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2023 Spring CFAES All-Faculty Meeting

Vice President and Dean Cathann Kress presiding



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

Agenda

- Update from Dean Kress (10 min)
- FAC Update and Bylaw Changes – Mary Rodriguez (10 min)
- FAC and Bylaw Questions (5 min)
- Review of Updates to CFAES POA and APT Documents – Tracy Kitchel (5 min)
- POA and APT Questions (15 min)
- Faculty Affairs Update – Tracy Kitchel (10 min)
- Faculty Affairs Questions (10 min)
- University Senate Update – Enrico Bonello (10 min)
- University Senate Questions (5 min)
- DEI Strategic Alignment Update – Josh Blakeslee (10 min)
- Preliminary Budget Update – Terry Snoddy (10 min)
- Research and Graduate Programs Update – Gary Pierzynski (10 min)
- Questions (10 min)



Housekeeping

- Zoom Meeting not a Zoom Webinar
- Opportunities to ask questions
- Please use the “raise-hand” feature to ask a question, and wait to be called on
- Chat feature is enabled

Updates

- Recent Awards
- SP 23 Projected Graduation Numbers
- Celebration of Students
- Enrollment Pilot
- Provost Gilliam Visit with CFAES Faculty
- Recent Research Grants
- AgTech Innovation Hub
- Presidential Search
- State House Update

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FAC Update and Bylaw Changes

Dr. Mary Rodriguez



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FAC Updates for Spring 2023

- DEI: Appreciate the efforts of several departments working through audits and focus on DEI. Hope is that more departments, including Extension, will work with Kathy to continue these efforts.
- Pay Equity Discussions with Tracy.
- College POA/APT: Sub-committee worked with Tracy regarding POA/APT revisions.
- Sub-committee work:
 - Capital Planning Committee: Kristi Lekies and Fred Michel
 - Bucks for Charity Reed Johnson and Susan Zies
 - FAC Nomination committee: Susan Zies and Ye Xia
 - FAC by-law revisions: Mary Rodriguez and Zack Matesich

Proposed FAC By-Law Changes

***See attachment in the chat to follow along**

Proposed Change #1: Unit Representation

Exact Language changes:

Article II. Section A. The FAC will consist of representatives from the CFAES faculty. For purposes of the FAC and its bylaws, CFAES faculty are defined as those: 1) having the title of Professor, Associate Professor, Assistant Professor, or Instructor in tenure-, clinical- or research-track appointments; and 2) giving service of 50% or more to a tenure-initiating unit in CFAES; or 3) a faculty member with a 50% or more appointment in the Food Animal Health Research Program.

Change: to remove statement.

FAHRP is no longer a stand-alone unit in CFAES

Proposed Change #2a: Additional Unit Representation

Exact Language changes:

Article II. Section D. The following units will each have one representative: Agricultural Communication, Education, and Leadership; Agricultural, Environmental, and Development Economics; Animal Sciences; Entomology; **Food Animal Health Research Program**; Food Science and Technology; Food, Agricultural and Biological Engineering; Horticulture and Crop Science; Plant Pathology; the School of Environment and Natural Resources; The Ohio State University Agricultural Technical Institute. The Department of Extension will have five representatives.

Change: to **remove statement.**

FAHRP is no longer a stand-alone unit in CFAES

Proposed Change #3: Service Terms

Faculty can be nominated to vice chair after their 4th year.

Exact Language changes:

Article II. Section E. Upon the approval of their TIU faculty, a FAC member will serve a minimum of one 3-year term and a maximum of two consecutive 3-year terms beginning July 1. **A FAC member who serves for four consecutive years is ineligible to be elected as vice chair of the FAC.**

Change to: A FAC member may be nominated to serve as vice-chair within the last two years of their second term; their service time as FAC leadership will complete their term on FAC.

Note to FAC: This may extend a person's FAC service 1-2 years depending on when they are elected to serve

Proposed Change #4: Reelection terms

Exact Language changes:

Article II. Section E. One third of the membership will be newly elected each year. Replacement of members, whose terms are expiring, will be included as an agenda item at the final FAC meeting of the academic year.

Change: to **remove statement.**

Proposed Change #5: Officer Requirements

Allow pre-tenure faculty to be nominated to vice chair after having served at least 2 years in FAC.

Exact Language changes:

Article III. Section A. The officers of the FAC will consist of a chair, vice chair, secretary, and immediate past chair. Officers will be elected at the final meeting of the academic year from members of the FAC. **The chair and vice chair must be tenured faculty.** Officers will serve a term of one year commencing July 1. In the event an officer is incapable of functioning as an officer, the FAC will appoint one of its members to act as an interim until the office is filled at the regular nomination time.

Changed to: A nominated faculty to the position of vice chair must have served at least 2 years in FAC.

Proposed Change #6: Tech update

Exact Language changes:

Article IV. Section C-2. The FAC, with assistance from the VP/Dean's office on request, will maintain a **Buckeye Box** (or other appropriate electronic communication program) account for the purpose of facilitating communications among all FAC members. All members of the FAC will be invited to join for the duration of their appointment.

