Ohio University Faculty Senate
Monday, April 4, 2016
Margaret M. Walter Hall, Room 135, 7:10pm
Meeting Minutes

Meeting called to order by Beth Quitslund (Faculty Senate Chair) at 7:10PM

In attendance
Group I
- College of Business: H. Lou*, A. Rosado Feger*, Z. Sarikas
- College of Fine Arts: C. Buchanan, D. Hall [substitute for K. Geist], D. Thomas
- College of Health Sciences and Professions: R. Brannan*, F-C. Jeng, A. Sergeev, B. Sindelar
- Heritage College of Osteopathic Medicine: S. Walkowski, J. Wolf*
- Patton College of Education: G. Brooks, S. Helfrich, K. Machtmes
- Regional Campus – Chillicothe:
- Regional Campus – Eastern: K. Spiker
- Regional Campus – Lancaster: G. Shonia [substitute for S. Doty], L. Trautman
- Regional Campus – Southern: O. Carter
- Regional Campus – Zanesville: Amy White
- Russ College of Engineering: J. Cotton, D. Masel, G. Suer, G. Weckman*
- Scripps College of Communication: A. Babrow, B. Bates, A. Chadwick*, F. Lewis*, B. Reader
- Voinovich School of Leadership and Public Affairs: A. Ruhil

Group II and Clinical
- College of Arts and Sciences: D. Duvert, C. Schwirian
- College of Business:
- College of Health Sciences and Professions: M. Clevidence*
- Clinical: J. Balbo*
- Regional Higher Education:


Absent: C. Bartone, L. Black, A. Hibbitt, J. Taylor, D. Tees

* Newly elected for 2016-2017
MEETING AGENDA

I. EVPP Pam Benoit

II. Chief Information Officer Craig Bantz

III. Faculty Athletic Representatives Robert Colvin and Ann Gabriel

IV. Director of Sustainability Annie Laurie Cadmus

V. Roll Call and Approval of the March 7, 2016 Minutes

VI. Chair’s Report—Beth Quitslund
   - Updates and Announcements
   - Upcoming Senate Meeting: May 2, 2016

VII. Election of Faculty Senate Officers—Beth Quitslund

VIII. Finance & Facilities Committee—Joe McLaughlin

IX. Educational Policy & Student Affairs Committee—Ben Bates

X. Professional Relations Committee

XI. Promotion & Tenure Committee—Kevin Mattson

XII. New Business

XIII. Adjournment

I. EVPP Pam Benoit

❖ Topic 1: Enrollment Update. Benoit explained that enrollments indicated strong early commitments. Currently, OHIO has more than 20,000 applications. Commitments to attend OHIO next year are up 8.9% as compared to last year; almost all Colleges have increased as compared to last year. Benoit also mentioned that freshman financial aid was awarded two weeks ago while the most important upcoming date is May 1 (national commitment date). Diversity and quality measures also indicate slight increases. Regional Higher Education and graduate student enrollments are still too early.

❖ Topic 2: Legislative Updates. Benoit provided updates regarding the mid-year biennium budget report and highlighted three topics. First, there is a part of the report that will allow for up to 10 or more bachelor degree programs to be offered by community colleges statewide. Programs will be considered based upon availability of current bachelor degree programs in the same geographical area, workforce needs in the geographic area, program relationships with stakeholders, and other factors. The impact of this is unknown. Second, there is language about three plus one bachelor degrees, which are programs for three years at a community college (i.e., 90 credit hours) plus one year at a four-year institution (i.e., 30 credit hours). Third, there is language about college credit plus remediation pilot programs (i.e., remediation + introduction courses).

❖ Topic 3: Spring Break. OHIO and the Athens City School District have reached an agreement to match Spring Breaks for 2017; Spring Break for both OHIO and Athens City Schools will be March 6-10, 2017. Benoit also noted that there are preliminary discussions with Alexander School District as well as other nearby school districts. Discussions are ongoing.

❖ Topic 4: Capital Improvements. Benoit provided updates about state funding for capital improvements. In recent years, the process of prioritizing capital funding has moved from a formula-based distribution of funds to a more collaborative process within the state’s Capital Budget Commission. In the new model, the Commission developed a set of principles in order to determine
and prioritize funding needs; President McDavis was one of the eight members of the Commission. The most recent funding exceeded a total of $428M. OHIO received $26M including (but not limited to) allocations for Clippinger, Ellis, Siegfried, envelope maintenance on the Athens campus, utilities upgrades for the Athens campus, etc. In addition, OHIO received funding for a number of projects across the Regional Campuses. In total, OHIO asked for $31M and was awarded $26M.

