Women's concerns discussed

By Dona S. Klinger
Lantern Staff Writer

Women attending Ohio State today are receiving more attention than in the past, and registrar statistics show men and women are holding certain traditional majors despite university attempts to attract both genders.

A 1977 report published by the Commission on Women and Minorities said the university is "an institution that values individuality, intellectual... and personal uniqueness... yet institutions of higher education have not been the leaders in recognizing and accepting generally the intellectual and individual worth of all our peoples."

Andrea Lunsford, professor of English and chair for the Commission on Women, said 1977 was the last time a report was made on women.

The commission was formed at the end of winter quarter to get a "new look at where women have been, where we have come and where we have yet to go," she said.

The 26-member commission, representing women undergraduates and administrators, is gathering information on how women are represented, recruited and retained at OSU, she said.

After gathering the information, "the hardest task will be to produce a plan of action on a set of recommendations for the university," she said.

After holding two meetings, the commission found 56 issues to address, she said. Its goal is to have the set of recommendations finished by the end of fall quarter.

"Some units within the university are very... sensitive to women's issues and some are not."

--Andrea Lunsford, chair Commission on Women

Lunsford said, "some units within the university are very pro-active and sensitive to women's issues and some are not."

Joan Krauskopf, professor of law and president of the Council of Academic Excellence for Women, said that the council monitors and suggests programs for women.

Two items of concern for the 20-member council are reducing the time required for tenure for faculty having children and training foreign teaching assistants (TA's) on gender rules in the United States, she said.

Some foreign TA's do things that are considered to be sexual harassment in the United States without noticing it, and they need to be better informed, Krauskopf said.

The council "is the only arm of the university that is university wide," she said. It holds workshops for women and receptions when they receive tenure and promotions.

Statistics as of Autumn 1990 show majors in the College of Engineering as 3,318 male and 547 female. In the College of Human Ecology, 251 were male and 928 were female.

Male and female majors were the closest in number in the fields of art, humanities and journalism.

Virginia Midkiff, administrative assistant in student enrollment reporting, said the reason some majors are gender oriented is related to culture. Women are socialized to go into the majors that are "female," she said. It has nothing to do with university restriction.

Judith McDonald, administrator in engineering, said she recruits and retains women in the engineering field. There is a demand for engineers and the shortage will be made up by women and minorities.

McDonald reaches women through outreach programs in high school. Lack of understanding in engineering causes women to be less concerned with that particular field.

Penelope Reighart, coordinator of academic services, said Home Economics was changed to Human Ecology, making the course sound less female-oriented.

Recently, the college has become more involved in food, child care and cleaning services, she said. "As these become more commercialized, they become less home and female connected."

Both the College of Human Ecology and College of Engineering, despite the overwhelming amounts of one gender in each, encourage both men and women to enter those fields.
Women’s commission continues work

The Commission on Women has identified more than 60 issues that "must be addressed if women are to achieve full participation and a sense of well-being at the University," according to the group’s chairperson.

These areas of concern fall into four categories, reports Andrea Lunsford, professor of English and commission chair. They are: the campus climate for women, career issues, women’s differences, and institutional concerns, policies, practices and structures.

In each of the areas, commission subcommittees are assessing the way these issues affect the status of women faculty, staff and students. The commission subcommittees also are identifying institutional policies and practices that either support or deter women’s equitable progress.

Building on the information, the commission will recommend policies, procedures, programs and timelines for addressing the problems. In addition, the commission will identify vehicles for mandating changes.

A recent review of a similar report on women and minorities conducted in the 1970s found that "14 years later, few of its goals have been met, and few of its recommendations fulfilled," Lunsford says.

We intend to make sure history will not repeat itself," she adds. "When our final report is completed at the end of the year, we do not intend it to gather dust on a shelf."

According to Lunsford, part of the commission’s most interesting work this winter and spring quarters has been procedural.

"We wanted to be an effective body of change without using rigid hierarchical processes in doing so," she says. "Doing this within the hierarchy of the University is not easy."

"The challenge is to be a commission of the whole, with each member’s voice fully represented."

The commission will hold open forums for women early in autumn quarter. Individuals, departments or organizations that have suggestions for such forums or would like to sponsor one should call Lunsford at 292-6065.

Individuals who prefer to describe their experiences or concerns, or to respond to the commission’s work, can write Lunsford at 421 Denney Hall, 164 W. 17th St.

Forums to give women voice for concerns

The Commission on Women will hold forums autumn quarter to "give the fullest voice to women’s concerns throughout the University and to gather responses to issues that have been identified by the commission," says Andrea Lunsford, professor of English and commission chairperson.

To sponsor a forum or to make a comment, call Lunsford at 292-6065, or write her at 421 Denney Hall, 164 W. 17th St.

The following are issues that have been identified so far:

**Climate subcommittee**
Issues: Sexual harassment; physical safety; overt sexist behavior; improving residence hall conditions for women. First Amendment "protection" of sexual harassment: and fear of expression. Diversity: How to find out about concerns of women of color; ageist attitudes; and recognizing diversity among women.

**Career subcommittee**
Recruitment, retention and advancement: Dearth of women in senior leadership; impediments to and lack of expertise in recruitment, retention and advancement; mentoring; defining administrative and professional career ladders; opportunities in higher paid positions; tenure clock; job descriptions for classified civil service, equitable treatment of teaching and service responsibilities for women; recruiting women students; reorganization of work categories for comparable worth; flex time for pursuit of degrees; opportunities and incentives for pursuing degrees: apprenticeships; and moving from classified to uncataloged civil service jobs. Job satisfaction: Equitable salaries; institutional constraints to fulfillment; positive work environment; consistency between individual ethics and job requirements; male and female collegiality; and effect of technology. Research issues: Promoting research (by and about women); including women in sample populations in research; equal access to support staff, leadership and funding; collaboration and co-authorship; and acceptance of legitimacy, appropriate valuing of and respect for research on women and/or non-mainstream topics.

**Women’s differences subcommittee**
Women as autonomous individuals: Sensitivity to women’s health care issues in the health center; women’s mental health issues; view that women must solve women’s problems; recognition of gender-specific ways of doing things; opportunities for ethical expression; possibilities of gender-specific moral reasoning; and gender, age and life cycle — inappropriate judgments based on biology, misuse of life cycle as criteria for decisions. Women as family members: Maternity leave; family leave; flex time and place; job sharing; legitimation of family responsibilities; University recognition of sharing family responsibilities; and spousal requirements.

