# Pattern of Administration

**Department of Biomedical Engineering**

**Revised: 3/27/2015**

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Pattern of Administration

Department of Biomedical Engineering

I Introduction

This document provides a brief description of the Department of Biomedical Engineering as well as a description of its guidelines and procedures. It supplements the Rules of the University Faculty, and other policies and procedures of the university to which the department and its faculty are subject. The latter rules, policies and procedures, and changes in them, take precedence over statements in this document.

This Pattern of Administration (PoA) is subject to continuing revision. It must be reviewed and either revised or reaffirmed on appointment or reappointment of the department chair. However, revisions may be made at any time as needed. All revisions, as well as periodic reaffirmation, are subject to approval by the college office and the Office of Academic Affairs.

II Department Mission

Mission

Our mission is to promote learning and discovery that integrate engineering and life sciences for the advancement of human health.

Vision:

The department of Biomedical Engineering at The Ohio State University will be nationally ranked and internationally recognized for:

- The distinctive educational opportunities for its students and the outstanding achievements of its alumni,
- Faculty and staff excellence and opportunities for continuing professional development,
- Collaborative research with global impact on improving human health, and
- Service to the field of biomedical engineering and the community.

BME Values:

In addition to the University and College of Engineering statements about shared values, we amplify and add emphasis with the following list of shared values in Biomedical Engineering:

- Collaboration, collegiality, and respect
- Discoveries and Innovations that improve human health
- Integrity and ethical behavior
- Lifelong learning

III Academic Rights and Responsibilities

In April 2006, the university issued a reaffirmation of academic rights, responsibilities, and processes for addressing concerns. This statement can be found on the Office of Academic Affairs website, http://oaa.osu.edu/rightsandresponsibilities.html.

IV Faculty

Faculty Rule 3335-5-19 (http://trustees.osu.edu) defines the types of faculty appointments possible at The Ohio State University and the rights and restrictions associated with each type of appointment. For
purposes of governance, the faculty of this department includes tenure-track, clinical, and research faculty with full or partial appointments in Biomedical Engineering.

The Department of Biomedical Engineering makes clinical appointments. Clinical faculty titles are assistant professor of practice, associate professor of practice, and professor of practice. The appointment cap on clinical faculty in relation to the total of tenure-track, clinical and research faculty is established in the college pattern of administration (see http://oaa.osu.edu/governance). Clinical faculty may vote in all matters of department governance except tenure-track appointment, promotion and tenure decisions.

The Department of Biomedical Engineering makes research appointments. Research faculty titles are research assistant professor, research associate professor, and research professor. Research faculty can comprise no more than 20% of the tenure-track faculty. Research faculty may vote in all matters of department governance except tenure-track appointment, promotion and tenure decisions and clinical appointment and promotion decisions.

Associated faculty may vote in all matters of department governance except tenure-track appointment, promotion and tenure decisions and clinical and research appointment and promotion decisions.

Emeritus faculty in this department are invited to participate in discussions on nonpersonnel matters, but may not participate in personnel matters, including promotion and tenure reviews, and may not vote on any matter.

Detailed information about the appointment criteria and procedures for the various types of faculty appointments made in this department is provided in the Appointments, Promotion and Tenure Document (see http://oaa.osu.edu/governance).

At the time of appointment to faculty tenure-track or research appointment, and for the duration of their permanence therein, the Biomedical Engineering Graduate Studies Committee (GSC) will automatically make appropriate graduate faculty status recommendations to the Graduate School for new departmental faculty members following the policies of the Graduate School, III.3.4:

“The Graduate Studies Committee appoints Category M Graduate Faculty members and notifies the Graduate School of its actions. The Graduate Studies Committee submits nominations for Category P membership on the Graduate Faculty to the Policy and Standards Committee of the Council on Research and Graduate Studies and certifies by appropriate documentation that those nominated meet published university-wide criteria. Graduate programs may establish additional local criteria. The Policy and Standards Committee acts on the nomination. The Dean of the Graduate School makes the final appointment.”

Clinical BME faculty may apply for graduate faculty status in BME, as may be done by faculty in other departments of The Ohio State University.

Approval of an application for graduate faculty status will be voted upon by the BME Graduate Studies Committee (GSC), with the approval requiring a 75% majority.

Detailed information about the appointment criteria and procedures for the various types of faculty appointments made in this department is provided in the Appointments, Promotion and Tenure Document.
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V Organization of Department Services and Staff

BME presently has staff members to provide fiscal and human resources functions with appropriate segregation of duties and internal controls. The fiscal and human resource manager (lead Administrative Manager, also titles the Business Manager) reports to the Chairperson directly, with a dotted line to the College of Engineering Senior Fiscal Officer and through the Chair to the faculty. Current BME staff is further comprised of an academic graduate program coordinator, an academic undergraduate program coordinator, an undergraduate academic advisor, a technology systems manager, a laboratory supervisor, and a department coordinator. All support staff have a dotted or solid line to the lead Administrative Manager for administrative matters. The technology systems developer reports directly to the Chair on technical and scientific matters. The academic undergraduate advisor, coordinator, and lab supervisor reports to the Director of BME Undergraduate Studies on all undergraduate academic matters and the graduate program coordinator reports to the Director of BME Graduate Studies on all graduate academic matters. Department coordinator reports directly to the Administrative Manager.

VI Overview of Department Administration and Decision-Making

Policy and program decisions are made in a number of ways: by the department faculty as a whole, by standing or special committees of the department, or by the chair. The nature and importance of any individual matter determine how it is addressed. Department governance proceeds on the general principle that the more important the matter to be decided, the more inclusive participation in decision making needs to be. Open discussions, both formal and informal, constitute the primary means of reaching decisions of central importance.

VII Department Administration

A Chair

The primary responsibilities of the chair are set forth in Faculty Rule 3335-3-35, http://trustees.osu.edu. This rule requires the chair to develop, in consultation with the faculty, a Pattern of Administration with specified minimum content. The rule, along with Faculty Rule 3335-6, http://trustees.osu.edu, also requires the chair to prepare, in consultation with the faculty, a document setting forth policies and procedures pertinent to promotion and tenure.

Other responsibilities of the chair, not specifically noted elsewhere in this Pattern of Administration, are paraphrased and summarized below.

- To have general administrative responsibility for department programs, subject to the approval of the dean of the college, and to conduct the business of the department efficiently. This broad responsibility includes the acquisition and management of funds and the hiring and supervision of faculty and staff.
- To plan with the members of the faculty and the dean of the college a progressive program; to encourage research and educational investigations.
- To evaluate and improve instructional and administrative processes on an ongoing basis; to promote improvement of instruction by providing for the evaluation of each course when offered, including written evaluation by students of the course and instructors, and periodic course review by the faculty.
- To evaluate faculty members annually in accordance with both university and department established criteria; to inform faculty members when they receive their annual review of their
right to review their primary personnel file maintained by their department and to place in that file a response to any evaluation, comment, or other material contained in the file.

- To recommend appointments, promotions, dismissals, and matters affecting the tenure of members of the department faculty to the dean of the college, in accordance with procedures set forth in Faculty Rule 3335-6 (http://trustees.osu.edu) and this department’s Appointments, Promotion and Tenure Document.
- To see that all faculty members, regardless of their assigned location, are offered the departmental privileges and responsibilities appropriate to their rank; and in general to lead in maintaining a high level of morale.
- To see that adequate supervision and training are given to those members of the faculty and staff who may profit by such assistance.

Day-to-day responsibility for specific matters may be delegated to others, but the chair retains final responsibility and authority for all matters covered by this Pattern, subject when relevant to the approval of the dean, Office of Academic Affairs, and Board of Trustees.