Changed to: **Microsoft Teams**

Next steps for By-law Changes

- Open for discussion
- Email for voting: tenure and clinical track faculty are eligible to vote.

Resolution on Behalf of CFAES FAC

The CFAES FAC discussed and voted on the following statement
April 18-22, 2023:

*Be it resolved that the College of Food, Agricultural, and
Environmental Science Faculty Advisory Council, representing more
than 316 faculty in the college, express our agreement with the OSU
Faculty Council Resolution in Opposition to Senate Bill 83.*

FAC 2023-2024 Leadership

- Chair: Brent Sohngen (acting chair for 22-23)
- Vice Chair: Ye Xia
- Secretary: Zack Matesich
- Past Chair: TBD (will be voted upon in Fall of 2023)
- Thank you to:
 - Mary Rodriguez for her role as secretary and acting vice-chair.
 - Ed Lentz for his role as secretary for the past two years.
 - Eric Barrett for his leadership as past chair.

Questions?

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Review of Updates to CFAES POA and APT Documents

Dr. Tracy Kitchel



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POA and APT Revisions

These changes along with the FAC bylaw updates will be brought to the faculty for vote after today's meeting:

- Additional language that allows faculty to scaffold their way toward working up to a college center (Programs) and provide a structure for shared resources across faculty involved (Consortia) (POA document)
- Clarification to how the College Investigation Committee is assembled
 - This change reflects practice of the college from the foreseeable past (POA document)
- A change to the conflict of interest criteria for eligible faculty, which would apply to the TIU eligible faculty and college committee (APT document)
 - In particular, this would change the criteria by allowing more overlap of work between the candidate and eligible faculty colleague
 - The current number is 25%, the change moves it to 50%, which is the university threshold

Questions?

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Faculty Affairs Update

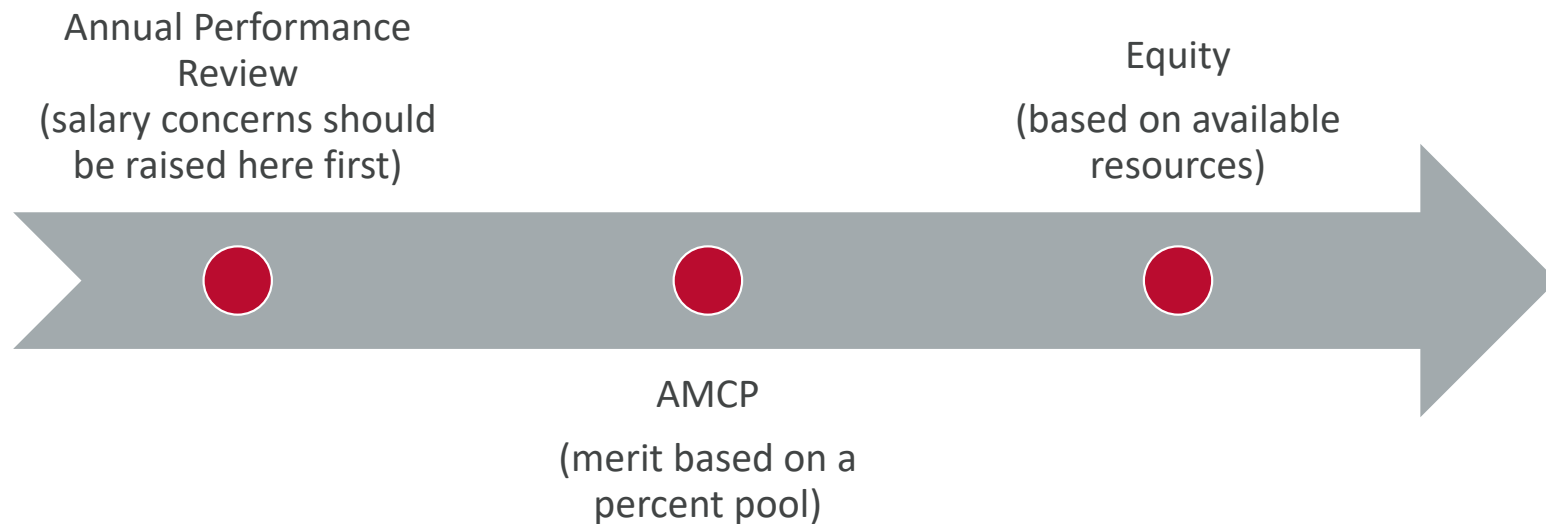
Dr. Tracy Kitchel



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Reviews and Salary Adjustments



Equity Salary Review Process: Faculty

- Approved faculty equity raises totaled **\$143,916** across 7 positions
- Total raises averaged 18.1% (range from 5-38%)
- All 7 are faculty of color and/or women
 - 6 of the 7 are women
- Funding (planned) set aside from the faculty salary pool
- For 2023-2024, equity request calls will be sent to TIU heads following AMCP decisions being finalized

