**Accomplishments**

* What are the major goals of the project?
Major Activities:

**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 fosters 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: Conduct benchmarking and data collection via the Career Life Balance Supplement to explore the feasibility of a dual career hiring exchange for the region.**

**Initiative VI: Sustaining ADVANCE Programs Supplemental Grant: Collect and analyze data from ADVANCE institutions in the 2001-2012 cohorts to determine which factors are most strongly correlated with sustainability and impact in ADVANCE programs.**

* What was accomplished under these goals (you must provide information for at least one of the 4 categories below)?

**Goal I: IMPROVE PATHWAYS**

**Objective A: RECRUITMENT & HIRING**

**Policy**

- Met with the Faculty Senate Chair of the Human Relations Committee to discuss how to address dual career and nepotism issues.

**Practice**

- Revised and distributed 53 informational folders to use in recruiting prospective faculty.
- Sent welcome messages, along with New Faculty Tips document, to 10 new STEM women and 2 new URM faculty.

**Objective B: RETENTION & PROMOTION**

**Purpose**
• Developed a mentoring workshop for new faculty in collaboration with Associate Provost for Faculty Development and Special Initiatives.
• Met with the Associate Provost for Faculty Development and Special Initiatives to discuss focus group results and climate for COM women faculty.
• Associate Provost for Faculty Development and Special Initiatives hosted Department Head Workshops including a Department Head Boot Camp on August 8, Deans’ Roundtable on September 22, Title IX on October 18, and completing RPT & APR Reviews on November 14.

Policy

• Provided the Provost’s Office with a summary of COM Women Faculty Focus Groups (a follow up to the climate survey that WIMS requested) (COMFocusGroups.pdf).
• The Provost’s Office is working with the AAUP to add mandatory department head training to upcoming contract negotiations.

Practice

• Hosted a New Faculty Networking event for 19 new women and URM faculty and their department heads or senior faculty mentors.
• Facilitated a Mentoring Workshop for new faculty for the Provost’s Office on November 15 (2 attendees).
• Helped review new STEAM internal interdisciplinary grants program proposals.

Confidence

• Conducted two focus groups with women faculty from College of Medicine to collect additional information on themes that emerged in the 2016 Action Planning Survey.

Contacts

• Partnered with CEAS to bring Visiting Scholar Mary Juhas, Associate Vice President for Gender Initiatives at The Ohio State University, to campus fall semester as part of the Women in Engineering Speaker Series. Fifteen attended the lecture and Dr. Juhas met with a group of 8 CEAS women faculty regarding career progression. LEAF leadership met with her to discuss program sustainability and next steps.

Competence

• Sponsored weekly virtual (2 women) and in-person (7 women) Writing Circles during summer and fall terms.
• Hosted an Academic Identity Social Media workshop on November 9 (3 attendees).

Goal II: CLIMATE

Objective A: INCLUSION

Purpose

• Met with Vice President for Equity & Inclusion to coordinate and leverage efforts.
• Met with WIMS leadership to discuss strategic plans for the next two years.

Policy

• The Latino Faculty Association leadership team met with the Senior Vice Provost for Academic Affairs on June 9 to discuss support and potential partnerships.
• The Latino Faculty Association leadership team met with the Vice President of Equity
and Inclusion and the Vice Provost for Academic Affairs on September 12 to discuss the history, strategic direction, and support of the group.

- The Latino Faculty Association leadership team met with the Assistant Vice President and Dean of Students on November 13 to discuss synergies and support of Latino students on campus.
- The President’s Office asked to meet with members of the Black & Latino Faculty Associations regarding an upcoming Spencer event.
- The Associate Provost for Faculty Development and Special Initiatives has assembled a committee to develop a recruiting and retaining underrepresented faculty guidebook. The committee includes the Vice President for Equity, Inclusion and Community Impact, the Director of OEOA, the A&S Dean, and members of the Latino and Black Faculty Associations.