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

Leadership Planning

This section, adopted as a Biomedical Engineering Department Policy on September 12, 2012, serves to complement the Faculty Rule description of Department Chair responsibilities and selection process defined by Faculty Rule 3335-3-35 (http://trustees.osu.edu) and will serve as the template for the departmental processes to be used during transitions of Department Chair leadership. Two scenarios are addressed: unexpected changes (emergency planning) and planned transitions.

Emergency Transition Plan:

This portion of the plan is to prepare for an emergency transition in departmental leadership. The nature of the emergency may be health related, personal reasons, an unscheduled resignation or dismissal, etc.

In order to have the department and the Dean’s office prepared for such an event, the Dean has asked that a BME faculty member be designated to step in with little advance notice to assume the Chair duties on a short term basis until a “permanent” Chair can be appointed. This person should be a tenured faculty member with their TIU in the Department, have some academic leadership experience, some familiarity with departmental processes, and a willingness to accept the role on an interim basis.

Similar to the processes used for the appointment of the Director of BME Undergraduate Studies and the Director of BME Graduate Studies, the Department Chair will discuss the role with one or more faculty members, make a nomination, seek endorsement from the AP&T committee, and then notify the BME faculty, staff, and Dean.

This designation will be reviewed annually by the Chair and AP&T to account for sabbaticals, other duties, preferences, etc. of the designated faculty member.
Planned Leadership Transition Plan:

As described in Faculty Rule 3335-3-35, Department Chair terms are for 4 years, and the formal appointment is based on nomination by the President of the University and appointment by the Board of Trustees. Prior to that formal appointment process, the Dean selects the person to serve as Department Chair in consultation with the department faculty and “other appropriate university officials.”

The 4-year Chair terms are renewable. In BME, sometime during the third year of the term, the current Chair will let members of the AP&T committee know if s/he is interested in serving another term. If so, during the third year, the AP&T committee will consult with all BME Departmental Faculty and staff, as appropriate, and then inform the current Chair if there is departmental support for another term. In that way, prior to the beginning of the 4th year, the Dean will have appropriate input about current departmental preferences.

If a transition is needed -- because the Chair does not wish to serve another term, lack of departmental support for another term, or lack of support from the Dean for another term – a search process will be planned to ensure a smooth leadership transition. Depending on departmental circumstances, preferences, and needs, the search for a new Chair may be local or national. The needs and goals for the search will be discussed by the Dean and Faculty and Staff, and the search committee and process will be established by the Dean.

B Other Administrators

In addition to the Chair, the Department of Biomedical Engineering has a Director of Undergraduate Studies, who serves as Chair of the Undergraduate Studies Committee and a Director of Graduate Studies, who serves as Chair of the Graduate Studies Committee.

C Committees

Much of the development and implementation of the department's policies and programs is carried out by standing and ad hoc committees. The chair is an ex officio member of all department committees and may vote as a member on all committees except the Committee of Eligible Faculty and the Promotion and Tenure Committee.

The Department of Biomedical Engineering committees are described below. Each standing committee has a charter, included in the appendix. In general, committee Chairs are appointed by the Department Chair, and committee members are appointed by the Department Chair based on previous service, faculty interest, and Committee Chair suggestions:

- **Executive Committee (Exec Comm):** The Executive Committee membership includes the Department Chair, the Administrative Manager, the Director of Undergraduate Studies, the Director of Graduate Studies, and 2 faculty members elected by the departmental faculty to serve a two-year term. The Exec Comm meets as needed but generally several days prior to departmental faculty meetings to discuss meeting agenda items and other items of importance to the Chair, the faculty, the staff, or students.

- **Promotion and Tenure Committee (P&TC):** This committee and its function is described in detail in a separate departmental Appointments, Promotion and Tenure document.

- **Undergraduate Studies Committee (USC):** The USC recommends strategies for improving the BME undergraduate major and minor, in terms of curricular issues, and the overall undergraduate experience in BME. The USC is responsible for ensuring on-going compliance with ABET accreditation for the undergraduate program, in concert with activities at the College level. The USC further selects candidates for fellowship and scholarship, and prepares the relevant nomination
materials. The USC develops and implements optimal strategies for use of the Kettering Foundation and other internal BME funds in support of undergraduate education, including making recommendations for scholarship awardees to the Chair.

- **Graduate Studies Committee (GSC):** The GSC recommends graduate faculty status for approval by the Graduate School, develops and implements protocols for graduate student selection and recommendation for admission, selects fellowship candidates and prepares their nominations, monitors the progress of graduate students, assigns new students to faculty mentors, hears and decides on all student petitions concerning graduate education, recommends strategies for improvement of the graduate curriculum and overall graduate experience in BME.

- **Curriculum Subcommittee (CSC):** The CSC subcommittee is chaired by the BME representative to the College Committee on Academic Affairs (who must be a member of either the GSC or USC). The curriculum subcommittee is generally a subset of members from the GSC and USC committees. The committee will review course concurrence requests from other departments, as well as coordinate recommendations for additions and deletions from the undergraduate and graduate course offerings.

- **Space and Facilities Committee (SFC):** The SFC committee initiates and coordinates recommendations for policies governing the use of space in the Department, and the addition and improvement of space and facilities in the Department.

- **Computer Services Committee (CSC):** The CSC committee makes recommendations to the Chair on hardware and software purchases for educational objectives, and on the associated access and maintenance issues.

- **Diversity Affairs Committee (DAC):** The DAC committee addresses issues of concern to minority representation, participation, and successes for students, staff, and faculty in BME.

- **Honors and Awards Committee (HAC):** The HAC committee examines opportunities to honor faculty, staff, and students for honors, awards, and recognition.

- **Publications and Web Committee (PWC):** The PWC committee is responsible for maintaining current information on the web, planning and writing features for the newsletter, preparing and sending the annual graduate recruiting poster, and helping with annual reports.

- **Biomedical Engineering Research Committee (BERC).** As a new committee (Fall 2014), the first charge is to develop the purpose and charter for the committee. The scope of activities to build and publicize research activities in the department will need discussion and consultation with all faculty. One specific task will be to work with the seminar coordinator and assist with selecting and hosting seminar speakers.

- **Faculty Search Committees (FSC):** A unique Faculty Search Committee is appointed to work with the Department Chair for each faculty opening. The committee membership will be chosen by the Department Chair to represent diverse interests of the faculty as well as to specifically include expertise relevant to the position’s focus. The search committee works with the Chair and the committee’s primary functions are to serve as:
  - an advertising committee to help identify and personally solicit applications;
  - a screening committee to ensure that the visiting candidates are well-informed and attended to, and that the candidate meets with non-BME faculty members at OSU, if relevant;
  - an advocacy committee to ensure that diverse candidates from underrepresented groups receive full consideration.

- **Ad-Hoc committees** may be formed at the discretion of the Chair, generally in consultation with the BME faculty.

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**VIII Faculty Meetings**

The chair will provide to the faculty a schedule of department faculty meetings at the beginning of each academic term. The schedule will provide for at least one meeting per semester and normally will provide for meetings approximately every 3 weeks. A call for agenda items and completed agenda will be delivered to faculty by e-mail before a scheduled meeting. Reasonable efforts will be made to call for
agenda items at least seven days before the meeting, and to distribute the agenda by e-mail at least two
business days before the meeting. A meeting of the department faculty will also be scheduled on written
request of 25% of the department faculty. The chair will make reasonable efforts to have the meeting take
place within one week of receipt of the request. The chair will distribute notes/minutes of faculty
meetings to faculty by e-mail—within seven days of the meeting. These minutes may be amended at the
next faculty meeting by a simple majority vote of the faculty who were present at the meeting covered by
the minutes.