Equity Salary Review Process: Staff

- Requests totaling \$632,401 in staff equity requests
 - 214 staff
 - \$399,912 of that from central units (significant portion from Operations)
 - OSU Extension requests forthcoming
 - Much of this is in an attempt to address CRM raise-to-minimum and compression from the raise to \$15/hour minimum and the \$15/hour to \$16/hour raise
- Recommended **\$391,046** in staff equity salary increases
 - 161 staff
 - \$276,484 of that from central units
- Academic departments/TIUs cover increases from their budgets
- Central units cover increases from the college budget
 - Over time, we'll need to keep an eye on managing this as we look at replacing positions

Equity Salary Review Process: Staff cont'd

- Requests are currently sitting with compensation – from an initial meeting, they were very pleased with our process
- We also made recommendations for additional equity increases based on the requests (e.g. “you requested this person, but why not this one?”)
- Some requests were based on a need to change the position description – reclassification is the proper tool to address and HR has followed up
- My appreciation to Kathy Lechman, Terry Snoddy, Brandi Gilbert-Hammett and Nicole Wakeley for their hours of work in reviewing these cases
- My appreciation to our HRBPs (Brandi/Nicole) who analyzed each case and looked against others in their job categories in the college and across the university and looked at other variables (e.g. unit size, years of service)

Final Thoughts: Equity

- This will be an ongoing, annual process
- Equity is just one of several compensation tools used to address compensation
- Equity is nuanced
 - Anchoring your “apple rationale” to an “orange case” is problematic
 - Involves multiple variables
- To maintain equity, sometimes the answer is no
 - Equity questions typically being with “why is this person paid X?”
- Salary is not the only tool we should use when we look at retention
- The HRBPs and I are considering tools for our over 300+ supervisors in the college related to compensation and retention

CFAES Faculty Fellows

- Dr. Sathya Gopalakrishnan, Faculty Fellow for Faculty and Staff Affairs will:
 - Study and suggest options for faculty mentoring programs/systems across the college
 - Help plan and implement faculty mentoring program for RAISE faculty hires with the Senior Associate Dean and Assistant Dean and Director of Diversity, Equity and Inclusion
 - Assist the Senior Associate Dean with the college promotion and tenure process
- Dr. Lingying Zhao, Faculty Fellow for Research and Graduate Education and Associate Director for the Ohio Agricultural Experiment Station, will:
 - Manage the mandated reporting processes for our federal capacity funding.
 - Assist in preparation of the experiment station annual plan of work and annual reporting.
 - Participate in the annual reviews and oversight of core lab facilities, centers, programs, and initiatives that report to the Associate Dean for Research and Graduate Education.

Recent Faculty Awards and Honors

(since December 2022)

- Elena Irwin, Agricultural and Applied Economics Association Fellow
- Robert Gates, Ohio Wildlife Management Association 2023 Annual Achievement Award
- Jordan Clark, Office of Knowledge Enterprise, Growing Research Opportunities (GRO) Academy
- Jessica Cooperstone, Office of Knowledge Enterprise, Growing Research Opportunities (GRO) Academy
- Jeffrey Jacquet, Office of Knowledge Enterprise, Growing Research Opportunities (GRO) Academy
- Judit Puskas, National Academy of Engineering Elected Member
- Darren Drewry, National Science Foundation Faculty Early Career Development (CAREER) award
- Mark Light (Clover CODE), Ohio State Outreach and Engagement High Impact Program Award
- Tim McDermott, Ohio State Outreach and Engagement Community Engaged Scholar Award

Recent Faculty Awards and Honors cont'd (since December 2022)

- Alex Lindsey, Ohio Certified Crop Advisory of the Year Award, 2023 Conservation Tillage Conference
- Rattan Lal, U.N. Food Systems Scientific Advisory Committee Member
- Shoshanah Inwood, Agriculture, Food, and Human Values Society Excellence in Scholarship Award
- Elena Irwin, OAA Distinguished University Professor
- Patrick Sours, OAA Provost's Award for Distinguished Teaching by a Lecturer
- Mary Rodriguez, OAA Provost's Midcareer Scholars: Scarlet and Gray Associate Professor
- Emmanouil Chatzakis, OAA Provost's Midcareer Scholars: Scarlet and Gray Associate Professor
- Rattan Lal, Research.com 2023 Best Plant Science and Agronomy Scientist

New Faculty

(December 2022 – April 2023)

- Beth Scheckelhoff, Extension
- Emily Marrison, Extension
- Amanda Douridas, Extension
- Garrett Owen, Horticulture and Crop Science
- Tyler Carr, Horticulture and Crop Science
- Vinayak Shedekar, Food Agricultural and Biological Engineering
- Radin Sadre, Horticulture and Crop Science



Recent Retirements

(December 2022 – April 2023)

- John Foltz, Animal Sciences, 1/18/23
- Tony Nye, Extension, 1/31/23
- Jeff Dick, Extension, 2/28/23

Faculty Searches Underway or Complete

From 2021-2022 and 2022-2023 Cycles

Agricultural, Environmental and Development Economics

- RAISE 1-Urban HERO Social Scientist
- Agricultural Economics
- Development Economics

