kirwan Institute's excellent literature review (kirwaninstitute.osu.edu under "research"). In addition, the collaborative has a number of implicit bias events planned for the academic year. We hope that members of the community will attend the collaborative's activities around implicit bias and will discuss this issue widely. Watch The Women's Place website (womensplace.osu.edu) for more details and events as they are scheduled.

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Staff and Faculty Dedicated to Diversity Work

Ohio State is fortunate to have many exceptional women and men who work to create an equitable environment. Below, and on the cover, we highlight a *small sampling* of those who work, either formally or informally, to increase, support and educate about diversity.



KATHY LECHMAN is the director of Diversity Development in the College of Food, Agricultural and Environmental Sciences (CFAES). In addition, she is chair of the CFAES Diversity Catalyst Team. In this role, she coordinates professional development opportunities for faculty and staff that cover topics such as Amish and Appalachian culture, transgender issues, heterosexism and homophobia, among others. She is also an Open Doors facilitator and the lead creator and coordinator of the annual Diversity Leadership Symposium.

Lechman's multiple identities and experiences led her to this career path. "I never want anyone to feel humiliated or be harmed physically, emotionally or mentally because of who they are," she said. She advises those involved in diversity work to take care of themselves by de-stressing and taking vacation time, building relationships across the hierarchy and recognizing/thanking individuals for their contributions.



MARGO VREEBURG IZZO is a retired faculty member and director of the Transition Program at the Nisonger Center. The goal of the program is to increase academic and employment outcomes of youth with disabilities so they have access to college, leading to competitive employment.

In order to fully understand the diverse world that youth with disabilities are entering, Izzo embraces diversity within her program. "I find that if we don't walk the talk, we can't ask faculty members and employers to step out of their comfort zone to create quality learning and employment opportunities for youth with disabilities," she said. Choosing culturally diverse staff increases cultural competence within the program and provides better service to youth with disabilities from diverse backgrounds, as well as their parents and

teachers. “As we involve more diverse perspectives in problem solving and creating new models of service delivery, it takes longer to reach consensus, but the products and services are higher quality and more effective,” she said.



YOLANDA ZEPEDA is an assistant provost in the Office of Diversity and Inclusion. Among her broader commitments to inclusion, she is working to make Ohio State an attractive and accessible option for Latino families. She initiated a partnership with the Hispanic Scholarship Fund and the Gates Millennium Scholars Program to host an annual, statewide outreach program at Ohio State that is in its third year. Working with fellow Latina faculty and staff in

2013, she supported a national institute for Latinas and indigenous women in higher education and presently leads efforts to host the annual Ohio Latino Education Summit in 2014. Zepeda has found that, “Diversity work is messy. It requires listening to multiple and often conflicting perspectives, and it requires patience and persistence to establish shared purpose among stakeholders.” She added that the key to finding solutions is to partner and keep an open mind. “If we are too committed to strategies or outcomes before we start the conversation, we constrain the help that our partners can offer,” she said.



NONGNUCH INPANBUTR is a professor in the Department of Veterinary Biosciences. Inpanbutr has served on five affirmative action committees and as an adviser for Ohio State’s Thai Student Association for many years. She also has served on the Asian Pacific American Caucus.

Inpanbutr has always believed in equality. Growing up in a democratic family with strict Thai traditional values, she always cherished freedom and did not allow traditions to be a reason for inequality. “Promoting diversity in all aspects of life is my nature,” she said.

Her latest diversity-promoting endeavor is a class that combines elephants, the impact of religion and culture on veterinary medicine and a field trip to Thailand. Having a diverse group of students in the class enriched discussions and reflections and in addition to learning about Thai culture, students learned from each other. “I would tell leaders that exposing students to and incorporating diversity into the learning experience is a must to create citizens of the globalized world, especially in academia, and this is the arena where we can make the difference,” she said.



WANDA DILLARD, director of community development at the Wexner Medical Center, is a member of the Medical Center’s Diversity Council and creator of Matinees That Matter, a program that highlights ethnic, racial and economic disparities in health care. In addition, she is directing the creation of a diversity issue awareness training module that will be used in new-employee orientation at the hospital. Dillard is a member of the Ohio Statewide Health Disparities

Collaborative and is a co-founder of and provides direction for the three Wexner Medical Center ethnic-based free clinics: Asian Health Initiative, Clinica Latina and Noor Community Health Centers.

Dillard has learned that, “Often the issues can be systemic and unrecognizable, associated with policies and procedures. Organization leadership needs to embrace diversity in its core values for it to make an impact throughout an institute.” She feels we need more training initiatives focused on helping individuals examine and acknowledge their unconscious biases and stereotypes. “Programs in the future will need to teach and challenge people to examine their own stereotypes consciously,” she said.



