

## **Executive Vice President and Provost's Report**

Faculty Senate

March 10, 2008

My final report for Winter Quarter 2008 will encompass developments relating to searches that are underway, work that is being done between the deans and Faculty Senate, the implementation of the Vision Ohio Academic Plan, matters associated with the University System of Ohio (USO), and an announcement concerning the upcoming visit of an accreditation team from the North Central Association of Colleges and Schools. The contents of this report are:

### Announcement:

- AQIP Quality Checkup Visit

### Searches

- Vice President for Research and Creativity Activity and Dean of the Graduate College
- Director of the Center for International Studies

### Work Being Jointly Pursued by the Deans and Faculty Senate

- Faculty Workload
- Deans Evaluations
- Undergraduate Centers of Excellence Review

### Vision Ohio Academic Plan Implementation Updates:

- Admissions Update
- Faculty Salaries Update
- Task Force on Centers of Excellence in Professional and Graduate Education
- Academic Support Unit Review
- Graduate College Task Force
- Facilities & Administrative Cost Recovery Distribution Committee
- Five-Year Vision Ohio Implementation Plan
- Additional Indicators of Vision Ohio Implementation Progress

### University System of Ohio:

- Choose Ohio First Scholarship Program—Round One Results

## **ANNOUNCEMENT**

### AQIP Quality Checkup Visit

On April 23-25, Ohio University will undergo a site visit from our accreditation body, the Higher Learning Commission, an accreditation agency within the North Central Association of Colleges and Schools.

In 2002, Ohio University joined the Academic Quality Improvement Program (AQIP) a special accreditation track offered by North Central which focuses on continuous quality improvement. Under the auspices of AQIP, accreditation is maintained through specific quality improvement initiatives determined by the institution. These initiatives are termed “Action Projects.” Our three current action projects, based on Vision Ohio goals, are:

- “Develop Common Learning Outcomes Expected of Ohio University Undergraduate Students”
- “Selective Enhancement and Prioritization of Graduate Education, Research and Creative Activities at Ohio University”
- “Coordinating Quality Improvement Activities with Strategic Planning at Ohio University”

More information on these projects and our participation in AQIP can be found on the Executive Vice President and Provost Web site at (<http://www.ohio.edu/apaa/OHIOaccreditation.cfm>) .

The April accreditation visit is a “Quality Checkup Visit.” Unlike many accreditation visits which focus on the detailed academic operation of the institution, a small team of two outside reviewers will focus on the institution’s commitment to AQIP and our quality improvement philosophy.

As part of the process an open forum for faculty, staff, and students will be held to provide an opportunity for the university community to discuss progress on our AQIP projects and on our approach to continuous academic improvement. The open forum will be held at 4:00 p.m. on Wednesday April 23. The location of the forum and other details concerning the “Quality Checkup Visit” will be communicated through *Outlook*. Questions can be directed to Marty Tuck, Associate Provost for Academic Affairs, who is coordinating the visit.

## **SEARCHES**

### Vice President for Research and Creativity Activity and Dean of the Graduate College

The search is in its final stage. An announcement will be forthcoming shortly.

### Director of the Center for International Studies

Three finalists have been chosen and campus visits will take place in April.

## **WORK BEING JOINTLY PURSUED BY THE DEANS AND FACULTY SENATE**

I am pleased to report the deans and members of Faculty Senate are meeting on a weekly basis to discuss specific and general issues of concern. Deans and members of Faculty Senate who have participated in these conversations have indicated that the meetings are useful and are proving to be effective in helping to find good solutions to pressing matters.

### Faculty Workload

Comments are currently being solicited from Faculty Senate committee chairs as well as members of the Faculty Senate Executive Committee on a workload draft. The current draft with one small modification was constructed on February 14 in a meeting between the deans and the Executive Committee, the Professional Relations Committee, and the Promotion and Tenure Committee. A meeting will be held with the deans and Faculty Senate representatives in a week to review the feedback received on the current draft.

