

Faculty Senate Meeting Agenda for September 11, 2014

3:30 – Meeting of the Faculty Senate – Call to Order

3:32 – Approval of Minutes of the August Meeting (pp. 2-9)

3:34 – Report of the Faculty Chair (T. Herrmann) (pp. 10-11)

3:45 – Report of the President (S. Ono)

4:03 – Old Business

4:05 – New Business

- Climate Survey Report--Bleuzette Marshall, Chief Diversity Officer
- Other

4:25 – Dialogue with the Provost (B. Davenport)

Topic: Faculty and Student Retention

Discussion Topic: Faculty Retention

4:45 -- Report from the Undergraduate Student Government Association (C. Beer)

4:50 – Report from the Graduate Student Government Association (A. Mazman)

4:55 – Report from the AAUP President (G. Loving)

5:00 - Adjourn

Additional Documents Attached

- Board of Trustees Report from 8-26-14 (pp. 12-13)
- Faculty and Student Retention (B. Davenport)
- Capital Plan presented at the Bootcamp (M. McGrew)

Minutes of the meeting of the University of Cincinnati Faculty Senate

Held August 21st 2014 in the 8th floor faculty club banquet room of the Richard E. Linder Center.

1. Call to order (3.30 pm) by Tracy Herrmann
2. Approval of the minutes of the May 15th 2014 Faculty Senate meeting

No revisions proposed. All in favor, unanimous, no objections no abstains.

3. Report of the Faculty Chair: T. Herrmann.

There follows the report provided by T. Herrmann.

Hello, Welcome to the first University of Cincinnati Faculty Senate meeting of the 2014 -15 academic year. This is the start of my 29th year at UC and my 8th year of service on the Faculty Senate. I am both excited and proud to serve for the next two months as the Chair of the Faculty and of the Faculty Senate. In October, following the All University Faculty meeting, an election will be held where all eligible faculty vote for the Faculty Chair who will serve the remainder of this term. In the meanwhile, I plan to move forward full speed to get this year started.

My goals for the senate are as follows.

- Increase participation of faculty in the senate, on committees, and at the All University Faculty meeting, graduation and convocation
- Provide a system for faculty to share ideas and collaborate—support interdisciplinary research

The Faculty Senate brings faculty together.

- Highlight faculty excellence in all three areas—research, teaching and service—and increase awareness of teaching and service
- Identify common messages that faculty want to be heard
- Collaborate with students to make improvements in their educational experience
- Improve faculty access to information and develop the role of faculty in eLearning

At the signing of the AAUP contract the idea of a Joint Committee on Faculty was presented by President Ono and Greg Loving (AAUP President). The purpose of this committee is to continue dialogue between faculty and administration between negotiations regarding faculty issues and concerns such as comparative salaries, faculty titles, workload, use of adjuncts, etc. The following administrative and faculty representatives have been identified for this committee.

- Administrative Representation: Richard Miller, Interim Vice Provost of Academic Affairs and Matt Serra, Vice Provost of Academic Personnel
- Faculty Representation: Chairs of standing committees—Academic Affairs, Budget & Priorities, Human Relations and Research, or designees if necessary

In order to allow for recognition of faculty, please let me know of any expert faculty member who you believe to be an excellent speaker who could serve as a spokesperson with the media or as a distinguished speaker. Please also note that the Preliminary Report from the FS Task Force Regarding Best Practices for Distance-Delivered and Hybrid Courses (C. Ris) has been provided in your meeting packet. Meeting Calendars have also been provided in the packet so please hold these dates on your calendar and promote the All University Faculty meeting on October 23, 2014 with your faculty so that we can increase attendance. I would like to close my report by thanking you for your willingness to serve as Faculty Senators. You serve as the conduit for information from the Faculty Senate to the faculty at your college and provide faculty leadership. This is a critical and important role for effective shared governance so I again thank you.

4. Report of the president

President Ono sends his regrets that he was unable to attend this meeting.

5. Old business

No old business was raised.

6. New Business

(i) Confirmation of senate committee chairs and vice chair.

The following list taken from the boot camp handout

COMMITTEE	CHAIR	EMAIL ADDRESSES
Chair	Tracy Herrmann	Tracey.Herrmann@uc.edu
Vice Chair	Jeff Tilman	Jeff.Tilman@uc.edu
Secretary	Gail Pyne-Geithman	Gail.Pyne-geithman@uc.edu
Academic Affairs	Sally Moomaw	Sally.Moomaw@uc.edu
Board of Trustee	Peter Stambrook	Peter.Stambrook@uc.edu
Board of Trustee	Richard Harknett	Richard.Harknett@uc.edu
Budget & Priorities	Chai Chi Ho	ChiaChi.Ho@uc.edu
Governance	Sean Mangan	Sean.Mangan@uc.edu
Committee on Committees	Marla Hall	Marla.Hall@uc.edu
Human Relations	Datina Juran	Datina.Juran@uc.edu
Information Technology	Robert Rokey	Robert.Rokey@uc.edu
Nominating Committee	Arlene Johnson	Arlene.Johnson@uc.edu
Planning Committee	Jeff Tilman	Jeff.Tilman@uc.edu
Research & Scholarship	Sara Stitzlein	Sarah.Stitzlein@uc.edu
Member	Arlene Johnson	Arlene.Johnson@uc.edu
Parliamentarian	Deborah Page	Deborah.Page@uc.edu

Motion to confirm was proposed my Amber Peplow and seconded by Melanie Kroger-Jarvis

Any discussion?

C: I thought the chair of a committee was appointed, and if so, had to give up her elected committee position, to be filled.

TH: This is correct, and has been done. Those positions will be filled by appointment of the chairman in consultation with the cabinet.

Motion carried unanimously.

