

Pattern of Administration (POA) for The Ohio State University College of Engineering

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1 **I Introduction**

2 This document describes the organizational structure, policies and procedures as they relate to
3 the governance of the College of Engineering and Knowlton School of Architecture. It
4 supplements the [Rules of the University Faculty](#), and other policies and procedures of the
5 university to which the College and its Faculty are subject. The latter rules, policies and
6 procedures, and changes in them, take precedence over statements in this document.
7

8 This Pattern of Administration (POA is subject to continuing revision. It must be reviewed and
9 either revised or reaffirmed on appointment or reappointment of the Dean of the College.
10 However, revisions may be made at any time as needed. All revisions, as well as periodic
11 reaffirmation, are subject to approval by the Office of Academic Affairs.

12 **II College Mission and Vision**

13 Mission: We seek to develop solutions to important global problems through our discovery and
14 innovation and to prepare leaders in engineering and architecture through our education and
15 outreach programs to enhance economic competitiveness regionally, nationally, and globally.
16

17 Vision: We aspire to be the leader in discovery, innovation, and education in engineering and
18 architecture among public land grant universities, recognizing that diversity, equity, and
19 inclusion are essential components of our excellence.

20 **III Academic Rights and Responsibilities**

21 In April 2006, the university issued a [reaffirmation](#) of academic rights, responsibilities, and
22 processes for addressing concerns.

23 **IV Faculty**

24 **A Faculty Appointments**

25 [Faculty Rule 3335-5-19](#) defines the types of faculty appointments possible at The Ohio
26 State University and the rights and restrictions associated with each type of appointment.
27 The college faculty comprises:

- 28
- 29 1. Tenure-track faculty with titles of instructor, assistant professor, associate professor, or
30 professor.
 - 31
 - 32 2. Practice faculty with titles of professional practice assistant professor, professional
33 practice associate professor, and professional practice professor. In accordance with
34 Rules of the University Faculty ([Faculty Rule 3335-7-03](#)), practice faculty can comprise
35 no more than 20% of the combined tenure-track, practice and research faculty
36 membership.
 - 37
 - 38 3. Research faculty with titles of research assistant professor, research associate professor,
39 or research professor; research faculty can comprise no more than 20% of the tenure-
40 track faculty;

- 1
2 4. Associated Faculty to include:
3 a. Adjunct titles, lecturer titles, and visiting titles;
4 b. Those on less than a 50% appointment to the university.
5
6 5. Emeritus Faculty: Emeritus faculty status is an honor given in recognition of sustained
7 academic contributions to the university as described in Faculty Rule [3335-5-36](#). Full-time
8 tenure track, practice, research, or associated faculty may request emeritus status upon
9 retirement or resignation at the age of sixty or older with ten or more years of service or at
10 any age with twenty-five or more years of service. See the college [Appointments,](#)
11 [Promotion, and Tenure Document](#) for additional detail. Emeritus faculty in the college
12 are invited to participate in discussions on non-personnel matters, but may not participate
13 in personnel matters, including promotion and tenure reviews, and may not vote on any
14 matter.
15

16 Faculty roles and responsibilities are defined by each TIU in accordance with university rules.
17 Members of the faculty are expected to contribute to the instructional, funded research,
18 scholarship, outreach, and administrative missions and roles of the college as appropriate. It is
19 neither expected nor considered desirable for all faculty members to make equivalent
20 contributions to each of these missions. Faculty assignments are described in the initial letter of
21 offer and updated during the annual review process based on TIU needs as well as faculty
22 productivity and career development.
23

24 Detailed information about the appointment criteria and procedures for the various types of
25 faculty appointments made in this college is provided in the [Appointments, Promotion, and](#)
26 [Tenure Document](#).

27 **B Voting Rights**

28 Faculty members with a 50% or more compensated appointment, whose TIU is in the college,
29 and who hold an appointment as tenure-track faculty, practice faculty, research faculty shall have
30 a full vote at college faculty meetings and in faculty elections. Persons with associated titles and
31 with a 50% or more compensated appointment are permitted to participate in college and
32 academic unit governance unless restricted by a vote of at least a majority of its tenure-track,
33 practice and research faculty in the unit where their primary appointment resides.
34

35 Only tenure-track faculty may participate in discussions of tenure-track, practice, and research
36 faculty matters, including promotion and tenure reviews.
37

38 Practice faculty may participate in discussions of and votes on practice faculty matters, including
39 promotion reviews.
40

41 Research faculty may participate in discussions of and votes on research faculty matters
42 including promotion reviews.
43

44 Associated and emeritus faculty may not participate in discussion of or votes on personnel
45 matters.

1
2 As defined by Faculty Rule [3335-7-11](#), tenure-track and practice faculty may be nominated and
3 may serve if elected on the University Senate as a representative of the college.

4 **C Special Circumstances**

5 Because it is an adjunct TIU in the College of Engineering, college faculty members from the
6 Department of Food, Agricultural and Biological Engineering shall have voting rights on all
7 matters before the College except those concerned with the organization of the College, for
8 example, its departmental structure.
9

10 Only faculty members of the Austin E. Knowlton School of Architecture shall vote on
11 recommendations of recipients of tagged degrees and supporting course and curricular proposals.

12 **D Distinguished Professor**

13 Distinguished faculty members within the College of Engineering and Knowlton School of
14 Architecture may be awarded the title College of Engineering Distinguished Professor or
15 Knowlton School of Architecture Distinguished Professor as appropriate in recognition of
16 excellence in teaching, scholarship, and service, aligned with the purpose of an endowed
17 position, as outlined in Appendix F.
18

19 Criteria for consideration of this honorific include:

- 20
- 21 • Rank of professor
 - 22 • A minimum of five years' service in the college
 - 23 • Excellence in teaching, scholarship, and service aligned with criteria for an endowed
24 position as outlined in Appendix F.

25 This appointment includes annual discretionary funding and holders will submit annual reports
26 as outlined for endowed positions in Appendix F. This honorific is limited to no more than 10%
27 of the professors in the College. The Dean will solicit nominations from department chairs who
28 may submit a nomination letter outlining the key achievements of the faculty member, along
29 with a copy of the faculty member's vita. The Dean will review the nominations and select a
30 candidate to receive the honorific. Reappointment is possible based on successful performance
31 and the recommendation of the Dean.
32

33 **E Innovation Scholar**

34 Tenure track Associate Professors within the College of Engineering and Knowlton School of
35 Architecture may be awarded the title College of Engineering Innovation Scholar or Knowlton
36 School of Architecture Innovation Scholar as appropriate in recognition of excellence in
37 teaching, scholarship, and service and is aimed at the retention or recruitment of tenure track
38 associate professors in key areas of strategic importance to the college.
39

40 Appointment as an Innovation Scholar is based upon:
41

- 1 • Rank at the associate professor level
- 2 • National and international recognition of the highest level of intellectual leadership,
- 3 excellence and performance in research, teaching and professional service.
- 4

5 This appointment includes annual discretionary funding and holders will submit annual reports
6 as outlined for endowed positions in Appendix F. This honorific is limited to no more than 10%
7 of the associate professors in the College. The Dean will solicit nominations from department
8 chairs who may submit a nomination letter outlining the key achievements of the faculty
9 member, along with a copy of the faculty member's vita. The Dean will review the nominations
10 and select a candidate to receive the honorific. The term of appointment is 5 years.

11 Reappointment is not allowed.

12

13 **F Distinguished Assistant Professor of Engineering Inclusive Excellence**

14 Distinguished tenure track assistant professor faculty within the College of Engineering and
15 Knowlton School of Architecture may be awarded the title College of Engineering Distinguished
16 Inclusive Excellence Assistant Professor or Knowlton School of Architecture Distinguished
17 Inclusive Excellence Assistant Professor as appropriate in recognition of potential excellence in
18 fostering inclusive excellence in teaching, scholarship, and service.

19
20 Appointment as a Distinguished Inclusive Excellence Assistant Professor is based upon
21 expectation of continued engagement in scholarship focused on inclusive excellence in
22 engineering and allied fields within the COE or Knowlton School and is aimed at the retention or
23 recruitment of tenure track assistant professors in key areas of strategic importance to the
24 college.

25
26 This appointment includes annual discretionary funding and holders will submit annual reports
27 as outlined for endowed positions in Appendix F. This honorific is limited to no more than 5
28 assistant professors in the College. The Dean will select awardees who are being recruited or
29 being retained in the College Engineering or the Knowlton School based upon a nomination from
30 TIU Heads who may submit a nomination letter outlining the key achievements of the faculty
31 member, along with a copy of the faculty member's vita. The Dean will review the nominations
32 and select a candidate to receive the honorific. The term of appointment is 5 years or until tenure,
33 whichever is shorter. Reappointment is not allowed.

34 **G Innovation Scholar (TIU level)**

35 TIUs within the College of Engineering may include in their POAs an honorific aimed at the
36 retention of tenure track associate professors as appropriate in recognition of excellence in
37 teaching, scholarship, and service. TIU's may award the title of "TIU NAME" Innovation
38 Scholar. Appointment as a "TIU NAME" Innovation Scholar is based upon expectation of
39 continued engagement in scholarship focused on inclusive excellence in within each TIU and is
40 aimed at the retention or recruitment of tenure track assistant professors in key areas of strategic
41 importance to the TIU. The designation is limited to a minimum of 2 or up to a maximum 5% of
42 the total number of faculty in the unit. The term of appointment is 5 years. Reappointment is not
43 allowed.

1 **H Distinguished Assistant Professor of Inclusive Excellence (TIU level)**

2 TIUs within the College of Engineering may include in their POAs guidelines for the creation of
3 honorific professorships aimed at the retention or recruitment of tenure track assistant professors
4 as appropriate in recognition of potential excellence in fostering inclusive excellence in teaching,
5 scholarship, and service. TIU’s may award the title of “TIU NAME” Distinguished Inclusive
6 Excellence Assistant Professor. Appointment as a “TIU NAME“ Distinguished Inclusive
7 Excellence Assistant Professor is based upon expectation of continued engagement in
8 scholarship focused on inclusive excellence in within each TIU and is aimed at the retention or
9 recruitment of tenure track assistant professors in key areas of strategic importance to the TIU.
10 The designation is limited to a minimum of 2 or up to a maximum 5% of the total number of
11 faculty in the unit. The term of appointment is 5 years or until tenure, whichever is shorter.
12 Reappointment is not allowed.