Practice

- Hosted an October 24 Department Heads' Workshop on Combatting Bystander Phenomenon (2 attendees).
- Distributed a Values Statement for faculty to add to their syllabi.
- Developed and distributed an Inclusion Poster for faculty to post on office doors, in departments, and to share with colleagues (InclusionPoster.pdf).

Confidence

- Sponsored WIMS meeting on September 27 (20 attendees), October 25 (26 attendees), and November 29 (11 attendees).
- Presented two updates on the LEAF Climate Survey & Focus Groups results to WIMS.

Contacts

- The Black Faculty Association held a faculty networking event on August 27; General Body Meetings on September 19, October 16, November 15; and a Holiday Party on December 9.
- The Black Faculty Association co-sponsored a Black Graduate Student Welcome on Sept. 7, a reception with UC Black Women on the Move on September 28, and a Faculty/Student Mixer on October 3.
- The Black and Latino Faculty Associations held a joint networking reception on Dec. 1 (20 registered).
- The Latino Faculty Association hosted a launch event on September 6 (32 attended), a fall luncheon on November 14 (11 attended), and monthly leadership team meetings.
- The Latino Faculty Association co-sponsored a Latino student welcome on August 25 (11 faculty attended).
- The Provost’s office hosted monthly networking lunches for women who are full professors.

Competence

- The Latino Faculty Association secured a facilitator and began planning a February 2 strategic planning retreat.

Objective B: COMMUNICATION

Policy

- The Black Faculty Association voted on and adopted a logo.
• Presented the results of the Action Planning Survey to the A&S Department Heads and CECH Equity & Inclusion Board.

Practice

• Trained the Equity & Inclusion graduate student on university systems needed to support faculty affinity groups.
• Assisted A&S in developing and piloting a service dashboard.

Confidence

• Sent congratulatory notes to 38 STEM women who were awarded external grants.
• Sent monthly LEAF newsletter to STEM women and department heads.

Contacts

• Developed and launched website for the Latino Faculty Association.
• Added 33 events and 36 faculty profiles to the Latino Faculty Association website.
• Added 10 events and 6 news stories to Black Faculty Association website.
• Posted 43 articles about STEM women and their research, 12 faculty profiles, and 44 events on the LEAF website. Top visiting pages included grant writing training, hiring dual career couples, the Latino Faculty Association, and profiles on new STEM women hires.

Competence

• Nominated one woman and one URM to be Graduate Fellows.
• Nominated Farrah Jacquez for the Diverse 2018 Emerging Scholar award.

Goal III: MUTUAL RESPONSIBILITY & SUSTAINABILITY

Sustainability

• Met with Vice President for Research regarding transitioning the Manuscript Writing Workshop and small grants program to that office.
• Met with Assistant Vice President for Research and Development to discuss the details of the Manuscript Writing Workshop.
• Discussed heads training with Associate Provost for Faculty Development and Special Initiatives.
• Discussed search committee training with Director of OEOA.

Goal IV: SOCIAL SCIENCE RESEARCH

• Analyzed faculty career trajectories for all UC women vs. women in STEM.
• Conducted exit interview with departing faculty member to augment existing turnover data.
• Gathered climate and employment data from two institutions to compare and contrast factors associated with promotion and retention of women and URM faculty.

Goal V: EVALUATION

• Performed a cost benefit analysis of the mini-grant program (MiniGrantsOutcomes.pdf).
• Performed a cost benefit analysis of the Manuscript Writing workshop (ManuscriptWritingWorkshopAnalysis.pdf).
• Met with External Evaluation team to determine final reporting requirements and deliverables.
Specific Objectives:

- While our current analyses continue to suggest that there are no systematic gender or race/ethnicity effects on faculty salaries, we have conducted analyses to help identify individuals or groups of women or under-represented faculty whose salaries may be unusually low compared to their peers, with the goal of using this information in advocacy on their behalves.

