



Faculty Council  
of the University Senate





## Buckeye Barriers

Kris Devine, Vice President of Operations and  
Deputy Chief Financial Officer

and

Lisa Plaga, Controller and  
Senior Director Shared Service Centers



# Travel Feedback Summary

## Processes

- Time consuming
- Overly complicated
- Large number of approval steps
- Eliminate the preapproval process

## Travel Agency Mandate

- Requirement to use the travel agency/on-line booking tool to book airfare
  - Perceived cheaper to book elsewhere
  - Perceived lack of flight availability
- Strong desire to travel with partner/family

## Policy

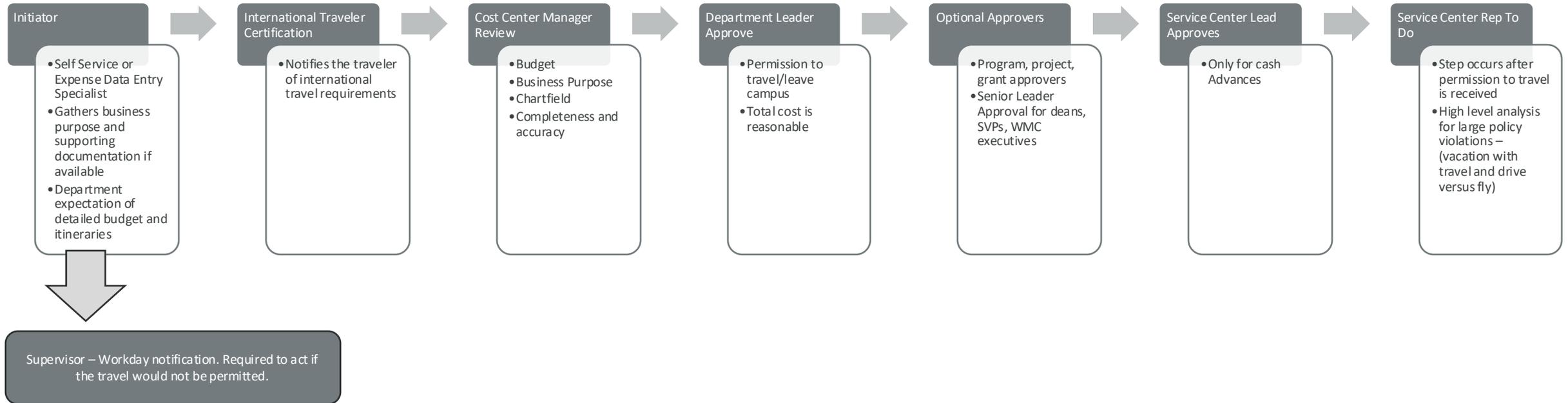
- International travel costs
- Travel costs for family when traveling on grants
- Childcare when on travel status
- Thresholds for comparison analysis
- 60-day receipt requirement
- Rental car gas fill-up requirements

## Bureaucracy

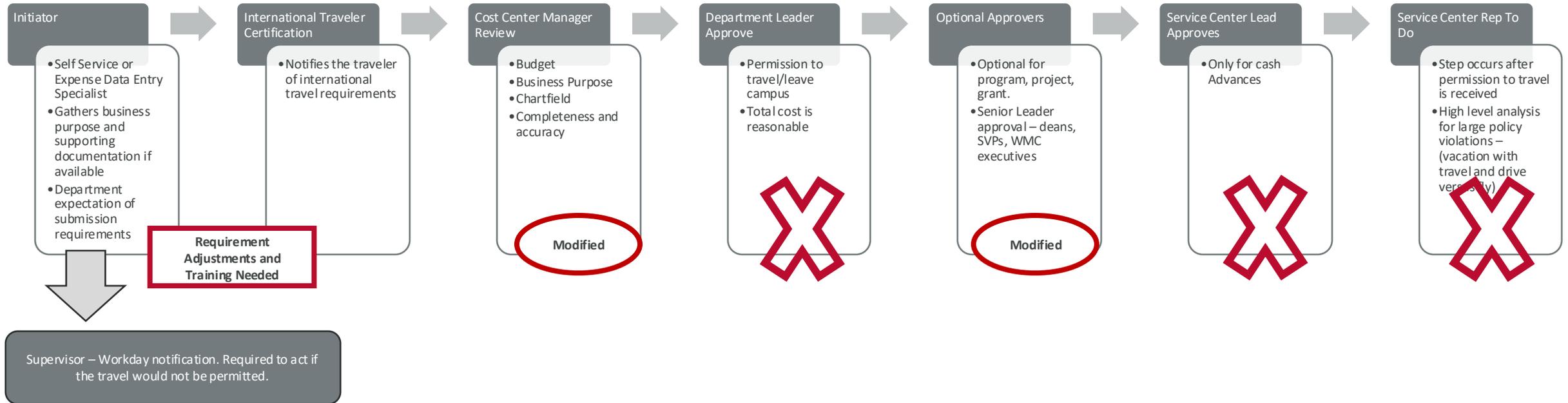
- Traveling to home countries
- Large volume of paperwork/documentation
- Detailed budgeting
- Detailed paperwork submission
- Required cost comparisons – flight, rental car
- Required use of rental car contracts
- Purchase of cheapest flight
- Providing credit card statements
- College specific policies that are more restrictive than the university