13 **V Organization of the College**

14 The College is organized into the following school and departments, which are Tenure Initiating
15 Units (TIUs):

- 16 Biomedical Engineering (BME);
- 17 William G. Lowrie Department of Chemical and Biomolecular Engineering (CBE);
- 18 Civil, Environmental, and Geodetic Engineering (CEGE);
- 19 Computer Science and Engineering (CSE);
- 20 Electrical and Computer Engineering (ECE);
- 21 Engineering Education (EED);
- 22 Integrated Systems Engineering (ISE);
- 23 Materials Science and Engineering (MSE);
- 24 Mechanical and Aerospace Engineering (MAE); and
- 25 The Austin E. Knowlton School of Architecture (KSA).

26
27
28 The Department of Food, Agricultural and Biological Engineering (FABE) in the College
29 of Food, Agricultural, and Environmental Sciences is an adjunct department in the
30 College of Engineering.

31 **VI Overview of College Administration and Decision-Making**

32 The College operates on the premise that all faculty members, staff and students have unique
33 talents and skills that contribute to the pursuit of excellence, and the opinions of all are valued.
34 While deliberation and decision-making may occur in different ways based on the nature of the
35 issue or action, consensus is the preferred vehicle as often as possible. Decisions are made by the
36 College faculty as a whole, by standing or ad hoc committees of the College, or by the Dean with
37 the nature and importance of any specific matter determining how the issue is to be addressed.
38 College governance proceeds on the general principle that the more important the matter to be
39 decided, the more widespread the agreement on a decision needs to be. Open discussions of
40 formal and informal nature are encouraged and constitute the primary means of reaching
41 consensus on decisions of central importance.

1 **VII College Administration**

2 **A Dean**

3 The primary responsibilities of the dean are set forth in Faculty Rule [3335-3-29](#). This rule
4 requires the dean to develop, in consultation with the faculty, a Pattern of Administration with
5 specified minimum content. The rule, along with Faculty Rule [3335-6](#), also requires the dean to
6 prepare, in consultation with the faculty, a document setting forth policies and procedures
7 pertinent to appointments, reappointments, promotion and tenure.

8
9 Other responsibilities of the dean, not specifically noted elsewhere in this Pattern of
10 Administration, are paraphrased and summarized below.

- 11
- 12 • To preside at meetings of the college faculty and to appoint all college committees unless
13 their membership has been designated by faculty rule or by the college faculty.
 - 14 • To approve courses of study for students in his or her college, to warn students who are
15 delinquent in their studies and to recommend appropriate student disciplinary action to the
16 appropriate university disciplinary body or official.
 - 17 • To present candidates for degrees to the president on behalf of the college faculty and to
18 serve as a member of the Council of Deans (see Rule [3335-3-22](#) of the Administrative
19 Code).
 - 20 • After consultation with the TIU heads within the college, to make recommendations to
21 the executive vice president and provost concerning the college budget, the appointments
22 to and promotions within the membership of the college faculty.
 - 23 • To review salary appeals and other faculty issues in a professional and timely manner.
 - 24 • To facilitate and participate in prescribed [academic program review](#) processes, in
25 collaboration with the Office of Academic Affairs and TIU heads.
 - 26 • To appoint and review TIU heads:
 - 27
 - 28 1) TIU heads shall be selected and appointed by the dean, in consultation with the
29 faculty of the TIU and subject to approval by the president and the Board of
30 Trustees. Each TIU head shall be appointed for a term of four years and shall
31 be eligible for reappointment. TIU heads will be reviewed annually by the
32 dean.
 - 33
 - 34 2) During the last year of the term of a TIU head, the dean will conduct a
35 thorough review of the performance of the TIU head during her or his term,
36 ascertain whether or not the TIU head desires to serve another term, and assess
37 the level of support in the TIU for the TIU head’s continuation. If the TIU head
38 agrees to serve another term and his or her performance review is satisfactory,
39 the dean will consider feedback from the unit and then choose whether to
40 reappoint the TIU head to another term.
 - 41
 - 42 3) If a new TIU head is to be selected, the dean will meet with the faculty of the
43 TIU to discuss the selection of a new head. After that meeting, the dean, in
44 consultation with the TIU, will form a search advisory committee. The

1 committee will include at least one member from a unit outside the TIU. The
2 dean will appoint a chair from the members of the committee.

3
4 4) The decision to hire an internal or external chair will be made by the dean after
5 input from the TIU is considered.

6
7 5) The search advisory committee, working with the unit and the College, will
8 identify candidates for the TIU head position. It is expected that faculty,
9 students, and staff will be involved in the selection process.

10
11 6) For external searches for a TIU head, normal faculty search procedures will be
12 followed.

13
14 7) After the selection procedure has been conducted, the search advisory
15 committee will provide the dean with a list of potential TIU head candidates, an
16 evaluation of the candidates by the search advisory committee, and a sense of
17 the degree of overall support by the TIU for each candidate. The list of
18 candidates must be unranked. The dean will appoint a TIU head, taking into
19 consideration the recommendations made by the search advisory committee and
20 input received from the TIU.

21
22 The Dean shall appoint, pursuant to University Rules, a Secretary of the College and such
23 Associate and Assistant Deans and other administrative officers as are needed to carry out the
24 programs of the College. In matters of business, finance, human resources and other areas, the
25 Dean shall seek the advice of Executive College Staff members whose expertise pertains to the
26 particular matter at hand. The Dean shall fully consider such advice in advance of any decision
27 or action. To promote efficiency and expediency, college-level, day-to-day decision-making and
28 approval authority may be delegated to the Associate and Assistant Deans, and the College
29 Executive Staff at the discretion of the Dean, but the Dean retains final responsibility and
30 authority for all matters covered by the Pattern, subject when relevant to the approval of the
31 Office of Academic Affairs and Board of Trustees. At least annually, a roster of the
32 administrative personnel within the Office of the Dean shall be provided to all Faculty. At least
33 annually, the Dean will address the Faculty of the College to present academic and strategic
34 initiatives, budget and budgetary trends, and to recommend new or modified policies for carrying
35 out the mission of the College.

36
37 Operational efficiency requires that the dean exercise a degree of autonomy in establishing and
38 managing administrative processes. The articulation and achievement of college academic goals,
39 however, is most successful when all faculty members participate in discussing and deciding
40 matters of importance. The dean will therefore consult with the faculty on all educational and
41 academic policy issues and will respect the principle of majority rule. When a departure from
42 majority rule is judged to be necessary, the dean will explain to the faculty the reasons for the
43 departure, ideally before action is taken.

1 **B Other Administrators**

2 The College shall have the following Associate Deans, Assistant Deans and Executive Staff. In
3 the execution of their responsibilities, the individuals in these positions are accountable to the
4 Dean of the College of Engineering. Accountability to the Dean does not abrogate, but supports,
5 any responsibility or accountability to other offices or officers of the University as may be
6 designated or apparent for particular duties or functions.

7
8 Chief of Staff: When delegated by the Dean, is responsible for the administration, operational
9 success and effectiveness of the College. Chief of Staff provides leadership, coordination,
10 development, and execution of strategic initiatives across constituencies in the college and
11 university. This role executes key strategic priorities and initiatives by exploring, identifying,
12 and evaluating comprehensive information and data to provide guidance, advice, and assistance
13 on a range of issues. This position supervises staff in operational roles at the college.
14 Responsible for ensuring compliance with university, state and federal regulations in all financial
15 and human resources activities. Works in partnership with the Associate Deans, the Chief
16 Administrative Officer and the Chief Diversity Officer on the allocation of resources for
17 departments, faculty and college operations.

18
19 Chief Administrative Officer: Responsible for and has oversight of budgeting, strategic financial
20 and resource planning, and shared services procurement operations for the college. Provides
21 leadership and management for the development and implementation of the annual college
22 budget and long-term projections and forecasts for college wide strategic initiatives, manages
23 and directs the allocation of financial resources in the college, ensures the college budget aligns
24 with and supports the college strategic plan, and directs the allocation of human capital resources
25 in the college. Responsible for high quality, accurate, timely and insight-driven financial
26 analyses and reporting. Serves as principal advisor to the Dean and college leadership on all
27 financial and resource allocation initiatives. Works directly with associate and assistant deans
28 and academic unit heads to ensure financial stability in all areas. Works in partnership with
29 University offices including the Office of Academic Affairs (OAA) and the Office of Business
30 and Finance (B&F) on all finance and budget matters, as well as Internal Audit, Legal Affairs,
31 Office of Compliance and Integrity, Office of Human Resources, and Office of Research.
32 Reports to B&F and OAA on the ongoing financial condition of the college. Responsible for
33 ensuring compliance with university, state and federal regulations in all financial activities.

34
35 Senior Associate Dean: Responsible for the coordination and implementation of college strategy.
36 Acts on behalf of and represents the Dean on college and university issues as designated by the
37 Dean. Represents the Dean and the college on selected internal and external committees and
38 organizations. Responsible for implementing selected large-scale initiatives in the college
39 strategic plan crossing academic and research areas. Integrates diversity and inclusion in all
40 aspects of areas of responsibility. Collaborates with the Chief of Staff and Chief Administrative
41 Officer to implement long range financial strategy in support of the college strategic plan.

42
43 Associate Dean for Faculty Affairs: Responsible for strategic recruitment, retention and
44 advancement of faculty and assists with review of faculty conduct. The Associate Dean of
45 Faculty Affairs will serve as the Secretary of the College and is the College’s liaison with the
46 Office of Academic Affairs. Integrates diversity and inclusion in all areas of faculty affairs.

1
2 Associate Dean for Research: Responsible for planning, development, and administration of the
3 College research enterprise; promotes externally sponsored research; facilitates establishment of
4 externally funded research centers; oversees the Engineering Research Operations and other
5 auxiliary operations as designated.

6
7 Associate Dean for Academic Programs and Student Services: Responsible for undergraduate
8 curriculum, student recruitment and retention, scholarships/financial aid, enrollment
9 management, graduation certification, undeclared student advising, orientation, Engineering
10 Career Services, Dean's List, student awards, and student organizations.

11
12 Associate Dean for Facilities and Planning: Provides administrative oversight, planning,
13 prioritization and coordination to capital projects, renovation projects and physical space
14 management in the college.

15
16 Associate Dean of Graduate Programs: Responsible for all college-level initiatives supporting
17 graduate programs and graduate students. Partners with the units and the College Diversity and
18 Outreach office to ensure recruitment of a diverse graduate student population. Serves as the
19 liaison to between internal and external entities on matters affecting graduate studies, and as an
20 ex officio member and Chair of the College's Graduate Studies Chair Committee and the
21 Graduate Program Coordinators Committee.