Goal VI: SUSTAINING ADVANCE PROGRAMS SUPPLEMENTAL GRANT

- Collected and analyzed data from 31 ADVANCE institutions regarding sustainability.
- Conducted follow-up interviews with 10 ADVANCE targeted institutions regarding sustainability.

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**

Purpose

- Biology and Chemistry each hired a Latino faculty member.
- Sociology hired an African American faculty member.

Policy

- A&S developed RPT guidelines for departments on interdisciplinarity and community-based research.

Practice

- OEOA offers search committee training for faculty.

**Objective B: RETENTION & PROMOTION**

Purpose

- Retained a senior woman in philosophy.

Competence

- Valerie Gray Hardcastle was elected Chair-Elect of the Fellows of the Graduate School.

**Goal II: CLIMATE**
Objective A: INCLUSION

Policy

- COM has new family leave policy for non-AAUP faculty, a change WIMS advocated for.

Contacts

- President Pinto hosted members of the Latino and Black Faculty Associations to a football pre-game reception.

Goal III: MUTUAL RESPONSIBILITY & SUSTAINABILITY

Sustainability

- The Senior Vice Provost for Academic Affairs is supporting the Latino Faculty Association (LFA) luncheons and hosting their website.
- The Provost’s Office is funding a Graduate Assistant to work with the Office of Equity & Inclusion to support affinity groups.

Goal V: EVALUATION

- Employed the technique of propensity scoring to assign each faculty member at the university a score representing their probability of being female. For example, these propensity scores were very high for members of the faculties in Nursing and Education but much lower, particularly for tenured senior women, in STEM units. The analysis revealed a hitherto unsuspected systematic salary bias whereby women in high-propensity female positions are slightly advantaged relative to their male peers whereas women in low-propensity female positions are clearly disadvantaged relative to their male peers.

Goal II: CLIMATE

Objective A: INCLUSION

Practice

- The President’s office created a website (http://www.uc.edu/freespeech.html) to address an upcoming visit from Richard Spencer. It includes a variety of resolutions, statements and videos reaffirming UC’s core values.
- Stephanie Sadre-Orafai, Associate Professor of Anthropology, organized a campus-wide teach-in on Understanding Race after Charlottesville on September 18.

Goal III: MUTUAL RESPONSIBILITY & SUSTAINABILITY

Sustainability

- Office of Research will be assuming responsibility for manuscript writing workshops and small grants program.
- The Provost’s office will continue to offer head’s training and professional development workshops for new faculty.
- OEOA will continue to offer search committee training and will continue to push to make the training mandatory.
- COM will continue professional development workshops for faculty.
The Provost’s office will continue to support lunch meetings for women who are full professors.
The Office of Equity and Inclusion will continue to run inclusive excellence workshops.
The President has indicated that his office will not continue to support LEAF and that it is the Provost's responsibility to do so.

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

* How have the results been disseminated to communities of interest?

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

Goal I: IMPROVE PATHWAYS

Objective A: RECRUITMENT & HIRING

Purpose
- Present at the UC Diversity Conference.

Practice
- The Latino Faculty Association will develop and distribute Latino faculty recruitment materials.

Objective B: RETENTION & PROMOTION

Policy
- Offer Values Survey and directed follow-up discussion to remaining A&S STEM departments, CEAS, and COB STEM departments.

Practice
- Update the Career Development Plan based on feedback and results from Climate Survey.

Confidence
- Writing Circles will continue to meet weekly.

Competence
- Hold a Website Development workshop for STEM women faculty.

Goal II: CLIMATE

Objective A: INCLUSION

Purpose
- Hold an Internal Advisory Committee meeting.
- Present the results of the 2016 Action Planning Survey at the January Council of Deans meeting.