### Deans Evaluations

Productive conversations on the issue of improving deans evaluations have taken place involving the deans, the Faculty Senate Executive Committee, and the Professional Relations Committee. The goal of these conversations is to consider how the current process might be altered to increase faculty participation and to make the evaluation process more substantive. Some of the issues that have been discussed include:

- \*Causes of low response rates
- \*The Faculty Handbook does not permit Group II faculty to participate in deans evaluations
- \*The role and handling of open-ended comments
- \*The frequency of evaluations (whether they should be done annually or in the first, third, and fifth years)
- \*Using an on-line survey as opposed to a paper form
- \*Whether chairs and directors should play a larger role than they currently do in deans evaluations
- \*Alternating evaluations forms--one short and the other long--from year to year
- \*Standardizing the way in which deans approach their end of the evaluation process

### Undergraduate Centers of Excellence Review

The Five Year Vision Ohio Implementation Plan calls for investments in targeted undergraduate programs. Critical to determining those investments is a review of undergraduate programs similar to the one that is currently underway for graduate education. The deans and Faculty Senate will work together to structure this important undertaking. An initial discussion took place today. As we begin to formulate the structure and timeline for the Undergraduate Centers of Excellence Review, Dr. Lopez and I will update this body and the campus community.

## **VISION OHIO ACADEMIC PLAN IMPLEMENTATION UPDATES**

### Admissions Update

Our admissions numbers continue to reflect the efficacy of focusing on specific groups of prospective students, making strategic investments, and the hard work of the Office of

Admissions. Colleges, schools, and departments are working on their respective yield activities and our current standing in final admits suggests that their efforts are paying off. But we are still in pursuit of our goal of an entering class of 4050 and need to continue to keep moving aggressively on this front.

#### *Applications*

We currently have 13,585 applications, up 976 from this time last year, an 8 percent increase. We have already passed the record number of applications (13,195 in 2002).

Nonresident applications currently are up about 10 percent. Resident applications are up about 7 percent.

Multicultural applications currently are up 303 this year, a 19% increase. International applications are up by 135, an 89% increase.

Colleges that are up the most in applications are Arts and Sciences, Business, and Engineering and Technology. University College is down about 9 percent in applications, reflecting efforts to advise students away from an entering the university as undecided students and recruiting them instead directly into majors.

#### *Admits*

Our admits stand at 10,008, up 102 from this time last year, but in line with our goal of improving the quality of our entering class we are being more selective. The Office of Admissions has admitted 347 more freshmen with an ACT score of 25, and above and have admitted 334 fewer freshmen with an ACT score below 25.

#### *Final Admits*

Housing contracts (“final admits”) are coming in ahead of last year. Currently we are up 118 or 9 percent from this time last year.

The quality of the freshman class is up from last year. Average high school GPA for final admits is 3.42 this year, compared to 3.37 last year. Average ACT is currently 24.16 compared to 23.89 this time last year.

#### Faculty Salaries Update

One of the strategies addressed in Vision Ohio was to increase faculty compensation of Ohio University Group I faculty relative to peer institutions. A task force of faculty and staff developed a five year plan to increase faculty salaries from the fourth quartile to the third quartile. In the first year, \$1.2 million was allocated over and above the raise pool.

Comparative data on Ohio University’s national peers will not be available until April, when the AAUP releases its study in *Academe*. However, Ohio University participates in a state-wide data sharing venture done by Ohio State University. The distribution of the \$1.2 million investment in faculty salaries is reflected in this year’s data and it is having an effect.

Some things to note about the impact of the \$1.2 million on our state faculty salary standing:

- For full professors, Ohio University was ranked seventh last year. This year we moved up to sixth place, \$148 behind fifth place Cleveland State.
- For associate professors, Ohio University was ranked fifth last year. This year we moved up to third place, \$1,953 behind second place Miami.
- For assistant professors, Ohio University was ranked seventh last year. This year we moved up to fifth place, \$1,531 behind fourth place Wright State.
- For all ranks combined, last year Ohio University was ranked fourth. This year we are still in fourth place, \$570 behind third place Miami.
- Similar upward movement occurred for total compensation: professors, seventh to fifth place; associate professors, fifth to third place; assistant professors, sixth to fourth place; and all ranks combined, fifth to fourth.