Topic 5: Innovation Strategy [presented by Joe Shields]. Shields provided updates about OHIO’s Innovation Strategy. The overarching goal was to make investments in innovative initiatives that advance OHIO’s engagement with a variety of societal issues. Requests for proposals went out almost one year ago. The initial structure was framed around four broad portfolios. Inter-disciplinary efforts / research and broad participation were encouraged. The start of the process was a one-page letter of intent; 60 letters of intent were submitted. This was followed-up by 49 pre-proposals. Of the pre-proposals, 12 teams were invited to submit full proposals; 11 were submitted. Review of full proposals was conducted by a large committee with solicited comments and rankings from Deans as well as reviews from external experts from the specific topic areas. Proposals included a clearly articulated conflict of interest policy as well as an on-going process for providing feedback at each stage of the process. Shields noted that some smaller grants (up to $20k) were also provided for good ideas that may not have been fully ready for a major investment; descriptions of those five projects can be found online. Those who did not receive funding were invited to apply for seed grants (up to $50k) for continuing development. Four projects were funded with major awards totaling $4M; full descriptions can be found online. Shields noted that funded proposals demonstrated strong interdisciplinary efforts and explained that the next cycle is being planned.

Questions and Discussions

- **Senator White** asked about OHIO’s lobbying efforts with respect to legislation favorable to community colleges statewide given the potential for substantial impact on Regional Higher Education (RHE). Benoit noted that OHIO is already lobbying the state on behalf of OHIO and especially RHE. For example, OHIO is planning to have a Regional Campus day with the legislator in order to highlight the quality of OHIO’s educational programs offers.

- **Alternate Senator Shonia** asked about budgeting on RHE. The Provost said that the regionals need to think about how the University generates revenue, and should consider balance in terms of efficiency and potential cost cutting. Shonia contended that the regional campus revenues are sufficient, but that indirect cost assessments by the university are creating an artificial deficit. The Provost disagreed, stating that the indirect costs assessed and the “taxes” for support units are necessary to support central university functions.

- **Senator McLaughlin** asked about the announcement to appoint Steve Golding in a new role as a senior vice president for strategic initiatives, which is a position created to facilitate the design and implementation of the OHIO for Ohio initiative in collaboration with the Office of the President and the Office of the Executive Vice President and Provost. Specifically, will this generate a new set of administrative costs associated with this new role? Benoit explained that there is likely to be a new part-time person who will staff this new role. Provost also provided explanation about the role, the OHIO for Ohio initiatives, and how this position is designed to support those efforts. Specifically, this position will provide support for a number of new strategic initiatives across the University.

- **Senator Reader** asked how much the new vice president will cost. Benoit noted that costs will be net neutral.

- **Senator Bates** asked about enrollments of international students. Benoit noted that international student enrollment has decreased. OHIO is aware and is working on new recruitment strategies to increase enrollments of international students.
II. Chief Information Officer Craig Bantz

- **Topic: Academic Technology System Updates.** Bantz provided updates about three academic technology systems:
  - *TurningPoint Technologies.* TurningPoint has sent emails to faculty directly about a new subscription service. Bantz said that subscribing to this service is not necessary; TurningPoint will continue to support the traditional model as-is (i.e., without the subscription service) for the next several years.
  - *Blackboard Downtime.* Bantz noted that the reliability of academic technology systems has not been at the desired level for the past 12 months. OIT is working to address a number of those challenges. In an effort to address issues, OIT will be doing a behind-the-scenes update of Blackboard. This will mean that Blackboard will be unavailable for a longer time period than previous years; it will be unavailable between Wednesday, May 4 at 5:00 and Sunday, May 8.
  - *Blackboard Course Merge.* After the summer session, the Blackboard current course merge tool will be replaced with a new course merge tool. It should function similarly to the current tool.

**Questions and Discussions**
- Guest Colvin said that Turning Point has current problems that the company will not fix. Bantz notes that Turning Point continues to have issues and has fallen behind technology abilities in recent years. Bantz would like to engage faculty to try to identify another solution. For example, several faculty members are using Top Hat as an alternative.

