

**TUESDAY, FEBRUARY 14, 2023**  
**TALENT, COMPENSATION & GOVERNANCE COMMITTEE MEETING**

John W. Zeiger, chair  
Elizabeth P. Kessler, vice chair  
Abigail S. Wexner  
Alexander R. Fischer  
Gary R. Heminger  
Lewis Von Thae  
Jeff M.S. Kaplan  
Tom B. Mitevski  
Hiroyuki Fujita (*ex officio*)

Location: Sanders Grand Lounge, Longaberger Alumni House  
2200 Olentangy River Rd, Columbus, Ohio 43210

Time: 9:30am-12:00pm

**Public Session**

1. *Annual Trustee Ethics Training – Ms. Anne Garcia, Mr. Gates Garrity-Rokous, Ms. Jessica Tobias* 9:30-9:50am

**Executive Session**

9:50-11:45am

**Public Session**

*ITEMS FOR DISCUSSION*

2. *Undergraduate Student Trustee Search Update – Mr. Tanner Hunt* 11:45-11:50am

*ITEMS FOR ACTION*

11:50am-12:00pm

3. Approval of November 2022 Committee Meeting Minutes – Mr. John Zeiger
4. **Hand-Carry:** Approval of Personnel Actions – Dr. Jeff Risinger
5. Ratification of Committee Appointments FY2023-24 – Mr. John Zeiger



# Annual Ohio Ethics Law Training



# Annual Ohio Ethics Law Training

Anne K. Garcia  
Senior Vice President and General Counsel

Gates Garrity-Rokous  
Vice President and Chief Compliance Officer

Jessica Tobias  
Ethics Director and Compliance Investigator





## Key Takeaways

- The Board's Statement of Ethical Conduct and Leadership Integrity applies to all Trustees and Committee members and incorporates Ohio Ethics Law concepts.
- Trustees must submit an annual financial disclosure statement to the Ohio Ethics Commission.
- OSU's screening process relies on you voluntarily disclosing interests.



**“The Ohio Ethics Law prohibits public officials or employees from participating, in any way, in actions or decisions that definitely and directly involve their own interests, or those of their families or business associates.”**

**- Ohio Ethics Commission**



# Ohio Ethics Law Key Concepts

Incorporated into Board  
Statement and Protocol



## **Conflicts of Interest (O.R.C. 102.03 (D) and (E))**

- Prohibits trustee involvement on matters affecting themselves, family, or business associates
- Prohibits trustees from accepting anything of substantial value from an improper source



## **Public Contracts (O.R.C. 2921.42)**

- Prohibits trustees from using influence to secure public contracts for themselves, family, or business associates
- Prohibits trustees from having a financial or fiduciary interest in a public contract

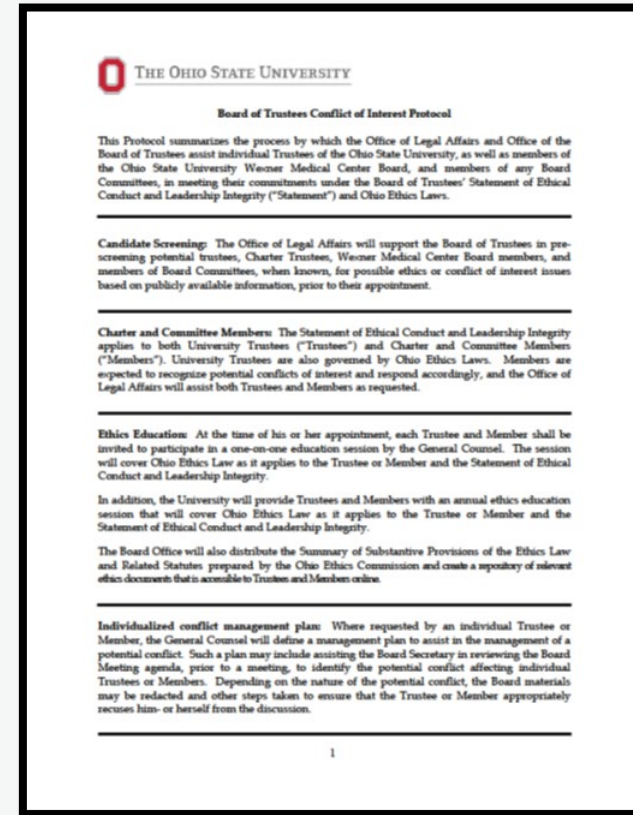
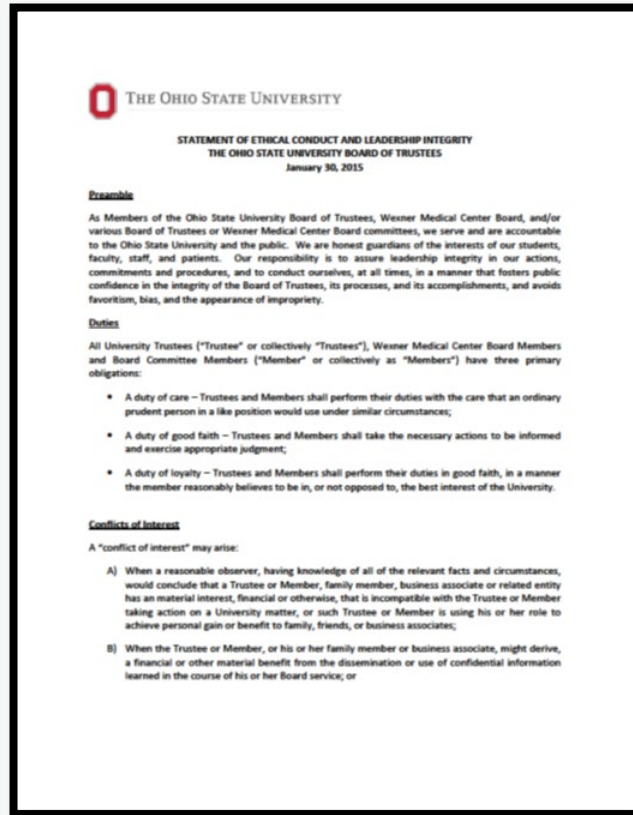


## **Representation Restrictions (O.R.C 102)**

- Prohibits trustees from being paid to perform services on a matter before a state agency (exceptions may apply)



# Board Statement and Protocol



# Board Ethics Statement and Protocol

Resources Available

**1**

## PREPARATION

Candidate Screening  
One-on-One Onboarding

**2**

## ONGOING SUPPORT

Consulting and Conflict Management Plans  
Meeting Agenda Review  
Vendor List Provision  
Interest Screening Process  
Review Financial Disclosure Filings  
Exit Meeting

**3**

## ETHICS EDUCATION

Annual Ethics Training  
Ohio Ethics Commission Guidance  
Repository of Ethics Documents



# Board Ethics Statement and Protocol

OSU's Recusal and Screening Processes



## Disclosure to OSU (voluntary)

- Entities in which you serve as a director or in another fiduciary role (both for-profit and not-for-profit)
- Entities in which you hold 5% or more of the ownership of the entity



## Agenda Review and Recusal Identifications

- Staff identify agenda items for possible recusal from university discussions, deliberations, and decisions, including Board action items



## Public Contract Screening Processes

- Staff screen purchases of goods and services for potential conflicts

# Required Reporting

- Ohio Ethics Commission Financial Disclosure Statement
- Department of Defense – Consultancies with Foreign Persons

**DoD Required Reporting of Trustee Positions or Consultancies**  
August 2021

**Overview:**  
Ohio State is required to obtain and report information about its trustees who hold positions with which you hold a position that meets the reporting requirement below.