**Institutional concerns subcommittee**
Curricular and education issues: Support for re-entering women; education on gender issues for faculty and undergraduates; integration of women into the curriculum; "young scholars" for women in science, math and engineering; short-term internships; and career counseling for students. Institutional issues: Tokenism for solutions; communication among women on campus; improving residence halls conditions for women; creating a central clearing house and organizing forum for the Commission on Women’s work, visibility of women in University public relations; extension of service mission to women’s issues, veil of silence — "for fear of being called weak, bitchy or whatever"; lack of collective behavior and actions on women’s issues; no University mechanism to address women’s issues as a collective; and making gender-free language the norm of the institution.
Two organizations examine OSU women’s issues in depth

By Lori Lowe
Lantern staff writer

Female faculty, staff and students are addressing problems of the OSU campus climate for women through the President's Commission on Women and the Women's Grassroots Network.

"It seems clear to me that women at Ohio State perceive a whole range of discriminating practices based on gender," said Andrea Lunsford, chairwoman of the President's Commission on Women and a professor of English.

Lunsford said she did not realize how much the commission was needed until she began working for the commission.

The problems being addressed by the President's Commission on Women and the Women's Grassroots Network are not unique to Ohio State.

The Oct. 9 issue of the Chronicle of Higher Education reported that women are facing the same problems they did 20 years ago and specified that "Female professors, staff members and administrators in academic face a hostile work environment."

A 1996 study on the campus climate for women sponsored by the Project on the Status and Education of Women concluded that, "The difficulties that women face in the academic community are not that different from those faced by other professional women in the world at large. If we do not solve them in academe, we will have little hope of solving them elsewhere."

President E. Gordon Gee created the commission in March to look at the representation, needs and opportunity for all women at Ohio State.

The commission, which consists of 23 members appointed by Gee, two of whom are male, will present Gee with their recommendations sometime in the middle of November, Lunsford said.

Lunsford said the commission will be addressing issues of sexual harassment, career advancement, equity for women of color on campus, dependent care, tenure and promotion, dual career families and retention.

Other issues to be discussed will be physical safety, leaving options for family and career needs, spousal equity and placement assistance, curricular inclusion of women's scholarship and issues, and the general campus climate for women, Lunsford said.

Lunsford said she could not specify what the recommendations will be until they are formally presented to Gee but added that they will be brief and powerful.

Lunsford said it is unusual for a university commission to look at the needs of female faculty and staff as well as students and that made the job more difficult.

The commission held six open forums during the first week of October to give women the opportunity to raise concerns and offer recommendations to the commission, Lunsford said.

Lunsford said one of the major concerns voiced during the forums was the university maternity policy, which she said was non-existent. Instead, faculty and administrative staff must use vacation time, she said.

"It seems ridiculous to me for a university of this size to not have some kind of maternity leave," Lunsford said.

Another pervasive theme of the open forum was the OSU sexual harassment policy, Lunsford said.

"My own feeling is that we need a new, comprehensive sexual harassment policy for this campus," she said. "I believe what policies we have are not widely understood."

Once the recommendations have been submitted, the commission will carry on for a few terms to assure that the recommendations have been implemented, said Lunsford.

Another group on campus, which is an informal Women's Grassroots Network, has also been meeting to discuss the unique climate problems faced by women at the university, said Deborah Ballam, a professor of finance and a coordinator of the network.

"Numerous problems make for a hostile climate for women," Ballam said. "In some ways, women feel invisible on campus. The network is a way to change that."

Ballam said women faculty and administrative staff at Ohio State face a variety of problems unique to women.

She said concerns frequently expressed at the meetings of the network are similar to those on which the President's Commission on Women is working.

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She added that there is a lack of accountability of women at all levels of employment and failure to inform women employed on the classified level at the university of their rights when their jobs are eliminated. These problems will also be addressed by the network.

The network hopes to enforce the recommendations of the President’s Commission on Women, said Edith Taylor, a research scientist and member of the network.

“We need to start standing up for ourselves,” she said. “There is no other group on campus that is doing this for women faculty and administrative staff.”

Susan Josephs, a professor in the department of labor education and research services and member of the network, said the network is beneficial because women can be heard without putting themselves in jeopardy.

“What we would like to do is provide support so problem solving can occur,” she said.

Ballew said the grassroots network consists of 500 women faculty and administrative and professional staff members.

The network, which has been meeting since January, has no ties with any official OSU office and has members from every college as well as a variety of female administrative and professional staff.

The group presented Gee with a petition in October signed by 656 women faculty, staff and students urging him to consider naming women to the university’s four unfilled vice presidential positions.

Josephs said the network has not yet determined what its next project will be.

The university administration is sensitive to the needs of women and the administration periodically reviews their policies, said Madison Scott, vice-president for personnel services and secretary of the board of trustees.

Scott said he realizes that issues affecting faculty and administrative staff indirectly affect students.

“Our first concern is to provide quality education for our students,” he said. “That's what it's all about.”
OSU women submit gender report to Gee

By Lori Lowe
Lantern staff writer

The President's Commission on Women has submitted a partial report to President E. Gordon Gee as the first step to having women included in the president's mission statement for the university, said Patricia Kelvin, graduate administrative associate to the commission.

The report specified that the university's mission statement should contain "explicit language demonstrating institutional recognition of and respect for gender differences and a commitment to policies, programs and practices fully inclusive of and responsive to women."

The mission statement will be presented for approval to the Board of Trustees at its January meeting.

The commission was created by Gee last spring to look at the representation, needs and opportunities for all women at Ohio State, said Andrea Lunsford, chairwoman of the commission and professor of English.

The commission expects to have the recommendations completed by December, Kelvin said.

The campus climate for women at Ohio State is virtually unchanged from that described in the 1977 report of the OSU Commission on Women and the climate may have worsened for African-American women, according to the report.

The report specified that although women have gained entry into the university hierarchy, "because nothing in that hierarchy has changed, women have been unable to realize their full potential or to make their full contribution to the life of the university."
Climate for women at OSU is bleak

Report states sexism, racism, harassment prevail on campus

By Ericka Pizzillo
Lantern staff writer

The climate for white women at Ohio State has stayed the same and for minority women it has gotten worse between 1977 and 1991, according to a report issued from the office of President E. Gordon Gee.

This climate, the report stated, is one filled with sexist attitudes, racism, sexual harassment and fear for safety on campus at night.

The President’s Commission on Women, charged in spring 1989 with charting the progress of women at the university, issued several recommendations to help faculty deal with the “hostile environment” women face on campus. They include: reinstatement of the Faculty Incentive Hiring Program, creation of a permanent, university-sanctioned committee on women and adoption of an official gender-neutral language policy.

To achieve the difficult task of gauging the climate for women, the commission met with more than 350 women from the university, received more than 100 written responses and conducted in-depth interviews with selected university women. Responses, reported anonymously to the commission, show what the report calls “often unconsciously sexist attitudes that pervade women’s experience.”

One woman reported a comment by a professor in class, who said, “Any of you girls who are out getting abortions can’t use it as an excuse for getting assignments in late.”

