This document has been developed to provide Principal Investigators (PIs), co-PIs, and research organizations with:

- A listing of the questions that will be asked in the new NSF project reporting format;
- Assistance in planning for the submission of the report; and
- A tool to help PIs collaborate with other contributors in answering these questions, if needed.

The project reporting service on Research.gov and the associated help documentation provides more detailed instructions and contextual assistance.

*Note:* NSF project reports are not cumulative and should always be prepared for the specific project reporting period only.
Accomplishments

You have the option of selecting “nothing to report” in this section.

What are the major goals of the project?

Initiative I: Improve pathways for women faculty, including underrepresented faculty, in STEM by broadening recruitment, improving hiring, increasing retention, and promoting advancement.

Bottom Up: Proposed activities include three separate professional development workshop series for women STEM faculty, and a LEAF mini-grants program to support women STEM faculty professional development and research. However, bottom up efforts related more broadly to this initiative are also included below.

Top Down: Proposed activities include best practices seminars and training workshops for leadership (heads, deans and administrators) and faculty committees responsible for hiring and RPT (reappointment, promotion, tenure). However, efforts related more broadly to this initiative are also included below.

Initiative II: Transform the climate for STEM faculty, including underrepresented faculty, by creating social and collaborative mentoring networks to promote intellectual progress and equity, resulting in an inclusive culture.

Bottom Up: Proposed activities include the establishment of learning communities for women STEM faculty and a Visiting Scholars Program. However, bottom up efforts related more broadly to this initiative are also included below.

Top Down: The primary purpose of this initiative is to assess climate and aid in development and implantation of unit-level logic models for change.

Initiative III: Create interdependence to reinforce mutual responsibility and foster shared responsibility to enable sustainable dynamic institutional practice and policy.

Initiative IV: Social Science research on climate and transformation of policy and reform, as expressed through message linguistics, subjective experiences, and social networks.

Initiative V: Career Life Balance Supplemental Grant: Conduct benchmarking and data collection via the Career Life Balance Supplement to explore the feasibility of a dual career hiring exchange for the region.
What was accomplished under these goals (you must provide information for at least one of the 4 categories below)?

**Major Activities:**

**Goal I: IMPROVE PATHWAYS**

**Objective A: RECRUITMENT & HIRING**

**Purpose**
- Began planning a January 27-28 visit from Juan Gilbert (Florida) on recruiting diverse faculty.
- Began planning a March 11 Best Practices visit from Lynn Gordon (UCLA) on inclusion in medicine.

**Policy**
- Initiated a pilot study of differences in the trajectories of men and women faculty using growth curve modeling.

**Practice**
- Met individually with 18 department heads to obtain departmental updates and to provide a preview of LEAF’s activities for the upcoming academic year.
- Led a workshop on recruiting for diversity at the A&S Department Heads Retreat on August 18.
- Organized faculty Lightning Talks (24 attended) addressing how to talk about race with job candidates.
- Asked to help with spousal hire in a STEM department.
- Completed interviews with new STEM women faculty to compare with interviews of STEM women who declined offers in order to identify factors in the hiring process that hinder UC from attracting top female candidates in STEM.

**Objective B: RETENTION & PROMOTION**

**Purpose**
- Best Practices speaker KerryAnn O’Meara visited Nov. 17-18 to give a keynote and conduct workshops on changing RPT criteria to reflect the diversity of faculty responsibilities (see OMearaReport.pdf).

**Policy**
- Joined AAUP, Faculty Senate, and Provost planning committee in preparation for contract negotiations this summer.

**Practice**
- Attended CEAS mentoring lunch for new faculty to discuss LEAF and what it offers (11/19).
Confidence

• Invited 12 women to participate in the early career learning community. They met to discuss Amy Cuddy's TED talk on body language and visit with a panel of 4 senior STEM women faculty sharing career advice.
• Invited 15 women to participate in the pre-tenure learning community. They met to discuss research strategies, tenure and WLI, as well as hear from college RPT committees chairs.
• Nominated Professor Chia-Chi Ho (CEAS) and Professor Therese Migraine-George (A&S) to be Graduate Fellows.

Contacts

• Visiting Scholars Pat Gurin (psychology), Kim Binstead (Aerospace Engineering), Chanda Prescod-Weinstein (Physics) and Ashley Paz y Puente (Mechanical Engineering) delivered departmental colloquiums and met with women faculty.

