Postdoc Orientation & IDP Workshop

Agenda

• Introductions

• Overview of the OPA

• The postdoc community and the postdoctoral experience

• The PDA

• Q & A

• Break

• Career planning tools: The Individualized Development Plan and Informational Interview (1 hour)

An Individualized Development Plan (IDP) is a tool to help support, plan, and track your career development and learning opportunities. In this workshop, you will learn how to build and use an IDP based on your greatest strengths, address areas for growth, and confidently discuss your IDP with your supervisor.

• Survey
Services
The Office of Postdoctoral Affairs (OPA) will:
- Fund your membership to the National Postdoc Association (NPA) and sponsor opportunities for you to attend the NPA annual meeting
- Provide you with research and professional development resources and opportunities
- Collect and disseminate data on Ohio State postdocs

Key Initiatives
Advocacy
We address all advocacy and policy issues that affect Ohio State's postdoctoral community — general policies, benefits, conflict resolution and more.

Professional Development
We offer assistance with fellowship/grant writing, postdoctoral mentoring plans and guidance on academic and non-research career paths.

Enhancing Mentorship
We provide resources, training and assistance with mentoring plans for research proposals. We support the recruitment of international and underrepresented minority postdocs.

Development
We will bring more fellowships and research funding to Ohio State's postdoctoral scholars.

For More Information Contact:
Office of Postdoctoral Affairs
Office of Research

OUR TEAM
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op.osu.edu/osupostdocs
## POSTDOC FUNDING AT OHIO STATE

### Federal Agency
- **National Institutes of Health**: 23%
- **National Science Foundation**: 7%
- **Department of Defense**: 5%
- **Department of Energy**: 4%
- **Department of Agriculture**: 3%
- **National Aeronautics and Space Administration**: 1%
- **Other Federal**: 1%

### Alternative Funding Sources
- **Non-profits**: 8%
- **Colleges and Universities**: 5%
- **U.S. Industry (outside Ohio)**: 4%
- **State of Ohio**: 3%
- **Foreign Industry**: 1%
- **Other (Internal)**: 37%

Source: Data from January 2019

### NATIONALITY
- **30%** U.S. Citizens at Ohio State (38% U.S. average)
- **9%** Permanent Residents at Ohio State (8% U.S. average)

### INTERNATIONAL POSTDOCS AT OHIO STATE
- **17%** F1 Visa Holders
- **13%** H1 Visa Holders
- **3%** Other Visa Holders
- **13%** Permanent Residents

Source: Data from January 2019

### ETHNICITY

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
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<tr>
<td>Asian</td>
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<tr>
<td>White</td>
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<td>6%</td>
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<tr>
<td>Two/more races</td>
<td>2%</td>
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<tr>
<td>Undisclosed</td>
<td>2%</td>
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</table>

Ohio State Domestic Postdoc Population

**U.S. Population** Source: US Census Bureau Population Estimates, July 2018

66% of U.S. institutions reported <20% postdocs are from underrepresented groups. Source: 2017 National Postdoctoral Association Institutional Policy Report

### NUMBER OF ALL POSTDOCS ACROSS U.S. INSTITUTIONS

- **Less than 100**: 17%
- **100 - 500**: 53%
- **500 - 1000**: 20%
- **More than 1000**: 10%

Ohio State is in this group

New to Ohio State?

We encourage you to explore and take advantage of these free resources open to all faculty, students and staff at the university.
Along with disciplinary expertise, Postdoctoral Scholars are expected to demonstrate interpersonal and communication skills that enable them to effectively communicate with colleagues of all levels. The English as a Second Language (ESL) program helps Postdocs develop core communication competencies as it relates to research, teaching, and professional interactions.

**SKILLS**

**Speaking**
- Research presentation
- Conference and seminar presentations
- Job interviews and job talks
- Professional, collegial interactions

**Teaching and mentoring**
- Teaching methods and styles
- Education system
- Learning styles
- Student/Teacher expectations

**Interpersonal Communication Skills**
- Politeness in discourse: style, tone, register
- Non-verbal cues
- Negotiation
- Performance Reviews/Feedback
- Conflict Resolution

**COURSES OFFERED**

**American Culture**
- Practice conversational discourse
- Enhance awareness of cultural differences
- Increase pronunciation accuracy
- Increase awareness of American English dialect diversity

**Professional Presentations**
- Refine oral/aural English skills and body language
- Enhance interactions among member of research teams, faculty and staff, and local community.
- Present research in various forms and to various audiences

**Speaking Skills: Pragmatics**
- Improve English pronunciation, intonation, rhythm and stress
- Increase awareness of pragmatic aspects of English use in different contexts
- Enhance use of conventions of conversation and politeness

**Writing**
- Effective writing strategies
- Organization, discourse, & grammatical features of manuscripts, grant proposals, etc.
- Overview of publishing process
What do the participants say?

Did this course meet your expectations?  Yes
Would you recommend this course to other PDs?  Yes
Did this course provide value for cost?  Yes

Testimonials

I am really enjoying this course and I am finding it extremely useful. It is the best English course I ever took. The teacher creates a friendly environment to experience, train, and develop key oral communication skills, which in some cases are even beyond English idiom. In fact, the tools provided by this course are helping me to communicate in my native language as well. This course provides an amazing set of tools and tricks to improve oral communication in English.

For many international postdocs, we do NOT have a right method to learn English. This will take much longer time to make progress without a good method...this class helps a lot on this, including the stress syllable, pauses, thought groups, body languages, and others.

For foreign postdocs and even for English speakers I would recommend this course because here you could learn more than just English, you learn how to express yourself correctly.

Lasses meet once a week for 1.5 hours over a 1-week session. The cost of each course is $350.

Find out more and register: http://u.osu.edu/osupac/english-courses
PREPARING THE NEXT GENERATION
of RESEARCH LEADERS

Take part in a new pilot program for Postdoctoral Scholars, presented by The Office of Postdoctoral Affairs and Student Life Career Counseling and Support Services

STARTING JULY 1, 2018
CCSS Offices | Younkin Success Center, 2nd Floor
1640 Neil Avenue, Columbus, OH 43210

Services will include:
- Resume/CV/Cover Letter Review
- Interview Tips/Assistance
- Networking Strategies
- Career Exploration
- Job Search Strategies

Remember to identify yourself as a postdoctoral researcher or scholar when making the appointment and when filling out the intake forms (even if your official title is visiting scholar, research associate, research scientist, visiting assistant professor, etc.)

Rescheduling:
Demand for this program is extremely high. Your assistance in keeping scheduled appointments is greatly appreciated as we strive to meet your needs and those of other postdocs. Please keep in mind that:
- If you need to reschedule or cancel an appointment to notify CCSS at least 24 hours in advance by calling 614-688-3898.
- Failure to do this may result in a charge of $25 per missed appointment.
- Two missed appointments, without 24-hour notice, may lead to termination of services.

For more information visit go.osu.edu/CCSSPostDoc.
Please call 614-688-3898 to schedule an appointment with a career counselor assigned to postdoctoral researchers and scholars.
The Ohio State University President’s Postdoctoral Scholars Program, supported by the Office of the President, recognizes highly-qualified postdoctoral trainees who will become leaders in their fields. This program supports the scholarly efforts and training of PhDs and terminal degree holders who wish to pursue careers in research and creative inquiry, as well as providing professional development opportunities and faculty mentoring. Salary support, benefits (health insurance, paid leave) and research-related and program travel expenses will be provided by the Office of the President and the scholar’s faculty mentor/sponsor college.

**Step 1**
Find a faculty mentor/advisor. Use EngageOSU or the Ohio Innovation Exchange to identify researchers in your area with whom you would like to train.

**Step 2**
Have your faculty mentor/advisor submit a short letter of intent by November 1, 2019.

**Step 3**
Work with your faculty mentor/advisor to gather the materials for the nomination package. The faculty mentor/advisor must submit a complete nomination by December 2, 2019.

For More Information Visit:
research.osu.edu/ppsp

Questions can be sent to the Office of Postdoctoral Affairs: osupostdocs@osu.edu
The OPA would like to encourage incoming postdocs to start working on growing their mentoring networks as soon as they start their positions. With this in mind, we have created an initiative to help.

Fill out the mentoring network map you received at orientation and send a copy via e-mail to osupostdocs@osu.edu. Use the subject line Mentoring network initiative and label the file with your last name and the date that you filled it out.

By May 31, 2020 send us a new version of the map that shows at least 6 new connections you have made. Please indicate in the brief form that will be provided by the OPA how you met these new members of your network. You will need at least 6 out of the 8 categories listed.

A $50 Amazon card will be raffled among those who demonstrate that they have grown their network as indicated above.
Lunch with a Professor:
A Networking Program for Postdoctoral Scholars

The Office of Postdoctoral Affairs is starting a new initiative called "Lunch with a Professor", a program to facilitate networking among postdoctoral scholars and professors across the university and the greater academic community.

The OPA will sponsor meetings between postdoctoral scholars and researchers and faculty members over a meal (lunch, breakfast, or coffee). You can apply for up to two BuckID cards, each worth $10 that can be used at any on-campus dining locations. Please be aware that supplies are limited and these will be available on a first-come, first-served basis.

Please take a picture of you with the professor and send it to osupostdocs@osu.edu This will allow us to document and promote this program.

Eligibility:

- Must be a postdoc at Ohio State
- The faculty member must be either:
  - An Ohio State faculty member from a department different from the postdoc's department, or
  - From another university

If you need help finding researchers at Ohio State, try using the "EngageOSU" portal. To learn more go to, http://go.osu.edu/lunchnetworking
Postdoctoral Professional Development Program Certification

The Office of Postdoctoral Affairs offers a certification program that links career and professional development programming with the available resources. The goal of the curriculum is to equip postdoctoral scholars with the skills necessary to navigate their training and prepare for different types of careers. The program has 2 components:

- **Basics** (26-55 hours) These are activities that address professional needs of all postdocs. Everyone pursuing the certification has to complete this section and one of the tracks below:
  - **Academic Track** (30-56 hours) These are activities that are relevant to those who will be pursuing an academic career.
  - **Non-Academic Track** (6-33 hours) These are activities that are relevant to those who will be pursuing non-academic careers.