Another woman said an administrator in her department referred to an internationally famous scientist as “that girl over in your department.”

“It’s a subtle discrimination,” said Enmal Norland, associate professor in the Department of Agricultural Education and a member of the commission.

The commission reported that this “subtle discrimination” is also found in many publications, pamphlets and course materials at Ohio State.

“Our hope is that the university will adopt a gender-neutral language policy,” Andres Lunfors, vice chair of the Department of English and chair of the commission.

The policy would revise all publications and documents submitted by the university to eliminate sexism and racism.

Lunfors said Academic Computing Services asked her to look at a pamphlet to identify any sexist language. “All of the illustrations were of white males,” Lunfors said.

She said the Department of English has begun to look at sexist language in its curriculum. “Last year we changed ‘Freshman English’ to ‘First-year English,’” Lunfors said.

The commission also calls for a permanent, university-sanctioned commission for women.

“We need much stronger systems of accountability,” Lunfors said. One of the recommendations of the commission is to monitor and hold upper-level faculty and staff accountable for gender fairness.

“There are many women on staff, but the upper-levels are mostly men,” she said. “There is no way for people below them to find accountability.”

One of the commission’s fears is that the university will lose women faculty, staff and students because of this “hostile environment.”

“Ninety-three new faculty were hired seven years ago,” said Deb Ballum, assistant professor of finance and member of the Women’s Grassroots Network. “But also that year, 97 women left.

Because of the ‘chilly climate,’ we are losing the benefits women have to offer.”

“When women start to question the system, these women won’t stay at the university,” they ask ‘What’s in it for me?’” Norland said.

Women faculty in the university held 24.6 percent of regular faculty positions as of October 1991, an increase from 23.1 percent since October 1989. The figures include all instructors, assistant professors, associate professors and professors.

The commission pointed to the temporarily suspended Faculty Incentive Hiring Program as one of the reasons for the increase. The program, which was reinstated during Spring Quarter, provides a salary fund for women and minorities to help departments fulfill affirmative action goals.

The report shows a strong gain, 17.6 percent, in women’s presence in the assistant professor rank, but the number of women holding the full professor rank is 9.2 percent of all full professors, a figure the commission calls “disproportionately low.”

Karen Genshaft, former chair of the Department of Educational Services and Research, is now dean of the Department of Education at the State University of New York at Albany. She said she had no problems with access or climate while she was at Ohio State, but does know women who did.

Genshaft was a member of the commission while she was at Ohio State.

She said she believes the setting at the university is crucial. Her department was predominately women.

“The dean and chair set the tone for the department,” Genshaft said. “If colleagues are supportive, people flourish.”

Ohio State is not the only university dealing with problems of climate for women.

“We are facing the same issues at Albany. This subtle discrimination prevents promotion,” Genshaft said.

Gee is asking faculty to read the report and submit written responses to his office by Nov. 15. The recommendations will be considered after that date.

“It would be betraying the entire university community if they don’t follow through with the recommendations,” Ballum said.

But Ballum says she sees great hope.

“People are listening. Ten years ago, men of the university weren’t listening,” Ballum said.
Institutional environment is still chilly for women

By Gemma McLuckie

To improve the stature of women on campus, Ohio State must "hire more women at every level," suggests the Commission on Women.

But once the women are here, "the very fabric of the institution, how we do business, must change in order for women to advance," the commission says in its report.

Andrew A. Lunsford chaired the 24-member commission, which presented its findings to President Gee late last month. Lunsford is vice chair of the Department of English.

The commission calls for immediate attention to seven "organizational barriers" to women's progress. They are:

* Isolation, which can occur in fields that traditionally are male- or female-dominated, or in certain academic areas such as Black studies.
* Outmoded policy applications, such as those for staff and faculty long-term leave to care for elderly parents.
* Lack of accountability for sexist attitudes and sexual harassment.
* Lack of systematic training about sexism for managers, administrators and faculty administrators.
* Exclusion of women from informal settings and occasions where decisions are made.
* Lack of coordination and monitoring to ensure that women are not the "workhorses" of their units or departments.

Data show the University has made "some solid and salutary gains" in recruiting women since a similar study was made in 1977, the commission reports.

However, members found that the climate is still chilly for women faculty and staff. The commission defined climate as "the sum total of the daily environment, including the culture, habits, decisions, policies and practices that make up campus life."

At open forums and in letters and interviews, women told the committee they feel "invisible," and spend their energy trying to be noticed for good or outstanding performance. They have heavier workloads because of the assumption they will be caregivers and nurturers at home and at work. They find complacency about women's issues. In male-dominated occupations or departments, men often are uncomfortable around women.

Women are concerned about the emphasis on and effects of competition. And they perceive a bias against research by and about women.

About 350 women attended open forums. Others wrote letters or talked to commission members. They said women are still subject to sexist attitudes and sexual harassment.

Many expressed fear for their physical safety, especially if they work or go out at night.

The women reported stress and burnout because their bosses don't recognize and support their roles as mothers or primary care givers. They say they are angry and frustrated by what they saw as discrimination in hiring, promotion and compensation. Minority women said they find subtle and overt racism.

And, the commission said, "there is considerable discouragement about the lack of significant progress for women and deep skepticism about the University's commitment to ensuring equitable numbers and treatment of women."
Executive Summary

Charged by President Gordon Gee in Spring, 1991, with producing a plan of action and recommendations regarding a wide range of women's issues, the President's Commission on Women began work by examining more than 100 published reports from other universities and from groups at The Ohio State University in order to chart the progress or lack of progress women have made at this University, to compare our progress to that of women at other institutions, and to identify key gaps in our database.

In addition, the commission met with more than 350 University women in open forums, received more than 100 written submissions from other women, and conducted in-depth interviews with selected women from throughout the University community. The commission finds that, in terms of numerical comparisons, women have made some positive gains in the 15 years that have passed since the last Commission on Women and Minorities submitted its report in 1977. In spite of some change in numbers, however, the commission finds that

the campus climate for women at The Ohio State University is little changed from that described in the 1977 Report of the Commission on Women and Minorities, and that for women of color, the climate may well have worsened. Women still confront an environment that ignores critical gender differences, places impediments in the way of women striving to reach their full potential, and fails to recognize and respect women's professional abilities and achievements.

Thus the news this report holds is both good and bad: we have made some progress in increasing the numbers of women across ranks and levels, but we have far to go in achieving full equity in numbers or in creating an atmosphere in which women can make their maximum contributions to this University.

Based on these findings, the commission makes the following recommendations, articulated more fully in the body of this report:

A. Attitudes and environment must be transformed to create a campus climate that allows women full participation, productivity and realization of potential.