Competence

• Sponsored Assistant Professor Trinity Hamilton (Biology) to participate in a yearlong intensive grant-writing workshop with Dr. John Robertson.
• Began planning the Manuscript Writing workshop for May 2016.
• Sponsored two STEM women faculty to attend the WEPAN Change Leader Forum in Denver, CO on June 9-11.
• Ten of eleven mini-grant recipients submitted final grant reports (2014-15FacultyGrants.pdf). One faculty member was granted an extension until the December 2015.
• Led a virtual Writing Circle for 7 women faculty over the summer. Several women faculty have been meeting virtually over the semester.

Goal II: CLIMATE

Objective A: INCLUSION

Purpose

• Participated in candidate interviews for the new Sr. Vice Provost for Academic Affairs.
• The Internal Advisory Committee met on 10/12.
• Held a Diversity Committee meeting on 9/1 (See OctDiversityCommittee.pdf)
• Met with the COM Dean to discuss issues women faculty have raised. The Dean is working to address the issues with both faculty and administration.
• James Mack, (Chair, African American faculty affinity group) met with the Associate Provost for Faculty Affairs to discuss the strategic direction and programming for the group and establish an ongoing partnership. Dr. Mack also met with the Director of Institutional Research regarding access to data for LEAF faculty research projects.
• Met monthly with Chief Diversity Officer to coordinate and leverage efforts.
Policy

• LEAF leadership, the Hispanic/Latino/Latina faculty members, and the A&S graduate council wrote letters protesting proposed changes to the funding and structure of the Yates graduate scholarship program for underrepresented students.
• Members of the Hispanic/Latino/Latina and African-American faculty affinity groups met with the provost to discuss proposed changes to the Yates Scholarship.
• Met with the Title IX office to discuss concerns raised by COM women faculty.

Practice

• Held a focus group for women faculty who are either new or expecting parents to determine what additional resources and support they need. Faculty indicated a desire for networking and parenting resources.

Confidence

• Sponsored monthly meetings for the Women in Medicine & Science group.

Contacts

• Launched an African-American faculty affinity group, chaired by James Mack (Chemistry). Planning meetings are co-sponsored by D&I and the Provost’s Office. Held a meet-and-greet on 10/27 for 21 people. A detailed plan of activities is outlined in AfamFacultyAffinityGroup.pdf.
• Evaluated and awarded five Visiting Scholar grants to departments.
• On 9/10, co-sponsored (with D&I, Ethnic Programs and Services, and NSH MBA) a back-to-campus networking event designed to increase connectivity among HLL faculty, students, and the Cincinnati community. 32 faculty and staff, 11 community members and 119 students attended.
• The HLL faculty affinity group met on 11/3 (14 attended) to discuss the Yates scholarship, a potential grad student organization, and a spring networking event.
• Held a networking reception for 6 STEM women faculty on 9/16.
• Two STEMs with Latin Roots speakers visited campus to deliver keynotes and meet with women faculty. Associate Professor of Sociology Jessica Vasquez-Tokos (Oregon) spoke to 22 faculty on 9/22. Professor and Associate Dean of Pharmacy Magaly Rodriguez de Bittner (Maryland) spoke to 29 faculty and students on 11/17.

Competence

• On 9/29, held a faculty forum (29 attended) with three panelists from Law and Psychiatry to facilitate a constructive conversation about how faculty should react to UCPD shooting of Sam DuBose.
• Began planning a February 4-5 visit from Joseph Francisco, Dean of Arts & Sciences at the University of Nebraska-Lincoln.
Objective B: COMMUNICATION

Policy

• Created and distributed a précis of the UC leave policy.
• Created and distributed a checklist for search committees to use (see SearchCommitteeChecklist.pdf).
• Created and distributed a compilation of campus-wide activities held in response to the Sam DuBose shooting (see TensingCampusEvents.pdf).
• Published an Op-Ed on fear and crime around campus (see Products).

Practice

• Attended a webinar on leveraging diversity in campus marketing.
• Distributed Status of Women at UC report (see StatusOfWomen.pdf).
• Organized a STEM women photo in support of the #BlackLivesMatter movement in response to the shooting of Sam DuBose.
• Added website links to other campus resources: AAUP, Academic Affairs, D&I, OEO, LGBTQ Center, Research, Title IX and the Women’s Center.