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

For purposes of discussing department business other than personnel matters, and for making decisions
where consensus is possible and a reasonable basis for action, a quorum will be defined as a simple
majority of all faculty members eligible to vote.

Either the chair or one-third of all faculty members eligible to vote may determine that a formal vote
conducted by written ballot is necessary on matters of special importance. For purposes of a formal vote,
a matter will be considered decided when a particular position is supported by at least a majority of all
faculty members eligible to vote. Balloting may also be conducted by mail or e-mail when necessary.
When conducting a ballot by mail or email, faculty members will be given up to one week to respond, or
less if a majority outcome is reached earlier.

When a matter must be decided and a simple majority of all faculty members eligible to vote cannot be
achieved on behalf of any position, the chair will necessarily make the final decision.

The department accepts the fundamental importance of full and free discussion but also recognizes that
such discussion can only be achieved in an atmosphere of mutual respect and civility. Normally
department meetings will be conducted with no more formality than is needed to attain the goals of full
and free discussion and the orderly conduct of business. However, Robert’s Rules of Order will be
invoked when more formality is needed to serve these goals.

IX Distribution of Faculty Duties and Responsibilities

The Office of Academic Affairs requires departments to have guidelines on the distribution of faculty
duties and responsibilities (See the OAA Policies and Procedures Handbook, Volume 1, Chapter 2,
Section 1.4.5, http://oaa.osu.edu/handbook.html).

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

The guidelines outlined here do not constitute a contractual obligation. Fluctuations in the demands and
resources of the department and the individual circumstances of faculty members may warrant temporary
deviations from these guidelines. Assignments and expectations for the upcoming year are addressed as
part of the annual review by the department chair.

A full-time faculty member’s primary professional commitment is to Ohio State University and the
guidelines below are based on that commitment. Faculty who have professional commitments outside of
Ohio State during on-duty periods (including teaching at another institution; conducting research for an
entity outside of Ohio State; external consulting) must disclose and discuss these with the chair in order to
ensure that no conflict of commitment exists. Information on faculty conflicts of commitment is presented
in the OAA Faculty Conflict of Commitment policy

A Tenure-track Faculty

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

Teaching

All tenure-track faculty are expected to contribute to the department’s teaching, including large
enrollment and specialized courses in both the undergraduate and graduate curriculums. The standard
teaching assignment for full-time tenure-track faculty members is four courses per academic year. Faculty
members are also expected to advise undergraduate and graduate students and supervise independent
studies and thesis and dissertation work.

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

The standard teaching assignment may vary for individual faculty members based on their research and/or
service activity. Faculty members who are especially active in research can be assigned an enhanced
research status that includes a reduced teaching assignment. Likewise, faculty members who are relatively
inactive in research can be assigned an enhanced teaching status that includes an increased teaching
assignment. Faculty members who are engaged in extraordinary service activities (to the department,
college, university, and in special circumstances professional organizations within the discipline) can be
assigned an enhanced service assignment that includes a reduced teaching assignment.

The chair is responsible for making teaching assignments on an annual basis, and may decline to approve
requests for adjustments when approval of such requests is not judged to be in the best interests of the
department. All faculty members must do some formal instruction and advising over the course of the
academic year.

The duties and responsibilities for a faculty member include a balance of teaching, scholarship, and
service. Nominal expectations are that faculty members spend approximately 45% of their effort on
teaching activities, 45% of their effort on scholarship activities, and 10% of their effort on service
activities. All faculty members are expected to generate extramural salary support on research grants.
Increased salary support from extramural grants will reduce the teaching and service expectations;
likewise, decreased extramural salary support will increase the teaching and service expectations.

The specific expectations about the nominal capacity for “established” faculty members (at OSU for more
than three years) are that they have research funding and the following mix of responsibilities:

- Teaching: Broadly defined to include the imparting of knowledge to, and the education of,
  people and is a key element of the Mission and Vision statements for the Department of
  Biomedical Engineering. Teaching activities include: undergraduate, graduate, and professional
  courses taught; involvement in graduate exams, theses and dissertations; extension and continuing
education; curriculum development; evaluation and direction of student scholarships; academic
advising; publishing on education in the candidate’s field; advising of student groups and
organizations; participation in student affairs programs and student services. Acknowledging
these varied teaching activities, the expectation is that established faculty will:

- Teach 2 “regular courses” (e.g., a 3- or 4-credit lecture course) during the 9-month
  academic year (2 semesters), with a mix of undergraduate and graduate courses over
time.

In addition to didactic classroom and lab teaching (described above), all established faculty
members are expected to:

- Provide projects, support, and mentoring for two or more graduate students (preferably
  BME students).

The teaching load may be adjusted* to account for funded research activity, with each
incremental 15% of AY release time funding needed to reduce the number of regular courses by
one. The needed 15% increment may be accumulated over time, generally 3 years or less (e.g.,
7.5% per year for 2 years or 5% per year for 3 years) with course release possible after “banking”
15% AY release salary.

Scholarship

All tenure-track faculty members are expected to be engaged in scholarship as defined in the department’s
Appointments, Promotion, and Tenure Document (http://oaa.osu.edu/governance.html). Over a four-year
rolling period a faculty member who is actively engaged in scholarship will be expected to publish
regularly in high quality peer-reviewed journals as well as in other appropriate venues, such as edited
book chapters of similar quality and length as articles. Faculty engaged in basic or applied research are
expected to attract extramural funding that supports at least 15% AY release time and that supports at
least two graduate students per year. Faculty members are also expected to seek appropriate opportunities
to obtain patents and engage in other commercial activities stemming from their research.

- Scholarship: Broadly defined to include the possession, application, and advancement of a body
  of knowledge gained through research, study, and learning, and is also a key element of the
  Mission and Vision statements for the Department of Biomedical Engineering. Scholarly
  activities include: writing scholarly works such as books and monographs, edited books, chapters
  in edited books, bulletins and technical reports, peer reviewed journal articles, editor reviewed
  journal articles, reviews and abstracts, papers in proceedings; presenting lectures at universities,
symposia, and conferences; submitting proposals, conducting and directing original research or
other creative activities; editing collections of research works; submitting patents; developing
software; developing and presenting creative works to juried competitions and exhibits; designing
and/or supervising the constructions of a creative product (e.g., machine, device, or software).
Expected levels of research activity over a rolling 4-year period for tenured faculty include a
minimum of:

  - 8 peer-reviewed journal publications,
  - extramural funding that supports at least 15% AY release time,
  - extramural funding that supports at least two graduate students per year,
  - graduation of two doctoral students.

Service
Faculty members are expected to be engaged in service and outreach to the department, university, profession, and community. Typically, this will include service on two committees within the department and one outside of the department. This pattern can be adjusted depending on the nature of the assignment (e.g., service as committee chair, service on a particularly time-intensive committee, organizing a professional conference, leadership in an educational outreach activity, service in an administrative position within the department, college, or university).

All faculty members are expected to attend and participate in faculty meetings, recruitment activities, and other department events.

- **Service**: Broadly defined to include administrative service to the University, professional service to the faculty member’s discipline, and the provision of professional expertise to entities outside the University. The Vision statement for the Department of Biomedical Engineering states that it will be nationally ranked and internationally recognized not only for collaborative research with global impact on improving human health but also for service to the field of biomedical engineering and the community. Evidence of administrative service to the University can include: appointment or election to departmental, College, and/or University committees; administrative positions held; affirmative action and mentoring activities. Evidence of professional service to the faculty member’s discipline can include: editorship or service as a reviewer for journals; offices held and other service to professional societies; and organization of, and service to, conferences and symposia. Evidence of the provision of professional expertise to public and private entities beyond the University includes: reviewer of proposals; external examiner; service on panels and commissions; professional consultation to industry, government, and education.