**Average nine-month faculty salary**

<b>Institution</b>	<b>Professor</b>	<b>Associate</b>	<b>Assistant</b>	<b>Instructor</b>	<b>Lecturer</b>	<b>All Ranks</b>
Akron	\$89,903	\$66,066	\$56,617	\$43,178	\$34,375	\$68,937
Bowling Green	\$91,999	\$69,687	\$56,449	\$39,908	\$46,334	\$62,541
Cincinnati	\$98,193	\$70,570	\$58,231	\$45,502		\$76,985
Cleveland State	\$96,552	\$70,517	\$56,739	\$49,093		\$74,324
Kent State	\$96,058	\$69,390	\$57,632		\$45,130	\$67,650
Miami	\$100,128	\$73,225	\$62,552	\$36,990	\$45,974	\$75,161
Ohio State	\$121,552	\$80,451	\$70,912	\$51,067		\$95,718
<b>Ohio University</b>	<b>\$96,404</b>	<b>\$71,271</b>	<b>\$59,176</b>	<b>\$46,499</b>		<b>\$74,590</b>
Shawnee State	\$70,724	\$59,808	\$46,767	\$38,297		\$54,975
Toledo	\$93,771	\$67,778	\$61,756	\$51,973	\$39,729	\$67,405
Wright State	\$97,509	\$70,584	\$60,707	\$38,514	\$45,970	\$69,352
Youngstown State	\$83,290	\$66,006	\$56,379	\$43,913		\$67,132

Source: AAUP Faculty Salary Study, 2007-08 Ohio Universities Faculty Salary Survey, OSU

### Task Force on Centers of Excellence in Professional and Graduate Education

The Task Force on Centers of Excellence in Professional and Graduate Education has completed a draft of the self-study guidelines. They are now working on a rubric which will be used to evaluate programs submitting self-studies. Once completed, the two documents will be sent to the campus for feedback.

### Academic Support Unit Review

The Academic Support Unit Review group is working to finalize review criteria and procedures, and these are expected within the next month. First, there will be a formative assessment element, including a review by an external review team. The emphasis of this segment of the review process is on unit goal formation, development of benchmarks, and assessment of unit constituencies. This phase will initiate a continuous improvement process, in that the process will be expected to be ongoing. After an appropriate time interval (6-18 months), a second phase will have a summative element to determine the unit's responsiveness to the review process, appropriateness of scope, and efficiency/effectiveness in resource utilization.

### Graduate College Task Force

The Graduate College Task Force has completed the draft of a report that makes recommendations regarding the mission, goals, structure, and functions of the Graduate College. They have distributed the draft report to Graduate Council, the University Curriculum Committee, Faculty Senate, the Associate Deans for Research, and the Council of Chairs and Directors. Feedback will be collected from these groups.

The task force is also in the process of completing a survey of best practices on how to structure the central authority of the Graduate College. Included in the research being conducted are aspirational peers as well as schools around the state of Ohio.

### Five Year Vision Ohio Implementation Plan (FYVOIP)

The composition of the Vision Ohio Steering Committee (VOSC) has been expanded. Along with the Budget Planning Council and the Executive Staff-Deans Group, the Vision Ohio Steering Committee is responsible for making progress on the plan and more representation from key academic stakeholders was deemed necessary. The membership was expanded to include representatives from the colleges that did not have a faculty member on the committee—the College of Business, the Russ College of Engineering and Technology, the Scripps College of Communication, and the College of Osteopathic Medicine. As a result of the new appointments, all colleges now have a representative on the committee. In addition representatives were added from the libraries, the regional campuses, and the Office of Research and Sponsored Programs. Faculty Senate Executive Committee and the deans were consulted on nominees for the new college representatives

The membership of VOSC consists of:

David Descutner, interim Executive Vice Provost & Dean, University College (Chair)  
Ann Fidler, Dean, Honors Tutorial College (Committee Coordinator—non-voting member)  
Tim Anderson, Associate Professor & Chair (A&S) and Faculty Senator  
Cheryl Branham, Administrative Assistant and Classified Senator  
Brittany Buxton, Graduate Student Senate  
Hong Cheng, Associate Professor (Scripps)  
Valerie Conley, Associate Professor (EDU) and Faculty Senator  
Terry Conry, Associate Vice President for Finance and Administration  
Steve Flaherty, Senior Associate Vice President, University Outreach (Regional Campuses representative)  
Shane Gilkey, Assistant Vice President for Research and Sponsored Projects  
David Ingram, Professor (A&S) and Faculty Senator  
Ming Li, Professor & Director (HHS)  
Doug Mann, Assistant Professor (COM)  
David Matolak, Associate Professor (Russ)  
Jan Maxwell, interim Dean of Libraries (filling the library representative role until Dean Scott Seaman arrives in April)  
Sean McGann, Associate Professor (COB)  
Wendy Merb-Brown, Director, Learning Community Programs and Administrative Senator  
Ann Paulins, Professor & Director (HHS)  
Marty Tuck, Associate Provost for Academic Affairs  
Tim Vonville, Student Senate  
Mike Williford, Associate Provost for Institutional Research and Enrollment Planning  
Dora Wilson, Professor & Director (CFA) and Faculty Senator

The following groups are currently working on aspects of Year One of the FYVOIP:

- VOSC has been reviewing feedback received on the FYVOIP and are completing their recommendations on Year One of the plan.
- Budget Planning Council is in the process of reviewing different funding models for Year One of the plan.
- The Executive Staff-Deans Groups are refining the outcomes and metrics associated with Year One.