22
23 Chief Information Officer: Responsible for College information technology (IT) infrastructure
24 and works in partnership with other university and external systems to support the teaching,
25 research and administration needs of the College. Determines long-term College IT needs and
26 develops strategy for systems development, acquisition and integration. Represents the College's
27 IT interests to the University Office of the Chief Information Officer and other external
28 organizations.

29
30 Chief Diversity Officer and Assistant Dean for Diversity, Outreach, and Inclusion: Responsible
31 for leading college-wide diversity and inclusion initiatives, the Office of Diversity, Outreach and
32 Inclusion and its respective programs. Leads efforts to partner and collaborate with internal and
33 external constituents and stakeholders to advance diversity and inclusion for students, faculty,
34 staff, and alumni in the College, in academic and career preparation programs and in the
35 engineering field, across the university and in the broader community.

36
37 Assistant Dean for Curriculum and Assessment: Responsible for college level activities dealing
38 with curriculum and assessment, academic actions, student projects and organizations,
39 international programs, and advising departments in these areas. Serves as secretary for College
40 Committee on Academic Affairs (CCAA).

41
42 Assistant Dean for Teaching and Learning: Responsible for efforts related to teaching, learning,
43 learning outcomes assessment, student advising and faculty development. Collaborates with
44 Associate Dean for Faculty Affairs in faculty development in teaching and learning.

1 Assistant Dean for Faculty Affairs and Recruitment: Responsible for efforts related to faculty
2 recruitment, onboarding, and retention.

3
4 Director of Professional & Distance Education Programs: Provides administrative oversight,
5 planning, prioritization and coordination of professional programs and short courses, on-line
6 degree programs, and customized education programs in engineering and architecture.
7

8 **C Committees**

9 The development and implementation of College policies and programs are carried out by
10 standing and ad hoc committees. The Dean is an ex officio member of all College committees
11 and may vote as a member on all committees except the Committee of Eligible Faculty and the
12 Promotion and Tenure Committee. The existing College Committees and the procedures for
13 establishing and reviewing College Committees are described in Appendix A.
14

15 **D Centers**

16 College Centers may be established to support the research and educational mission of the
17 College. The procedures for establishing, reviewing and abolishing College Centers are
18 described in Appendix B.
19

20 **VIII Faculty Meetings**

21 The College accepts the fundamental importance of full and free discussion but also recognizes
22 that such discussion can only be achieved in an atmosphere of mutual respect and civility.
23 Normally, Faculty meetings will be conducted with no more formality than is needed to attain
24 the goals of full and free discussion and the orderly conduct of business. However, Robert's
25 Rules of Order will be invoked when more formality is needed to serve these goals. Meetings
26 shall be open to all persons except where compelling reasons require otherwise.

27 **A Membership of Faculty**

28 Except as otherwise determined in accordance with the Rules of the University Faculty, the
29 College Faculty shall be constituted as follows: members of the University Faculty, including
30 practice, research, and tenure-track, holding a salaried regular appointment, or having emeritus
31 status, in the College or in a TIU of the College; University administrators who are members of
32 the University Faculty and hold an appointment in a TIU of the College; members of the Faculty
33 of the Department of Food, Agricultural and Biological Engineering who have been certified by
34 the Chair of the Department to the Secretary of the College as participating in resident
35 instruction for the academic year in programs leading to a degree administered by the College.
36 Modified voting rights for the faculty of Food Agriculture and Biological Engineering and the
37 Knowlton School of Architecture are described in Section IV Faculty under the subsection
38 entitled "[Special Circumstances](#)".
39

1 The Dean may annually appoint other University Faculty members who play active or supportive
2 roles in the programs of the College as Associate Members of the Faculty of the College in non-
3 salaried joint appointments. Associate Members shall not have voting rights.
4

5 **B Rosters**

6 On or about October 1st of each year, the Secretary of the College shall distribute to each faculty
7 member official lists showing those holding voting rights in each TIU and in the College.
8

9 **C Regular Meetings**

10 Regular Meetings: The Faculty shall meet upon the call of the Dean but at least once per year.
11

12 Special Meetings: The Secretary of the College shall promptly schedule a special meeting when
13 requested by the College Committee on Academic Affairs, by a majority of the faculty of any
14 department, or by a minimum of twenty-five faculty members by signed petition.
15

16 Quorum: Thirty members of the Faculty each having power to vote on a matter shall constitute a
17 quorum as to that matter.
18

19 Announcement and Agenda: The Secretary of the College shall give reasonable notice of each
20 meeting to members of the Faculty. The Secretary shall also distribute a proposed agenda for
21 each meeting, at least one week in advance of the meeting when practicable, to members of the
22 Faculty.
23

24 Ballots: Either the Dean or one-third of all faculty members eligible to vote may determine that a
25 formal vote conducted by written ballot is necessary on matters of special importance. For
26 purposes of a formal vote, a matter will be considered decided when a particular motion is
27 supported by at least a majority of all faculty members eligible to vote. Balloting may be
28 conducted by mail or e-mail when necessary to assure maximum participation in voting. When
29 conducting a ballot by mail or email, faculty members will be given one week to respond. If a
30 motion fails to receive a vote due to lack of quorum, then the dean at his or her discretion may
31 act to adopt or reject the motion on behalf of the faculty; for the dean to invoke such action, the
32 meeting must have been scheduled during business hours of a day on which Autumn or Spring
33 semester classes are in session, and the motion must have been distributed to the faculty, together
34 with an agenda and notice of the faculty meeting, at least one week prior to the meeting.
35 Additionally, when a simple majority of all faculty members eligible to vote cannot be achieved
36 on behalf of any motion, the Dean will necessarily make the final decision.
37

38 Appeals: Any vote of the assembled Faculty at a meeting shall be subject to appeal by a ballot of
39 the entire Faculty with voting rights as to that matter either upon request by twenty-five percent
40 of the faculty members present at the meeting at which the vote is taken, or upon written petition
41 addressed to the Secretary of the College by twenty-five faculty members, such petition being
42 received at the administrative offices of the College within seven days of the time the vote is

1 taken. Ballots shall be distributed by the Associate Dean for Faculty Affairs, who is the
2 Secretary of the College with the Committee on Academic Affairs acting as tellers.

3
4 Minutes: Minutes of each meeting of the Faculty shall be prepared and preserved by the
5 Secretary of the College as a record of the proceedings of the College. A copy of the minutes
6 shall be distributed to each faculty member as soon as it is practicable.

7
8 Presiding Officer: Regular and special meetings of the Faculty shall be presided over by the
9 Dean. In the absence of the Dean or at the request of the Dean, the Associate Dean for Faculty
10 Affairs who is the Secretary of the Faculty shall preside.

11
12 Special policies pertain to voting on personnel matters, and these are set forth in the college's
13 Appointments, Promotion and Tenure Document.

14 15 **IX. Distribution of Faculty Duties and Responsibilities**

16
17 The faculty of the College of Engineering consists of individuals whose appointments and
18 responsibilities vary considerably. Depending on their appointment, college faculty members'
19 responsibilities may include teaching, research, outreach and engagement, and/or service. The
20 guidelines outlined here do not constitute a contractual obligation. Fluctuations in the demands
21 and resources of the department and the individual circumstances of faculty members may
22 warrant temporary deviations from these guidelines. Assignments and expectations for the
23 upcoming year are addressed and adjusted as part of the annual review by the TIU head based on
24 TIU needs as well as faculty productivity and career development.

25
26 A full-time faculty member's primary professional commitment is to Ohio State University and
27 the guidelines below are based on that commitment. Faculty who have professional
28 commitments outside of Ohio State during on-duty periods (including teaching at another
29 institution, conducting research for an entity outside of Ohio State, or for external consulting)
30 must disclose and discuss these with the TIU head in order to ensure that no conflict of
31 commitment exists. Information on faculty conflicts of commitment is presented in the [OAA](#)
32 [Faculty Conflict of Commitment Policy](#).

33
34 During on-duty periods, faculty members are expected to be available for interaction with
35 students, research, and departmental meetings and events even if they have no formal course
36 assignment. On-duty faculty members should not be away from campus for extended periods of
37 time unless on an approved leave (see section XII) or on approved travel.

38
39 In crisis situations, such as life-threatening disease (COVID, for example) or physical dangers
40 (natural disasters, for example), faculty duties and responsibilities may be adjusted by TIU heads
41 to take into account the impact over time of the crisis. These adjustments may include modifying
42 research expectations in order to maintain teaching obligations. These assignment changes must
43 be considered in annual reviews.

1 **A Duties and Responsibilities by Faculty Appointment**

2 Depending on their appointment, faculty in the college have a role in fulfilling the three-fold
3 mission of the College and the University: teaching, scholarship and service.

4 1 Tenure-track Faculty

5 Tenure-track faculty members are expected to contribute to the university’s mission via
6 teaching, scholarship, and service. When a faculty member’s contributions decrease in one of
7 these three areas, additional activity in one or both of the other areas is expected.

8
9 **Teaching**

10 All tenure-track faculty members are expected to contribute to teaching in the TIU, including
11 large enrollment and specialized courses in both the undergraduate and graduate curricula.
12 The standard teaching assignment for full-time tenure-track faculty members is determined
13 by a faculty member’s TIU. Faculty members are also expected to advise undergraduate and
14 graduate students and to supervise independent studies and thesis and dissertation work.

15
16 Adjustments to the standard teaching assignment may be made to account for teaching a new
17 course, the size of the course, whether the course is taught on-line or team-taught, and other
18 factors that may affect the preparation time involved in teaching the assignment.

19
20 The standard teaching assignment may vary for individual faculty members based on their
21 research and/or service activity. Faculty members who are especially active in research may
22 have a reduced teaching assignment. Likewise, faculty members who are relatively inactive
23 in research may have an increased teaching assignment. Faculty members who are engaged
24 in extraordinary service activities (to the department, college, university, and in special
25 circumstances professional organizations within the discipline) may have a reduced teaching
26 assignment.

27
28 TIUs are responsible for making teaching assignments on an annual basis and may decline to
29 approve requests for adjustments when approval of such requests is not judged to be in the
30 best interests of the TIU and its programs. All faculty members must perform some formal
31 instruction and advising over the course of the academic year.

32
33 **Scholarship**

34 All tenure-track faculty members are expected to be engaged in discovery, scholarly and
35 creative work, applied research, and/or the scholarship of pedagogy as defined in their [TIU](#)
36 [Appointments, Promotion, and Tenure Document](#). Faculty engaged in basic or applied
37 research are expected to attract extramural funding that supports their efforts. Faculty
38 members are also expected to seek appropriate opportunities to obtain patents and to engage
39 in other commercial or entrepreneurial activities stemming from their research.

