

Annual Report 2023-2024

Mission, Vision, and Values



The College of Cooperative Education and Professional Studies (CCPS), established January 2023, combines and expands the work of the division of Experience-Based Learning and Career Education and the former Office of Professional and Continuing Education, which includes the UC Aspire, Osher Lifelong Learning Institute, and Communiversity. Building on its reputation as the no. 2 public university for co-ops and internships (U.S News & World Reports, 2024), CCPS continues to collaborate with industry and collegiate partners to create and deliver co-op and experiential learning opportunities for students. At the same time, the College of Cooperative Education and Professional Studies has expanded its mission to serve adult learners interested in pursuing career advancement, as well as corporate and non-profit partners seeking to upskill or reskill their existing workforce.

Mission

The College of Cooperative Education and Professional Studies at the University of Cincinnati supports all learners at any stage in their educational, personal, and professional development.

We believe that experiential learning and career education are key components of higher education, and our efforts and offerings extend beyond the traditional boundaries of academia.

We develop and deliver accessible, innovative, high-impact courses, programs, and services that promote inclusive excellence among learners and foster their growth as dynamic, thoughtful, global citizens.

We collaborate with campus, industry, and community partners in developing rich, expansive opportunities and experiences for learners to engage both inside and outside the classroom to achieve their goals at all life stages.

The College of Cooperative Education and Professional Studies at the University of Cincinnati supports all learners at any stage in their educational, personal, and professional development.

Vision

As a global leader in integrating theory and practice, our college is a center of expertise in cooperative education, career development, and experiential learning and serves as a one-stop resource for all learners at any stage in their journey.

We support University of Cincinnati learners in their development of self-awareness, experience, skills, and knowledge to find meaning and purpose in their work, make informed choices for their careers, and contribute their talents to the world.

We serve as a premier educational partner for corporate, non-profit, and government organizations and centrally coordinate upskilling, credentialing, and lifelong learning programs. We provide connection to talent and support workforce development efforts.

Values

Members of the College of Cooperative Education and Professional Studies strive to carry out our mission and vision and act in accordance with these values:

Respect: We respect each of our colleagues, students, and partners to reinforce the power of teamwork and collaboration.

Equity and Inclusion: We value diversity, in all forms, and embrace the perspectives and contributions of each individual. Through the lens of humanity, we cultivate a culture of belonging where everyone is welcome, valued, and has equitable access to opportunities and resources.

Service: We serve each student and partner in an ethical, empathetic and productive way.

Innovation and Excellence: We innovate to achieve academic excellence, provide exceptional career-based services to students, and develop collaborative relationships with partners.

Integrity: We keep our commitments to each colleague, student, and partner. Our words and actions are governed by honesty, transparency, accountability, and trust.

Professional Development: We invest in the professional growth of all employees and understand its impact on our students, partners, and the University.

Message from the Dean

Welcome to the College of Cooperative Education and Professional Studies first annual report.

Welcome to the College of Cooperative Education and Professional Studies first annual report. I think most of you know that I've been here for quite some time—18 years this coming January (but who's counting). During my tenure, we've changed names 4 times, had three different leaders, grown from about 30 full-time employees to about 100. We've added programs, services, merged with other units and evolved from a division into a college. WHEW. We've been through a lot of change. And it's been exhilarating (and a bit exhausting if we're being honest...but it's all good).

Despite all of this change however, there is one thing that has remained blissfully consistent: Our organization is made up of amazingly talented and dedicated professionals who are committed to serving and supporting students and learners and to helping them grow and develop. This is our stabilizing force and the tie that binds us, no matter our title or role. For this I am extremely grateful.

Undoubtedly, the coming year will continue to bring change. We've been a college for 18 months now which essentially means we're toddlers in our newest phase of organizational development. We have and will continue to experience growing pains, come across questions for which we can't readily find answers and identify gaps we need to fill. But as long as we maintain our essential commitment to service, I have no doubt that we will continue to thrive this coming year and beyond.

Despite the fleeting frustrations and irritations which come and go in any workplace (we aren't perfect after all), I have always felt gratified by the work. At the end of the day, I very much hope our faculty and staff feel the same. My sincere thanks to each and every one of them for their unique skills and contributions.

With appreciation,

Michelle Clare (she/her) Dean, Co-op & Professional Studies Vice Provost for Continuing Education

P.S. This past academic year, like so many before it, we also continued to be extremely effective and productive. I've assembled a list of accomplishments from across the college. This list is not exhaustive, and I realize that no list could ever fully capture the depth and scope of all of our work. But this is still a pretty impressive list and it serves as a good reminder of the good work happening across the college.



1 - Dean Michelle Clare of the College of Cooperative Education and Professional Studies

Organizational Development

- Appointed Associate Dean
- Hired and onboarded Assistant Dean for Professional and Continuing Education
- Hired and onboarded Dean for Inclusive Excellence
- Created 5 new academic units, appointed interim/unit heads and all units established necessary governance documents.

Additional hires:

- Hired a grant writer to increase capacity to secure state and federal grants as well as a new grant administrator to ensure financial compliance and integrity.

- We filled the Assistant Director of Peer Career Coaching in the Career Studio.
- Hired BPS academic advisor and full-time faculty member with strategic sizing funds.

Programmatic Successes

- Bachelor of Arts in Professional Studies (BPS): Surpassed enrollment goal of 50 students in the first year. First student graduating from the program this summer.
- Career Fair: Produced largest-ever Professional and Technical Career Fair with 436 companies and 5264 unique students in September 2023. 91% of employers and 90% of students were "highly" or "somewhat" satisfied with the fair.
- Career Studio: Bearcat Promise Career Studio moved under the purview of the Multidisciplinary Career Education unit which provides more latitude to support college partners with curricular and co-curricular offerings.
- Co-op: Increased number of paid placements to 8,400 and wages earned to \$88 million (estimated). This includes earnings from students across the university engaged in mandatory, optional (co-op 2.0), service-learning co-op, on-campus co-op, etc. Maintained top 5 ranking by US News. Launched new A&S co-op tracks.
- Graduate Co-op: Developed new graduate co-op subplans in Architecture, Athletic Training and Music Theory. Programs will launch next academic year. Received funding from American Psychological Association to develop two PD courses and alumni mentoring for grad students in Applied Psychology. Course will be offered in fall of 2024.
- Innovation: Developed Transdisciplinary Innovation and Design Thinking Certificate which will roll out next year. This undergraduate certificate is open to any UC student. Learning outcomes and content were formed collaboratively with institutional experts and industry.
- PD Course Enrollment and A&S PD/FYE Pilot Program: We continued to grow the number of PD course enrollments with 3,200+ enrollments (a large percentage of A&S students). Our PD/FYE pilot program was successful in its first year and is being expanded from 27 sections in fall of 23 to 51 sections this fall.
- Partnership Development: Created 987 new co-op positions, pursued 1700+ leads. Launched a new Industrial Advisory Cabinet comprised of 23 industry representatives and alums representing Cincinnati and major cities across the country. This Cabinet will be a key partner in growing co-op and professional and continuing education initiatives.

