



CEOS/ADVANCE
COMPREHENSIVE
EQUITY AT OHIO STATE



NATIONAL SCIENCE FOUNDATION ADVANCE
PROGRAM FOR INSTITUTIONAL TRANSFORMATION

Update on Project CEOS Comprehensive Equity at Ohio State

Mary C. Juhas, Program Director

presented to

President's Council on Women

October 8, 2009

Timeline



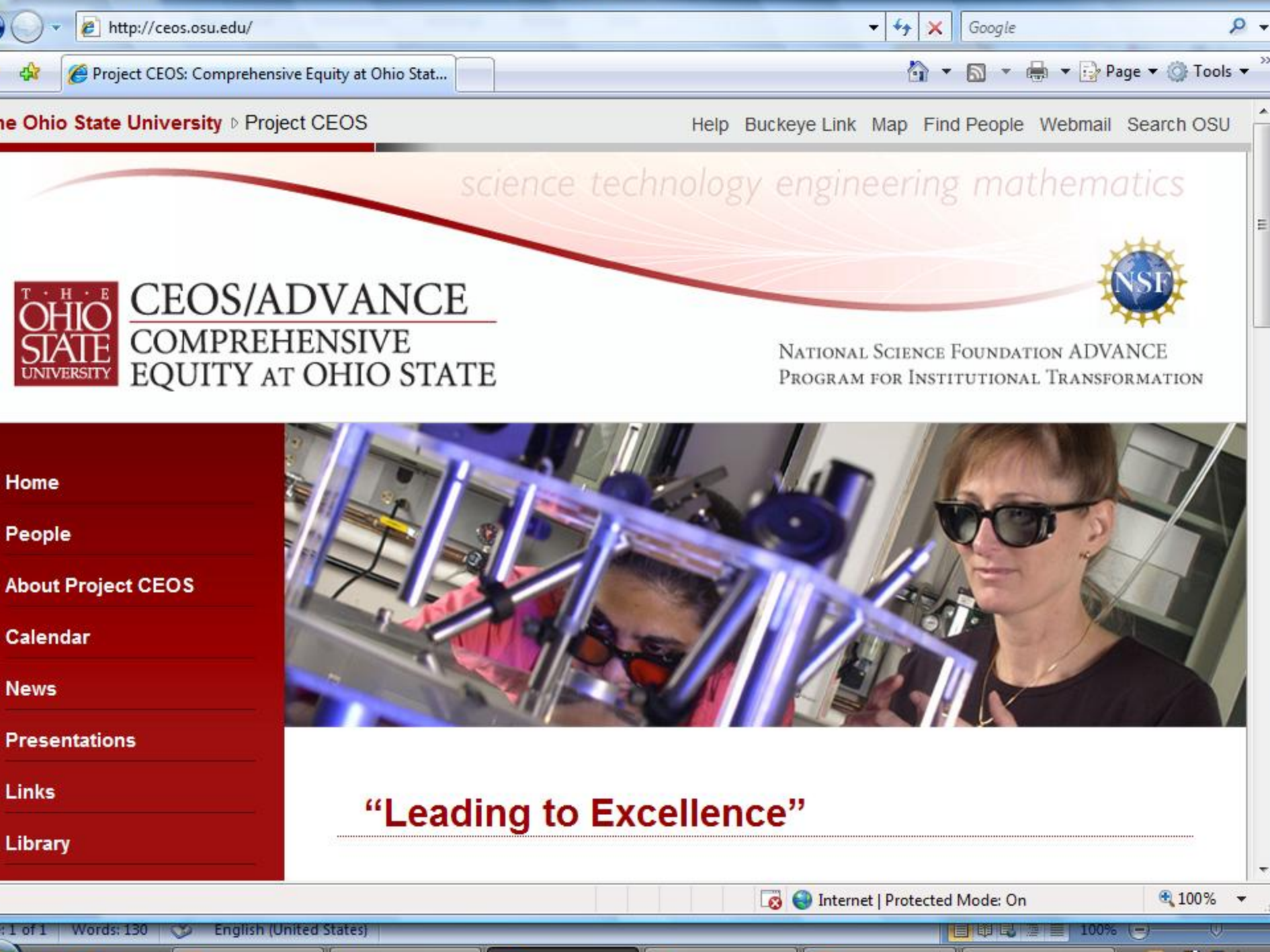
- External Advisory Committee meeting, June 09
- Year 1 site visit by NSF program officer, June 09
- Peer mentoring circles began in June 09
- OSU:Pro service to women faculty
- Website goes live, Aug 09 - ceos.osu.edu
- CEOS co-PI team retreat, Aug 09
- Autumn workshop with deans and chairs, Sept 09 “Leading Change in the Academy”
- Second wave of peer mentoring circles begins Oct 09
- CEOS is a co-sponsor of Mary Ann Mason visit
- Winter quarter ‘10 workshop on recruitment strategies presented by co-PI of U Mich ADVANCE
- Podcasts of faculty research - coming soon