The estimated time to finish each component varies depending on the activities you choose to complete. To offer flexibility, we have a number of options to complete the curriculum which include:

- In person events on campus
- In person events off campus
- Live webinars
- Recorded webinars
- Recorded presentations

Participants will keep track of their enrollment and completion of each component in Buckeye Learn:

- You will search for the event title and register in Buckeye Learn in addition to registering for the events. Sometimes you may need to upload materials that will prove your participation.
- Our office will verify attendance and completion in Buckeye Learn. Once all the requirements for a given component are completed you will receive a notification of completion.

**Note:** We will be able to give you credit for events you have already attended.

To learn more go to, [http://go.osu.edu/postdoccertprogram](http://go.osu.edu/postdoccertprogram).
Disability Services and Workplace Accommodations

In accordance with federal law, the Ohio State University is committed to providing reasonable accommodations to ensure employees with qualifying physical or mental disabilities enjoy seamless access to employment opportunities. A reasonable accommodation is a modification or adjustment to a position, an employment practice, or the work environment that makes it possible for a qualified individual with a disability to perform the essential functions of the position. Postdoctoral Fellows/Researchers can benefit from such accommodations.

Workplace Accommodation

If you have a disability as defined by the Americans with Disabilities Act (ADA) and require an adjustment or change to your job to be able to perform the duties of your postdoctoral position:

1. Inform an IAMVS Disability Program Manager (DPM):
   - Phone: (614) 292-3439
   - Fax: (614) 292-0271
   - Email: hr-integrateddisability@osu.edu

2. Complete the Employee Accommodation Request Form.

3. Have your health care provider complete the Accommodation Request Medical Certification. Both forms are available at hr.osu.edu/services/disability-benefits-leave-services under "Related Forms."

Event Accommodation

- If you require a digital copy or other accessible formats of the material distributed at the OPA events, please contact us as soon as possible at osupostdocs@osu.edu.

- If you require any special accommodations based on a disability (such as a note taker or sign language interpreter) to participate in the OPA events, you can directly contact the Office of Integrated Disability at hr-integrateddisability@osu.edu and they will assist you with the process.

Temporary Accommodations or Leave Requests

- If you have a documented temporary physical and/or psychological work restriction, you may be eligible for transitional work. For Policy interpretation and transitional work placement, please contact Integrated Disability, Office of Human Resources at 614-292-3439 or hr-integrateddisability@osu.edu.

- For questions about leave, please contact Employee and Labor Relations, Office of Human Resources at 614-292-2800 or hr-elr@osu.edu.
Library Resources for Postdoctoral Researchers

University Libraries offers you:

Information
- Access to more than 50 million library items statewide, with more than 13 million unique titles through OhioLink ocl1.ohiolink.edu/search
- Interlibrary Services go.osu.edu/iii for items not available through the OSU Catalog library.osu.edu or OhioLINK catalogs ocl1.ohiolink.edu/search
- Off-campus access to most databases and full-text journals and books
- Loan periods of 17 weeks with unlimited renewals for books from the University Libraries collection go.osu.edu/liberie
- Special Collections that offer unique research opportunities library.osu.edu/special-collections
- Free bibliographic management software (RefWorks®, Zotero®, etc.) go.osu.edu/refworks

Experts
- Subject Librarians with expertise in every area of study who are available to help you with your research needs go.osu.edu/liberians
- Faculty and staff at the Research Commons provide research support in the areas of Data Management and Visualization, Digital Humanities, Geographic Information Systems (GIS), and Research Impact library.osu.edu/researchcommons
- Experts in Copyright Services that provide education and guidance on the application of copyright law to facilitate teaching, research, and scholarship go.osu.edu/copyright

Resources
- Departmental delivery of materials to your campus mailing address: Select "COL CAMPUS OFFICE/DORM" when requesting materials.
- Apply for a Columbus Metropolitan Library card (state of Ohio residents). Reserve Columbus Metropolitan Library materials for pick-up at Thompson Library.
- Daily lockers available at Thompson Library and the Research Commons. Scholarly lockers allocated via lottery system.

The Research Commons
Located on the 3rd floor of the 18th Avenue Library, the Research Commons features a suite of services and enriched technology for graduate, postdoc, and faculty research. Whether you want to reserve a room for collaborative projects, schedule a consultation with a research support expert, participate in a workshop, explore new software in the computer lab, or find a quiet place to focus on your work, the Research Commons is the spot for you.
- Reserve a room: go.osu.edu/rc-rooms
- Schedule a consultation: go.osu.edu/rc-consultations
- Learn more: library.osu.edu/researchcommons
- Attend a workshop: library.osu.edu/researchcommons/events

library.osu.edu 614-292-OSUL (6785)

THE OHIO STATE UNIVERSITY UNIVERSITY LIBRARIES
What is the Research Commons?
A campus community where faculty, postdocs, and graduate students can connect with experts for support at any stage in the research lifecycle.

A venue for exploring collaborative, interdisciplinary, and emerging research methods, with a special focus on Data Management and Visualization, Digital Humanities, Geographic Information Systems (GIS), and Research Impact.

How can we support your research?

**Participate in a workshop** to build skills in areas spanning all phases of the research lifecycle – planning, conducting, publishing, and increasing impact

**Schedule a consultation** with one of our many research support experts for one-on-one assistance with your research needs

**Attend a showcase event** to learn more about the great research happening at Ohio State and to network with colleagues and peers from across the university

**Access specialized technology** including an advanced suite of software, wireless projectors, visualization wall, digital white boards, and interactive table

**Reserve a room** for small-group and large-group collaborative projects, videoconferencing, data visualization, and much more

**Find your spot** - a flexible, comfortable place on campus where you can focus on your research
"The Research Commons is really the only place on campus that feels like it's for graduate students and postdocs primarily. We are often afterthoughts in a university the size of OSU and it's really gratifying to have a place where research, writing, and collaboration of junior scholars is valued and supported. The effective technology, the well-lit spaces, the supportive staff, and the comfortable environment has been vital for the successful submission of my dissertation for defense."

Krista Benson,
Ph.D. Candidate, Department of Women’s, Gender, and Sexuality Studies

"We always think of the Research Commons first for workshops, events, and other programming for our center. It’s a comfortable, state-of-the-art facility with great staff and support. The Research Commons is a wonderful addition to Ohio State's research infrastructure!"

Dr. Harvey Miller,
Professor, Department of Geography, and Director, Center for Urban and Regional Analysis (CURA)

Learn more about how you can get involved today at: library.osu.edu/researchcommons
The Research Commons

Come and meet with experts from University Libraries and beyond who support research at Ohio State through the Research Commons.

Online resources available: guides.osu.edu/researchcommons

Visit us on the 3rd floor of the 18th Avenue Library, and learn more at library.osu.edu/researchcommons
Let's Do This!

The Writing Center

Our Mission

To provide dynamic educational experiences to Ohio State students through innovative writing support and group writing sessions.

Our Methods

- Group and one-on-one writing sessions
- Peer review and feedback workshops
- Literature reviews and digital media
- Developmental writing support
- Group writing and peer review
- Letter writing and critical thinking
- Creative writing and storytelling
- Technical writing and development
- Research papers and technical reports

We're Here for Your Writing

Where and When

Ohio State University
The Ohio Union
127 South Sandusky Street
Columbus, Ohio 43210

Ohio State University Writing Center

Contact Us

Phone: (614) 292-5555
Email: writingcenter@osu.edu
Website: writingcenter.osu.edu

Office Hours: Monday - Friday, 8:30 AM - 5:00 PM
# Quick Resource Guide

## Contact Us

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<tr>
<th>Name</th>
<th>Title</th>
<th>Phone</th>
<th>Email</th>
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<tbody>
<tr>
<td>Morley Stone</td>
<td>Senior Vice President for Research</td>
<td>614-247-8356</td>
<td><a href="mailto:stone.816@osu.edu">stone.816@osu.edu</a></td>
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<tr>
<td>Jarret Weisenberger</td>
<td>Senior Associate Vice President for Research</td>
<td>614-247-4764</td>
<td><a href="mailto:weisenberger.21@osu.edu">weisenberger.21@osu.edu</a></td>
</tr>
<tr>
<td>Randy Moses</td>
<td>Senior Associate Vice President for Research</td>
<td>614-292-7264</td>
<td><a href="mailto:moses.2@osu.edu">moses.2@osu.edu</a></td>
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### Proposal Development

- **Deborah Hernandez (Effective 10/2019)**
  - Associate Vice President, Proposal Development
  - Phone: 614-292-8170

### Proposal Submission and Award Management

- **Christine Hamble**
  - Associate Vice President, Sponsored Programs
  - Phone: 614-688-8734, hamble.3@osu.edu

### Research Involving Animals, Biohazards and Human Subjects

- **Kim Toussant**
  - Director, Responsible Research Practices
  - Phone: 614-292-8653, toussant.3@osu.edu

### Animal Care and Use

- **Valerie Bergdoll**
  - Attending Veterinarian and Director, University Laboratory Animal Resources
  - Phone: 614-292-1551, bergdoll.1@osu.edu

### Research Compliance

- **Jennifer Yucel**
  - Associate Vice President, Research Compliance
  - Phone: 614-247-8831, yucel.4@osu.edu

### Industry Collaborations

- **Daniel Kramer**
  - Associate Vice President, Industry Liaison Office
  - Phone: 614-247-6371, kramer.1@osu.edu

### Recruitment, Retention and Commercialization for Women

- **Mary Juhos**
  - Associate Vice President, ADVANCE
  - Phone: 614-688-8239, juhos.18@osu.edu

### Faculty Networking & Collaboration

- **Charlene Brenner**
  - Project Coordinator, The STEAM Factory
  - Phone: 614-292-0249, brenner.17@osu.edu

### Postdoctoral Training, Career Development and Guidance

- **Noah Weisleder**
  - Director, Office of Postdoctoral Affairs
  - Phone: 614-292-8241, weisleder.3@osu.edu

### Student Research Opportunities

- **Lorraine Wallace**
  - Director, Office of Undergraduate Research and Creative Inquiry
  - Phone: 614-292-8307, wallace.521@osu.edu

## Proposal Development, Funding and Training Opportunities

Do you need help developing or managing a high-value research proposal? Are you looking for funding or help navigating the research administration process?

The **Proposal Development Office** works with researchers and university leadership to plan, develop and review strategic, high-value proposals. They profile potential sponsors, identify new opportunities, analyze funding requirements, assess competitors, define win strategies and organize and lead proposal review teams. [go.osu.edu/PDO](http://go.osu.edu/PDO)

This office can also help match your funding needs (internal and external) to available funding opportunities. Information on special funding opportunities (limited submissions, prizes, awards) is also available. [go.osu.edu/findfunding](http://go.osu.edu/findfunding)

Educational and training opportunities are available to help you better understand research requirements, policies and administrative processes. Select the training format that best fits your needs and schedule. [go.osu.edu/researchtraining](http://go.osu.edu/researchtraining)

## Proposal Submission and Award Management

Do you need assistance submitting proposals or managing awards?