Faculty are urged to take a major role in the decision-making process whenever possible in their college and university committee assignments. Active participation in professional societies enhances visibility amongst one’s colleagues. Faculty are expected to:

- Actively participate in activities of the department, college, university, and the field.
- Provide national service such as: officer or committee member of a professional society; member of an extramural agencies review committee; member of editorial board of professional journal.

For new faculty (untenured) who are ramping to capacity in research and teaching, the expectation is for:

- **Teaching**: 1 course during the first year, 1 or 2 during each of their 2nd and 3rd years, and the normal load during the 4th year and subsequent years (e.g., expectation of extramural support of AY salary). They will also be expected to mentor BME graduate students.
- **Scholarship**: New faculty should be aggressively involved in the preparation of grant proposals for extramural funding and manuscript submissions.
- **Service**: Participate in service activities; limited at first and increasing toward the goal of departmental, college, university, and national contributions by the time of tenure review.

Starting faculty must balance responsibilities and accomplishments such that they will meet or surpass expectations for funded tenured faculty members (see above) by the time they are considered for tenure.

Unfunded faculty members who have been at OSU for more than 3 years and who are not meeting the scholarship expectations should aggressively seek to build their record of accomplishment by submitting at least 3 manuscripts for peer review and at least 3 grant proposals (that could support students and salary at the levels expected) per year. For these established faculty members (at OSU for more than 3 years)
who are not funded and who are not submitting grant proposals of the appropriate size or rate, the
teaching expectation would be up to five courses during the academic year.

Faculty members who are generating more than 15% of their academic salary may choose to request to
reduce their teaching load* (as described above) and/or to use the additional salary funds for their
professional development **:

- Funds for professional development** will be divided with the department and the investigator:
one part to the investigator and one part to the department (50-50 split). This option may be
shared in combination with a reduction in teaching load (15% per course) if there is sufficient
extramural salary support.

Important Notes:

- For faculty members with a part-time appointment, the normal workload and minimum teaching
requirement are proportioned by the percentage of their BME salary.
- Teaching at least 1 course during the academic year will be expected, even for faculty members
generating most of their academic year salary from extramural sources.
- For established faculty with major administrative responsibilities, the teaching load may be
adjusted.
- For faculty who carry more than the normal workload in any given academic year, they may
negotiate with the Chair to carry forward “earned” release time to count towards their workload
in the following year(s). Likewise, those who do not carry a normal workload will be expected to
carry a “make-up” overload in the following year(s).

Footnotes:

*Teaching load reductions will be granted only in cases where the undergraduate and graduate
curricula will not have substantial negative impact (e.g., required courses must still be offered).

**Professional Development Funds are to be used to further the academic careers of individual
faculty members. Funds may be used, for example, to purchase software, books, subscriptions,
professional society dues, short course fees, travel to professional meetings, support of student
travel, small equipment, etc. Caveat: rules for generation of these funds may change as the
College and Department budget policies change.

The above policy does not constitute a contractual obligation. Fluctuations in demands and resources in
the Department (College, University) and the individual circumstances of faculty members may warrant
temporary deviations from the policy as discussed with, and approved by the Chair.

i. Special Assignments

Information on special assignments (SAs) is presented in the Office of Academic Affairs Special
provided below supplements these policies.

Reasonable efforts will be made to award SA opportunities to all other faculty members subject to the
quality of faculty proposals, including their potential benefit to the department or university, and the need
to assure that sufficient faculty are always present to carry out department work. The department’s AP&T
committee on will evaluate all SA proposals and make recommendations to the chair. The chair's
recommendation to the dean regarding an SA proposal will be based on the quality of the proposal and its
potential benefit to the department or university and to the faculty member as well as the ability of the
department to accommodate the SA at the time requested.
B Clinical Faculty

Clinical faculty members are expected to contribute to the university’s mission via teaching and service, and to a lesser extent scholarship. Service expectations are similar to those for the tenure-track.

All clinical faculty are expected to contribute to the department’s teaching in courses or instructional situations involving live patients or live clients, courses or instructional situations involving the simulation of live patients or live clients, or courses or instructional situations involving professional skills. The standard teaching assignment for full-time clinical faculty members is seven courses per academic year.

C Research Faculty

Research faculty members are expected to contribute to the university’s mission via research.

In accord with Faculty Rule 3335-7-34,

a research faculty member may, but is not required to, participate in limited educational activities in the area of his or her expertise. However, teaching opportunities for each research track faculty member must be approved by a majority vote of the TIU’s tenure-track faculty. Under no circumstances may a member of the research faculty be continuously engaged over an extended period of time in the same instructional activities as tenure-track faculty.

Research expectations are similar to those for the tenure-track, albeit proportionally greater since 100% of effort for faculty members on the research is devoted to research. Specific expectations are spelled out in the letter of offer.

D Associated Faculty

Compensated associated faculty members are expected to contribute to the university’s mission via teaching or research depending on the terms of their individual appointments.

Faculty members with tenure-track titles and appointments <50% FTE will have reduced expectations based on their appointment level.

Expectations for compensated visiting faculty members will be based on the terms of their appointment and are comparable to that of tenure-track faculty members except that service is not required.

The standard teaching assignment for full-time lecturers is eight courses per academic year.

E Parental Modification of Duties

The Department of Biomedical Engineering strives to be a family-friendly unit in its efforts to recruit and retain high quality faculty members. To this end, the department is committed to adhering to the College of Engineering’s guidelines on parental modification of duties to provide its faculty members flexibility in meeting work responsibilities within the first year of childbirth/adoption. See the college pattern of administration at (http://oaa.osu.edu/governance.html) for details.
The faculty member requesting the modification of duties for childbirth/adoption and the department chair should be creative and flexible in developing a solution that is fair to both the individual and the unit while addressing the needs of the university. Expectations must be spelled out in an MOU that is approved by the dean.

X Course Offerings and Teaching Schedule

The department chair will annually develop a schedule of course offerings and teaching schedules in consultation with the faculty, both collectively and individually. While every effort will be made to accommodate the individual preferences of faculty, the department's first obligation is to offer the courses needed by students at times and in formats, including on-line instruction, most likely to meet student needs. To assure classroom availability, reasonable efforts must be made to distribute course offerings across the day and week. To meet student needs, reasonable efforts must be made to assure that course offerings match student demand and that timing conflicts with other courses students are known to take in tandem are avoided. A scheduled course that does not attract the minimum number of students required by Faculty Rule 3335-8-17 (http://trustees.osu.edu) will normally be cancelled and the faculty member scheduled to teach that course will be assigned to another course for that or a subsequent semester. Finally, to the extent possible, courses required in any curriculum or courses with routinely high demand will be taught by at least two faculty members across semesters of offering to assure that instructional expertise is always available for such courses.

XI Allocation of Department Resources

The chair is responsible for the fiscal and academic health of the department and for assuring that all resources—fiscal, human, and physical—are allocated in a manner that will optimize achievement of department goals.

The chair will discuss the department budget at least annually with the faculty and attempt to achieve consensus regarding the use of funds across general categories. However, final decisions on budgetary matters rest with the chair.

Research space shall be allocated on the basis of research productivity including external funding and will be reallocated periodically as these faculty-specific variables change.

The allocation of office space will include considerations such as achieving proximity of faculty in subdisciplines and productivity and grouping staff functions to maximize efficiency.