40
41 **Service**

42 Faculty members are expected to be engaged in service and outreach to the university,
43 profession and community. Expectations are set by TIUs and can be adjusted depending on
44 the nature of the assignment. All faculty members are expected to attend and to participate in

1 faculty meetings, faculty and student recruitment activities, and other TIU and College
2 events.

3 2 Practice Faculty

4 Practice faculty members are expected to contribute to the university's mission through
5 teaching and service, and to a lesser extent through scholarship. Service expectations are
6 similar to those for the tenure-track. All practice faculty are expected to contribute to the
7 teaching of courses in the TIU, or to courses or instructional situations involving professional
8 skills. The standard teaching assignment for full-time practice faculty members is five
9 courses per academic year.

10

11 3 Research Faculty

12 Research faculty members are expected to contribute to the university's mission through
13 research. In accord with [Faculty Rule 3335-7-34](#), a research faculty member may, but is not
14 required to, participate in educational activities in the area of his or her expertise on a limited
15 basis. Under no circumstances may a member of the research faculty be continuously
16 engaged over an extended period of time in the same instructional activities as tenure-track
17 faculty. An exception to this rule is the mentoring of graduate students in research. It is
18 expected that research faculty will oversee and mentor graduate students as appropriate in
19 their research program. Research expectations are similar to those for the tenure-track, albeit
20 proportionally greater since the majority of effort for faculty members on the research track
21 is devoted to research. Specific expectations are spelled out in the letter of offer.

22

23 4 Associated Faculty

24 Compensated associated faculty members are expected to contribute to the university's
25 mission via teaching or research depending on the terms of their individual appointments.
26 Faculty members with tenure-track titles and appointments <50% FTE will have reduced
27 expectations based on their appointment level. Expectations for compensated visiting faculty
28 members will be based on the terms of their appointment and are comparable to that of
29 tenure-track faculty members except that service is not normally required. The standard
30 teaching assignment for full-time lecturers is to be specifically defined in the TIU
31 governance documents and should be prescribed with the understanding that the University
32 standard for a lecturer full-time teaching load is 8 courses per year.

33

34 **B Guidelines on Teaching Assignments**

35 Teaching loads in the college will be determined at the TIU level according to processes
36 developed and approved by that unit. All tenured, tenure-track, and practice faculty are expected
37 to contribute to their unit's teaching, including large enrollment and specialized courses.
38 Average teaching loads for faculty should be compatible with the appropriate benchmarks in
39 peer universities. In order to achieve equitable workloads for all faculty, the teaching load for an
40 individual faculty member will be adjusted appropriately in response to variations in research

1 and/or service activities. Additional guidelines with respect to faculty teaching load are found in
2 the Office of Academic Affairs [Policies and Procedures Handbook](#), Volume 1, Chapter 2,
3 Sections 1.4.3 and 1.4.3.1.

4 **C Special Assignments**

5 Information on special assignments (SAs) is presented in the [OAA Special Assignment Policy](#).
6 Faculty may request an SA, consistent with the TIU's requirements for SA proposals. The TIU
7 head shall make a recommendation to the Dean regarding an SA proposal. Award of the SA will
8 be based on the quality of the proposal and its potential benefit to the department or university
9 and to the faculty member as well as the ability of the department to accommodate the SA at the
10 time requested.

11 **D Guidelines for Determining FTE Exceptions to Faculty Appointments Policy**

12 There are instances where the workload associated with a course is greater than or less than the
13 university-wide ratio of one (1) 3-credit course to 0.25 FTE. In such cases, the unit should
14 request approval for an FTE adjustment.

15
16 At other times there may be unique circumstances surrounding the specific instance the course is
17 offered that increase the workload. In these cases, the unit should request approval for additional
18 compensation for the faculty member teaching the course.

19
20 In all cases, units must provide evidence to justify requests to increase or decrease the credit-
21 hour to FTE equivalency beyond the university-wide ratio of one (1) 3-credit course to 0.25 FTE.

22 **Activities that may warrant additional compensation include the following:**

- 23 • Faculty member assigned a course for the first time.
- 24 • Faculty member requested to simultaneously significantly revise and teach a course
- 25 • Faculty member requested to teach a class that is larger than usual

26 **Circumstances that may warrant adjusting FTE**

- 27 • Three hour-credit courses that exceed an average of two additional hours/week; the
28 FTE will be determined by assessing the average hours/week required for the
29 course
- 30 • 3-credit courses where the faculty member provides the lecture and GTAs provide
31 the recitation
- 32 • 4-credit courses where the faculty member provides the lecture and GTAs provide
33 the lab supervision and grading
- 34 • Courses involving individual instruction

- 1 • Advising, curriculum development, internship oversight may replace course
- 2 teaching
- 3
- 4 • Online course development
- 5
- 6 • Large enrollment courses
- 7

8 Note these lists are not exhaustive; they serve only as examples.

9 **E Modification of Duties**

10 The College of Engineering strives to be a family-friendly unit in its efforts to recruit and retain
11 faculty members. To this end, the college is committed to adhering to its guidelines on
12 modification of duties to provide its faculty members flexibility in meeting work responsibilities
13 associated with birth or adoption of a child, or care for an immediate family member who has a
14 serious health condition, or a qualifying exigency arising out of the fact that the employee's
15 immediate family member is on covered active duty in a foreign country or call to covered active
16 duty status. See [Appendix C](#) for details.

17
18 A faculty member requesting a modification of duties for childbirth/adoption/fostering and the
19 TIU head should be creative and flexible in developing a solution that is fair to both the
20 individual and the TIU while addressing the needs of the university. Expectations must be
21 spelled out using the College of Engineering form that the faculty member, TIU head, and the
22 Dean sign to indicate agreement.

23
24 Faculty may be eligible for additional leave under the [Family Medical Leave Policy](#) and/or the
25 university's paid parental leave guidelines as described in its [Policy on Paid Leave Programs](#).

26
27 See also Parental Leave Policy in Section XII.

28 **X Course Offerings and Teaching Schedule**

29 Each TIU head will develop annually a schedule of course offerings and teaching schedules in
30 consultation with the faculty, both collectively and individually. While every effort will be made
31 to accommodate the individual preferences of faculty, the department's first obligation is to offer
32 the courses needed by students at times and in formats, including on-line instruction, most likely
33 to meet student needs. To assure classroom availability, reasonable efforts must be made to
34 distribute course offerings across the day and week. To meet student needs, reasonable efforts
35 must be made to assure that course offerings match student demand and that timing conflicts
36 with other courses students are known to take in tandem are avoided. A scheduled course that
37 does not attract the minimum number of students required by [Faculty Rule 3335-8-16](#) will
38 normally be cancelled and the faculty member scheduled to teach that course will be assigned to
39 another course for that or a subsequent semester. Finally, to the extent possible, courses required
40 in any curriculum or courses with routinely high demand will be taught by at least two faculty
41 members across semesters of offering to assure that instructional expertise is always available for
42 such courses.

1 **XI Allocation of College Resources**

2 The dean is responsible for the fiscal and academic health of the college and for assuring that all
3 resources—fiscal, human, and physical—are allocated in a manner that will optimize
4 achievement of college goals. The dean will allocate resources in support of the mission of the
5 college after consultation with the executive committee. However, final decisions on resource
6 allocation rest with the dean.

7
8 The allocation of salary funds is discussed in the Appointments, Promotion and Tenure
9 Document.

10 **XII Leaves and Absences**

11 The university's policies and procedures with respect to leaves and absences are set forth in the
12 Office of Academic Affairs [Policies and Procedures Handbook](#) and Office of Human Resources
13 [Policies and Forms website](#). In general, there are four types of leaves and absences taken by
14 faculty (in addition to parental leave, which is detailed in the [Parental Care Guidebook](#)).

15 **A Discretionary Absence**

16 Faculty are expected to complete a travel request or a [request for absence](#) well in advance of a
17 planned absence (for attendance at a professional meeting or to engage in consulting) to provide
18 time for its consideration and approval and time to assure that instructional and other
19 commitments are covered. Discretionary absence from duty is not a right and the chair retains the
20 authority to disapprove a proposed absence when it will interfere with instructional or other
21 comparable commitments. Such an occurrence is most likely when the number of absences in a
22 particular semester is substantial. Rules of the University Faculty require that the Office of
23 Academic Affairs approve any discretionary absence longer than 10 consecutive business days
24 (See [Faculty Rule 3335-5-08](#)); such absences must be requested at [Workday](#) prior to the leave.

25 **B Absence for Medical Reasons**

26 When absences for medical reasons are anticipated, faculty members are expected to complete a
27 [request for absence](#) as early as possible. When such absences are unexpected, the faculty
28 member, or someone speaking for the faculty member, should inform the chair promptly so that
29 instructional and other commitments can be managed. Faculty members are always expected to
30 use sick leave for any absence covered by sick leave (personal illness, illness of family members,
31 medical appointments). Sick leave is a benefit to be used—not banked. For additional details see
32 OHR [Policy 6.27](#).

33 **C Unpaid Leaves of Absence**

34 The university's policies with respect to unpaid leaves of absence and entrepreneurial leaves of
35 absence are set forth in OHR [Policy 6.45](#).

1 **D Faculty Professional Leave (FPL)**

2 Information on faculty professional leaves is presented in the [OAA Policy on Faculty](#)
3 [Professional Leaves](#) and supplemented in XIX Appendix D: College of Engineering
4 Faculty Professional Leave Policy. The information provided below supplements these policies.
5 Requests for professional leave from eligible faculty members will be reviewed at the TIU level
6 according to established procedures. The TIU head will submit the approved requests in rank
7 order with recommendations to the Dean. Requests that reach the Dean will be reviewed by the
8 College Faculty Professional Leave committee, as described in the appendix, that will rank them
9 in priority order and submit them to the Dean with their recommendations for the Dean's
10 submission to the Executive Vice President and Provost. Highest priority in the review process
11 will be given to those applicants who have a positive record of achievement, service, and
12 commitment to the University and can show the benefits of the requested leave to their
13 continuing professional development and to the University. Specifically, the committee assesses
14 applications based on: (1) the degree to which the proposed activity meets the stated objectives of
15 the Professional Leave Program, which are: a) to enhance their teaching effectiveness, scholarly
16 interests and overall performance. b) the University's academic programs can be strengthened
17 and developed. (2) The degree to which the applicant's goals can realistically be achieved during
18 the period requested. In the event that the number of qualified applicants exceeds the number of
19 leaves available, applicants will be judged on quality of the proposal and elapsed time since any
20 previous leave.