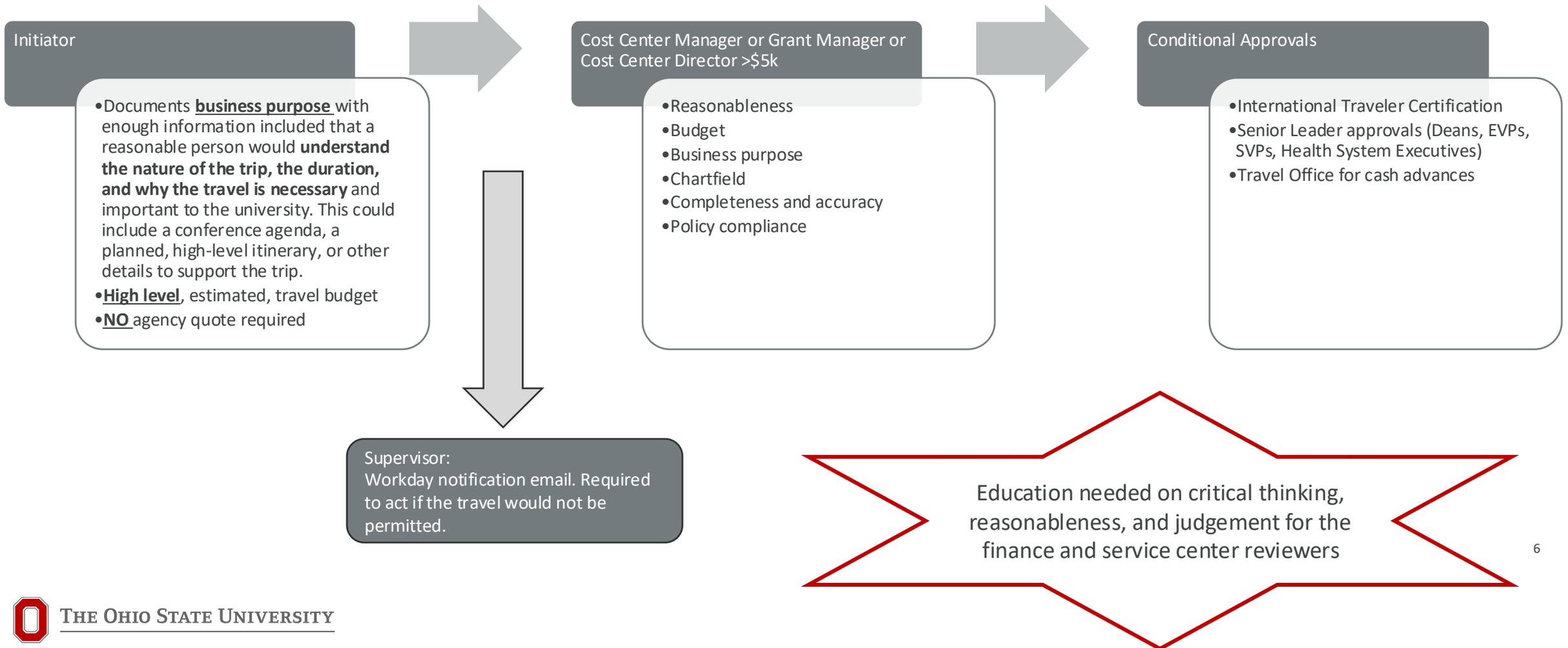
# Current State Travel Approval Process



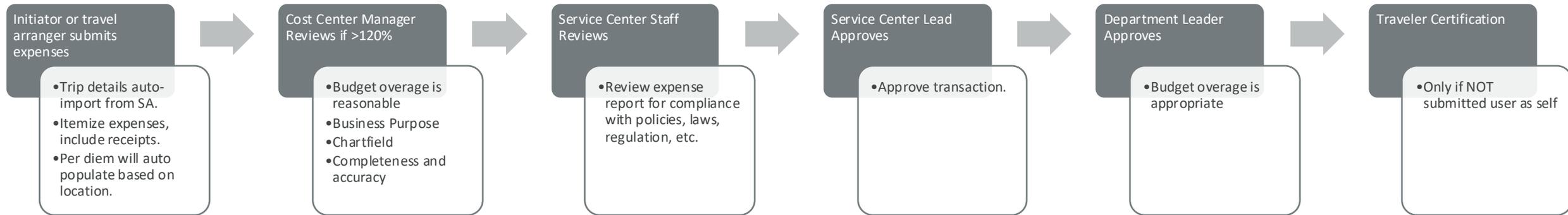
# Current State Travel Approval Process



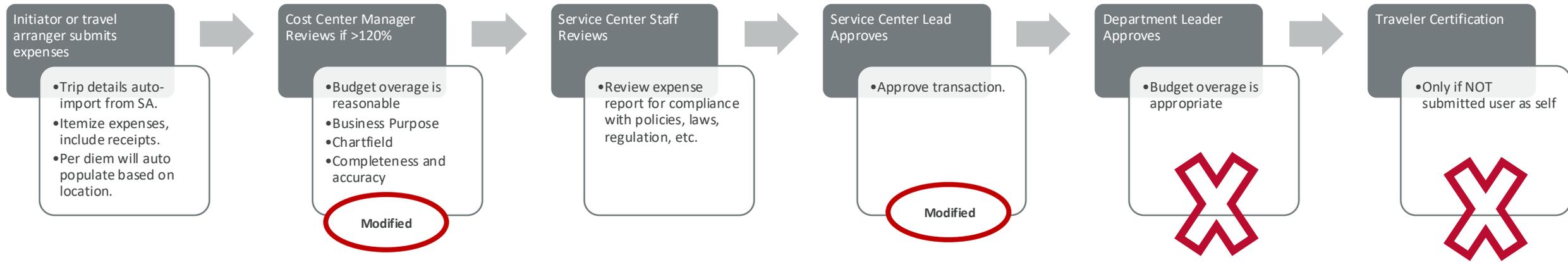
# Future State Travel Approval Process



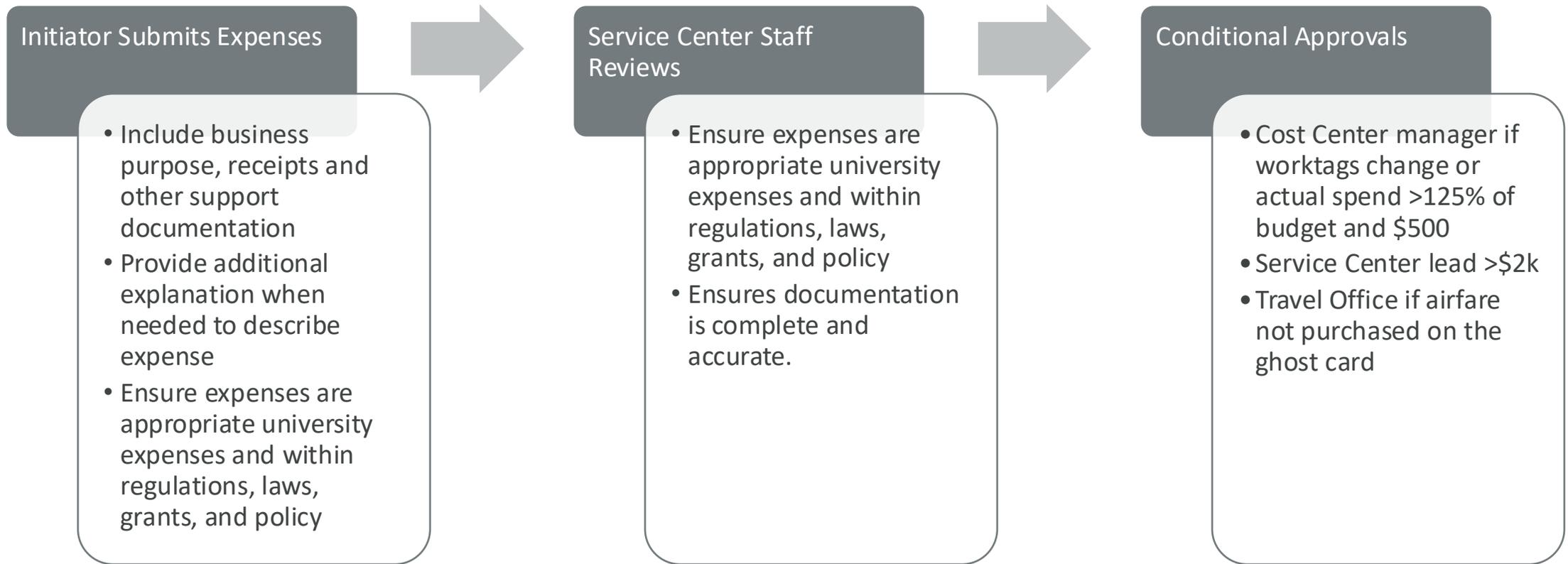
# Current State Travel PCard and Expense Reimbursement Process



# Current State Expense Process for PCard and Expense



# Future State Travel Expense Process for PCard and Expense



# Travel Agency Mandate



Why?

## Duty of Care

*Purpose* - Legal and ethical obligation to ensure the health, safety, and security during business travel.

*General travel location* – we garner your approximate travel destination and dates through Workday.

*Specific air travel details* - Booking through the agency integrates with our emergency response system. This provides airline details with any changes being updated real time.



Process enhancements

## Airfare price comparison

1. Agent will review fare, confirming dates, times, airline, and class of service. Discuss any differences with the traveler.
2. Ensure the flight is not available through the agency system, confirming that the flight is not already held by the traveler.
3. Book the flight through the alternative travel website.
4. If not resolved, escalate through the agency and with the Travel Office.



# Travel Policy – Proposed Changes

Subject	Current Policy/Practice	Proposed Changes
Add thresholds for cost comparisons	<ul style="list-style-type: none"> <li>• Cost comparison are always required.</li> </ul>	<ul style="list-style-type: none"> <li>• Personal travel comparisons only required when flight is &gt;\$1k</li> <li>• Drive versus fly is only required when location is &gt;450 miles or the airfare is &gt;\$1k</li> <li>• Rental vehicles versus personal mileage NOT required</li> </ul>
Childcare costs	At home childcare permitted when traveling to conferences for greater than <u>5</u> business travel days	At home childcare permitted when traveling to conferences for more than <u>2</u> business travel days
Per diem	<ul style="list-style-type: none"> <li>• Maximum of 75% per diem for in transit travel days</li> <li>• Prohibit alternative meals if conference meals are provided</li> </ul>	<ul style="list-style-type: none"> <li>• Remove the 75% cap</li> <li>• Allow for reasonableness for alternative meal options</li> </ul>
60-day receipt requirement	60 days from date of expense	60 days <u>post</u> travel return date
International receipt translation	Detailed, daily conversion requirements	<ul style="list-style-type: none"> <li>• Permit acceptance of the credit card translation</li> <li>• Accept daily or weekly conversion averages</li> </ul>



# Childcare Current Policy Requirements

## Current Policy Requirements

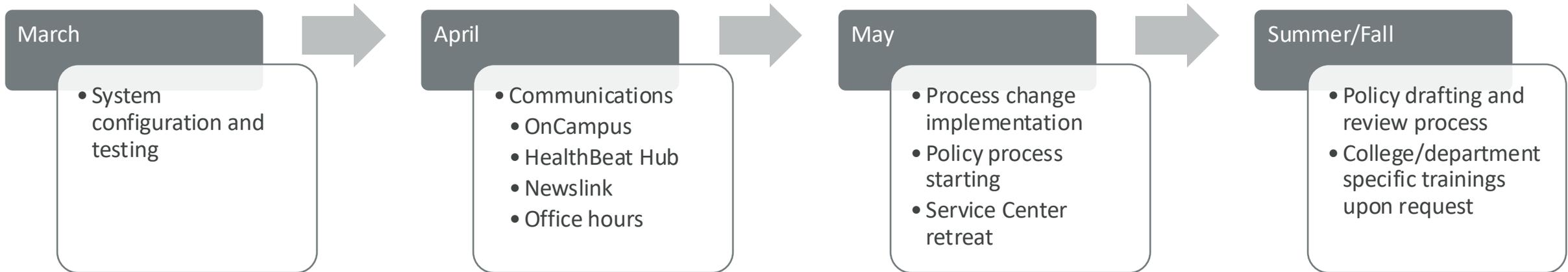
Temporary child care services above and beyond regular child care services that directly result from travel to conferences is permitted provided that:

1. The travel has an approved university business purpose.
2. The traveler will be in attendance at the conference for **five** days or greater.
3. The services are preapproved through the spend authorization process in Workday, and any additional approvals are appropriately obtained from the grant awarding agency.
4. The services are temporary during the travel period and are in addition to the costs normally incurred.
5. The services must be provided by a licensed, independent third party.
6. The services cannot be provided by an immediate family member as defined in the Family and Medical Leave policy.
7. The traveler must provide appropriate expense documentation and proof of payment.
8. The traveler must pay the child care services expenses directly and seek reimbursement. Under no circumstances will the university issue payment directly to the child care provider.
9. This is a taxable benefit to the traveler, and the appropriate tax reporting through Workday must be completed.

Proposed policy change under consideration to reduce travel to 2 days to conferences. This and other potential changes will be assessed in the fall.



# Current State and Next Steps



# Contact Information

Office	How Can They Help	Contact Information
Business and Finance	General information about B&F policies, processes, or offices. They will assist with getting you to the correct person within B&F to address your question.	614-292-7970 <a href="mailto:busfin@osu.edu">busfin@osu.edu</a> <a href="https://busfin.osu.edu/contact-business-and-finance">https://busfin.osu.edu/contact-business-and-finance</a>
Travel, PCard and Expense Office	Information and assistance with your travel, PCard, and expense needs.	614-292-9290 <a href="mailto:travel@osu.edu">travel@osu.edu</a> <a href="mailto:pcard@osu.edu">pcard@osu.edu</a> <a href="https://busfin.osu.edu/buy-schedule-travel/travel">https://busfin.osu.edu/buy-schedule-travel/travel</a> <a href="https://busfin.osu.edu/buy-schedule-travel/pcard">https://busfin.osu.edu/buy-schedule-travel/pcard</a>
Anthony Travel	Assist with booking airfare and other travel needs (hotel, car, etc.).  Provides travel support for airfare changes and day of support, including securing alternative travel due to airline delays or cancels.	(888) 634-1525 Mon–Fri: 8 AM – 7 PM ET (682) 703-7831 CODE: SU811 – after hours support <a href="mailto:ohiostate@anthonytravel.com">ohiostate@anthonytravel.com</a> <a href="https://busfin.osu.edu/individual-business-travel">https://busfin.osu.edu/individual-business-travel</a>
Concur	The on-line booking tool for airfare. Hotel and ground transportation can also be booked through Concur.	<a href="https://us2.concursolutions.com/home">https://us2.concursolutions.com/home</a>



