



PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN

**ANNUAL REPORT
2011-2012**

INTRODUCTION

The President's Commission on the Status of Women (PCOSW) was established at Oregon State University in 1972. As an independent commission responsible to the President, PCOSW advises the President and other administrators regarding the status of women within the University. The Commission is appointed by the President to actively advocate and promote a positive climate for all university women students, staff, faculty, and administrators. As a direct link with the President, The President's Commission on the Status of Women actively helps women on campus to succeed professionally and personally, creates community awareness of women's issues, and investigates and advocates change by acting as a unifying voice.

As 2011-2012 academic year comes to a close, the leadership and members of the President's Commission on the Status of Women (PCOSW) present their final report. The PCOSW membership and guests this year included female and male representatives from the professorial faculty, professional faculty, staff, and students. Each monthly meeting addressed issues of importance from all sectors of the OSU community.

2011 PCOSW RETREAT SUMMARY

OSU's PCOSW Retreat was held at the Adair Clubhouse on September 13 from 9 am – 1 pm. There were 14 members in attendance bringing representation from a variety of OSU units. A description of PCOSW background was provided for the new members.

Brief discussion topics included:

1. Improvements and updates to be made on the PCOSW website and Blackboard sites.
2. PCOSW participation in University Day.
3. Encouragement for members to acknowledge and promote positive practices by individuals across campus via notes on new PCOSW stationary.
4. Angelo Gomez reported on the Office of Equity and Inclusion and described a self study the office would be conducting.
5. Hiring process for the Ombuds position was reviewed.
6. Minor updates to bylaws were approved.

Brainstorming issues for PCOSW to address in the coming year resulted in the formation of four subcommittees:

1. Professional development and mentoring
2. Diversity, equity, and inclusion
3. Work Life Balance
4. Bylaws revision

SYNERGISTIC ACTIVITIES

Summary

PCOSW worked with several agencies across campus this year to complete its work. The Work Life Balance Subcommittee worked with the Office of Academic Affairs and the Office of Human Resources to produce the Work Life Balance toolkit. PCOSW subcommittee members met with the Office of Equity and Inclusion several occasions to identify areas of overlap and partnership. PCOSW co-chairs worked with the Office of the Ombuds to continue work on an anti-bullying policy.

ADVANCE Grant Advisory Committee

The PCOSW Professional Development and Mentoring subcommittee invited Dr. Sue Rosser to provide a workshop on NSF-funded ADVANCE grants and to give a public lecture (“Breaking into the Lab: Engineering Careers for Women in Science”) on April 30, 2012. Dr. Rosser's visit was co-organized by the Department of Women's Studies. The extensive interactions with Dr. Rosser will aid in development of an Institutional Transformation grant proposal to NSF being prepared by a working group organized by Susan Shaw of Women's

Studies.

Women in Science (WIS) *Forward to Professorship* Workshop

WIS provides support and resources for women in science, particularly graduate students, research assistants, and early-career faculty members. WIS members, Maria Kavanaugh, Lisa Ganio and Barb Lachenbruch, obtained an NSF ADVANCE grant subcontract to attend a weeklong training to learn about the “Forward to Professorship” mentoring program in STEM fields, then presented their own workshop at OSU to a nationally recruited group of women faculty participants in April 2012.

Establishment of OSU Post-doctoral Association (OPA)

The National Academy of Sciences strongly supports development of uniform mentoring policies for post-doctoral fellows in academia to ensure career advancement opportunities and to prepare post-doctoral fellows to succeed in their chosen career tracks. In spring term 2012, the OPA was formally established. Post-doctoral mentoring programs are being developed and a list of resources is now available on the graduate school website. Barbara Bond is a point person for post-doctoral programs in the graduate school. Katie Clark, a graduate student in Zoology, has an appointment to assist in the mentoring program. Camille Paxton is organizing informal discussions “Peers and Beers” for post-doctoral scientists to get to know each other and exchange ideas.

