



CEOS/ADVANCE
COMPREHENSIVE
EQUITY AT OHIO STATE

NATIONAL SCIENCE FOUNDATION ADVANCE
PROGRAM FOR INSTITUTIONAL TRANSFORMATION

Comprehensive Equity at Ohio State

Update for the External Advisory Committee

July 29, 2010

- Updates: changes in personnel, programming
- Response to recommendations made last year by the EAC
- Timetable for the project
- Project REACH
- Our research agenda
- Challenges and opportunities
- Looking Ahead: NSF Site Visit scheduled for May 16-18, 2011

- co-Principal Investigators
 - Susan Williams, Associate Provost
 - Jim Beatty, Chair of Physics
 - Farewell and thanks to Anne Carey
- staff
 - Pam Clark, Administrative Associate

Programming Update

- Workshops for academic leaders
 - September 2009 on leading change
 - October 2009 – Mary Ann Mason
 - February 2010 – STRIDE
 - May 2010 – Scott Page
- Peer Mentoring
 - Initiated summer 2009
 - 3 sets of circles serving 20 tenured women faculty

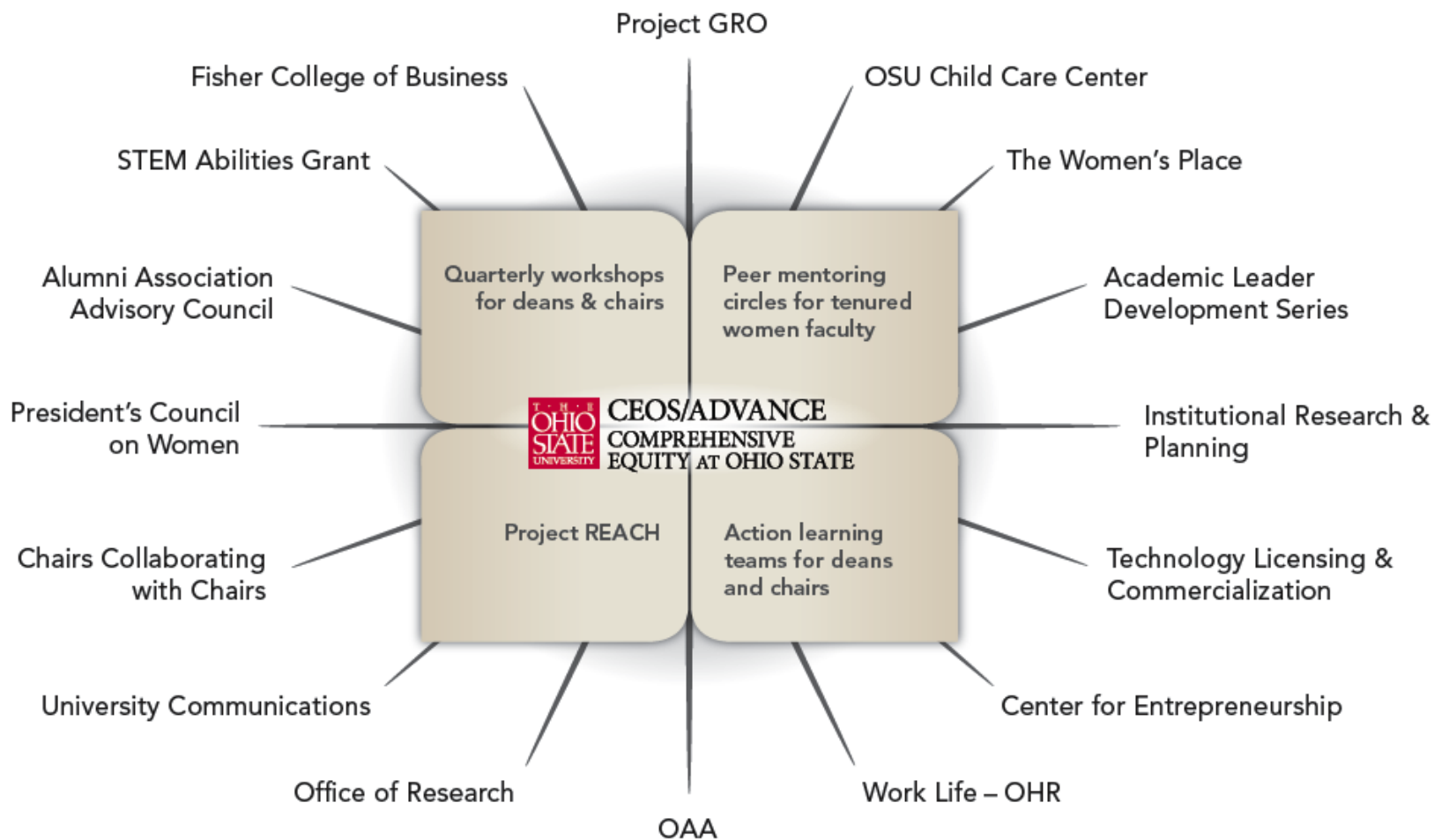
Programming Update

- Entrepreneurship training
 - Project REACH started in February 2010

- Action Learning Teams
 - Planning now underway
 - To be initiated in autumn 2010
 - Well-integrated with university-wide work on strategic planning and culture change

Recommendations from last summer

- Streamlining of focus
 - Communicate to stakeholders how activities help to facilitate change
 - Emphasis entrepreneurship training as a signature program
 - Communicate strategy on how CEOS resources are best deployed



Recommendations from last summer

- Work plan
 - Clear distribution of work and goals
 - Strategy for conducting qualitative research
 - Enlist support and help of other stakeholders
 - Rethink role and use of Internal Advisory Committee
 - Articulate incentives for being involved
 - Plan for authorship and dissemination
 - Start planning for institutionalization, especially administrative home

Recommendations from last summer

- Evaluation plan
 - Amount budgeted for external assessment is low
 - Backdrop of substantial change at OSU complicates assessment of CEOS
 - Interim leadership of colleges may be problematic

CEOS Timetable: proposed vs. actual

- Programming
 - Deans and Chairs workshops on schedule
 - Peer Mentoring on schedule
 - Entrepreneurship workshops implementation delayed
 - Action learning implementation delayed
- Data Collection and Analysis
 - Monitoring of involvement on track
 - Climate Survey to be done 2011 institution-wide
 - Portfolios being collected
 - Academic leader interviews in process

CEOS Timetable: proposed vs. actual

- Evaluation activities
 - Internal evaluation and assessment now on track
 - Institutional data
 - Pilot project on work environment started
 - Internal Assessment program
 - External assessment is behind schedule
 - We must have this in place by January 2011, to have data for NSF site visit in May

Issues of special concern

- Women of color
- External evaluation
- Team capacity