Policy
- The Latino Faculty Association will hold a Strategic Planning retreat and develop a long-term strategic plan, including bylaws and a budget.
- The Black Faculty Association will bring two speakers to campus: Associate Professor Wendy Moore and Joyce Bell, the Don
A. Martindale Associate Professor of Sociology. Both are from the University of Minnesota.

Confidence

- Continue to sponsor WIMS lunches.

Contacts

- The Latino Faculty Association will hold a networking breakfast in April.
- The Black Faculty Association will continue to meet monthly and hold a Black Excellence Celebration in April.

**Objective B: COMMUNICATION**

Purpose

- Continue to meet with senior administration as appropriate.
- Meet with all STEM department heads to discuss plans for continuing to broaden participation.

Policy

- Publish and distribute the 2018 Status of Women in STEM report.

Practice

- Co-promote the Provost Office’s Unit Head Workshops.
- Continue to promote other campus diversity and inclusion events

Confidence

- Continue sending congratulatory notes to STEM women who receive grants.
- Continue featuring STEM women faculty on the LEAF website and in social media.

**Goal III: MUTUAL RESPONSIBILITY & SUSTAINABILITY**

Sustainability

- Discuss LEAF sustainability with the new Provost and develop a strategic plan.

**Goal IV: SOCIAL SCIENCE RESEARCH**

- Complete the sustainability study for ADVANCE programs.
- Disseminate the results of the sustainability study broadly.

**Goal V: EVALUATION**

- External evaluators will complete analyses of RPT content and workload.
- Internal evaluator will refresh the longitudinal faculty database and update career trajectory analyses, salary analyses, and the like.

**Supporting Files**

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<tr>
<td>COMFocusGroups.pdf</td>
<td>College of Medicine Focus Group Summary</td>
<td>Valerie Hardcastle</td>
<td>11/30/2017</td>
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<tr>
<td>InclusionPoster.pdf</td>
<td>Poster for faculty to display in offices and departments.</td>
<td>Valerie Hardcastle</td>
<td>11/30/2017</td>
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Products

Books

Book Chapters

Inventions

Journals or Juried Conference Papers

Licenses

Other Conference Presentations / Papers


Other Products

Other Publications


Patents

Technologies or Techniques

Thesis/Dissertations

Websites

UC Latino Faculty Association

http://www.uc.edu/provost/lfa

New website highlighting UC Latino faculty and the association's activities.

Participants/Organizations
### What individuals have worked on the project?

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<tr>
<th>Name</th>
<th>Most Senior Project Role</th>
<th>Nearest Person Month Worked</th>
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### Full details of individuals who have worked on the project:

**Bleuzette Marshall**

**Email:** bleuzette.marshall@uc.edu  
**Most Senior Project Role:** PD/PI  
**Nearest Person Month Worked:** 0

**Contribution to the Project:** PI  
**Funding Support:** n/a  
**International Collaboration:** No  
**International Travel:** No

**Valerie G Hardcastle**

**Email:** valerie.hardcastle@uc.edu  
**Most Senior Project Role:** Co PD/PI  
**Nearest Person Month Worked:** 3

**Contribution to the Project:** Professor, Philosophy & Psychology; UC LEAF Co-PI and Executive Director
Funding Support: n/a
International Collaboration: No
International Travel: No

Stacie Holloway
Email: Stacie.furst-holloway@uc.edu
Most Senior Project Role: Co PD/PI
Nearest Person Month Worked: 3

Contribution to the Project: Associate Professor, Psychology. LEAF Co-PI and Co-Director. Member of the Core Leadership and Research Teams.

Funding Support: n/a
International Collaboration: No
International Travel: No

Farrah Jacquez
Email: Farrah.jacquez@uc.edu
Most Senior Project Role: Co PD/PI
Nearest Person Month Worked: 0

Contribution to the Project: Associate Professor, Psychology. LEAF Co-PI and Director of Diversity Initiatives. Member of the Core Leadership Team.