Office of Equity and Inclusion

The Diversity, Equity and Inclusion Committee met on several occasions with the staff of the Office of Equity and Inclusion to discuss ways that PCOSW, and the DEI committee in particular, could support the newly established Office.

- The DEI Committee assisted with a peer institution comparison, reviewing information on diversity, equity and inclusion practices at sixteen of OSU’s peer institutions, offering observations and recommendations (**Appendix A**).
- The DEI Committee assisted in facilitating forums and focus group discussions for the self-study team. The Committee also took notes and collected data during discussions.
- The DEI Committee helped to plan and implement Dr. Daryl Smith’s visit to campus in February 16-17, 2012. While on campus, Smith met with the Office of Equity and Inclusion’s self-study team; spoke with university administrators; and held several forum for on-campus groups (including PCOSW).

Work Life Balance Toolkit

The Work Life Balance Subcommittee focused on issues of child care and work/life flexibility for faculty and staff. Development of the Toolkit For Deans And Chairs initiated by the 2009-2010 PCOSW had been transferred to Leslie Burns for completion, but was then transferred back to PCOSW in November 2011. Largely through the efforts of Rebecca Schoon, Work Life Balance Graduate Research Assistant, the Work Life Balance Subcommittee worked with the Office of Academic Affairs and the Office of Human Resources to produce the Work Life Balance toolkit. In addition, a system-wide survey on all OUS campuses on work/life flexibility was conducted by the American Council on Education for OSU professorial faculty in November 2011. Data from this survey has been incorporated into the Toolkit. A draft of the Work Life Balance Toolkit is included in **Appendix B**.

Childcare

Stephanie Duckett, Student Parent Advocate in the Division of Student Affairs, presented information on the current campus childcare situation in November 2012. At that time, there were two sites that provided childcare to the OSU community. Growing Oaks has since moved to an offsite location. Childcare will continue to be offered at both sites, but fees will be raised. The facility has gone from a three-tiered system to a single fee for students, faculty, and community members. For the next five years, fees will increase up to 3%, consistent with the Consumer’s Price Index-Urban. The current plan discussed is for OSU to build a new family center by 2015

that will be funded from student building-fee dollars. Stephanie said that 6.6 million dollars has been allocated for this project.

Anti-Bullying Initiative

At the close of the 2010-2011 Academic year, the PCOSW Anti-Bullying committee had produced a draft for a policy to address bullying at OSU. Various OSU leaders reviewed the draft and decided that more work needed to be done to create an “enforceable” document. A separate committee was convened to develop a white paper that would provide research and examples of bullying issues. The “white-paper” committee, made up of Angelo Gomez, Brend McComb, Deb Pence, Donna Champeau and Kimberly Japhet, met a few times in the Fall 2011 and determined an outline (shell) of what would be needed to complete the white paper. Due to the busy schedules of the committee members, little work was completed during Winter 2012. In March 2012, Kimberly Japhet proposed doing the research needed to flesh out the information requested in the Fall 2011 outline. Kimberly Japhet worked with Sue Theiss (the new OSU Ombudsman), Amarah Niazi (WAGE Graduate Research Assistant) and Angelo Gomez, Anne Gillies and Richard Fields in the Office of Equity and Inclusion) on the project. Information gathered included: (1) a variety of definitions for bullying; (2) the impact bullying has on the targets and organization; (3) an assessment of the bullying issues at OSU; (4) examples of bullying policies combined into harassment and disruptive behavior policies; (5) the use and best examples of codes of conduct for employees; (6) the role of the Ombuds in addressing issues on bullying and in developing training on campus (including how to train bystanders); (7) how institutions balance the need to address bullying with constitutional free speech protections; and (8) the best options for steps to be taken to report and address bullying in the hierarchy of OSU. During Spring 2012, Sue Theiss and representatives from OSU legal counsel will review a draft of the white paper.