## **Admin and Planning Updates**

**Amy Burgess, Associate Vice President Administration and Planning**

**and**

**Chris Potts, Director of Facility Planning**



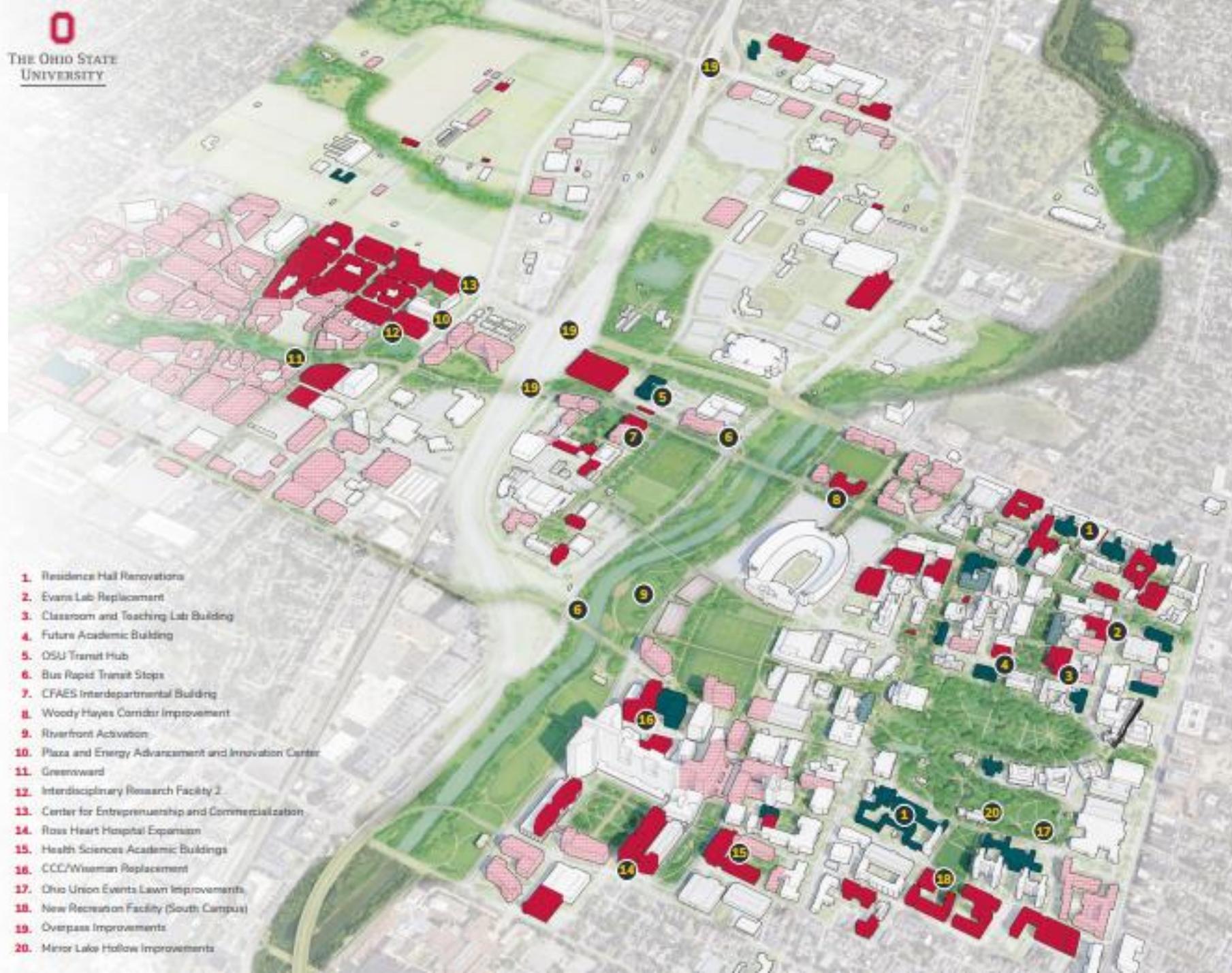
# Presentation Topics

- College Facility Master Planning
- Classroom Study
- Campus Edges and Gateways



# Framework 3.0 Final Plan

-  Near-term New Construction
-  Long-term New Construction
-  Near-term Renovation
-  Long-term Renovation



## Community

- Increase **equity of student experience** through modernization of instructional space and on-campus housing.
- Provide updated, flexible spaces that support **teaching and research excellence**.
- Reflect the **diversity** of the university's people, places and programs on campus.

## Experience

- Implement/enhance **wayfinding** from highway to hallway.
- **Enhance arrivals** by leveraging campus branding opportunities at edges and gateways.
- Explore partnerships to supplement campus **amenities** for faculty, staff, and the campus community.

## Stewardship

- **Increase** net assignable research space. **Decrease** net assignable office space.
- Address **deferred maintenance** and **renewal** with each project.
- Achieve **alignment** between physical and strategic plans.

## Connectivity

- Develop activated public spaces that are **functional, cohesive** and **beautiful**.
- Adopt **Complete Street** concepts in roadway design.
- **Engage the river** to enhance connectivity and user experience.

## Practice

- Adopt **uniform scheduling** software to maximize utilization of classrooms and workspace.
- Implement a **space governance structure** for the university.
- Track **research metrics** to improve laboratory space allocation.
- Establish and maintain **Facility Master Plans** for all colleges and units.
- **Formalize funding model** for projects that enhance shared university spaces.

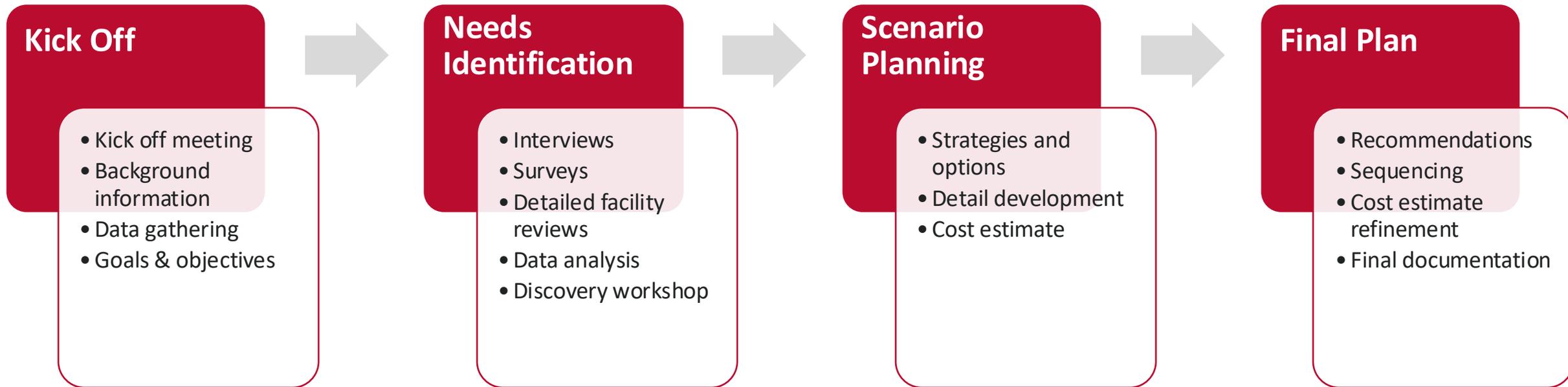
# College Facility Master Planning



# College Facility Master Plan Objectives

- Build on the university's master plan, Framework 3.0, to guide the college's future development and investments in facilities.
- Reflect feedback from key stakeholders of the college.
- Address programmatic and deferred maintenance needs while also optimizing the use of existing space.
- Align the physical, programmatic, and financial plans of the college.

# Typical Master Plan Process



# Engagement Examples

## Engineering

**27**

**Stakeholder Interviews**

Including each Department and Research Center

**4**

**Open House Engagement Sessions**

With more than **500 attendees**

**4**

**Thematic User Focus Groups**

With more than **45 representatives** from medicine, mobility, manufacturing, and AI

**3**

**Surveys: Faculty, Staff, & Students**

With more than **1150 respondents**

## Arts & Sciences



Engagement included 6 initial focus group listening sessions with over 60 participants, visioning sessions with college leadership, chairs and directors and 6 building-focused work sessions with over 40 participants.

# College (+ERIK) Facility Master Planning

## Completed

- Arts & Science
- Business
- Dentistry
- Engineering
- CFAES (2021)
- Nursing
- Pharmacy
- Social Work
- Veterinary Medicine