The **Office of Sponsored Programs (OSP)** supports the development, implementation and coordination of sponsored research at the university, from proposal submission to award closeout. OSP staff will assist you with the preparation and submission of proposals to funding agencies, negotiate agreements that protect your interests and the university’s interests, manage your projects and make sure that your research is compliant with sponsor guidelines and university policies. OSP also provides fiscal, purchasing and reporting support. [osp.osu.edu](http://osp.osu.edu)

## Animal Care and Use, Biosafety and Human Subjects

Does your research involve animals, biohazards or human subjects?

The **Office of Responsible Research Practices (ORRP)** provides administrative support to the review boards responsible for research oversight. ORRP staff lead and partner with the research community to maximize the welfare of human and animal research subjects.
- Animal Care and Use: The Institutional Animal Care and Use Committee (IACUC) oversees the responsible use of animals in research and instructional activities, reviews the university’s animal care and use program and monitors animal facilities to ensure compliance with regulatory requirements. orrp.osu.edu/iacuc
- Biosafety: The Institutional Biosafety Committee (IBC) reviews and oversees research involving biohazards and recombinant or synthetic molecules. orrp.osu.edu/ibc
- Human Subjects: The Institutional Review Boards (IRBs) review and oversee research involving human subjects to protect their rights and welfare. orrp.osu.edu/irb

The Office of the Attending Veterinarian (OAV) supports research utilizing animals via consultation on experimental design, training on animal use techniques, development of new animal models and techniques and facilitating compliance with regulatory requirements. go.osu.edu/OAV

University Laboratory Animal Resources (ULAR) facilitates the humane care and use of animals in research and educational activities. ULAR staff oversees compliance with federal regulations and guidelines related to animal use to ensure a quality program in support of our research and teaching missions. ular.osu.edu

Research Compliance

Is your research compliant with federal, state and local regulations and university policies?

The Office of Research Compliance (ORC) supports and promotes ethical research practices at Ohio State. ORC coordinates institution-wide research compliance policy and procedure development to ensure that the university is compliant with federal, state and local regulations as well as university policies. They also manage the university’s conflict of interest disclosure process, export control regulations and misconduct in research and scholarly activities. orc.osu.edu

The ORC maintains a webpage of general research policies. orc.osu.edu/regulations-policies/general

Industry Collaborations

Are you interested in building research collaborations with industry?

The Industry Liaison Office (ILO) helps industry leaders connect with faculty and students to establish university/industry collaborations that bring value to all participants. The ILO shares in the responsibility to create and manage Ohio State’s external collaboration strategy. ilo.osu.edu

Recruitment, Retention and Commercialization for Women

Are you looking for information about recruitment, retention, commercialization and advancement opportunities for women faculty in STEM careers?

Ohio State ADVANCE facilitates inclusive faculty recruitment and hiring practices, addresses retention issues and provides career development opportunities for faculty that provide pathways to leadership in research and administration. ADVANCE also provides resources, consultation and advocacy for faculty at all levels. advance.osu.edu

Faculty Networking and Collaboration

Are you looking for opportunities for enhanced cross-faculty interaction, engagement and research collaboration?

Founded in December 2012 by a group of young and energetic faculty, postdocs and staff, The STEAM Factory is a diverse and inclusive grass-roots network in the Ohio State community that facilitates creative and interdisciplinary collaboration, innovation and dissemination. steamfactory.osu.edu

Postdoctoral Training, Career Development and Guidance

Are you a postdoctoral researcher looking for professional training and career development opportunities?

The Office of Postdoctoral Affairs works to implement programs and events to enrich the postdoctoral experience at the university. The office prepares postdocs for successful research careers in academia, industry, government and other employment sectors. go.osu.edu/PostDoc

Student Research Opportunities

Are you looking for students to assist you with your research?

The Undergraduate Research and Creative Inquiry Office provides a central focus for coordination of opportunities available for undergraduate students to become involved in Ohio State research. The office also offers workshops and peer mentoring. ugresearch.osu.edu

For More Information Contact:

Office of Research

208 Bricker Hall
190 North Oval Mall
Columbus, OH 43210
614-292-1582
research.osu.edu
research.osu.edu

Connect with us:
Twitter @researchatOSU
YouTube go.osu.edu/channel
Flickr go.osu.edu/albums

THE OHIO STATE UNIVERSITY
Multidisciplinary Research

Centers and Institutes

The Office of Research provides support and oversight for a number of multidisciplinary research centers and institutes across The Ohio State University campus. These centers fall into two categories: academic and core facilities.

Academic Centers

Byrd Polar and Climate Research Center
bpocr.osu.edu
The Byrd Polar and Climate Research Center (BPCRC), named in honor of Admiral Richard E. Byrd, America’s most famous polar explorer, is recognized internationally as a leader in polar, alpine and climate research. Research at the BPCRC focuses on the role of cold regions in the Earth’s overall climate system. It encompasses geological sciences, geochemistry, glaciology, paleoclimatology, meteorology, remote sensing, ocean dynamics and the history of polar exploration. In addition, BPCRC maintains the Byrd Postdoctoral Fellowship Program, provides research opportunities and support for a number of graduate and undergraduate students, offers frequent seminars and lectures and maintains a public education outreach program.

Center for Emergent Materials
cem.osu.edu
The Center for Emergent Materials (CEM) is part of a network of Materials Research Science and Engineering Centers (MRSECs) funded by the National Science Foundation. The center engages teams of researchers from multiple disciplines to work on scientific problems too complex for a single researcher to solve. The CEM performs integrated research on emergent materials and phenomena in magnetoelectronics to create new paradigms in computing and information storage. Collaborators include universities, government laboratories and industry, both in the U.S. and abroad. In addition, the CEM strives to develop scientists and engineers well-prepared to contribute to and lead research, development and commercialization in materials-related fields.

Center for Lake Erie Area Research
ohioseagrant.osu.edu
The Center for Lake Erie Area Research (CLEAR), home of the Ohio Sea Grant, studies issues related to water quality, fisheries and sustainable development along the Lake

Erie coastline. The center is housed at Stone Laboratory on Lake Erie's Gibraltar Island. Stone Laboratory is the oldest freshwater biological field station in the U.S. and the center of Ohio State's teaching and research on Lake Erie. Stone Lab offers lab facilities, field work equipment, research vessels and housing for researchers studying Lake Erie. Together, the Ohio Sea Grant and Stone Lab provide the science behind informed policy and management decisions on science education, the Lake Erie ecosystem and its economic impact on the region.

Center for RNA Biology
rna.osu.edu
RNA research is an interdisciplinary endeavor that spans biology, medicine, agriculture, mathematics, physics and chemistry. Ohio State’s Center for RNA Biology houses the single largest group of RNA experts in the country—more than 200 faculty, staff, students and postdocs. The center’s mission is to advance life sciences research and education at the university by building on existing strengths in RNA biology, developing synergies through interdisciplinary initiatives and outreach, recruiting and retaining outstanding faculty and attracting the best graduate and postdoctoral researchers.
Infectious Diseases Institute
idi.osu.edu

Ohio State is at the forefront of innovative, research-based ways to control the spread and severity of infectious disease. The Infectious Diseases Institute (IDI) brings together a dynamic community that fosters a collaborative approach to generating solutions to the detrimental effects of microbes on the health of humans, animals, plants and the environment. Interdisciplinary teams are working in six thematic areas: antimicrobial resistance; ecology; epidemiology and population health; host defense and microbial biology; microbial communities; prevention, detection and therapies; and viruses and emerging pathogens. IDI also provides seed funding, supports team science proposals, promotes internal and external partnerships and offers educational and outreach programs.

Translational Data Analytics Institute
tdai.osu.edu

The Translational Data Analytics Institute (TDAI) is advancing Ohio toward becoming a global hub for the development, application and study of translational data analytics solutions. TDAI is enabling collaboration and innovation in translational data analytics, co-developing externally responsive translational data analytics solutions with industry and community partners and expanding the workforce capable of delivering translational data analytics solutions. TDAI is advancing the educational programming and student engagement in data science and analytics and is contributing nationally and internationally to the maturation of translational data analytics as a field.

Core Facilities

Campus Chemical Instrument Center
ccic.ohio-state.edu

The Campus Chemical Instrument Center (CCIC) provides state-of-the-art research facilities to the Ohio State research community in the areas of nuclear magnetic resonance, mass spectrometry and proteomics. It serves as a statewide hub for researchers at all Ohio universities, offering outstanding data collection and processing capabilities.

Campus Microscopy and Imaging Facility
cmif.osu.edu

The Campus Microscopy and Imaging Facility (CMIF) provides microscopy advice, education and instrument training for the research community. The CMIF staff is committed to providing researchers with publication quality, high-resolution images for use in manuscripts and grant applications.

For More Information Contact:
Office of Research
208 Bricker Hall
190 North Oval Mall
Columbus, OH 43210
614-292-1582
research@osu.edu
research.osu.edu

Connect with us:
Twitter @researchatOSU
YouTube go.osu.edu/channel
Flickr go.osu.edu/albums
Discovery Themes

Accelerating Discovery, Solving Complex Problems

Discovery at Ohio State is the way in which we connect diverse ideas and people across disciplines and communities. It's the way that our world-class faculty, devoted university campuses and engaged partners connect to form and scale teams that translate knowledge into solutions. It's a passion to ask questions yet to be asked and tackle problems yet to be solved.

The Discovery Themes initiative embodies this attitude. Building on the full strength of Ohio State’s teaching and research resources, with the support of the Office of Research, we are further expanding our capacity to address complex problems at a pace and scale few others can match.

Chronic Brain Injury

discovery.osu.edu/cbi

Building on Ohio State’s strengths in research on spinal cord injury, aging and neuroinflammation, the Chronic Brain Injury program is a multidisciplinary team of researchers and clinicians working to improve the lives of traumatic brain injury survivors. By focusing on the chronic effects of injury including neurobehavioral complications and neurodegenerative pathologies, researchers are creating opportunities for innovation at the intersections of neuroscience, engineering, fine arts and patient care.