PRESIDENT AND PROVOST’S LECTURE SERIES

Diversity, Equity and Inclusion: Daryl G. Smith

Dr. Daryl Smith is Professor of Education and Psychology at Claremont Graduate University. Dr. Smith’s research interests center on diversity in higher education, evaluation and organizational change, college governance issues, women in academe, women’s colleges, institutional research, student affairs, and classroom teaching. She authored the book *Diversity’s Promise for Higher Education*. On February 16, 2012, she gave a public lecture at OSU about defining and pursuing our highest aspirations as an equitable, inclusive, and diverse university community. The following day she spoke to several small groups on campus including the Office of Equity and Inclusion self-study team, university leadership and PCOSW members. Following her visit, PCOSW members discussed several items that had come up during their meeting with Dr. Smith:

- The problem of bringing international faculty/students: being sure we include a retention piece, once people are on campus.
- Recognizing the different issues between international hires compared to domestic minority groups.
- Looking at numbers: be sure to look at whether there’s diversity in the administrative ranks.
- Forming foundations for Best Practices, e.g., course offerings related to diversity; Smith offered indicators of success, but not steps of how to achieve them.
- Integrating “equity” into OSU’s core strategic goals (as opposed to just the administration’s).

Professional Development and Mentoring: Sue Rosser

Dr. Sue Rosser is the Provost at San Francisco University, a gender & science expert and Principal Investigator on a multi-million dollar NSF ADVANCE (Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers) grant. On April 30, 2012, Dr. Rosser gave a university-wide lecture about mentoring of women in STEM fields as well as led a workshop on grant writing for faculty. In the workshop, Dr. Rosser described ADVANCE Institutional Transformation grants focused on hiring, recruitment, mentoring, tenure/promotion and retention that have helped all faculty, but particularly women in STEM, to advance in their careers. The family-friendly policies, data collection and leadership opportunities that emerge from ADVANCE improve departmental, college, and institutional climate for all. Dr. Rosser also met informally with the ADVANCE advisory board, giving them suggestions on their upcoming grant submission.

Work Life Balance: Rachel Connelly

Dr. Rachel Connelly is a Professor of Economics and Chair of Economics Department at Bowdoin College. Connelly's area of research is at the intersection of demographics and labor markets. Specifically, her research on child care considers both sides of the market -- the demand for child care on the part of families with young children, the labor supply of child care workers, employers use of child care as an employment benefit, and parental child caregiving time. Her most recent book ("Professor Mommy: Finding work-family balance in Academia") addresses key questions for women throughout all stages of their academic careers, from graduate school through full professor. On May 23, 2012, Dr. Connelly lead two workshops ("Doing it All: Academic Success & Parenting" and "Know Yourself, Then Make It Work") for OSU faculty, staff and students as well as gave a public lecture ("Finding Work Life Balance in Academia").

Invitation to First Lady Michelle Obama to OSU campus

PCOSW started an initiative to attract Obama, based on shared interests in Work Life Balance, advancement of women's careers, and civility issues as well as the University's research towards healthy children and families. PCOSW drafted a invitation letter and presented it to OSU's Government Relations Representative Kate Sinner, and President Ray sent it to the White House. Within several weeks, a positive response was received, arranging for Obama to be OSU's 2012 Commencement speaker. While PCOSW understands that other efforts have moved towards this in the past, it is clear that we helped emphasize the intersection of this institution's initiatives with those of the First Lady. PCOSW has continued to support the planning of the Obama visit by supplying information to University Relations and Marketing, and by proposing small-group meetings on topics of interest.

PROFESSIONAL DEVELOPMENT & MENTORING SUBCOMMITTEE REPORT

PCOSW seeks to enhance OSU's ability to realize the benefits of career advancement and mentoring for all sectors of the university community (faculty, staff, students, postdoctoral scholars). Continuous learning and development have long been OSU values, aligning with our land grant mission and supporting successful realization of our strategic goals. Morale, retention and productivity are optimized when each OSU student and employee has optimal access to personal and career advancement opportunities. Unfortunately, such access (which has never been universal) is increasingly limited due to strained budgets and increased workloads. We believe that support and expansion of department/division mentoring programs and fine-tuning of university-wide policies can help to reverse this unsettling trend.