21
22 The application should follow the form provided by the Office of Academic Affairs. The
23 application should provide the committee with (1) a clear indication of the activity to be
24 undertaken during the leave, (2) insight into the motivation for the leave, and (3) the expected
25 outputs and outcomes to be realized from the leave experience, and (4) Letters of invitation or
26 support from sponsors of the planned leave activity.

27 **E Parental Leave**

28 The university and this college recognize the importance of parental leave to faculty members.
29 Details are provided in the OHR [Parental Care Guidebook](#), Paid Time Off Program [Policy 6.27](#),
30 and the [Family and Medical Leave Policy 6.05](#). To further support new parents, the college
31 promotes the modification of duties as outlined in 0.

32 **XIII Supplemental Compensation and Paid External Consulting**

33 Information on faculty supplemental compensation is presented in the OAA [Policy on Faculty](#)
34 [Compensation](#). Information on paid external consulting is presented in the university's [Policy on](#)
35 [Faculty Paid External Consulting](#). The information provided below supplements these policies.

36
37 This college adheres to these policies in every respect. In particular, the College of Engineering
38 and the Knowlton School of Architecture expect faculty members to carry out the duties
39 associated with their primary appointment with the university at a high level of competence
40 before seeking or engaging in other income-enhancing opportunities. All activities providing
41 supplemental compensation must be approved by the TIU head regardless of the source of
42 compensation. External consulting must also be approved. Approval will be contingent on the

1 extent to which a faculty member is carrying out regular duties at an acceptable level, the extent
2 to which the extra income activity appears likely to interfere with regular duties, and the
3 academic value of the proposed consulting activity to the department. In addition, it is university
4 policy that faculty may not spend more than one business day per week on supplemental
5 compensation activities and external consulting combined.

6
7 Faculty with an administrative position (for example, chair, associate/assistant dean, center
8 director) remain subject to the Policy on Faculty Paid External Consulting and with appropriate
9 approval, are permitted to engage in paid external work activities. However, faculty members
10 with administrative positions are not permitted to accept compensation/honoraria for services
11 that relate to or are the result of their administrative duties and responsibilities.

12
13 Should a faculty member wish to use a textbook or other material that is authored by the faculty
14 member and the sale of which results in a royalty being paid to him or her, such textbook or
15 material may be required for a course by the faculty member only if (1) the faculty member's
16 TIU head and Dean or designee have approved the use of the textbook or material for the course
17 taught by the faculty member, or (2) an appropriate committee of the TIU or College reviews and
18 approves the use of the textbook or material for use in the course taught by the faculty member.

19
20 Faculty who fail to adhere to the university's policies on these matters, including seeking
21 approval for external consulting, will be subject to disciplinary action.

22 **XIV Financial Conflicts of Interest**

23 Information on faculty financial conflicts of interest is presented in the university's [Policy on](#)
24 [Faculty Financial Conflict of Interest](#). A conflict of interest exists if financial interests or other
25 opportunities for tangible personal benefit may exert a substantial and improper influence upon a
26 faculty member or administrator's professional judgment in exercising any university duty or
27 responsibility, including designing, conducting or reporting research.

28
29 Faculty members with external funding or otherwise required by university policy are required to
30 file conflict of interest screening forms annually and more often if prospective new activities
31 pose the possibility of financial conflicts of interest. Faculty who fail to file such forms or to
32 cooperate with university officials in the avoidance or management of potential conflicts will be
33 subject to disciplinary action.

34
35 In addition to financial conflicts of interest, faculty must disclose any conflicts of commitment
36 that arise in relation to consulting or other work done for external entities. . Further information
37 about conflicts of commitment is included in section 0 above.

38 **XV Grievance Procedures**

39 Faculty or staff members who have a grievance with the college and its individual units should
40 first discuss the matter with their TIU head, who will review the matter as appropriate and
41 either seek resolution or explain why resolution is not possible. This section deals with
42 grievances that have proceeded from the TIU level to the college level. If the grievance
43 involves the TIU head or the TIU head is not the appropriate contact for some other reason, the

1 faculty or staff member should bring the matter to the attention of the Associate Dean of
2 Faculty Affairs or the College of Engineering Human Resources Business Partner
3 respectively. Complaints concerning those parties should be brought to the attention of the
4 dean.

5 **A Salary Grievances**

6 A faculty or staff member who believes that his or her salary is inappropriately low should
7 discuss the matter with the chair. The faculty or staff member should provide documentation to
8 support the complaint.
9

10 In cases that cannot be resolved at the TIU level, a faculty member may file a salary grievance
11 with the dean. The Salary Appeals Committee (see section 0) handles salary appeals according to
12 procedures outlined in the OAA [Policies and Procedures Handbook](#).
13 Staff members who are not satisfied with the outcome of the discussion with the chair and wish
14 to pursue the matter should contact [Employee and Labor Relations in the Office of Human](#)
15 [Resources](#).

16 **B Faculty Promotion and Tenure Appeals**

17 Promotion and tenure appeal procedures are set forth in [Faculty Rule 3335-5-05](#).

18 **C Faculty Misconduct**

19 Complaints alleging faculty misconduct or incompetence should follow the procedures set forth
20 in Faculty Rule [3335-5-04](#). The Investigation Committee (see section 0) handles cases of faculty
21 misconduct according to procedures outlined in the OAA [Policies and Procedures Handbook](#).

22 **D Harassment, Discrimination, and Sexual Misconduct**

23 The [Office of Institutional Equity](#) exists to help the Ohio State community prevent and respond
24 to all forms of harassment, discrimination, and sexual misconduct.
25

26 Ohio State's policy and procedures related to affirmative action and equal employment
27 opportunity are set forth in the university's [policy on affirmative action and equal employment](#)
28 [opportunity](#).
29

30 Ohio State's policy and procedures related to nondiscrimination, harassment, and sexual
31 misconduct are set forth in the university's policy on nondiscrimination, harassment, and sexual
32 misconduct.

33 **E Violations of Laws, Rules, Regulations, or Policies**

34 Concerns about violations of laws, rules, regulations, or policies affecting the university
35 community should be referred to the [Office of University Compliance and Integrity](#). Concerns
36 may also be registered anonymously through the [Anonymous Reporting Line](#).

1 **F Complaints by and about Students**

2 Normally student complaints about courses, grades, and related matters are brought to the
3 attention of individual faculty members. In receiving such complaints, faculty members should
4 treat students with respect regardless of the apparent merit of the complaint and provide a
5 considered response. When students bring complaints about courses and instructors to the TIU
6 head, the head will first ascertain whether or not the matter requires confidentiality. If
7 confidentiality is not required, the head will investigate the matter as fully and fairly as possible
8 and provide a response to both the student(s) and faculty member affected. If confidentiality is
9 required, the head will explain that it is not possible to fully investigate a complaint in such
10 circumstances and will advise the student(s) on options to pursue without prejudice as to whether
11 the complaint is valid or not. When grade grievances rise to the level of the college, those
12 grievances are addressed in accordance with Faculty Rule [3335-8-23](#).

13
14 Faculty complaints regarding students must always be handled strictly in accordance with
15 university rules and policies. Faculty members should seek the advice and assistance of the TIU
16 head and others with appropriate knowledge of policies and procedures when problematic
17 situations arise.

18 **G Academic Misconduct**

19 Faculty members will report any instances of academic misconduct to the [Committee on](#)
20 [Academic Misconduct](#) in accordance with the [Code of Student Conduct](#). See also [Board of](#)
21 [Trustees Rule 3335-23-05](#).

22

1 **XVI Appendix A: Overview of College Committees**

2 **A College Committee on Academic Affairs (CCAA)**

- 3 1. Faculty Membership: One member shall represent each undergraduate degree-granting
4 program, including the Department of Food, Agricultural and Biological Engineering,
5 Center for Aviation Studies and the Engineering Physics Program; but excluding the
6 Austin E. Knowlton School of Architecture. The Engineering Education Department,
7 while not granting an undergraduate degree, will have one member. Each College Center
8 offering an approved undergraduate degree program will be permitted to appoint a
9 member. The term of membership shall be three years, such terms beginning at the start
10 of autumn semester.
- 11 2. Each program through its representative, as defined in paragraph 1 above, shall have one
12 vote on the committee. If a department wants only one vote, even when it has two or
13 more degree granting programs within it, the department must declare as such at the
14 beginning of the academic year. That department shall have one vote until the beginning
15 of the next academic year, at which point the declaration must be made again.
- 16 3. Appointment of Members: Members shall be appointed by the chair or director of each
17 concerned program as they are defined in paragraph 1 above.
- 18 4. Representation by Members: Each member is expected to become familiar with and
19 advance before the Committee proposals originating in the program from which the
20 member is selected. Each member also has the responsibility to act for the benefit of the
21 College as a whole.
- 22 5. Officers: During each Spring semester, the Committee shall elect from its continuing
23 members a Chair for the following year beginning at the start of autumn semester. The
24 Associate Dean for Undergraduate Education and Student Services shall arrange for
25 appointment of a Secretary of the Committee, usually the Assistant Dean for Curriculum
26 and Assessment, with the right to discuss but without the right of vote.
- 27 6. Powers Delegated: Notwithstanding the separate powers of the Austin E. Knowlton
28 School of Architecture, the Committee shall (a) certify at the end of each semester lists of
29 students who have fulfilled the requirements for a degree or for whom special
30 recommendation is made and recommend candidates for degrees to the Faculty
31 membership of the University Senate and the Board of Trustees. The Committee may
32 delegate this task or any portion of it to the Secretary of the Committee. (b) Review and
33 approve or disapprove proposals for new courses and proposals for changes in courses
34 and curricula which are recommended by departments or College Centers approved for
35 such purposes, reporting its decisions directly to the departments or centers concerned
36 and, subject to appeal as described in paragraph 10 below, to the University Council on
37 Academic Affairs. The Committee may delegate to the Secretary of the Committee
38 approval of minor changes to an existing course that do not reduce student access to the
39 course. The Secretary will provide a monthly report of all such requests and approvals to
40 CCAA.