DEBRA MODDELMOG is a professor of English and coordinator of sexuality studies. She has built a strong record of working to make Ohio State a place where women, GLBT individuals, racial minorities and people with disabilities can thrive. She helped establish and administer the Humanities’ mentoring program for untenured faculty of color during her time as associate dean. In addition, she developed an interdisciplinary minor, major and graduate

specialization in sexuality studies. She helped establish and lead a grass-roots collaboration called the Diversity and Identity Studies Collective at OSU (DISCO) so that members could learn from each other and develop cross-disciplinary curricular, educational and research opportunities.

Based on her experience, Modellmog advised: “Gather together people who are committed to the same diversity vision and goals. There is power, not to mention inspiration, in a critical mass of people all working for the same transformative end.” She added, “Don’t let setbacks set you back. The path to transformative change rarely takes a straight line.”



JUDY TZU-CHUN WU is a professor with a joint appointment in the Department of Women’s, Gender and Sexuality Studies and the Department of History. She coordinates the Asian American Studies Committee and played a leadership role in establishing a consortium for Asian American Studies. Wu is also a co-editor of *Frontiers: A Journal of Women’s Studies*. She has worked to advance the recruitment of faculty from diverse backgrounds and contributed to the development of curriculum reflective of diversity issues.

Wu helps promote a cross-cultural collaborative environment among groups and individuals. “My path has been to create and foster micro-communities that can support and inspire one another,” she said. One of these communities is DISCO, a grass-roots collaboration at Ohio State that Wu co-organized. Driven by racial discrimination her immigrant family experienced, Wu has been advocating for equality most of her life. “The never-ending process of advocacy can be exhausting, and the limited institutional support can be demoralizing,” she said. “However, knowing that others are equally invested and committed makes the journey meaningful and worthwhile.”



PATRICIA CUNNINGHAM is director of Social Change in the Office of Student Life. She creates, implements and evaluates civic engagement programs in central Ohio; oversees all Multicultural Center women’s programs and initiatives; and is a co-PI of a comprehensive research project on how to enroll more Ohio Appalachian students in college (The Appalachian Project, Ohio). She serves as conference chair for the Association of Staff and Faculty Women (ASFW); co-advises a women’s student organization, Unplugging Society; and advises the Perspectives in Education initiative. Cunningham feels that to be successful in diversity work, one needs to weave it throughout one’s work. “It should not be an element that is added but as part and parcel of all the work that we do,” she said.

THE OHIO STATE UNIVERSITY MANSFIELD DIVERSITY COMMITTEE,

established in 2002 by the Mansfield Faculty Assembly, promotes a campus climate in which differences among ethnic and racial backgrounds, genders, physical abilities, sexual orientations, ages, learning styles and religious and political beliefs are recognized and valued for the richness they bring to the educational experience. The committee reflects the desires of faculty, staff and students to promote an inclusive and diverse campus environment. Current committee membership includes (clockwise from upper left): Lee McEwan (chair), Amy Brunell, Mollie Cavender, Pam Schopieray, Renee Thompson, Terrahl Taylor, Cathy Stimpert, Michelle McLane, Elise Riggie and (not pictured) Takaze Turner.



The committee partners with entities in the university and community to increase discussions on diversity in the community at large. In 2006, the Mansfield campus received an award from the Mansfield Chapter of the NAACP for “Outstanding Community Service” in sponsoring diversity programs.

“Programs in the future will need to teach and challenge people to examine their own stereotypes consciously.”

Committee members offered this advice about diversity: “Maintain a broad definition of diversity that speaks to the richness of your academic community as it exists and as you desire it to exist in the future. We are always transforming to reflect the richness of the communities in which we live and work, as well as the world.”

President and Provost's Council on Women



There are 21 dynamic women each year who serve on the President and Provost's Council on Women (PPCW). This select group, appointed by the president and provost, is charged with advocating for the advancement of all women at The Ohio State University and providing leadership for the development of policies and practices that positively affect the working environment for women employed at The Ohio State University. To learn more about PPCW, visit ppcw.osu.edu.

This year, I had the amazing opportunity to chair the PPCW, and it has been a fantastic year of working on substantive issues, meeting with university leadership and working toward the common goal of enhancing the culture at Ohio State for women throughout campus. Over the course of this year, the PPCW and its respective task forces worked on the following:

- **Legal Issues:** The president and provost were interested in taking a closer look at the key legal and policy considerations governing “targeted searches” and diversity considerations. Similarly, we were also asked to research the role of the Title IX director and how that role might be better utilized to promote opportunities for women across the university. Assessing the challenges and opportunities for more centralized oversight of hiring processes with regard to affirmative action and diversity was also a part of our charge.
- **Widen the Circle:** In the fall of 2012, Ohio State announced its participation in the Widen the Circle initiative with other leading institutions in central Ohio. This initiative is aimed at increasing the number and proportion of women represented at the highest levels of leadership at major institutions. PPCW examined current and historical data on the gender balance in top leadership positions and major university committees and positioned itself to make key recommendations to the president and provost.
- **Career Growth and Mentoring:** After examining results of the most recent campus culture survey, PPCW identified that career growth, career development and mentoring remain consistent areas of challenge and opportunity for women at the university. Partnering with the Office of Human Resources, PPCW kept apprised of the Compensation and Classification Project and continued discussions regarding mentoring as an opportunity for women throughout the university to connect with each other for career support and professional networking.