- Professional & Continuing Education: Engaged a large number of stakeholders from across campus in the development of a comprehensive framework for non-credit professional programming, implementation of Skills@UC (platform for non-credit programs) and in creating governance policies and processes.
- Service Learning: In 23-24 AY, 5,370 students participated in 306 S-L classes taught by 142 faculty spanning 14 colleges.

Funding, Grants and Financial Health

- Received funding for two strategic sizing proposals: (1) BPS and (2) Infrastructure for Professional and Continuing Education which will allow us to make crucial hires and acquire necessary software platforms.
- Met goals to receive continued funding through JobsOhio, Strategic Sizing (co-op growth), Johnson Family Foundation, Mantei Gift and permanentized Co-op 2.0 and Bearcat Promise funding.
- Received no-cost extension from Department of Labor on the \$12 million grant which extended funding for one year. We have exceeded most performance goals and grant ends on July 14.
- Submitted multiple grant applications (state and federal) totaling nearly \$4 million.
- Received \$320k in funding from the State of Ohio's ASPIRE program to support adult education.
- Service Learning continues to secure funding to support the growth of service learning co-op receiving funding from 7 different funding agencies in the amount of \$1.3+ million. These funds support student wages for work with non-profit organizations as well as the co-op to career initiatives which supports CPS students.
- Developed plan to change the way mandatory co-op is funded and presented it to co-op colleges. We are currently editing the proposal based on feedback and hope to have it fully implemented next academic year.

Cooperative Education



Cooperative education (often shortened to “co-op”) is an educational model in which a student alternates traditional academic semesters with semesters spent working in the field. In addition to our signature co-op programs in design, engineering, IT and business, we have created flexible pathways to meaningful, career-oriented, compensated experiences for all UC students.

*In 2023-24, UC students participated in more than **8,300 paid experiences**, earning collectively and estimated **\$88.8 million**.*

Hourly wage earnings

Data source: Student pay is self-reported through UC Professional Assessment and Learning (PAL) or Handshake by University of Cincinnati students on paid co-op experiences fall 2023, spring 2024, and summer 2024. Values listed are average hourly wages by college and major.

College of Engineering and Applied Science

- Aerospace Engineering \$21.55
- Architectural Engineering \$20.65
- Biomedical Engineering \$20.50
- Chemical Engineering \$23.43
- Civil Engineering \$20.83
- Computer Engineering \$23.09
- Computer Science \$23.12
- Construction Management \$20.00
- Cybersecurity Engineering \$20.00
- Electrical Engineering \$23.38
- Electrical Engineering Technology \$22.55
- Environmental Engineering \$21.75
- Industrial and Systems Engineering \$21.03
- Mechanical Engineering \$22.10
- Mechanical Engineering Technology \$21.43

School of Information Technology

- Cybersecurity \$20.08
- Information Technology \$20.52
- Information Technology IT-MS \$28.83

College of Design, Architecture, Art, and Planning

- Bachelor of Science in Architecture \$20.48
- Fashion Design \$15.85
- Fine Arts \$14.81
- Communication Design \$19.12

- Industrial Design \$20.24
- Interior Design \$21.32
- Landscape Architecture \$18.00
- Master of Design \$22.33
- Master of Community Planning \$19.80
- Master of Architecture \$22.04
- Urban Planning \$18.14

College of Arts & Sciences

- Liberal Arts (incl. Communication) \$14.04

Carl H. Lindner College of Business (*Provided by the Carl H. Lindner College of Business*)

- Accounting \$22.24
- Business Analytics \$19.92
- Economics \$21.71
- Entrepreneurship \$17.30
- Finance \$20.89
- Industrial Management \$21.44
- Information Systems \$21.29
- Insurance and Risk Management \$18.70
- International Business \$21.94
- Marketing \$19.58
- Operations Management \$20.34
- Real Estate \$20.20

[Co-op placements by college and major](#)

College of Engineering and Applied Science (CEAS)

- Aerospace Engineering 307
- Architectural Engineering 133
- Biomedical Engineering 279
- Chemical Engineering 249
- Civil Engineering 249
- Computer Engineering 181
- Computer Science 418
- Construction Management 261
- Cybersecurity Engineering 22
- Electrical Engineering 262
- Electrical Engineering Technology 44
- Environmental Engineering 104
- Industrial and Systems Engineering 10
- Mechanical Engineering 839
- Mechanical Engineering Technology 256

CEAS total placements = 3,695

College of Design, Architecture, Art, and Planning (DAAP)

- Bachelor of Science in Architecture 247
- Communication Design 240
- Fashion Design 116
- Fine Arts 71
- Industrial Design 244
- Interior Design 244
- Master of Architecture 45
- Master of Community Planning 12

- Master of Design 6
- Master of Landscape Architecture 6
- Urban Planning 78

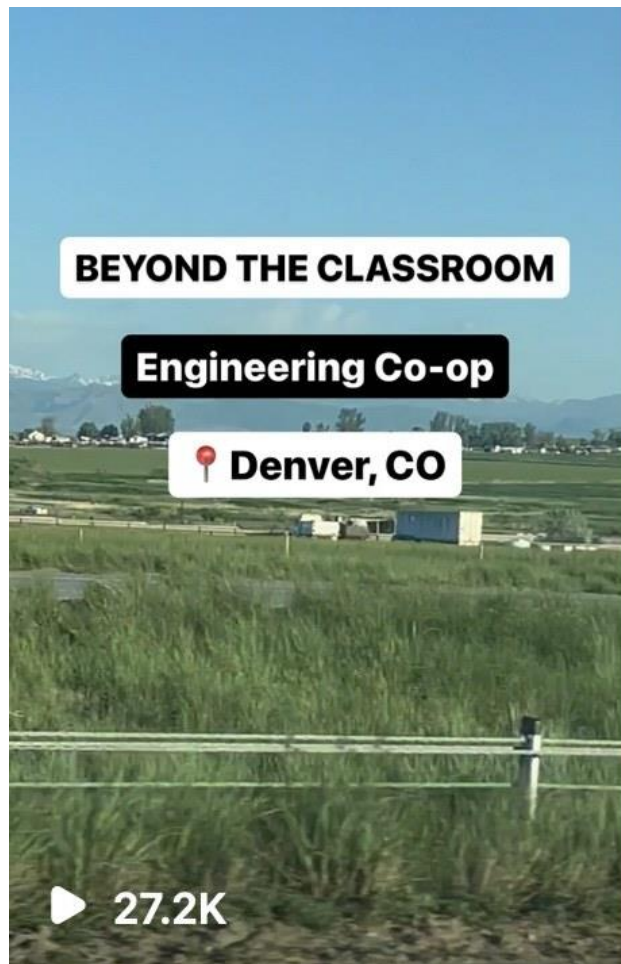
DAAP total placements = 1,241

School of Information Technology (SoIT)