Confidence

• Sent congratulatory messages to 40 STEM women who were awarded grants.
• Sent welcome messages, along with a New Faculty Tips document, to 13 new STEM women faculty.

Goal III: MUTUAL RESPONSIBILITY & SUSTAINABILITY

AAC

• Assisted a junior faculty member in finding a mentor external to her department.
• Met on 10/28. Discussed the creation of a memorandum of understanding (MOU) for faculty with joint appointments and assigning “agents” to junior faculty to help protect their time. LEAF provided an overview of activities for new members.

Goal IV: SOCIAL SCIENCE RESEARCH

• Combined SNA data from five departments with productivity and climate data to assess the relationship between faculty member’s network structure (or their position in the network) and scholarly productivity and perceptions of climate. A manuscript is in progress to compile results and report key findings.

Goal V: EVALUATION

• Met with the External Evaluation team on 10/7. Discussed missing indicator data and ways to identify discrepancies, a strategy to approach the final climate survey, and the Spring 2016 external evaluation.
• Exchanged ideas with external evaluators about how to measure the ultimate outcomes of the project, and shared with them out pilot study results of productivity trajectories.
Specific Objectives:

Goal I (IMPROVE PATHWAYS): All colleges and departments at the University of Cincinnati will attract, retain, and promote an increased number of historically underrepresented and other diverse faculty in tenure and clinical track positions, including faculty at advanced ranks. (From UC Diversity Plan). For UC LEAF, this refers to women in STEM, including women from underrepresented groups, particularly in tenure/tenure track positions.

Objective A (RECRUITMENT AND HIRING): In five years, every college will increase the percentage of African-American, women and other traditionally unrepresented faculty of color in tenure-track positions consistent with college goals established as part of the implementation of the UC Affirmative Action Plan. (From UC Diversity Plan). For UC LEAF, the emphasis will be on women in STEM, including women from underrepresented groups. The specific goals will be set at the departmental level.

Top-Down Purpose: Improved knowledge and awareness of diversity issues related to recruitment, hiring and early career support among key decision makers.

Top-Down Policy: The Provost, deans and department heads create and support college and department-level plans to improve recruitment and hiring.

Top-Down Practice: Creation and implementation of new tools and resources for improved recruitment, hiring and early career support, including LEAF involvement in searches.

The Accountability and Advocacy Council: The AAC will identify and help remove barriers to implementation of these initiatives in specific departments, in specific colleges, and at the provostal level.

Bottom-Up Confidence, Contacts & Competence: This objective concerns recruitment and hiring, so the targets of these searches cannot be engaged in bottom-up change efforts before their arrival. But LEAF will support, via its own advocacy efforts and the efforts of the AAC, the promotion of better practices and policies in the area of recruitment and hiring.

Objective B (RETENTION AND PROMOTION): Colleges and departments will develop and implement strategies to retain a diverse faculty through the probationary period leading up to and beyond the tenure decision. (From UC Diversity Plan). For UC LEAF, the emphasis will be on women in STEM, including women from underrepresented groups. Retention presupposes academic success, so an important indicator will be how well STEM women are doing vis-à-vis STEM men.

Top-Down Purpose: Improved knowledge and awareness of diversity issues related to retention and
promotion among key decision makers.

Top-Down Policy: The Provost, deans and department heads create and support University, college and department-level interventions to improve retention and promotion.

Top-Down Practice: Creation and implementation of new tools and resources for improved retention and promotion (e.g., family leave, RPT language).

The Accountability and Advocacy Council: The AAC will identify and help remediate issues of concern to new women and other under-represented STEM faculty.

Bottom-Up Confidence, Contacts & Competence: Increased proportion of women STEM scientists who report achieving up to their potential, who report being engaged, and who report being empowered.

Goal II: (CLIMATE): The University of Cincinnati will create and support a learning and working environment that reflects the university’s mission which includes a commitment to excellence and diversity. (From UC Diversity Plan). For UC LEAF, this refers to ensuring that women in STEM, including women from underrepresented groups, particularly in tenure/tenure track positions, thrive and succeed, and that there is no discrepancy between the ideals of UC and its Diversity Council and what women in STEM experience.

Objective A (INCLUSION): Increase education and professional development related to diversity and inclusion for students, faculty and staff. (From UC Diversity Plan). For UC LEAF, the emphasis will be on women in STEM, including women from underrepresented groups.

