

Ohio Senate Bill 1 / House Bill 6 Synopsis

Ohio Conference AAUP | January 24, 2025

As Introduced (Issues listed in order of appearance in bill)

1) Trustee Training

-Requires chancellor to develop and deliver (in consultation with boards of trustees) annual educational programs for boards of trustees. Specifies training content.

[Pages 2-4]

2) Trustee Terms

-Reduces trustee terms from 9 to 6 years.

[Pages 4-16, 46-61]

3) Community College Course Syllabi Requirements

a) Requires course instructors to include all of the following in their syllabi: instructor name, course calendar (including details of when topics will be covered), required and recommended readings, instructor's qualifications.

b) Allows community colleges to have a general syllabus for purposes of meeting public posting requirements.

[Pages 17-19]

4) University Syllabi Requirements

a) Requires course instructors to post syllabi on a publicly accessible website. Websites must include the following: instructor's qualifications, instructor's contact information, instructor's course schedule, course syllabus for each course instructor is teaching. b)

Requires universities to post course syllabi for every course on institutions' public websites. Must be accessible from the main page by using no more than three clicks. Must be searchable by keywords and phrases and without requiring registration. c)

Requires instructor to furnish, upon request, any syllabus no longer used but used within the last two years after the syllabus was posted.

d) Requires institutions to designate an administrator to implement these responsibilities.

e) Requires institutions to prepare a written compliance report to the chancellor. *[Pages 18-20]*

5) Statements of Commitment

a) Requires universities to develop a "statement of commitment" that must be on all official institution documents and prominently posted on institutional websites. b)

Specifies the content of the statement of commitment, such as commitment to free inquiry and equality of opportunity.

[Pages 20-21]

6) Controversial Beliefs or Policies

a) Defines controversial belief or policy as "any belief or policy that is the subject of political controversy, including issues such as climate policies, electoral politics, foreign

policy, diversity, equity, and inclusion programs, immigration policy, marriage, or abortion.”

b) Requires institutions to affirm and declare that faculty and staff will allow students to reach their own conclusions about such topics and will not attempt to indoctrinate any social, political, or religious view.

c) Prohibits institutions from endorsing or opposing any controversial belief or policy with the exception of matters impacting the institution’s funding or mission. d) Requires institutions to respond to complaints from any student, student group, or faculty member about any alleged violations of these prohibitions.

[Pages 21, 24]

7) Intellectual Diversity

a) Defined as “multiple, divergent, and varied perspectives on an extensive range of public policy issues.”

b) Requires intellectual diversity to be demonstrated in order to gain course approval.

c) Specifies that this does not apply to professional judgment about how to accomplish intellectual diversity within an academic discipline or professional judgment about whether to endorse consensus or foundational beliefs of an academic discipline. However, it qualifies that with “unless that exercise is misused to constrict intellectual diversity.”

d) Requires institutions to respond to complaints regarding any administrator, faculty member, staff, or student who interferes with intellectual diversity rights. e) States that the section does not prohibit faculty or students from any classroom instruction, discussion, or debate. However, it qualifies that with “so long as faculty members remain committed to expressing intellectual diversity and allowing intellectual diversity to be expressed.

[Pages 21, 24-27]

8) DEI Bans

a) Prohibits any diversity, equity, and inclusion (DEI). This includes orientations, training, offices or departments, contracts with third parties to promote DEI, scholarships, or replacing any of the aforementioned with other things that serve similar purposes. b) Allows for exceptions in order to receive grant funding, but requires approval from the chancellor.

c) Requires any DEI “or related subjects” spending to be reported as part of the 5-year cost study (see #21).

d) Requires institutions to respond to complaints from any student, student group, or faculty member about any alleged violations of these prohibitions.

e) Requires institutions to implement a range of disciplinary sanctions for any employee who authorizes or engages in DEI training.

[Pages 22-24, 41, 44]

9) Prohibitions on Litmus Tests & Diversity Statements

- a) Prohibits political and ideological litmus tests in all hiring, promotion, and admissions

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decisions.

b) Prohibits the use of diversity statements or other assessments of an applicant's political or ideological views in any hiring, promotions, or admissions process or decision.

c) Requires institutions to respond to complaints from any student, student group, or faculty member about any alleged violations of these prohibitions.

[Page 25]

10) Speakers & Speaker Fees

a) Requires institutions to affirm and declare that they will seek out invited speakers who have diverse ideological or political views.

b) Requires institutions to prominently post on its website a complete list of all speaker fees, honoraria, and other emoluments in excess of \$500. This information must be accessible from the main page by no more than three clicks, searchable by keywords and phrases, and accessible without registration.

c) Requires institutions to respond to complaints from any student, student group, or faculty member about any alleged violations of these prohibitions.

[Pages 25-26]

11) Funding Threats

-Explicitly states that the general assembly may withhold or reduce SSI, capital money, or other state appropriations if it deems an institution has violated the aforementioned requirement and prohibitions (#s 6-10).

[Page 26]

12) Chancellor Guidelines & Reporting Requirements

a) Requires institutions to comply with any reporting guidelines established by the chancellor for the many policies and issues prescribed in the bill, including violations of intellectual diversity rights.

b) Requires chancellor to publish policies and reports that they receive from institutions online.