## Starting

- Education & Human Ecology
- ERIK
- Public Affairs
- Public Health

## Future

- Law
- Medicine
- Optometry

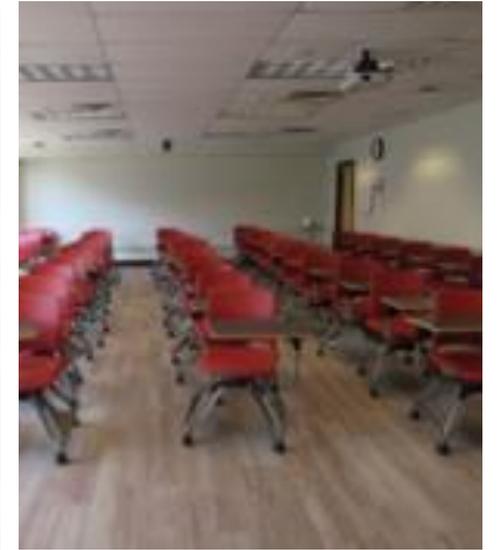
# Classroom Study



CLASSROOM STUDY

# Classrooms

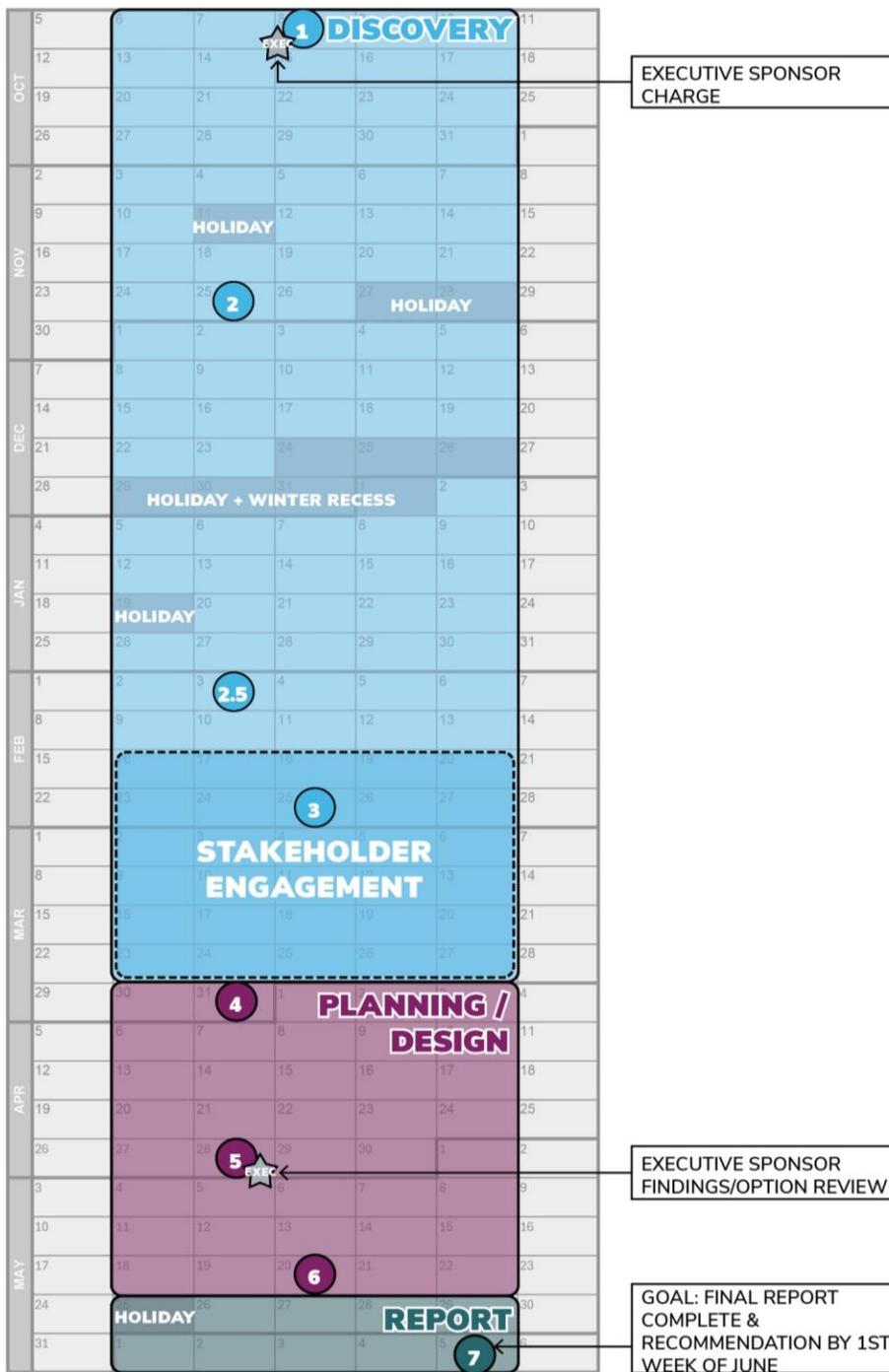
73% of Ohio State's classrooms have tablet armchairs



# Students + Faculty Need More of This...



# CLASSROOM BUILDING FEASIBILITY STUDY WORKPLAN



## DISCOVERY

### 1 WORKSHOP 1: CORE TEAM KICKOFF

- "PLAN THE PLAN"
- REVIEW PREVIOUS STUDIES
- CONFIRM SCHEDULE, DELIVERABLES, STAKEHOLDERS
- GOALS / GUIDING PRINCIPLES
- VISIONING EXERCISES
- BENCHMARKING DISCUSSION
- OTHER PROJECT IMPACTS ON CLASSROOM BUILDING
- DEVELOP WORKING TEAM TASKS/ASSIGNMENTS

### 2 WORKSHOP 2

- FINALIZE VISION
- BENCHMARKING REPORT-OUT
- PROGRAMMING EXERCISE

### 3 WORKSHOP 3

- DATA ANALYSIS
- BUILDING BLOCKS
- USER GROUP FOCUS MEETINGS DEFINITION
- PROGRAMMING EXERCISE

## DELIVERABLES:

- PROJECT CHARTER
- VISION
- PROJECT SCOPE

## PLANNING / DESIGN

### 4 WORKSHOP 4

- CONCEPT DEVELOPMENT
- PROGRAM REVIEW
- SITE CHARRETTE/ANALYSIS
- BLOCKING / STACKING / MASSING EXERCISE

### 5 WORKSHOP 5

- CONCEPT REFINEMENT
- PROGRAM REFINEMENT
- SITE REFINEMENT
- MASSING REFINEMENT
- PRELIMINARY COST DISCUSSION / PREVIEW

### 6 WORKSHOP 6

- FINAL CONCEPT SELECTION (PROGRAM, SITE, MASSING, STACKING)
- INITIAL "RENDERINGS"
- COST MODEL ADJUSTMENT

## FINAL REPORT:

- PROJECT CHARTER
- VISION
- PROGRAM
- SITE
- MASSING
- COST ESTIMATE
- RENDERINGS
- SCHEDULE
- "PROJECT READY"

## ★ EXECUTIVE SPONSORS:

- RAVI BELLAMKONDA
- CHRIS KABOUREK

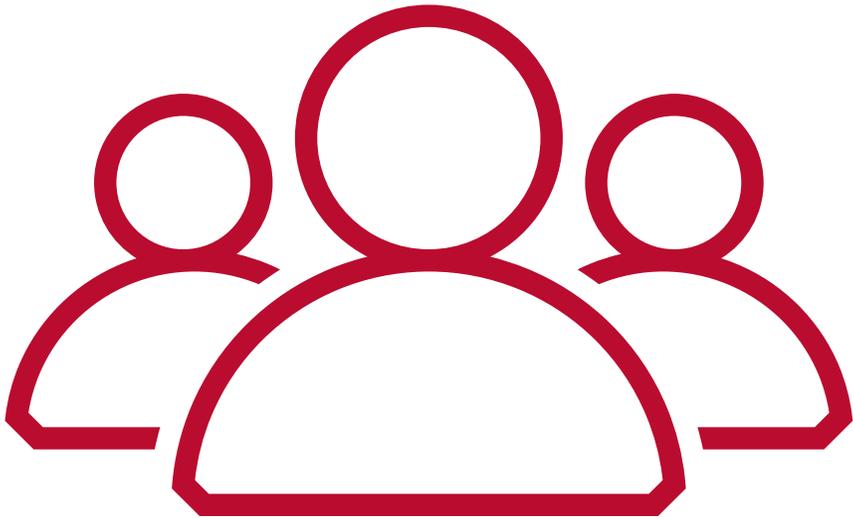
## ● CORE TEAM:

- AMY BURGESS (A&P)
- ANN TALBOT (PROVOST OFFICE)
- PATRICK LOUCHOUARN (PROVOST OFFICE)
- AMANDA HOFFSIS (PARE)
- CHRIS POTTS (PARE)
- BEN NIEBAUER (PARE)
- STEPHANIE ORR (OTDI)
- RYAN HUNT (REGISTRAR)
- KARIN MURILLO-KIRLANGITIS (FDC)
- STEVE MUNGER (FDC)

## ■ KEY STAKEHOLDERS:

- STUDENTS
- FOD
- FDC ESTIMATING
- PARE
- COLLEGES / DEANS
- FACULTY AFFAIRS NETWORK
- ACADEMIC AFFAIRS
- COURSE SCHEDULERS
- APAC
- DRAKE INSTITUTE
- CRC
- UNIVERSITY SPACE GOVERNANCE COMMITTEE
- STRATEGIC ENROLLMENT
- OTHER?

# Planned Engagement

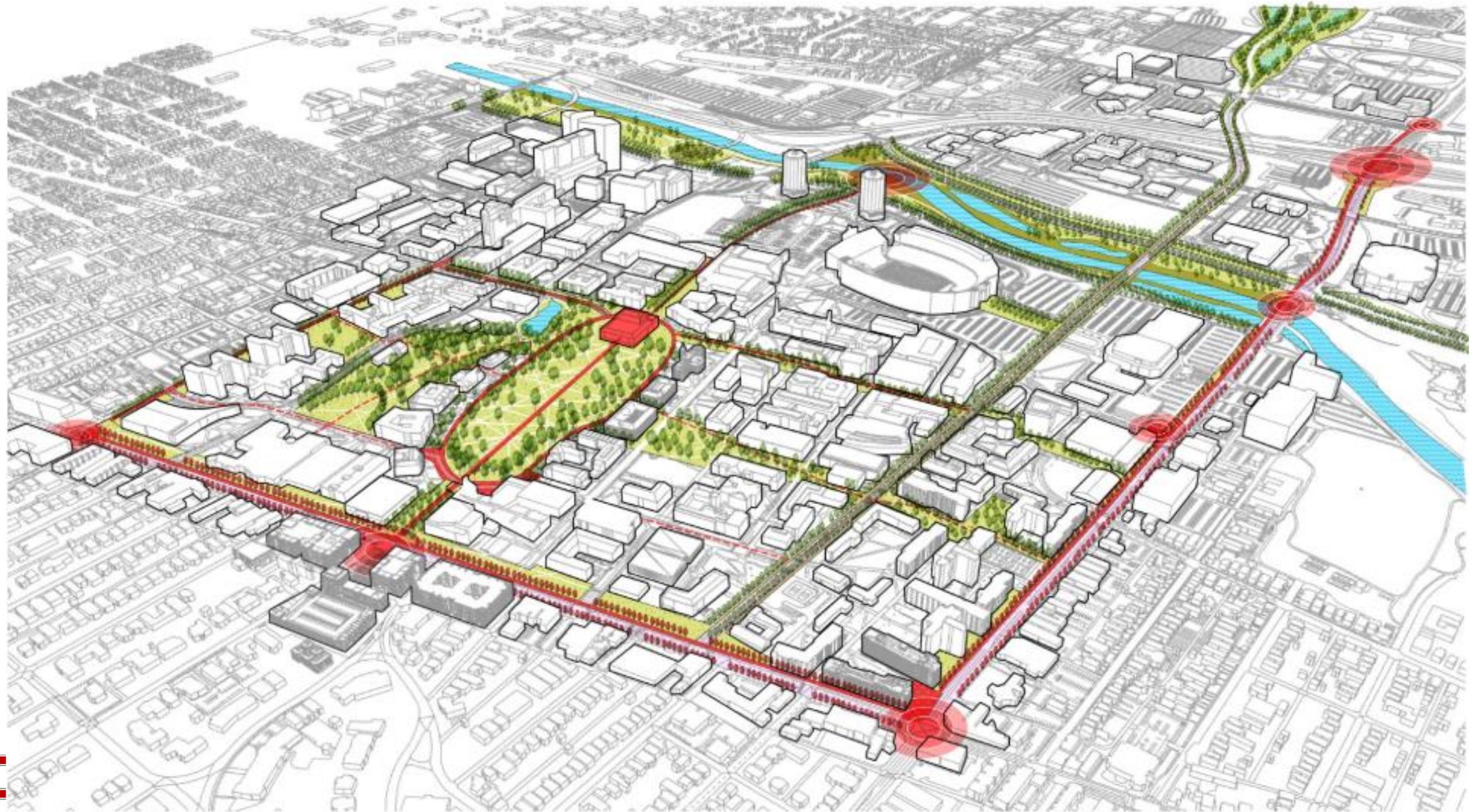


- Classroom Readiness Committee
- Office of the Registrar
- Academic college Course Schedulers (Survey)
- University Space Governance Committee
- Faculty Affairs Network
- Academic Programs Advisory Committee (APAC)
- Undergraduate Student Government
- Drake Institute
- Faculty Survey
- Student Survey

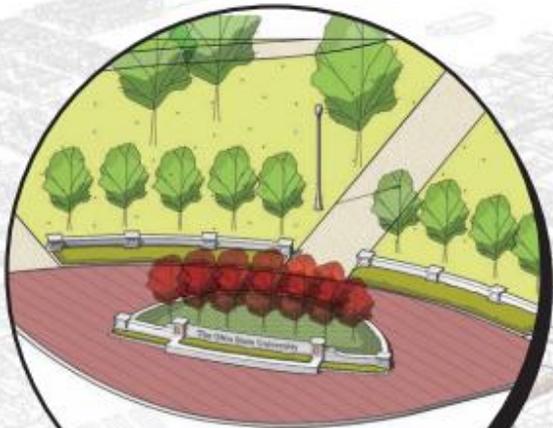
# Campus Edges and Gateways



# Campus Edges & Gateways Building a Consistent Campus Frame



# CONSISTENT CAMPUS FRAME



## 11TH+HIGH

A formal OSU monument sign will be placed at the corner of 11th and High St. to mark the university's physical beginning.



