

WFC meeting minutes October 24, 2016
Event room, Edmon Low Library
Meeting lead by Smita Mohanty, WFC President

- Smita's report on her meeting with VPR
 - The VPR said he would give WFC some money for a research week speaker, but strongly suggested that the speaker be someone from OSU
 - In the past, we have used the funding to bring in an outside speaker, usually on women's leadership topics
 - General feeling from attendees at the WFC meeting is that we would prefer an outside speaker, in part because they would be more of an attendance draw.
 - Scholarship funding
 - Smita will send requests for funds to various groups on campus (College Deans, etc.) soon
 - Women's research database/faculty research database
 - There is an institutional repository of all faculty called ShareOK (<https://shareok.org>) (Nicole Sump-Crethar in charge) where people can put their own information in the institutional repository in addition to creating profiles with ORCID-IDs; library liaisons will talk with department, raise visibility about this repository
 - OSU has listing by gender of faculty, but not their research specialty; really want this database to contain information about research and skills so that it could be used to identify people with certain interests and specialties for panels, etc.
 - Is there a need to have some sort of liaison or women's advising committee reporting to the VPR? There is a women's committee that reports to the Provost, so maybe something similar to that?
 - There is a concern that the WFC needs to grow membership first before we tackle new commitments
- Jean Van Delinder came to meeting to speak about mentorship
 - NSF ADVANCE initiative
 - Connection with this program resulted from Dr. Van Delinder's observations as a sociologist; a small proposal was funded around 2008(?)
 - The idea of the program is not to fix women or to make them fit into current system, but to fix the institutional behavior that contributes to underrepresentation of women and minorities in STEM
 - A larger-scale proposal was submitted last year but not funded
 - Dr. Van Delinder passed around a data sheet on faculty and gender (as of Oct. 2014) in STEM departments, including Agriculture, A&S and Engineering colleges with a few other departments in nutritional sciences and information systems
 - At the time of the original grant in 2008, 21% new profs in STEM were women, but only made up 8% of tenured faculty, now women

form 18% of tenured professors, possibly due to better tenure guidelines

- Want women in STEM for role models for female students and young faculty, also to rectify imbalance at administrative levels
 - There is a gender imbalance in higher education; higher education lags behind business and rest of the world with respect to gender and gender policies, including lack of maternity leave policies, lack of acknowledgement of women's roles in family, etc.
 - COCHE survey shows that women are afraid to use the tenure clock extension because of increased expectations for that 'free' time; having policies in place does not mean that they will be effective
- Proposal will seek to develop and change institutional practices
- In general, family issues don't hold women back from management positions but they are a factor in higher education; long range trends (Pew Charitable Trusts findings) show multiple factors:
 - lack of access to informal networks (in higher ed, who they should invite to give talks, how to get invited to give talks, informal mentorship, nominations for awards); previous grant asked about these, but not always obvious what they are; the business world is better at recognizing these issues and dealing with them
 - mentoring issues: men are often not conscious that they are being mentored informally; but it looks like women need help if they ask for mentoring; need to fix the institution to be inclusive; in business, women do well once this is accomplished
 - learning how to be a leader; talking to other leaders is necessary
 - women are often held to higher standards than men, especially as they go up the ladder; Pew Trust names 3 traits perceived as necessary to be successful: honesty, intelligence, and decisiveness; these are present in both genders but perception of these traits is different for women compared to men
- lots of recent advances but still slow to get equal representation
- what is the ADVANCE proposal?
 - Original was smaller, now writing a larger one looking at large-scale institutional transformation
 - Ideally, WFC representatives would be key part of internal advisory board
 - Steering committee will meet in a couple of weeks to plan the proposal, which is due in early 2018
 - Goals:

- Start at department level to develop career plans for all faculty
 - Define scholarship, and see if we can develop a definition that is not just dependent on numbers of publications; want a multidimensional definition that encompasses all efforts
 - talking to colleagues at other institutions about their programs: for example, the presence of ‘male allies’ who are already advocates of women in STEM to talk to other men about these topics; often men don’t think about the results or hidden aspects or be aware on how they benefit; this has generated minor fixes that are family friendly and benefit both genders
 - department by department training on inclusivity
- money from the grant would go for training, outside speakers, etc. to improve the instruction, not PI salary
- One criticism of the previous unfunded submission is that OSU should be further along as a university, but they are unaware of the lack of resources and population at OSU; we need to build the infrastructure because we are behind, and therefore need the money
- Also looking at present policy issues and ramifications
 - The tenure stop clock was supposed to be opt-out rather than opt-in, but actual policy appears to be written as the opposite
 - Departmental training, training of administration needed to clarify what the rules and processes and choices are
 - RPT committees change every year, but institutional culture may not still evolve
- Would administrators from several different departments involved with the proposal to indicate institution commitment; ideally Provost as PI, deans as co-PIs, with the advisory committee doing the planning and execution
 - Other aspects that need to be fixed: little things wear on you, things people don’t talk about but are starting to; changing how the institution deals with questionable behavior, etc.
 - In STEM see more occurrences of dual careers in recent times, but we do not have a formal dual career policy in place at OSU; each department decides whether or not to investigate the possibility of accommodations
- Addressing family friendly scheduling
 - Cynthia Ippoliti leads a committee to address general family policy and specifically childcare

- Will try to draft a policy as a first step; a formal statement of willingness and accommodation that may lead into bigger changes in childcare; will present at next meeting
 - Need to get the message from the Provost to the department level; need training and understanding
- Addressing workshops and panel discussions: Sarah and Tracy will meet soon with Chris Ormsbee at ITLE to discuss possible topics and arrangements