III. Faculty Athletic Representatives (FARs) Robert Colvin and Ann Gabriel

- **Topic: NCAA Compliance Update.** Colvin and Gabriel provided a number of updates about NCAA compliance. Specifically, Colvin provided information about graduation rates, majors/minors/course selection, academic misconduct definition, and impermissible academic assistance. Colvin also asked the Faculty Senate to review the language and policies regarding grade changes.
- **Topic: NCAA Compliance Update.** Gabriel described new NCAA initiatives such as post-graduate scholarships (five OHIO students have applied) and a study about time demands on student athletes. Gabriel mentioned that the MAC conference still has an active a Health & Wellness Task Force, which is being used by the NCAA as a model for other conferences. In February 2016, the NCAA sponsored a summit about student-athlete health and wellness. Lastly, Gabriel announced that she is serving on the MAC Diversity task force. For additional information, please refer to a full copy of the presentation in Appendix A.

**Questions and Discussions**
- **Chair Quitslund** asked about adding language to syllabi about the grade change policy. Colvin noted that this would be a good idea.
- **Senator Bates** asked if Colvin had reviewed Policy 12.040 and noted that there were a number of procedures regarding grades and changing grades. Colvin argued that the policies as-written are not enough to provide strict rules and oversight. Additional discussion among senators and guests noted that the Registrar has the authority to reject grade changes.
- **Senator McLaughlin** stated that that most faculty believe OHIO is spending too much on Intercollegiate Athletics yet also noted that FARs are not responsible for (nor have an active voice in) financial decisions.
• **Senator McLaughlin** expressed concerns about head injuries (i.e., concussions) from football as well as the likely financial costs – long-term and short-term – associated with injuries (long term and short term). Gabriel noted that concussions and concussion protocols are under Health & Wellness; these are being closely monitored and tracked. Colvin noted that the NCAA is funding a study to track injuries and concussions long-term.

• **Senator Andrews** asked about the extent to which Sook Academic Center would be considered impermissible academic assistance (given that it is not available to non-student-athletes). Gabriel remarked that special programs such as tutoring are not considered impermissible academic assistance; tutoring is available to all students. Colvin noted that differences in where tutoring takes place – either within a student-athlete only place or a general assistance area – would not rise to the level of impermissible academic assistance.

• **Senator Gradin** expressed concern about the special treatment of athletes who have a separate academic center and isolated staff for student athletes only.

• **Senator Holcomb** asked if a student-athlete only academic center violates the Americans with Disability Act because all students would not have access. Gabriel noted that the services provided at that location is a similar service being provided to other students elsewhere. Quitslund added that she does not believe that it would be an ADA violation and that such questions should be directed to university Counsel.

• **Senator Sindelar** said that students who are not student-athletes yet are working with student athletes – such as teamwork for a group project – are welcome at the student-athlete facility.

• **Senator Reader** noted that he has many problems with special centers for student-athletes. The problem is not that OHIO has a building only for student-athletes. Instead, the problem is that such facilities build a superior social class of students that is separate from the rest of the student body. As an institution, we should not support or condone these types of segregations with respect to academics. By contrast, we would not support special centers for other student groups such as first generation, minorities, etc.

• **Senator Sarikas** said that student-athletes might have greater demands on their time and noted that OHIO has made a choice as an institution to be competitive. Facilities such as these are necessary to be competitive.

### IV. Director of Sustainability Annie Laurie Cadmus

- **Topic:** Office of Sustainability at Ohio University. Cadmus provided a presentation about three major topics: (1) the formal process for revising the current sustainability & climate action plans, (2) the 2016 Earth Day Celebration plans for April, and (3) a checklist for sustainability efforts in offices or student organizations, fraternities/sororities, etc. known as STEP: Sustainability Tracking & Evaluation Program. For additional information, please refer to a full copy of the presentation in Appendix B.

#### Questions and Discussions

- **Senator McLaughlin** asked where (and how) people can submit comments regarding plan revisions. Cadmus noted that the online form can be found at [https://www.ohio.edu/sustainability/](https://www.ohio.edu/sustainability/).

- **Senator Babrow** asked fellow senators to indicate by hand if s/he knew about the input period. (Only three responded in the affirmative.) As such, the senator asked if the remaining time (until May 1) is enough time for people to make comments for the revision. Cadmus explained that the office decided to make steps to move forward quickly in order to maintain momentum; it is a way to quickly refresh current plans. Cadmus noted that people have the opportunity to make amendment proposals to the plan even after the input period is over; she encouraged stakeholders...
to continue to make comments after the deadline. Cadmus also remarked that the Office of Sustainability does well with respect to operations yet not as much with respect to education and engagement with stakeholders. As such, she asked for faculty to share information with colleagues as well as assist the office with engagement.