**Reporting Requirement:**  
Your reporting will be made to the Department of Defense in support of Ohio State's compliance with 32 CFR Part 117.8(c)(7)(v).

Your reporting information will be provided as part of our response to the DoD's Pertaining to Foreign Interests, question #9: "Do any of the members of your organization (governing body), officers, executive personnel, general partners, regents, trustees, or any positions with, or serve as consultants for, any foreign person(s)?"

"Foreign Person" is defined by as: "Any natural person who is not a lawful permanent resident of the United States (U.S.C.) 1101(a)(20) or who is not a protected individual as defined by any foreign corporation, business association, partnership, trust, society or any other entity incorporated or organized to do business in the United States, as well as international governments and any agency or subdivision of foreign governments (e.g., diplomatic missions)."

**Reporting Information:**  
Please provide the following information for each position you hold with a foreign person(s):

- The name of the foreign entity/organization(s) with which you hold the position
- The title of the position you hold with the foreign entity/organization(s)
- The location where each foreign entity/organization's parent company is located (e.g., Switzerland)
- The physical location of the branch of the organization(s) you support (e.g., Nestle USA, Inc., Arlington, VA, USA)
- Your citizenship (E.g., United States)
- Your immigration status, if applicable (E.g., N/A)

The SF-328 attachment containing the information you report will be marked to be exempt from public release under the Freedom of Information Act (FOIA).

**Contact Information:**  
Please direct your questions and reporting by October 31<sup>st</sup> to:  
Melissa J. Shaw, MS, JD, ISFP<sup>®</sup>  
Senior Facility Security Officer  
Office of Secure Research  
Email: shaw.810@osu.edu  
Phone: (614) 292-1954

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Form No. DEC-2017  
OHIO ETHICS COMMISSION  
**FINANCIAL DISCLOSURE STATEMENT** This statement is to be filed in 2018  
Financial information for calendar year 2017

Please type or print clearly. See [instructions](#) for assistance with this page.

**SECTION A. PERSONAL CONTACT INFORMATION**

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ Suffix \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
County \_\_\_\_\_ E-mail Address \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_-\_\_\_\_

**SECTION B. STATUS (check all that apply)**

Candidate  
 Write-in Candidate  
 Elected to an office  
 Appointed to an unexpired term in elective office  
 Public Official  
 Public Employee  
 Voluntary Filer / Other

**CANDIDATES:** Please list the date of the first election (primary, special, or general) when your name will appear on the ballot.

Month	Day	Year
		2018

**FOR OFFICIAL USE ONLY**

**SECTION C. PUBLIC POSITION, OFFICE, OR JOB**

Position/Title (Example: council member, sheriff, board member, or job title) \_\_\_\_\_  Seeking  Hold

Public entity you serve in 2018, served in 2017, or will serve if elected \_\_\_\_\_

Public Salary:  Uncompensated  Less than \$16,000  \$16,000 or more

Start Date	End Date
Month Day Year	Month Day Year

**SECTION D. ADDITIONAL PUBLIC POSITION, OFFICE, OR JOB**

Position/Title (Example: council member, sheriff, board member, or job title) \_\_\_\_\_  Seeking  Hold

Public entity you serve in 2018, served in 2017, or will serve if elected \_\_\_\_\_

Public Salary:  Uncompensated  Less than \$16,000  \$16,000 or more

Start Date	End Date
Month Day Year	Month Day Year

**FOR OHIO ETHICS COMMISSION USE ONLY**

Walk-in  Filer has answered every required question. Date incomplete form returned to filer: \_\_\_\_\_  
Inter Office  Filer has not answered these questions. Date completed form returned to OEC: \_\_\_\_\_  
No Check  Rev'd by: \_\_\_\_\_

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# Questions?





**STATEMENT OF ETHICAL CONDUCT AND LEADERSHIP INTEGRITY  
THE OHIO STATE UNIVERSITY BOARD OF TRUSTEES  
January 30, 2015**

**Preamble**

As Members of the Ohio State University Board of Trustees, Wexner Medical Center Board, and/or various Board of Trustees or Wexner Medical Center Board committees, we serve and are accountable to the Ohio State University and the public. We are honest guardians of the interests of our students, faculty, staff, and patients. Our responsibility is to assure leadership integrity in our actions, commitments and procedures, and to conduct ourselves, at all times, in a manner that fosters public confidence in the integrity of the Board of Trustees, its processes, and its accomplishments, and avoids favoritism, bias, and the appearance of impropriety.

**Duties**

All University Trustees (“Trustee” or collectively “Trustees”), Wexner Medical Center Board Members and Board Committee Members (“Member” or collectively as “Members”) have three primary obligations:

- A duty of care – Trustees and Members shall perform their duties with the care that an ordinary prudent person in a like position would use under similar circumstances;
- A duty of good faith – Trustees and Members shall take the necessary actions to be informed and exercise appropriate judgment;
- A duty of loyalty – Trustees and Members shall perform their duties in good faith, in a manner the member reasonably believes to be in, or not opposed to, the best interest of the University.

**Conflicts of Interest**

A “conflict of interest” may arise:

- A) When a reasonable observer, having knowledge of all of the relevant facts and circumstances, would conclude that a Trustee or Member, family member, business associate or related entity has an material interest, financial or otherwise, that is incompatible with the Trustee or Member taking action on a University matter, or such Trustee or Member is using his or her role to achieve personal gain or benefit to family, friends, or business associates;
- B) When the Trustee or Member, or his or her family member or business associate, might derive, a financial or other material benefit from the dissemination or use of confidential information learned in the course of his or her Board service; or

- C) When a Trustee or Member, or their family member, business associate or related entity, has a material existing financial or other interest that impairs his or her independence, objectivity, or ability to discharge his or her duties in serving the University.