Animal Sciences

- Swine Health & Production
- Poultry Nutrition
- Ruminant Physiology
- Precision Livestock (split with FABE)
- Poultry/Avian Diseases Specialist
- Dairy Nutrition
- Animal Genetics/Genomics
- Food Safety and AMR
- Animal Welfare Science
- Livestock Evaluation and Selection

Entomology

- RAISE 1-Urban HERO Urban Insect Ecology
- Forest Entomology
- Turfgrass Health (split with Plant Pathology)

School of Environment and Natural Resources

- Ecological Forestry and Restoration
- RAISE 1-Climate, Race, and Place- Indigenous Environmental Studies
- Stream and Wetland Ecology
- Soil Extension Specialist
- Soil Health
- Urban Forestry

Faculty Searches Underway or Complete cont'd

From 2021-2022 and 2022-2023 Cycles

Extension

- Carbon Management Field Specialist
- Specialty Crops Field Specialist
- RAISE 2-OSU Urban Extension: Equitable Engagement for Equitable Opportunity
- State STEM 4-H Specialist
- Community Development Assistant Director
- Agriculture and Natural Resources Assistant Director

Food, Agricultural and Biological Engineering

- Agricultural Water Management
- Agricultural Systems Management
- Construction Systems Management
- Watershed Modeling
- RAISE 1-Urban HERO Sustainable and Equitable Urban Environmental Engineering
- Biological Engineering and Entrepreneurship

Food Science and Technology

- Enology and Fermentation (split with HCS)
- Food Engineering (split with FABE)

Horticulture and Crop Science

- Urban Food Systems Horticulturist
- Plant Biology and Director of the Ornamental Plant Germplasm Center
- Sustainable Greenhouse Nursery Systems
- Sustainable Turfgrass Systems
- Plant Bioengineering and Synthetic Biology
- Landscape Chadwick Director
- Weed Ecology
- Weed Extension
- Roots, Rhizospheres, and Resiliency

Plant Pathology

- Vegetable Pathology

Faculty Search Summary

Regarding 2021-2022 Search Cycle (as of April 1, 2023)

- 20 completed searches with some new hires having already started and the remainder to start by August 2023
- 4 in various stages of completion

Regarding 2022-2023 Search Cycle (as of April 1, 2023)

- 17 positions approved from the academic department annual submission process
- 3 Department of Extension faculty positions (outside the career ladder process) currently in search process or hired
- Several partner/targeted hires complete or underway
- 9 completed searches with new hires starting between now and August 2023

Questions?

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University Senate Update

Dr. Enrico Bonello



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Questions?

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DEI Update

Dr. Josh Blakeslee



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Updates

- Hired Administrative Assistant for DEI and FSA (Maria Sanchez)
- CFAES Student Council and DEI co-sponsored a trip to the Underground Railroad Museum and Jungle Jim's International Market (April 8 - 30 faculty staff and students attended)
- Had the CFAES Olympics dedicated to the office (April 14)
- Completed 2 Inclusive Futures Sessions (April 13 and 17)
- Student Climate Survey Report is in the works (external graphic designer)
 - Fall will have town halls to share results
 - Will work on departmental reports over the summer
- Completed strategic alignment process
- Final Faculty and Staff Climate Survey Report was completed (worked with external graphic designer)

The Council's Foundation

Our Values:

DEIJ
Accountability
Learning
Education
Perseverance
Respect
Boundaries
Listening
Courage
Care

Our Strengths & Energies:

Passion
Lived experience / Stories
Investment
Resourcefulness
experience and knowledge
Inside knowledge to make
change, context, climate,
history
Trainings
Trust, candor, collaboration

Our Overarching Goals

- **Increasing Diversity:** We advocate to increase the diversity of the college faculty, staff, and student body. This goal can be achieved through targeted recruitment efforts, outreach to underrepresented groups, and promoting a welcoming and inclusive environment.
- **Improving Equity:** We wish to identify and address disparities in access to opportunities, resources, and support that may exist. This could include advocating for policies and practices that promote fair and equal treatment for all.
- **Enhancing Inclusion:** We aim to create a sense of belonging and community for all. We advocate for education and training on diversity and inclusion, and support for diverse perspectives.

Our Overarching Goals Continued

- **Promoting Professional Development:** We wish to provide opportunities for professional development and career advancement for all. This could include mentorship programs, training and development programs, and support for research and scholarship, particularly in DEIJ issues.
- **Monitoring Progress:** We will work to establish metrics to measure progress toward achieving these goals. This will enable the Council to assess the effectiveness of its efforts and adjust as needed.

Action Items

**** Indicates that item will likely be impacted by SB 83**

1. **Incentivize professional development

Possible activities: Certificate program. And create follow-up sessions; deeper dives. (e.g., DEI workshops).

2. Add DEI metrics to performance reviews (faculty and staff)**

- *Possible activities:* Integrate DEI into performance appraisals. This will require conversations with HR for staff, and possible formal “requests” to Department Chairs and faculty for consideration in updating their POAs/ PTs. Shorter term, could initiate deliberate conversations with faculty to socialize the need for this and other DEI efforts.