- Cybersecurity 289
- Information Technology 309
- Masters of Information Technology 3

SoIT total placements = 601

[A day in the life of UC co-ops](#)



2 - [Ethan McCowan, Mechanical Engineering co-op](#)

Ethan McCowan, Mechanical Engineering co-op

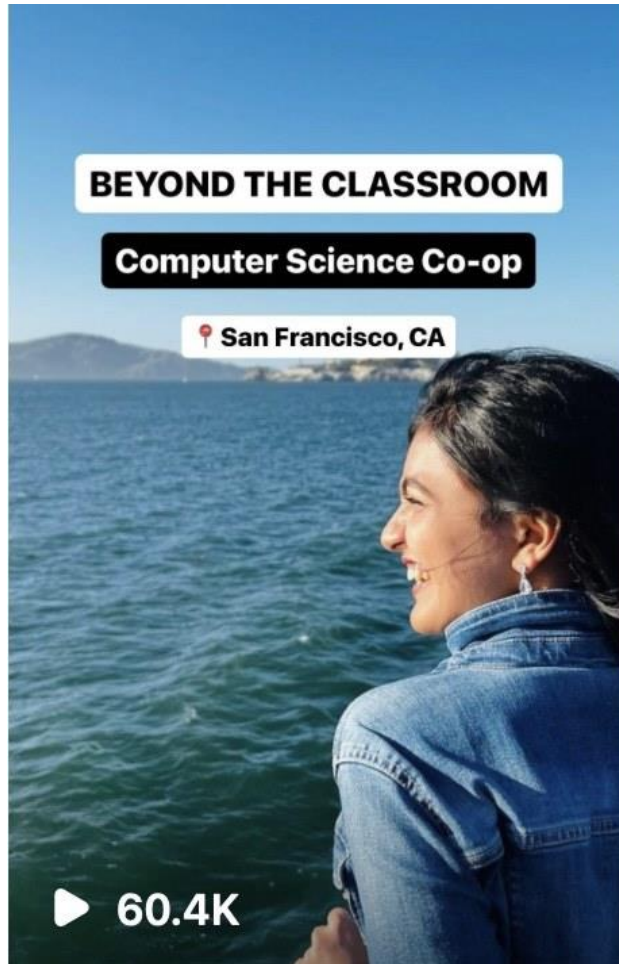
Watch on Instagram: [Go Beyond the Classroom with a Mechanical Engineering co-op, Ethan McCowan, in Denver, CO](#)



3 - [Alexis Rommel, Interior Design co-op](#)

Alexis Rommel, Interior Design co-op

Watch on Instagram: [Go Beyond the Classroom with an interior design co-op, Alexis Rommel, in Atlanta, GA](#)



4 - [Anusha Chitranshi, Computer Science co-op](#)

Anusha Chitranshi, Computer Science co-op

Watch on Instagram: [Go Beyond the Classroom with Computer Science co-op, Anusha Chitranshi, in San Francisco, CA](#)

Top 5 employers by college

College of Engineering and Applied Science (CEAS)

1. Siemens PLM Software
2. AtriCure Inc.
3. Messer Construction Company
4. Copeland
5. GE Appliances, a Haier company

College of Design, Architecture, Art, and Planning (DAAP)

1. (P&G) Procter and Gamble
2. Rockwell Group
3. Live Well Collaborative
4. Crown Equipment Corporation and BHDP Architecture (tied)
5. American Eagle Outfitters

School of Information Technology (SoIT)

1. 84.51^o
2. Siemens PLM Software
3. Great American Insurance Group
4. Cincinnati Insurance Company
5. Medpace Inc.

Top 5 locations for co-op

Co-op students worked in 29 countries worldwide and in 48 out of 50 states.

Top countries

1. United States
2. Germany
3. Vietnam
4. India
5. Taiwan

Top states

1. Ohio
2. Kentucky
3. New York
4. Indiana

5. Illinois

Top cities

1. Cincinnati
2. Columbus
3. New York
4. Chicago
5. Louisville

Experiential Exploration Program (EEP)



UC's Experiential Exploration Program or EEP is flexible option for students to develop meaningful, mentored experiences that align with individual professional pursuits unique to the student's interests and needs.

EEP placements by college and major

College of Engineering and Applied Science (CEAS)

Aerospace Engineering 3

Architectural Engineering 3

Biomedical Engineering 11

Chemical Engineering 2

Civil Engineering 4

Computer Engineering 26

Computer Science 119

Construction Management 1

Cybersecurity Engineering 3

Electrical Engineering 8

Electrical Engineering Technology 1

Environmental Engineering 4

Mechanical Engineering 13

Mechanical Engineering Technology 7

Industrial and Systems Engineering 0

CEAS total EEP placements = 205

College of Design, Architecture, Art, and Planning (DAAP)

Bachelor of Science in Architecture 4

Communication Design 42

Fashion Design 45

Fine Arts 29

Industrial Design 74

Interior Design 10

Master of Architecture 1

Master of Community Planning 0

Master of Design 1

Master of Landscape Architecture 0

Urban Planning 5

DAAP total EEP placements = 211

School of Information Technology (SoIT)

Cybersecurity 66

Information Technology 77

Masters of Information Technology 0

SoIT total EEP placements = 143

EEP highlights



Aditya Pawar, Computer Science

Aditya Pawar participated in an EEP by exploring algorithms for image deblurring using linear algebra techniques and directly applying them using MATLAB. By constructing a mathematical model to represent the blurring process and manipulating it, he sought to reverse the blurring effect, resulting in significantly improved image quality. This field has wide-ranging societal applications, including sharper medical scans, clearer astronomical imagery, and enhanced visual data for autonomous vehicles, while also contributing to the field of image processing. Pawar presented his findings during UC's 2024 Undergraduate Research Scholarly Showcase.



6 - Jessica Pham/photo provided

Jessica Pham, Cybersecurity

Jessica Pham participated in the experiential exploration program by completing more than 350 hours of independent work. She crafted a portfolio website to showcase her projects and achievements, earned a Google cybersecurity professional certificate, and invested many hours coding a Java-based phone tracker and AI generator. “Independently participating in the EEP program at the University of Cincinnati has facilitated significant personal and professional growth, fostering skills like self-discipline, motivation, and effective time management through independent project work. I've gained hands-on experience in coding languages, enhanced my resume, and developed a balanced approach to work and personal life, ultimately preparing me for success and future career pursuits,” said Pham.



7 - Pete Huster, DAAP alumni and owner of Huster Design. Photo provided.