### **Commitment of Trustees and Members**

Trustees shall follow the protections of the public found in Chapters 102 and 2921.42 and .43 of the Ohio Revised Code which apply to University Trustees and other public officials (“Ohio Ethics Laws”). In addition, all Trustees and Members shall:

- Serve with integrity and professionalism, in a manner that avoids favoritism, bias, conflicts of interest, and the appearance of impropriety;
- Withdraw from any consideration or action, or any participation with University employees, on any matter as to which the Trustee or Member has a conflict of interest. In doing so, the Trustee or Member shall advise the Secretary of the Board of Trustees that the Trustee or Member will recuse from discussion, consideration and vote on the matter on which conflict of interest exists which shall be reflected in the minutes of that Board;
- Accept no compensation or emolument from a source other than The Ohio State University for service as a Trustee or Member or in relation to any matter before their Board or committee;
- Not use membership on the Board, Wexner Medical Center Board or their committee, or the name of The Ohio State University or its acronym, logos, or other official indicia, in the any manner that suggests impropriety, bias, or unapproved commercial use;
- Not use any authority, advantage, or information conferred upon or provided by virtue of their service as a Trustee or Member for their personal benefit or that of their family or business associates;
- Not use any information not available to the public at large and obtained as a result of their service as a Trustee or Member for personal gain or benefit or for the gain or benefit of others; and
- Preserve the confidentiality of information obtained that is required by law to remain confidential.

### **Procedures Applicable to Trustees and University Employees**

- A) Each Trustee is individually responsible for assuring their personal compliance with Ohio Ethics Laws.
- Annually the Secretary of the Board will circulate the Summary of Substantive Provisions of the Ethics Law and Related Statutes prepared by the Ohio Ethics Commission to each Board Member for review.
  - The University General Counsel shall supplement the Summary with a brief memorandum outlining any other applicable provisions of Ohio law with which the Trustees must be familiar.
  - Each Trustee shall attend annual ethics education as provided by the University, the Board of Regents, or comparable program.

- Each Trustee shall submit to the Board Secretary an annual acknowledgement of the filing of their financial disclosure with the Ohio Ethics Commission.
  - Members who are not Trustees of the University or paid employees of the University are not subject to the Ethics Laws but may, at their option, avail themselves of the procedures outlined in B) and C) below.
- B) The University shall establish a database of all contracts with third party vendors to the University. Once a year the Secretary of the Board shall circulate a form to each Trustee on which the Trustee may, at his or her option, list any entities in which the Trustee (1) serves as a director or other fiduciary (both for-profit and not-for-profit entities), or (2) holds (individually and/or combined with other members of the Trustee's family and/or the Trustee's business associates) five percent (5%) or more of the ownership of the entity.
- A Trustee is encouraged to update the Trustee's entity list at any time the Trustee agrees to assume a directorship or other fiduciary relation with an entity or acquires a five percent (5%) or larger ownership interest in the entity (individually and/or combined with other members of the Trustee's family and/or the Trustee's business associates).
  - Upon receipt of the annual or update entity disclosures, the University shall determine whether the University has made any purchases of goods or services from each identified entity in the last twenty-four (24) months or whether it otherwise has any contracts with each identified entity. Upon completion of its review, the Secretary of the Board of Trustees shall promptly notify each Trustee of any situation in which the University has purchased goods or services from, or has a contract with, any entity listed by that Trustee on that Trustee's entity disclosure.
  - The University shall use its best efforts to not prospectively purchase any goods or services, or enter into a contract with, any entity listed by a Trustee on the Trustee's entity disclosure without the prior written consent of (1) the Trustee and (2) the General Counsel of the University.
  - The form shall be submitted to the General Counsel along with a request for legal advice pertaining to the Trustee or Member's obligations relating to their service. The General Counsel will provide the Trustee or Member a confirmation letter as well as a summary of preventative actions the University will take as outlined above.
- C) The General Counsel of the University shall be available to advise each Trustee with regard to any issue arising under the Ethics Laws. In doing so, the Office of Legal Affairs shall maintain the attorney-client privilege with the Trustee or Member unless expressly waived in writing by the Trustee or Member. If the Office of Legal Affairs is unable to provide representation consistent with maintaining the attorney-client privilege with the Trustee or Member, or otherwise believes a conflict might exist if the Office of Legal Affairs represented the Trustee or Member, the Office of Legal Affairs shall so inform the Trustee or Member.



### **Board of Trustees Conflict of Interest Protocol**

This Protocol summarizes the process by which the Office of Legal Affairs and Office of the Board of Trustees assist individual Trustees of the Ohio State University, as well as members of the Ohio State University Wexner Medical Center Board, and members of any Board Committees, in meeting their commitments under the Board of Trustees' Statement of Ethical Conduct and Leadership Integrity ("Statement") and Ohio Ethics Laws.

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**Candidate Screening:** The Office of Legal Affairs will support the Board of Trustees in pre-screening potential trustees, Charter Trustees, Wexner Medical Center Board members, and members of Board Committees, when known, for possible ethics or conflict of interest issues based on publicly available information, prior to their appointment.

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**Charter and Committee Members:** The Statement of Ethical Conduct and Leadership Integrity applies to both University Trustees ("Trustees") and Charter and Committee Members ("Members"). University Trustees are also governed by Ohio Ethics Laws. Members are expected to recognize potential conflicts of interest and respond accordingly, and the Office of Legal Affairs will assist both Trustees and Members as requested.

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**Ethics Education:** At the time of his or her appointment, each Trustee and Member shall be invited to participate in a one-on-one education session by the General Counsel. The session will cover Ohio Ethics Law as it applies to the Trustee or Member and the Statement of Ethical Conduct and Leadership Integrity.

In addition, the University will provide Trustees and Members with an annual ethics education session that will cover Ohio Ethics Law as it applies to the Trustee or Member and the Statement of Ethical Conduct and Leadership Integrity.

The Board Office will also distribute the Summary of Substantive Provisions of the Ethics Law and Related Statutes prepared by the Ohio Ethics Commission and create a repository of relevant ethics documents that is accessible to Trustees and Members online.

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**Individualized conflict management plan:** Where requested by an individual Trustee or Member, the General Counsel will define a management plan to assist in the management of a potential conflict. Such a plan may include assisting the Board Secretary in reviewing the Board Meeting agenda, prior to a meeting, to identify the potential conflict affecting individual Trustees or Members. Depending on the nature of the potential conflict, the Board materials may be redacted and other steps taken to ensure that the Trustee or Member appropriately recuses him- or herself from the discussion.