(ii) Ohio faculty council representative and alternate

A resolution to uphold consistency and fluency in our representation at the Ohio Faculty Council exists, as follows:

Resolution addressing UC Membership to the Ohio Faculty Council: The University of Cincinnati Faculty Senate (FS) recognizes the importance of a strong and consistent faculty influence at the state level through membership on the Ohio Faculty Council. UC membership on the Ohio Faculty Council will include two representatives and one alternate. One representative will be the Chair of the Faculty Senate, as outlined by the Ohio Faculty Council bylaws, and serve a two year term. The second representative will be the FS chair elect for a one year term or the FS past chair for a one year term. This second representative will be dependent on presence of office. The alternate will serve a one year term and will be selected by Faculty Senate Cabinet, with first preference being given to a past member of the Ohio Faculty Council, second preference to the Vice Chair of Faculty Senate, and third preference to a current member of the UC Faculty Senate Cabinet. Through such representation the University of Cincinnati will maintain a strong, consistent, and influential presence on the Ohio Faculty Council.

In concordance with this, our representatives will be Tracy Herrmann and Marla Hall, and our alternate will be Jeff Tilman.

Motion: Claudia Mitchell

Second: Amber Peplow

Discussion: none

Motion carries unanimously.

(iii) Procedure for election of the faculty chair.

There is an election timetable laid out, which is reproduced below.

Procedure for Election of the Faculty Chair

- Presentation of the Election Calendar
 - August 21, 2014—Appointment of Chair of Nominating Committee and appointment of all first year Senators as members of nominating committee
 - August 29, 2014—Convening of Nominating Committee
 - Call for nominations sent out to faculty shortly after convening of Nominating Committee
 - October 16, 2014—Nominations provided to Faculty Senate
 - October 16, 2014—Date of confirmed slate
 - October 22, 2014—Deadline for Petitions
 - October 23, 2014—All University Faculty Meeting with final nominations
 - November 6, 2014—Election must be completed by 4:00 p.m.

TH consulted with Deborah Page (Parliamentarian) and this timetable was constructed.

Motion: Dana Griffith

Second: Mike Hegener

Discussion: none

Motion carries unanimously.

(iv) Faculty senate committee vacancies

There are currently 2 vacancies on faculty Senate committees; Budget and Priorities, and Planning. If you or someone you know is interested in filling these spots, please contact TH by Monday August 25th 2014. Any other business? None raised.

7. Dialogue with the Provost, Beverly Davenport, on cluster hiring (occurred following nos. 8., 9. And 10. because we were running ahead of schedule).

In the boot camp package, TH provided some useful links to aid this discussion. They are reproduced herein.

References for Dialogue with the Provost: Web Sites regarding Cluster Hiring

<http://www.uc.edu/provost/priorities/cluster.html>

http://ceas.uc.edu/faculty_openings.html

<https://www.insidehighered.com/advice/2013/09/30/essay-how-colleges-can-engage-cluster-hiring>

<http://clusters.wisc.edu/index.htm>

<http://www.stonybrook.edu/commcms/clusterhires/>

<http://workthatmatters.ncsu.edu/>

The following is a summary of the relevant discussion points that ensued.

BD: There will be a lot of hiring in the next 3-5 years, focusing on Signature areas. A RFP went out at the end of Spring Semester asking for cluster hire proposals including at least 2 colleges. We received 13 proposals. The Provost's office thought there would be more applications, but it seemed there was some internal college vetting which limited the number sent up the chain. The overall call is for hiring 60 new faculty (10 clusters, 6 faculty per cluster). We will start the process with 3 clusters; the provosts office pays 1/3 the salary and start-up for each faculty hire, and we would like to complete the remaining 7 as soon as possible. A review committee was formed, and since there were only 13 applications, the entire committee reviewed all of them. In the first round, they will meet and select the best 5-7 (September 5th) and then choose the top 3 for support.

SS (member of the review committee): this is an exciting opportunity to breed interdisciplinary research.

BD: The impetus is that faculty and deans will try to hire in this fashion going forward, and there may be some support for this manner of cluster hiring from our office. We are excited and nervous about hiring; we need to keep better track of hiring and how many of those lines did you fill. Too often we see 10 lines approved, but only filled 2 of them. We need to hire, and stop having unrealistic hiring projections, which leads to "search fatigue". On the one hand, there is a lot of opportunity to hire, but there needs to be a search committee and processes to follow. There needs to be aggressive advertising. Some searches were probably not completed because of lack of administrative assistance and we will support this process from our end to facilitate successful searches. Other institutions have a full-time person working on this.

AP: How many of these searches failed because people took jobs elsewhere (how often were we outcompeted)?

BD: I wanted to know these kinds of numbers: how often do we lose our first choice. I have not heard that often, but we did not track it, we need to be more systematic.

SM: In our college we had lines to fill, conducted search and identified candidate, but at the Dean level, they decided they wanted something else. This makes us look bad, when we have people come out to interview but never hire.

BD: The deans need to be on board from the beginning through the long-term planning and decide what they want from the get-go.

Q. Is there a way to fast-track an outstanding diverse candidate?

BD: There is a strategic hiring initiative, yes. We have hired 17 underrepresented minorities in the last year. The Provosts office provides 1/23 salary and start-up funds for UR minorities.

KL: Can you please explain the strategic purpose of cluster hiring?

BD: Yes. We aim to encourage strategic hiring in line with long-term plans in Global interdisciplinary depth.

KL: We already have some areas of depth...

BD: Yes: the RFP stated that there needed to be existing leadership in the area of the cluster hire already in place; this is investment in our current strengths.