Foods for Health

discovery.osu.edu/ffh

Many costly and preventable chronic conditions – heart disease, stroke, cancer and diabetes – are affected by diet. Inadequate nutrition is also a major cause of developmental delays and death worldwide. By building on collaborations among faculty that span a breadth of expertise and by joining key partners in the public and private sectors, Foods for Health is working to create a healthier future for individuals and communities around the world.

Initiative for Food and AgriCultural Transformation (InFACT)

discovery.osu.edu/infact

Committed to the proposition that good food anchors the individual and collective well-being of communities, this multidisciplinary program is aimed at designing and implementing food systems that are sustainable, defined as achieving a balance of ecology, economy, technology and culture, to promote the overall well-being of people, animals, and the natural environment.
Global Arts and Humanities
discovery.osu.edu/ha
Although knowledge frameworks are often discipline-bound, researchers working within the Global Arts and Humanities Discovery Theme are developing innovative methodological possibilities and practices that showcase human entanglements with technology and ecological systems, cultural belonging and place making and the legacies of domination and displacement.

Infectious Diseases Institute
idi.osu.edu
Established in 2017, the Infectious Disease Institute addresses infectious disease challenges to humans, animals and plants at both the basic and translational levels. Through innovative alliances on campus and in the private sector, leaders in infectious diseases research work in six programmatic areas: Antimicrobial Resistance; Ecology, Epidemiology and Population Health; Host Defense and Microbial Biology; Microbial Communities; Prevent-on, Detection and Therapies; Viruses and Emerging Pathogens.

Materials and Manufacturing for Sustainability
mms.osu.edu
Building on Ohio State's interdisciplinary strengths in materials research, world-class facilities, strong industrial partnerships, nationally recognized centers of excellence and recent strategic investments, this program enables discoveries that transform our world and position Ohio State as preeminent in advanced materials and manufacturing for sustainability. Joining forces with the Institute for Materials Research, researchers focus on energy harvesting, storage and systems; high performance materials and structures; and materials for sustainable information processing.

Sustainability Institute
si.osu.edu
Formally established as an institute in 2019, the Sustainability Institute connects diverse ideas and applied research expertise across the natural and social sciences, engineering, medicine and public health. By combining tools such as life cycle assessment, multi-scale modeling and data analytics, researchers are working to understand human behavior and evaluate the costs, benefits, risks and consequences of changes in technology, policy and the natural environment.

Translational Data Analytics Institute
tdai.osu.edu
The establishment of a university-level institute in 2017 cemented the university's commitment to make Ohio a global hub for the development, application and study of data analytics solutions. The institute brings expertise and know-how unparalleled in scope across foundational data science disciplines and applied domains, including core data and decision science, precision agriculture, population health and digital humanities.

For More Information Contact:
Office of Research
208 Bricker Hall
190 North Oval Mall
Columbus, OH 43210
514-292-1582
research@osu.edu
research.osu.edu
discovery.osu.edu

Connect with us:
Twitter @researchatOSU
go.osu.edu/channel
go.osu.edu/albums
Education and Training

The Office of Research offers comprehensive training and education programs to meet the needs of our research community. These programs are structured to provide a better understanding of the requirements, policies and administrative processes that impact the research enterprise. [go.osu.edu/researchtraining](http://go.osu.edu/researchtraining)

Find Funding

The SPIN funding opportunities database assists researchers in identifying potential funding for projects. SPIN contains more than 40,000 funding opportunities from more than 10,000 global sponsors. [go.osu.edu/funding](http://go.osu.edu/funding) > Funding Opportunities and Research Databases

Collaborators, Research Equipment and Services

Numerous resources exist to identify potential collaborators and locate research equipment and services for new and ongoing projects. [go.osu.edu/funding](http://go.osu.edu/funding) > Finding Collaborators

Limited Submission, Internal and Coordinated Funding Opportunities

The Office of Research’s Research Funding and Awards database facilitates the internal nomination process for certain types of funding opportunities to ensure compliance with sponsor guidelines and support faculty research efforts.

Limited submission programs restrict the number of proposals that an institution may submit to the sponsor. Our office internally manages the application process to ensure the sponsor receives the allowable number of proposals on behalf of the university.

Coordinated programs are not restricted; however, we provide support to investigators and their teams to ensure a competitive proposal. [go.osu.edu/funding](http://go.osu.edu/funding) > Limited Submissions and External Awards and Prizes

External Prizes and Awards Faculty Nomination Programs

Scholarly awards and prizes bring prestige and recognition to Ohio State’s world-class faculty. These awards are not only a recognition of faculty excellence, but also an important metric of institutional performance. Our office curates and distributes recognition opportunities based on external organizations, including the National Research Council and other prestigious national and international recognition societies and academies. [go.osu.edu/funding](http://go.osu.edu/funding) > Limited Submissions and External Awards and Prizes

For More Information Contact:

Proposal Development Office
Office of Research

33 West 11th Avenue
Suite 309
Columbus, OH 43201
614-292-6269
Who We Are
The Office of Sponsored Programs (OSP) is a centrally organized team of professional staff within the Office of Research. OSP provides a full range of research administration services to support Ohio State faculty, staff and graduate students.

What We Do
OSP partners with faculty and staff to provide the highest quality research administration at all stages of sponsored projects, from proposal submission through award closeout. OSP facilitates the scholarly activities of the research community as it positions the university to become the leading public research institution in the nation.

How We Can Help You
OSP provides assistance with preparing and submitting proposals that meet sponsor guidelines, negotiating sponsor award terms to protect your interests as well as the university’s, handling purchasing and travel needs for your research project, fiscally administering your project according to sponsor regulations and university policies, preparing and submitting fiscal and administrative reports to the sponsor, tracking and receiving sponsor payments, as well as managing award closeout.

We also provide a variety of web-accessible electronic tools for proposal preparation and submission to most federal sponsors, as well as post-award financial management of project accounts.

Our Team
Christine Hamble, Associate Vice President, OSP
Kari Uhl, Assistant Director, Office of Grants and Contracts
Cheryl Sowash, Assistant Director, Office of Grants and Contracts
Kristy Baker, Director, Office of Business and Industry Contracts
Aimee Nielsen-Link, Director, Health Sciences Office
Jeffrey Kemper, Senior Director, Financial Services and Procurement

Satellite Office
ENGINEERING SPONSORED PROGRAM SERVICES
Amy Dudley, Director, 230 Bolz Hall

For More Information Contact:
Office of Sponsored Programs
Office of Research
1960 Kenny Road
Columbus, OH 43210
614-688-8288
osp.osu.edu
How do I know if my research involves a biohazard?
Biohazards are defined at Ohio State as infectious agents (i.e., pathogens) or materials produced by living organisms that may cause disease in other living organisms. This includes human pathogens and materials that can cause disease in humans, animals or plants.

What is the Institutional Biosafety Committee?
The Institutional Biosafety Committee (IBC) is responsible for reviewing and approving all research involving the use of biohazards. The IBC reviews research involving recombinant or synthetic molecules to ensure compliance with the National Institutes of Health Guidelines for Research Involving Recombinant or Synthetic Nucleic Acid Molecules. The IBC, in conjunction with the Office of Environmental Health and Safety, provides guidance to researchers regarding the proper acquisition, handling, transfer and disposal of potentially hazardous or regulated biological materials.

If your research involves a biohazard it should be registered if it includes:
- Creating or inserting recombinant or synthetic nucleic acid molecules into cell lines, tissue cultures, animals, humans or plants
- Using a microorganism that is pathogenic to humans, plants or animals
- Collecting or using human or non-human primate source materials (e.g., body fluids, tissues, cells)
- Human gene transfer or human stem cells
- Using or creating transgenic or knock-out animals

For more information, see investigator guidance posted at crp.osu.edu/ibc/investigator-guidance.
Are there any additional requirements?
Depending on the nature of your research, each individual working with biohazards will be required to complete (and update as necessary) one or more of the following prior to review:
- Basics of NIH Guidelines for Research Involving Recombinant or Synthetic Nucleic Acid Molecules. More information is available at [orpp.osu.edu/ibc/training](http://orpp.osu.edu/ibc/training).
- Occupational health registry available at [go.osu.edu/iskassessment](http://go.osu.edu/iskassessment).
- Conflict of interest disclosure available at [orc.osu.edu/regulations-policies/col/ecol](http://orc.osu.edu/regulations-policies/col/ecol).
- Responsible Conduct of Research (RCR) training available at [orc.osu.edu/regulations-policies/rcr](http://orc.osu.edu/regulations-policies/rcr).
Additional training may be required if your research requires the use of lentiviral vectors, bloodborne pathogens, biological safety cabinets or other biosafety level 2 or 3 practices.

For more information, see [ehs.osu.edu/research/biosafety.training](http://ehs.osu.edu/research/biosafety.training).

How do I register and get approval for my biosafety research?
Submit protocols for IBC review electronically at [eprotozo.osu.edu](http://eprotozo.osu.edu). The IBC chairperson or the institutional biosafety officer will review and approve or forward to the IBC for review depending on the biohazards being used.

Where can I get assistance?
The Office of Responsible Research Practices (ORRP) is a team of professionals within the Office of Research.

ORRP provides administrative support to the IBC and is committed to delivering excellent customer service.

Consult the ORRP directory at [orpp.osu.edu/contact](http://orpp.osu.edu/contact) for specific staff member contact information or visit the ORRP website at orpp.osu.edu or send an email to [ibcinfo@osu.edu](mailto:ibcinfo@osu.edu).

For More Information Contact:
Office of Responsible Research Practices
Office of Research
300 Research Administration Building
1960 Kenny Road
Columbus, OH 43210
614-688-8457
ibcinfo@osu.edu
orpp.osu.edu
How do I know if my research involves human subjects?
Federal regulations* and The Ohio State University Human Research Protection Program (HRPP) policies define when an activity is research involving human subjects.

Research
A systematic investigation, including research development, testing and evaluation, designed to develop or contribute to generalizable knowledge.

Human Subject
A living individual about whom an investigator (whether professional or student) conducting research obtains information or biospecimens through intervention or interaction with the individual, and uses, studies, or analyzes the information or biospecimens; or obtains, uses, analyzes, or generates identifiable private information or identifiable biospecimens.

*Food and Drug Administration and Department of Health and Human Services regulations (which vary slightly) can be found at [orpp.osu.edu/irb/irbregulations](orpp.osu.edu/irb/irbregulations).