- 1 7. Responsibility of Academic Policy: The Committee shall be responsible for making
2 recommendations to the Faculty of the College concerning the educational and academic
3 policies of the College. This shall include, but shall not be limited to, the responsibility
4 to make recommendations concerning the establishment, alteration, and abolition of all
5 curricula and courses offered by the College or any division thereof, of all degrees and
6 certificates supervised by the College, of all departments, schools and divisions of the
7 College, and of all College Centers authorized to offer for-credit courses or degree
8 programs. In carrying out its activities under this paragraph, the Committee shall, when
9 appropriate, utilize its counterpart committee in the Austin E. Knowlton School of
10 Architecture.
- 11 8. Action of the Committee: No actions of the Committee other than degree certifications
12 shall be effective until it appears in the form of an approved motion in the published
13 minutes of the Committee.
- 14 9. Minutes: The Secretary of the Committee shall prepare minutes of Committee meetings
15 and shall distribute them to each member of the Committee and to the chair of each
16 department represented on the Committee.
- 17 10. Appeal: Any action of the Committee may be appealed to the Faculty of the College by
18 twenty-five percent of the members of the Committee present at the meeting at which the
19 vote is taken or upon written petition, addressed to the Secretary of the College, signed
20 by twenty-five faculty members or by the majority of the faculty members of any
21 department, such petitions being received at the administrative offices of the College
22 within ten days after publication of the minutes containing a report of the action. The
23 action being appealed shall be placed on the agenda, referred to in [Section VIII](#) of the
24 College of Engineering's POA, for the next regular or special meeting of the Faculty of
25 the College.

26 **B Promotion and Tenure Committee**

- 27 1 In accordance with [Faculty Rule 3335-6-04\(C\)](#), the College of Engineering shall have a
28 Promotion and Tenure Committee. The purposes of the College Promotion and Tenure
29 Committee are:
- 30
- 31 a. To ensure that high standards of excellence are maintained in the college promotion and
32 tenure process.
- 33 b. To serve as an advisory body to the Dean on matters concerning faculty promotion and/or
34 tenure.
- 35 c. To determine whether TIUs have conducted a rigorous promotion and/or tenure review and
36 reached a recommendation consistent with College and TIU policies, procedures, practices,
37 and standards.

- 1 d. To determine where the weight of the evidence lies in promotion and/or tenure cases in
2 which there is not a clear or consistent recommendation from the review conducted in the
3 TIU
- 4 e. If requested by the Dean or the Dean's designee, to review TIU Appointments, Promotion
5 and Tenure documents and recommend to the Dean that the document submitted to the
6 Dean for approval be: (1) approved and forwarded to the Office of Academic Affairs, or
7 (2) returned to the TIU with changes recommended.
- 8 f. To review proposed changes to the College's Appointments, Promotion and Tenure
9 document, and recommend to the Dean that the proposed changes be (a) approved and
10 forwarded to the Office of Academic Affairs, (b) not approved, or (c) revised.

11 2 Membership

12 Membership consists of at least twelve tenure track faculty at the rank of Professor appointed
13 by the Dean, each serving a three-year term. Up to an additional two senior members from
14 the practice faculty may be appointed by the Dean, each serving a three-year term, to assess
15 practice faculty candidates only. Up to an additional two senior members from the research
16 faculty may be appointed by the Dean, each serving a three-year term, to assess research
17 faculty candidates only. Practice or research faculty cannot participate or vote on promotion
18 and tenure matters of tenure track faculty. Membership shall be rotated to ensure fair and
19 balanced participation among the TIUs. For the purpose of establishing committee
20 membership, the Sections in The Knowlton School of Architecture shall be treated as TIUs
21 so that the Knowlton School may nominate a member each year and an alternate to facilitate
22 equitable assessment of the School's unique disciplines. Committee members from any one
23 section need not automatically recuse themselves from assessment of candidates originating
24 from the other sections. Each year, eight tenure track faculty members will remain on the
25 P&T Committee for the following year. One of these shall be appointed by the Dean in
26 spring to serve as P&T Committee Chair the following year. New appointments will be
27 made in spring to commence the following year.

28 3 Recommendations

29 Committee recommendations to the Dean shall be in writing and report the vote of the
30 Committee on the particular matter deliberated by the Committee.
31
32

33 C Investigations Committee

34 In accordance with [Faculty Rule 3335-5-04](#), the Dean will convene a grievance committee to
35 review and recommend to the Dean disposition of an appeal, or referral by department chairs or
36 school directors, of a complaint against tenured/tenure-track, professional practice, research or
37 associated faculty members. Each investigations committee comprises three persons, each of
38 whom is a tenured faculty member, selected by the Dean from among those College units not
39 party to the complaint. The committee may select from among its members a chair.
40

41 The Investigations Committee follows the investigations process established in Faculty Rule
42 [3335-5-04](#).

1 **D Faculty Salary Appeals Committee**

2 In accordance with Office of Academic Affairs requirements, the College of Engineering shall
3 have a Faculty Salary Appeals Committee. The Faculty Salary Appeals Committee is an ad-hoc
4 committee. The Dean will convene a Faculty Salary Appeals committee to review faculty salary
5 appeals that cannot be settled at the department level, and to make recommendations to the Dean
6 concerning the disposition of such cases. A Faculty Salary Appeals committee comprises three
7 persons, each of whom is a TIU Head, selected by the Dean from among those College units not
8 party to the appeal. A TIU head whose salary decision is being appealed does not serve on the
9 committee. The committee may select from among its members a chair when the committee is
10 convened to hear an appeal.

11 **E Executive Committee**

12 The Executive Committee is responsible for the administrative leadership of the College, and the
13 execution of its strategic plan and all pertinent policies and procedures. The Executive
14 Committee is chaired by the Dean, and includes all Associate Deans, Knowlton School Director,
15 and Department Chairs within the College. Other members may be added at the discretion of the
16 Dean.

17 **F Engineering Staff Advisory (ESA) Committee**

18 The ESA Committee shall advise the Dean on matters concerning the college staff. It is
19 comprised of 11 members. Members of the committee and its chair are appointed for two-year
20 terms by the Dean, and will include representation from staff throughout the College and the
21 COE Human Resources Director. The Committee will select a rotating chair.

22 **G Faculty Professional Leave (FPL) Committee**

23 The FPL Committee shall advise the Dean on applications for FPL. It is comprised of seven
24 members at the rank of Associate Professor and/or Professor appointed for two-year terms by the
25 Dean. The Associate Dean of Faculty Affairs shall serve as the committee chair.

26 **H Research Committee**

27 The Research Committee shall advise the Dean on matters concerning the College’s research
28 strategy, programs, and research centers. The Research Committee is chaired by the Associate
29 Dean for Research, and includes directors of major college research centers and other faculty
30 members, as invited by the Associate Dean for Research, so as to provide representation across
31 the College.

32 **I Other Committees**

33 The Dean, the Faculty of the College, or the College Committee on Academic Affairs may each
34 establish or abolish additional committees and subcommittees. The individual or group that
35 establishes a committee or subcommittee has the primary responsibility to abolish it when it is no
36 longer needed. Ordinarily such committees and subcommittees should be established with a
37 specific charge and for a limited period of existence, but some will be standing committees, or

1 standing subcommittees of the Committee on Academic Affairs. Faculty members of the
2 standing subcommittees of the Committee on Academic Affairs shall be appointed by the Dean.
3 At least one member of each standing subcommittee of the College Committee on Academic
4 Affairs should also be a member of the College Committee on Academic Affairs. Annually, the
5 Secretary of the College shall distribute to each faculty member the membership of each standing
6 committee and of each standing subcommittee of the Committee on Academic Affairs.
7

8 **J Student Participation on College of Engineering Committees**

- 9 1 Policy: It is the policy of the Faculty that students serve on committees of the College
10 except where student input would not substantially enhance the effectiveness of the
11 committee, where the business of the committee has insubstantial effect on student
12 interests, or where compelling reasons require exclusion. Appointments of students to
13 committees should be made only after consultation with representatives of appropriate
14 student organizations. Student committee members are voting members.
15
- 16 2 Lists of Interested Students: The Associate Dean for Academic Programs and Student
17 Services shall at least annually make known to the students associated with the College,
18 including students in graduate and advanced professional degree programs, opportunities
19 for participation in the committee work of the College. The Associate Dean shall devise
20 convenient means for students to indicate their interest in such participation and shall,
21 from time-to-time, compile lists of those who have done so. All student appointments to
22 committees shall be made from these lists, each student first having been informed of the
23 nature of the committee and the normal workload associated with membership.
24
- 25 3 Committee on Academic Affairs: The lists referred to in paragraph [XVI.A.6](#) of this POA
26 document shall be made available to the Chair of the Committee on Academic Affairs
27 who shall appoint from the lists one undergraduate student and one graduate student to
28 the Committee for terms of office not to exceed one year. Unless otherwise determined
29 by the Committee, at least one student shall serve on each of its subcommittees. These
30 student members of the subcommittees, who need not be members of the Committee,
31 shall be appointed in the same manner by the Chair of the Committee on Academic
32 Affairs for terms not to exceed one year. Student members of the Committee on
33 Academic Affairs or its subcommittees shall not participate in matters referred to in
34 paragraph XVI.A.6 of this appendix.

1 **XVII Appendix B: Establishment and Review of College Centers**

2
3 [Faculty Rule 3335-3-36](#), “Center Establishment” contains the rules governing establishment,
4 review and abolition of college centers. College of Engineering centers (herein after “College
5 Centers”) will be established and reviewed consistent with this Rule.

6 **A Purpose**

7 College Centers facilitate impactful, high-quality multidisciplinary research and education by
8 aggregating faculty, students and staff across multiple departments.

9 **B Definition**

10 A College Center is a unit within the College engaged in research, instruction, and/or outreach
11 and engagement. A center is generally defined as an organized group of faculty and research
12 staff that has come together to address an interdisciplinary research and educational mission. A
13 College Center will typically have a substantial research/scholarship component to its mission,
14 and this research should be interdisciplinary in nature, involving faculty members and graduate
15 students from two or more academic units within the college.

16
17 College Centers will generally not offer for-credit courses or degree programs, but such offering
18 may be allowed in certain cases. If the center proposes to offer for-credit or degree programs,
19 the proposal must also be reviewed by the College Committee on Academic Affairs, and will
20 require approval by both the College faculty and the Council on Academic Affairs (see Faculty
21 Rule 3335-3-36). Prior to review by the College faculty, the College Committee on Academic
22 Affairs shall review and make a recommendation on such courses or degree programs.

23
24 Each Center will have a Director who reports to the Dean of the College of Engineering. The
25 Dean may appoint one or more associate deans to manage the formation, review, and oversight
26 of the Center.

27
28 The College will use the word ‘Center’ for multidisciplinary college centers (those that involve
29 faculty and students from different departments primarily within the College of Engineering).
30 The College prefers that university-level centers (those that involve faculty and students from
31 departments in different colleges and with significant activities across colleges) be termed
32 ‘Institutes.’ Guidelines for establishment and review of college and university centers are found
33 in [Faculty Rule 3335-3-36](#).