Q. Is there a metric or timeline for measuring the success of the cluster hire strategy?

BD: It is very difficult to look at change in reputation. How will we know if it works? How do we sustain the cluster? We can look at increase in research dollars; we can look at increase in academic reputation. Tracking every metric we can try to look at who are producing innovations in research, teaching, scholarship etc. We need to hire so we can cover all these criteria by a cluster of faculty, not just in the STEM disciplines; humanities too. Reputation of programs, not just individuals. The work of a faculty member is to produce new knowledge and engage in scholarship and research.

GL: What are the biggest problems seen in Universities where cluster hiring has been implemented?

BD: Purdue did it twice. The first time it fell apart and the cluster was abandoned because the units fought over lines. Search committees would bring in someone in one field, but they wanted to be in another college when they got there. It was an RPT problem. We have to address RPT and make it easier to cross-pollinate, make joint appointments, otherwise people just say "I'll wait until I get tenure to do interdisciplinary work". There is often a level of enthusiasm and commitment to perform interdisciplinary work, but it is not the faculty that writes the RPT criteria. We have to examine how we plan to keep the clusters together as well as hiring and assessing their efficacy effectively.

8. Report from the undergraduate student government association (Christina Beer)
The report was provided by C. Beer and is reproduced herein.

Report of the Student Body President - Undergraduate Student Government

Christina Beer

August 21st, 2014

- We are in the midst of Welcome Weekend for our undergraduate freshman. Student Government is sponsoring a Foam Party and Fireworks Show tomorrow, Friday August 22nd starting at 10pm.
- The Be Smart Be Safe campaign will continue this year. We created a collateral to hand out to freshman as well as include it in the football season ticket packets. More to come!
- The Bearcat Mascot will celebrate its centennial this year on October 31st! There will be an event that takes place during the day, but more details to come.
- Are you interested in entrepreneurship and innovation at UC? Please email me at beerca@mail.uc.edu. Members of the UC community are meeting to discuss our efforts around this and new opportunities we can bring to students and faculty.
- Included is a Transportation Guide that was put together by our Director of Transportation Services.
- The First Year Leadership Program is a program for incoming freshman by Student Government. Applications can be found at uc.edu/sg/fylp. If you have freshman in your classes, please share! It's a great opportunity to learn about Student Government and how to work on projects at UC.
- In conjunction with the President's Diversity Council, Student Government will be starting the Student Diversity Council. The first project will be to review the Climate Survey that was completed at the end of the 2013-2014 school year.

If you have any questions or new ideas, please feel free to reach out to me! Here is my contact info:

- Christina Beer
- Email: beerca@mail.uc.edu
- Cell: 513-509-1941
- Office: 655 Steger Student Life Center

Let's have a great year! Go Bearcats!

JH: Regarding the diversity climate survey, can we raise the issue of TS/TG diversity.

CB: Definitely not just about race; we have included the LGBTQ as well as mentally/physically disabled student population in this discussion.

9. Report from the graduate student government association (Ayça Mazman)
The report was provided by A. Mazman and is reproduced herein.

Graduate Student Governance Association (GSGA) Report to the Faculty Senate, August 21st

- Graduate Student Governance Association is pleased to announce that Debra Burgess, a PhD student in History Department will represent the graduate students as the Graduate Student Trustee in the Board of Trustees starting from next week.
- It has been a busy summer for us as we continued hosting social events for graduate students. We hosted four World Cup Viewing parties during summer. Attendance varied from 150-250 students.
- GSGA has been taking an active role in the orientations for the incoming graduate students. Last week, we presented in the UC International Student Welcome along with the Graduate School. This was a great opportunity for us to connect with the incoming graduate students and announce some of our upcoming social events.
- On Friday, August 15, GSGA held the first ever GSGA New Student Orientation. This was an all-day optional orientation prepared by GSGA and the Graduate School, introducing the incoming students to the resources in the University. Over 50 new graduate students attended. The topics of discussion included career and professional development, resources for teaching, safety, wellness, etc. Following the orientation, we held a mixer in Arlin's which attracted over 100 graduate students.
- We are planning to join the Black Graduate Student Welcome which is going to be held in the first week of September.
- We have been working with the college-level administrators to ensure graduate student representation at any relevant committees and work groups at the college-level. We have been widely successful in the College of Arts and Sciences and we will continue working to achieve graduate student representation at other colleges.

Submitted by,

Ayça Mazman

President, Graduate Student Governance Association

683 Steger Student Life Center

ML 0193

University of Cincinnati

Cincinnati, OH 45221-0193

president.ucgsga@gmail.com

513-556-6101 (office)

SM: It's great that the orientation exists, it would be helpful to let faculty know so we can send our advisees.

AM: This is the first year we have held it ourselves, but we will do it better next year and send out a more advanced warning.

10. Report from the AAUP president (Greg Loving and Stephanie Spanja).

We are proceeding with lots of contract-related things, including the parental leave committees. Amber Peplow is on that committee.

AP: We are making progress, currently awaiting feedback from the administration.

GL: There are some contractual deadlines in December which should result in a policy in place in June. Regarding the Faculty Development Council; some provostal guidelines went out in July. We are still working closely with the Provost's office. This is a great opportunity to spread the money out fairly and evenly. On the horizon, already, is the contract reopen. COM raised the issue of supplemental salary where faculty receives a base salary through UC which is supplemented by the clinical practice. This comes up for approval at the board of trustees meeting on Tuesday. We encourage everyone to attend the BOT meeting.

SM: What is the faculty development system?

GL: There is no longer a faculty development council. <Money is assigned to the colleges, then distributed to the faculty for attending conferences and professional development etc. Supposed to be a fast rubber stamp. It will be tracked to ensure funds are being appropriately disbursed and used (oversight) The Provost has her own pool of money to support interdisciplinary research.