Your research probably involves human subjects if it includes:
- Investigations of drugs or medical devices
- Review of personally identifiable medical or educational records
- Surveys, interviews or questionnaires
- Collection and storage of private information or specimens for future research purposes
- Pilot studies
- Activities performed in support of a doctoral dissertation, honors project or master’s thesis

For more information and other examples, see HRPP policy, Research Involving Human Subjects, posted at [orpp.osu.edu/files/2012/02/Research-Involving-Human-Subjects.pdf](orpp.osu.edu/files/2012/02/Research-Involving-Human-Subjects.pdf).
Do I need approval for my human subjects research?
Yes. Before you begin your research involving human subjects, it must be reviewed and approved by one of the university’s Institutional Review Boards (IRBs) or determined by the Office of Responsible Research Practices (ORRP) to be exempt.

IRB Review
An IRB is a committee whose primary responsibility is to protect the rights and welfare of human research subjects. There are three internal IRBs at Ohio State. Ohio State also works with many independent and/or external IRBs which review Ohio State research.

Exempt Review
Designated staff in the Office of Responsible Research Practices apply regulatory criteria to determine if IRB approval is needed. If not, an exemption from further review and oversight can be granted.

How do I get approval for my human subjects research?
Submit protocols for IRB review electronically at go.osu.edu/Buck-IRB.

Are there any additional requirements?
Before research is reviewed, individuals who participate in the design, conduct or reporting of human subjects research must complete (and update as necessary) the following:

- CITI (Collaborative Institutional Training Initiative) education program in human subjects protection available at orrp.osu.edu/irb/training-requirements/citi
- Conflict of interest disclosure form available at orrc.osu.edu/regulations-policies/coi/ecoi
- CITI Responsible Conduct of Research (RCR) training available at orrc.osu.edu/regulations-policies/rcr

Where can I get assistance?
The Office of Responsible Research Practices (ORRP) is a team of professionals within the Office of Research.

ORRP provides administrative support to the institutional review boards (IRB) and is committed to delivering excellent customer service.

Consult the ORRP directory at orrp.osu.edu/contact for specific staff member contact information or visit the ORRP website at orrp.osu.edu.

For More Information Contact:
Office of Responsible Research Practices
Office of Research
300 Research Administration Building
1960 Kenny Road
Columbus, OH 43210
614-688-8457
IRBinfo@osu.edu
orrrp.osu.edu
How do I know if my activity involving animals is regulated?

Federal regulations and Ohio State University Institutional Animal Care and Use Committee (IACUC) policies define when an activity requires IACUC review and approval.

For purposes of regulatory oversight, an animal is considered to be any live, vertebrate animal (including fish, snakes, birds, farm animals and wild or domestic mammals) used or intended for use in research, research training, experimentation or biological testing, or for related purposes. This also applies to animals that are sacrificed and procured solely and specifically for research or instructional activities.

Your activity is probably regulated if it includes:

- Biomedical research involving animal models of human or animal diseases
- Field studies requiring animal contact
- Farm animals used to test and procure biologicals for non-agricultural or non-production animals
- Activities that involve any procedure done on privately owned animals for teaching or research purposes

For more information, see (IACUC) policies and procedures, posted at orrp.osu.edu/iacuc/oauiacucpolicies.

Do I need approval for my regulated activity involving animals?

Yes. Before you begin your research, testing or teaching involving animals, your protocol must be reviewed and approved by the IACUC.

IACUC Review

The IACUC oversees the responsible use of animals in research and instructional activities, reviews the university's animal care and use program and monitors animal facilities to ensure compliance with regulatory requirements.
How do I get approval for my animal protocol?

- Submit protocols for IACUC review electronically at iacucprotocol@osu.edu. All protocols receive online veterinary consultation and department review before they are forwarded to the IACUC.

Where can I get assistance?

The Office of Responsible Research Practices (ORRP) is a team of professionals within the Office of Research.

ORRP provides administrative support to the IACUC and is committed to delivering excellent customer service.

Consult the ORRP directory at orrp.osu.edu/contact for specific staff member contact information or visit the ORRP website at orrp.osu.edu.

Are there any additional requirements?

Before an animal use protocol is reviewed, each individual involved in the research must complete (and update as necessary) the following:

- Animal usage orientation and occupational health and safety training available at orrp.osu.edu/iacuc/study-team-requirements
- Occupational health risk assessment available at go.osu.edu/riskassessment
- Conflict of interest disclosure available at orr.osu.edu/regulations-policies/col/eeoi
- CITI Responsible Conduct of Research (RCR) training available at orr.osu.edu/regulations-policies/rcr

For More Information Contact:

Office of Responsible Research Practices
Office of Research

300 Research Administration Building
1950 Kinnear Road
Columbus, OH 43210

614-688-8457
iacucinfo@osu.edu
orrp.osu.edu
Ohio State’s animal care and use program is accredited by AAALAC International.

Who We Are
The Office of the Attending Veterinarian (OAV) supports the care and use of animals involved in research projects. We provide veterinary care, consultation on experimental design and training on animal use techniques. We also assist in the development of new animal models and techniques, and facilitate compliance with regulatory requirements.

Services Provided
- Consultation on animal models and experimental animal care and use
- We specialize in surgical animal model development and support ongoing collaborations in model implementation and use
- We help identify the appropriate animal species for use in research projects and assist in the design of projects to meet study aims
- Oversight of biosecurity and health maintenance for research animals housed in Ohio State facilities
- Veterinary care for Ohio State-owned animals
- Technical support for the conduct of research
- Centralized animal housing in University Laboratory Animal Resources (ULAR) for many species of animal

Housing Facilities: ULAR Vivaria Core
ULAR facilities, located in 10 different vivaria on main campus, provide housing for the biomedical research animals used by faculty in all colleges. Standardized animal care procedures are maintained throughout the ULAR facilities.

Housing includes
- Rodent barrier facilities that incorporate imaging, irradiation, behavioral phenotyping and transgenic production cores
- Large animal facilities for housing of swine, primates, rabbits and various other species
- Animal quarantine facilities for rodent import and/or isolation
Experimental Surgical Facilities: ULAR Experimental Surgery Core
Ohio State maintains a dedicated surgical suite to support animal research. The core has four fully equipped operating rooms staffed by full-time veterinary technicians.

Specialized equipment includes
- GE C-arm fluoroscopy
- GE ultrasound
- Robotics, laparoscopic setups
- Dual-head surgical microscope

For More Information Contact:
Office of the Attending Veterinarian (OAV)
University Laboratory Animal Resources (ULAR)
Office of Research

Valerie Bergdall
Director, OAV and ULAR

111 Wiseman Hall
400 W. 12th Ave
Columbus, OH 43210
614-292-1561
bergdall.1@osu.edu
ular.osu.edu
## Proposal Development Office

Our Process for Planning and Development: Positioning for Success

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### We Provide Three Phases of Support:
- Positioning
- Capture planning
- Proposal preparation

### We Can Help:
- Profile potential sponsors
- Track opportunity development
- Assess both Ohio State’s strengths and potential competitors’ capabilities
- Analyze federal solicitations
- Develop proposal guidance tools, such as schedules and outlines
- Coordinate collaboration with other Institutions and Partners
- Write non-technical proposal text
- Review documents for compliance, responsiveness and readability
- Plan, organize, and lead Pink and Red Team reviews and facilitate feedback response
- Conduct training on capture and proposal development tools and techniques

### The Proposal Development Office offers additional services including:
- Finding potential funding opportunities
- Identifying new collaborators across disciplines
- Managing limited submission opportunities
- Nominating faculty for external awards and prizes

### For More Information Contact:
Proposal Development Office
Office of Research
33 West 11th Avenue
Suite 220
Columbus, Ohio 43201

614-292-8170
research@osu.edu
research.csu.edu
go.osu.edu/PDO
The Industry Liaison Office (ILO) partners with the Office of Sponsored Programs, Career Services, Corporate Development, Technology Commercialization and Corporate Engagement to implement Ohio State's engagement strategy with industry.

**What we do**
- Prepare faculty for industry engagement through workshops and personal support
- Coordinate research disciplines across campus to address industry needs
- Support research and testing/service agreement negotiations
- Expand industry access to university assets
- Evaluate potential industry partnerships
- Increase student engagement and commercialization opportunities with industry

**We can help**
- Build multidisciplinary collaborations across campus
- Link researchers working toward a common goal
- Facilitate strategic collaborations with companies
- Connect companies with university resources
  - Faculty
  - Students
  - Facilities

**For More Information Contact:**
Industry Liaison Office
Office of Research

019 Bricker Hall
190 North Oval Mall
Columbus, OH 43210

614-292-5701
ilo.osu.edu
**Key Initiatives**

**REACH for Commercialization**
REACH is a workshop series that develops the entrepreneurial capacity of women faculty innovators. As our signature program, REACH provides women faculty the option to amplify the impact of their research by commercializing their innovations. We introduce the power of networks to build awareness, increase access, eliminate barriers and reduce the persistent gender gap in the entrepreneurship ecosystem.

**Faculty Research Lecture Series**
Invited lectures provide a forum for leading faculty researchers to share their experiences with those who aspire to similar career paths. Research faculty from across campus share their personal journey as a way to highlight the challenges and successes that are part of a career in academic research.

**Consultations, Workshops and Advocacy**
ADVANCE is a resource for faculty and academic leaders. We offer personalized consultations and workshops on topics such as identifying and cultivating research collaborations, developing a professional brand, expanding research visibility and envisioning a career in research leadership. We are available to design personalized workshops based on the needs of faculty.

**Key Partnerships**

**ADVANCE Advisory Board**
Our board consists of academic and administrative leaders from a variety of units across campus. Through the board, we establish institutional partnerships that expand the mission of ADVANCE to propel faculty careers and retain talent.

**Advocates and Allies**
ADVANCE is an institutional partner in the Advocates and Allies for Equity initiative. Funded by the National Science Foundation, this program engages male faculty and senior administrators as advocates and allies for the advancement of women faculty. This program is administered through The Women’s Place, in the Office of Diversity and Inclusion.
**Rev1 Ventures**
Rev1 is an investor startup studio that combines capital and strategic services to help startups scale. Conveniently located on west campus, the Rev1 team is a close partner of ADVANCE.

**Higher Education Recruitment Consortium (HERC)**
HERC is a non-profit consortium of over 600 colleges, universities, hospitals, labs and related organizations that share a commitment to dual career and diversity hiring. Ohio State ADVANCE was instrumental in facilitating Ohio State’s participation in HERC as a founding member of the Ohio/Western Pennsylvania/West Virginia HERC.