Top-Down Purpose: Improved knowledge and awareness of diversity issues related to academic climate issues among key decision makers.

Top-Down Policy: New initiatives to change the culture of UC in ways that promote career success and work-life balance for women STEM scientists.

Top-Down Practice: Creation and implementation of new tools and resources for improved administrative practices.

The Accountability and Advocacy Council: Minimize instances where bottom-up change is stymied by organizational barriers, and instances where top-down change in keeping with LEAF’s goals is facing resistance in departments and colleges.

Bottom-Up Confidence: Decreased percentage of women who report inequitable practices.
Bottom-Up Contacts: Decreased percentage of women who report feeling isolated.

Bottom-Up Competence: Decreased percentage of women who report concerns about support for career success.

Objective B (COMMUNICATION): Improve quality and scope of communications plan regarding diversity initiatives. (From UC Diversity Plan) For UC LEAF, the emphasis will be on women in STEM, including women from underrepresented groups. Further, LEAF is concerned with communication in the broadest possible sense, including, for example, what policies say, how they are interpreted by different actors, whether they are credible, and how we recognize the accomplishments of faculty and elevate their profiles.

Top-Down Purpose: UC’s policies and practices align with its mission, vision, and strategic plans in the area of diversity.

Top-Down Policy: Policy changes and enhancements promote the interests of women in STEM, and they are aware of and support these changes.

Top-Down Practice: All successful LEAF initiatives will be supported internally for sustainability. The Accountability and Advocacy Council: AAC actively involved in promoting improvement and sustainability.

Bottom-Up Confidence: STEM women are confident about their ability to succeed in their careers at UC.

Bottom-Up Contacts: STEM women are able to connect to the resources that they need to be successful and advance their careers.

Bottom-Up Competence: STEM women are supported by sponsors, mentors, and coaches

Significant Results:

Goal I: IMPROVE PATHWAYS

Objective A: RECRUITMENT & HIRING

Policy

- The Provost sent a message to all faculty at the beginning of the term highlighting her commitment to and benefits of the Dual Career Assistance Program.
- HERC included UC on its list of institutions with a Dual Career Program.

Practice

- OBAIS hired two female assistant professors of Information Systems for Fall 2016.
• Recruiting visit to the Institute on Teaching and Mentoring by the Provost’s Office. They recruited more than a dozen applicants for open UC positions.
• UCBA Dean, Cady Short-Thompson, is leading an effort to deliver department head training. LEAF will be part of bias training and other appropriate areas.

**Objective B: RETENTION & PROMOTION**

**Purpose**

• COM Associate Dean for Diversity now attends all department head meetings to provide a diversity report.
• COM is analyzing salary data for potential inequities among faculty.

**Practice**

• Several department heads requested a faculty leave “cheat sheet” so they can better help the faculty in their departments when unexpected (or expected) situations arise.
• A Women in Medicine group has formed and is meeting regularly.

**Confidence**

• As a result of attending LEAF’s Best Practices workshop with Christine Grant in November 2014, Associate Professor of Communication Nancy Jennings asked a fellow colleague for a nomination for the Ohio Communication Association’s Innovative Teacher Award. She received the award in September 2015.
• Professor Yan Yu (OBAIS) was named the first female Joseph S. Stern Professor of Business Analytics.

**Contacts**

• The Chemistry Department featured Karen Wooley (Texas A&M) as a prominent symposium keynote speaker.
• The Chemistry Department asked women faculty from other disciplines to give colloquium talks in order to increase exposure of the other women faculty and help facilitate cross-discipline collaboration.

**Competence**

• Grant Administrators in A&S reached out to LEAF Leadership to ask for help in facilitating better connections with faculty. They hope to plan a meet-and-greet this year.

**Goal II: CLIMATE**

**Objective A: INCLUSION**

**Purpose**

• COM is participating in the AAMC Faculty Forward initiative to assess faculty engagement and improve institutional performance. LEAF was asked to assist with encouraging participation.
• The university is retracting proposed changes to the Yates minority scholarship program and will work with URM faculty to develop effective and inclusive strategies for the scholarship.

Confidence
• Professor of Communication Ronald Jackson published an editorial highlighting the Black Unity Coalition and its petition for the university to address UC’s racialized structural issues.