Action Items Continued

**** Indicates that item will likely be impacted by SB 83**

3. ****Add DEI policy language**

- *Possible activities:* Put together a set of recommendations on:
 1. Performance reviews
 2. Hiring committees
 3. Include DEI statement in staff positions.

4. **Hold a DEI event**

5. **Seek funding**

6. **Create an Awards Task Force**

- Possible activities: Publicize existing DEI award. Also, consider the “reach” of the award.

7. **Share data**

- Possible activities: Create a data “fact sheet” so folks can see our ACTUAL DEI numbers.

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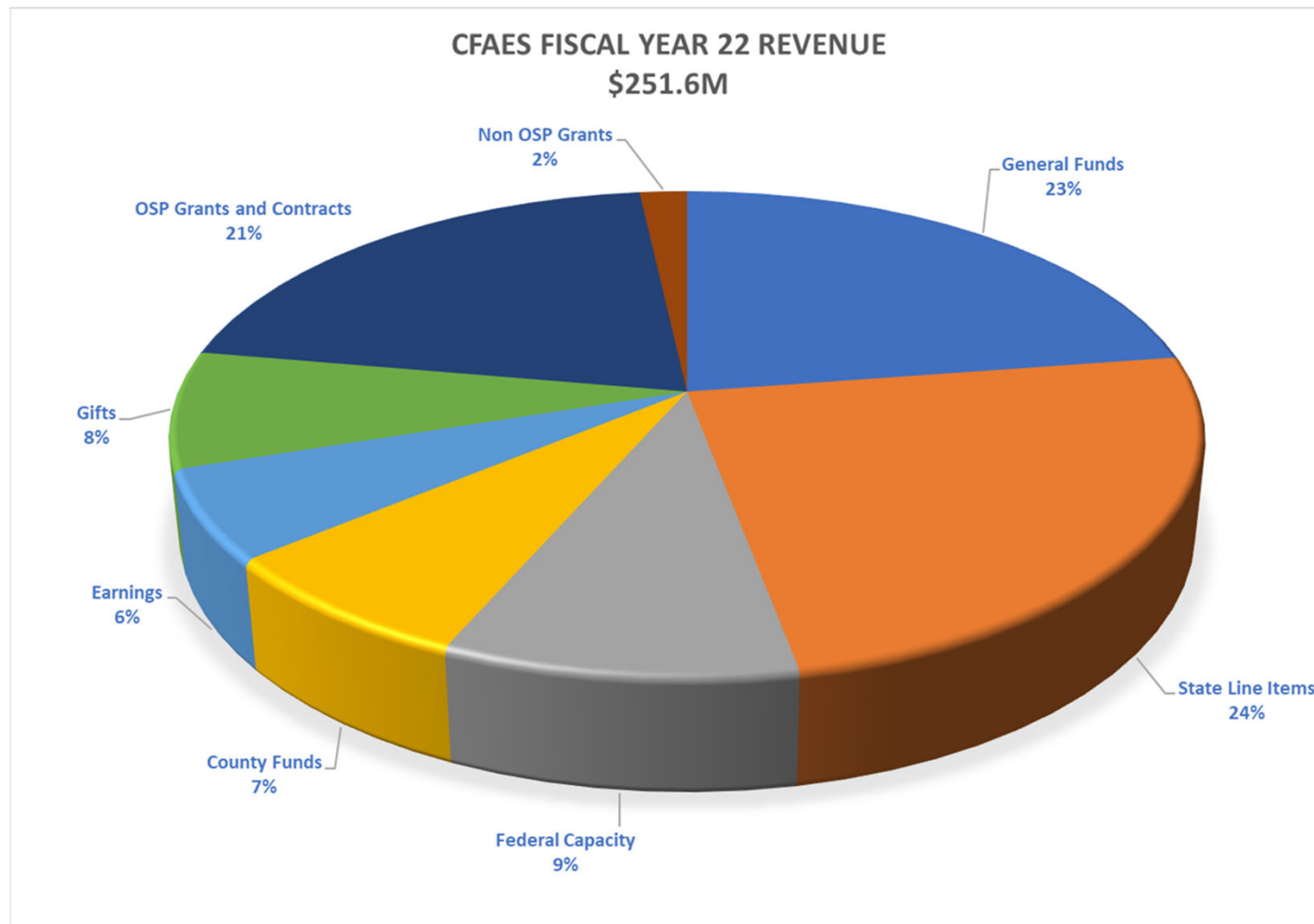
CFAES Budget Update

