

Resolution to Clarify Policy on Academic Employee Registration for Graduate Degrees

Professional Relations Committee

April 8, 2023

Passed

Whereas University employees are eligible to apply for admission to graduate programs,

Whereas employees enrolling in graduate program may cause conflicts of interest to arise,

Whereas the University has a duty to assess and address potential conflicts of interest,

Be it resolved that the language of the Faculty Handbook Section IV.F be amended as follows:

Section IV.F - Faculty and Administrator Registration for Graduate Degrees

All ~~persons on full-time presidential contract,~~ **employees (within Section IV.F defined as faculty above the rank of Instructor, administrators, and bargaining unit employees)** except senior administrators (vice presidents, vice provosts, associate provosts, and deans) are eligible to apply for admission to a graduate program or to nondegree status. **In these cases, employees are subject to a conflict of interest review.** ~~The Associate Provost for Graduate Studies~~ **The Dean of the Graduate College** and the Graduate Council will review all applications for potential conflict of interest. If the Graduate Council determines that a conflict exists, ~~the faculty member or administrator~~ **and cannot be satisfactorily mitigated, then the employee** shall not be admitted to a graduate program. It is the responsibility of the Dean of the Graduate College to see that this review takes place at the earliest possible ~~date~~ **meeting of Graduate Council.**

No ~~academic employee~~ **faculty member at or** above the rank of Instructor, ~~Research Assistant, or the equivalent~~ may receive from the University ~~the a~~ Master's Degree or ~~the a~~ Doctor's Degree in any graduate program where the faculty member has membership, teaches courses, serves on Master's or Doctoral Committees, has, or is expected to have, other supervisory responsibilities which might give rise to conflicts of interest or the appearance of conflicts of interest. ~~Faculty members or senior administrators on full-time presidential contracts~~ **Further, employees** at Ohio University ~~seeking a~~ **may not enroll in a terminal degree program must enroll in academic programs outside the colleges in which they are employed where the employee has, or is expected to have, supervisory responsibilities over program faculty or decision-making authority over financial resources of the program or the unit housing the program which might give rise to conflicts of interest or the appearance of conflicts of interest.** ~~Appeals regarding this policy~~ **For faculty, an appeal for exemption from the terminal degree receipt prohibition and/or enrollment prohibition shall first** follow the guidelines established in accordance with the "Faculty Grievance Committee" procedures (see Section II.G). **Any employee's enrollment must still be cleared for conflict of interest by the Dean of the Graduate College and Graduate Council before the employee is eligible to be admitted into the program or enroll in any classes; faculty Grievance Committee procedures are a prelude to review by the Dean of the Graduate College and Graduate Council, not a substitute.**

~~A full-time faculty member or full-time administrator~~ **An employee** at Ohio University who is admitted to a degree program or to nondegree status may normally register for no more than 8 hours per semester. ~~A person wishing~~ **If the employee wishes** to register for 9 to 10 hours, **then they** must have written approval from the graduate chair of ~~his/her/their~~ **their** academic program and from ~~the~~ **their** administrative supervisor ~~their employee position~~. Full-time faculty and fulltime administrators who obtain approval to register for 9 or 10 hours per semester may not receive a graduate stipend. Course loads taken during breaks in regular employment, however, such as summers for 9-month faculty, will be limited only by Graduate Catalog regulations. (Attention is also directed to the stipulations regarding residency requirements as stated in the Graduate Catalog and the Policy and Procedure Manual, [No. 40.016](#).)

If a student who is currently in a graduate degree program is offered ~~a presidential contract~~ **fulltime** appointment **or changes appointments at the university**, **then** the situation shall be reviewed by the Dean of the Graduate College and the Graduate Council at the earliest possible date. The Graduate Council shall determine whether conflict of interest or unfair competition that might affect academic performance and evaluation would result from dual status as a student and ~~a presidential contract~~ **an** employee. If the Graduate Council determines that such a conflict would exist, ~~they~~ **then Graduate Council** shall inform the student that ~~he/she/they~~ may not continue in their graduate program if ~~he/she/they accept~~ **the student accepts** the ~~presidential-contract appointment~~ **position**.