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**Optional Provision of List of Interests:** Once a year the Secretary of the Board shall circulate a form to each Trustee on which the Trustee may, at his or her option, list any entities in which the Trustee (1) serves as a director or other fiduciary (both for-profit and not-for-profit entities), or (2) holds (combined with other members of the Trustee's family or the Trustee's business associates) five percent (5%) or more of the ownership of the entity. A Trustee is encouraged to update the Trustee's entity list at any time the Trustee agrees to assume a directorship or other fiduciary relation with an entity or acquires a five percent (5%) or larger ownership interest in the entity. The form shall be submitted to the General Counsel along with a request for legal advice pertaining to the Trustee or Member's obligations relating to their service. The information so disclosed shall be held in confidence. Members may avail themselves of this process at their own initiative. The General Counsel will provide the Trustee or Member a confirmation letter as well as a summary of preventative actions the University will take to assist the Trustee or Member in managing the disclosed relationship(s).

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**Potential conflicting vendor list and University purchases:** To assist Trustees in meeting their obligations under the Ohio Ethics Laws, and otherwise to manage their potential conflicts of interest, the Board Office, upon request, will provide to the Trustees the University's vendor list.

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**Financial Disclosure Filings:** Annually, the Board Office will remind trustees of Ohio Ethics Commission financial disclosure filing requirements and upcoming deadlines, pay for filing fees, and confirm with each trustee that he or she properly filed their financial disclosure with the Commission.

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**Agenda Review:** The Board Office will review each Board, Wexner Medical Center Board, and/or Committee agenda to identify items for action on those agendas that may pose potential conflicts of interest for individual Trustees and Members, based on previously disclosed or known information, and will consult with the individual trustee or member and the Office of Legal Affairs, as appropriate.

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**Exit meeting:** At the time that a Trustee or Member retires from the Board or Committee, General Counsel will offer to review the ongoing ethical obligations of the Trustee or Member and offer ongoing support in interpretation of those obligations.





**OHIO ETHICS COMMISSION**

William Green Building  
30 West Spring Street, L3  
Columbus, Ohio 43215-2256  
Telephone: (614) 466-7090  
Fax: (614) 466-8368

[www.ethics.ohio.gov](http://www.ethics.ohio.gov)

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***OHIO ETHICS LAW MEMORANDA FOR  
TRUSTEES OF PUBLIC COLLEGES AND UNIVERSITIES***

**I. INTRODUCTION TO THE ETHICS LAW AND RELATED STATUTES**

This handout contains general information about the Ohio Ethics Law and related statutes (Chapter 102. and Sections 2921.42, 2921.421, and 2921.43) as they apply to individuals serving as trustees of state colleges and universities. To assist you, this handout outlines, in general terms, your responsibilities under the Ethics Law and related statutes.

The prohibitions of the Ethics Law and related statutes protect both individuals who serve in public positions and the general public. The law includes requirements for financial disclosure by trustees of public colleges and universities, as well as general provisions that condition the conduct of public officials and employees to help protect against conflicts of interest.

- A. Intent:
  - To prevent public officials and employees with conflicts of interest from acting on those conflicts
  - To provide remedies of education, advice, and enforcement
  
- B. Application:
  - All public officials and employees at every level of government in Ohio, and those who do business with them
  - All trustees of state public colleges and universities are public officials and are, therefore, subject to Ohio's Ethics Law.
  - Limited exception for teachers and other educators with no administrative responsibilities [Ohio Revised Code ("R.C.") 102.01 (B)]
  
- C. Ohio's Ethics Law:
  - Found in Chapter 102 of the Revised Code
  - Related statutes are R.C. 2921.42 and R.C. 2921.43

**II. THE OHIO ETHICS COMMISSION**

- A. History
  - Post-Watergate enactment in 1973 [H.B. 55, effective 1/1/74]
  
- B. Purpose
  - Requiring personal financial disclosure
  - Imposing **criminal** penalties for unethical conduct
  - Establishing uniform review of questions by statewide commissions of the three branches of government

- C. Composition of the Ethics Commission
  - Six **bi-partisan** members
  - Appointed by Governor, confirmed by Senate
  - Staggered, 6-year terms
  - Compensated \$75 per meeting, up to \$1800 per year
  
- D. Authority of the Ethics Commission
  - Administers Ethics Law (R.C. 102) and related statutes (R.C. 2921.42 and 2921.43) for all public officials and employees at the state, county, municipal, township, and other levels of government *except*:
    - a. Judges and judicial employees [Contact the Board of Commissioners on Grievances and Discipline of the Supreme Court at (614) 644-5800]
    - b. State legislators and legislative employees [Contact the Joint Legislative Ethics Committee at (614) 728-5100]

### III. RESPONSIBILITIES AND PROCESSES OF THE COMMISSION

- A. General Duties - Five Major Responsibilities
  - 1. Public Information
  - 2. Advice
  - 3. Investigation and Referral for Prosecution
  - 4. Financial Disclosure
  - 5. Legislation
  
- B. Public Information – R.C. 102.08.
  - 1. Organize and provide training and information sessions regarding conflicts of interest and financial disclosure
    - Presented 137 educational sessions throughout the state in 1997
    - Sessions given by the Commission are free of charge
  - 2. Create and distribute informational materials regarding Ohio's Ethics Law
  - 3. Provide a master copy of the Ethics Law to agencies for distribution
  - 4. Maintain website of electronic information [<http://www.ethics.ohio.gov>]
  
- C. Advice – Render Advisory Opinions – R.C. 102.08.
  - 1. The law provides assistance to you as a public official from the Ethics Commission through written advisory guidance to answer your questions about the specific application of the Ethics Law to future actions. You are encouraged to ask questions and we will do our best to answer them.
  - 2. Please do not hesitate to call or write to our office at the telephone and address above.
  
- D. Investigation – R.C. 102.06.
  - 1. Authority – Analogous to specialized grand jury
  - 2. **Confidential process** – Commission is prohibited by law from disclosing any information about investigations *except*:
    - a. Commission may publicly comment that a complaint has been referred to a prosecutor if no action has been taken within 90 days of the referral
      - Commission cannot comment regarding the merits of its findings
    - b. Accused can request disclosure of a complaint, if the accused has successfully defended the complaint