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

The overarching principles governing the management of space in Bevis Hall are that:

- Normally, all laboratory and student space is considered to be shared. This principle reflects the desire to minimize unnecessary duplication of facilities and equipment, and the recognition that an environment where space and facilities are shared frequently leads to the interdisciplinary breakthroughs that often characterize true excellence in academe in general, and in biomedical engineering in particular.

- All efforts will be made to involve undergraduate students in research as early as possible. Consistent with this, undergraduate researchers will also be provided with desk space when possible, managed per the criteria set forth for graduate researchers.
• Obviously, there are special equipment and laboratory functions that require independent and isolated settings under the control of a single faculty member. Whenever such circumstances arise, appropriate arrangements will be made, at the discretion of the Chair.
• Individual faculty research space, whenever justified, is assigned on a competitive basis, with the assignment of space being linked to funding state and prospects of the proposed projects and activities to be discharged in said space.
• When new faculty office space becomes available, it will generally be offered sequentially to interested departmental faculty, in an order of need (e.g., time spent in Bavis vs. time in other facilities) and reflective of rank and seniority within the rank.

XII Leaves and Absences


A Discretionary Absence

Faculty are expected to complete a leave request in the eleave system (https://leave.osu.edu) well in advance of a planned absence (for attendance at a professional meeting or to engage in consulting) to provide time for its consideration and approval and time to assure that instructional and other commitments are covered. Discretionary absence from duty is not a right and the chair retains the authority to disapprove a proposed absence when it will interfere with instructional or other comparable commitments. Such an occurrence is most likely when the number of absences in a particular semester is substantial. Rules of the University Faculty require that the Office of Academic Affairs approve any discretionary absence longer than 10 consecutive business days (See Faculty Rule 3335-5-08) and must be requested at https://eleave.osu.edu/.

B Absence for Medical Reasons

When absences for medical reasons are anticipated, faculty and staff are expected to enter their leave into the eleave system (https://leave.osu.edu) as early as possible. When such absences are unexpected, the faculty or staff member, or someone speaking for the employee, should let the direct supervisor, administrative manager or Department Chair know promptly so that instructional and other commitments can be managed. Faculty and staff members are always expected to use sick leave for any absence covered by sick leave (personal illness, illness of family members, medical appointments). Sick leave is a benefit to be used—not banked. For additional details see OHR Policy 6.27, www.hr.osu.edu/policy/index.aspx.

C Unpaid Leaves of Absence


D Faculty Professional Leave

Information on faculty professional leaves is presented in the OAA Policy on Faculty Professional Leaves (http://oaa.osu.edu/assets/files/documents/facultyprofessionalleave.pdf). The information provided below supplements these policies.
The department’s AP&T committee will review all requests for faculty professional leave and make a recommendation to the department chair based on the quality of the proposal and its potential benefit to the department and to the faculty member as well as the ability of the department to accommodate the leave at the time requested.

The chair's recommendation to the dean regarding an FPL proposal will in turn be based factors that include the recommendation from the P&T committee and the chair’s judgment regarding the quality of the proposal and its potential benefit to the department and to the faculty member as well as the ability of the department to accommodate the leave at the time requested.

XIII Supplemental Compensation and Paid External Consulting

Information on faculty supplemental compensation is presented in the OAA Policy on Faculty Compensation (http://oaa.osu.edu/assets/files/documents/facultycompensation.pdf). Information on paid external consulting is presented in the university’s Policy on Faculty Paid External Consulting (http://oaa.osu.edu/assets/files/documents/paidexternalconsulting.pdf). The information provided below supplements these policies.

This department adheres to these policies in every respect. In particular, this department expects faculty members to carry out the duties associated with their primary appointment with the university at a high level of competence before seeking other income-enhancing opportunities. All activities providing supplemental compensation must be approved by the department chair regardless of the source of compensation. External consulting must also be approved. Approval will be contingent on the extent to which a faculty member is carrying out regular duties at an acceptable level, the extent to which the extra income activity appears likely to interfere with regular duties, and the academic value of the proposed consulting activity to the department. In addition, it is university policy that faculty may not spend more than one business day per week on supplemental compensated activities and external consulting combined.

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

XIV Financial Conflicts of Interest

Information on faculty financial conflicts of interest is presented in the university’s Policy on Faculty Financial Conflict of Interest (http://orc.osu.edu/files/2013/02/Policy-on-Faculty-Financial-Conflict-of-Interest.pdf). A conflict of interest exists if financial interests or other opportunities for tangible personal benefit may exert a substantial and improper influence upon a faculty member or administrator's professional judgment in exercising any university duty or responsibility, including designing, conducting or reporting research.

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

In addition to financial conflicts of interest, faculty must disclose any conflicts of commitment that arise in relation to consulting or other work done for external entities. Further information about conflicts of commitment is included in section IX above.
XV Grievance Procedures

Members of the department with grievances should discuss them with the chair who will review the matter as appropriate and either seek resolution or explain why resolution is not possible. Content below describes procedures for the review of specific types of complaints and grievances.

A Salary Grievances

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

Faculty members who are not satisfied with the outcome of the discussion with the chair and wish to pursue the matter may be eligible to file a more formal salary appeal (the Office of Academic Affairs Policies and Procedures Handbook, http://oaa.osu.edu/handbook.html).

Staff members who are not satisfied with the outcome of the discussion with the chair and wish to pursue the matter should contact Consulting Services in the Office of Human Resources (www.hr.osu.edu).

B Faculty Misconduct

Complaints alleging faculty misconduct or incompetence should follow the procedures set forth in Faculty Rule 3335-5-04, http://trustees.osu.edu.

C Faculty Promotion and Tenure Appeals

Promotion and tenure appeals procedures are set forth in Faculty Rule 3335-5-05, http://trustees.osu.edu.

D Sexual Harassment


E Student Complaints

Normally student complaints about courses, grades, and related matters are brought to the attention of individual faculty members. In receiving such complaints, faculty should treat students with respect regardless of the apparent merit of the complaint and provide a considered response. When students bring complaints about courses and instructors to the department chair, the chair will first ascertain whether or not the students require confidentiality. If confidentiality is not required, the chair will investigate the matter as fully and fairly as possible and provide a response to both the students and any affected faculty. If confidentiality is required, the chair will explain that it is not possible to fully investigate a complaint in such circumstances and will advise the student(s) on options to pursue without prejudice as to whether the complaint is valid or not.

Faculty complaints regarding students must always be handled strictly in accordance with university rules and policies. Faculty should seek the advice and assistance of the chair and others with appropriate knowledge of policies and procedures when problematic situations arise. In particular, evidence of
academic misconduct must be brought to the attention of the Committee on Academic Misconduct (see www.oaa.osu.edu/coam/home.html and http://senate.osu.edu/committees/COAM/COAM.html).

In accordance with the Code of Student Conduct (http://trustees.osu.edu/rules/code-of-student-contact.html), faculty members will report any instances of academic misconduct to the Committee of Academic Misconduct.
Appendix A: Committee Charters

Charter for the Biomedical Engineering

Executive Committee (Exec Comm)

Purpose: The Biomedical Engineering Executive Committee provides a forum for a small group of faculty and staff to discuss items of importance to the Chair, the faculty, the staff and the students.

Role and Objectives: The committee can serve as a confidential sounding board for the Chair, can provide input for formulation or implementation of departmental procedures and/or policies, can provide input into agenda items for faculty and staff meetings, and may focus on other matters as needed.

Membership: The committee membership includes the Department Chair, the Business Manager, the Director of Undergraduate Studies, the Director of Graduate Studies, and 2 faculty members elected by the departmental faculty to serve a two-year term. These two terms are staggered, with one faculty member elected by the departmental faculty each year during the annual retreat in August.