Motion to adjourn meeting: DG

Second: KL

Unanimous

Submitted by Gail Pyne-Geithman

Report of the Faculty Chair
September 11, 2014 Faculty Senate Meeting

- Faculty Senate Standing Committees are gearing up for September meetings and will be considering the feedback provided at the Faculty Senate Bootcamp as well as other current topics.
- Are you reporting to your constituents? The information you share with the faculty at your college is critical to the distribution of important ideas and topics. Please share all pertinent information with your colleagues and bring any questions or ideas back to the senate.
- The HB 616 Textbook Bill is being looked at for further clarification by our Academic Affairs Committee. Please contact Sally Moomaw (sally.moomaw@uc.edu) with your questions and concerns.
- TEACH Act and fair use policies have been drafted and will be reviewed by our IT Committee with a presentation to follow at the October Faculty Senate meeting. Please contact Robert Rokey (robert.rokey@uc.edu) with any questions.
- Today we will hear from Bleuzette Marshall, Chief Diversity Officer, regarding the Climate Survey that was conducted last spring. The Human Relations committee will be considering this more fully. Please note any questions or ideas you have regarding the survey and contact Datina Juran (datina.juran@uc.edu) with your questions and concerns.
- There have been some questions about faculty responsibilities during Reading Days. The following information has been acquired in response to these questions.
 - The Faculty Senate Resolution is available at
<http://www.uc.edu/content/dam/uc/facultysenate/senate/docs/resolutions/Fall%20Break%20or%20Reading%20Days.pdf>
 - In consultation with Richard Miller, Matt Serra, and the AAUP: Reading Days are a suspension of classes to allow students "catch up" time. They are not considered vacation time. When proposed, faculty wanted to be able to use reading days for rehearsals, thesis defenses, class trips, etc. That is why the calendar on the registrar's website says "classes cancelled, co-curricular activities continue." Also, faculty are paid for these days. It is reasonable to say faculty could be required to perform reasonable duties during reading days.
- Please consider nominations for the Faculty Chair position to be elected in October.

- The next Faculty Senate meeting is on October 16, 2014 at 3:30 p.m. at UC Blue Ash College in Walters Hall Room 100. Please contact Tracy Herrmann at tracy.herrmann@uc.edu if you need to use the shuttle.
- October 23, 2014 is the All University Faculty meeting. Please mark your calendar and promote this with your college faculty.

Respectfully Submitted,

Tracy Herrmann, University Faculty Chair

- Report of the Meeting of the Board of Trustees held on Tuesday August 26, 2014

The meeting was called to order by Chairman Tom Humes who welcomed Richard Harknett as the new Faculty Representative to the BoT and Debra Burgess as the new Graduate Student Trustee. Following the Chair's welcome, President Ono presented his report, replete with positive news, to the Board. Highlights included record-breaking enrollments at both undergraduate and graduate levels. Total enrollment at UC is at its 195-year high. The incoming class on the Uptown Campus achieved new highs on ACT scores and includes a record number of 48 National Merit/National Achievement finalists. President Ono highlighted the fact UC was one of 13 universities nationally to be selected by the National Security Agency to be a National Center of Excellence in Cyber Operations. The selection was publicized in USA Today and on the CBS news. Licensing of UC-branded merchandising is at a new high and a patent was filed by the UC IP office for drug treatment of brain tumors. For the eighth successive year UC was ranked amongst the best colleges in the nation by the Princeton Review. The UC-Chongqing joint Co-op Institute is forging ahead with 34 students working with top companies as part of the Co-op program. In addition, UC academic and health care programs were ranked in the top 50 by U.S. News and World Report.

Academic appointments, administrative leave and a new Master's of Science degree in Sports Administration were all approved. The Finance and Administration Committee reported on building renovations on the East Campus that are planned for the coming next years as well as Scioto Hall renovations and the erection of a new midrise dorm at the Sawyer site. Mr. Ambach discussed the authorization to appoint an underwriter pool that should save several million dollars in costs. He also announced that based on an open bid, Medical and Pharmacy insurance program will switch from Humana to Anthem in 2015. Dental insurance is not scheduled to change at this time since it must be considered separately due to timing issues. Debra Burgess, the new graduate Student Trustee provided a short report as did the undergraduate trustee, Ben Keefe, Christina Beer, the Student Government President and Tracy Herrmann, the Faculty Senate Chair.

Submitted by, Professor Peter Stambrook, Board of Trustees Faculty Representative

Report from Professor Tracy Herrmann, Chair of the University Faculty,
Presented at the August 26, 2014 UC Board of Trustees Meeting

Hello and good morning, Chairman Humes, members of the Board, President Ono, and guests. As you know, the University of Cincinnati is a great and growing urban research University and the breadth of work done by faculty here at UC involves the pursuit of excellence in a combination of research, teaching and professional creative activity. Today, I would like to highlight two of these important aspects of faculty work—teaching and service. Teaching and service often take the back seat to the incredible research done here, however, these components of faculty work are integral to the mission of UC.

In my 27 years as a faculty member at UC, teaching has changed dramatically. In the early years, organizing for a class included making overheads or slides and preparing for lectures and labs in a way that would allow me to speak all the details of my profession. Today, preparation for a class has become much more complex and students not only expect an educational experience but also an entertaining one. Utilization of media, effective strategies for active learning, and rich methods of assessment of student work are now expected as part of the educational experience created by faculty. In today's University, faculty must not only be

experts in their profession but also experts in andragogy—the science of adult learning, experts in technology, and experts in teaching and assessment both in the classroom and online. In addition, students have come to expect a quicker response from faculty than ever before. In the past, a few office hours would suffice. With today's technology, student expectations for quick responses to inquiries 24/7 have dramatically increased. It makes it very difficult for a faculty member to "clock out". Fortunately, I see our faculty here at UC working hard to rise to the challenge of teaching every day.