3. Resolution Authority – After consultation with the accused, the person filing the complaint, and any other person the Commission considers necessary, the Commission or a prosecutor may agree to settle a charge with the accused.
  4. Demand exceeds resources:
    - a. An estimated 18,000 elected office holders and 500,000 public employees subject to authority
    - b. As a result, commission must weigh the relative severity of allegations in order to prioritize which will be investigated
- E. Financial Disclosure – R.C. 102.02.
1. All state college and university trustees are required to file individual financial disclosure statements with the Ethics Commission by April 15th of each year.
  2. These statements aid trustees in identifying financial interests they hold that may present conflicts of interest for them in the performance of their public duties.
  3. The Ethics Commission provides financial disclosure statements to college and university trustees by February 15th of each year.
  4. Financial disclosure statements reflect the entire preceding year's financial interests held by the filer, even if the trustee did not serve during the preceding year.
  5. College and university trustees are required to disclose:
    - Sources of income of over \$500;
    - Sources of gifts of over \$500 (excluding most family members, but including spouses);
    - Investments over \$1000;
    - Debtors and creditors over \$1000;
    - Most ownership and leasehold interests in real property, located in Ohio.
  6. Statements filed by trustees of public colleges and universities are confidential except for any part of the disclosure that reveals a potential conflict of interest. Each confidential statement is individually reviewed by the Ethics Commission to identify sources of potential conflict. These may include a trustee's financial interests, because a trustee may not use his authority to affect his own interests if they have business or regulative relationships with the college or university.
  7. The General Assembly has mandated timely compliance with the deadline. As a result, the Ethics Commission will assess a late filing fee of \$10 per day, up to a total of \$250.00, against individuals who fail to file statements by the deadline.
- F. Legislation – R.C. 102.08.
- Recommend legislation relating to ethics, conflicts of interest, and financial disclosure
  - Recent examples:
    - H.B. 300 in 1986
    - H.B. 285 in 1994

#### IV. SUBSTANTIVE PROVISIONS OF THE ETHICS LAW AND RELATED STATUTES

**General Rule – Whenever the personal financial or fiduciary interests of a public official or employee, his family, or his business associates are involved in a situation before the official or employee, there is an ethics issue.**

In addition to financial disclosure requirements, the Ohio Ethics Law contains provisions regarding the private activities of public officials. These provisions deal with four general areas: conflicts of interest; public contracts (including nepotism) and public investments; post-employment, confidentiality, and representation; and, supplemental compensation. These general restrictions are summarized below.

- A. **Conflict of Interest – R.C. 102.03 (D), (E), (F).**
1. A trustee of a public college or university is prohibited from taking any action, including voting, discussing, deliberating, and formally or informally lobbying, on any matter where the official, his family, his business associates, or others with whom he has a relationship that would affect his objectivity, would receive anything of substantial value [102.03 (D)].
    - a. R.C. 102.03 (D) prohibits a public official from using his authority to secure anything of value that could have a substantial and improper influence upon the official in the performance of his duties. This section prohibits any formal or informal action in a matter where a substantial thing of value may benefit the official, his family, or his business associates.
    - b. The law defines “**anything of value**” to include money, goods, chattels, future employment, interests in realty, and "every other thing of value."
  2. A trustee of a public college or university is prohibited from accepting or soliciting anything of substantial value, including gifts, travel, meals, and lodging payments, and consulting fees, from improper sources including parties that are doing or seeking to do business with, regulated by, or interested in matters before the board or commission she serves [R.C. 102.03 (D) and (E)].
    - a. R.C. 102.03 (E) prohibits a public official from merely soliciting or accepting anything of value if the thing of value could have a substantial and improper influence upon the public official in the performance of his duties.
    - b. “Anything of value” could have a **substantial** influence upon a public official if the thing has a substantial value. The Ethics Commission has stated, for example, that season tickets for a professional sports team have a substantial value and cannot be provided to a public official by a party doing business with or regulated by the public agency [[OEC Adv. Op. No. 95-001](#)].
    - c. A thing of value could have an **improper** influence upon a public official if it is provided by a source that has a direct relationship with the public agency served by the official. Those sources, which are “improper” because of their relationships with a public agency, include parties doing or seeking to do business with, regulated by, or interested in matters before the public agency. Those “interested in” matters might include an association of parties doing business with the public agency.

3. The law also **prohibits a private party, or any person**, from promising or giving anything of value to a public college or university trustee if the thing of value could have a substantial and improper influence upon the public official or employee in the performance of his duties [R.C. 102.03 (E); [OEC Adv. Op. No. 90-001](#)].
  - a. One example of a situation where these restrictions have been applied is travel, meals, and lodging. A public college or university trustee is prohibited from accepting travel, meals, and lodging, from any improper source, which would include parties that are doing or seeking to do business with, regulated by, or interested in matters before the public agency [[OEC Adv. Op. No. 89-014](#)]. A trustee is also prohibited from accepting or using any frequent flyer benefits accrued while in the course of travel in his official capacity, unless the benefits are used in official travel [[OEC Adv. Op. No. 91-010](#)].

**B. Public Contract Restraints - R.C. 2921.42; R.C. 102.04.**

1. A trustee of a public college or university is prohibited from authorizing or using his position to secure authorization of a public contract for himself, a member of his family, or a business associate [R.C. 2921.42 (A)(1)].
  - a. A “**public contract**” is any purchase or acquisition of any property or services, including employment, and casual, as needed purchases, and any design, construction, alteration, repair, or maintenance of any public property [2921.42 (G)(1)].
  - b. The Commission has stated that a prohibited “**interest**” in a public contract must be definite and direct, and may be either pecuniary or fiduciary [[OEC Adv. Op. No. 78-005](#)].
  - c. The term “**a member of his family**” includes, but is not limited to, a spouse, parent, grandparent, child, grandchild, or sibling. It also includes any other person related by blood or marriage to the public official and residing in the same household with the official [[OEC Adv. Op. No. 80-001](#); *Walsh v. Bollas*, 82 Ohio App. 3d 588 (Lake County 1992)].
  - d. A “**business associate**” is a person with whom a public official is engaged in an on-going business enterprise, such as a partner in a partnership, a co-owner of a business, or an outside, private employer [[OEC Adv. Op. No. 92-003](#)].
2. A trustee of a public college or university is **prohibited from profiting from** a public contract he approved, or that was approved by the board of trustees of which he is a member, even if he abstains from the approval, unless the contract was competitively bid and awarded to the lowest and best bidder [R.C. 2921.42 (A)(3)]. This restriction applies while the official is connected with the public college or university, and for one year after he leaves his position.
  - a. This section prohibits a member of a governing board, such as a college or university board of trustees, for one year from the time he leaves his position, from accepting employment with his public agency, if the employment was authorized or the position was created during his service. R.C. 102.03 (D) (discussed above) also prohibits a member of a governing board from using his position to secure employment from the public agency he serves [[OEC Adv. Op. No. 87-008](#)]. These restrictions do not mean that a former college or university trustee is prohibited from securing employment with the college or university he had served, so long as the board of trustees did not create the position or authorize the employment

during his service, and the former trustee did not seek the employment opportunity until after he left the position of trustee.

3. **Nepotism**

- a. A trustee of a public college or university is prohibited from authorizing the hire of, or using his authority to secure the hire of, or employment benefits for, any member of his family (parents, grandparents, children, grandchildren, spouse, siblings, or any person related by blood or marriage and residing in the same household) [R.C. 2921.42 (A)(1)].