1. **Faculty/Staff tuition reduction** - A number of years ago, the Oregon University System instituted a reduced faculty/staff tuition benefit for regular employees at all Oregon University institutions. This innovative non-monetary benefit was seen as a way to leverage institutional strengths in support of recruitment, retention, and university workforce development/advancement.

Sadly, the staff rate benefit is not accessible to all OSU employees. Supervisory approval may be withheld due work coverage needs or other concerns. Statewide employees in Extension, experiment stations, and the OSU Cascades campus are generally unable to attend courses offered on the OSU campus because of geographic distance. E-Campus classes are excluded from the reduced tuition rates (which has also precluded e-campus tuition and fee remissions for graduate assistants until recently). Unequal access to employee educational benefits is inconsistent with our institutional equity, development, and retention goals.

In 2012-13, PCOSW will propose institutional policy revisions that support equitable employee access to reduced tuition benefits for both classroom and e-campus classes.

2. **Mentoring** – Over the last few years, OSU has demonstrated a commitment to mentoring as a strategy for retention and professional advancement. Examples include:
 - Liberal Arts developed a comprehensive mentoring program for tenure track faculty.
 - Women's Advancement and Gender Equity created a detailed mentoring tool kit targeted to tenure track faculty.

- Community & Diversity compiled list of OSU mentoring programs and point people
- PCOSW – benchmarked several excellent mentoring programs at other universities (such as Texas A&M) to inform the development of future OSU mentoring programs

Recent reorganization of academic and administrative units offers new opportunities to build on these efforts and advance institutional mentoring goals.

In 2012-13, the PCOSW Mentoring Committee and the Office of Equity and Inclusion will establish a program to update mentoring resources (including the mentoring toolkit, OSU mentoring program information, and peer mentoring program descriptions) and post them on the web.

3. **Diverse career trajectories** – Historically, institutions of higher education considered the most promising faculty hires to be young scholars with consistent, strongly linear career trajectories. In recent years, as universities recognize the value of equity and diversity in the academy, it has become apparent that this preference for linear over other trajectories may be unreasonably limiting our access to a range of talent. Military service, family obligations, dual career issues, and ability/disability considerations demonstrate the need to value multiple career paths if we are to compete for excellent faculty/staff and ensure their success and advancement.

Sylvia Ann Hewlett has been invited by PCOSW to speak at OSU in fall 2012. Her paper in Harvard Business Review, “Off Ramps and On Ramps—Keeping Talented Women On the Road to Success” documents the success of mentoring programs and flexible career paths at increasing retention of highly educated and experienced women in the business sector. PCOSW intends that her visit serve as a starting point to stimulate discussions of innovative approaches to benefiting from non-linear careers at our university.

AWARDS

PCOSW provided support for several members of the OSU community to continue their professional development and contributed funds to events on our campus.

Oregon State University PCOSW Professional Development Award

This award recognizes any classified, professional faculty, or faculty member who excels in supporting and encouraging OSU employees to participate in professional and/or educational development opportunities. PCOSW believes that professional development is critical to excellent performance and employee satisfaction. The award offers a way of commending individuals who support the learning environment for OSU employees. Historically, the focus of the award has been on how developmental opportunities are brought to the attention of staff, how opportunities are equitably provided, how flexibility is demonstrated in providing opportunities, and what change the opportunity has provided for staff or departmental atmosphere. We encourage consideration of those who may not fit the pattern of the past; such as those who may not necessarily serve in a supervisory capacity but are seen as key individuals in the inspiration, encouragement, support, and development of others. PCOSW uses the Division of Student Affairs Campus Compact document as a model for selecting the award recipient. This document describes aspirations and commitments based on the principles of a purposeful, disciplined, open, caring, just, and celebrative community. The award recipient receives a plaque and check for \$1,000 during the University Days celebration. Adry Clark, the Assistant Director of Career Services, will receive the award for 2011-2012.