In addition to research and teaching, faculty provide service at the program, department, college, university and community levels. This service may include a range of work such as leading and participating on a wide range of committees including but not limited to search committees for staff and faculty hiring, committees to promote and develop university or college initiatives, integrated decision making and shared governance committees, college level governance committees, and program admissions committees. In addition service may involve administrative or support positions such as student academic adviser, student organization adviser, course coordinator, program director, or department chair. Faculty also serve the university by creating and providing faculty and staff development opportunities and much more. In the community, faculty serve by sharing their expertise and providing instruction and consultation beyond their university teaching. Examples of this work include teaching CPR, visiting elementary schools, and building gardens and houses, locally, nationally and internationally. This service is invaluable to our society and brings positive attention to the university.

At UC, our faculty produce amazing research and provide strong support for students conducting research as we've seen highlighted at the Board of Trustees meetings. As we prepare for the start of fall semester, I ask that you join me in also considering and placing the highest value on the outstanding teaching and service done by faculty everyday here at the University of Cincinnati. Thank you, Chairman Humes, for this opportunity to speak on behalf of the faculty. This concludes my report for the August 24 meeting of the Board of Trustees.

Respectfully submitted,
Professor Tracy Herrmann
Chair of the University of Cincinnati Faculty

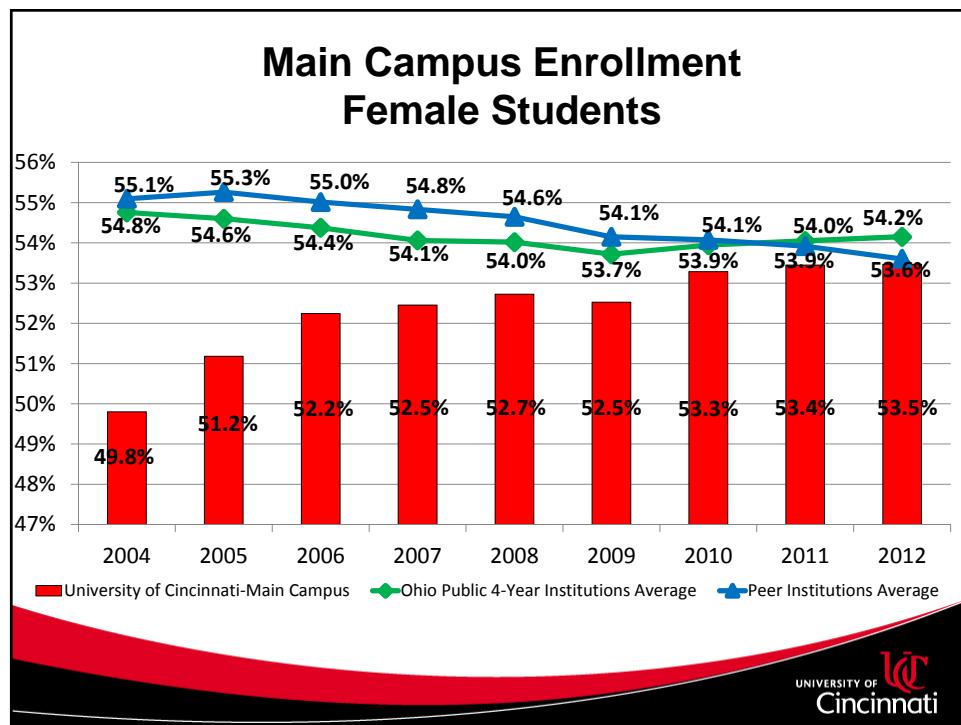
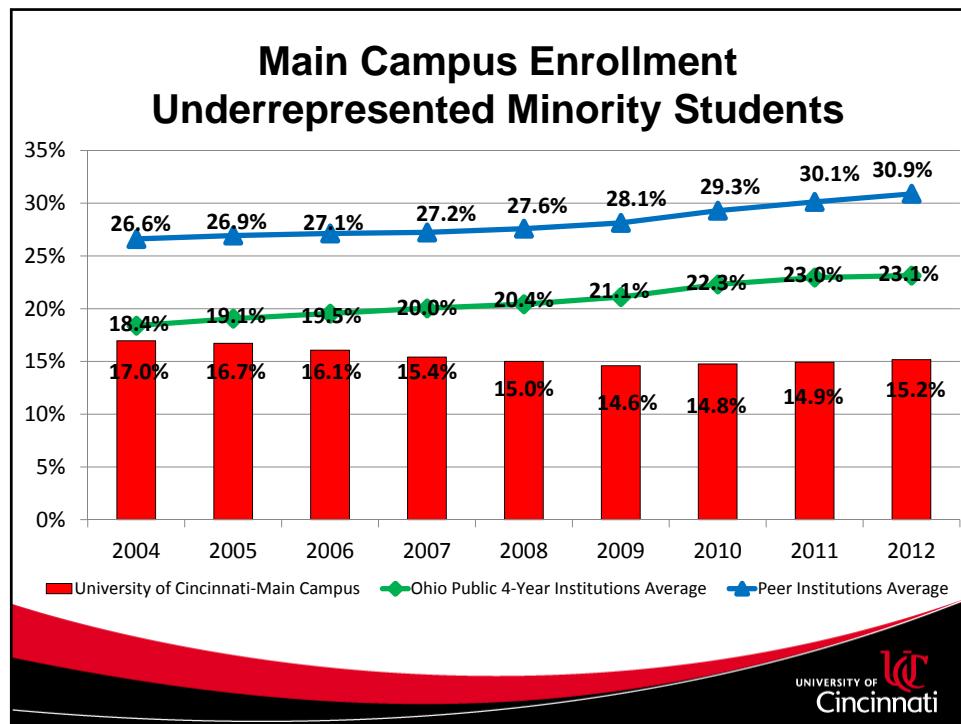
Faculty & Student Diversity