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**Ohio State ADVANCE empowers women to extend the REACH of their research.**

Faculty want their research to make a difference, yet many view the end product of their efforts as a refereed publication or a conference presentation. Engaging in technology transfer through commercialization expands the impact of research.

Our signature program, REACH for Commercialization™ is designed to explain and support all options related to academic entrepreneurship. The 2019 REACH cohort (below) includes faculty and postdoctoral scholars.

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**For More Information Contact:**
Ohio State ADVANCE
Office of Research

208 Bricker Hall
190 North Oval Mall
Columbus, OH 43210

614-247-4984
advance@osu.edu
advance.osu.edu
The Office of Research provides a variety of electronic tools and services to support faculty, staff and students in the management of research projects.

**Buck-IRB**

Buck-IRB is the electronic system used for the submission and review of exempt and Institutional Review Board (IRB) research performed by Ohio State investigators.

**Buck-IRB:**
- Streamlines the exempt and IRB submission processes
- Provides a central location for tracking submissions in progress, starting a new study or modifying an existing one
- Stores study-related documents (consent forms, survey instruments) in one place
- Reduces screening timelines in the review process

Access Buck-IRB at [go.osu.edu/Buck-IRB](http://go.osu.edu/Buck-IRB).

**e-Protocol**

e-Protocol is Ohio State's electronic system for submitting and monitoring the status of Institutional Animal Care and Use Committee (IACUC) and Institutional Biosafety Committee (IBC) protocols.

**e-Protocol modules:**
- e-IACUC: Supports online submission, review and management of animal protocol information submitted to the IACUC. Supports online animal ordering, animal census monitoring and tracking of animal expenses for animals housed in University Laboratory Animal Resources (ULAR) facilities.
- e-IBC: Supports online submission, review and management of biosafety protocol information submitted to the IBC.

Access e-Protocol at [eprotocol.osu.edu](http://eprotocol.osu.edu).
Office of Sponsored Programs eTools

Cayuse424: Streamlines the creation, review, approval and electronic submission of grant proposals to federal agencies through GRANTS.GOV.

ePA-005: Ohio State's proposal pre-approval application used by investigators submitting proposals to external sponsors. A fully-signed ePA-005 must be available to the Office of Sponsored Programs prior to proposal sign off and submission.

PI Portal: Provides principal investigators and their staff, departments and colleges with online access to project financial information.

e-Activity: Reporting tool that provides access to proposal, award and expenditure activity.

Additional tools are available at osp.osu.edu/resources/etools/.

SPIN Funding Opportunities Database

The SPIN funding opportunities database is the world’s largest database of funding opportunities. All Ohio State faculty, staff and students may create a SPIN account. With SPIN you can:

- Create and save customized searches that generate daily email funding alerts
- Organize and share funding announcements with colleagues
- Access an extensive keyword list, allowing for greater flexibility in searching
- Locate all types of funding information (travel grants, fellowships and other sponsored programs)

Visit research.osu.edu/researchers/funding for step-by-step instructions.

For More Information Contact:
Beth Haas
Director, Communications and Marketing
Office of Research
08H Bricker Hall
190 North Oval Mall
Columbus, OH 43210
614-688-4725
haas.23@osu.edu
research.osu.edu
All of the university's Institutional Animal Care and Use Committee (IACUC) and Institutional Biosafety Committee (IBC) operations are available online – providing you with an electronic method for submitting and monitoring the status of IACUC and IBC protocols.

**e-Protocol**
- Streamlines the data entry process
- Provides real-time feedback on the status of reviews
- Incorporates amendments directly into protocols once approved
- Delivers notifications when deadlines are approaching
- Tracks the status of required training for study team members
- Allows direct management of study team personnel on protocols (addition or removal of team members)
- Provides study team members with 24/7 web access

**e-Protocol modules:**
- **e-IACUC:** Supports online submission, review and management of animal protocol information submitted to the IACUC. Supports online animal ordering, animal census monitoring and tracking of animal expenses for animals housed in University Laboratory Animal Resources (ULAR) facilities.
- **e-IBC:** Supports online submission, review and management of biosafety protocol information submitted to the IBC.

**Access e-Protocol:**
Access e-Protocol at [eprotocol.osu.edu](http://eprotocol.osu.edu). Use your Ohio State username and password to log in.
- **Note:** If you do not have an Ohio State username and password, contact the Office of Research (OR) Help Desk at orhelpdesk@osu.edu or 614-688-8288. If you have forgotten your password or it has expired, visit [my.osu.edu](http://my.osu.edu).

Because all system communications are delivered via email, it is essential that you keep your profile information up-to-date, particularly your contact email address.
- **Note:** Your system profile can be updated at any time at [go.osu.edu/register](http://go.osu.edu/register) or by clicking your name in the upper right-hand corner of any e-Protocol workspace.

**Contact:**
- **TECHNICAL ISSUES**
  - orhelpdesk@osu.edu or 614-688-8288
- **IACUC SUPPORT**
  - IACUCinfo@osu.edu or 614-292-4494
- **IBC SUPPORT**
  - IBCinfo@osu.edu or 614-292-1159
- **ULAR SUPPORT**
  - ularinfo@osu.edu or 614-292-0272
**General System Navigation:**

1. Upon logging in to eProtocol, you are presented with three main tabs:
   - **Home:** click to view current system messages and for links to user support and related resources
   - **e-IACUC:** click to view a listing of all your active and archived animal studies
   - **e-IBC:** click to view a listing of all your active and archived biosafety studies
2. On most pages within e-Protocol, there are several menu items available in the upper right-hand corner.
   - **Your Name:** click to view and update your e-Protocol contact information
   - **My Workspace:** click to view your personal submission management workspace, including the ‘My Inbox’ tab that displays all submissions requiring your action
   - **Study Team Lookup:** click to lookup and view the current compliance and study information of anyone on your study team
3. Under the e-IACUC and e-IBC tabs, a listing of your existing studies are organized by ‘All’, ‘In Progress’, ‘Approved’ and ‘Archived’. The menu on the left includes a button to create a new study.

4. On the e-IACUC or e-IBC tab, you can click the label above each column to sort the listing of your submissions.

**Submission Workspace Navigation:**

5. In e-Protocol, each submission (protocol, amendment, annual review) has its own “workspace”. Each workspace displays the submission’s summary information, activity history, and its current state in the review process. The workspace is also the location you can access a submission form to make edits, submit a submission for review, and perform many other submission-specific activities.
   - **Current State:** the gray box displays the submission’s current status in the review process

**Action Buttons:** these large buttons are used to perform several main actions on the submission.
- The top button will always be the method to either edit or view the submission form, depending on its state.
- **My Activities:** lists all actions available to you for the submission in its current state
- **Information Summary Tables:** displays several pieces of important submission-related information
- **Workspace Tabs:** each submission workspace has a number of tabs below the information summary tables. The default is the action history tab, however several other tabs may be available.

**Submission Form Navigation:**

1. Within a submission form, any item that is marked with a red asterisk indicates that a response is required before the submission can be forwarded for review.
2. There is an action menu and ‘Continue’ button located at the top and bottom of each page.
   - **Save:** click to save all work on the current page
   - **Edit:** click to exit the submission workspace. You will be prompted to save your work.
   - **Hide/Show Errors:** click to open a listing of all items still requiring a response and links to ‘Jump To’ the appropriate page. The errors will drop off the list as you resolve them.
   - **Print:** click to create a printable copy of the current page
   - **Jump To:** make a selection from the drop-down menu to move to other available sections of the submission form
   - **Continue:** click to save all work on the current page and move to the next section. You will be notified if any required items have been left without a response.
Buck-IRB is the electronic system used for the submission and review of exempt and Institutional Review Board (IRB) research performed by Ohio State investigators. Buck-IRB streamlines the exempt and IRB submission processes.

Access Buck-IRB:
Access Buck-IRB by clicking on go.osu.edu/Buck-IRB. Use your Ohio State username and password to log in.
- Note: If you do not have an Ohio State username and password, contact the Office of Research (OR) Help Desk at orhelpdesk@osu.edu or 614-688-8288. If you have forgotten your password or it has expired, visit my.osu.edu.

Because all system communications are delivered via email, it is essential that you keep your profile information up-to-date, particularly your contact email address.
- Note: Your system profile can be updated at any time at go.osu.edu/orregister.

Buck-IRB Training:
If your department or research unit would like to request a Buck-IRB training session, contact Michael Donovan, Senior IRB Protocol Analyst, at 614-292-6950 or donovan.6@osu.edu.

Contact:
TECHNICAL ISSUES
orhelpdesk@osu.edu or 614-688-8288

Additionally, when in Buck-IRB, you can click on the "?" on the upper-left corner of any page to submit a question to the Help Desk.

IRB SUPPORT
IRBinfo@osu.edu or 614-292-6950
General System Navigation

On most pages within Buck-IRB, you are presented with several available actions in the top gray header menu.

- **Exit Form:** click ![exit icon] to exit the current form and return to the study workspace.
- **Home:** click ![home icon] to go to the "Home" page and return to your list of active studies.
- **Help:** click ![help icon] to submit a request to the Office of Research Help Desk.
- **Study Team Look-up:** click ![lookup icon] to search for the CITI, RCR, GCP and COI status of study team members.
- **Time to Approval:** click ![time icon] to find out the current time to approval for initial and amendment submissions.
- **Log Out:** click ![log out icon] to start the log out process.

1. You must actively save your data on each screen; the system will not automatically save the data entered. To save your data, you must click ‘Continue’ or ‘Save & Continue’. These buttons are located at the top-right or bottom-right of each page.

2. Do not use your browser's backspace or other control keys to navigate in Buck-IRB.
   - Always use 'Continue' or 'Save & Continue' in the navigation bar to move forward through the form pages.
   - To move efficiently throughout the form, use the left-hand "Form Menu." Remember to use the 'Continue' or 'Save & Continue' buttons to save any work before navigating to another form page.

3. You must provide an answer or upload a document for every form field that is flagged with a red asterisk.

4. The "Form Menu" will display different icons to indicate whether a section is complete or requires attention:
   - ![check] Indicates that you have completed all required information.
   - ![warning] Indicates that there are items that must be completed before the form can be submitted.
   - ![number] Indicates the number of items you have added to a particular section (i.e., a "3" in "Study Personnel" indicates that 3 study team members have been saved).