B. Policies and practices must value the unique experiences and differences of women in the context of their academic, professional and family roles.

C. The official language of this University must be gender-neutral.

D. Policies and practices must respond to the needs of a diverse work force and support equitable career progress of women staff, students and faculty.

E. The organizational structure must enhance the status, development and quality of life for women.
Commission says OSU still treats women callously

By Tim Doulin
Dispatch Higher Education Reporter

Julie Skolnik was appalled by a question that appeared on a handout in a biology class at Ohio State University. It asked why men are attracted to women with big breasts.

"When I confronted the instructor, he got very defensive," said Skolnik, a senior from Montezuma, N.J.

"He didn't think there was anything wrong and said it was part of the class. He said, 'Well, I have been burned by women before.' As a woman, it makes you feel uncomfortable. The fact is people don't take these things seriously. Men will say, 'Well, I didn't know,' Well you have to reach a point where 'Well, I didn't know' can't be an excuse any more."

Skolnik described the campus as hostile toward women. She is not the only one who thinks so.

The Commission on Women, a 24-member committee of faculty members, staff and students appointed by OSU President Gordon Gee, recently released a yearlong study saying sexist attitudes and behaviors continue to stereotype, diminish and trivialize women.

That report and two others pertaining to the status of women on campus are being reviewed by deans and administrators, and Gee is expected to report on it to the OSU Board of Trustees.

The commission's report included comments from interviews with women on campus. A student said one instructor told a class that "any of you girls who are out getting abortions can't use it as an excuse for getting assignments in late." One faculty member said she was warned about a male professor in her department who "doesn't like women with brains."

"I realized we had a climate problem, but I didn't realize it was as severe as it is," said Andrea A. Lunsford, head of commission.

The report cited research that said 35 percent to 40 percent of "all women on college and university campuses (including our own) experience some form of sexual harassment," such as sexual jokes, demeaning sexual innuendoes, unwelcome sexual advances and physical contact.

"We believe that there are many, many, many more cases of harassment than are reported," Lunsford said.

The university is in the process of establishing a sexual harassment policy, which many women believe is long overdue.

"If the university sees a faculty member as a strong researcher but he is a harasser, what are you going to do?" asked Maritza P. Mule, head of the Office of Management and Human Resources. "In the past, the university might say, 'Well, since he is a great researcher, let's see if we can handle this matter quietly.' The woman who has been harassed has no recourse."

Deborah A. Ballam, an associate professor of finance and a member of the Women's Grass-roots Network on campus, has offered counseling to graduate students who were being sexually harassed, but said that is just the "tip of the iceberg" for women at OSU.

"It is a chilly, hostile climate in which women repeatedly get the message in subtle and direct ways that they are not valued and they are not wanted," Ballam said.

Ballam, a member of a department that hired three faculty members, two men and one woman. At the faculty meeting, the department chairman introduced the men by talking about their research accomplishments. But, the woman was introduced as "a cute little lady," Ballam said. "Nothing was said about her research, her accomplishments, her goals. That sends a message she is being dismissed."

Women are left out of informal information networks, insider conversations that take place at lunch, "in the restrooms or when you go to lift weights at the gym," Ballam said. "You are told that you need to do research, service and teaching to receive tenure. In reality, research is the most important. But unless you are plugged into the informal network, you won't find that out."

The situation for minority women is even worse, the commission said. The report cited one black faculty member who left a faculty meeting in disgust after "a senior (white male) member of the department kept referring to African-American graduate students as 'these people' and it seemed taken for granted that 'these people' would be weak graduate students. No one seemed even to notice the racism."

George L. Smith, one of two men on the commission, said most men do not understand the problem or realize one exists.

"I think the phrase, They just don't get it,' is an accurate one," said Smith, chairman of the industrial and systems engineering department. "I think, by and large, it is not maliciousness on the part of men, just a lack of sensitivity."

The commission has recommended establishing a council on equity and an ongoing commission on women that would report to the provost's office. The report recommends deans, department chairs and administrators be involved in ongoing training on women's issues, and that employees have the right to evaluate superiors.

Some women see a willingness by the university to address the problem facing women but doubt changes in attitude and behavior toward women will occur quickly.

"In the past, we have occasionally seen quick fixes, but over the years, we have kind of been going around in circles on the issues," Lunsford said. "There has to be something permanent in the structure of the university that gives attention to women's issues instead of assuming women do not have special needs."
TO: University Community

FROM: E. Gordon Gee

DATE: March 26, 1993

RE: Recommendations and Responses to Equity Reports: Commission on Women, Faculty Salary Equity Review Committee, and Athletic Salary Equity Committee

I want to share with you recommendations, responses, and action items related to the work of the three referenced equity committees. The steps set forth here, and others to follow, will advance this institution's vision of being a community which values access and opportunity not only in word, but also in action.

As you know, three university committees reviewing equity-related issues submitted their reports in the fall. The reports were broadly disseminated to the university community for comment. We received more than fifty letters from administrators, campus groups, and interested individuals. The President’s Advisory Committee on Diversity also studied the reports and submitted comments.

The thorough work of the committees is commended. All of us in the university will benefit from their diligent efforts. I particularly want to acknowledge the three committee chairs — Professors David Frantz, Andrea Lunsford, and Astrid Merget — for their excellent leadership. Likewise, I am grateful to all who have responded to the issues raised in these reports. Your commitment to fairness and opportunity enriches our campuses and advances our aims.

While the actions outlined in this report are important, they are only a beginning. Our efforts to achieve equity and improve the environment at Ohio State for all persons must be ongoing. I expect deans, chairpersons, vice presidents, and managers to provide the leadership to achieve our objectives. I similarly expect all faculty and staff members to work together with our students to help make Ohio State a truly rich multicultural community characterized by civility, tolerance, and mutual respect. I will ask the Executive Committee and the President’s Advisory Committee on Diversity to help me monitor and review our progress in meeting our equal opportunity and affirmative action goals.

To underscore our institutional commitment to the principles of nondiscrimination, equal opportunity, and affirmative action, I am today issuing the attached statement of recommitment. This statement will become part of our official university affirmative action plans. I hope that you will read it carefully and embrace it fully.
Key Findings

The three reports, while examining specific constituencies, had in common their review of equity-related issues. In sum, the conclusions included the following:

1. Salary Equity Patterns

The athletic and faculty equity committees conducted statistical analyses of salary equity.

The Athletic Salary Equity Committee found that the two strongest predictors of variability in salary patterns for coaches are gender of the sport and priority of the sport. (pp. 5-11)

In neither of the two colleges studied by the Faculty Equity Committee did any systemic patterns of disparities by gender, race or ethnicity materialize. The committee pointed out that the model did not apply to individual situations, which would have to be analyzed case by case. (p. 17)

2. Climate Issues

All three studies concluded there is an overarching problem with climate. Information gathered through focus groups, surveys, and interviews revealed perceptions of faculty, staff, and students that sexist and racist attitudes permeate the community. These translate into offensive behaviors, fears for safety, verbal and sometimes physical abuse, and perceived unequal access and treatment.