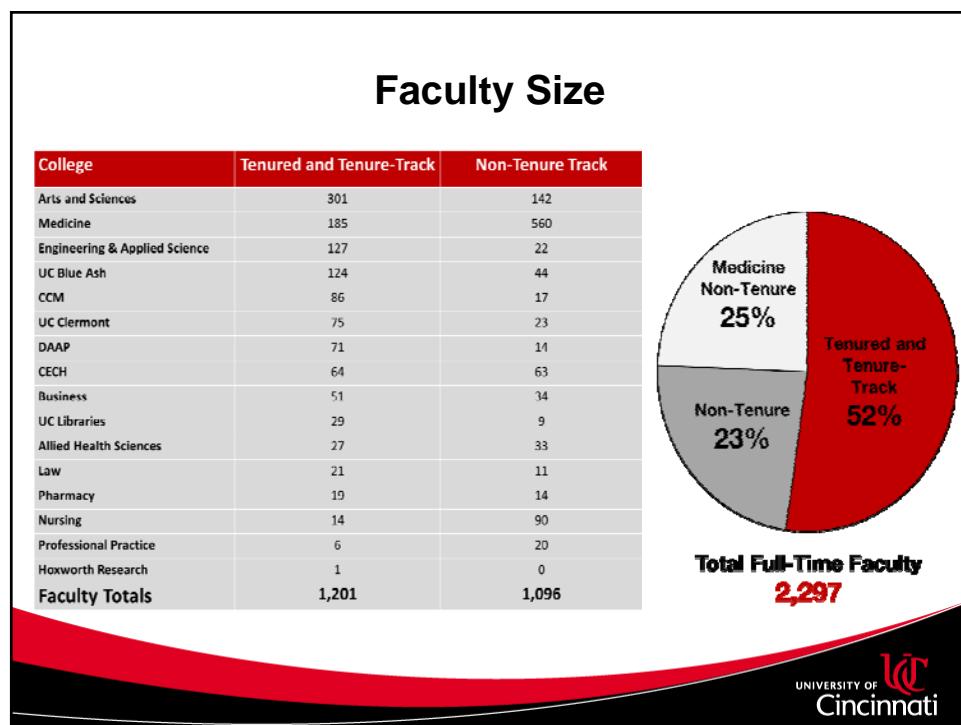
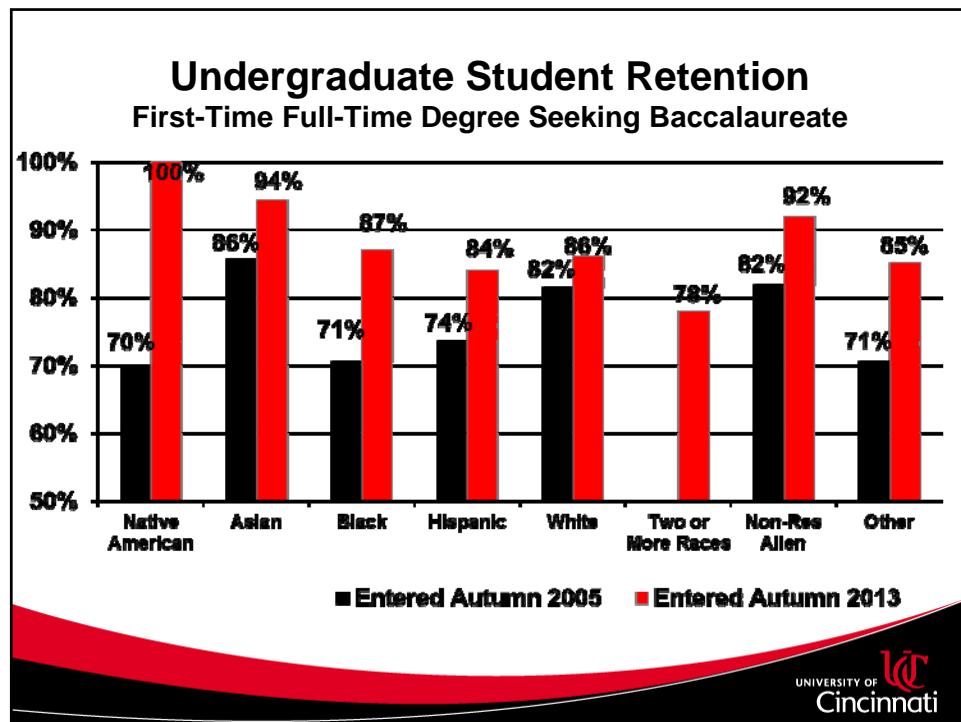
Faculty Senate