Contacts
• Invited to attend Hispanic Chamber Dinner and Empowering Young Minds Luncheon.

Competence
• WIMS invited LEAF to their fall meetings to give updates on LEAF and campus initiatives.

Objective B: COMMUNICATION

Practice
• The Office of D&I asked LEAF to give a presentation as part of Inclusive Excellence Day

Confidence
• Valerie Gray Hardcastle (LEAF Executive Director) is being nominated to be a University Distinguished Research Professor.

Competence
• CEAS is encouraging women faculty to participate in an SWE mentoring program.

Goal III: MUTUAL RESPONSIBILITY & SUSTAINABILITY

AAC
• Pilot a Memorandum of Understanding with faculty who hold joint appointments to ensure departmental expectations are clear.
• A&S Sr. Associate Dean, and member of the AAC, is meeting with every female assistant professor in the college over the course of the academic year to ensure they are well supported.

Key outcomes or other achievements:

Goal I: IMPROVE PATHWAYS

Objective A: RECRUITMENT & HIRING

Practice
• LEAF was asked to share data with an AAUP committee that is focusing on unsuccessful faculty searches, faculty retention, and faculty attrition.
• A&S department heads asked LEAF for resources to help with recruiting for diversity in the
current climate.

- A CEAS department head asked LEAF to provide information about LEAF to a prospective female faculty member during the search process.
- An CEAS department head reached out to LEAF to obtain campus and local information for a prospective faculty member, as well as info on LEAF.

**Objective B: RETENTION & PROMOTION**

Practice

- The Office of Research sponsored a research mentorship train-the-trainer program for 30 faculty and administrators (13 STEM). Participants are expected to conduct at least one training workshop each semester, and when sufficiently strong, every other semester.

Competence

- COM continued to offer workshops for new faculty.

**Goal II: CLIMATE**

**Objective A: INCLUSION**

Practice

- A female faculty member advises the campus chapter of Women in Physics. They received a grant for 2016 by the American Physical Society.

Contacts

- STEM women are organizing their own weekend social gatherings.
- The Office of Diversity committed $300 to help fund African-American faculty affinity group planning activities.
- The Provost’s Office promised funds to support the African-American faculty affinity group initiatives.

**What opportunities for training and professional development has the project provided?**

See also above.

**Goal II: CLIMATE**

**Objective A: INCLUSION**

Contacts

- LEAF leadership members attended the Diverse by Design: Leadership Symposium.
• Sponsored a faculty member to attend CONNECT, a meeting of regional network of Employee Resource Groups (ERGs) dedicated to attracting, growing and retaining diverse talent in the region.

Goal III: MUTUAL RESPONSIBILITY & SUSTAINABILITY

AAC
• Several LEAF Allies attended diversity training with Steve Robbins on Oct. 13.

How have the results been disseminated to communities of interest?
See above

What do you plan to do during the next reporting period to accomplish the goals?

Goal I: IMPROVE PATHWAYS

Objective A: RECRUITMENT & HIRING

Purpose
• Bring Juan Gilbert, Andrew Banks Family Preeminence Endowed Professor and Chair of the Computer & Information Science & Engineering Department at the University of Florida, to campus January 27-28, 2016 as a Best Practices speaker to discuss strategies to recruit diverse faculty.
• Bring Lynn Gordon, Senior Associate Dean for Academic Diversity at the Geffen School of Medicine at UCLA, to campus March 10-11 as a Best Practices speaker to discuss strategies to increase diversity in medicine and the structure of her office.

Practice
• Meet with the new Senior Associate Vice President of Human Resources, the Executive Director of Human Resources, Director of Equal Opportunity and Vice Provost for Academic Personnel to develop search committee training.
• Partner to deliver department head training to COM heads.
• Distribute prospective faculty folders to departments.

Objective B: RETENTION & PROMOTION

Confidence
• Learning communities will meet several times each semester until the end of the academic year.
• Writing circles will continue to meet weekly.

Contacts
• Hold a spring networking reception for STEM women
• Hold a networking reception for Asian STEM women
• Hold a networking reception for “Single in Cincinnati” STEM women
• Support the Department of Mathematical Sciences in bringing in Elizabeth Meckes, Associate Professor, Mathematics, Case Western University as a Visiting Scholar.

Competence
• Send out RFPs for the 2016-17 LEAF faculty grants and determine recipients.