3. Underrepresentation of Women and Minorities

The reports urged sustained affirmative action in recruitment and retention to improve representation in faculty and staff.

General Recommendations and Actions

Upon review, most of the recommendations from all three reports have been accepted. Furthermore, I am pleased to report that steps to implement many recommendations have already been taken. Some are noted below. More detailed responses to the recommendations from all these reports, as well as the original reports, are available on closed reserve in the main university libraries at the Columbus and regional campuses. These documents are also available on Magnus.

1. Recommendation: Improve Policies and Procedures

- Policies and procedures for personnel decisions (including salary, performance evaluation, and promotion) need to be defined and communicated to support objective and equitable treatment.

- Procedures need to be established for faculty and staff to appeal perceived unfair treatment with response to salary and related issues.
• Policies and practices must respond to the needs of a diverse work force.

Actions Initiated and Planned

• Near the end of winter quarter 1993, the Office of Academic Affairs distributed to colleges and departments revised guidelines for faculty performance reviews. These require stated criteria for expected and meritorious performance. Also required is annual feedback about performance for the faculty member with an explanation of the salary recommendation.

• No later than autumn quarter 1993, the Office of Academic Affairs will implement a faculty salary grievance process based on principles agreed to by that office and the Faculty Salary Equity Review Committee.

• No later than autumn quarter 1993, the Office of Human Resources will update and disseminate staff grievance procedures.

• A new sexual harassment policy has been developed and will be distributed in spring 1993.

• A committee appointed by the Office of Human Resources is developing policy recommendations for family leave and alternative work schedules. Their report is due by the end of spring quarter 1993.

2. Recommendation: Strengthen Affirmative Action

• Affirmative action efforts for recruitment and retention of faculty and staff should be improved. Initiatives must be effectively monitored so results rather than activities are measures of success.

Actions Initiated and Planned

• Academic and academic-support units have begun work on developing new affirmative action plans. These plans will cover a three-year period (FY 1994-96). Plans are to be completed by September 1993. The plans will be reviewed annually by the Offices of Academic Affairs and Human Resources, the President's Advisory Committee on Diversity, and the Office of the President.

• The Office of Human Resources is working collaboratively with vice presidential units to provide technical assistance and training to help departments develop effective approaches to implement affirmative action initiatives. The Office of Human Resources has developed a written reference handbook, "A Guide to Effective Searches," which will be distributed in spring quarter 1993. In spring quarter 1993, a workshop on conducting effective searches is being offered by Human Resources. The Offices of Human Resources and Academic Affairs are providing consultation to units conducting searches and providing customized training on request.
3. Recommendation: Establish Accountability

- Accountability must be assigned to appropriate administrators, including deans, chairpersons, vice presidents, and managers to ensure efforts are undertaken and results achieved in the areas of equity and opportunity.

**Actions Initiated and Planned**

- More than 120 deans, chairpersons, vice presidents, and senior administrators attended workshops on sexual harassment in December 1992/January 1993. The programs focused on the responsibilities of managers in ensuring compliance with the sexual harassment policy.

- The Office of Human Resources will develop improved evaluation systems for administrative/professional and support staff. Meeting objectives in affirmative action and diversity management will be included as criteria of satisfactory performance. This project will be initiated in FY 1993-94.

4. Recommendation: Improve Quality of Work Life

- Coordinated, planned, and sustained efforts must be implemented to improve the quality of campus life for faculty, staff, and students. This includes recommendations for recruitment, retention, development, and heightening sensitivity.

**Actions Initiated and Planned**

- The President’s Advisory Committee on Diversity was established in November 1992. This committee is comprised of nineteen faculty, staff, and students and is chaired by Vice Provost for Minority Affairs David Williams. The committee’s charge is:

  — to advise the president on institutional climate, direction, policies, and priorities for ensuring justice, fairness, and the full participation of all members of the university community with special emphasis for women, minorities, veterans, persons with disabilities, and persons of diverse sexual orientations;

  — to monitor the effectiveness of the university’s equity programs; and

  — to coordinate with individuals and constituencies responsible for equity programs to eliminate duplication of effort and resources.

- A universitywide Diversity Training Task Force, appointed by the Office of Human Resources, has begun to assess diversity training for students, faculty, and staff. This group will recommend a universitywide plan which will address training needs and priorities, assign responsibility and accountability, and develop evaluation mechanisms.
• To address safety concerns, the Office of Business and Administration now includes in its campuswide building audit program the assessment of safety and security issues. The office also is reviewing past audits. In addition, design standards will be used to ensure safety and security concerns in all new construction and renovation work.

• To improve women’s health care, the Student Health Service has hired the first female gynecologist and has added female family staff doctors. Currently, all practitioners working in gynecology are women. These efforts reflect a commitment to make available female health providers to meet student requests.

5. Recommendation: Improved Data and Information

• Data collection and information regarding minorities and women must be improved to enhance analyses. Study and evaluation must be ongoing.

Actions Initiated and Planned

• The Offices of Human Resources and Academic Affairs will work together to improve data base and information systems. The development of an integrated Human Resource Information System (HRIS) is a university priority, and planning for this project is under way.

This summary represents only preliminary responses to the committee recommendations. It includes some of the implementation approaches developed by appropriate administrative officials. More detailed responses to the recommendations of the three reports are being sent to deans, chairpersons, administrative officials, and members of the three committees. I invite your consideration of the full documents in the university libraries.

As we continue our efforts to fulfill our mission as a rich and multicultural intellectual community of distinction, I will look to each of you for commitment and creativity. I can assure you that Senior Vice President for Academic Affairs and Provost Joan Huber, Vice President for Student Affairs Russ Spillman, and Vice President of Human Resources Linda Tom welcome your remarks specific to the three reports. As always, I, too, invite your comments.

Enclosure: University Commitment to Non-Discrimination, Equal Opportunity, and Affirmative Action
University Commitment to Nondiscrimination,
Equal Opportunity, and Affirmative Action

The Ohio State University is an intellectual community where creativity is nurtured, inquiry is advanced, and potential is realized. It is a social community of people who are both teachers and learners, energized by divergent views and varied life experiences. Through the efforts of the members of such a community, we seek international distinction in education, scholarship, and public service.

In our statement of mission, The Ohio State University affirms our commitment to academic freedom and to an environment of civility, tolerance, and mutual respect. We celebrate and learn from our diversity and value individual differences.