[Pages 27-28]

13) American Civic Literacy

a) Requires universities to develop a 3-credit hour course on "American civic literacy," to include a "study of the American economic system and capitalism."

b) Requires students enrolled in the course to read certain texts: Constitution, Declaration of Independence, five essays or more from the Federalist Papers (selected by department chair), Emancipation Proclamation, Gettysburg Address, Letter from Birmingham Jail, writings of Adam Smith, including The Wealth of Nations. *[Pages*

14) Faculty Workload Policies

- a) Requires institutions to update its faculty workload policy at least once every 5 years

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and submit the policy to the chancellor.

b) Workload policy must include defined workload expectations based on credit hours, a minimum full-time standard workload, justifiable credit hour equivalents for activities other than teaching (e.g. research, service).

c) Workload policy must include disciplinary action for faculty who fail to comply with the workload requirements.

[Page 31]

15) Annual Faculty Evaluations, Including Student, Peer Evaluations

a) Requires boards of trustees to adopt a faculty annual performance evaluation policy and submit it to the chancellor. The policy must contain an appeals process for faculty to appeal the final evaluation.

b) Requires institutions to conduct an annual evaluation for each full-time faculty member it compensates.

c) Evaluations must include assessments of teaching, research, service, clinical care, administration, or other categories, if the faculty member spent at least 5% of their annual work time in these areas.

d) Requires chancellor to develop a minimum set of standard questions for institutions to use in student evaluations of faculty members, but it must include the question: "Does the faculty member create a classroom atmosphere free of political, racial, gender, and religious bias?" Student evaluations must account for at least 25% of the teaching area component of the annual evaluation.

e) Requires institutions to develop a written system of peer evaluations with emphasis placed on faculty's professional development and teaching responsibilities. f) The evaluation outcomes are "exceeds performance expectations," "meets performance expectations," or "does not meet performance expectations." g) The evaluation is to establish a projected work effort distribution for the faculty member for the next year and which shall be used in the next year's evaluation. h) Requires evaluations to be conducted by department chair or equivalent administrator, reviewed and approved by the dean, and submitted to the provost for review. The provost has the final decision authority.

[Pages 32-34]

16) Post-Tenure Review

a) Requires institutions that have tenured faculty to adopt a post-tenure review (PTR) policy and submit it to the chancellor. The policy must include an appeals process for tenured faculty who face administrative action.

- b) Requires policy to be updated every five years.
- c) Requires PTR if a faculty member received a “does not meet performance expectations” evaluation within the same evaluative category for 2 of the last 3 years of annual performance evaluations.
- d) Requires a faculty member who receives an additional “does not meet performance expectations” in the 2 years after undergoing PTR to be subject to an additional PTR.

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e) Allows a department chair, dean of faculty, or provost to call for PTR at any time and for cause for a faculty member who has a documented and sustained record of significant underperformance. For cause is not to be based “on a faculty member’s allowable expression of academic freedom.”

[Pages 34-35]

17) Retrenchment & Tenure Policies

- a) Defines retrenchment as “a process by which a state institution of higher education reduces programs or services, thus resulting in a temporary suspension or permanent separation of one or more institution faculty, to account for a reduction in student population or overall funding, a change to institutional missions or programs, or other fiscal pressures or emergencies facing the institution.”
- b) Requires institutions to develop policies on tenure and retrenchment and submit them to the chancellor. These policies must be updated every 5 years.

[Page 36]

18) Degree Program Elimination

-Requires institutions to eliminate undergraduate degree programs if the institution confers an average of fewer than 5 degrees in that program annually over any 3-year period.

[Page 36]

19) Prohibitions on Collective Bargaining Subjects

- a) Prohibits workload, evaluations, tenure, and retrenchment as collective bargaining subjects.
- b) Narrowly allows bargaining on retrenchment for faculty that have at least 30 years of service but not more than 35 years of service.

[Pages 37-38]

20) Restrictions on Relationships with China

- a) Prohibits institutions from accepting gifts, donations, or contributions from China or any organization acting on behalf of China. This does not preclude institutions from accepting payment from Chinese students for tuition and fees.
- b) Institutions must notify the chancellor of any new or renewed academic partnerships.
- c) Requires a number of safeguards to protect intellectual property.

[Pages 39-40]

21) Biennial Budget & 5-Year Cost Summary

- a) Requires each institution to submit a rolling 5-year summary of institutional costs for each biennial main operating budget and capital appropriations bills.
- b) Specifies what must be in the cost summaries (virtually all spending).
- c) Requires a complete accounting of all DEI spending.

[Pages 40-41]

22) Positions, Policies, Programs, and Activities

- a) Requires institutions to treat everyone equally and provide no advantage or disadvantage with regard to race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression with respect to all positions, policies, programs, and activities.
- b) Prohibits advocating or promoting certain concepts related to the aforementioned demographic areas (previously referred to as “specified concepts” in SB 83). *[Pages 42-44]*

23) Segregation

- a) Prohibits policies designed to segregate faculty, staff or students based on race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression in credit-earning classroom settings, orientation ceremonies, or graduation ceremonies.
- b) Requires institutions to respond to student, student group, or faculty complaints for alleged violations.

[Page 44-45]

24) Full-Time Faculty Strike Ban

-Adds full-time faculty members to the list of state employees who are banned from striking.

[Pages 68-69]

25) Three-Year Degree Programs Feasibility Study

-Requires ODHE to conduct a feasibility study about implementing bachelor’s degree programs that require three years to complete.

[Page 74]