- **Senator Suer** noted that students may have better ideas and/or more feedback as compared to faculty. Simply put, there are more students than faculty. Cadmus noted that students are being contacted and asked to provide input.

V. Roll Call and Approval of the March 7, 2016 Minutes

- Roll call (Hartman)
- Bates moved to approve the minutes, seconded by Sindelar. Minutes were approved by a voice vote.

VI. Chair’s Report (Beth Quitslund)

- **Topic 1: Updates and Announcements**
  - Senate Elections. In March 2016, the Faculty Senate elected Senators. For 2016, total participation was approximately 27%. Although Quitslund noted that it is difficult to compare the 2016 participation rate to previous years due to changes in Group II voting, the 2016 participation rates do appear to be a relatively significant increase as compared to 2015. Specifically, the 2015 participation rate was 17.7% for Group I faculty and 8-9% for Group II faculty. The following are the results of the elections:

<table>
<thead>
<tr>
<th>Election (Group)</th>
<th>Senator(s)</th>
<th>Alternate(s)</th>
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</thead>
<tbody>
<tr>
<td>College of Arts &amp; Sciences (G1)</td>
<td>Douglas Clowe</td>
<td>Akil Houston</td>
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<td></td>
<td>Sherrie Gradin</td>
<td>Paul Patton</td>
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<td></td>
<td>Kenneth Hicks</td>
<td>Robin Muhammed</td>
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<td></td>
<td>Harold Perkins</td>
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<tr>
<td>College of Business (G1)</td>
<td>Hao Lou</td>
<td></td>
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<tr>
<td></td>
<td>Ana Rosado Feger</td>
<td>*</td>
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<tr>
<td>College of Fine Arts (G1)</td>
<td>*</td>
<td>Robert Braun</td>
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<tr>
<td></td>
<td></td>
<td>Duane McDiarmid</td>
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<tr>
<td>College of Health Sciences &amp; Professions (G1)</td>
<td>Rob Brannan</td>
<td>Mingun Lee</td>
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<td></td>
<td>Alexander Sergeev</td>
<td>Terry Cluse-Tolar</td>
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<tr>
<td>Heritage College of Osteopathic Medicine (G1)</td>
<td>Jacqueline Wolf</td>
<td>Dan Skinner</td>
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<td>Patton College of Education (G1)</td>
<td>*</td>
<td>Hyun-Ju Oh</td>
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<tr>
<td>Russ College of Engineering (G1)</td>
<td>Deak Arch</td>
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<td></td>
<td>Gary Weckman</td>
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<td>Scripps College of Communication (G1)</td>
<td>Amy Chadwick</td>
<td>Trevor Roycroft</td>
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<td>Frederick Lewis</td>
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<td>Voinovich School of Leadership and Public Affairs (G1)</td>
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<td>Natalie Kruse</td>
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<td>RHE Chillicothe (G1)</td>
<td>Allison White</td>
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<td>RHE Eastern (G1)</td>
<td>Paula McMurray</td>
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<td>RHE Lancaster (G1)</td>
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<td>Giorgi Shonia</td>
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<td>RHE Zanesville (G1)</td>
<td>Jim Taylor</td>
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<td>College of Arts &amp; Sciences (G2)</td>
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<td>Erica Coffelt</td>
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<td>College of Business (G2)</td>
<td>Tanya Barnett</td>
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<td>College of Health Sciences &amp; Professions (G2)</td>
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<td>Clinical</td>
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<td>RHE At-Large</td>
<td>Judith Metcalf</td>
<td>Tracy Pritchard</td>
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<td>Kathy Normansell</td>
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Resolutions. The Provost has signed the five resolutions that were sent from the February and March meetings. Those were as follows:

- Resolution to Clarify the Wording of Early Retirement;
- Resolution to Increase the Numbers of Faculty Senators to Represent Group II and Clinical Faculty (of course also approved by the BOT);
- Resolution to Revise Language in the Faculty Handbook Regarding Appointment of Chairs;
- Resolution to Revise Language in the Faculty Handbook Regarding Approval of Chairs; and
- Resolution to Revise Language in the Faculty Handbook Regarding Information Presented to Faculty Appointments.