We make this commitment not simply as a matter of law, but as a moral imperative, consistent with our responsibility as one of the nation’s leading public universities. A rich multicultural and diverse university community will prepare and enable our students to contribute fully to the society and the world.

Even as we educate our students and ourselves about the world, so, too, must we look to this institution to set a high standard for itself. A university free of the barriers of discrimination in education and employment is our goal, and we are committed to the principles of equal opportunity, nondiscrimination, and affirmative action. Accordingly, it is the policy of The Ohio State University to ensure equal employment and educational opportunity for all persons without regard to race, national origin, color, creed, religion, sex, age, disability, Vietnam-era veteran status, or sexual orientation.

To nurture a diverse community, we must continue to act affirmatively. We must strengthen our comprehensive affirmative action plan. While the Office of the President is ultimately responsible for the Equal Employment and Affirmative Action Policy, our success depends on the commitment and actions of every faculty member, staff member, and student.

I expect Ohio State to be a leader in equal opportunity and affirmative action. This can be accomplished only through the commitment and support of each individual and our collective actions and deeds. We must challenge every member of the university community to work together to make our goal of equal opportunity a reality. Furthermore, as our graduates carry that value with them to their future endeavors, this university will truly make a difference in the quality of life for us all.

E. Gordon Gee
President

February 15, 1993
On the way to equality

President signs vow to renew University's commitment to break down barriers

By Gemma McLuckie

Everyone's goal should be to create a "university free of the barriers of discrimination in education and employment," President Gee said in a signed statement sent recently to the University community.

In the statement, Gee emphasized a renewed commitment to nondiscrimination, equal opportunity and affirmative action.

Along with the statement, Gee sent a summary of ways the University is working to achieve the open and equal workplace that three committees called for in reports last autumn.

The Commission on Women, the Faculty Salary Equity Review Committee and the Athletic Salary Equity Committee reports in large were critical of conditions women and members of minorities encountered at Ohio State.

Gee's statement calls for a recommitment to nondiscrimination, equal opportunity and affirmative action. "We make this commitment not simply as a matter of law, but as a moral imperative consistent with our responsibility as one of the nation's leading public universities," Gee said.

He added, "While the Office of the President is ultimately responsible for the equal employment and affirmative action policy, our success depends on the commitment and actions of every faculty member, staff member and student."

Gee told of the steps the University has already taken or has in progress which answer the three committees' findings.

"While the actions (I outlined... are important, they are only a beginning," he said. "Our efforts to achieve equity and improve the environment at Ohio State for all persons must be ongoing."

The president called for deans, chairpersons, vice presidents and managers to join him in providing leadership. He also said he expects faculty and staff, along with students, to work together to help make Ohio State a truly rich multicultural community characterized by civility, tolerance and mutual respect.

Offices have taken measures to respond to three reports

Steps already have been taken to implement recommendations from three equity reports submitted last quarter, President Gee noted in a March 26 summary sent recently to the University community.

The Commission on Women, the Faculty Salary Equity Review Committee and the Athletic Salary Equity Committee reports in large were critical of conditions encountered by women and members of minorities at Ohio State.

"Upon review, most of the recommendations from all three reports have been accepted," Gee said. "Furthermore, I am pleased to report that steps to implement many recommendations have already been taken."

The president's office also is sending more details to deans, chairpersons, administrators and members of the committee. Copies of the University's responses and the original equity reports also are on closed reserve at the Main Library and at the regional campus libraries and are available on MAGNUS under the Oasis menu.

See Reports, page 5.
Reports...

Continued from page 1

The three reports had in common five general recommendations. One outlined preliminary responses to the five. They are:

**Improve personnel policies and procedures concerning salaries, evaluations and promotions.** Already in place are revised guidelines for faculty performance reviews; a new sexual harassment policy will be distributed this quarter. By autumn 1994, the Office of Academic Affairs and the Office of Human Resources will implement or update grievance procedures.

**Strengthen affirmative action efforts.** This quarter, the Office of Human Resources is conducting a workshop and is sending out a Guide to Effective Searches, and is providing vice presidential units with technical assistance and training. All academic and academic support units are to complete three-year affirmative action plans by September.

**Establish accountability.** Last quarter, more than 120 deans, chairpersons, vice presidents and senior administrators attended programs that focused on the role of supervisors in making sure faculty and staff comply with the University’s sexual harassment policy. Also, Human Resources is including in evaluations a requirement that administrative and professional and support staff meet objectives in affirmative action and diversity.

**Improve the quality of work life.** The 19-member President’s Advisory Committee on Diversity is monitoring the effectiveness of equity programs and is preventing duplication of effort and resources. A Diversity Training Task Force will plan training programs for students, faculty and staff. The Office of Business and Administration is checking the safety and security of campus buildings. Also, the University is requiring that the design of new construction and renovations ensure safety and security. The Student Health Service has hired a female gynecologist and added female family doctors to its staff.

Improve data and information about women and minorities. Human Resources and Academic Affairs staff are working together to improve database and information systems. Planning is underway for an integrated Human Resource Information System (HRIS).

### Key Findings

The three reports from the Commission on Women, the Faculty Salary Equity Review Committee and the Athletic Salary Equity Committee had in common their review of equity-related issues. The conclusions included:

**Salary equity patterns**

The athletic and faculty equity committees conducted statistical analyses of salary equity. The Athletic Salary Equity Committee found that the two strongest predictors of variability in salary patterns for coaches are the gender of the sport and the priority of the sport.

In neither of the two colleges studied by the Faculty Salary Equity Review Committee did any systemic patterns of disparities by gender, race or ethnicity materialize. The committee pointed out that the model did not apply to individual situations, which would have to be analyzed case by case.

**Climate Issues**

All three studies concluded there is an overarching problem with climate. Information gathered through focus groups, surveys and interviews revealed perceptions of faculty, staff and students that sexist and racist attitudes permeate the community. These translate into offensive behaviors, fears for safety, verbal and sometimes physical abuse, and perceived unequal access and treatment.

**Underrepresentation of women and minorities**

The reports urged sustained affirmative action in recruitment and retention to improve representation in faculty and staff.
Campus organizations say women’s pay unfair

By Stephanie Warsmith
Lantern staff writer

Although OSU President E. Gordon Gee addressed the issue last week, campus organizations continue to express dissatisfaction with the university’s policies toward women.

"For instance, Ohio State took a "step in the right direction" by offering a pay bonus to Coach Randy Darsch of the women's basketball team, said Gail Davenport, OSU softball coach and a member of the Athletic Salary Equity Committee."

Davenport said the bonus is "a step in the right direction, but unfortunately it was also a result of public pressure."

Darsch will receive a $20,552 bonus as a result of the team's successful NCAA tournament season. The university was not obligated to give the bonus to Darsch. She was given the same bonus that would have gone to Coach Randy Ayers if the men's basketball team had advanced to the NCAA tournament.