System Navigation Continued:

5. The system will alert you with on-screen messaging and links when items require your attention.

Special Consideration for Amendments/Continuing Reviews:

The "Start Amendment" option will not be present on the left navigation bar if a continuing review submission or another amendment is pending in Buck-IRB (and vice versa). In general, amendments and continuing review/annual status report submissions cannot be submitted concurrently (see exceptions below).

You must either wait until the pending submission has been approved, or the previous submission can be withdrawn so that the new submission request can be initiated.

Exceptions:

1. Personnel changes to remove, add, or modify Ohio State co-investigators and key personnel that do not necessitate study document changes can be submitted through a personnel change request. Additionally, external collaborators can also be removed (not added) through this same process. These personnel changes can be made at any time, including while other submissions are pending, assuming no other personnel changes are being made. Click on "Start Personnel Change" to initiate this request.
   - NOTE: Principal Investigator (PI) changes and the addition of external collaborators can be made by amendment request only.

2. As part of a continuing review submission, the following two types of changes can be requested (and do not require a separate amendment request): Increases in the number of study participants and Ohio State personnel changes.

For More Information Contact:
Office of Responsible Research Practices (ORRP)
Office of Research

Michael Donovan
Senior IRB Protocol Analyst, ORRP
300 Research Administration Building 614-292-6950
donovan.6@osu.edu
1960 Kenny Road  orrp.osu.edu
Columbus, OH 43210

Other Institutions in the US

The Ohio State University

Postdoc Benefits At Ohio State Compared To Other Institutions

Exemptly Funded Position (EFP)
- Fellowship
- Employment
- Postdoc
- Research
- Teaching
- Internship

Non-Exemptly Funded Position (NEFP)
- Research Assistant
- Teaching Assistant
- Student Assistant
- Other

Benefits Provided

Benefits To Each Position Type

Source: National Postdoc Report, 2017
We partner with researchers to ensure compliance with all applicable federal, state, and local laws and regulations, as well as university policies.

Who We Are
Our mission is to facilitate the implementation and administration of institution-wide compliance policies and procedures related to the conduct of research such as:

Export Compliance
Provide guidance for compliance with federal regulations that govern international activities. These activities include, but are not limited to, controlled research, travel, shipments, international collaboration, foreign visitors, campus and laboratory tours, and international payments.

Conflicts of Interest
Implement and manage state and federal regulations regarding financial conflicts of interest regarding research activities for university employees. A conflict may exist if financial interests or other opportunities for tangible personal benefit may exert a substantial and improper influence on an employee's professional judgment in exercising any university duty or responsibility.

Research Misconduct
Manage the process of reviewing, investigating, and reporting allegations of research misconduct in design, conduct, or reporting of science and research.

Human Gene Transfer
Coordinate the review process, in collaboration with the Institutional Biosafety Committee, on research involving the transfer of recombinant DNA into human subjects as outlined in university policy.

Facility Security
Support participation in the U.S. Department of Defense classified research, contracts and meetings, including coordination of security clearances, visit access requests, citizenship verifications, and the use of Department of Defense resources.

General Research Compliance
Coordinate responsibilities for many other research compliance areas, including the use of controlled substances in research and research with human stem cells. If you have questions on any research compliance area, contact us.
Our Team

Jennifer Yucel, Associate Vice President, Research Integrity Officer, 614-247-8831, yucel.4@osu.edu

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Kate Stoan, Export Compliance Analyst, 614-292-4804, stoan.3@osu.edu

Ben West, Associate Director, Conflict of Interest, 614-292-0057, west.868@osu.edu

For More Information Contact:
Office of Research Compliance
Office of Research

200 Research Administration Building 614-292-9253
1960 Kenny Road
Columbus, OH 43210

orc.osu.edu
Housed among the arts and technology innovators in Franklinton, The STEAM Factory provides a space for scholars of all disciplines to broaden their perspectives, share resources, spark creative research ideas, and engage with the creative community in downtown Columbus.

Thematic STEAM Exchanges and STEAM Outreach programs provide research faculty with opportunities to share their work with each other and with the public. Budding collaborations are nurtured with our co-working space and seed grants that support STEAM-Powered Projects.

**Why become a member?**
- Develop interdisciplinary collaboration
- Development of community and industry partnerships
- Share teaching methods, skills, and resources
- Opportunities to engage with a broad public audience

**For More Information Contact:**
The STEAM Factory  
Office of Research  
400 West Rich Street  
Columbus, OH 43215  
steamfactory@osu.edu  
steamfactory.osu.edu

Connect with us:  
Facebook theSTEAMfactory  
Twitter @theSTEAMfactory
Ohio State has the opportunity and resources to be a national leader on gender equity. But more needs to be done to increase women’s representation across faculty ranks.

The Women’s Place (TWP) was established in 1990 in response to recommendations by the National Center for Women and University Leadership (NCWUL). It was established to support women at Ohio State and to catalyze the university’s commitment to gender equity. The Women’s Place serves as a catalyst for culture change, policy development, and research in support of gender equity at Ohio State and Ohio State University campuses.

The Women’s Place works to catalyze change at Ohio State by focusing on these four areas: policy, culture, leadership, and reporting the status of women.

Mission
The Women’s Place (TWP) serves as a catalyst for culture change, policy development, and research in support of gender equity at Ohio State and Ohio State University campuses.

Vision
To be a 21st-century leader in the ongoing work of all women’s advancement at Ohio State and beyond.

The Women’s Place (TWP) is a strategic program for advocates and allies of women. Advocates and allies are those who engage, teach, and conduct research.

THE OHIO STATE UNIVERSITY
CAMPUS WORLDS
CELEBRATING 20 YEARS OF THE WOMEN’S PLACE AND OHIO STATE WOMEN
2020

The Ohio State University is committed to diversity and inclusion and is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply.

THE WOMEN’S PLACE 20TH ANNIVERSARY (2000–2020)

THE OHIO STATE UNIVERSITY
CAMPUS WORLDS
CELEBRATING 20 YEARS OF THE WOMEN’S PLACE AND OHIO STATE WOMEN
2020

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CELEBRATING 20 YEARS OF THE WOMEN’S PLACE AND OHIO STATE WOMEN
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CAMPUS WORLDS
CELEBRATING 20 YEARS OF THE WOMEN’S PLACE AND OHIO STATE WOMEN
2020

The Ohio State University is committed to diversity and inclusion and is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply.
Ohio State has been a trailblazer and remains to be a national leader in gender equity. The Women’s Place (TWP) at Ohio State, founded in 1990, is a 501(c)(3) tax-exempt non-profit organization that works to empower women in leadership, faculty and professional roles. The Women’s Place has helped create policies and practices, especially related to work-life balance and professional growth, that have made Ohio State a better place to work, engage, teach, and conduct research.

People talk about role models. Ohio State President, Gordon Gee, said: “...gender equity is an imperative for Ohio State’s continued success—both in higher education and in our nation.” Ohio State’s commitment to gender equity is part of the university’s mission as a public land-grant institution to foster inclusive excellence. Ohio State must foster inclusive excellence in order to attract and retain the best and brightest people from a diversity of backgrounds. It is everyone’s responsibility to create a just environment. Such transformation will be ongoing.

Advocates & Allies for Equity initiative. I’ve engaged, taught, and inspired many at the university. Gender equity affects everyone. We must continue to advocate and support others that are underrepresented.

The Women’s Place identifies and implements evidence-based strategies for equity and advancement of all women faculty and staff at Ohio State. This is our legacy.

The Women’s Place has helped create policies and practices, especially related to work-life balance and professional growth, that have made Ohio State a better place to work, engage, teach, and conduct research.

THE WOMEN’S PLACE 20TH ANNIVERSARY (1990–2020)

Mission
The Women’s Place (TWP) serves as a catalyst for organizational change in support of equity and development in inclusive, sustainable and collaborative programs which advance the goals of the University and affiliated departments.

Vision
To be a premier, thought leader in the movement of all women towards equity and advancement.

Building Momentum for Change at the University
With Ohio State women began classes in 1875, learned women applied to attend, but the Board of Trustees had not anticipated admitting women. After holding a special meeting to deliberate a decision, the trustees granted women entry. Still, because of Trustees had not anticipated admitting women. After holding a special meeting to deliberate a decision, the trustees granted women entry. Still, because Ohio State has been a trailblazer and remains to be a national leader in gender equity. The Women’s Place (TWP) at Ohio State, founded in 1990, is a 501(c)(3) tax-exempt non-profit organization that works to empower women in leadership, faculty and professional roles. The Women’s Place has helped create policies and practices, especially related to work-life balance and professional growth, that have made Ohio State a better place to work, engage, teach, and conduct research.

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The Women’s Place has helped create policies and practices, especially related to work-life balance and professional growth, that have made Ohio State a better place to work, engage, teach, and conduct research.
Cultivating Leadership at The Ohio State University: A Journey into the Practice of Women’s Leadership Development

Leadership Series (PPLI), primarily for faculty, and the Student Leadership Series (SLS). These initiatives were designed to foster the development of women leaders and improve organizational climate. The Women’s Place can provide resources and guidance for those interested in participating in leadership development programs.

Professional and Executive Staff by Gender

Women in Senior Administrative Positions

Senior Vice Presidents

Assistant Vice Presidents

Associate Vice Provosts

Assistant Vice Provosts

Vice Provosts

Senior Vice Presidents

Total:

Women:

MEN:

Total:

56%

22%

44%

32%
Work-life balance and career development, that have made Ohio State a better place to work, according to the latest employee engagement survey. Women’s Place has helped create policies and practices, especially related to the advancement of women to leadership positions.

These improvements demonstrate that creating an environment in which women can take fuller advantage of their talents is key to both their success and that of the university. This is true not only for academic areas but also for professional and staff positions.

As part of its mission to foster women’s leadership, The Women’s Place has been at the forefront of initiatives to advance women to leadership positions. These initiatives include:

- Commit to addressing gender pay gaps. Credit women publicly for their ideas and contributions to scholarship, discovery, and collaborative projects.
- Develop strategies to reduce gender pay gaps among tenured faculty and staff.
- Facilitate discussions among diverse groups of students, faculty, and staff about the diversity of experiences and results in higher education.
- Stand up to tell colleagues about your commitment to gender equity.
- Learn more about challenging bias in the workplace.
- Committee is committed to removing barriers to advancement for women of color. Women now represent 39% of the university’s workforce.
- Commit to addressing gender pay gaps. Credit women publicly for their ideas and contributions to scholarship, discovery, and collaborative projects.
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CULTIVATING DIVERSE LEADERSHIP

Women in Senior Administrative Positions

Professional and Executive Staff by Gender

Women of Color Tenure-Track Faculty

WHAT CAN YOU DO TO PROMOTE WOMEN’S ADVANCEMENT AND GENDER EQUITY?