34 **C Procedure for Establishment of a College Center.**

35 Prospective centers wishing to formally establish in the College of Engineering should consult
36 with the Associate Dean for Research for guidance on center establishment. The establishment
37 of the center is formally initiated by submission of a proposal package, prepared by the proposed
38 Director and proposed oversight committee, that includes:

- 39
40 (a) Cover letter, describing the goals of the center, outlining its mission and scope, providing

1 a high-level overview of the research plan and business plan, and recommending an
2 initial Director and initial Faculty Advisory Committee. The cover letter should state
3 whether the proposed center is a college-level or university-level center.

4 (b) Draft Pattern of Administration (POA) including details about the goals, mission, scope,
5 history, research plan, affiliated faculty, governance, and organizational structure, staff,
6 5-year budget and financial projections, space and facilities (including major equipment),
7 and, performance metrics.

8 (c) Proposed budget and financial projections.

9 (d) Supporting document providing detail to back up the POA, including CV's of Center
10 leadership, affiliated faculty and FAC nominees; budget; evaluation criteria; and any
11 history of collaboration.

12
13 Templates of the POA and Supporting Document can be obtained from the Associate Dean for
14 Research. The research plan should describe the goals for conducting impactful, high-quality
15 research and how those research objectives will be achieved. The budget discussion and financial
16 plan should include all expected sources and uses of both internal and external funds for a period
17 of at least the first three years of operation, and should justify the likelihood for success.

18
19 Submit the center proposal documentation to the Associate Dean for Research (ADR). The ADR
20 will, in consultation with the Dean and the College Research Committee, recommend whether
21 the center will be a College Center. The center will be designated a College Center following the
22 completion of and favorable review by the Associate Dean of Research (ADR) or a committee
23 designated by the ADR. The review should take place within three months after the application
24 is submitted. Once approved, the center will be assigned an organization number within the
25 College that will be used to include the center in the College's budget process. The ADR will
26 notify the Office of Academic Affairs of any approved College center.

27 **D Procedure for Establishment of a University Center or Institute.**

28 If the center wishes to be designated as a *university center*, a proposal to establish an academic
29 center must be submitted to the Council on Academic Affairs (CAA). The Associate Dean for
30 Research in the College of Engineering should be consulted early in the process to ensure time
31 for appropriate evaluation and endorsement by the College. [Faculty Rule 3335-3-36](#) details the
32 process for preparing a university-level center establishment proposal. The completed proposal,
33 including endorsement letters from relevant department chairs and school directors, should be
34 submitted to the Associate Dean for Research. The ADR will evaluate the proposal in
35 consultation with the Dean and the College Research Committee as needed. The review should
36 take place within three months after the application is submitted. Upon favorable review, the
37 Dean will provide a letter of support to be included in the proposal package that is submitted to
38 CAA.

39 **E Appointment of College Center Directors**

40 The Center Director shall be the administrative head of a College center and represents the
41 members of the center to the Dean or others in the university administration. The director is
42 responsible for leading the center in developing and maintaining a robust, high-quality program.
43 The Director will have general administrative responsibility for the Center, subject to the

1 approval of the Dean. The director is appointed by the Dean, and appointments are generally for
2 a period of four years. A director shall be eligible for reappointment. The Center Director
3 reports to the Dean, or an Associate Dean if so directed by the Dean.

4 **F Reporting and Review of College Centers**

5 Each college center shall prepare and submit an annual report on the Center's activities during
6 the previous year, following the annual report template provided by the Associate Dean for
7 Research. The report should describe the major activities of the Center during the previous year,
8 and shall include a financial analysis and budget for the coming year. The report shall also
9 provide an analysis of the Center's activities with respect to its performance review criteria.

10

11 Each college center will undergo a formal review three years after initial establishment and at
12 five year intervals thereafter. The review of centers will be conducted by the College Research
13 Committee; if the center offers courses or degree programs, it will be reviewed by a committee
14 formed from members of both the College Research Committee and the College Committee on
15 Academic Affairs, as appointed by the Dean. The evaluating committee may, at its discretion,
16 appoint ad hoc committees (including faculty with expertise in the relevant subject area, and
17 usually also including administrators) to supervise the review process outlined below.

18

19 The center will prepare a self-study document that contains:

20

21

22

23

24

- A summary statement describing the purpose of the center and its scope of activities.
- A comprehensive self study that provides information regarding its mission, faculty, administrative structure, budget, and evaluative criteria and benchmarks, as outlined in [Faculty Rule 3335-3-36](#).

25

26

27

Upon receipt of the self-study, the evaluating committee will discuss and assess the self-study with a focus on:

28

29

30

31

32

33

- relevance of the mission with respect to the College's strategic priorities
- effectiveness of the center's administration and leadership
- performance of the center relative to the center's stated evaluation criteria
- appropriateness of the budget and the continued financial viability
- effectiveness of its use of space and facilities.

34

35

36

37

The committee will meet with the director, oversight committee, and administrative staff as appropriate to discuss the self-study. The committee may also consult with stakeholders or external center advisory committee members, as appropriate.

38

39

40

41

42

43

Based on the review, the evaluating committee will provide a report to the Associate Dean for Research. The report should evaluate the center's performance with respect to the focus points above, and make recommendations about the center's mission, operation, financing, and facilities. The report should also make an overall recommendation to either (a) renew the center, (b) conditionally renew the center with a follow-up review in 1-2 years, or (c) dissolve the center.

1 **G Change of Status of College Centers**

2 Any change of a College center's status will be reported to the Office of Academic Affairs by the
3 Associate Dean for Research.

4

1 **XVIII Appendix C: Policy on Modification of Duties**

2
3 The College of Engineering at The Ohio State University is committed to providing a work
4 environment that is healthy, supportive and considerate of employee work and personal life
5 obligations. The Policy on Modification of Duties is intended to assist faculty with better
6 integration of their professional and personal lives to help faculty feel more productive, engaged,
7 and satisfied in their work environment.

8
9 The University provides specific leave benefits under the Paid Time Off [Policy 6.27](#) in
10 conjunction with the Family and Medical Leave (FML) [Policy 6.05](#) for serious health condition
11 of the employee, that prevents the employee from performing his or her job, birth or adoption of
12 a child, or care for an immediate family member who has a serious health condition, or a
13 qualifying exigency arising out of the fact that the employee’s immediate family member is
14 on covered active duty in a foreign country or call to covered active duty status.

15
16 The College of Engineering Policy on Modification of Duties provides further assistance to
17 faculty to manage their workload and is not subject to the 12-month minimum employment
18 period indicated in Policy 6.05:

- 19
20 1) Faculty members who experience an event will receive modified duties for the semester
21 nearest to the event, to be used in conjunction with university family or medical leave
22 policies.
23 2) The modified duties would release the faculty member from 50 percent of their course
24 teaching assignments for the academic year. Should 50 percent of the course teaching lead to
25 a noninteger number (such as 1.5) then the fractional portion may be banked and taught in a
26 future year or an arrangement can be made to co-teach a course if such an arrangement is
27 reasonable given the TIU’s teaching needs.
28 3) The faculty member would be expected to focus their “on-duty” time on advising students,
29 conducting research, and completing service during the modified duties semester.
30 4) If the event occurs within a dual career household within the College of Engineering, each
31 partner would be eligible for modified duties which could be taken concurrently or
32 consecutively.
33 5) The College will provide funding to the TIU with the event to cover 50% of the cost of
34 reassignment of teaching responsibilities, if costs are explicitly incurred.
35 6) The faculty member is responsible for completing a modified duties [form](#) prior to the event,
36 using a [template](#) provided by the College. The form will be reviewed and approved by the
37 TIU Head and the Dean. The form shall be approved in accordance with the TIU and the
38 faculty member’s needs.
39 7) The modified duties shall be noted in the annual review letter for that year.
40 8) Exceptions will be considered on a case by case basis by the TIU Head and Dean.
41

1 **XIX Appendix D: College of Engineering Faculty Professional Leave Policy**

2 The following statement is intended to provide the procedures and criteria under which
3 the college of Engineering may implement the Faculty Professional Leave Program
4 established by the September 9, 1977 resolution of the Board of Trustees of The Ohio
5 State University.

6 **A Objectives**

7 The goal of professional leave is to increase the scholarly competence of our faculty.
8 Such leave, available after seven years of employment, permits tenured faculty to utilize
9 up to a year to revitalize existing scholarly capabilities, to explore new avenues of
10 scholarship, or to formalize a significant body of scholarship.

11 **B Established By**

12 BOT Resolution No. 78-21 "Faculty Professional Leave Program" based on Statute
13 3345.28 of the Ohio Revised Code.

14 **C Procedures**

15 Requests for professional leave from eligible faculty members will be reviewed at the
16 departmental or school level according to established departmental procedures. The
17 department chairperson or school director will submit the approved requests (in rank
18 order) with his/her recommendations to the Dean. Requests that reach the Dean will be
19 reviewed by a college faculty review committee that will rank them in priority order and
20 submit them to the Dean with their recommendations for the Dean's submission to the
21 provost.

22 **D Criteria**

23 The eligibility and conditions for professional leaves are specified in the Board of Trustees
24 resolution governing the Faculty Professional Leave Program. Highest priority in the
25 review process will be given to those applicants who have a positive record of
26 achievement, service, and commitment to the University and can show the benefits of the
27 requested leave to their continuing professional development and to the University.

28
29 Specifically, the committee assesses applications based on:

30 (1) the degree to which the proposed activity meets the stated objectives of the
31 Professional Leave Program, which are:

32 a) faculty can enhance their teaching effectiveness, scholarly interests
33 and overall performance.

34 b) the University's academic programs can be strengthened and developed.

35 (2) The degree to which the applicant's goals can realistically be achieved during the
36 period requested.

37 In the event that the number of qualified applicants exceeds the number of leaves

1 available, applicants will be judged on quality of the proposal and elapsed time since their
2 last leave.

3 **E Contents**

4 The application should follow the form provided by the Office of Academic Affairs. The
5 application should provide the committee with (1) a clear indication of the activity to be
6 undertaken during the leave, (2) insight into the motivation for the leave, and (3) the expected
7 outputs and outcomes to be realized from the leave experience. Specific items of information
8 required include:

9
10 Application should be as specific as possible about planned activity. Other things
11 being equal, relocation, travel or a significant change in responsibilities is most highly
12 regarded. Although there are many advantages to spending the Professional Leave at
13 other institutions, it is acceptable to remain in Columbus if the plan for the leave can
14 be carried out satisfactorily.

