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
Leading to excellence

• 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
  – 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