Last week, President Gee addressed the issue of pay equity, among others, in a letter addressed to the university community.

Gee wrote this letter as a response to three committees that submitted reports to him in 1992, after nearly two years of research. The committees were the President's Commission on Women, the Salary Equity Review Committee and the Athletic Salary Equity Committee.

In his letter, Gee outlined administrative actions taken since the reports were submitted, actions to be taken in the near future and the university's long-range plans.

Responses to Gee's recommendations were mixed. Some committee members expressed satisfaction but others were disappointed.

"The responses do not contain very many specific actions involving faculty, such as accountability and review of faculty actions, that might be gender discriminatory," said Joan M. Krauskopf, a member of the Commission on Women, which made recommendations to Gee on a wide scope of women's issues.

Krauskopf also expressed concern about Gee's rejection of the request to establish a permanent Commission on Women. The commission's report states that the purpose of making it permanent would be to "monitor the progress of and to assist in implementing the recommendations of the Commission on Women in its 1992 report."

In response, Gee wrote that the OSU Committee on Diversity was charged with this task and, therefore, permanent commission was not necessary. This did not satisfy Krauskopf. She said the problem is that no one who served on the Commission on Women is represented on the Committee on Diversity, and there will be no one to monitor the implementation of the commission's recommendations.

"The Commission on Women would represent all women and not other possible competing gender groups," Krauskopf said. She said the Committee on Diversity represents women but also other minorities.

"It was an oversight to not appoint someone who was on the commission to the Committee on Diversity," said George Smith, another member of the Commission on Women.

Smith said the Commission on Women decided not to disband. They plan to meet on a periodic basis and "write a report card" for the administration on how it is addressing the recommendations of the commission, he said.

"We don't have to have the president appointing us to oversee the progress of the administration," Smith said.

However, David O. Frantz, chair of the Athletic Salary Equity Committee, said he was satisfied with Gee's letter. Frantz's committee was in charge of reviewing coach and administrative staff salaries with respect to gender and ethnicity.

Davenport said the findings of the Athletic Salary Equity Committee were addressed years ago, but nothing was done about them. She is concerned the same thing will happen again.

"The budget is not an excuse to not address these issues that have been evident for many, many years," she said.

Davenport said salaries were not the only issue examined by the committee. She said they also explored the climate of the university for women and other minorities.

"The environment and climate concerning gender and racial issues is currently unhealthy and should be the first thing addressed," Davenport said.

From K. Goel, a member of the Faculty Salary Equity Review Committee, the committee is "pretty satisfied" with Gee's responses to its report. He said there were no key recommendations of the committee that were not accepted by Gee.

Gee was out of town and could not be reached for comment. Malcolm Barowyay, director of University Communications, declined to comment for Gee.

See WOMEN Page Two
Inaugural members of women’s council appointed

By Emily Caldwell

“Circles of connection” is a phrase being used to describe the President’s Council on Women’s Issues to its inaugural members. Now officially convened, the council advocates for the development of policies that positively affect the environment for all women at the University.

The 27 members, selected from a pool of 160 nominees, “will be able to maximize the connections the council will have, and touch the farthest reaches of the community — which means they might not be visible to everyone,” explains Judy Fountain, director of The Women’s Place and a key contributor to development of the University’s first council of this kind.

With the high number of nominations, those selecting council members diligently sorted through information about prospective members that indicated they had experience in operating at the policy level.

“It was, in my mind, a very careful selection process. We tried to leave no piece of information unconsidered,” said Jacqueline Royster, chair of the council and associate dean for faculty and research in the College of Humanities. “Going forward, much of what we’ll be doing initially is setting the framework for operation. We wanted to make sure we have those circles of connection and sectors of experience that will allow us to maximize our ability to frame this work well.”

President Brit Kirwan and Executive Vice President and Provost Edward J. Ray announced in October that the University would convene a council designed to promote the advancement of carefully about recommending potential members. I feel I know much better now how many specific people there are who are interested in things I’m interested in. I feel connected in a serious way with people who are willing to join hands to make Ohio State a better place.”

While the council will advise on policy matters, The Women’s Place will continue to carry out part of the work relating to the fabric of women’s lives at Ohio State. “The Women’s Place signals that there’s a place connecting women—a concrete, physical place. It’s also a mechanism for ongoing action, where day-to-day actions might be facilitated — but not controlled,” Fountain said.

In turn, Fountain can observe patterns emerging from contacts made with The Women’s Place, and inform the council and administrative units on what such patterns suggest about University policies, practices, and services that might need attention. “Through this kind of process, this is the way a single voice can be validated and become part of a larger set of voices,” she said.

Royster and Fountain noted that the process leading to the creation of the council was built upon a more than 30-year history of women and men at Ohio State demonstrating commitment to issues concerning women’s experiences at the University. The difference, Fountain said, is that the energy of all those past movements has created a new movement with a collaborative, and not oppositional, flavor to it. Common goals have been defined, and people informed by the past, are working together to find a system of incorporating those many years of effort.

OSU will look inward for compensation funding

By Emily Caldwell

President Brit Kirwan plans to charge Provost Edward J. Ray and Senior Vice President for Business and Finance William J. Shkurti to consult with key University leaders and committees to devise strategies to increase faculty and staff compensation using existing Ohio State resources. The goal of the strategy will be to reach at least the midpoint in benchmark university faculty salaries in the next three or four years.

Kirwan said flat state support expected over the next biennium leaves Ohio State little choice but to develop a plan to self-fund compensation increases if the University is going to remain competitive with other top national public schools. Ohio State currently ranks eighth overall when its average faculty salaries are compared with nine aspirational peers among the nation’s public universities.

“We have a situation that, in my mind, is reaching crisis proportions,” Kirwan told about 100 faculty assembled May 17 to speak with him and Ray about a number of faculty issues. The meeting at Postle Hall was sponsored by the Ohio State chapter of the American Association of University Professors.

Though a few questions addressed such issues as budget restructuring, faculty annual review policies and the pending decision about whether the University will share in Ohio's tax cut, Kirwan asked the group to do its part in finding compensation funding. Specifically, Kirwan asked the faculty to examine their own practices to identify money that can be redirected to other areas to help finance the compensation increases.
promote the advancement of women at Ohio State. The group will be instrumental in identifying issues critical to the environment for women at Ohio State, advising the president and provost on strategies to meet or surpass national best practices regarding the institutional climate for women, and setting the direction and priorities for The Women's Place.

The council will operate under a consultative model. Members will create alliances with other groups and individuals as they need to seek advice and expertise on specific issues. And the 130-plus other people nominated may be among those from whom input will be sought.