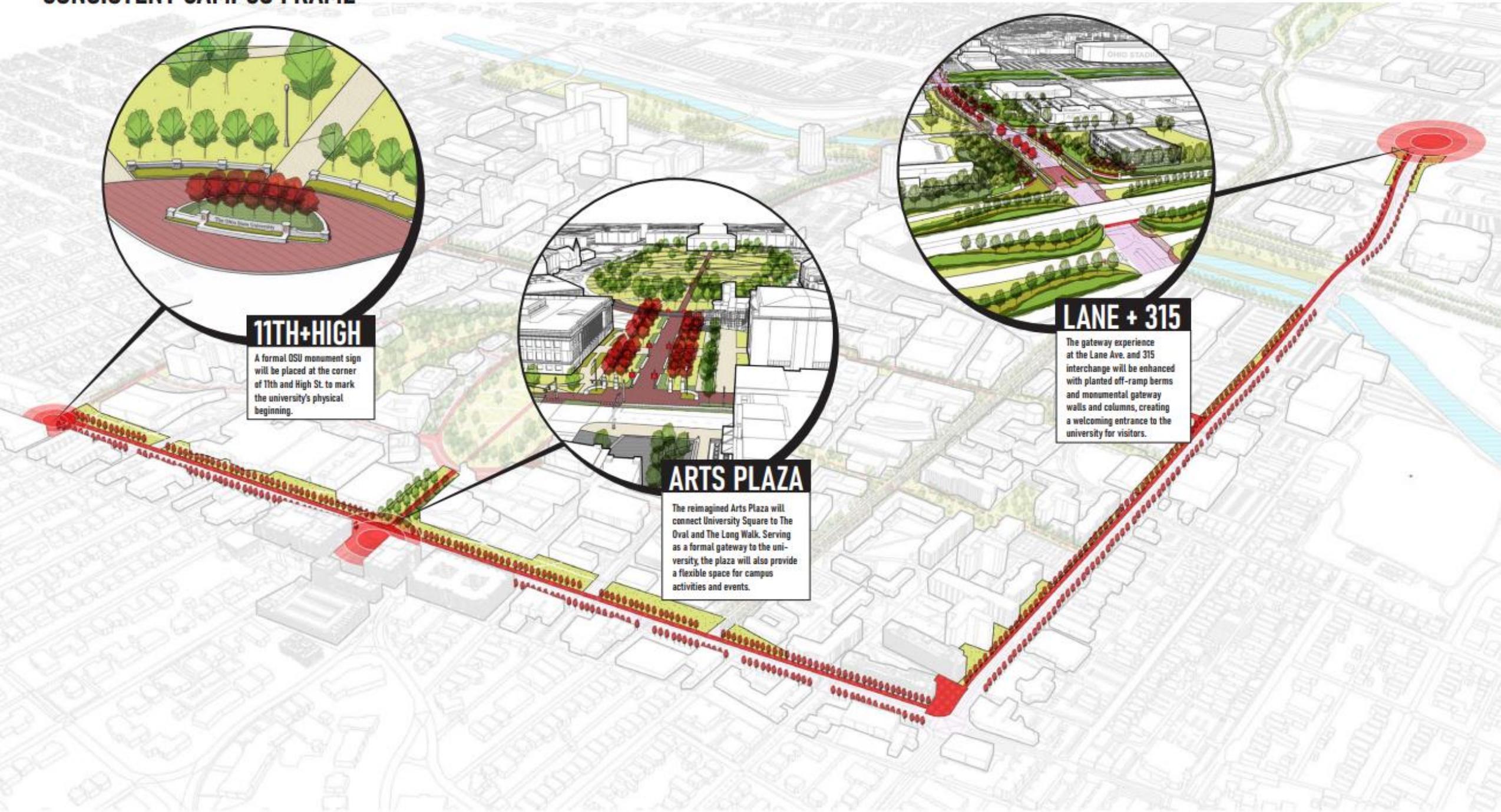
## ARTS PLAZA

The reimagined Arts Plaza will connect University Square to The Oval and The Long Walk. Serving as a formal gateway to the university, the plaza will also provide a flexible space for campus activities and events.



## LANE + 315

The gateway experience at the Lane Ave. and 315 interchange will be enhanced with planted off-ramp berms and monumental gateway walls and columns, creating a welcoming entrance to the university for visitors.