Topic 2: Upcoming Senate Meeting: Monday, May 2, 2016

VII. Election of Faculty Senate Officers (Beth Quitslund)

Topic: Faculty Senate Elections. Quitslund announced the three Senators who had accepted nominations before the March 2016 Faculty Senate meeting and asked for additional nominations from Senators. Hearing none, Senator Bates (Ruhl 2nd) moved to close nominations; Senator Ruhl seconded the motion. Senators agreed to close nominations by a voice vote. Quitslund explained that those running for office normally have one or two Senators speak on their behalf. However, the three candidates asked to skip this step for the sake of time. Quitslund then asked to approve the three as a slate of officers. Senator Austin moved to approve; Senator Schwirian seconded the motion. Senators elected the slate by a voice vote. The three newly elected Faculty Senate Officers are:

- Joe McLaughlin elected to Chair;
- David Thomas elected to Vice Chair; and
- Katie Hartman elected Secretary.

Officer transitions will occur on May 1.

Questions and Discussions
• None

VIII. Finance & Facilities Committee (Joe McLaughlin)

Topic 1: Open Enrollment. McLaughlin reminded faculty that the open enrollment period for benefits is soon. As a reminder, everyone has to pick a vision plan. Those who do not pick one will not get into any plan because there is no plan roll-over for the upcoming period.

Topic 2: Textbook Affordability. McLaughlin reminded faculty about providing assistance to students seeking to find textbooks affordably. McLaughlin noted that the best thing faculty can do to assist students is to put textbook information into the textbook system. If students know about textbooks in advance, students can use the extended time to shop for the best prices.

Questions and Discussions
• None

IX. Educational Policy & Student Affairs Committee (Ben Bates)

EPSA Committee had no report.
Questions and Discussions
• None

X. Professional Relations Committee
❖ PR Committee had no report.

Questions and Discussions
• None

XI. Promotion & Tenure Committee (Kevin Mattson)
❖ P&T Committee had no report.

Questions and Discussions
• None

XII. New Business
❖ Topic: Thank You Beth (Thomas). Vice Chair Thomas thanked Chair Quitslund for her tireless efforts on behalf of all faculty. The Chair is the voice of the faculty. Quitslund has done an exceptional job of representing the faculty and using her voice to make our professional lives better.

Questions and Discussions
• None

XIII. Adjournment
❖ Reader moved to adjourn, seconded by Schwirian. The meeting was adjourned at 9:03PM.
Appendix A: Faculty Athletic Representatives’ Report

Graduation and GPA

<table>
<thead>
<tr>
<th>Mid American Conference Federal Graduation Rates / GSR</th>
<th>Reported Fall 2015-2016</th>
<th>All Students</th>
<th>Student-Athletes</th>
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<tr>
<td>Akron</td>
<td>06-09 Cohort</td>
<td>43</td>
<td>68</td>
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<tr>
<td></td>
<td>4yr Class Ave.</td>
<td>41</td>
<td>64</td>
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<td></td>
<td>GSR</td>
<td>79</td>
<td>GSR</td>
</tr>
<tr>
<td>Kent St.</td>
<td>06-09 Cohort</td>
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<tr>
<td>Ball St.</td>
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<td>Miami</td>
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<td>GSR</td>
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</table>

- The cumulative GPA for all student-athletes after spring 2015 was a 3.129 – the highest GPA since 2009.

Majors, Minors, and Course Selection

- OHIO student-athletes are currently pursuing degrees in 91 different majors
- In the fall of 2015, student-athletes were enrolled in courses spanning across 103 different subject areas
- Student-athletes are pursuing 49 minors in 31 different content areas
**Academic Misconduct Process**
The institution determines whether academic misconduct occurred pursuant to its own policies.

Impermissible academic assistance is designed to identify when a student-athlete receives special treatment in the area of academics that would not otherwise be available to the general student.

**Functions of NCAA Eligibility and Student-Athlete Success Office**
- Academic advising
- Academic weekly meetings with at-risk student-athletes
- Monitor continuing eligibility
- Create travel letters and communicate with faculty about academic progress
- Monitor study hall and coordinate tutoring appointments
- Facilitate recruiting visits with prospective student-athletes and their families

**Student-Athlete Mental Health**
- The MAC is at the forefront of Student-Athlete Mental Health and Wellness. In an effort to bring awareness to this topic, the MAC and NCAA have designed the Mid-American Conference/NCAA Sports Science Institute Mental Health Summit. OHIO staff and student-athletes are attending the summit to learn about best practices on-campus relating to student-athlete mental health.
- As a collaborative effort to improve the overall student-athlete experience, OHIO SAAC representatives and OHIO Athletics Senior Staff met to discuss upcoming initiatives and address areas of improvement. During the meeting, a mental health task force was established – comprised of administrators and student-athletes, the task force will aim to identify on-campus best practices.
Appendix B: Office of Sustainability at Ohio University

Formal Revision Process
Sustainability & Climate Action Plans

- ~5 years have passed since the Sustainability Plan was adopted.
- Enough changes in institutional culture and technology have occurred that many changes are now needed, so it is the ideal time to do a full revision process.
- Public Comment period: Now through May 1, 2016.
- Amendments can always be made to the Plans, but in this open comment period, we are making the work much easier on others since Office of Sustainability and Ecology and Energy Conservation Committee will do much of the vetting.