It has been my absolute pleasure to be the chair of the President and Provost's Council on Women this year. I have thoroughly enjoyed working with the council and university leadership, and as I transition into my new role as past chair, I wish Wendy Smooth the very best as she becomes the 2013-2014 chair of PPCW.

Jamie Mathews-Mead, 2012-2013 Chair
President and Provost's Council on Women

Table 1 – Status of Women at The Ohio State University

Number of women to total number of positions in category, autumn 1999 to autumn 2012

	1999	2012	Change in percentage
Board of Trustees	4/11 (36%)	4/18 (22%)	-14%
Vice presidents and senior vice presidents	2/10 (20%)	5/25 (20%)	0%
Senior administration (assistant and associate VP's)	10/40 (25%)	31/66 (53%)	28%
Vice provosts*	not available	2/7 (29%)	not available
Associate provosts	not available	1/6 (17%)	not available
Assistant provosts	not available	5/9 (56%)	not available
Non-faculty executive staff**	342/684 (50%)	1121/1867 (60%)	10%
Other professional staff**	4304/6662 (65%)	8232/12234 (67%)	2%
Deans (including regional and divisional deans; vice president and dean of the College of Food, Agricultural and Environmental Sciences; director of libraries; dean of graduate studies; dean of undergraduate education)	5/24 (21%)	4/23 (17%)	-4%
TIU heads	16/96 (17%)	20/107*** (19%)	2%
Ohio Eminent Scholars***	1/12 (8%)	2/19 (11%)	3%
Named chairs***	7/68 (10%)	16/110 (15%)	5%
Named professors***	8/55 (15%)	13/60 (22%)	7%
Faculty	848/3132 (27%)	1371/3864 (35%)	8%
Full professors	149/1139 (13%)	288/1301 (22%)	9%
Associate professors	328/1087 (30%)	476/1224 (39%)	9%
Assistant professors	370/905 (41%)	607/1339 (45%)	4%

* Includes two deans who also hold vice provost positions

** Wexner Medical Center personnel account for about 49% of the Other professional staff category and about 42% of the Non-faculty executive staff category.

*** Data are from 2001 and 2012; 1999 data are not available

Table 2 – Women of Color Faculty Profile

	Autumn 1999 (% of Total Faculty)	2012 (% of Total Faculty)	Change in percentage
Black	46 (1.5%)	66 (1.7%)	0.21
Asian American	44 (1.4%)	162 (4.19%)	2.79
Hispanic	9 (.3%)	45 (1.16%)	0.86
American Indian	3 (.1%)	3 (.08%)	-0.02
Hawaiian	not available	1 (.03%)	not available
2 or more races	not available	8 (.21%)	not available
Total	102 (3.3%)	285 (7.38%)	4.08

Table 3 – Women in Senior Staff and Administrative Positions

(All figures are absolute numbers except those for “executive, administrative and managerial staff.” In that panel, 1999 shows percentages, while 2012 shows absolute numbers with percentages in parentheses for comparison.)

	Race/Ethnicity	Autumn 1999 % of all women in category	Autumn 2012 absolute number of women
Senior vice presidents	Black	0	0
	Asian Am.	0	0
	Hispanic	0	0
	Am. Indian	0	0
	White	0	0
Vice presidents	Black	0	1
	Asian Am.	0	0
	Hispanic	0	0
	Am. Indian	0	0
	White	0	4
Associate vice presidents	Black	0	0
	Asian Am.	0	0
	Hispanic	0	0
	Am. Indian	0	0
	White	0	13
Assistant vice presidents	Black	0	4
	Asian Am.	0	1
	Hispanic	0	1
	Am. Indian	0	0
	2 or more races	Not available	0
	White	0	16
Vice provosts	Black	Not available	1
	Asian Am.	Not available	0
	Hispanic	Not available	0
	Am. Indian	Not available	0
	White	Not available	1
Associate provosts	Black	Not available	0
	Asian Am.	Not available	0
	Hispanic	Not available	0
	Am. Indian	Not available	0
	White	Not available	1
Assistant provosts	Black	Not available	1
	Asian Am.	Not available	0
	Hispanic	Not available	1
	Am. Indian	Not available	0
	2 or more races	Not available	0
	White	Not available	2
Executive, administrative and managerial staff	Black	5.3%	78 (7%)
	Asian Am.	4.7%	21 (1.9%)
	Hispanic	1.9%	16 (1.4%)
	Am. Indian	0.2%	4 (.4%)
	Hawaiian	Not available	0
	2 or more races	Not available	7 (.6%)
	White	Not available	968 (86.4%)

The Women's Place (TWP)

Strategic Goals

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

Guiding Principles

- TWP is committed to an equitable environment for all people.
- TWP recognizes that gender powerfully affects experience and opportunity.
- TWP recognizes that sexism intersects with and is amplified by other oppressions.

VISION

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

MISSION

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

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