"As we participate as an inaugural group, we're not forgetting the fact that some people were nominated. We see that there's a lot of strength available for addressing issues well," Royster said. "There were 133 nominators who thought of it.

Fountain said the council's establishment, combined with the appointment of a Diversity Council and pursuit of strategies outlined in the Academic Plan, points to the coalescence of institutional forces around common goals under a structure that builds synergies but allows groups and units to retain autonomy.

"Hard work has a chance to pay off," Royster said. "Women and men who worked hard and persistently to keep women's issues a part of the central dialogue about quality on this campus have put us in a position to make a different move. This is a proactive, not reactive, moment. It's responsible, but not reactive.

"The University has taken a proactive step to benefit from what we have come to know — that women are valuable and vital members of this community and to take that as a given."

- Identify issues critical to the environment of faculty, staff and student women, including issues that may directly affect that environment as well as an assessment of the differential impact on women of all University policies;
- Propose strategies to resolve any differences between OSU and national best practices addressing those issues of concern;
- Develop a process for evaluating the progress of women at Ohio State using both internal and external comparisons;
- Advocate for accountability within and among the OSU community for implementation, including with deans, chairs and administrators;
- The council also will create a planned outreach process to groups and individuals, preferably through face-to-face interaction, but also using technology and other communications outlets to reach the University community.

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Women's Council begins third year

by JONI BENTZ SEAL
CAMPUSSIDE

The President's Council on Women's Issues began its third year Oct. 16 with the first of its quarterly meetings, following a very strong second year and a program review that has validated its purpose and set a direction for the future.

The council serves as an advisory group to the president and provost on issues related to the experience of women faculty, staff and students at Ohio State with initiatives that support both the Academic and the Diversity Action plans.

At the meeting, Kate Haller, associate general counsel in health sciences, was installed as the council's new chair, succeeding Jackie Royster, professor of English and current interim dean of humanities, who served as the council's first leader.

Haller said she was honored when first invited to join the council and was intrigued by the opportunity to pursue women's issues from the perspective of the university as a whole. "Nothing is static in this world," she said. "If we don't devote attention and energy to these types of issues, we not only lose momentum, we lose what has been gained. It was obvious that under the leadership of Jackie Royster and Judy Fountain, the council was going places."

Fountain, assistant vice provost for women's policy initiatives and director of The Women's Place, was a key coordinator in the development of the council and of TWP back in 2000, and now serves the council in an ex-officio capacity.

"Both The Women's Place and the council exist at Ohio State to advance the same essential mission: enhancing the capacity of the university and its individuals to more effectively deal with factors related to the recruitment and retention of women, most frequently through connecting and collaborating with existing services and resources," Fountain said. "The collective goal is to create processes that allow for shared responsibility across the university for improving the environment for women."

The success of such efforts is even more comprehensible, coinciding with Ohio State's appointment of its first woman president, Karen Holbrook.

"When she first arrived at Ohio State, President Holbrook spoke eloquently about diversity, and said that achieving real diversity makes the educational experience richer for faculty, staff and students," Haller said. "That statement reaffirmed the work of the Diversity Council and the President's Council on Women's Issues."

Holbrook is a strong supporter of the council and its collaboration with other women's proponents around campus.

"The President's Council on Women's Issues is an effort unlike any other I've encountered in my experience," Holbrook said. "I realize I hold a unique place in the history of Ohio State. I believe the council is a very important mechanism for assisting my office with identifying and addressing policies and practices critical to the success of women at the university."

Working toward progress

The council is comprised of 31 members representing faculty, staff, central administration, students and a small panel of women community leaders and corporate executives. Five are men. All undergo an extensive nomination process before being recommended by the council and approved by the president for a two-year term.

The majority of the council's progress is made through workgroups, which oversee communication, data collection and analysis, and planning activities. Two focus on the recruitment and retention of women faculty and staff.

"We take seriously our charge to identify intervention strategies which help the university create an environment in which all constituencies — including women — can survive and thrive," Haller said, adding that the council's members hail from a variety of backgrounds and from many units. "Our workgroups are made up of women and men from the council and from campus at large who support the work of the council, and each of us views our charge as advancing the university as a whole. We do that best by staying in touch with faculty, staff and students."

During its second year, the council underwent an external evaluation, called for by the Office of Academic Affairs (its sponsoring unit) to familiarize Holbrook with the council's history, mandates and actions. The evaluation yielded large support for the direction of the council, and the progress of women in general.

"I appreciate the council's decision to evaluate its work to align itself with the change in presidential leadership," Holbrook said of the evaluation. "I was pleased to see the strong support of the council for its continuation, which clearly reflects on the effectiveness of its inaugural members and provides an effective road map for the next phase of the council."

Among the recommendations from the evaluation was the creation of a leadership-planning model in the form of chair and vice chair positions that alternate faculty and staff succession. This year, Deb Ballam, professor of finance in the Fisher College of Business, serves as vice chair.

"The idea of the leadership rotation — having both staff and faculty in those two leadership roles, ensures we're looking at issues from both perspectives," Fountain said.

Moving forward

Included in its recently released annual report are initiatives the council will pursue in the coming year. Moving ahead with its Faculty Cohort project and developing a research project related to...
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Council ...
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cohort’s role in retaining women faculty; establishing a new workgroup on women, sports and recreation and expanding workgroup participation to include non-council members; developing a project related to professional development issues for staff women; and developing more effective mechanisms for examining student concerns and encouraging ongoing student leadership, have been deemed as necessary for the council to continue its forward momentum.

“The council’s strength is in its membership, and this is a transition year with many new members,” Haller said. “Since its inception, most of the projects have come from within the council, driven by the enthusiasm and energy of the members.”

That enthusiasm and energy extends to and from the regional campuses as well. Carol Bowman, director of labs and prairie at the Marion campus, is one of two regional representatives.

“I believe regional campus participation is very important as it gives a perspective that otherwise wouldn’t be represented on the council,” she said. “It is difficult to serve the entire university when some segment that is very unique and different is left out. Several times I was able to include that perspective in the discussions and decisions made by the council.”

Bowman said she looks forward to the changes in policy and procedures that will result from this ongoing effort by the council, through the research that it generates and the policy that it recommends. “I have seen positive directions emerging from the combined efforts of the council and university leadership,” she said.

At the Annual Women’s Reception Oct. 8, both the president and Interim Provost Barbara Snyder spoke of initiatives already underway that support professional development for faculty and staff, including a high-level faculty leadership opportunity and several work/life initiatives. “Those announcements tell us that the president sees many avenues to create an environment where high achievement and professional growth are valued,” Haller said.

Calling for accountability and providing more resources in support of women at all levels of the university will ultimately benefit everyone, Holbrook said. “As we move toward institutional excellence, we fully intend for Ohio State to be a place where women and men will succeed.”


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