- Strengths
 - OSU has a good policy infrastructure
 - Good data already collected (Julie C-H a good ally and now on our internal advisory council)
 - Many chair development resources
 - OSU cares about people
 - Entrepreneurship could be our niche – perceived as an opportunity for national identity
- Challenges
 - Women of color
 - Beware of burnout with co-PIs and participants
 - Evaluation: internal/external assessment
 - Need better communication (we now have an official team)

- Things to consider
 - This is a time of massive change at Ohio State
 - We are poised to help deans/chairs through structural changes, semester calendar, etc.
 - What will Ohio State look like when CEOS is institutionalized?
 - Think about how we'll deal with leadership transition
 - Get others on campus to help us do our work through effective dissemination of information (communications team facilitating this)

Autumn 2009 Workshop for Deans and Chairs

- Identifying sources of power personal, positional, relational
- Recognizing levels of commitment compliance, commitment, internalization
- Defining the need for change
- Describing the desired outcome
- Utilizing a change team
- Action learning
- Engaging stakeholders
- Powerful questions
- Measure and track progress



science technology engineering mathematics



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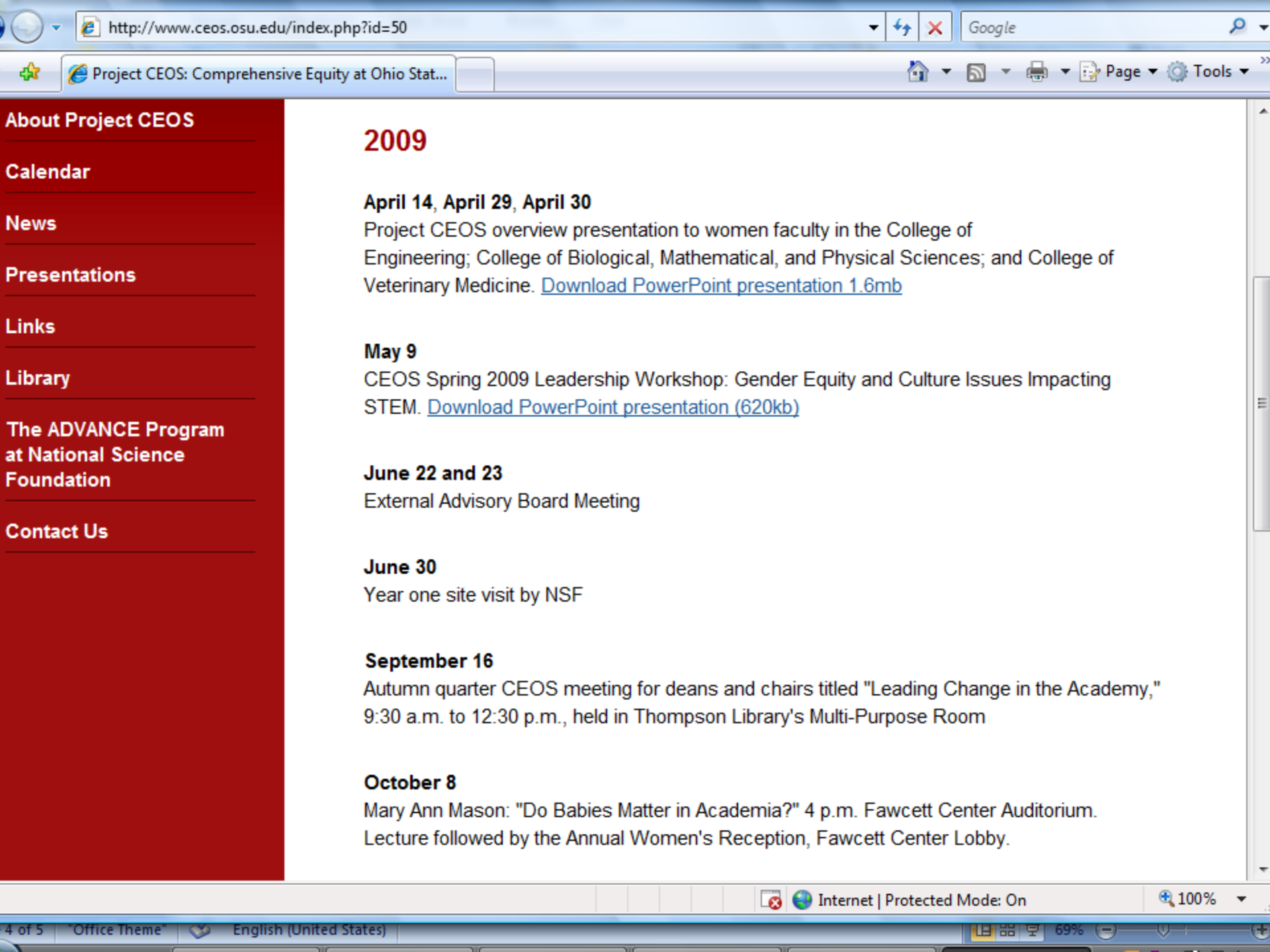