Facilities & Administrative Cost Recovery Distribution Committee

During discussions that took place fall quarter and winter break concerning the Five Year Vision Ohio Implementation Plan the importance of supporting research and creative activity was a dominant theme. Input from constituent groups along with the goals of Vision Ohio helped make targeted investments in graduate education and research/creative activity one of the top three priority areas in the draft plan.

Strategic investment and the prioritization of existing resources in the area of graduate education will be informed by the Centers of Excellence Task Force on Graduate and Professional Education. On the research/creative activity front, a series of conversations needs to take place about how to find the best means to support and enhance the research/creative activity mission of Ohio University. One of the earliest conversations must involve Facilities and Administrative cost recovery distribution [indirect cost returns].

Start-up costs, equipment maintenance, appropriate provision for bad debt, and the ability to provide timely investments in promising research initiatives surface constantly as issues of concern for faculty and deans. F&A cost recovery distribution influences all of these elements. The Vision Ohio Research and Creative Activity Implementation Team identified the strategic use of F&A cost recovery distribution as being a high priority for the university.

In furtherance of supporting the goals of the Five Year Vision Ohio Implementation Plan, the deans recommend the establishment of a limited-term committee charged with the examination of Ohio University's policies relating to F&A cost recovery distribution. In considering which, if any, of the university's standing committees could appropriately lead the discussion of the issue, it became clear that no existing committee provided full representation of the major stakeholders. To ensure full representation, with the approval of Faculty Senate, an ad hoc committee was created with membership drawn from the Vice President for Research Office, the Council for Research, Scholarship, and Creative Activity (CRSCA), the deans, center or institute directors, chairs and directors, and faculty.

The proposed committee would bring together individuals whose expertise is essential in reviewing current policies and determining their strategic efficacy in light of the goals outlined in Vision Ohio and the Five Year Vision Ohio Implementation Plan. In putting forward this proposal, it should be understood that the purpose of looking at F&A cost recovery distribution is to enhance the research/creative activity environment to the fullest extent possible. Having a set of strategic F&A cost recovery distribution policies will facilitate future investments in research/creative activity.

#### *Charge of the Committee*

Chaired by the interim Vice President of Research and a faculty co-chair the committee will act in an advisory capacity and make recommendations on F&A cost recovery distribution by the end of the academic year. An important element of the analysis to be conducted by the committee is to compare Ohio University's approach to F&A cost recovery with that of our peer institutions and review models that are currently in use at other institutions committed to building their research/creative activity infrastructure.

## Additional Vision Ohio Indicators of Vision Ohio Implementation Progress

### ***Enhance Prominence Within Ohio, the Nation, and the World***

#### **Fox News Visit**

The two days that Fox News spent broadcasting from Baker Center Theater on March 4 and 5 provided a wealth of positive publicity for the university. The Office of Communications and Marketing estimates that Ohio University received about \$2.7 million in coverage during the Fox broadcast.

The students who participated demonstrated clearly the high caliber of our student body. “Outlook” quoted FOX Network consultant Woody Fraser as describing our students as “very articulate, very real, very eager to participate and smart as a whip.” He went on to say “If I was interested in Ohio University and I saw this, I would say, ‘I’m there.’” Mr. Fraser’s response has been echoed by alumni and friends of Ohio University who have communicated how proud they were of the students and how well the university was showcased.

Significant credit for the success of the visit goes to the work done by the staff of Communications and Marketing led by Gina Calcamuggio. In a very short period of time they coordinated a complicated two-day event with a high degree of professionalism and a true determination to make the most of this opportunity for the benefit of the university.

### ***Enhance Graduate and Professional Education and Research***

In February and March, the university received further proof of the wisdom of making selective investments in areas of research and creative activity. Two five year investments made through the University Research Priorities program in the Consortium for Energy, Economics, and the Environment project and in the Structure of the Universe project have contributed to the university’s ability to enhance the careers of current faculty and to recruit outstanding new faculty.