Formal Revision Process
Sustainability & Climate Action Plans

- The timeline for the revision process is as follows:
  - March 7 through May 1: Public comment period
  - May 2 through August 2: Review of recommendations, development of a draft proposal
  - August 15: Draft submission of the revised documents to the Ecology and Energy Conservation Committee (EECC is the “monitoring agent” of the Sustainability Plan and Climate Action Plan)
  - September through November: EECC discussion and voting on amendments will occur for both documents
  - December: Formal submission to President McDavis for final approval of the proposed changes
  - Implementation of the revised plans will begin immediately upon approval

Formal Revision Process
Sustainability & Climate Action Plans

- Revision suggestions are available online at ohio.edu/sustainability or in-person at Earth Day Celebration (April 20, Walter Rotunda, 5-7pm)
- Revision suggestions must include:
  - goal
  - timeline
  - justification for the recommendation (to include relevant research)
  - strategies to reach the goal
  - baseline data
  - name of a responsible party who will provide current data annually

2016 Earth Day Celebration

- Earth Day is April 22 (last Friday of classes).
- We will celebrate on April 20, 5-7pm in Walter Hall Rotunda.
- Schedule of Events:
  - 5:00pm: Doors Open*
  - 5:15pm: Keynote Speaker
  - 5:45pm: Sustainability Awards announced
  - 6:15pm: Sustainability Open House*
  - *Public comment on revisions to the Sustainability Plan and Climate Action Plan will be available during these times.
2016 Earth Day Celebration
Online award nominations now open: www.ohio.edu/sustainability

- **Award Categories:**
  - Faculty Sustainability Research & Advocacy Award
  - Student Sustainability Leader(s) Award
  - OoS Leadership Award (student in Office of Sustainability)
  - Staff Sustainability Advocate Award
  - Exemplary Sustainable Department Award
  - Residential Housing Sustainability Award
  - Innovation Recognition (community award)

*(To be announced at Earth Day Celebration)*

**Sustainability Tracking & Evaluation Program (STEP)**
- Each Department, Office, Student Organization, Fraternity/Sorority, etc. will be able to utilize a comprehensive checklist to evaluate their sustainability efforts.
- The team will work together to achieve a score of which they are proud and then submit their completed checklist to the Office of Sustainability.
- Each submission will be awarded a level of completion…

**STEP: Sustainability Tracking & Evaluation Program**
Ohio University is encouraging all students, faculty and staff to take the “STEP” toward contributing to a sustainable University community. Student organizations, administrative offices, academic units, and other cohorts are stepping up by reporting their boots-on-the-ground efforts to the Office of Sustainability.

**STEP: Sustainability Tracking & Evaluation Program**
- Each submission received from in any given year will be automatically nominated for the next “Sustainable Department Award” at the Earth Day Celebration, which occurs on or near April 22.
- Each department can resubmit as many times as they like and are, in fact, encouraged to do so.
- One request in the program is that each department establish a reporting liaison to attend SOUL meetings (SOUL=Sustainable Ohio University Leaders).

**NEXT STEPS**
- Submit suggestions for any changes/additions you’d like to see made to the Sustainability Plan or Climate Action Plan (Deadline: May 1 at 11:55pm)
- Nominate yourself, a colleague or a student for a Sustainability Award, announced at Earth Day Celebration.
- Earth Day Celebration: April 20, 5-7pm, Walter Rotunda
- Sign your department or office up for STEP by emailing us at sustainability@ohio.edu.

**Office of Sustainability Staff**
- Annie Laurie Cadmus, Director
- Elaine Goetz, Sustainability Specialist
- Sam Crowl, Sustainability Project Coordinator
- 5-10 student employees annually
- All can be reached at: sustainability@ohio.edu, 740-593-0460
- facebook.com/SustainableOU ohio.edu/sustainability