Pete Huster, DAAP '84

Pete Huster, DAAP alumni and owner of Huster Design, volunteered to lead an Experiential Exploration Program entitled Creativity & Concept Development for 10 communication design students during spring semesters 2023 and 2024. Over the course of 14 weeks, Huster, a class of '84 Graphic Design graduate, met with students weekly, teaching them about rapid skill development related to ideation, creativity, and imagery design representing a target message. Students worked independently to prepare creative solutions for branding, application, and environmental design. "[This experience] has significantly improved my confidence in my design thinking, strategy, and practical skills. I now understand how to view and analyze designs through the eyes of a designer, and I am able to more regularly distinguish what makes a design good rather than just okay. My EEP semester has taught me far more than just practical design skills, too, and I would definitely like to thank Pete for his part in that," said Maria Langdon, EEP student, DAAP CODE '27.

1819/CID project-based innovation challenges



*In collaboration with UC's 1819/Cincinnati Innovation District, **129 students** participated in **16 project-based innovation challenges**, collectively earning more than **\$73,000** between February 2022 through May 2024.*

Service-Learning Co-op

The Service-Learning Co-op program gives students the opportunity to earn income, get real-world experience, and make valuable contributions to nonprofits in our community.

*Last year **132 UC students** participated in Service-Learning co-op. They supported **71 nonprofits** in our community and collectively earned more than **\$332,000**. *Student service-learning co-op earnings are based on estimates*



8 - Grace Shields/photo provided.

“I would not be where I am today without the service-learning co-op program. This program renewed my self-confidence and steered me toward a career in nonprofit work. In a world where having a college degree is oftentimes not enough to get a job, I’m immensely grateful to the service-learning co-op program for providing opportunities so that students like me, can gain relevant experience while supporting nonprofits in our communities.”

– Grace Shields, A&S ‘24

On-campus co-op

An on-campus co-op gives students in any major an opportunity to earn and learn through a meaningful and convenient work experience. It’s also a great option for international students, who are permitted to work on campus up to 20 hours per week during a semester in which they are enrolled in classes full-time without being required to submit a Curricular Practical Training (CPT) request to UC International Services.

Last year, **596 students** participated in on-campus co-op. We partner with **more than 40 on-campus employers**, including:

- Student Creative Agency
- Learning Commons
- RED Resident Education and Development
- Student Affairs
- Student Activities and Leadership Development



9 - Bethany See/photo provided.

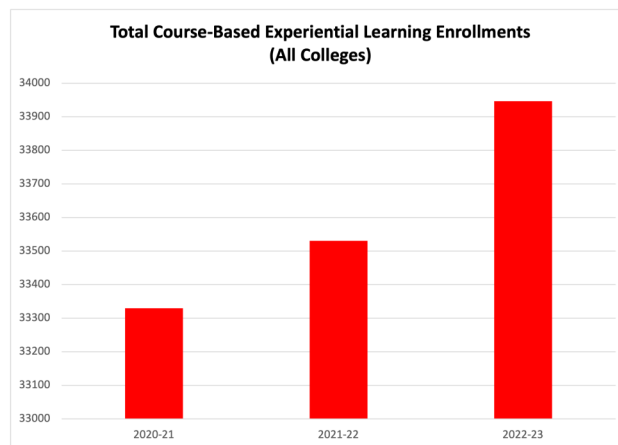
“Having extensive writing and creativity skills is a valuable asset, but I didn’t realize how practical those skills could be until I put them into use in a professional space like marketing. In my position as an on-campus co-op, I’m able to make and collaborate on social media posts, edit newsletters, write articles, promote career fairs, and assist with various communications tasks around the college. I also get hands-on guidance from my supervisor and the chance to take a career education and co-op class, allowing me to obtain even more professional guidance.”

– Bethany See, A&S '24

Experience-Based Learning

Experience-based learning isn't limited to just co-ops and internships—it takes place in many forms and across all colleges at the University of Cincinnati.

Total Experience-Based Learning Course Enrollments Across UC



10 - Bar chart that depicts total course-based experiential learning enrollments across all colleges at UC: 2020-21 enrollments = 33,330; 2021-23 enrollments = 33,530; and 2022-23 enrollments = 33,946. *Source: UC Institutional Research

*Total course-based experiential learning enrollments across all colleges at UC increased from 33,330 in 2020-21, to 33,530 in 2022-23. *Source: UC Institutional Research*

12 types of course-based experiential learning across UC

- Co-op (24.41%)
- Undergraduate Research (16.64%)
- Performance & Exhibition (14.05%)
- Clinical (11.43%)
- Service-Learning (10.03%)
- Practicum (5.77%)

- Internships (5.54%)
- Honors (3.02%)
- International (2.88%)
- Peer Education (2.71%)
- Student Teaching & Field Experience (2.13%)
- UC Forward / Transformational (1.41%)

Non-Mandatory Professional Development Course Enrollments

Total professional development course enrollments for non-mandatory co-op students was 3,270 (summer 2023, fall 2023, spring 2024).

PD1070

During the past academic year, the Multidisciplinary Career Education Unit collaborated with the College of Arts & Sciences to pilot 27 sections of PD1070, a course that satisfied the first-year experience (FYE) and first-year career education requirement. The fall 2023 FYE assessment evaluation ranked the course higher on every FYE assessment metric than the average of all UC first-year experiences. That means this course is making an impact on first-year student success and experience. The pilot will expand to 51 sections in fall 2024 and peer instructors will be integrated alongside full-time instructors in 11 sections to enhance the student experience and address sense of belonging concerns using peer-to-peer support.



11 - This picture was taken in 2023, at the first pre-semester training for first-year seminar instructors. Since then, this team of instructors has impacted hundreds of students and laid a strong foundation for new instructors as we head into the next academic year.

Optional co-op subplan

The optional co-op subplan for College of Arts and Science students in select majors provides an opportunity for students to engage in compensated, career-oriented experiences and reflect upon and integrate their experience within their undergraduate degree. Engaging in several meaningful career-related experiences prior to graduation provides students with an opportunity to develop transferable skills and provides them with a competitive edge as they enter the workforce. Built with **maximum flexibility**, the optional **co-op subplan** allows students to combine academic coursework with **full- or part-time paid work experience** (co-op).

Available majors:

- Communication
- Political Science
- International Affairs
- Law & Society
- Environmental Affairs
- Sociology
- Math
- Statistics
- Cosmetic Science

Service-Learning Courses

In addition to students gaining experience through service-learning co-op, students also participate in Service-Learning courses. These classes work directly with a nonprofit organization to provide services that support the community organization. This allows professors to teach material in a hands-on, experiential way, while students build their skills, resumes and portfolios in a structured environment while earning course credit.

Service-Learning courses take place across many colleges at the University.

Doing Good Together Service-Learning Course

Students in Profs. Flavia Bastos and Robin Selzer, PhD's Doing Good Together course presented and advocated for UC and UCH-Affiliated organizations to receive a re-allocation of funds. Thanks to these students, the Osher Center for Integrative Health at the University of Cincinnati, Level Up Cincinnati, Gen-1 House at the University of Cincinnati, UC Blue Ash College Community Dental Day, and the Bearcat Pantry all received additional funding to support our

Bearcat community. The University of Cincinnati Foundation surprised students by doubling the funds awarded to \$40,000.