#### **Dr. Douglas Clowe Awarded Alfred P. Sloan Foundation Fellowship**

Doug Clowe, an assistant professor in the Department of Physics and Astronomy, is the first Ohio University faculty member to receive a highly prestigious Sloan Fellowship. Given to the “very best young faculty members working in seven fields of science in the United States and Canada,” the \$50,000 fellowship will allow Dr. Clowe to continue his path-breaking work on dark matter and dark energy. The hiring of Dr. Clowe was made possible by funding received by the Department of Physics and Astronomy through their University Research Priorities Structure of the Universe project.

A list of the 2008 Sloan Fellows can be found at:

<http://www.sloan.org/programs/fellowshiplist.shtml>

## **Dr. David Bayless Awarded the Designation of American Society of Mechanical Engineering Fellow**

David Bayless' work in the fields of energy generation and the environment has been recognized by his naming as a Fellow of the American Society of Mechanical Engineering. The Loehr Professor of Mechanical Engineering and the director of the Ohio Coal Research Center, Dr. Bayless, one of 161 engineers recognized by ASME this year, has made many significant contributions to a field that has fundamental economic, political, environmental, and social implications. His work has been facilitated by the Consortium for Energy, Economics, and the Environment (CE3). His role in helping to found CE3 was cited by ASME in their announcement of his designation as a fellow. CE3 was one of the projects selected for enhanced funding under the University Research Priorities program.

A list of the 2007 ASME Fellows can be found at:

[http://www.asme.org/Governance/Honors/Fellows/Fellows\\_Listing.cfm?FellowshipYear=2007](http://www.asme.org/Governance/Honors/Fellows/Fellows_Listing.cfm?FellowshipYear=2007)

## **UNIVERSITY SYSTEM OF OHIO**

Governor Strickland announced the results of the Choose Ohio First Scholarship Program on Friday. One of the four proposals that Ohio University submitted--the Bioinformatics Consortium proposal--was selected for funding. Only 7 of the 28 proposals were selected for funding.

The Bioinformatics Consortium is led by Sarah Wyatt--Environmental and Plant Biology and Lonnie Welch--Department of Electrical Engineering and Computer Science. The amount of the grant is \$4.475 million in scholarship assistance to be disbursed over 5 years. There are 11 other colleges and universities who will share in the grant.

The Press Release from the Governor's Office listed the successful recipients of the first round of Choose Ohio First Scholarship awards (see, below). \$27.3 million remains to be distributed in the second round of the Choose Ohio First Scholarship competition.

## **Choose Ohio First Scholarship Awards [From Governor's 3-7-08 press release]**

### ***STEM Undergraduate Engagement in an Engineering Environment***

The University of Akron (lead institution) will partner with Baldwin-Wallace College, Stark State College of Technology and Lorain County Community College to attract and graduate an estimated 790 students in STEM fields in five years. The group's proposal, "STEM Undergraduate Engagement in an Engineering Environment," demonstrated innovation in the areas of student learning communities, early academic intervention, redesigned science modules and a cooperative education program that will include more than 90% of its students. In addition, the program has a clear commitment to recruitment and retention of underrepresented student populations. The winning collaboration shares \$6.5 million in Choose Ohio First Scholarship Program funds awarded by the state.

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### ***Ohio Consortium for Bioinformatics***

Ohio University (lead institution) will partner with Bowling Green State University, Case Western Reserve University, Central State University, Miami University, The Ohio State University, Shawnee State University, the University of Akron, the University of Cincinnati, the

University of Toledo, Wittenberg University, Wright State University, Clark State Community College, Ohio Supercomputer Center, the Ralph Regula School of Computational Science, Athens County Prosecutor's Office, BioOhio, Cincinnati Children's Hospital Medical Center, the Cleveland Clinic, Columbus Nationwide Children's Hospital, Diagnostic Hybrids, Inc., Franz Medical, Information Technology Alliance of Ohio, Ohio Mass Spectrometry Consortium, Ohio Plant Biotechnology Consortium and Wright Patterson Air Force Base to attract and graduate an estimated 345 STEM students over a 5-year period. The program, "Ohio Consortium for Bioinformatics," is a true statewide collaboration, which will recruit Ohio students to the highly innovative field of bioinformatics and help make Ohio a leader in the bioinformatics industry. Bioinformatics is the field of science in which biology, computer science, and information technology merge to form a single discipline. The collaboration shares more than \$4.475 million in Choose Ohio First Scholarship Program funds awarded by the state.

