

**Provost's Women's Commission  
2008-09 Annual Report**

*The Representation of Women Across Occupational Categories  
and Leadership Positions at Ohio University*

**August 2009**

### Mission Statement:

The role of the Provost's Women's Commission is to provide oversight that positions gender equity and women's issues in the forefront of Ohio University's mission and awareness. The Commission recognizes the diverse experiences of women. In addition, the Women's Commission advocates, recommends and monitors policies, initiatives, resources and other issues which are central to a safe, equitable and inclusive climate for all women on campus. The Commission achieves its goals by:

- Giving voice to issues on campus that directly impact women
- Promoting gender equality
- Identifying barriers which may impede professional and academic development of women
- Developing alliances and collaborating with other campus structures, organizations, units and committees
- Communicating institutional progress, goals and strategies through open public meetings and an annual report

### Executive Summary and Recommendations:

The purpose of this 2008-09 Women's Commission annual report is to take a preliminary step to illustrate the "status of women" at Ohio University. This data highlights the representation of women across occupational categories and leadership positions within the university. Our report shows some strengths of the university and some areas for improvement.

These data do not reveal issues related to family leave, childcare, administrative opportunities and competency development, or climate issues. National research shows that the reason women do not progress through tenure and administration are work-life balance issues, as well as unintended bias and patterns of discrimination. A more comprehensive status report may reveal similar patterns at Ohio University.

While this report focuses on women as a whole, it is important to note that there is an underrepresentation of women of color in all position categories throughout our campuses.

Based upon our findings we offer the following recommendations:

- Appoint and hire women in positions of power to serve as leaders, mentors, and be involved in decision making, especially as it is related to equity issues (child care, elder care, flexible tenure policies, spousal/partner hires, and salary).
- Provide women with access to training, skill development, and support to ensure success in administrative positions.
- Offer opportunities for advancement, and develop clear paths to foster women's leadership potential and skills.
- Allocate sufficient university resources (funds, administrative support, graduate assistants, etc.) to the offices and committees that represent and advance women and women's issues on campus.

- Initiate a more comprehensive study of gender equity, climate, and salary.
- Make visible the leadership and accomplishments of diverse women across campus.
- Ensure that selection procedures, such as for the Distinguished Professors Award, follow a fair and equitable process.
- Develop strategies and set realistic goals to increase the recruitment, retention, and promotion of qualified female faculty and staff of diverse backgrounds.

Provost's Women's Commission  
 2008-2009 Annual Report  
 "The Representation of Women across Occupational Categories  
 and Leadership Positions within the University"

**Women Across the University:  
 Percent of employees by sex and occupational category**

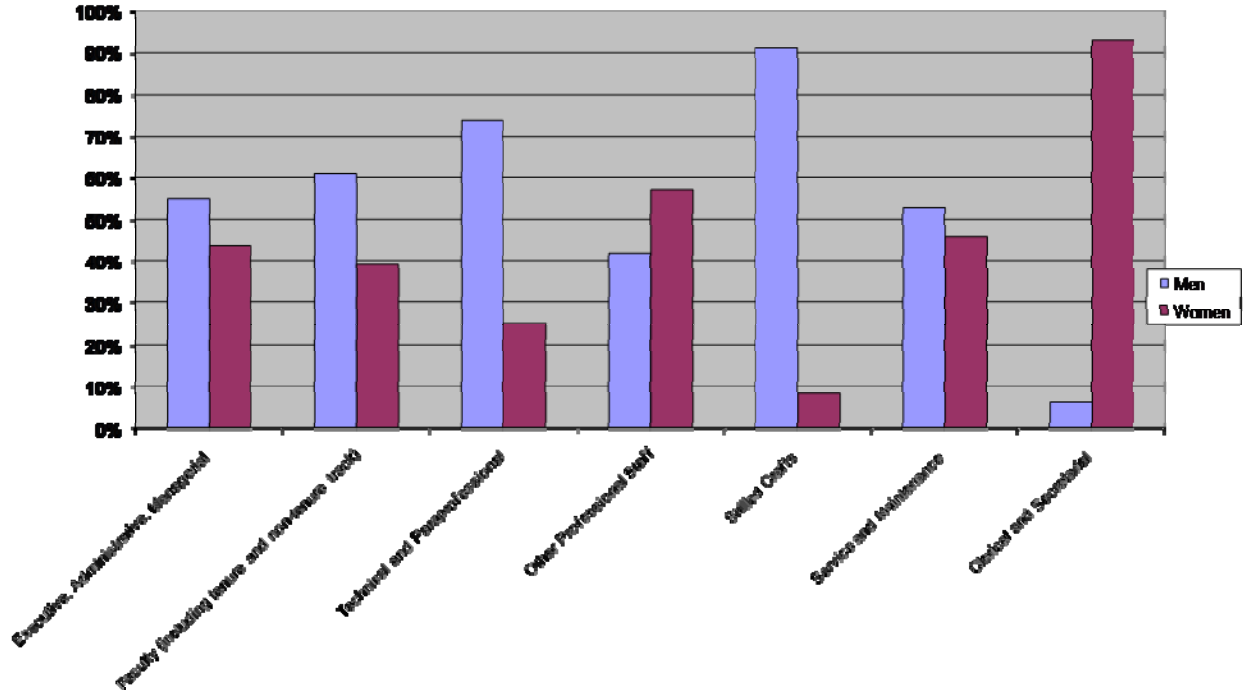


Figure 1, *Women Across the University*, indicates that within 5 of the 7 occupation categories, women are underrepresented relative to men. In contrast, women are overrepresented in the “other professional staff” category and in “clerical/secretarial” category. It is noteworthy that of the 7 occupational categories, the clerical/secretarial category has the lowest average salary (\$35, 410).