Transdisciplinary Innovation and Design Thinking Certificate

The College of Cooperative Education and Professional Studies will begin offering the Transdisciplinary Innovation and Design Thinking Certificate this year.

- Undergraduate certificate open to any UC student
- Emphasis on transdisciplinary approaches to innovation and transferrable tools / mindsets
- Provides a clear pathway for students to pursue innovation and design thinking in their UC education
- Learning outcomes and content informed by institutional expertise + industry and student input
- Replaces underutilized UC Forward innovation and design thinking certificates

Neil Armstrong New Frontiers Award for Innovation Leadership

The Neil Armstrong New Frontiers Award for Innovation Leadership is awarded annually to an individual or team whose leadership of innovation initiatives or projects empowers and elevates others in the University of Cincinnati innovation ecosystem to reach new levels of innovation potential.

This year's award went to the team of **Akash Khanikor**, a senior studying physics with an economics minor, and **Jonathan Raj**, a senior in biomedical engineering.

Raj and Khanikor are being recognized for their work to advance strategic foresight and futures research at UC. Over several semesters, they have sought increasing levels of responsibility and leadership, including serving as peer leaders for more than 20 students on various research

teams. They also played key roles in the publication of the first annual Future Creators research publication, released in December 2023.



12 - Students Akash Khanikor (left) and Jonathan Raj (right) have been leaders in innovation at UC. Photo/provided

Undergraduate Research

The Office of Undergraduate Research provides programs and resources that help students access research experiences, advance as research professionals, and celebrate achievement. Its largest annual event is the Undergraduate Scholarly Showcase.

Undergraduate Scholarly Showcase

During the Showcase, students from across the university communicate original research and scholarly work in the form of virtual and in-person presentations. The Showcase is an important professional development opportunity for students and is commonly used to satisfy course and capstone requirements. This year **415 students** representing **35 majors** presented their research findings.

Undergraduate Research Student Highlights

Eden Davis, Psychology

Since 2022, Eden Davis has worked under the guidance of Dr. Dana Harley at UC's School of Social Work, using photovoice research methods to glean insight into perceptions of well-being, social vulnerability and support systems within the Black family structure. In 2023, she embarked on a second project with Dr. Barbara Giambra at Cincinnati Children's Hospital to understand better the impact of family management practices on children with complex chronic conditions. For the past academic year, Davis participated in the Leadership Education in Neurodevelopmental Disabilities (LEND) Program to develop cross-cultural clinical and research skills.

In addition, she is a McNair Scholar, a finalist for the 2023 Alpha Phi Alpha Fraternity Miss Black and Gold Scholarship Pageant, and a recipient of UC's Senior 100 Award, which recognizes 100 seniors as servant leaders in their community.

Davis plans to pursue a master's degree in community health and prevention science and, later, a PhD in psychology, so she can continue her research while implementing evidence-based interventions in the community.

Anushkaa Parwade, Cell and Molecular Biology

Anushkaa Parwade is a cancer biologist. Since 2022, she has worked under the guidance of Dr. David Plas at UC's College of Medicine, using gene editing techniques to explore cellular mechanisms that could lead to targeted drug therapies. She also worked on a brain-eating amoeba project under the guidance of Dr. Yoshi Odaka at UC Blue Ash. She has presented her research at five conferences, including UC's Undergraduate Scholarly Showcase twice, the UC Cancer Metastasis Symposium, The Ohio River Valley Cytometry Association, and the American Society of Microbiology.

Parwade has a strong record of achievement not only in research but also in building up the research community. As president of UC's Undergraduate Research Society, her focus on community-building has resulted in a significant increase in membership and engagement.

After graduation, Parwade will spend a year working full-time in a cancer research lab as she prepares to pursue a PhD in molecular biology with a specialization in cancer progression.



13 - Eden Davis (right) and Anushkaa Parwade with Undergraduate Research Director, MK Lamkin. Photo/Emily Sullivan

Bearcat Promise Career Studio

In addition to curricular-based learning, the College of Cooperative Education and Professional Studies provides extensive career services to all UC undergraduate students through the Bearcat Promise Career Studio. Students have access to online tools and career coaching, both in-person and virtually. Career Coaches offer help with personality and career assessments, interview preparation, resume feedback, career selection, networking, salary negotiation, continuing education and job opportunities.

Students served by Bearcat Promise Career Studio in 2023-24, included:

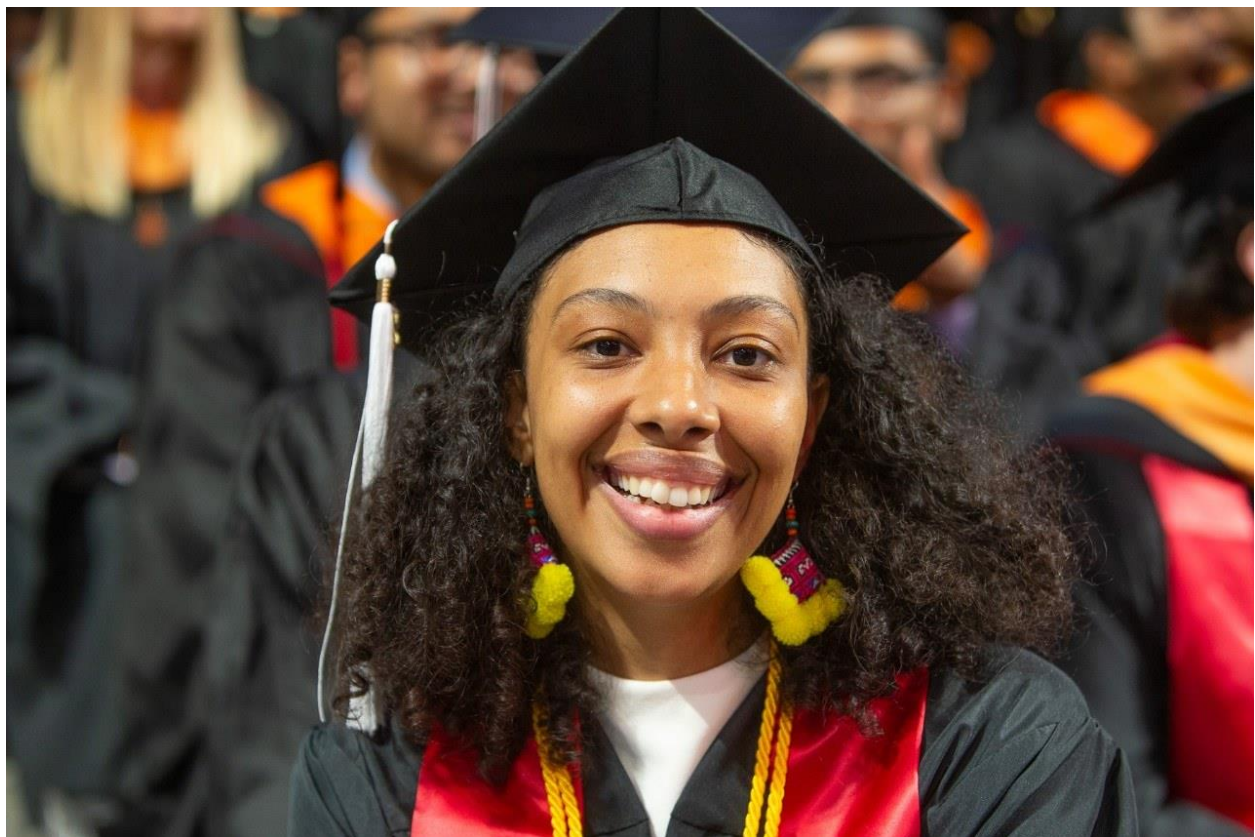
- **2,578 headshot appointments** capturing over 24,000 student images used for LinkedIn and Handshake profiles
- **1,082 walk-in appointments** with peer career coaches
- **438 one-on-one appointments** with our two career coaches
- **156 interview booth appointments** in the Career Studio