Meetings: The Exec Comm will generally meet on the Monday prior to Friday faculty meetings to work on the agenda and to focus on issues of key importance for full faculty discussion. The committee may meet for other matters as needed.

Reports: Exec Comm recommendations may, in some cases, lead directly to Department Chair decisions and in other cases will be provided as part of background or discussion items during departmental faculty meetings.

Rules:
All meetings shall be conducted under Robert's Rules of Order Revised, unless waived by a majority of those present. All members of the committee are considered voting members. At least 60% of the voting members of the Exec Comm shall constitute a quorum. Voting by proxy shall not be permitted. The Exec Comm may recommend additional rules and bylaws as it deems necessary to conduct its affairs.

Amendments:
The Charter, rules, and bylaws may be amended at any regular BME faculty meeting by a vote of the majority of the entire membership. If 10 days previous notice has been given in writing to all members stating the nature of the amendment, the Charter, rules and bylaws may be amended by a two-thirds vote of those voting, a quorum being present. Amendments will become effective immediately after approval by the Chair of the Department.

Charter approved on: March 27, 2015
Charter for the Biomedical Engineering

Undergraduate Studies Committee (USC)

Purpose:
The primary purpose of the Undergraduate Studies committee is to set standards and policies for the BME undergraduate program and maintain the functioning of the undergraduate program.

Role:
The activities of the committee include:
- serving as the admissions committee for the department’s undergraduate program;
- considering course additions, deletions, and modifications, in conjunction with the Curriculum Subcommittee;
- providing guidance and oversight in any issues concerning probations and dismissals;
- monitoring the effective advisement of undergraduate students, with the BME undergrad staff serving as the primary advisory source;
- administering the Kettering Foundation Scholarships;
- developing and implementing optimal strategies for use of the Kettering Foundation and other internal/external BME funds in support of undergraduate education;
- managing ABET issues, including regular review of course syllabi, course objectives, and course content;
- reviewing annually the curriculum, especially domain courses and labs (the “distinctive” BME courses), to ensure that the students are receiving an excellent, integrated biomedical engineering education;
- participating in recruitment of potential students and promoting faculty and student involvement in campus visits and other recruiting functions.

This committee serves executive functions on the above activities, except where noted that other committees are involved. Department Chair may provide input into all activities of the committee.

Membership:
The committee will be chaired by the BME Director of Undergraduate Studies, who is appointed by the Department Chair. The committee will generally have between 6-8 members, including the Undergraduate Program Coordinator and an academic advisor, in addition to the committee Chair. Membership is reviewed and updated annually by the Department chair, and should include the representatives to the following college committees: CCAA, ASAP, Core, and Outcomes & Assessment. An undergraduate student, recommended by OSUBMES, can attend all meetings as a non-voting member. The student will be asked to leave for issues of admission to major or other discussions about named individuals.

Ex officio members: Department Chair

Objectives: Specific long-term goals of the USC include
- increasing the academic quality of the student body by accepting high-caliber students;
- recruiting these high-caliber students proactively, including by strategic use of the Kettering Foundation funds as undergraduate scholarships;
- ensuring ongoing compliance with ABET accreditation guidelines for the undergraduate program;
- organizing and, as needed, updating the BME major and minor curriculum requirements (in conjunction with the Curriculum subcommittee);
- participating in recruitment of potential students and promoting faculty and student involvement in campus visits and other recruiting functions;
monitoring general student issues, including the progress of individual students, mentoring services and helpful and timely advice for undergraduate research and job placement.

Meetings:
The Undergraduate Studies Committee meets approximately monthly, with the potential for greater frequency for reasons such as admissions or Scholarship deadlines.

Reports:
The Undergraduate Studies Committee reports to the faculty with a written and oral report a summary of actions taken that modify the undergraduate program and any issues that require broader discussion and/or faculty participation.

Rules:
All meetings shall be conducted under Robert's Rules of Order Revised, unless waived by a vote of a simple majority of those present. At least 50% of the voting members of the Undergraduate Studies Committee shall constitute a quorum. Voting by proxy shall not be permitted.

The Undergraduate Studies Committee may recommend additional rules and bylaws as it deems necessary to conduct its affairs.

Amendments:
The Charter, rules, and bylaws may be amended at any regular BME faculty meeting. If 7 days previous notice has been given in writing to all members stating the nature of the amendment, the Charter, rules and bylaws may be amended by a two-thirds vote of those voting, a quorum being present. Amendments will become effective immediately after approval by the Chair of the Department.

Charter approved on: November 15, 2007
Revised Charter approved on: December 5, 2014
Charter of the Biomedical Engineering

Graduate Studies Committee (GSC)

Purpose: The primary purpose of the Graduate Studies Committee is to set standards and policies for the BME graduate program and to manage graduate program activities (e.g. recruitment, admission, etc.).

Role: The committee achieves its purpose by:
- participating in recruitment of potential students and promoting faculty and student involvement in campus visits and other recruiting functions.
- serving as the admissions committee for the department’s graduate programs.
- administering the fellowship nomination process.
- reviewing and approving each student’s program of study.
- considering course additions, deletions, and modifications (in conjunction with the Curriculum subcommittee).
- reviewing and approving each student’s candidacy examination and final examination committee.
- working with students so they can secure financial support including but not limited to GTA, GRA and fellowship positions.
- monitoring the progress of individual students and, when necessary, terminating their enrollment in the program.

Additionally, the Graduate Studies Committee considers and recommends for appointment adjunct faculty members who seek to participate in the BME Graduate Program, conducts periodic reviews of the graduate programs, and coordinates with the College of Engineering and the Graduate School on miscellaneous surveys and evaluations. The GSC also serves as the administrative committee for the educational aspects of the international collaborations currently being developed.

Membership: The Committee is chaired by the Director of Graduate Studies who is appointed by the chair of the department to a three-year term. Committee appointments are made by the Department Chair, following recommendations from the Director of Graduate Studies. Typically the Committee will consist of 5-8 members, including the Graduate Studies Coordinator, in addition to the Chair. The members of the committee typically serve for up to 3 years but may serve longer at the discretion of the department chair. One graduate student is selected to sit on the committee, in a non-voting capacity, for a one-year term. Nominees are suggested by graduate students.

Ex officio members: Department Chair

Objectives: Specific long-term goals of the GSC include
- increasing the academic quality of the graduate student body by accepting high-caliber students.
- recruiting and retaining these high-caliber students.
- helping graduate students identify and secure funding support and high quality research experiences.
- organizing and, as needed, updating the graduation and course of study requirements (in conjunction with the Curriculum subcommittee).
- participating in recruitment of potential students and promoting faculty and student involvement in campus visits and other recruiting functions.
- monitoring the progress of individual students, providing mentoring services and job
Meetings: The Graduate Studies Committee meets approximately monthly, with increased frequency as required to consider applications and fellowship nominations.

Reports: The Graduate Studies Committee reports to the faculty with a written and oral report that summarizes actions taken that modify the graduate program or require broader discussion and/or faculty participation.

Rules: All meetings shall be conducted under Robert's Rules of Order Revised, unless waived by a majority of those present. At least 50% of the voting members of the GSC shall constitute a quorum. Voting by proxy shall be permitted. The GSC may recommend additional rules and bylaws as it deems necessary to conduct its affairs.

Amendments: Rules and bylaws of the Graduate Studies Committee may be amended at any regular Committee meeting by a vote of the majority of the members present. With 5 days previous written notice to all faculty members stating the nature of the amendment, this Charter may be amended by a two-thirds vote of those voting at a faculty meeting. Amendments will become effective immediately after notification of the Department Chair.