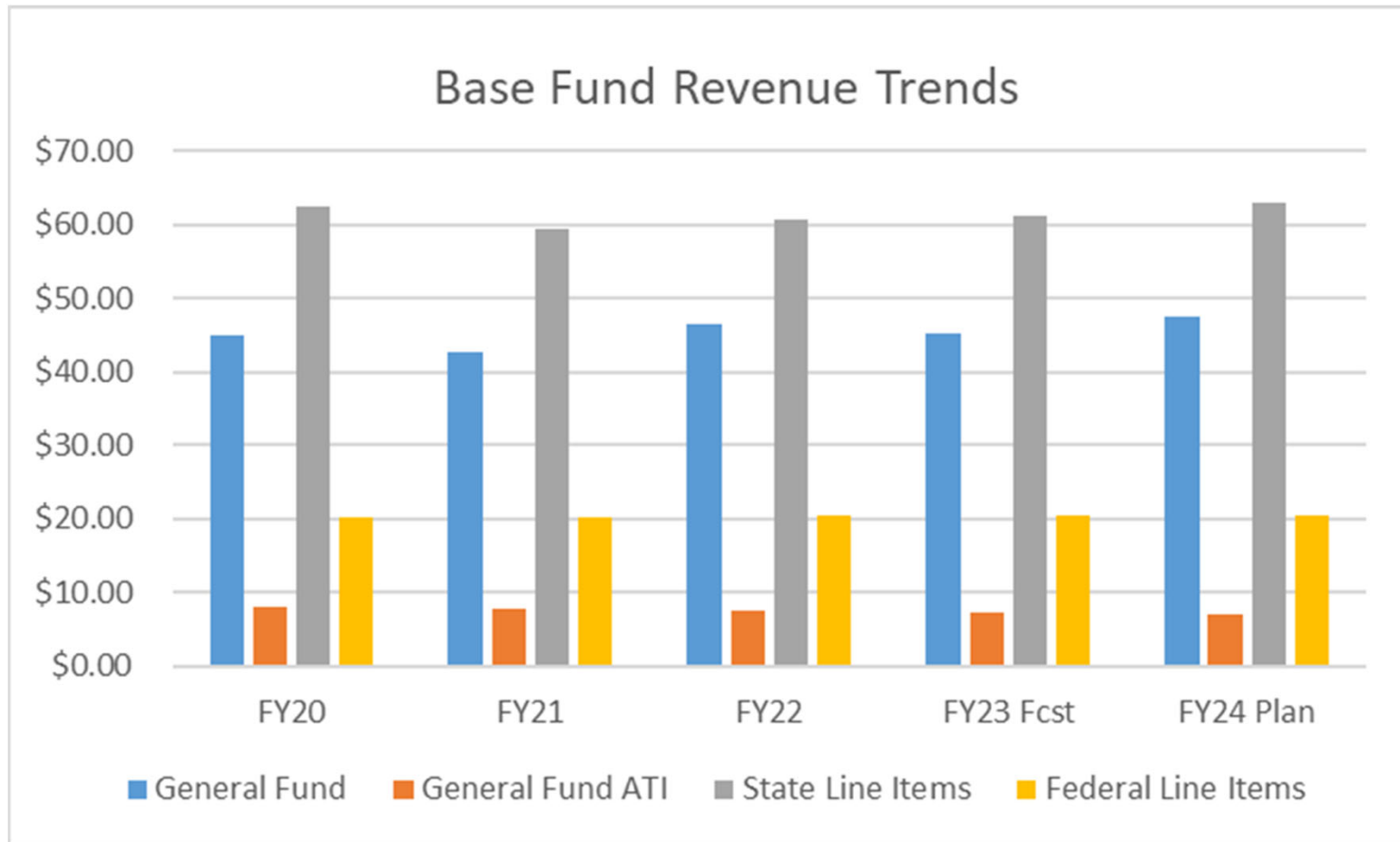
Terry Snoddy

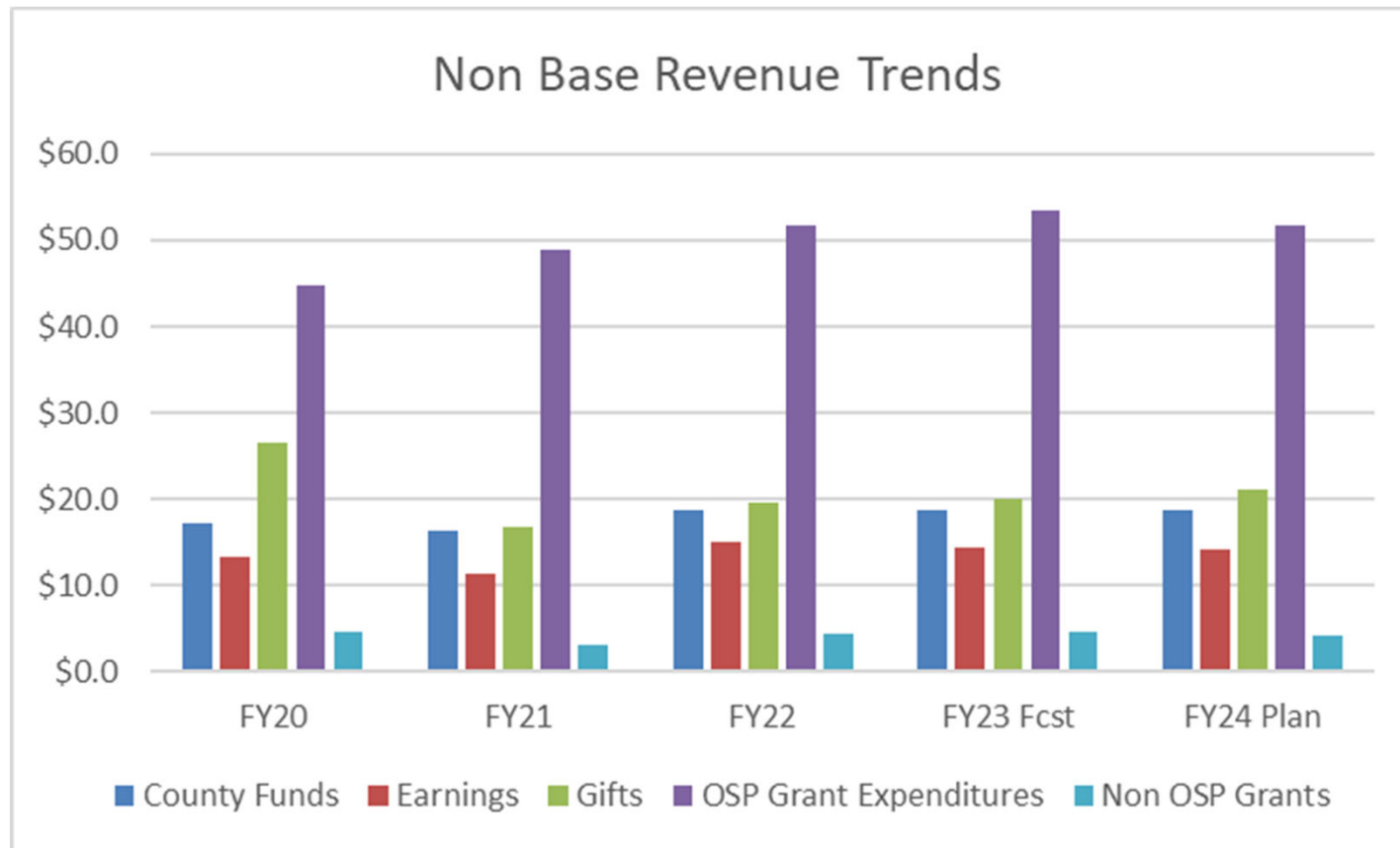