An additional **5,000+ students** were supported through workshops, events, and presentations hosted by the Career Studio.



14 - Photo booth inside career studio. Photo/provided by Ellie Bridges.

Bachelor of Arts in Professional Studies



“With experience at its core, UC’s Bachelor of Arts in Professional Studies is designed with adult learners in mind. The flexibility of the program allows students to progress at their own pace and to gain credit from previous life experience. This degree represents a leap forward for

individuals who want to advance in their careers or those seeking to fulfill the life goal of graduating from college."

- Dean Michelle Clare

The College of Cooperative Education and Professional Studies launched the Bachelor of Arts in Professional Studies (BPS) in fall 2023. Offered through UC Online, BPS gives adult learners the ability to use their existing work experience as credit towards a degree.

The program curriculum is designed to flex according to each student's aspirations and their unique situations.

- BPS incorporates **co-op learning** throughout so that students enrolled can work full or part-time while completing these courses and learning from professional experience.
- Online courses focus on **skills and competencies employers are seeking**.
- This program provides the unique opportunity to earn credit for courses through **prior college credits and life experience**.

Student Enrollments

- 38 active students currently enrolled in BPS, 2 students to graduate in summer '24
- On-track to achieve goal of 50 students enrolled in the program's first year
- Age range from the first cohort of students: 22-57
- 13 students from the first cohort earned 18 credit hours for prior work experience

Gabrielle Williams, Professional Studies

"A little over 12 years ago, I received an associate's degree with a certificate in massage therapy. I worked for myself for 3 years, then went on to own and operate a boutique spa in the downtown of a well-known metropolis. I sold my business to travel around the world for two years. Now that I'm back in America, I am finally getting a bachelor's degree." – Gabrielle Williams, the very first graduate of the College of Cooperative Education and Professional Studies and the first student to earn the Bachelor of Arts in Professional Studies degree. (pictured above)

Professional & Continuing Education

Professional and Continuing Education opens access to higher education beyond those seeking a traditional degree. Offerings are designed specifically for adults and include lifelong learning, skills development, and workforce development. CCPS coordinates professional and continuing education programming for the university through Skills@UC and has three signature programs -Osher Lifelong Learning Institute, Communiversity, and UC Aspire.

Osher Lifelong Learning Institute (OLLI)

The Osher Lifelong Learning Institute (OLLI) at UC offers hundreds of noncredit daytime courses for personal enrichment taught with adult learners in mind. There are no tests or grades—just the joy of learning new things.

OLLI offers in-person and online classes about current events, history, travel, health and wellness, and more. From summer 2023 through spring 2024, **474 classes** were offered through the support of OLLI's nearly **450 volunteers!**

In FY24, OLLI had over **3,200 participants** across the four terms, a **5% increase** from the previous year. The average age of OLLI students is 73 years young and many are UC alumni, retired faculty and staff.



15 - Cincinnati POPS Conductor John Morris Russell shares his artistic vision with an OLLI class on creativity. Photo/provided by Kristin Suess.

Communiversity

Communiversity is part of the University of Cincinnati's commitment to lifelong learning. Classes are held in-person on weekday evenings and weekends, online, and in venues around Cincinnati, tailored with the adult learner in mind. Taught by UC educators, experts, and artisans from the Cincinnati area, they bring the passion for their topics to the classroom, offering endless opportunities to develop, grow, and learn something new.

Between July 1, 2023, and March 1, 2024, Communiversity offered **145 classes** and served **934 learners**.

About Communiversity students

- Learners live in or around Cincinnati (75%), Northern Kentucky (14%), and Indiana (11%)
- 72 learners used the promotion discount code granted only for UC Alumni, staff, faculty, and students
- 59% of learners attended one class, 13% of learners attended two classes and 28% of learners attended 3-5 classes
- Over 130 learners purchased an additional class enrollment for a family or friend

About Communiversity classes

- Topics included art, dance, cooking, health and fitness, history, hobbies, languages, music, nature, professional development, and wellness.
- Art, history, and health and fitness were the most popular of these topics.
- Two format types: One-day workshops and monthly courses where learners meet 5-8 times.
- Over 25 offsite classes were offered in and around Cincinnati, including Mt. Airy, Fountain Square, Mt. Echo Park, Spring Grove Cemetery, Arts Wave Walking Tour (downtown), and many more.

Ed2Go

In addition to in-person classes, Communiversity offers non-credit online classes through its partnership with ed2go. Learners complete a class to earn a certification for a specific job skill or to prepare for college. Between July 1, 2023, and June 30, 2024, **245 learners** participated in Ed2Go classes (**up 11%** from the previous year). Of these, 163 learners successfully finished their course(s) and earned certification. The most popular classes were grant writing, medical coding, and Spanish.

Engagement reach

Communiversity classes are marketed to current and prospective learners through its website, email newsletters, social media, public Cincinnati event calendars, fliers, and online advertisements. This marketing had a great reach, with over 45% of learners hearing about Communiversity through its website, Facebook and Instagram pages.

- Between July 1, 2023, and June 30, 2024:

- 140 newsletters were sent to an audience of approximately 7,000 people each month
- Facebook followers increased to 1,873 followers
- A Communiversy Instagram profile was launched in 2023 with 156 followers



16 - Communiversy students participating in a Lebanon Museum Tour. Photo/provided by Frank Loomis.

UC Aspire

Aspire programs help unemployed and underemployed individuals gain skills to increase employment and earning potential, and transition to post-secondary education and training. Classes are held virtually online, in person at UC's Victory Parkway Campus, and onsite at some workplaces.