Charter approved on: November 9, 2007
Revised Charter approved on: December 5, 2014
Charter for the Department of Biomedical Engineering

Publications and Web Committee (PWC)

Purpose: The purpose of the Publications and Web committee is to coordinate and improve the electronic and paper publications describing recent activities, awards, resources and other news-worthy items related to the Department of Biomedical Engineering at Ohio State.

Role: The committee will perform its role by performing the following duties:

- Organize and evaluate the effectiveness of the departmental newsletter
- Organize and evaluate the effectiveness of the departmental website
- Implement policies to ensure the timely and effective communication of news-worthy items (e.g. awards) obtained by BME students, staff, faculty or alumni
- Coordinate with other committees to publicize opportunities (i.e. GRAs or REUs) in the BME department
- Develop a communication plan to provide BME faculty, undergraduate and graduate students with information about funding opportunities at the college, university and national levels
- Develop a fiscally sound plan for the advertisement of departmental activities and opportunities to the national and international communities
- Develop a feasible plan for the continual update of the departmental website with a recent news/activities section and a plan for the continual update of faculty webpages (not personal webpages)

Membership: The committee consists of four faculty members and one staff member. The faculty members of the committee serve for 3 years, so in steady state, 1 member is new each year (replacing members that have completed their membership term). The Department Chair appoints the Chair for a term of 3 years. Faculty members are recommended by the Committee Chair, and appointed by the Department Chair. The staff member on this committee will be the Department Coordinator.

Ex officio members: Department Chair

Objectives: The objectives of the PWC are:

- To provide effective and timely communication of departmental activities
- To provide effective and timely communication of significant accomplishments by BME students, faculty, and staff.
- To provide a continually updated website that effectively communicates departmental activities and resources.
- To provide a forum for highlighting alumni accomplishments
- To provide publications that advance recognition of the BME department at the college, university and national level.

Meetings: The PWC meets once per semester, or more frequently if required, with additional communications and discussions via email.

Reports: The committee reports to the faculty with a written and oral report (as scheduled) that describe the current state of BME’s publications and website as well as potential areas of improvement. Reports will summarize actions and will also provide the faculty with an opportunity to comment on publication/web efforts.

Rules:
All meetings shall be conducted under Robert's Rules of Order Revised, unless waived by a vote a simple majority of those present. At least 60% of the voting members of the PW Committee shall constitute a quorum. Voting by proxy shall not be permitted. Voting rights of staff? 

The PW Committee may recommend additional rules and bylaws as it deems necessary to conduct its affairs.

**Amendments:**

The Charter, rules, and bylaws may be amended at any regular BME faculty meeting by a vote of the majority of the entire membership. If 10 days previous notice has been given in writing to all members stating the nature of the amendment, the Charter, rules and bylaws may be amended by a two-thirds vote of those voting, a quorum being present. Amendments will become effective immediately after approval by the Chair of the Department.

Charter approved on: December 4, 2009
Revised Charter approved on: December 5, 2014
Charter for the Department of Biomedical Engineering

Computer Services Committee (CSC)

Purpose: The purpose of the Computer Services Committee is to coordinate and improve computer resources and services within the Department of Biomedical Engineering to best serve BME students, faculty, and staff.

Role: The committee will perform its role by performing the following duties:

- Assess and implement strategies for computer and network security
- Inventory and assess current hardware and determine need for replacement
- Develop strategies for protecting critical data through backup scheduling
- Work with departmental faculty and students to provide appropriate software on departmental computers
- Develop educational materials for new faculty and students or for newly installed features of the computing systems
- Allocate computer and software resources according to departmental priorities

Membership: The committee consists of three faculty members, one staff member, and one student member. The Department Chair appoints the Chair and faculty members. Student members are appointed annually by the student body group (BMES), and the staff member is the head of computer services for BME. Other guest members may be added ad hoc to provide input on critical departmental computer resources (e.g. to address lab computer questions).

Ex officio members: - Department Chair

Objectives: The objectives of the CSC are:

- To provide all basic computing needs to the students, faculty, and staff of BME
- To provide advanced computing capabilities as possible
- Constant review of the computing environment in BME
- Direct interaction with the computing staff in BME and the College and University
- Collect continuous feedback from the computing users to accomplish objectives

Meetings: The CSC meets twice per semester or more frequently if required, with additional communications and discussions via email.

Reports: The committee reports to the faculty with a written and oral report (as scheduled) that describe the current state of BME’s computing resources and potential areas of improvement. In addition, the reports will recommend methods of implementing college and university computing requirements for BME computers as well as computers of faculty and students. Reports will summarize actions regarding purchases, improvements, and selection of computing resources to the faculty during faculty meetings.

Rules: All meetings shall be conducted under Robert's Rules of Order Revised, unless waived by a vote a simple majority of those present. At least 60% of the voting members of the CS Committee shall constitute a quorum. Voting rights of staff?????

The CS Committee may recommend additional rules and bylaws as it deems necessary to conduct its affairs.
Amendments:
The Charter, rules, and bylaws may be amended at any regular BME faculty meeting by a vote of the majority of the entire membership. If 10 days previous notice has been given in writing to all members stating the nature of the amendment, the Charter, rules and bylaws may be amended by a two-thirds vote of those voting, a quorum being present. Amendments will become effective immediately after approval by the Chair of the Department.

Charter approved on: November 19, 2007
Charter revised on: December 5, 2014
Charter for the Biomedical Engineering

Curriculum Subcommittee (CSC)

Purpose: The purposes of the Curriculum subcommittee are to:
1. review requests for new courses, course changes, withdrawal of courses
2. review recommendations for additions/deletions from the undergraduate program
3. review recommendations for additions/deletions from the graduate program
4. review course concurrence requests from other departments
5. assist in ABET issues, as requested by the Undergraduate Studies Committee (USC)

Role: This committee serves executive functions making decisions on items 1 and 4 of the above. This committee serves advisory functions making recommendations to the faculty regarding items 2, 3 and 5 of the above.

Membership: The committee chair should be a BME representative to a major College committee (CCAA, Outcomes, Core, ASAP), and should be a member of either the Graduate Studies Committee (GSC) or Undergraduate Studies Committee (USC), or both. The committee will consist of at least 5 members, including the Undergraduate Studies Coordinator and Graduate Studies Coordinator, and the committee chair. Membership is reviewed and updated annually by the Department chair. The BMES may also select one student to sit on the committee, in a non-voting capacity, for a one-year term.

Ex officio members: - Department Chair

Objectives: The CSC will strive to maintain a coordinated and cohesive array of courses in support of the undergraduate curriculum and to maintain the interdepartmental cooperation necessary to facilitate the interdisciplinary education of our students and avoid redundancy in faculty instruction. The subcommittee will oversee the addition and deletion of graduate courses as needed to support our graduate program and graduate faculty.

Meetings: The subcommittee generally meets once each term, more frequently if needed to handle its responsibilities. Some issues, such as course concurrence, may be handled electronically to expedite the process.

Reports: The committee reports to the faculty with a written and oral report at regularly scheduled faculty meetings or by e-mail if more urgent issues arise.

Rules: All meetings shall be conducted under Robert's Rules of Order Revised, unless waived by a vote a majority of those present. At least 50% of the voting members of the CSC shall constitute a quorum. Voting by proxy shall not be permitted. Staff members on the committee will have full voting privileges.

Amendments: Rules and bylaws of the Curriculum subcommittee may be amended at any regular subcommittee meeting by a vote of the majority of the members present. With 5 days previous written notice to all faculty members stating the nature of the amendment, this Charter may be amended by a two-thirds vote of those voting at a faculty meeting. Amendments will become effective immediately after notification of the Department Chair.