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### ***Student Success in Mathematics***

Cleveland State University (lead institution) will partner with Case Western Reserve University, Kent State University, University of Akron, Youngstown State University, Cuyahoga Community College and a number of high schools and school districts\* to attract and graduate more than 1,000 new STEM students over a 4-year period. The proposal, "Student Success in Mathematics," will improve the coordination between colleges and universities to generate a more mathematically interested and prepared group of prospective college students. The program will strengthen the mathematics preparation of entering college students, which is essential to success in STEM courses of study. This strong focus on mathematics preparedness will translate to a higher recruitment and retention in STEM fields of study. The collaboration will share \$4.5 million in Choose Ohio First Scholarship Program funds awarded by the state.

\* The high schools and public school districts participating in this program include: Cleveland Metropolitan School District, Aurora City Schools, Hudson City Schools, Crestwood Local Schools, New Philadelphia Schools, Waterloo Local Schools, Akron Public Schools, Summit County Educational Service Center, Chaney High School in Youngstown, East High School in Youngstown, Girard High School, Warren G. Harding High School in Warren, and Youngstown Early College.

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### ***Coming out of the Pipeline: The UC Interdisciplinary Pathway to STEM Professionals***

The University of Cincinnati, in partnership with more than 760 Ohio businesses,\* plans to attract and graduate 215 new STEM students over a 4-year period. This program "Coming out of the Pipeline: The UC Interdisciplinary Pathway to STEM Professionals," builds on the state's strongest cooperative education program by providing a true interdisciplinary course of study and coupling it with simulations of professional experience in locally-based high tech industry. This "virtual company" of global product design and manufacturing and the capstone in medical project design, engineering, innovation and entrepreneurship will have a strong and direct impact on the Ohio economy. This collaboration is awarded \$3.082 million in *Choose Ohio First Scholarship Program* funds awarded by the state.

\*The list of 760 business partners is posted at

<http://universitysystem.ohio.gov/chooseohio1st/documents/ucinterdisciplinarypathway.pdf>.

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### ***Building the Nursing Workforce in Northeastern Ohio***

Case Western Reserve University (lead institution) will partner with Cleveland State University, The Cleveland Clinic and University Hospitals Case Medical Center, to attract and graduate 56 new students in the area of professional nursing over a 5-year period. The program, “Building the Nursing Workforce in Northeastern Ohio,” addresses a clearly identified need for both nurses and nursing faculty in the Northeastern region of Ohio and the country in general. The program identifies qualified nursing students (“Ohio First Nursing Fellows”) who will complete the necessary advanced doctoral degrees that are required for faculty nursing positions. The collaboration shares \$676,800 in *Choose Ohio First Scholarship Program* funds awarded by the state.

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### ***Pharmacy Scholarships***

Ursuline College (lead institution) will partner with the University of Toledo, the Cleveland Clinic Foundation and Cleveland Veteran Affairs Medical Center to attract and graduate more than 45 new students to the much needed STEM area of Pharmacy. Ohio ranks 4.13 on a 5.0 scale of need for pharmacists. The proposal, “Pharmacy Scholarships,” addresses this shortage issue by expanding the BSPS and PharmD programs offered at Ursuline and the University of Toledo College of Pharmacy to increase the number of graduating pharmacists. The innovative pre-college and mentoring programs will attract and retain potential pharmacy students to a PharmD degree, which is quickly becoming a national standard in this field. This collaboration shares \$364,000 in *Choose Ohio First Scholarship Program* funds awarded by the state.

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### ***Diversifying Ohio in STEM (DO-STEM)***

Central State University (lead institution) will partner with Kent State University, Miami University, the University of Cincinnati, Wright State University, Youngstown State University, Clark State Community College, Cincinnati State Technical and Community College, Sinclair Community College, Avetec, Edison Welding Institute, Honda of America, National Composites Center and the National Environmental Technology Incubator to attract and graduate an estimated 220 STEM students over a 5-year period. The proposal, “Diversifying Ohio in STEM (DO-STEM),” recruits and retains underrepresented student populations to the STEM field beginning with hands-on exposure at a high school level to graduate placement at other Ohio institutions. The program, building on an NSF model, will include undergraduate research opportunities in STEM fields, student learning communities and mentoring aimed at retaining new students in the STEM courses of study. The collaboration shares nearly \$3.1 million in *Choose Ohio First Scholarship Program* funds awarded by the state.

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