# Campus Edges & Gateways Arts Plaza [Looking West from High Street]



# Campus Edges & Gateways Arts Plaza [Looking West from High Street]



# Campus Edges & Gateways High Street/Student Union [Existing Conditions Looking North]



# Campus Edges & Gateways High Street/Student Union [Proposed Streetscape Looking North]

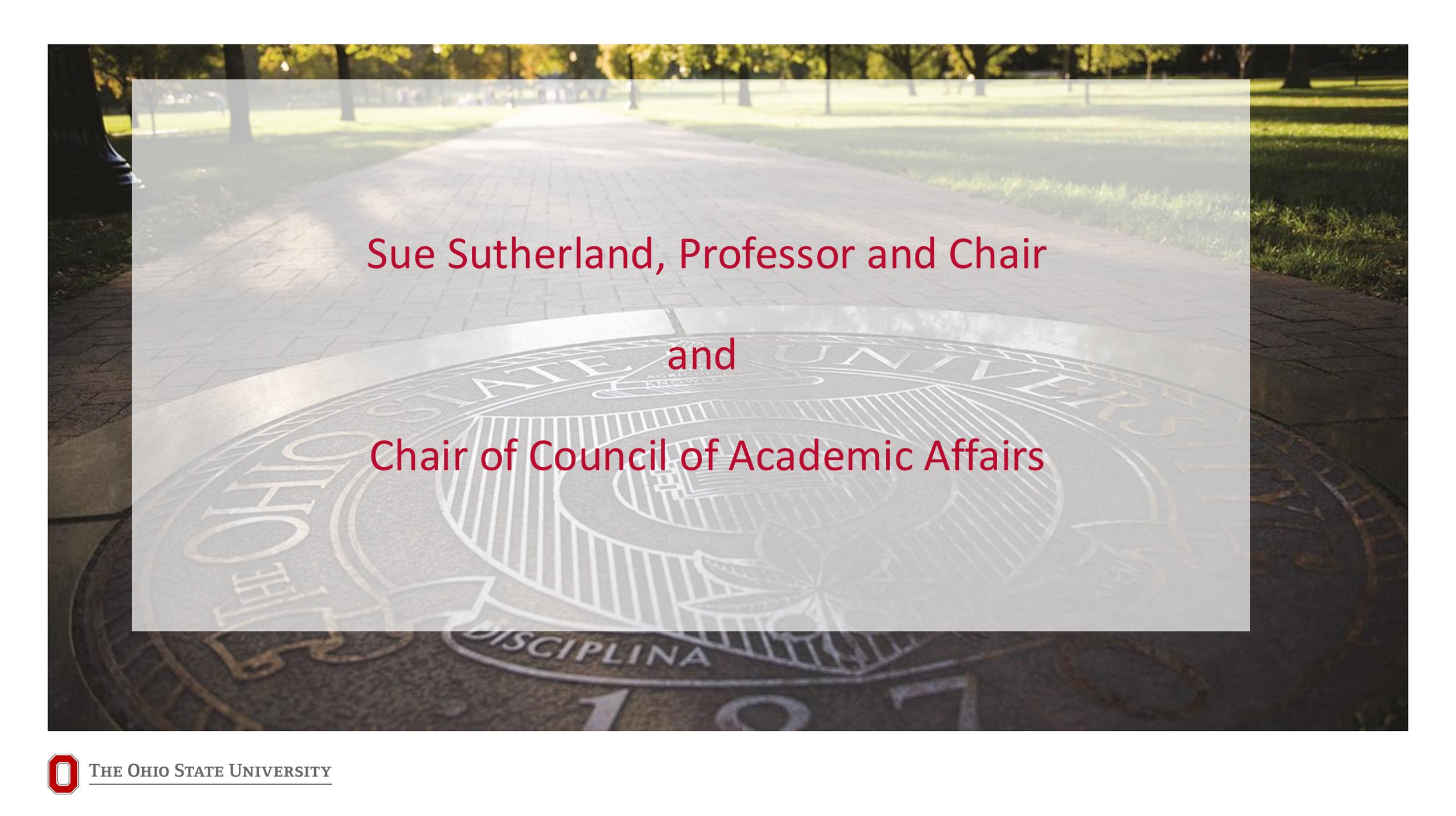


# Campus Edges & Gateways High Street [Existing Streetscape Looking North]



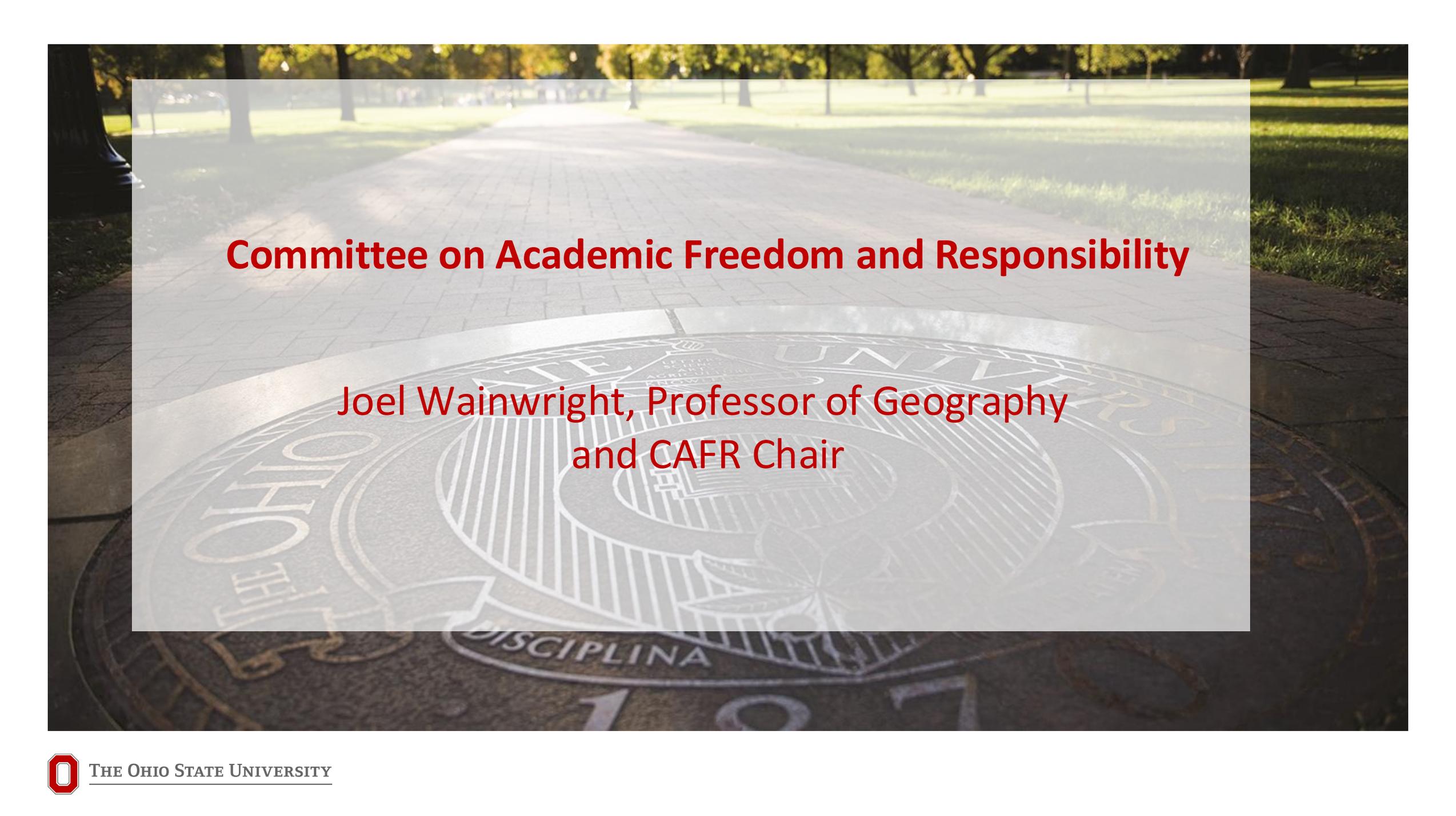
# Campus Edges & Gateways High Street [Proposed Streetscape Looking North]





Sue Sutherland, Professor and Chair  
and  
Chair of Council of Academic Affairs





**Committee on Academic Freedom and Responsibility**

**Joel Wainwright, Professor of Geography  
and CAFR Chair**



# Membership

Presently = 8 members, of which 7 are faculty, including 4 Senators

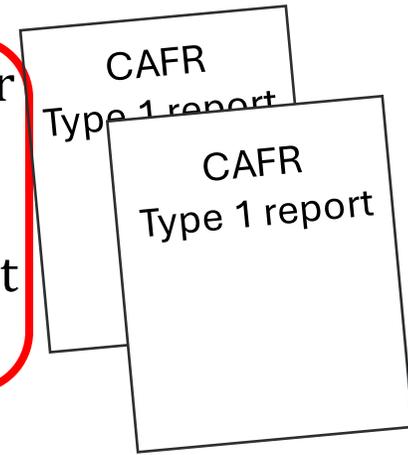
Member	Source	Term Ends
Mary Rodriguez	Faculty Council (Senator)	2026
Michele Basso	Faculty Council	2027
Tom Magliery	Faculty Council (Senator)	2028
Tristram McPherson	Faculty Council	2028
Joel Wainwright (Chair, 2025-2027)	Faculty Council (Senator)	2028
Victor St. John	Faculty Council	2028
Jin Jun	Faculty Council (Senator)	2028
Rebeccah Akintade	CGS	2026

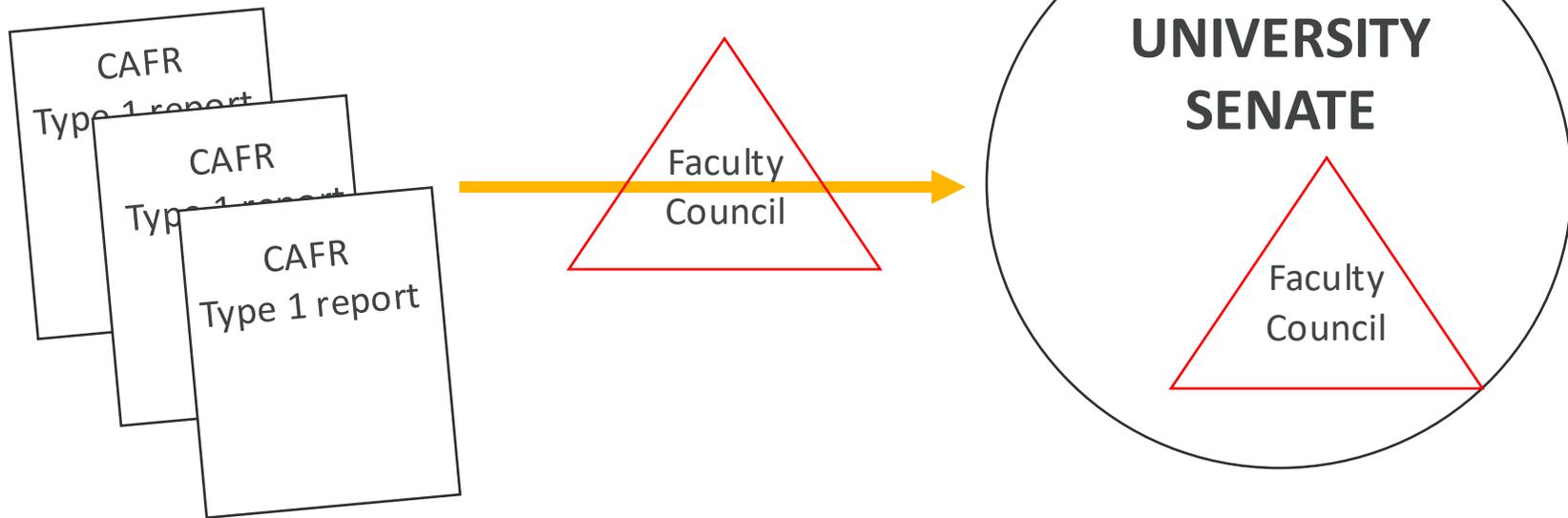
# CAFR's three-part mandate

1. Study all conditions which may affect the academic freedom or responsibility of the faculty of the university... . If the committee finds that any such condition or proposed change adversely affects academic freedom, responsibility, or tenure, it shall report that finding promptly to the senate for its review.

2. Hear and investigate complaints by individual faculty members concerning alleged infringements upon academic freedom or responsibility in the university; report findings and recommendations to the parties involved with the hope of mediating a dispute and report to the senate if further action by the senate is appropriate.

3. Hear and investigate complaints by individual faculty members concerning alleged improper evaluation under the procedures of rule 3335-5-05 of the Administrative Code [Procedures concerning faculty complaints about promotion, tenure and renewal decisions].





## December: reporting on DEI related activities

Report to University Senate via Faculty Council

Committee on Academic Freedom and Responsibility

The Ohio State University

22 December 2025  
Revised 27 February 2026

The Advance Ohio Higher Education Law, enacted from [Ohio Senate Bill 1 \(SB 1\)](#), imposes new restrictions on institutional DEI infrastructure and compelled ideological practices at public universities in Ohio. However, contrary to an [interpretation circulating at The Ohio State University](#), SB 1 does not prohibit faculty from participating in professional service related to diversity, equity, and inclusion (hereafter DEI), nor does it require the exclusion of such service from promotion, retention, and tenure (PRT) evaluations.

The statute targets institutional structures, such as mandatory DEI offices, trainings, and diversity statements, not discipline-based faculty activities. Within SB 1's boundaries, scholars and academic units retain discretion to recognize DEI-related activities when evaluated using content-neutral criteria like effort, impact, and leadership.

To ensure compliance while preserving academic freedom and scholarly integrity, The Ohio State University should adopt discipline-level governance for service evaluation, align funding and language with statutory prohibitions, and issue clear guidance affirming that DEI-related activities may be counted in PRT. In keeping with discipline-level governance, leadership roles in professional organizations and other outside academic activities should be recognized as service when evaluated against content-neutral criteria.

### CAFR's mandate

The Committee on Academic Freedom and Responsibility (hereafter CAFR) is charged to "study all conditions which may affect the academic freedom or responsibility of the faculty of the university". If the committee finds "that any such condition or proposed change adversely affects academic freedom, responsibility, or tenure, it shall report that find promptly to the [University S]enate for its review." This document constitutes such a report.

CAFR understands academic freedom as the freedom of all those engaged in research and teaching for Ohio State University to research, to seek to publish and otherwise disseminate their research, and to teach, as they judge is appropriate. This freedom is secure only when:

- its exercise is promoted and protected by both the stated content and actual application of university policy;
- its exercise is not threatened, in policy or effect, by the broader politics and policies that surround the university.

The legitimate obligations of academic responsibility are justified by the same basis that justifies academic freedom: the promotion and protection of "the free search for truth, and its exposition," the paramount goals of our university. This shared basis illuminates when and why appeal to academic responsibility can legitimately be used to restrict academic freedom. Academic

## February: participation in DEI related conferences

Report to University Senate via Faculty Council

Committee on Academic Freedom and Responsibility

The Ohio State University

10 February 2026  
Revised 27 February 2026

When the Advance Ohio Higher Education Law, aka [Ohio Senate Bill 1 \(SB 1\)](#), went into effect on 27 June 2025, public universities in Ohio established norms and mechanisms to ensure compliance. This report presupposes that—though SB 1 is presently settled law—the specific norms and mechanisms established at Ohio State in 2025 to ensure compliance with the law remain open to reconsideration and reform.