Charter approved on: February 1, 2008
Revised Charter approved on: December 5, 2014
Charter for the Biomedical Engineering

BME Diversity Committee (DAC)

Purpose: The purpose of the BME Diversity Committee (DAC) is to maximize the diversity of students, staff and faculty recruited into and retained in the BME Department. Another goal of the DAC is to disseminate diversity-related educational and enrichment opportunities to BME personnel. The BME Diversity Committee also acts as liaison to college- and university-wide Diversity Committees. Via its liaison function, the BME Diversity Committee will coordinate its activity with diversity efforts at higher organizational levels. The liaison function also allows the committee to refer BME diversity issues to higher levels in the University as needed. Concomitant with these effector functions, the BME Diversity committee is an information repository of BME diversity efforts.

Role: This committee devises strategies and policies to increase diversity in BME recruitment and retention. It serves an advisory role to the BME chair in on tactical approaches that embody the formulated strategies and policies Diversity Committee has devised. It will proactively collect and disseminate information and opportunities for members of underrepresented groups (e.g., minority supplements for federal grants).

Membership: There are at least three faculty members in the Diversity Committee. In addition there is one staff member of Diversity Committee, who is recommended by the Committee Chair, and appointed by the Department Chair. All members of the DAC are voting members.

The members of the committee serve for 3 years, so in steady state, 1/3 of the members are new each year (replacing members that have completed their membership term.) The Diversity Committee Chair is appointed by the BME Chair for a term of 3 years. The chair of the BME Diversity Committee shall also be the BME representative to the COE Diversity Excellence Committee.

Objective: The objective of the Diversity Committee is to maintain the already relatively high diversity of the BME Department and to produce statistically significant enhancement of under-represented minority applications to the aggregate BME student, staff and faculty population. It will maintain diversity enhancing recruiting practices until the aggregate BME student, staff and faculty population approximates that of the Ohio population as a whole. Diversity committee will also develop policies favoring retention of under-represented minorities in BME.

Meetings: The Diversity Committee meets once per semester, and on an ad hoc basis as needed.

Reports: The committee reports to the BME faculty with a written report (as scheduled) that describes status of BME diversity enhancement efforts, describes new initiatives and reports on outcomes of initiatives.

Rules:
All meetings shall be conducted under Robert's Rules of Order Revised, unless waived by a vote a simple majority of those present. At least 60% of the voting members of the Diversity Committee shall constitute a quorum.

Given the nature of the Diversity Committee’s work, it may occasionally deal with diversity-relevant information (ethnicity, gender, etc.) for specific individual students, staff or faculty. Discussions of such data within the committee will be bound by confidentiality, with the proviso that any committee business can be discussed with the BME Chair and faculty and staff as needed.
Amendments:

The Charter, rules, and bylaws may be amended at any regular BME faculty meeting by a vote of the majority of the entire membership. If 10 days previous notice has been given in writing to all members stating the nature of the amendment, the Charter, rules and bylaws may be amended by a two-thirds vote of those voting, a quorum being present. Amendments will become effective immediately after approval by the Chair of the Department.

Charter approved on: February 1, 2008
Revised Charter approved on: October 10, 2014
Charter for the Biomedical Engineering

Space and Facilities Committee (SFC)

Purpose:
The primary purpose of the Space and Facilities committee is to manage and utilize BME space and infrastructural resources for the optimal function of the Department.

Role:
The activities of the committee include:
- managing the current BME space in Bevis Hall for optimal usage by Administration, Faculty, Staff and students;
- providing guidance and oversight in any issues concerning upgrades for labs, classrooms and office space, as needed, which are then brought to the full Faculty for discussion;
- continued monitoring of lab space, equipment, computer labs and classrooms to ensure student productivity and safety;
- participating in all renovation projects, including developing and implementing optimal strategies for room plans and involvement in contractor meetings;
- ongoing strategic planning for relocation to central campus.

This committee serves advisory functions on the above activities to the Department Chair.

Membership:
The committee will generally have between 4-6 members, including the Business Manager and the committee Chair. Membership is reviewed and updated annually by the Department chair. Faculty and staff members are voting members.

Ex officio members: Department Chair

Objectives: Specific long-term goals of the SFC include
- maintaining an optimal space usage plan that incorporates both the graduate and undergraduate programs;
- responding to infrastructure needs (lab space, equipment) as they arise in a timely and efficient manner.

Meetings:
The committee generally meets once each term, more frequently if needed to handle its responsibilities. Some issues may be handled electronically to expedite the process.

Reports:
The Space and Facilities Committee reports to the faculty with a written and oral report a summary of actions taken that propose changes, additions or modifications to any BME space and any issues that require broader discussion and/or faculty participation.

Rules:
All meetings shall be conducted under Robert's Rules of Order Revised, unless waived by a vote a simple majority of those present. At least 50% of the voting members of the Space and Facilities Committee shall constitute a quorum. Voting by proxy shall not be permitted.

The Space and Facilities Committee may recommend additional rules and bylaws as it deems necessary to conduct its affairs.
Amendments:
The Charter, rules, and bylaws may be amended at any regular BME faculty meeting by a vote of the majority of the entire membership. If 7 days previous notice has been given in writing to all members stating the nature of the amendment, the Charter, rules and bylaws may be amended by a two-thirds vote of those voting, a quorum being present. Amendments will become effective immediately after approval by the Chair of the Department.

Charter approved on: January 11, 2008
Revised Charter approved on: December 5, 2014
Charter for the Biomedical Engineering

Biomedical Engineering Research Committee (BERC)

Purpose: The purpose of the Biomedical Engineering Research Committee is to share and promote research interests and activities for BME faculty, to coordinate research collaborations, and to facilitate collaborative proposal submissions.

Role: The committee will perform its role by performing the following duties:
- To advocate research as a top priority for BME department faculty
- To invite research funding managers, industrial researchers and key OSU researchers to share funding opportunities and future research interests and trends
- To work with department faculty, staff and students to facilitate research collaborations and share research resources
- To organize efforts to submit collaborative and large research proposals
- To share experience for faculty to transfer research results for commercialization.

Membership: The committee consists of 3-5 faculty members. The Department Chair appoints the Chair and faculty members. The members of the committee typically serve for up to two years, but may serve longer at the discretion of the department chair. Other guest members may be added ad hoc to provide input on critical departmental research efforts and investment.

Ex officio members: - Department Chair

Objectives: The objectives of the BERC are:
- To identify topic and help to initialize BME-lead research centers
- To help identify external speakers to be funded by the department for the department seminar series
- To identify upcoming funding opportunities for BME faculty
- To have regular department level research-oriented activities.

Meetings: The BERC meets twice per semester or more frequently if required, with additional communications and discussions via emails.

Reports: The committee reports to the faculty with a written and oral report (as scheduled) that describe the current state of BME’s research activities and potential areas of improvement.

Rules:
All meetings shall be conducted under Robert's Rules of Order Revised, unless waived by a majority of those present. At least 60% of the voting members of the RC shall constitute a quorum. Voting by proxy shall be permitted. The BERC may recommend additional rules and bylaws as it deems necessary to conduct its affairs.

Amendments:
The Charter, rules, and bylaws may be amended at any regular BME faculty meeting by a vote of the majority of the entire membership. If 10 days previous notice has been given in writing to all members stating the nature of the amendment, the Charter, rules and bylaws may be amended by a two-thirds vote of those voting, a quorum being present. Amendments will become effective immediately after approval by the Chair of the Department.

Charter approved on: March 27, 2015