Through UC Aspire, adult learners can:

- Prepare for the GED® (Graduate Equivalency Degree) Examination
- Attend ABE/ASE (Adult Basic Education/Adult Secondary Education) courses to gain foundational academic skills
- Improve English language skills for a specific career through ESOL (English for Speakers of Other Languages) classes

- Work toward an industry recognized credential (IRC) and prepare for the workforce through Integrated Education & Training (IET)
- Build skills and knowledge during paid work hours to advance in their roles through Workplace Education Programs (WEP)
- Earn digital skills certifications in Microsoft Office Specialist (Excel and Word), Google IT Support, Google Data Analytics, CompTIA IT Fundamentals, and CompTIA A+

About Aspire students

UC Aspire learners come from all socioeconomic backgrounds, races, countries, and educational levels. For the period between July 1, 2023, and June 30, 2024, UC Aspire registered **550 learners** and served **293 enrolled learners** (the state of Ohio's Aspire program defines an enrolled student as one who has received 12 or more hours of service/instruction).

These learners identified as:

- 198 (36%) male / 348 (63%) female / 4 (1%) no gender selected
- 239 (43.4%) Black
- 170 (30.9%) white
- 83 (15%) Hispanic
- 36 (6.5%) Asian
- 1 (0.18%) Native
- 17 (3%) two or more races

UC Aspire learners range in ages:

- 8 (1.4%) are 16 to 18 years old
- 81 (14.7%) are 19 to 24 years old
- 343 (62.3%) are 25 to 44 years old
- 98 (17.8%) are 45 to 59 years old
- 16 (2.9%) are 60 and older

Fiscal Year 2024 participants

Of the 293 total learners enrolled in UC Aspire between the period of July 1, 2023, and June 30, 2024, 157 learners were enrolled in ESL classes, 12 were enrolled in GED classes, 111 were

ABE/ASE learners enrolled in Integrated Education & Training (IET) programs, and 13 were learners from Nehemiah Manufacturing Company employees enrolled in a Workplace Education Program. These 293 learners logged 14,377 instructional hours – an average of 49 instructional hours per student.

Industry-recognized credentials

For the period between July 1, 2023, and June 30, 2024, UC Aspire learners earned the following industry-recognized credentials (IRCs):

- 1 High School Equivalency diploma by passing the GED® exam
- 12 CompTIA A+ Core 1 and Core 2 credentials, considered “the industry standard for launching IT careers into today’s digital world” (CompTIA.org, n.d.)
- 3 CompTIA IT Fundamentals (ITF+) certifications, “an introduction to basic IT knowledge and skills that helps you determine whether you have what it takes to work in IT” (CompTIA.org, n.d.).
- 4 Google Data Analytics certifications
- 5 Google IT Support Professional certifications
- 1 Microsoft Excel Specialist certification

UC Aspire highlights

Three Aspire learners took part in UC’s nationally recognized cooperative education program in AY24.

Jovita Coppage, Google Project Management

Jovita Coppage earned a Google Project Management Certification through Aspire. She completed a co-op with Business & Individual Development (BID), a Black-, woman-owned tech start-up that assists businesses with navigating the complexities of technology implementation and agile methodologies.

Jessica Maus, Google IT Support Professional and Kyle Nash, Google Project Management and Core 1 CompTIA A+

Students Jessica Maus and Kyle Nash are currently working with UC Aspire as IT Support co-ops, providing technical assistance to students enrolled in the program, managing UC Aspire’s loaner laptop program, and assisting George Russell, CCPS assistant director of IT. In addition to their co-op duties, Jessica Maus earned the Google IT Support Professional certification; Kyle Nash earned the Google Project Management certification and Core 1 of the CompTIA A+ certification.

Employer highlight

In collaboration with the CCPS Partnership Development team, UC Aspire piloted its first Workplace Education Program (WEP) at Nehemiah Manufacturing, a second-chance employer and P&G affiliate. Training success is tied to the employee's attainment of basic and higher-order math skills needed to meet company goals and carry out company work processes and job tasks. These include the skills required to solve problems, work in teams, and make decisions related to products and processes affecting employees' work. Upon successful completion of training, employees are eligible for Nehemiah's internal assessments and pathways to promotion.



17 - Nehemiah employees waiting for class to start. Photo/provided by Emily Aleshire.

Skills@UC

In August 2024, [Skills@UC](#) will officially launch across the university. Skills@UC is the new system of record for non-credit programming at UC. Powered by Modern Campus' Destiny One, [skills.uc.edu](#) will be a one-stop shop for learners to browse non-credit offerings from across the university. Programs will gradually be added to Skills@UC throughout AY25.

Skills@UC provides a university-wide foundation and infrastructure to support Professional and Continuing Education. This approach will allow the university to diversify its portfolio of offerings, reaching a broad range of learners and corporate/non-profit partners who will gain access to university expertise through flexible, affordable, non-credit offerings.

This past year, a team of staff from CCPS partnered with the Office of the Provost, DTS, IDM, Marketing and Communications, the Office of the Registrar, Accreditation & Curricular Operations, and colleges to lay the groundwork for this new system.

- Significant outcomes from the past year include:
- Shaping the Destiny One product to meet the needs of UC

- Making significant steps toward developing a public-facing website for Skills@UC
- Marketing and registering Communiversity and UC Aspire classes on Skills@UC
- Developing language, policies, and guidance around non-credit offerings and awards
- Surveying the landscape of current non-credit offerings across UC
- Supporting colleges in expanding their knowledge of non-credit offerings
- Developing resources to support colleges in using the Destiny One product

Employer Partners

Number of unique employers who hired students

- 1,719 unique employers

Number of new employers in our job search systems

- Total new companies posting in PAL: 721 (of these 582 hired)
- Total new companies posting in Handshake: 3,039
- Total new positions in PAL: 1,210
- Total new co-op/experiential learning/internship/fellowship postings in Handshake: 2,991
- Total number of all postings in Handshake last year: 126,181

Number of new employer leads

- Total leads generated and contacted: 3,342
- Female and Minority owned or led businesses: 664
- Leads converted: 604 (plus 297 nurturing)

Industry Advisory Cabinet

Strengthening national support for cooperative education, an Industry Advisory Cabinet comprised of respected leaders across several industries formed in spring 2024 to serve as a significant resource for the College of Cooperative Education and Professional Studies. The Industry Advisory Cabinet (IAC) was established to help bridge industry with higher education.



18 - Industry advisory cabinet members meet for inaugural meeting. Photo/provided.

“We want to support students entering the workforce by establishing an ongoing dialogue with industry partners,” said Dean Michelle Clare of the College of Cooperative Education and Professional Studies. “Our advisory cabinet can provide insight into what’s needed to help students stand out as best in class in a competitive, ever-changing job market.”

Partnership Highlights

Western & Southern Career Development Center

Western & Southern will open a Career Development Center in University Square during the upcoming Fall semester of 2024. This collaborative initiative, in conjunction with their Gerber Life Insurance division, will introduce students to the intricacies of the life insurance industry. Students from across campus, from various academic programs, will have the opportunity to be considered for positions within the center.