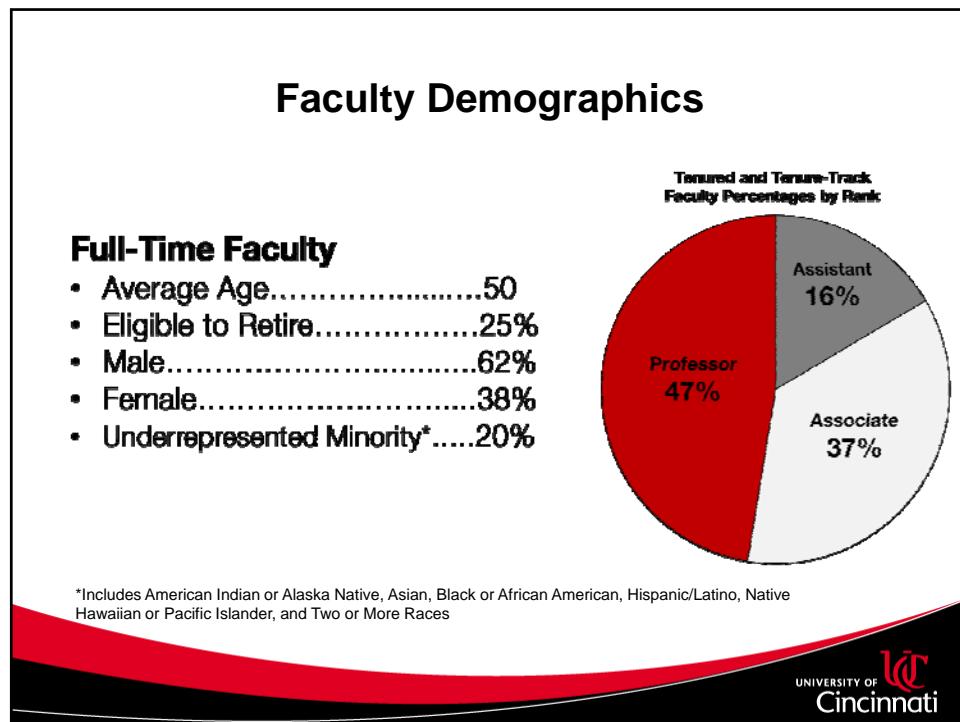
9.11.2014

Beverly Davenport
Senior Vice President for Academic Affairs
and Provost









URM Tenured & Tenure-Track Faculty

College	Underrepresented Minority*			
	Fall 2007	%	Fall 2013	%
Admin Unit ¹	*	100%	*	100%
Allied Health Sciences	6	21%	6	22%
Applied Science	13	16%		
Arts and Sciences	51	15%	60	20%
Business	17	31%	11	22%
CCM	11	12%	9	10%
CECH	14	18%	11	17%
Clermont	6	12%	11	15%
DAAP	17	19%	16	23%
Engineering & Applied Science	49	37%	46	36%
Law	7	28%	*	19%
Medicine	46	18%	39	21%
Nursing	*	14%	*	14%
Pharmacy	*	19%	*	26%
Professional Practice	*	25%	*	33%
UC Blue Ash	16	13%	18	15%
University Library	*	3%	*	3%
Total URM	266	18%	242	20%
Total University	1,449		1,201	

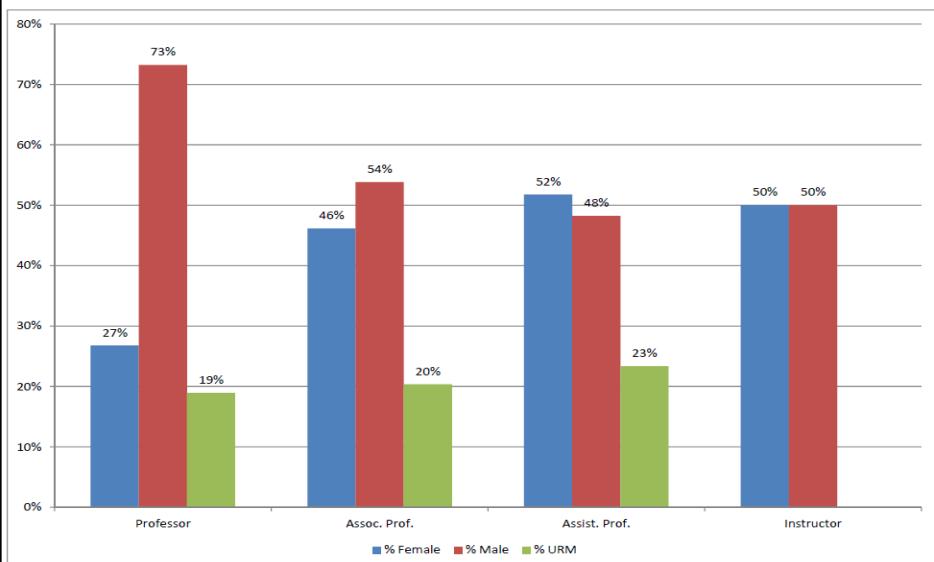
¹ Admin Unit includes Hoxworth Research.
* Includes American Indian or Alaska Native, Asian, Black or African American, Hispanic/Latino, Native Hawaiian or Other Pacific Islander, and Two or More Races
* Cells containing a value of 5 or less.

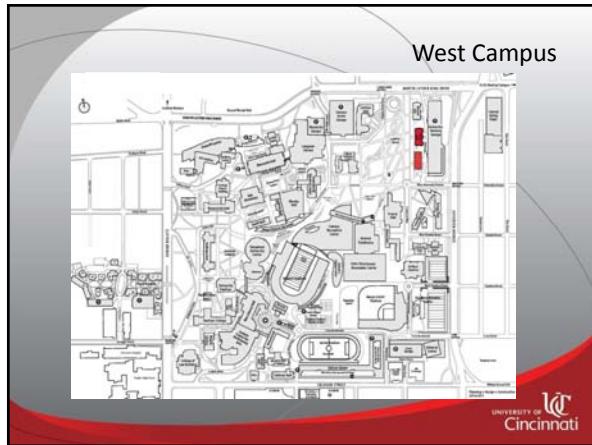
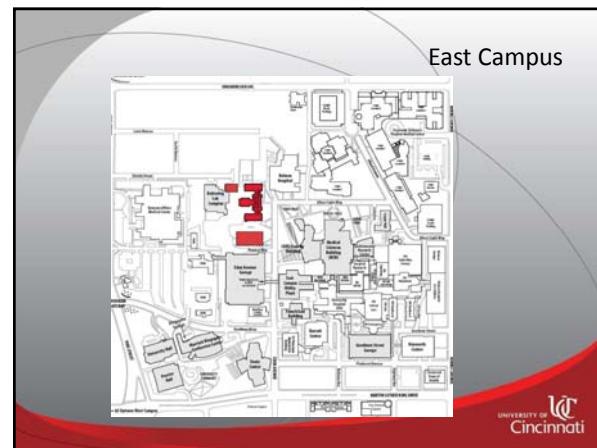
Female Tenured & Tenure-Track Faculty