Goal II: CLIMATE

Objective A: INCLUSION

Purpose
• Partner with the UC to bring Jennifer Eberhardt, Associate Professor of Psychology at Stanford University, to campus as a Best Practices speaker Spring 2016.
• Hold an IAC meeting spring semester 2016.

Policy
• Continue meeting with departmental search candidates as requested.

Contacts
• The African-American and Hispanic/Latino/Latina affinity groups will continue to meet several times a semester until the end of the academic year.
• Bring the remaining four Latino speakers to campus to present colloquium talks and meet with women faculty.
• Bring Joseph Francisco, Dean of Arts & Sciences at the University of Nebraska-Lincoln to campus February 4-5, 2016 to help launch the African-American faculty affinity group, meet with administration, and meet with African-American faculty to discuss ways to focus on priorities and channel discussion toward problem-solving on campus.
• Analyze data from African-American faculty needs survey and develop a proposal to present to administration.
• Plan and hold a networking event with African-American faculty from UC and Northern Kentucky University, co-sponsored by the Office of D&I.
• Hold a training session for the African-American faculty affinity group on how to use campus technology to raise faculty visibility.
• Plan and hold a Celebrating Women and Diversity in STEM breakfast spring semester focusing on navigating as an unmarried academic in Cincinnati.
• Hold a Celebrating Women and Diversity in STEM breakfast featuring Janice Walker, Dean of Arts & Sciences at Xavier University.
• Develop an information packet for new and expecting faculty parents.
• Launch a closed Facebook group for new and expecting faculty parents.

Competence
• Plan and hold a Manuscript Writing Workshop for STEM women facilitated by Patricia Goodson (Texas A&M).

Objective B: COMMUNICATION

Purpose
• Continue meeting with senior administration.

Policy
• Continue to work on issues for upcoming contract negotiations with a joint AAUP/Provost committee.

Practice
• Develop and submit proposals to present at all concurrent sessions of the 2016 Diversity Conference.

Confidence
• Send monthly congratulatory notes to STEM women who receive grants.
• Continue to feature LEAF grant recipients, and other STEM women on the LEAF website.

Goal III: MUTUAL RESPONSIBILITY & SUSTAINABILITY

AAC
• Meet with Best Practices speaker KerryAnn O’Meara to develop a systematic way to revise RPT criteria to better support diverse faculty and diverse forms of scholarship.
• Pilot the MOU for faculty with dual appointments.

Sustainability
• Continue to meet with the Chief Diversity Officer and the Associate Provost for Faculty Affairs, Diversity, and Development.
• Develop college-level Department Head training with the COM
• LEAF, the Provost’s Office, and HR will develop a comprehensive Search Committee Training plan
• Collaborate with Provost’s office on university-level Head’s training
• Develop sustainability plan with President and Chief Diversity Officer
Goal IV: SOCIAL SCIENCE RESEARCH

- Gather SNA data from 2 additional departments (CHEM and one in CEAS)
- Complete productivity analysis and match those data to SNA data
- Develop and submit at least two manuscripts based on the SNA and productivity data to peer-reviewed jouad ornals
- Develop coding schemes and materials for the first two implicit bias experiments.

Goal V: EVALUATION

- The external evaluation team will conduct key informant interviews and begin designing the next Climate survey.
- Host an External Advisory Committee meeting on January 20, 2016.

NOTE: You may upload PDF files with images, tables, charts, or other graphics in support of the Accomplishments section. You may upload up to 4 PDF files with a maximum file size of 5 MB each.

- 2014-15FacultyGrants.pdf
- SearchCommitteeChecklist.pdf
- StatusOfWomen.pdf
- LeaveCheatSheet.pdf

Products

You have the option of selecting “nothing to report” in this section. There are no limitations to the number of entries you submit and you can also pull information directly from Thomson Search when using the online tool on Research.gov.

Within the Products section, you can list any products resulting from your project during the specified reporting period, such as:

Journals:

Books:

Book Chapters:

Thesis/Dissertations:

Conference Papers and Presentations:


Other Publications:

Technologies or Techniques:
Patents:

Inventions:

Licenses:

Websites:

LEAF posted 40 articles about STEM women and their research, 12 faculty profiles, and 37 events on the LEAF website. Top visited pages continue to be events that are posted and pushed out via various media channels.