**Sex Composition of All Faculty:  
OU Athens campus by rank**

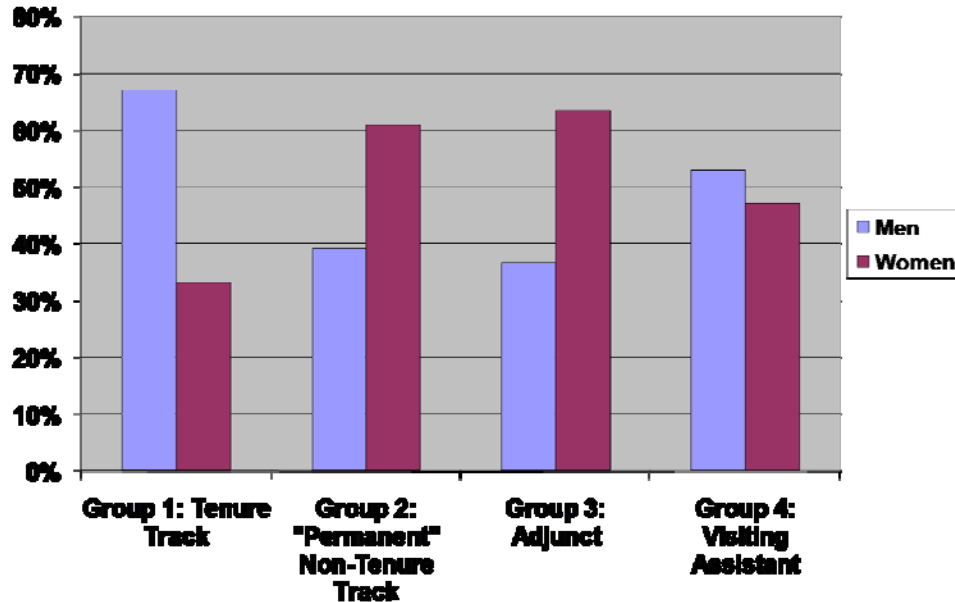


Figure 2, *Employment and Tenure Status Among Faculty*, indicates that women are underrepresented in Group 1 tenure-track positions. These positions provide higher salaries, benefits, greater prestige, opportunity for advancement for leadership, and the potential for lifetime job security. Within Group 1 faculty members, the overrepresentation of men increases with rank (61% of the Assistant Professors are male; 65% of the Associate Professors are male; 74% of the Full Professors are male). Studies conducted at other universities have suggested that this is in part due to higher levels of attrition among women at early stages in their careers. As argued, “equitable access to the pipeline does not guarantee an equitable flow to promotion or to related salary increases” (Touchton, 2008, p.22).<sup>1</sup> In contrast, women are overrepresented in non-tenure track Group 2 and Group 3 positions. These positions are characterized by single year contracts, contract term restrictions, part-time positions, and less job security. The sex ratio is fairly equitable within Group 4 positions.

<sup>1</sup> Touchton, J., McTighe Musil, C., & Peltier Campbell, K. (2008). *A Measure of Equity; Women’s Progress in Higher Education*. Association of American Colleges and Universities, Washington, DC.