Annual Conference Attendance Supported by PCOSW

PCOSW annually allocates funds to allow members of the OSU community to attend the Oregon Women in Higher Education conference and the College and University Work/Family Association conference. In 2012, PCOSW distributed funding for four members of our university (Michelle Kutzler, Leah Houtman, Sarah Al-Sheikhly, Mirabelle Fernandes-Paul) to attend the Oregon Women in Higher Education conference held in Portland, OR. PCOSW also distributed funding Rebecca Schoon to attend the 2012 College and University Work/Family Association conference held in Ann Arbor, MI.

Other Funded Proposals in 2011-2012

Proposal Title/Description	Submitted by	Total budget	Amount awarded
Internship in Udaipur, Rajasthan with Action Research and Training in Health, August 23– October 24, 2011.	Sara Price, graduate student in Anthropology	\$500.00	\$500.00
Attendance at the Two-Year College Association (Pacific Northwest) Annual Conference, Yakima, WA., October 7-8, 2011. Paper presentation: “Connecting Communities with Queer Texts: A Pedagogical Discussion of the First-Year Experience in Encountering LGBT Texts in the Writing Classroom.”	Christopher McDonald, graduate student in English	\$140.00	\$140.00
Attendance at the National Women’s Studies Association Annual Conference, November 9-13, 2011.	Virginia Martin, graduate student in MAIS	\$1,028.00	\$500.00
Thesis research in Haiti for ethnographic study of Haitian women’s experience of childbirth following the 2010 earthquake.	Annalise Watson, graduate student in Applied Anthropology	\$6000.00	\$500.00
Uganda field study on obstetric fistula.	Bonnie Ruder, graduate student in Anthropology and Public Health	\$4,042.00	\$500.00
Attendance at the Bodies of Influence Conference, Georgia State University, February 12-14, 2012. Paper presentation: “Writing On and Writing Back with the Body: Literacy Narrative and Resistance in Jamaica Kincaid’s <i>Lucy</i> ”.	Matt Hagan, graduate student in English	\$950.00.	\$500.00
Attendance at the Women as Global Leaders Conference, Abu Dhabi, March 2012. The conference brings together participants from over 90 countries to build educational leadership through collaboration, sharing, and mentoring. The 2012 theme is “Creating a Sustainable Future for the World.”	Katelyn Banta and Toni Dondero	Attendance fees: \$2000.00 per student	\$1000.00 (\$500.00 each)
Attendance at the National Popular Culture and American Culture Association Conference, Boston, April 11-14, 2012. Paper presentation: “Vermeer on the Cutting Room Floor: Susanna Kaysen’s <i>Girl, Interrupted</i> Adapted for the Screen.”	Haley Larsen, graduate student in English	\$200.00	\$200.00
Organization and Administration of the Confidence Conference, OSU campus, April 23-27.	Sarah McConnel, SisterScholars Program Coordinator	\$600.00	\$600.00
Attendance for 10 students at the White Privilege Conference, Albuquerque, NM, March 28-April 21, 2012.	Angela Baxter, ASOSU Director of Graduate Student Affairs	\$9780.00	\$500.00
Attendance at the National Association of International Educators Annual Conference in Houston, Texas May 28-June 1, 2012.	Shandin Rickard	\$2,289.00	\$500.00
PCOSW Summer Education Abroad Scholarships.	IDEA (International Degree and Education Abroad Office)	\$7000.00	\$7000.00

RECOMMENDATIONS

PCOSW Recommendations to the President

1. We recommend a clear program that publicly supports efforts that increase access to professional development and mentoring and that allocates resources to ensure equity and continued growth in these areas.
2. We recommend the development of approaches to balance the perceived strengths of “elite” foreign born scholars and research scientists with the unique strengths of U.S. born/domestic women.
3. In hiring, promotion and career advancement opportunities, we recommend the development of policies to ensure the inclusion of U.S. born minorities and women versus foreign born or non-U.S. citizens who are minorities and women, and to track the demographics of U.S. and international students/faculty/staff separately.
4. When considering disability access for all members of the OSU community (faculty, staff and students), in addition to resources that concern physical accessibility, we recommend consideration of a broader range of access to resources and opportunities including mentoring and career advancement.
5. We recommend continued attention to and advocacy for the issue of Work Life Balance through support for speakers, educational opportunities, access to lactation rooms and availability of on-campus daycare for the entire OSU community (faculty, staff and students).
6. We recommend that the “white-paper” committee of the Anti-Bullying Initiative be tasked to prioritize the formulation of a final white paper towards a policy addressing bullying or adding to OSU's current policy on harrasment.