This report considers compliance measures adopted in 2025 concerning scholarly participation in academic conferences. Academic conferences are organized by many different types of organizations. Participation at academic conferences is fundamental to the development of scholarship, for such events facilitate scholarly debate, public dissemination of research, and the recruitment and training of new scholars. Conference participation is also necessary for Ohio State's competitiveness: because publication and funding decisions are typically made through peer review, networking is an important part of a successful scholarship program. Moreover, the sustainability of academic programs and individual research programs depends upon the recruitment of top talent at the faculty, postdoctoral and graduate student levels.

It is common for academic conferences to include elements or themes which address matters concerning diversity, equity, and inclusion (hereafter DEI). SB 1 imposes new restrictions on *institutional* DEI infrastructure and compelled ideological practices at public universities in Ohio. The legislation did not create clear restrictions concerning the participation of *individual* scholars at academic conferences which involve some DEI-relevant themes or elements. The University's [SB 1 Implementation Guide](#) appears to prohibit the use of university funds to attend conferences from affinity groups or where the "primary purpose" is DEI, but those issues do not appear to be addressed directly in the text of SB 1. Recent communication from the federal Department of Justice and Department of Education have also raised questions within the university about the use of funds to attend conferences organized by affinity- or identity-related groups. The question then arises: when and how can students and faculty at Ohio State participate in academic conferences that involve DEI-related elements or that are organized by affinity- or identity-related groups?

### CAFR's mandate

The Committee on Academic Freedom and Responsibility (hereafter CAFR) is charged to "study all conditions which may affect the academic freedom or responsibility of the faculty of the university." If the committee finds "that any such condition or proposed change adversely affects academic freedom, responsibility, or tenure, it shall report that find promptly to the [University S]enate for its review." This document constitutes such a report.

CAFR understands academic freedom as the freedom of all those engaged in research and teaching for Ohio State University to research, to seek to publish and otherwise disseminate their research, and to teach, as they judge is appropriate. This freedom is secure only when:

## December: reporting on DEI related activities

1. CAFR finds that SB 1 prohibits compelled ideological conformity, but excluding DEI-related activities from recognition and evaluation (using neutral criteria) constitutes a form of ideological discrimination;
2. CAFR finds that the present interpretation of SB 1 is causing faculty to avoid certain professional activities out of fear that their activities will be at best disregarded, if not penalized;
3. CAFR finds that the present interpretation of SB 1 therefore threatens to undermine the very intellectual diversity that the SB 1 aims to protect;
4. CAFR finds that the present interpretation of SB 1 constitutes a “condition ... [that] adversely affects academic freedom, responsibility, or tenure” at The Ohio State University;
5. CAFR thus issues this “report ... to the [University S]enate for its review”;
6. CAFR advises that body to revise governance documents and APT guidance to ensure that legitimate DEI-related professional activities (when germane to disciplinary expertise and evaluated under content-neutral criteria) are not categorically excluded by SB 1 nor by the Outside Activities and Conflicts policy.

## February: participation in DEI related conferences

1. Meaningful participation in academic conferences should not be limited to delivering research presentations. Scholars do not merely attend conferences to present their own work, but also to listen to other scholars present their results. Such engagement is fundamental to scholarly activity and the exercise of academic freedom.
2. Networking and recruiting activities cannot be divorced from delivering and listening to presentations. Presentations constitute a form of research dissemination but also comprise opportunities for recruiting graduate students and demonstrating competence to potential peer reviewers. By implication, academic conferences are events where ostensibly distinct faculty activities—research, teaching, and service—blend organically.
3. Limiting the use of university funds to research presentations does not appear to be required by or directly responsive to SB 1 or federal law. The very threat of limiting such use of funds constitutes a threat to scholarly participation in academic conferences and thus a threat to Ohio State’s rules and norms on academic freedom.
4. As the SACNAS case demonstrated, Ohio State’s present approach to compliance with SB 1 and federal guidance apropos participation in conferences with a DEI-related theme or elements (or organized by group based on affinity or identity) is discouraging legitimate scholarly participation.
5. CAFR therefore finds that the present interpretation constitutes a “condition ... [that] adversely affects academic freedom, responsibility, or tenure” at The Ohio State University.
6. CAFR thus issues this “report ... to the [University S]enate for its review”, and
7. CAFR advises that body to encourage the University to revise the language apropos compliance to ensure that academic freedom is protected.



December: reporting on DEI related activities

February: participation in DEI related conferences

### Addenda by Helen Malone of OAA

Addendum. On 23 February 2026, CAFR received the following clarifications from Helen Malone, Vice-Provost of OAA:

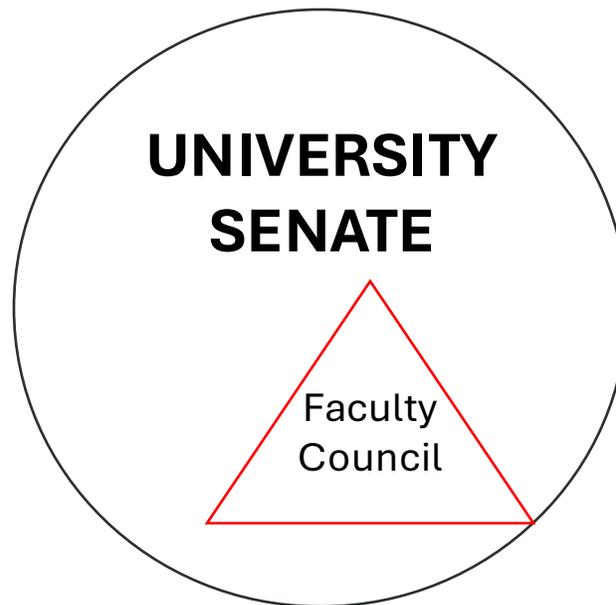
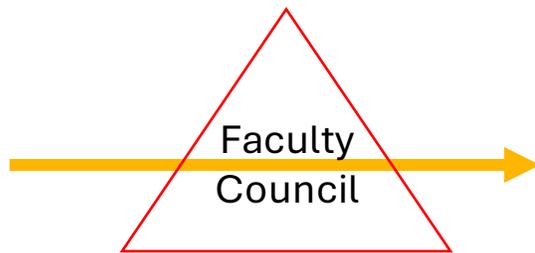
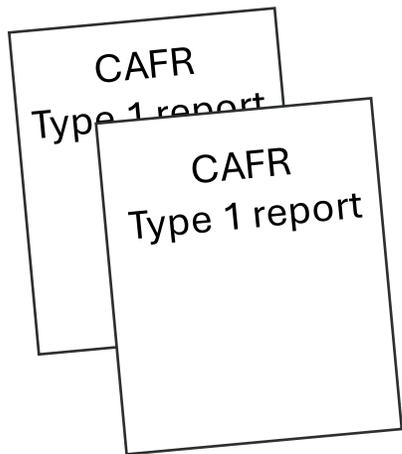
- Neither OAA nor the Outside Activities and Conflicts policy require the exclusion of material conducted as an outside activity to be excluded from faculty evaluation reviews.
- a. As we discussed in our meeting last week, I would be happy to include language indicating that these activities can be included.
  - b. There is language in the APT guidance document noting that professional service *not germane to the faculty member's expertise* should not be included. We can update to clarify that activities that are germane to the faculty member's expertise completed as an outside activity can be included and recognized.

Addendum. On 23 February 2026, CAFR received the following clarifications from Helen Malone, Vice-Provost of OAA:

As noted on [this website](#) [the University Implementation Guide regarding Diversity, Equity and Inclusion Prohibitions], faculty, staff, and students, may engage in activities using their own funds, technology, and personal time.

- a. Conferences
  - i. Faculty and students whose academic research covers a DEI subject matter may attend academic conferences and use university funds to attend.
  - ii. Faculty, staff and students may attend, and use university funds to pay for, professional conferences with a non-DEI primary purpose. If the conference includes a session that may constitute a DEI training, individuals may participate.
  - iii. Ohio State will not promote or pay for faculty, staff or students to attend conferences for which the primary purpose is DEI training or education; however, Ohio State employees may attend these development opportunities using their own funds, technology and personal time. The same applies to external affiliations with professional groups or affinity groups – employees may attend these opportunities using their own funds, technology and personal time.
  - iv. Faculty and staff, or third-party representatives contracted by the university are not permitted to attend conferences or events for the purpose of promoting admissions, hiring or promotion based on a specified protected class
  - v. Conferences hosted by Ohio State should not include sessions that are DEI trainings or include DEI subject matter. When third-parties or outside entities are renting or using university space, university staff members should not participate in or assist with DEI trainings or conferences, beyond the operational requirements of their university staff duties (i.e. room set-up, A/V operations, etc.). This does not apply to colleges, departments or academic units hosting seminars, academic talks or academic research conferences in their area of study or expertise. SB 1 does allow certain other exceptions, and additional details can be found on the Ohio State SB 1 Compliance website.







Susan Gershman, Associate Professor of Evolution,  
Ecology, and Organismal Biology

and

Chair of University Rules Committee



# 3335-5-48.5 Athletic Council membership

## 2. ~~Four~~ Five students.

- a. One graduate student, ~~appointed by the council of graduate students.~~ The term of service is one year.
- b. One professional student, ~~appointed by the inter-professional council.~~ The term of service is one year.
- c. Two undergraduate students, ~~appointed by undergraduate student government.~~ The term of service is ~~two one years, with one student selected each year.~~
- d. One undergraduate student athlete, appointed by the student athlete advisory council. The term of service is one year.

## 3. ~~Two~~ One alumnus designated by The Ohio State University Alumni Association using procedures adopted by that body. ~~The term of service is four years and the terms are staggered so that one member retires every two years.~~

- Adding an undergraduate student athlete
- Reducing the number of alums from two to one
- Describing how graduate students, professional students and undergraduate students are appointed
- All students have 1-year appointments

## 3335-5-48.5 Athletic Council membership

5. ~~Five~~ **Six** ex-officio non-voting members or their designees.
    - a. The director of athletics
    - b. The vice president of student life
    - c. The faculty athletics representative (FAR)
    - d. The director of the student athletics support services office (SASSO)
    - e. The president of the student-athlete advisory council (SAAC)
    - f. **Senior Vice President/CEO of the Ohio State Alumni Association**
- Adding the Senior Vice President/CEO of the Ohio State Alumni Association as an ex-officio member

# 3335-3 Administrative titles

## 3335-3-03 Senior Vice Provost.

- An individual holding a senior vice provost title shall report to the executive vice president and provost and shall be selected in accordance with university procedures.