15
16 Leaves to "write a proposal, complete a paper, or re-organize course material" are not
17 generally acceptable since these activities are part of the normal duties of a regular
18 faculty member in Engineering. However, if, for example, the completion of any one of
19 these activities could not be accomplished without extensive visits to or residency at a
20 sister institution, time away from campus, etc. a Professional Leave could be
21 appropriate.

22
23 Letter of invitation or support from sponsors of the planned leave activity is particularly
24 effective in clarifying the intended experience. Where preparation of a book manuscript
25 is the objective, some indication of the expected outcomes is highly desirable.

26 Industrial experience of a significant nature can be particularly appropriate use of
27 Professional Leave.

28 **F Report**

29 Following the leave, a written report is expected to the Office of the Associate Dean for
30 Academic Affairs in the College of Engineering, summarizing the accomplishments during the
31 leave period. See the OAA handbook for additional guidance concerning the expected content
32 of the report.

33
34

1 **XX Appendix E: Policy on Appointment of Associate Chairs/Directors**

- 2 1. The size and/or the nature of the business of an academic unit may indicate that the
3 appointment of an associate chair/director is appropriate.
4
- 5 2. The chair/director of an academic unit desiring the appointment of an associate chair/director
6 must submit a written request of the Dean explaining the rationale for the appointment.
7
- 8 3. The Dean possesses the authority to approve or deny the request for the appointment of an
9 associate chair/director.
10
- 11 4. Associate chairs/directors must hold the minimum faculty rank of associate professor, and be
12 a regular 1.00 FTE nine month faculty person.
13
- 14 5. The position of associate chair/director must be described in the unit's *Pattern of*
15 *Administration*, including the procedure by which the associate chair/director is selected.
16
- 17 6. The appointment of an associate chair/director must be to the University classification of
18 "Associate Chair/Director," at the appropriate FTE. The unit is responsible for funding the
19 appointment.
20
- 21 7. During the regular academic year, August 15 through May 15, an associate chair/director is
22 to be appointed for not less than 0.25 FTE and not more than 0.75 FTE.
23
- 24 8. During the summer, an associate chair/director appointment cannot exceed a cumulative total
25 of two months at 1.00 FTE.
26
- 27 9. The ending date of an associate chair/director appointment cannot extend beyond that of the
28 appointment of the incumbent chair/director of the unit.
29
- 30 10. The associate chair/director of the unit serves at the pleasure of the unit's chair/director.
31
- 32 11. Associate chairs/directors may receive a 10% administrative supplement for their service as
33 an associate chair/director (the supplement will be added to the FTE associated with the
34 associate chair/director appointment only, including any summer stipend).
35
- 36 12. The duties and responsibilities of an associate chair/director are to be adjusted by the
37 chair/director to accommodate the administrative nature of the associate chair's/director's
38 appointment.

1 **XXI Appendix F: Endowed Chair/Professor Guidelines**

2 The ability to provide Excellence at Scale is among the College of Engineering’s most significant competitive advantages and a
3 key ingredient to the strategic growth of the college in the years to come.

4
5 We excel when we leverage our scale and integrate our breadth in the context of critical challenges to generate high-impact
6 innovation, discovery and education. To advance the College of Engineering and the Knowlton School, we seek to combine our
7 diverse assets into new, innovative and stronger partnerships across all disciplines.

8
9 As a college, one of our foundations is our seeking to build and nurture a community and culture of humanity that reflects our
10 university values. Within this foundation, our goal for faculty includes advancing and implementing equitable recruitment and
11 retention in a way that promotes social equity, addresses racial disparities, and increases access and success, while fortifying
12 our growth. We seek to use our endowed positions to achieve this goal.

13
14 These guidelines align with the University Policy on Faculty Appointments and serve to define the expectations for the
15 appointment and review of endowed chairs and professorships.

16
17 **A. Description of the impact of endowed positions for the academic unit**

18 Appointment to an endowed faculty position, including endowed chairs and endowed professorships, is one of the highest
19 honors an academic institution can bestow upon a faculty member. At the Ohio State University, endowed faculty are essential
20 to achieving and increasing excellence in our mission.

21
22 Endowed positions illustrate the powerful partnership between faculty and philanthropists in defining areas of discovery and
23 bringing them to life. A specific endowment agreement sets the purposes and terms of appointment of the endowed faculty
24 position. Endowments are subject to review by the dean and approval by the Board of Trustees.

25
26 As aligns with the mission of the College of Engineering, endowed positions are used for the recruitment and retention of
27 faculty. Endowed positions highlight faculty talent and lend prestige to both the unit and the individual faculty member.
28 National and international recognition of the highest level of intellectual leadership, excellence, and performance are expected
29 in the appointment of a Chair Holder in areas including research and scholarship, teaching/education, and professional service,
30 in keeping with the shared values of the university.

31
32 **B. Criteria for appointment**

33 Appointments to endowed positions are based on an appropriate combination of a track record of:

- 34
35
 - 36 • Recognized scholarly impact;
 - 37 • Successful competitive research funding and collaborative research;
 - 38 • Demonstrated strong commitment to cultivating an equitable, diverse, and inclusive environment;
 - 39 • Quality teaching at the undergraduate and graduate levels and interdisciplinary education;
 - 40 • Service to, and leadership of, the profession and the university;
 - 41 • and compatibility with the specifications established by the donor of the position.

42 Situations that may prompt the awarding of an endowed position include having won one of the most prestigious and
43 important awards or initiatives in their field coupled with research preeminence and impact, the recognition of an impactful
44 career, or the retention of a faculty member who may be seeking to leave the unit who meets these criteria.

45
46 **C. Criteria for reappointment**

47 Reappointments to endowed positions are based on continued scholarly activity, including maintaining an outstanding research
48 portfolio as well as leading and catalyzing initiatives beyond their own research programs. Examples of such activities include
49 growing new initiatives within the College, mentoring and raising the profile of junior faculty, and building competitive research
50 collaborative teams

51
52 **D. Process for appointment and reappointment**

1 The dean, or their designee, names endowed chairs. All processes for appointment and reappointment to endowed chairs or
2 professorships follow the procedures outlined in the [Faculty Appointment Policy](#) (page 9).

3
4 When the endowment benefits a given TIU, the dean, or their designee, will consult with the TIU Head on whether they will
5 nominate an existing faculty member or request a new hire to fill that position. For TIU endowed positions, when nominating
6 an existing faculty member, TIUs must follow their own established protocols, which should include the TIU head evaluating all
7 eligible faculty members and discussing with the dean, or their designee, the faculty member(s) to be considered for an
8 endowed chair.

9
10 When an endowment is for the benefit of the college generally and an internal candidate is sought, the dean, or their designee,
11 will create an ad hoc committee of TIU heads, chaired by the Associate Dean of Faculty Affairs, to evaluate appropriate
12 candidates and advise the dean on selecting new holders of endowed chairs.

13
14 The search and review process for an external candidate must be authorized by the college and will be identical for any position
15 as outlined in the TIU's APT document and following college guidance.

16
17 Per the [Faculty Appointment Policy](#), the dean, or their designee, must conduct a formal review prior to recommending an
18 individual for reappointment to an endowed position. The faculty member must perform per the expectations noted in the
19 Appointment Terms and Conditions for that endowed chair. The reappointment process involves consultation with the TIU
20 head concerning the performance of the faculty and a review of the annual reports that the endowed chair or professor
21 produced during their tenure. The dean, or their designee, will determine if the renewal is approved based on the faculty
22 member's performance.

23 24 E. General expectation for participating in stewardship

25 Faculty will work in partnership with the Office of Advancement and their college's advancement team to support annual donor
26 stewardship that includes, but is not limited to, writing an annual report each year that outlines the impact of their work as an
27 endowed chair. That report will be shared with living donors and the faculty member may be called upon to meet with the
28 donors occasionally.

29 30 F. Appointment letters

31 Appointment letters convey the term of appointment, allowable use of funds, expectations for participation in stewardship and
32 criteria, and process related to reappointment.

33 34 G. Distribution Amount

35 Distributions to faculty from endowed positions are as follows, provided the distribution amount does not exceed the annual
36 distribution within the fund:

37 Endowed or Designated Professorship

38 Assistant Professor: \$10,000

39 Associate Professor: \$20,000

40 Professor: \geq 25,000

41 Endowed or Designated Chair

42 Assistant/Associate Professor: \$30,000,

43 Professor: \geq \$50,000

44 The remaining annual fund distributions will be used in alignment with the goals of the endowments at the discretion of the
45 dean.

46 47 48 49 H. Use of funds

50 The Chair or Professorship Holder must use their discretionary funds responsibly to ensure that they are used in an optimal
51 manner that is consistent with the intent of the donor. Endowed funds may generate resources greater than the distribution
52 amount. Excess funds above the distribution amount are held at the college and not available for distribution. Any unspent

1 funds from the distribution amount at the expiration of an appointment will be returned to the main fund account or used by
2 the college in alignment with the intentions of the endowment.

3
4 **I. Process for annual review of fund balances**

5 The college must ensure the endowment distributions and withdrawals are expended in accordance with the terms of the
6 endowment. Fund balances will be reviewed annually with the Office of Advancement to ensure responsible fund stewardship.
7 The college will review fund balances annually. Should the distribution amount be overspent during the appointment, future
8 distributions will be reduced or paused until the fund is fully balanced. Unspent balances will be used by the college in
9 alignment with the intentions of the endowment or returned to the fund account.

10
11 **J. Scholarly or other expectations**

12 Appointment and subsequent reappointment to this position is contingent on continued faculty eminence to enhance Ohio
13 State's and the college's competitive position. If an endowed position holder fails to submit 3 annual reports during their term,
14 the college may not renew their appointment.

15
16 **K. Specific stewardship expectations**

17 In coordination with the Office of Faculty Affairs within OAA and the Office of Advancement, the college may highlight
18 appointments to endowed chairs and professorships and the accomplishments of these position holders through existing and
19 planned channels (e.g. websites, newsletters and award ceremonies).

20
21 Inaugural endowed chair installations have become a university-wide tradition, starting in 2016. Planned by the Office of
22 Advancement, these celebrations enable us to honor and celebrate the donors whose generous gifts make these positions
23 possible and the faculty members holding inaugural endowed chair positions. These events include the formal presentation of
24 the chair position to the provost or chief executive officer of the Wexner Medical Center, and a presentation of medallions to
25 both the chairholder and donors. For chairs in health sciences, a white coat is presented to the chairholder. Subsequent
26 chairholders are presented with a medallion; recommended in coordination with donor stewardship.

27
28
29 Adopted August 24, 2023
30