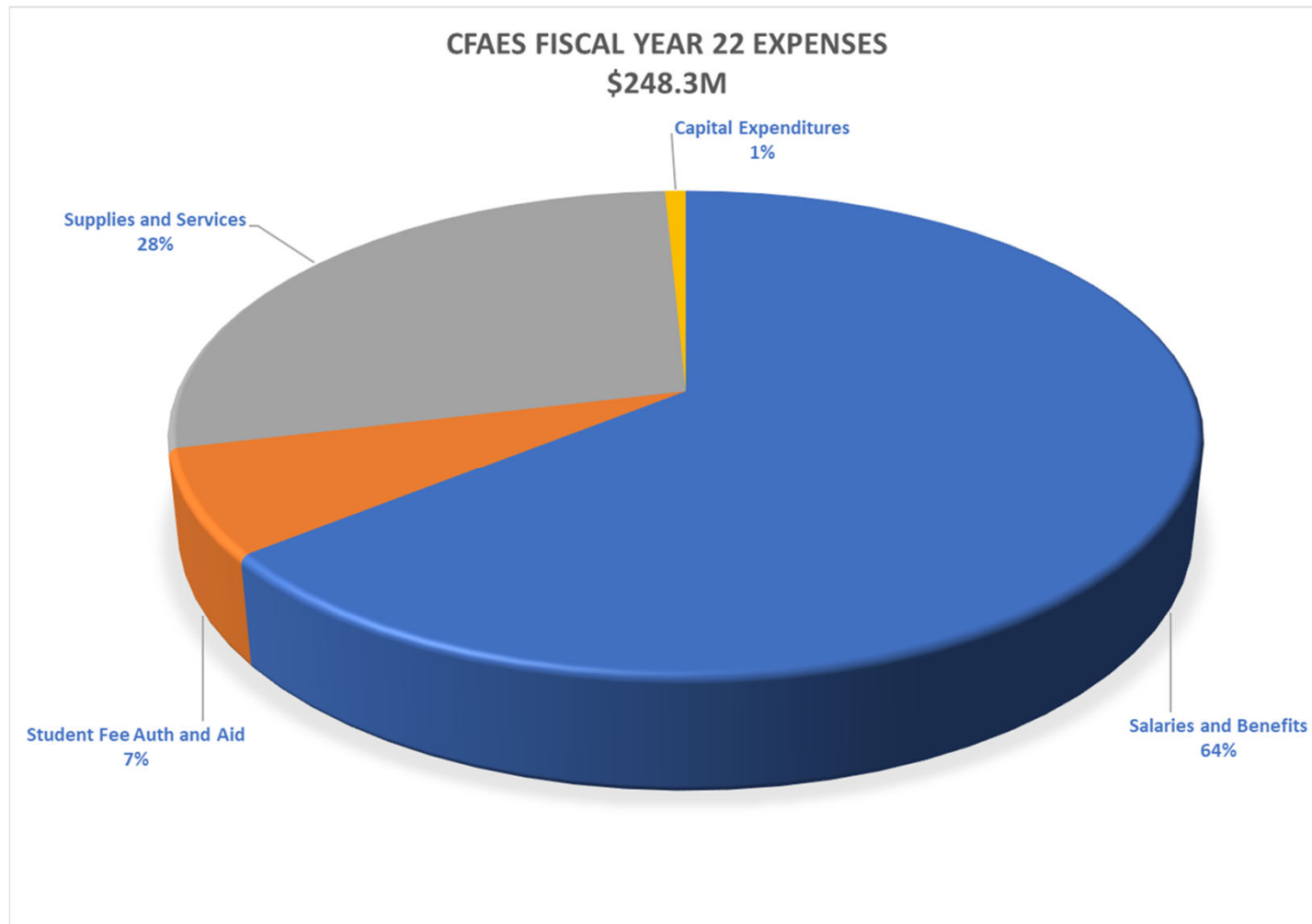
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