## 3335-3-04 Vice Provost.

- An individual holding a vice provost title shall report to the executive vice president and provost and shall be selected in accordance with university procedures.

## 3335-3-05 Executive Vice President and Chief Executive Officer.

- The chancellor shall be the chief executive officer of the Wexner Medical Center and shall be appointed by the Wexner Medical Center Board of Trustees. Duties, authority and rights are as specified in the bylaws of the medical staff.
- The executive vice president and chief executive officer of the Wexner Medical Center and the executive vice president and provost will cooperate to coordinate clinical activities of the health sciences colleges in order to align strategic efforts of the Wexner Medical Center and academic affairs. Specifically, for clinical-related components, the College of Medicine shall have a solid line reporting structure, and the remainder of the health sciences colleges shall have a dotted line reporting structure, to the executive vice president and chief executive officer.

- Added language to reflect recent OAA reorganization
- Title change and clarity on reporting line for EVP and CEO of the Wexner Medical Center

## 3335-3 Administrative titles

### 3335-3-08 Senior vice president and general counsel.

- The senior vice president and general counsel shall serve as the chief legal advisor to the president, board of trustees, and university, including its Wexner medical center. The senior vice president and general counsel shall also be appointed an assistant attorney general for the state of Ohio by the Ohio attorney general. The senior vice president and general counsel shall report to both the board of trustees and the university president .

- Added to ensure consistenc
- All senior VP titles now listed in the Rules

# Dean and Chair appointments

## 3335-3-29 Deans of the colleges.

- (A) There shall be a dean of each college who shall be a member of its faculty and the administrative head of the college. Each dean shall be appointed and reappointed by the board of trustees upon nomination of the **executive vice president and provost in consultation with the president. The dean of the College of Medicine shall be jointly nominated by the executive vice president and provost and the chief executive officer of the Wexner medical center.** Before making this nomination or recommendation for reappointment, the **executive vice president and provost** shall confer with members of the faculty of the college for which the dean is to be appointed and shall give substantial weight to faculty recommendations in reaching a decision. The president shall also consider the recommendations of the chairs of the departments and the directors of the schools in that college.

- Reflects how deans are currently nominated
- Describes how the dean of the College of Medicine is nominated.

# Dean and Chair appointments

## 3335-3-31 Dean of the graduate school.

- (A) There shall be a dean of the graduate school who shall be the administrative head of the graduate school. The dean shall be appointed by the board of trustees upon nomination of the **executive vice president and provost in consultation with the president**. Before making a nomination, the **executive vice president and provost** shall confer with the graduate council.

- Aligns dean appointment process
- Same change for Dean of Libraries (3335-3-28)

# Chairs of departments, directors of schools

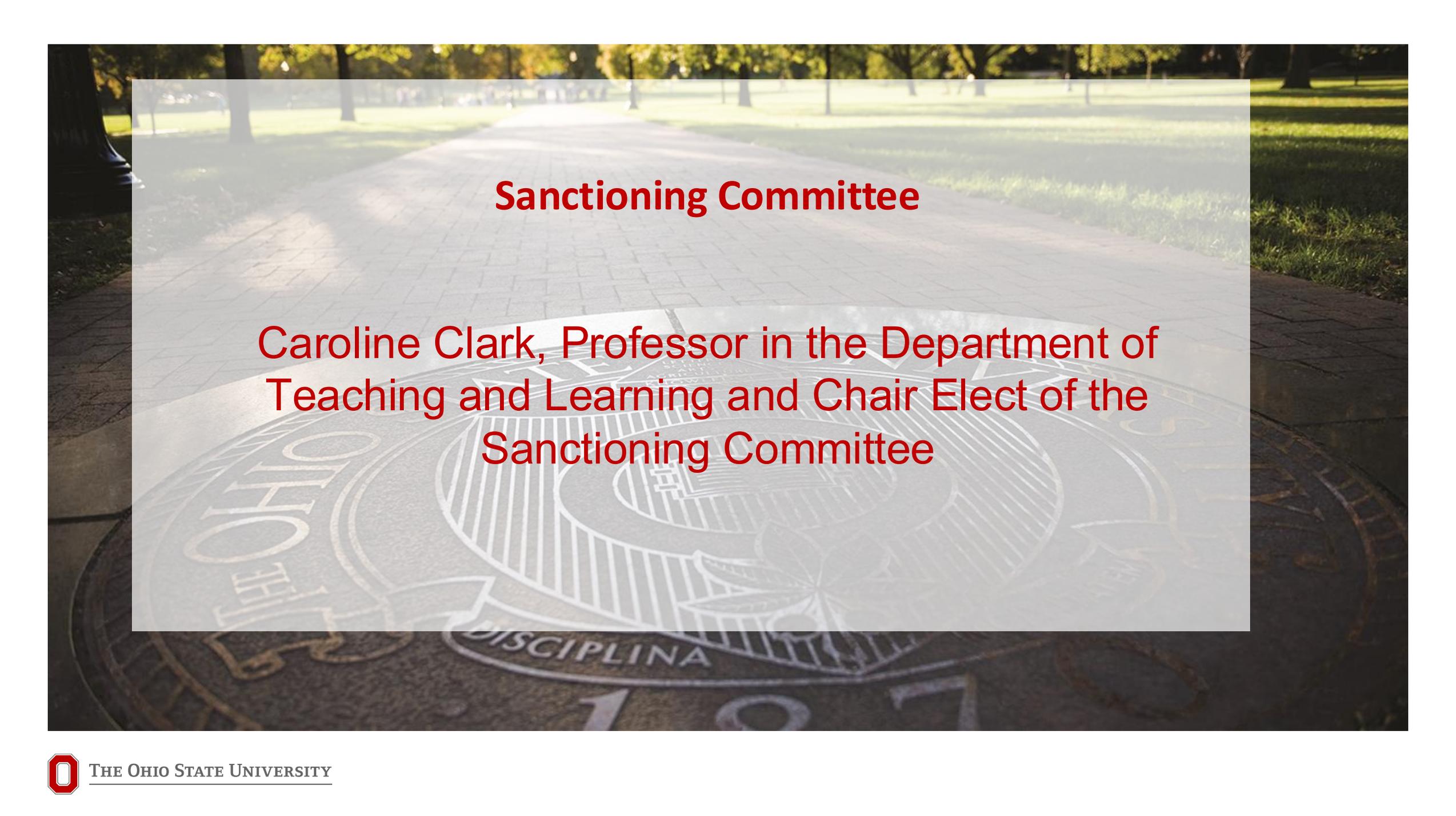
- **3335-3-35 Chairs of departments, directors of schools.**
  - (A) The chair of each department and the director of each school shall be the administrative head, respectively, of the department or school. The department chair and the director of a school perform a dual function. In addition to being the administrative head of the department or school, the chair or director ~~represents~~ shall be an advocate for the faculty of the department or school in dealing with the dean or others in the university administration. Upon the nomination of the executive vice president and provost, or their designee, the board of trustees shall appoint each chair and director for a term of four years subject to the annual review provisions of the office of academic affairs. A chair or director shall be eligible for reappointment. In selecting a chair or director, the executive vice president and provost or their designee shall confer with the faculty of the department or school and with the dean of the college involved. ~~The dean, in turn, will consult with the faculty of the department or school on all campuses, as well as other appropriate university officials.~~ The executive vice president or their designee shall give substantial weight to faculty recommendations in reaching a decision regarding a nomination or recommendation for reappointment. Department chairs and directors of schools report to the deans of their colleges.
- Chairs are both administrative heads of units and advocates for their faculty
  - Echoes language in dean appointments section of the Rules on role of faculty consultation



## Hearing Committee

Lyda Garcia, Associate Professor of Animal Sciences  
and Chair of the Hearing Committee





## Sanctioning Committee

Caroline Clark, Professor in the Department of Teaching and Learning and Chair Elect of the Sanctioning Committee





# University Sanctioning Committee

## Duties and Responsibilities

- Established under university faculty rule 3335-5-04.3
- Complaints involving allegations of sexual misconduct, workplace violence, whistleblower retaliation, discrimination, harassment, and retaliation by faculty are investigated under this rule by the Office of Human Resources (HR) or, for cases involving protected class, the Civil Rights Compliance Office (CRCO).
- Cases with findings are referred to the USC, which provides a sanctioning recommendation to the Provost in Title IX cases or the Dean and Provost in all other cases.



# University Sanctioning Committee

## Roster

- Membership on the committee is determined by the Executive Committee of Faculty Council (ECFC).
- By rule, the USC must include 15 tenured faculty from at least 8 different Colleges and regional campuses.
- Appointments are staggered so that every year six new members can be reappointed for a second 4-year period.
- All members are trained annually (3 hours across 2 sessions) by OCRC and OLA staff.
- In Spring 2025, the USC requested an increase in members from 15 to 24. This request was granted by ECFC and is in process of being codified in the university faculty rules.

# University Sanctioning Committee - Process

## Panels

- Panelists serve across all semesters (AU, WI, SP)
- 3 members; presiding officer selected by the panel; Chair and Vice Chair (ex officio; alternates)
- Read full report
- Interview investigator, complainant, respondent, and witnesses if necessary
- Findings have already been established; panels work to consider aggravating and mitigating factors relative to the case in order to determine appropriate sanctions
- Write panel summary report with recommended sanctions

## Possible Sanctions (non-exhaustive)

- i. Verbal reprimand
- ii. Written reprimand
- iii. Mandatory counseling or other rehabilitation
- iv. Reimbursement for damages to or destruction of university property, or for misuse or misappropriation of university property, services or funds;
- v. Restrictions on duties or privileges;
- vi. Restriction of access to university property or services;
- vii. Reduction of salary base;
- viii. Reduction of twelve-month appointment to nine-month appointment;
- ix. Reduction of full-time equivalent (FTE) appointment;
- x. Reduction of rank;
- xi.. Revocation of tenure;
- xii. Termination of employment





# University Sanctioning Committee

## 2025-2026 Cases and Ongoing Issues

- Case 1: Harassment based on disability – not all sanctions upheld; no sanctions added
- Case 2: Violations based on sexual harassment – sanction decreased
- Case 3: Violations based on retaliation and process abuse – sanctions upheld with financial consequences added
- The USC continues to seek better data to understand the range of cases and sanctions over time.