1. **Gender Gap Analysis**
   - Conduct a gender gap analysis to identify and address disparities in pay, promotions, and advancement.
   - Establish fair and transparent criteria for performance evaluations and promotion decisions.

2. **Supportied Women’s Initiatives**
   - Promote and support initiatives that advance gender equity, such as mentoring programs, networking opportunities, and leadership training.
   - Encourage women to take on leadership roles and provide them with opportunities to develop leadership skills.

3. **Women in Senior Administrative Positions**
   - Ensure that women are represented at the highest levels of the organization.
   - Establish quotas or targets for women in leadership positions.

4. **Women in Professional and Executive Staff**
   - Promote women into professional and executive positions.
   - Provide mentorship and coaching opportunities for women.

5. **Women of Color Tenure-Track Faculty**
   - Support women of color in tenure-track positions.
   - Provide resources and support for women of color in academic careers.

6. **Gender and Diversity Training**
   - Offer trainings and workshops on gender diversity and inclusion.
   - Foster a culture of respect and inclusivity.

7. **Flexible Work Arrangements**
   - Implement flexible work arrangements, such as remote work and telecommuting.
   - Support work-life balance for all employees.

8. **Promote Work-Life Balance**
   - Promote work-life balance for all employees, including those with caregiving responsibilities.

9. **Support Women in Leadership**
   - Support women in leadership positions.
   - Provide opportunities for women to develop leadership skills.

10. **Support Men in Parental Leave**
    - Support men in taking parental leave.
    - Encourage men to take paternity leave.

11. **Support Community Engagement**
    - Support community engagement that emphasizes women's contributions.
    - Promote women's leadership in community organizations.

12. **Support CDW Grants**
    - Support CDW grants that provide financial assistance to women returning to education.

For more information and links to additional resources, visit womensplace.osu.edu.
WHAT DOES THE WOMEN’S PLACE MEAN TO YOU?

“Change—On The Women’s Place—means being at the forefront of what that means to you.”
Jenessa Mcdonald, Associate Vice Provost for Diversity, inclusion, and Engagement

“The Women’s Place has helped create programs and policies, especially related to work-life balance and equal representation issues, that have made Ohio State a better place to work, engage, work, and conduct research.”
William D. Hackett, Dean of the College of Engineering

“There is a network of friends and colleagues remaining around learning opportunities.”
Sara Childers, Assistant to the President and Director of The Women’s Place

“It’s a valuable resource for all leaders, faculty and staff—includes excellent courses in this area.”
Leslie McGuffie, Chief Diversity Officer, The Ohio State University

Mission
The Women’s Place (TWP) serves as a catalyst for institutional change at Ohio State by designing and facilitating programs that address the status, culture, policy, and leadership of women. The Women’s Place works to catalyze change at Ohio State by focusing on these four areas: policy, culture, leadership, and reporting the status of women.

Vision
To be a 21st Century leader in the status, culture, policy, and leadership of women at Ohio State.

How does The Women’s Place measure its success?

The Women’s Place uses surveys conducted by Ohio State’s Office of Research to measure the status of women at The Ohio State University. The Office of Research identifies key areas such as gender equity, policies, and leadership. The Women’s Place tracks results from these surveys to measure its progress in advancing gender equity at Ohio State.

What impact has The Women’s Place had on Ohio State?

The Women’s Place has had a significant impact on the Ohio State community. Since its inception in 1990, The Women’s Place has been instrumental in advancing gender equity at Ohio State. The Women’s Place has helped create programs and policies, especially related to work-life balance and equal representation issues, that have made Ohio State a better place to work, engage, work, and conduct research.

Who can benefit from attending The Women’s Place programs?

The Women’s Place programs are open to all Ohio State faculty, staff, and students. The programs are designed to provide a safe and welcoming environment for attendees to learn, network, and grow professionally.

What resources does The Women’s Place offer?

The Women’s Place offers a variety of resources, including workshops, networking events, and professional development opportunities. These resources are designed to help attendees advance their careers and promote gender equity at Ohio State.

In conclusion, The Women’s Place has had a significant impact on the Ohio State community. Since its inception in 1990, The Women’s Place has been instrumental in advancing gender equity at Ohio State. The Women’s Place has helped create programs and policies, especially related to work-life balance and equal representation issues, that have made Ohio State a better place to work, engage, work, and conduct research.
womenplace.osu.edu

WHAT CAN YOU DO TO PROMOTE WOMEN’S ADVANCEMENT AND GENDER EQUITY?

• Credit women publicly for their ideas and contributions to scholarship, discussion, and collaborative projects.
• Mentor a woman colleague. Connect women with resources and networks who want to advance their careers. To donate, choose CDW professional development grants at womensplace.osu.edu.
• Foster a positive work environment. Implement a professional development plan to actively promote diversity and inclusion in your unit.
• Encourage community members to report incidences of workplace discrimination.
• Establish a reporting system in which community members can confidentially report workplace discrimination.
• Mentor a student. Share your expertise with a woman student and provide guidance and advice.
• Work together to address gender pay gaps.
• Promote work-life for all employees, including those with caregiving responsibilities.
• Promote work-life benefits for all employees, including those with caregiving responsibilities.
• Commit to addressing gender pay gaps.
• Support women in leadership roles.
• Advocates and Allies for Equity: Contact The Women’s Place to schedule a facilitated conversation on gender equity and inclusion. womensplace.osu.edu
• Donate to Columbus Women (CWO) at The Women’s Place.

CULTIVATING DIVERSE LEADERSHIP

Leaders such as Alicia Bertone, Christine McInerney, Mary Murphy, and Amelie Stobbe serve on the President and Provost’s Council on Women (PPCW) leadership team. In 2004, PPCW, the President’s Council on Women (later renamed as the President and Provost’s Council on Women to work for Ohio State, but also help Ohio State work for women. In every aspect of my current position.”

CORNELL UNIVERSITY STUDY ON LEADERSHIP SERIES WITH THE OFFICE OF OUTREACH AND ENGAGEMENT

The Kirwan Institute for the Study of Race and Ethnicity provides online "Gender By Us" toolkits that can be used in classrooms, workshops, and training activities to promote diversity and inclusion.

The Glass Breaker Award highlights the success of people at Ohio State who have improved workplace culture for women.

The Women’s Place can provide consultation and training to support gender equity.

For more donation information and links to additional resources, visit womensplace.osu.edu.
The Women's Place is dedicated to continuing to advance these efforts by advocating for policies and practices that support and empower women, and by creating a culture where everyone feels welcome and supported.

Ohio State has the highest percentage of women faculty in the Big Ten, and the second highest percentage of women in faculty rank, with 35.3% of faculty and 36.2% of professors. At Ohio State, including on the regional campuses, women represent 50.8% of the total headcount faculty. The university's commitment to diversity and inclusion is reflected in its policies and practices, as well as in its efforts to promote equity and opportunity for underrepresented groups, including women.

The Women's Place works to catalyze change at Ohio State by focusing on these four areas: policy, culture, leadership, and reporting the status of women.

Mission
The Women's Place (TWP) serves as a catalyst for cultural change and economic development in the university’s working environment. It seeks to cultivate a diverse community that values equity and excellence.

Vision
To be a 21st-century leader in the movement of all women to the highest ranks.

The Women's Place
The Ohio State University
The Ohio State University Center for Gender, Culture, and Diversity

#WomensPlaceOSU
@WomensPlaceOSU
womensplace.osu.edu

WHAT DOES "WOMEN’S PLACE" MEAN TO YOU?

"Change—in The Women’s Place—means being at the forefront of initiatives that affect women."
—Jennifer McInnis, Associate Vice Provost for Diversity, Inclusion, and Equal Opportunity

"The Women’s Place has helped create a network of men and women, especially related to work-life balance and career development, that have made Ohio State a better place to work, work, teach, and conduct research."
—Keith Bracelin, Chair, Department of Radiology

"[It’s] a network of friends and colleagues representing engaging learning opportunities" 
—Danny Hwang, Director of Global Engagement, Office of Global Engagement

"It’s a valuable resource for all leaders, faculty and staff—inclusive excellence in action!"
—Laura McFadden, Chief Diversity Officer, Office of Diversity and Inclusion

Policy
Culture
Leadership
Status Report

As Ohio State celebrates its sesquicentennial anniversary, the Women’s Place (TWP) celebrates its 20th anniversary. TWP’s work includes advocating for gender equity in policies and practices, especially those that affect women. The Women’s Place has helped create a network of men and women, especially related to work-life balance and career development, that have made Ohio State a better place to work, teach, and conduct research. It is everyone’s responsibility to create a culture of equity and excellence.

The Women’s Place works to catalyze change at Ohio State by focusing on these four areas: policy, culture, leadership, and reporting the status of women.
Ohio State has the opportunity and resources to be a national leader on gender equity. To transform the Ohio State environment, we focus on four areas: policy, culture, leadership, and reporting the status of women. To be a 21st-century leader in the advancement of all women, we must foster an inclusive culture that values diversity and promotes equity and advancement of all women.

The Women’s Place works to catalyze change at Ohio State by focusing on these four areas: policy, culture, leadership, and reporting the status of women.

Policy
Policy Development and Implementation:
- 500 Faculty Women
- 892 Student Life Allies
- 353 Wexner Medical Center Allies

Culture
The Women’s Place:
- 500 Faculty Women
- 892 Student Life Allies
- 353 Wexner Medical Center Allies

Leadership
Leads Ohio State to a better place to work, engage, teach, and conduct research.

Status Report
Who is Who? 
Women at Ohio State

The Women’s Place: Ten Years in Existence
- 500 Faculty Women
- 892 Student Life Allies
- 353 Wexner Medical Center Allies

The Women’s Place—10th Anniversary
- 500 Faculty Women
- 892 Student Life Allies
- 353 Wexner Medical Center Allies

Vision
To be a 21st-century leader in the advancement of all women.

Mission
The Women’s Place (TWP) serves as a catalyst for institutional change and development in its inclusive support of all students, faculty, and staff in achieving gender equity and gender diversity goals in the Departments of Undergraduate Education, the Office of Student Life, and the Wexner Medical Center.

Building Momentum for Change at the University
- Ohio State had been established primarily to meet the needs of men, its culture did not immediately prioritize women on an equal basis.
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