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“Leading to Excellence”



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2009

April 14, April 29, April 30

Project CEOS overview presentation to women faculty in the College of Engineering; College of Biological, Mathematical, and Physical Sciences; and College of Veterinary Medicine. [Download PowerPoint presentation 1.6mb](#)

May 9

CEOS Spring 2009 Leadership Workshop: Gender Equity and Culture Issues Impacting STEM. [Download PowerPoint presentation \(620kb\)](#)

June 22 and 23

External Advisory Board Meeting

June 30

Year one site visit by NSF

September 16

Autumn quarter CEOS meeting for deans and chairs titled "Leading Change in the Academy," 9:30 a.m. to 12:30 p.m., held in Thompson Library's Multi-Purpose Room

October 8

Mary Ann Mason: "Do Babies Matter in Academia?" 4 p.m. Fawcett Center Auditorium. Lecture followed by the Annual Women's Reception, Fawcett Center Lobby.

at National Science Foundation

Contact Us

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Graduate Research Assistant

Dr. Carolyn Merry



Professor & Chair, Department of Civil & Environmental Engineering & Geodetic Sciences. [View Profile](#)

Dr. Jean Sander



Our CEOS staff are amazing!

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Entrepreneurship Workshops

- Several informational meetings, March 09 - present
- The Players
 - **Jean Schelhorn**, Assoc VP Tech Transfer & Commercialization, Office of Technology Licensing
 - **Mike Bills**, Executive In Residence, Fisher College of Business, The Ohio State University, Brand Consultant
 - **Michael Camp**, Academic Director, Center for Entrepreneurship, Fisher CoB
- National Academies workshop, “From Science to Business: Preparing Female Scientists and Engineers for Successful Transition into Entrepreneurship”, Aug 31 & Sep 1

Next Steps for Entrepreneurship

- Faculty interviews – needs assessment
- Partnership with Office of Research on “Institute for Innovation” using PPLI model & open to all OSU women in STEM
- A four-workshop series in WI and SP quarters
 - Centered on the experience of the women faculty
 - W#1: Extending the reach of your research
 - W#2: The Process
 - W#3: Perseverance
 - W#4: The World of Business

Commerce Creating Office of Innovation and Entrepreneurship, Advisory Council

U.S. Commerce Secretary announced on 9/24/09 plans to create a *new Office of Innovation and Entrepreneurship* within the Department of Commerce and launch a *National Advisory Council on Innovation and Entrepreneurship*. Both new initiatives will help leverage the entire federal government on behalf of promoting entrepreneurship in America.

...will be geared toward the first step in the business cycle: moving an idea from someone's imagination, or from a research lab, into a business plan

Thank you!
¡Muchas Gracias!
感謝!
Merci Bien!
Asante Sana!
СПАСИБО!
Vielen Dank!
Grazie!
谢谢!
Tak!
Obrigado!