The Center not only promises part-time roles with flexible hours and attractive pay-rates throughout the academic year and summers but also includes opportunities for full-time co-op placements within various sectors of the Western & Southern group of businesses. The inaugural cohort of 18 students will start full-time summer co-op experiences at the Western & Southern Global Headquarters in downtown Cincinnati, starting May 2024. This experience will result in the acquisition of a Health and Insurance License, a necessity for those venturing into life insurance sales. Subsequently, an additional 15 part-time co-op positions will be added in the fall. In total, 35 students per year will be invited to work inside the center.

Western & Southern has also committed to an academic partnership by establishing two scholarship funds, collectively offering \$80,000 over the next two years. Participation in the Career Development Center neither guarantees nor precludes eligibility for these scholarships.

CCPS Partnership Development and Adopt A Class

A small group of CCPS staff from the Partnership Development team have partnered with Adopt A Class to mentor a 7th grade class of STEM students at Hughes High School. Adopt A Class is a program that aligns industry professionals with K-8 students in Cincinnati area schools, creating an understanding of potential career paths from an early age.

The Partnership Development team has used this opportunity to engage with the students, discussing educational pathways and career paths that pique their interest.

We have experienced growth among the students in our class, seeing them gradually become more comfortable sharing and overcoming initial shyness. We hope to finish the year with a field trip to UC to show off the exciting things available to them as they pursue academic and professional goals.

Mantei Gift

Through the generous gift of UC Alumni Jim Goetz, the College of Cooperative Education has expanded co-op offerings nationally. His donation funds UC's Co-op Ambassador Scholarship which provides financial assistance to help offset cost of living and travel expenses for students who co-op in select cities across the U.S. The Mantei Gift also makes it possible for the Partnership Development team to cultivate new employer relationships and broaden student co-op experience offerings.

The metropolitan areas have been carefully selected for the presence of high-profile companies and potential for significant job growth. They are: **Atlanta, Austin, Boston, Chicago, Dallas, Denver, Houston, Los Angeles, Nashville, New York, San Francisco, Seattle and Washington, DC.**



19 - Thomas Mantei, PhD, and Anusha Chitranshi, CEAS '24

Co-op Ambassador Scholarship

Since summer 2022, the Mantei Gift has supported **475 UC co-op students** with a total of **\$1,267,000 in scholarships** in select metropolitan areas!

New employers and job postings

New employers and positions in Handshake since launching the initiative in fall 2022, include **444 new employers** and **2,857 new positions + an additional 116 job postings** in UC PAL.

Service-Learning Funding

Starting with an initial investment of \$30,000 in 2019, with support from the UC Foundation, funding for the Service-Learning program has grown to more than \$1.5 million. Our generous sponsors include the Ohio Department of Labor, the Haile Foundation, the Joe Burrow Foundation, the Ravetta Fund, the Tim and Janet Johnson Fund, and the APLU/USU. Since inception, we have placed close to 800 students in the nonprofit sector and have served over 150 nonprofits in multiple sectors.

Last year, the service-learning co-op program at the University of Cincinnati received a 'Do Good Grant' from The Joe Burrow Foundation. The funding provides stipends to UC students pursuing degrees in social work for their meaningful, service-oriented work in the mental health field. With the award, UC created a number of service-learning co-ops for students majoring in social work, enabling those students to get paid, practical experience in their major — all while working with local non-profits who support our community members with the greatest needs.

Co-ops to Careers

Our most recent award is funding from the [ECMC Foundation](#). This \$400,000 infrastructure grant is based upon our piloted *Co-op to Careers with CPS Strong initiative*, which was funded at the amount of \$20,000 by the APLU/USU (via [Seeding Innovation to Deliver 21st Century Skills](#) grant). The obstacle (“lesson learned”) that we encountered during the APLU/USU pilot is what ECMC’s \$400K investment is solving for – ***building the needed infrastructure so that the***

university can better support students that have been historically marginalized and left out of high-impact, meaningful, and paid experiential learning opportunities.

We discovered during the pilot that many students (particularly low-income, underrepresented, and underserved students), require nuanced and strategic support to engage these opportunities, to have the competitive portfolios and materials needed to apply to a position, to know how to prepare for and navigate an interview, and to otherwise pursue pathways toward student success. The Co-op to Careers program is strategically designed to provide additional and targeted support for underrepresented and underserved students, primarily first generation and low-income students who often come from marginalized Cincinnati communities. Our initiative is also designed to simultaneously improve the rate at which the university meets industry demand for a workforce that is diverse, equitable, and inclusive.

Post-graduation career outcomes for 2022 graduates

The University of Cincinnati's College of Cooperative Education and Professional Studies, in conjunction with the Office of Institutional Research, presents data on post-graduation outcomes by degree type and by college, to assist prospective students in planning for their future.

We present the percentages of graduates who are employed, not employed, not seeking employment, or continuing their education at the time of data collection, along with the three-year average salary of graduates by degree type and college.

In accordance with guidelines set by the National Association of Colleges and Employers (NACE), data is collected six months to one year after completion using national and state databases and surveys.

For additional information and accessible tables, visit [Post-Graduation Outcomes 2021-22](#).

Notes

- Figures for 2021-2022 cover individuals who completed a degree or certificate in the Summer 2021, Fall 2021 or Spring 2022 semesters.
- We do not determine whether a graduate's reported job title is related to his or her academic degree. To remove bias, and in accordance with NACE guidelines, if a graduate reports that they are working full-time and/or has an annual salary above the equivalent of full-time work at minimum wage, their salary is included.
- Figures reflect base salary and do not include bonuses, commissions, fringe benefits or overtime pay.

- Some rows do not equal 100% due to rounding.

Overall University of Cincinnati information

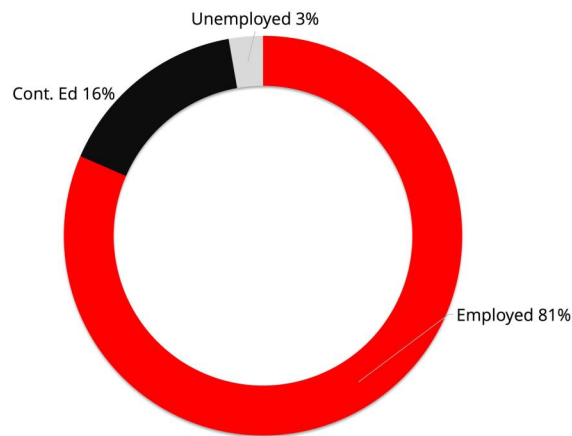
Known outcomes for 96.9% of graduating students

81.22% employed

15.66% continuing education

2.76% unemployed

Average salary: \$74,342



20 - Post-grad data 2021-22

Top 5 employers after graduation

1. Cincinnati Children's Hospital Medical Center
2. University of Cincinnati
3. Bon Secours Mercy Health
4. University of Cincinnati Medical Center
5. Medpace Inc.

Top 5 universities where UC graduates pursue degrees after graduation:

1. University of Cincinnati (Non-med)

2. Northern Kentucky University
3. University of Cincinnati - College of Medicine
4. The Ohio State University
5. Cincinnati State