

# **The Ohio State University**

## **Report of the President and Provost's Council on Women Subcommittee on Career Growth and Mentoring**

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Submitted to Interim President Joseph Alutto and Provost Joseph Steinmetz

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### **Work of the Task Force**

After examining campus culture survey results, the PPCW identified that career growth, career development and mentoring remain consistent areas of challenge and opportunity for women at Ohio State. This task force addressed those opportunities by meeting bi-monthly and researching career growth and mentoring initiatives across the university.

### **Progress thus far**

There are a few groups and organizations across campus, such as the Association of Staff and Faculty Women and University Staff Advisory Committee, which focus on providing networking and professional development opportunities. Individual colleges also have advisory groups, but the level of career growth support provided through these organizations varies greatly. The Task Force recognizes that much of the need for career growth and mentorship cannot be addressed through one program, and that training and resources for supervisors may be one way to promote good practices in developing staff.

The Mentoring and Career Development task force has seen progress in the provision of centrally located resources for women at Ohio State to create mentoring relationships and find professional development resources. The Task Force assisted this effort by providing feedback on a mentoring tool kit as it was being developed.

*If executed well, a new online hub of training and development resources managed by Human Resources will help women faculty and staff navigate the university and advance in their careers.*

The Associate Vice President of Talent and Organizational Development has recently joined the PPCW as a regular member. Our task force recognizes this as an exciting opportunity for women's voices to be heard while critical decisions are made for employees university-wide.

**Our task force recommends that the PPCW continue its work related to career growth and mentoring by focusing on two explicit goals:**

1. Maintaining and strengthening PPCW's relationship with Talent and Organizational Development to provide a women-focused perspective as pivotal university initiatives move forward. Our consultations will identify opportunities to improve female representation at the highest levels of leadership at the university.
  - Consult with the Human Resources team in the development of new resources for mentoring and career development.
  - Consult with the Human Resources team as the Compensation and Classification project continues.
  - Revisit the implementation of PPCW recommendations to establish university-wide accountability for issues related to mentoring resources and career growth support and assistance.
  
2. Developing a proposal for a regular convening of leaders from the various professional associations and advisory groups across campus.
  - Outline benefits of facilitating sharing of information across groups, which include cultivating a culture of accountability to our advisory groups and others.