Other Products:


The Status of Women in STEM at UC was published, highlighting data from the past 25 years on the hiring, retention, promotion, and departures of women and minorities in STEM and other disciplines.

NOTE: You may upload PDF files with images, tables, charts, or other graphics in support of the Products section. You may upload up to 4 PDF files with a maximum file size of 5 MB each.

Participants

There are no limits on the number of participants you list for this section; however, you must list participants who have worked one person month or more for the project reporting period. You have the option of selecting “nothing to report” in this section. For Research Experience for Undergraduates (REU) sites and supplements, specific questions will be listed in this section. The online service will also ask for additional information on participants such as:

- What individuals have worked on the project?
- What organizations have been involved as partners?
- Have other collaborators or contacts been involved?

What individuals have worked on the project?

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<thead>
<tr>
<th>Name</th>
<th>Most Senior Project Role</th>
<th>Nearest Person Month Worked</th>
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</table>
What other organizations have been involved as partners?

The online service will also ask you for additional information such as:

- Type of Partner Organization
- Name
- Location
- Partner’s contribution to the project

National Association of Hispanic MBAs, Cincinnati, Ohio. Partnering on events to connect Hispanic/Latino/Latina faculty and students with the Greater Cincinnati Community.

Have other collaborators or contacts been involved? Yes

Impacts

You have the option of selecting “nothing to report” in this section.

What is the impact on the development of the principal discipline(s) of the project?

- Provost Beverly Davenport and Associate Provost Damion Waymer secured an institutional membership to the National Center for Faculty Development and Diversity.
- That UC is an ADVANCE institution is included in all physics faculty job ads.

What is the impact on other disciplines?

- The Office of the Chief Diversity Officer included LEAF in a grant proposal for the HEED Award.
- The College of Education, Criminal Justice and Human Services asked LEAF to provide RPT and workload training for the college.
- The UC Blue Ash campus hired a coordinator for Hispanic and Latino Affairs to work with and support Hispanic/Latino faculty and students.
• The Office of Ethnic Programs and Services hired a Latina staff member to increase programming and support for Latino students.
• President Ono announced a working group to develop plans, details and timelines for implementing Contributions to Diversity and Inclusion statements as a part of the university’s recruitment and hiring process.

What is the impact on the development of human resources?
Nothing to report.

What is the impact on physical resources that form infrastructure?
Nothing to report.

What is the impact on institutional resources that form infrastructure?
Nothing to report.

What is the impact on information resources that form infrastructure?
Nothing to report.

What is the impact on technology transfer?
Nothing to report.

What is the impact on society beyond science and technology?
Nothing to report.

Changes / Problems

If not previously reported in writing to the agency through other mechanisms, provide the following additional information or state, "Nothing to Report", if applicable.

Changes in approach and reason for change:
• Robin Martin left the Provost’s office and was replaced by Damion Waymer, Associate Provost for Faculty Affairs, Diversity, and Development, who is a member of the LEAF Leadership Team.
• Professor Arnie Miller stepped down as Chair of the AAC. He is now Senior Associate Dean in A&S and will coordinate the A&S Allies.
• Assoc. Professor James Mack is the new chair of the AAC and the African-American faculty affinity group.
• Assoc. Professor Theresa Culley (A&S) and Professor Karen Davis (CEAS) joined the AAC to replace Arnie Miller and Matia Solomon. Melanie Cushion (COM) resigned from the AAC.
• LEAF’s program coordinator, Nancy Paraskevopoulos, resigned. We are currently searching for her replacement.
• LEAF added Professor Abigail Stewart (Michigan) and Kelly Mack, Vice President for Undergraduate STEM Education and Executive Director for Project Kaleidoscope, (AACU) to the External Advisory Committee for advice regarding sustainability.

Actual or Anticipated problems or delays and actions or plans to resolve them:

Changes that have a significant impact on expenditures:

Nothing to report.

Significant changes in use or care of human subjects:

Nothing to report.

Significant changes in use or care of vertebrate animals:

Nothing to report.

Significant changes in use or care of biohazards:

Nothing to report.

Special Requirements

This report section is only available when Special Requirements are specifically noted in the solicitation and approved by the Office of Management and Budget.

NOTE: You may upload PDF files in support of the Special Requirements section. You may upload PDF files with a maximum file size of 10 MB each. There is no limit to the number of files uploaded.
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