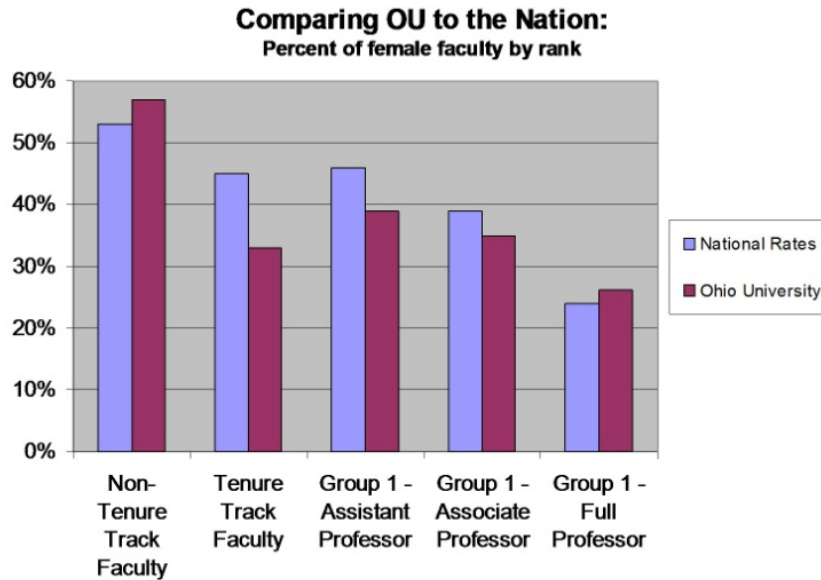


Figure 3, *Comparing OU to the Nation*, suggests that, compared to national averages, Ohio University has fewer women employed in tenure-track positions. This is also the case when compared only to PhD-granting institutions. The disparity is especially detrimental at the Assistant and Associate levels, making it harder for women to be promoted to Full Professor. In contrast, among the more precarious non-tenure track positions, Ohio University employs a higher percentage of women than other universities nationally. Consistent with national trends, female tenure track faculty earn two to nine percent less than their male peers at Ohio University (Touchton, 2008).

**Ohio University, Office of the Executive Vice President and Provost, June 2009**

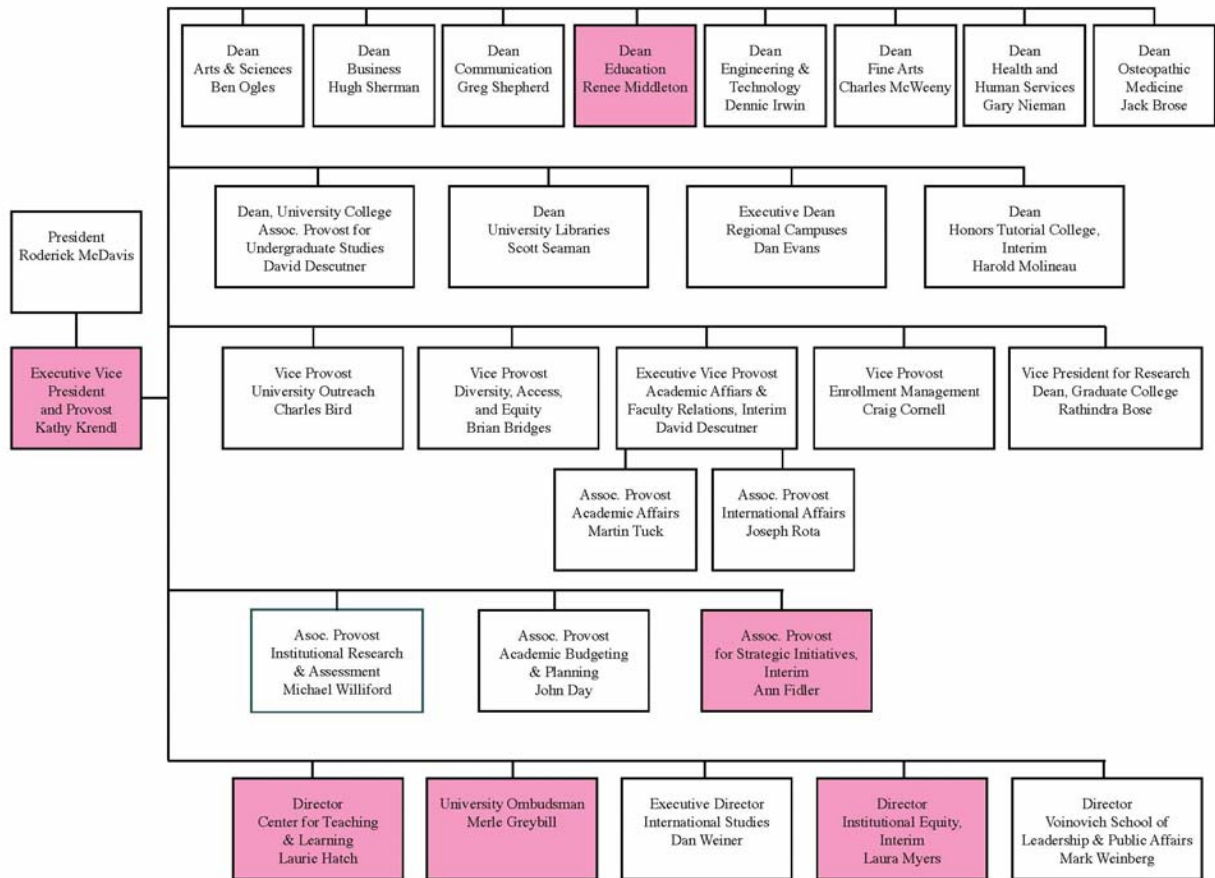


Figure 4 above depicts the sex (women in pink; men in white) of university employees holding leadership positions within the Office of the Executive Vice President and Provost in June of 2009. The chart indicates that only 1 of 10 Athens campus college dean positions is held by a female faculty member. The chart also indicates that of the 29 leadership positions, only 6 (21%) are held by women. These data suggest that women are underrepresented within this leadership office.



Figures 5 (left) and 6 (right) illustrate the administrative and academic leadership at Ohio University. Women make up 5 out of 15 (33%) of the executive staff and 1 out of 16 (6.25%) of the academic deans. Equitable representation is especially important among these two leadership groups, as they possess key decision making power.