4. **Improper Interest in Public Contracts**

- a. A trustee of a public college or university is prohibited from having an interest in the profits or benefits of a public contract entered into by the institution with which he is connected [R.C. 2921.42 (A)(4)]. The term "connected with" has been defined by the Commission as being related to or associated with the institution [[OEC Adv. Op. No. 87-002](#), [89-004](#), [90-007](#)].

i. **EXEMPTION:** A trustee of a public college or university is not considered to have an interest in a public contract entered into by his college or university with a private corporation if his interest in the corporation is limited to being a stockholder of less than five percent or a creditor of **less than five percent** [R.C. 2921.42 (B)].

ii. **EXEMPTION:** A trustee of a public college or university is not prohibited from having an interest in a public contract entered into by the college or university he serves so long as: (1) the purchase is a necessary purchase; (2) the goods or services are unobtainable elsewhere for the same or lower cost, or are furnished as part of a continuing course of dealing started prior to the trustee's connection with the college; (3) the service provided is the same as or better than the service provided to other clients or customers; and (4) the public official does not participate, the contract is at arms length, and the college or university has full knowledge of the board member's interest [R.C. 2921.42 (C)].

iii. The application of these two exemptions is dependent upon the facts.

Please contact the Ethics Commission for further information.

- b. A trustee of a state college or university is prohibited from authorizing investments, or employing authority to secure investments of public funds in any security, if he, a member of his family, or any of his business associates either has an interest, is an underwriter, or receives any brokerage, origination, or servicing fees [R.C. 2921.42 (A)(2); [State v. Strabala](#) (1993)].

5. **Sale of Goods**

- a. A trustee of a state college or university is prohibited from selling any goods or services to any state entity, except through competitive bidding or as provided by exemption [R.C. 102.04 (B)].

i. **EXEMPTION:** Sales to state agencies other than the college or university served are exempted when the trustee completes and files a disclosure of the sale of goods or services, as described in R.C. 102.04 (D), before entering into the sale. The trustee must file the disclosure with the college or university he serves, the state entity to which the sale will be made, and the Ethics Commission [R.C. 102.04 (D)].

C. **Post-Employment Restrictions – R.C. 102.03(A), (B); 102.04(A),(C).**

1. **General Revolving Door – R.C. 102.03(A):**

A trustee of a state college or university is prohibited, during public service and for **one year** thereafter, from representing anyone, before any public agency, on any matter in which he personally participated while he was a member of the board of trustees. For some matters, the prohibition remains in effect for two years [R.C. 102.03 (A)].

- a. A “**matter**” is any case, proceeding, application, determination, issue, or question [R.C. 102.03 (A)(5)].
- b. “**Personal participation**” is any decision, approval, disapproval, recommendation, the rendering of advice, investigation, or other substantial exercise of administrative discretion [R.C. 120.03 (A)(1)]. Supervision of another public official or employee can be, but is not always, personal participation [[OEC Adv. Op. No. 91-009](#)].
- c. “**Representation**” is defined as any formal or informal appearance before, or any written or oral communication with, any public agency [102.03 (A)(5)]. “Representation” includes preparing documents, regardless of whether the individual himself signs them, or they are signed by someone else [[OEC Adv. Op. No. 86-001](#)]. The restriction applies even if the represented party is another public agency [[OEC Adv. Op. No. 93-011](#)]. The restriction does not apply to behind-the-scenes consultation with a client or new employer [[OEC Adv. Op. No. 92-005](#)].

2. **Representation – R.C. 102.04 (A).**

- a. A trustee of a public college or university is prohibited from receiving compensation except from the institution of higher education he serves for any service **rendered personally** on any case, application, or other matter before any state entity, except as provided by exemption [R.C. 102.04 (A)]. Ministerial matters like tax preparation and filing incorporation papers are removed from the restriction [R.C. 102.04 (F); [OEC Adv. Op. No. 89-016](#)].
  - i. **EXEMPTION:** Receiving compensation for providing services on matters pending before state agencies other than the institution of higher education served is exempted when the official completes and files a disclosure, as described in R.C. 102.04 (D), before performing the personal services. The trustee must file the disclosure with the college or university he serves, the state entity to which the sale will be made, and the Ethics Commission [R.C. 102.04 (D)].

3. **Confidentiality – R.C. 102.03 (B).**

- a. A trustee of a state college or university is prohibited from disclosing or using confidential information acquired in his state position, without appropriate authorization. There is no time limit on this restriction [R.C. 102.03 (B)].

4. **Representation - Influence peddling – R.C. 102.04 (A)(C).**

D. **Other Restrictions.**

1. **Supplemental Compensation – R.C. 2921.43 (A).**

- a. A trustee of a state college or university is prohibited from accepting compensation, other than from the college or university he serves, for the performance of his public duties [R.C. 2921.43 (A)]. Private parties are also prohibited from offering or giving supplemental compensation to university trustees [102.03 (F); 2921.43 (A)].

2. **Honoraria – R.C. 102.03 (H)**

- a. The general restriction enacted by the Legislature in 1994 that prohibits a

public official who files a disclosure statement from receiving an honorarium does not apply to any member of the boards of trustees, or any president, of state institutions of higher education. However, a trustee or president is prohibited from accepting honoraria or travel expenses from parties that are doing or seeking to do business with, regulated by, or interested in matters pending before his college or university [102.03 (I)].

3. Rate-Making – R.C. 102.03 (C).

E. Additional considerations

1. Copies of the law – R.C. 102.09 (E).

V. SUMMARY-COMMON SENSE WRAP-UP

- A. Cannot authorize a contract or use authority to secure authorization of a contract for self, family, business associates
- B. Cannot solicit or accept things of value
- C. Cannot disclose or use confidential information
- D. Cannot receive additional compensation for performance of official duties
- E. Cannot represent parties on matters in which public servant involved
- F. Cannot participate in matters where public servant has a conflict of interest – i.e., where something of value will result for self, family members, others

As previously stated, this information summarizes the Ohio Ethics Law and related statutes in Chapter 102. and Sections 2921.42, 2921.421, and 2921.43. These laws are criminal statutes designed to protect the public from decisions that could be influenced by improper conflicts of interest for those who serve the public interest. Although the majority of public officials and employees meet or exceed these standards, these provisions serve to assist in deterring or punishing the few who do not. Your careful consideration of the prohibitions is appreciated.

The Ohio Ethics Commission is an independent agency of state government charged with interpreting and administering the Ohio Ethics Law for many state and local public officials and employees. The Commission has been serving the public, and state and local governments, since its formation as part of the Ohio Ethics Law in 1973. If you have any questions about how these restrictions apply to you, or for more information about the Ethics Law in general, please contact the Ohio Ethics Commission at (614) 466-7090.

This memorandum was prepared by the Ohio Ethics Commission for informational purposes only. It is not intended as a substitute for the laws referenced or Ethics Commission advisory opinions construing those provisions.