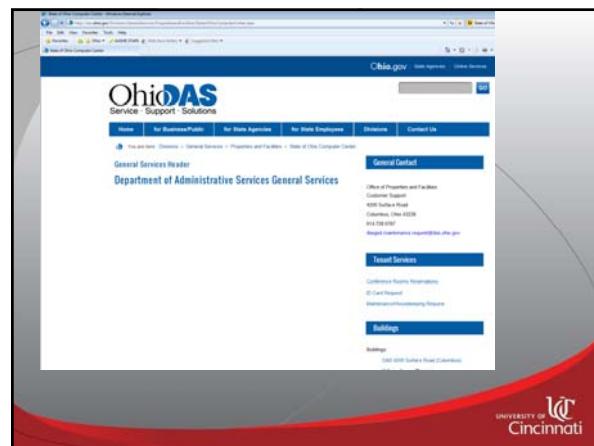
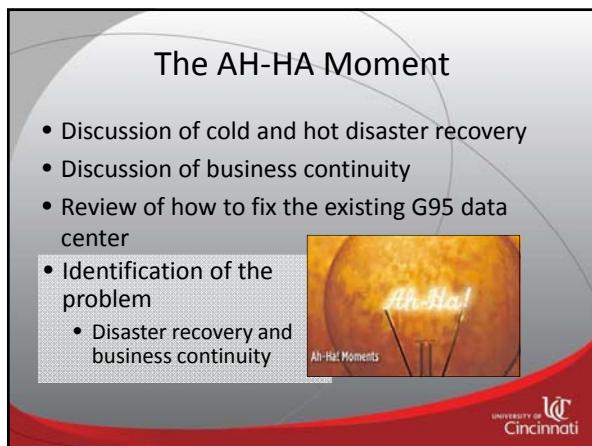
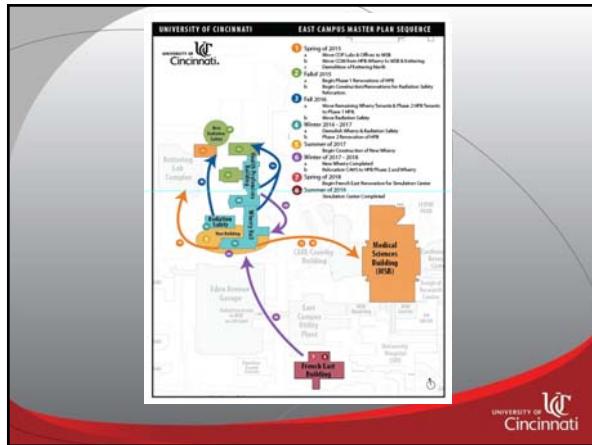
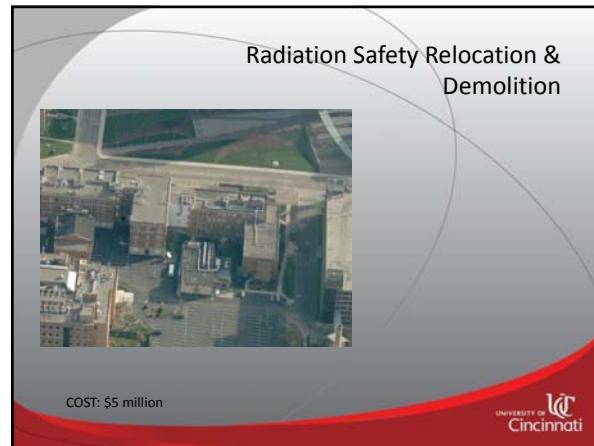
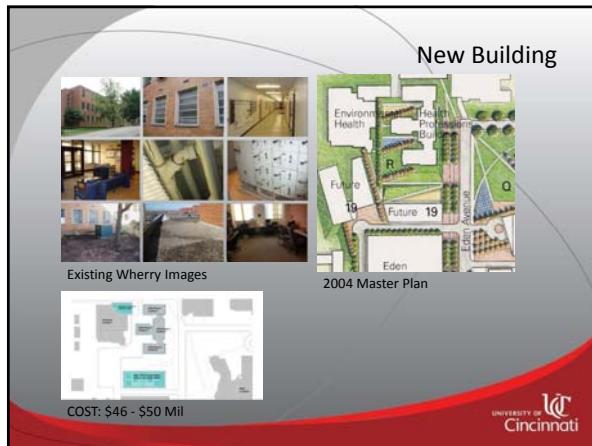
College	Female			
	Fall 2007 #	Fall 2007 %	Fall 2013 #	Fall 2013 %
Allied Health Sciences	20	69%	19	70%
Applied Science	33	40%		
Arts and Sciences	101	31%	111	37%
Business	13	24%	11	22%
CCM	27	29%	27	31%
CECH	33	42%	35	55%
Clermont	24	46%	41	55%
DAAP	32	36%	30	42%
Engineering & Applied Science	9	7%	14	11%
Law	9	36%	11	52%
Medicine	46	18%	39	21%
Nursing	26	93%	12	86%
Pharmacy	*	14%	*	26%
Professional Practice	8	67%	*	83%
UC Blue Ash	84	68%	79	64%
University Library	22	59%	18	62%
Total Female	490	34%	447	38%
Total University	1,449		1,201	

* Cells containing a value of 5 or less

Faculty by Gender, URM and Rank Fall 2013







Third Century

- Safe, Reliable, Comfortable environments
- Enhancement of collaboration - AHC
- Award Winning Campus Facilities
- Space and Infrastructure for research, including student research and
- Opportunities for innovation and collaboration
- Judicious use of space