Respectfully submitted by PCOSW:

Leadership Team

Kimberly Hanaway-Japhet (Co-chair)
Michelle Kutzler (Co-chair, Treasurer)
Susan Rodgers (Secretary)
Jan Spitsbergen (Membership Officer)
Jana Zvibleman (Marketing Officer)

Commission Members

Jennifer Almquist
Dan Arp
Linda Anderson
Meleani Bates
Belinda Batten
Kathy Brier
Mariette Brouwers
Amy Davila-Klautzsch
Shirley Dodsworth
Andrea Doyle

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Nicole Duplaix
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Kryn Freehling
Angelo Gomez
Kate Halischak
Sara Hulse
Brenda McComb
Linda O’Hara

Christine Olsen
Tuba Ozhan-Haller
Deb Pence
Kate Peterson
Candy Pierson-Charlton
Marilyn Read
Leonora Rianda
Susana Rivera-Mills
Malinda Shell

Appendix A. Diversity, Equity and Inclusion Best Practices at Peer Institutions

- Comprehensive plan for professional development for all university employees around issues of equity, inclusion and diversity that is easily accessible to employees across the state and easy to search offerings and register
 - Pennsylvania State University
 - <http://ohr.psu.edu/hrdc>; <http://www.psu.edu/dept/aaoffice/dsec.htm>
 - University of California, Davis
 - <http://occr.ucdavis.edu/diversity/index.html>
 - Texas A&M University
 - <http://eodinfo.tamu.edu/CompetencyTraining/CoreCompetencies/WorkingOthers/Diversity.aspx>
- “Alumni Ambassador Program” for identifying alumni from marginalized/underrepresented communities and to link with students from marginalized/underrepresented groups
 - University of Minnesota
 - <http://admissions.tc.umn.edu/opportunities/alumni.html>
 - University of Michigan
 - <http://alumni.umich.edu/get-active/volunteer/alumni-recruitment/minority-student-recruitment>
- Organized/coordinated web presence
 - Cornell University
 - <http://www.cornell.edu/diversity/>
 - University of Michigan
 - <http://www.diversity.umich.edu/about/>
- NSF Advance Grant – recruit, retain and promote women in ranks of academic faculty in STEM
 - Cornell University
 - <http://advance.cornell.edu/>
 - Michigan State University
 - <http://www.adapp-advance.msu.edu/>
 - Ohio State University
 - <http://ceos.osu.edu/index.php?id=55>
 - Purdue University
 - <http://www.purdue.edu/discoverypark/advance/>
 - University of Arizona
 - <http://www.advance.arizona.edu/>
 - University of Michigan
 - <http://sitemaker.umich.edu/advance/home>
 - University of California-Irvine
 - <http://advance.uci.edu/>
- Multicultural living/learning communities where cohorts go together through courses that speak to their identity
 - University of Minnesota
 - <http://admissions.tc.umn.edu/opportunities/diversity.html>
- Enhance DPD program to better convey the importance and relevance of DPD courses in the Bacc Core curriculum and enhance professional development of DPD faculty
 - Pennsylvania State University
 - <http://rockethics.psu.edu/>
- Provide professional development release time for classified employees and professional faculty
 - Pennsylvania State University
 - <http://rockethics.psu.edu/>
- Establish a fund for 1-yr “faculty fellows” to work on innovative diversity projects
 - University of Michigan
 - <http://www.ncid.umich.edu/>