**WHEN IN DOUBT, CALL THE ETHICS COMMISSION--(614) 466-7090**

**Check us out on the Web at <http://www.ethics.ohio.gov>**





## **SUMMARY OF ACTIONS TAKEN**

*November 15, 2022 – Talent, Compensation & Governance Committee Meeting*

### **Members Present:**

John W. Zeiger  
Elizabeth P. Kessler  
Abigail S. Wexner

Alexander R. Fischer  
Gary R. Heminger  
Lewis Von Thaeer

Jeff M.S. Kaplan  
Tom B. Mitevski  
Hiroyuki Fujita (*ex officio*)

**Members Present via Zoom:** N/A

**Members Absent:** N/A

### **PUBLIC SESSION**

The Talent, Compensation & Governance Committee of The Ohio State University Board of Trustees convened on Tuesday, November 15, 2022, in person at Longaberger Alumni House on the Columbus campus. Committee Chair John Zeiger called the meeting to order 10:17 a.m.

### **EXECUTIVE SESSION**

It was moved by Mr. Zeiger and seconded by Mr. Kaplan that the committee recess into executive session to discuss business-sensitive trade secrets required to be kept confidential by federal and state statutes, to discuss personnel matters regarding the appointment, employment and compensation of public employees, and to consult with legal counsel regarding pending or imminent litigation.

A roll call vote was taken, and the committee voted to move into executive session with the following members present and voting: Mr. Zeiger, Ms. Kessler, Mrs. Wexner, Mr. Fischer, Mr. Heminger, Mr. Von Thaeer, Mr. Kaplan, Mr. Mitevski and Dr. Fujita.

The committee entered executive session at 10:19 a.m. and reconvened in public session at 11:54 a.m.

### **PUBLIC SESSION**

#### ***Items for Discussion***

1. **Welcome New Trustees:** Mr. Zeiger welcomed our newly appointed trustees, Mr. Pierre Bigby, Mr. John Perez and Ms. Taylor Schwein. Mr. Bigby and Mr. Perez will serve nine-year terms through May 13, 2031. As our graduate student trustee, Ms. Schwein will serve a two-year term through May 13, 2024.
2. **Annual Trustee Ethics Training:** This presentation was postponed to the February 2023 committee meeting to ensure enough time would be available for thorough discussion.
3. **Key Critical Searches:** Dr. Risinger provided several search updates since our last meeting, including at the Wexner Medical Center, we finalized the search for the new Senior Associate Vice President for Human Resources and Sarah Sherer will join us in January 2023. In addition to this search, Dr. Risinger also shared that we completed the recruitment effort for our Chair of Anesthesiology and hired Dr. Richard Urman. We also continue recruitment efforts for the Chair of Family and Community Medicine, the Chair of Physical Medicine and Rehabilitation and the Associate Dean and Director of the School of Health and Rehabilitation



Sciences and are starting searches for the Chief Digital and Information Technology Officer and the Chief Health Informatics Officer.

Dr. Risinger went on to share that we recently finalized a few critical searches on campus. In Student Life, Anne McDaniel was hired as the Associate Vice President for Strategy, Impact and Academic Partnerships and in the Office of Academic Affairs, Sarah Gallimore was hired as the Director of Design and Innovation and Jason Reece starts his new position as the Vice Provost, for Urban Research and Community Engagement on January 1.

Lastly Dr. Risinger shared that a number of other key searches continue to advance including: Dean, College of Nursing, Dean, College of Pharmacy; General Manger, WOSU Public Media; Associate Vice President for Government Affairs – State Relations; Associate Vice President for Institutional Research and Planning; Vice Provost for Diversity and Inclusion; and two chair positions in the College of Public Health – Division of Health Sciences and Division of Epidemiology.

- 4. Update on Career Roadmap: Dr. Risinger provided an update on the Career Roadmap implementation, noting that the scope of Career Roadmap focused on 26,000 staff positions across the medical center, main campus and regional campuses and provides us with a consistent job structure and more visible career paths for staff. The dedicated training and change management efforts combined with collaboration between managers, HR business partners and HR Compensation resulted in 91% of staff agreeing with their mapped positions.

Dr. Risinger also shared a brief update on the conclusion of our second successful benefits open enrollment period in Workday.

**Items for Action**

- 5. Approval of Minutes: No changes were requested to the August 16, 2022, meeting minutes; therefore, a formal vote was not required, and the minutes were considered approved.
- 6. Resolution No. 2023-51, Personnel Actions

BE IT RESOLVED, That the Board of Trustees hereby approves the personnel actions as recorded in the personnel budget records of the university since the August 18, 2022, meeting of the Board, including the following appointments and contract amendments:

Appointment Extension

Name: Eric Anderman  
 Title: Interim Dean and Director  
 Campus: The Ohio State University at Mansfield  
 Unit: Office of Academic Affairs  
 Term: July 1, 2022 – June 30, 2024 or until a new dean is appointed

Compensation Adjustment

Name: Jessica Eveland  
 Title: Secretary, Board of Trustees  
 Unit: Board of Trustees  
 Date: December 1, 2022

Name: Anne Garcia  
 Title: SVP and General Counsel  
 Unit: Office of Legal Affairs

Date: December 1, 2022  
Name: Elizabeth Parkinson  
Title: SVP, Communications and Marketing  
Unit: Office of Communications and Marketing  
Date: December 1, 2022

Name: Jeffrey Risinger  
Title: SVP for Talent, Culture and Human Resources  
Unit: Office of Human Resources  
Date: December 1, 2022

7. Resolution No. 2023-52, Amendments to Bylaws of the Board of Trustees

Synopsis: Approval of the attached amendments to the Bylaws of The Ohio State University Board of Trustees, is proposed.

WHEREAS pursuant to 3335-1-09 (C) of the Administrative Code, the rules and regulations for the university may be adopted, amended or repealed by a majority vote of the University Board of Trustees at any regular meeting of the board; and

WHEREAS a periodic review of the board's bylaws is a governance best practice; and

WHEREAS the last revisions to the Bylaws of the Ohio State University Board of Trustees took place on August 18, 2022:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the attached amendments to the Bylaws of the Ohio State University Board of Trustees.

(See Appendix X for background information, page XX)

8. Resolution No. 2023-53, Amendments to Bylaws of the Wexner Medical Center Board

Synopsis: Approval of the attached amendments to the *Bylaws of The Ohio State University Wexner Medical Center Board* is proposed.

WHEREAS pursuant to 3335-1-09 (C) of the Administrative Code, the rules and regulations for the university may be adopted, amended or repealed by a majority vote of the University Board of Trustees at any regular meeting of the board; and

WHEREAS a periodic review of the board's bylaws is a governance best practice; and

WHEREAS the last revisions to the *Bylaws of The Ohio State University Wexner Medical Center Board* took place in February 2021; and

WHEREAS the Wexner Medical Center Board approved and recommended the attached amendments for approval by the University Board of Trustees on November 15, 2022:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the attached amendments to the *Bylaws of The Ohio State University Wexner Medical Center Board*.