Funding Support: n/a
International Collaboration: No
International Travel: No

Rachel Kallen
Email: rachel.kallen@mq.edu.au
Most Senior Project Role: Co-Investigator
Nearest Person Month Worked: 1

Contribution to the Project: Associate Professor, Psychology. UC LEAF Co-PI and Co-Director. Member of the Core Leadership and Research Teams.

Funding Support: n/a
International Collaboration: No
International Travel: No

Littisha Bates
Email: littisha.bates@uc.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 0

Contribution to the Project: Associate Professor, Sociology. AAC Member. Black Faculty Association Executive Team.

Funding Support: n/a
International Collaboration: No
International Travel: No

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Erin Haynes
Email: erin.haynes@uc.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 0

Contribution to the Project: Associate Professor of Environmental Health. AAC Member.

Funding Support: n/a
International Collaboration: No
International Travel: No

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Steve Howe
Email: steven.howe@uc.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 0

Contribution to the Project: Professor Emeritus, Psychology; UC LEAF Internal Evaluator

Funding Support: n/a
International Collaboration: No
International Travel: No

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James Mack
Email: james.Mack@uc.edu
Most Senior Project Role: Faculty
Nearest Person Month Worked: 0

Contribution to the Project: Associate Professor of Chemistry. Chair of the AAC Committee. Chair of the Black Faculty Association.

Funding Support: n/a
International Collaboration: No
International Travel: No
Jessica Donovan
Email: jessica.donovan@uc.edu
**Most Senior Project Role:** Other Professional
**Nearest Person Month Worked:** 6

**Contribution to the Project:** Program Manager.

**Funding Support:** n/a

**International Collaboration:** No
**International Travel:** No

Carolyn Noe
Email: carolyn.noe@uc.edu
**Most Senior Project Role:** Other Professional
**Nearest Person Month Worked:** 6

**Contribution to the Project:** LEAF Program Coordinator

**Funding Support:** n/a

**International Collaboration:** No
**International Travel:** No

What other organizations have been involved as partners?
No organizations entered.

**Full details of organizations that have been involved as partners:**

**What other collaborators or contacts have been involved?**
Deans, Associate, Deans, Department Heads, Vice President for Equity and Inclusion, Title IX Office, Office of Equal Opportunity and Access, Vice Provost for Special Initiatives, Sr. Vice Provost for Academic Affairs, AAUP, Women in Medicine and Science Group, Black Faculty Association, and Latino Faculty Association.

**Impacts**

**What is the impact on the development of the principal discipline(s) of the project?**
Working with Northern Kentucky University and Xavier University to assess their climate using our Action Planning Survey and to measure faculty turnover using our methodology.

**What is the impact on other disciplines?**
On September 23 the University hosted the 2017 Ohio Latino Student Summit to connect, empower, build community, and enhance Latino/Hispanic student leadership experience.
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

Changes in approach and reason for change

- Rachel Kallen resigned from the university and is no longer a Co-PI. Her duties have been assumed by the other co-PIs.
- Program Coordinator Carolyn Noe submitted her resignation to take another UC position. Her duties will redistributed among the co-PIs and the Program Director.
- Keisha M. Love was hired as UC’s Associate Provost for Faculty Development and Special Initiatives beginning July 3. She is now a member of the LEAF Leadership Team.
- Peter Landgren, Interim Senior Vice President for Academic Affairs and Provost, accepted the position of President of the University of Cincinnati Foundation. Kristi Nelson now serves as Interim Senior Vice President for Academic Affairs and Provost. We are waiting for the permanent Provost to be named, which should happen in January 2018, before pursuing permanent funding arrangements.

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

LEAF is awaiting the appointment of a new Provost to discuss permanent funding, per instructions from the President.

Changes that have a significant impact on expenditures

Rachel Kallen will no longer be receiving EXC and Carolyn Noe will no longer be drawing a salary.

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

Responses to any special reporting requirements specified in the award terms and conditions, as well as any award specific reporting requirements.

Nothing to report.