(See Appendix X for background information, page XX)

9. Resolution No. 2023-54, Ratification of Committee Appointments

BE IT RESOLVED, That the Board of Trustees hereby approves that the ratification of committee appointments for Fiscal Year 2023-2024 are as follows:

**Academic Affairs & Student Life:**

Jeff M.S. Kaplan, Chair

Elizabeth A. Harsh, Vice Chair

Abigail S. Wexner

Elizabeth P. Kessler

Reginald A. Wilkinson

Michael Kiggin

**TAYLOR SCHWEIN**

Susan E. Cole (faculty member)

Hiroyuki Fujita (ex officio)

**Finance & Investment:**

Tom B. Mitevski, Chair

James D. Klingbeil, Vice Chair

John W. Zeiger

Gary R. Heminger

Lewis Von Thaer

Michael Kiggin

Tanner R. Hunt

Amy Chronis

Kent M. Stahl

Hiroyuki Fujita (ex officio)

**Legal, Audit, Risk & Compliance:**

Elizabeth P. Kessler, Chair

Michael Kiggin, Vice Chair

Alan A. Stockmeister

Jeff M.S. Kaplan

Elizabeth A. Harsh

**TAYLOR SCHWEIN**

**AMY CHRONIS**

Hiroyuki Fujita (ex officio)

**Master Planning & Facilities:**

Alexander R. Fischer, Chair

Alan A. Stockmeister, Vice Chair

Elizabeth A. Harsh

Reginald A. Wilkinson

**TAYLOR SCHWEIN**

James D. Klingbeil

Robert H. Schottenstein

Hiroyuki Fujita (ex officio)

**Research, Innovation & Strategic Partnerships:**

Lewis Von Thaer, Chair

Reginald A. Wilkinson, Vice Chair

Alexander R. Fischer

Tanner R. Hunt  
Phillip Popovich (faculty member)  
Hiroyuki Fujita (ex officio)

**Talent, Compensation & Governance:**

John W. Zeiger, Chair  
Elizabeth P. Kessler, Vice Chair  
Abigail S. Wexner  
Alexander R. Fischer  
Gary R. Heminger  
Lewis Von Thaer  
Jeff M.S. Kaplan  
Tom B. Mitevski  
Hiroyuki Fujita (ex officio)

**Wexner Medical Center:**

Leslie H. Wexner, Chair  
Abigail S. Wexner  
Alan A. Stockmeister  
John W. Zeiger

**GARY R. HEMINGER**

Tom B. Mitevski  
Tanner R. Hunt  
Stephen D. Steinour  
Robert H. Schottenstein  
W.G. Jurgensen  
Cindy Hilsheimer  
Amy Chronis  
Hiroyuki Fujita (ex officio, voting)  
Kristina M. Johnson (ex officio, voting)  
Melissa L. Gilliam (ex officio, voting)  
Michael Papadakis (ex officio, voting)  
Jay Anderson / Andrew Thomas (ex officio, voting)

**Action:** Upon the motion of Mr. Zeiger, seconded by Mr. Mitevski, the foregoing resolutions were adopted by unanimous voice vote with the following members present and voting: Mr. Zeiger, Ms. Kessler, Mrs. Wexner, Mr. Fischer, Mr. Heminger, Mr. Von Thaer, Mr. Kaplan, Mr. Mitevski and Dr. Fujita.

The committee adjourned at 12:05 p.m.

**RATIFICATION OF COMMITTEE APPOINTMENTS FY2023-2024**

BE IT RESOLVED, That the Board of Trustees hereby approves that the ratification of committee appointments for Fiscal Year 2023-2024 are as follows:

**Academic Affairs & Student Life:**

Jeff M.S. Kaplan, Chair  
Elizabeth A. Harsh, Vice Chair  
Abigail S. Wexner  
Elizabeth P. Kessler  
Reginald A. Wilkinson  
Michael Kiggin  
**PIERRE BIGBY**  
Taylor Schwein  
Susan E. Cole (faculty member)  
Hiroyuki Fujita (ex officio)

**Finance & Investment:**

Tom B. Mitevski, Chair  
James D. Klingbeil, Vice Chair  
John W. Zeiger  
Gary R. Heminger  
Lewis Von Thaeer  
Michael Kiggin  
**PIERRE BIGBY**  
Tanner R. Hunt  
Amy Chronis  
Kent M. Stahl  
Hiroyuki Fujita (ex officio)

**Legal, Audit, Risk & Compliance:**

Elizabeth P. Kessler, Chair  
Michael Kiggin, Vice Chair  
Alan A. Stockmeister  
Jeff M.S. Kaplan  
Elizabeth A. Harsh  
**JUAN JOSE PEREZ**  
Taylor Schwein  
Amy Chronis  
Hiroyuki Fujita (ex officio)

**Master Planning & Facilities:**

Alexander R. Fischer, Chair  
Alan A. Stockmeister, Vice Chair  
Elizabeth A. Harsh  
Reginald A. Wilkinson  
**PIERRE BIGBY**  
Taylor Schwein  
James D. Klingbeil  
Robert H. Schottenstein  
Hiroyuki Fujita (ex officio)

**Research, Innovation & Strategic Partnerships:**

Lewis Von Thaeer, Chair  
Reginald A. Wilkinson, Vice Chair  
Alexander R. Fischer  
**JUAN JOSE PEREZ**  
Tanner R. Hunt  
Phillip Popovich (faculty member)  
Hiroyuki Fujita (ex officio)

**Talent, Compensation & Governance:**

John W. Zeiger, Chair  
Elizabeth P. Kessler, Vice Chair  
Abigail S. Wexner  
Alexander R. Fischer  
Gary R. Heminger  
Lewis Von Thaeer  
Jeff M.S. Kaplan  
Tom B. Mitevski  
Hiroyuki Fujita (ex officio)

**RATIFICATION OF COMMITTEE APPOINTMENTS FY 2023-2024 (CONT)**

**Wexner Medical Center:**

Leslie H. Wexner, Chair  
Abigail S. Wexner  
Alan A. Stockmeister  
John W. Zeiger  
Gary R. Heminger  
Tom B. Mitevski  
Tanner R. Hunt  
Stephen D. Steinour  
Robert H. Schottenstein  
W.G. Jurgensen  
Cindy Hilsheimer  
Amy Chronis  
Hiroyuki Fujita (ex officio, voting)  
Kristina M. Johnson (ex officio, voting)  
Melissa L. Gilliam (ex officio, voting)  
Michael Papadakis (ex officio, voting)  
Jay Anderson / Andrew Thomas (ex officio, voting)