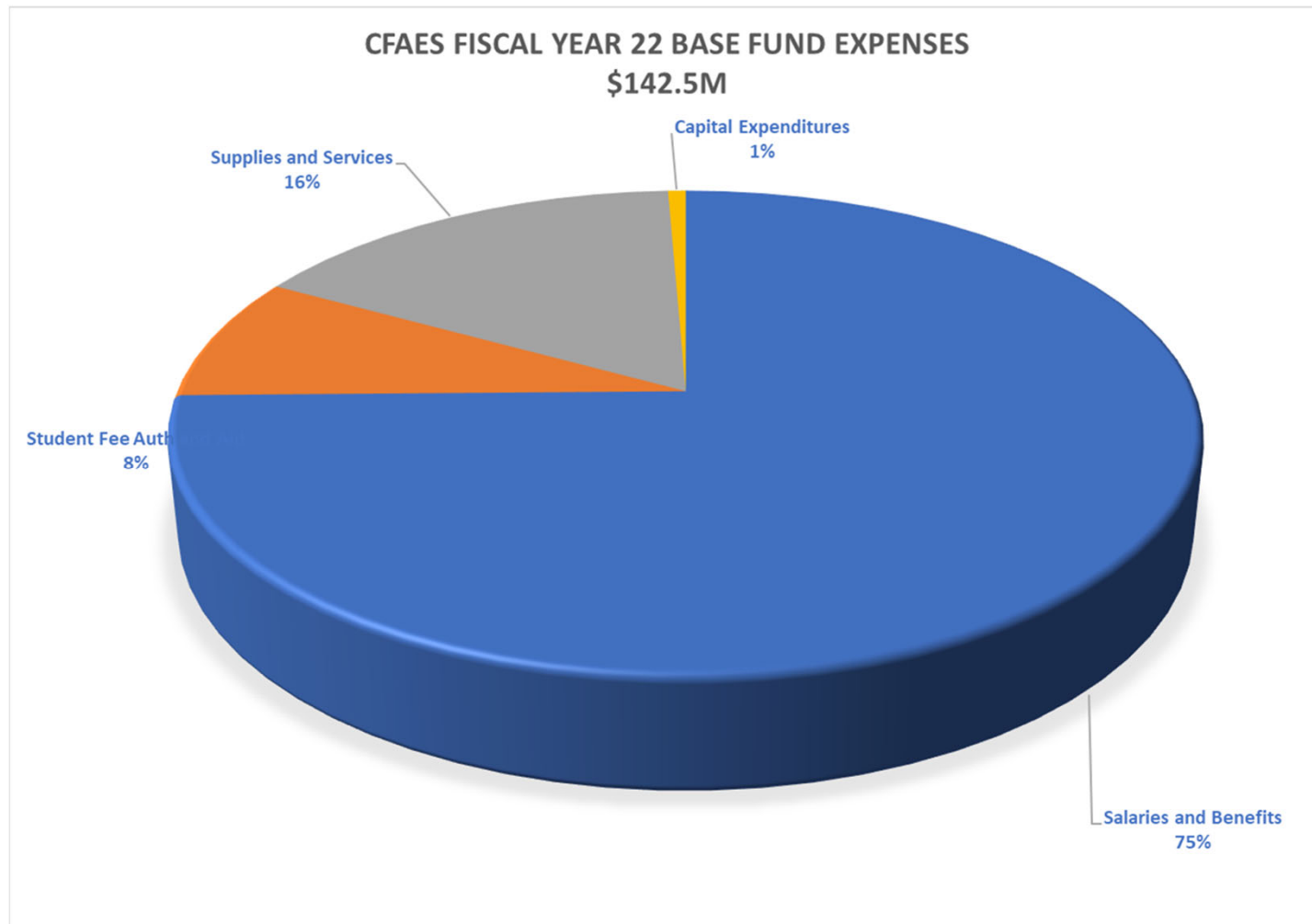
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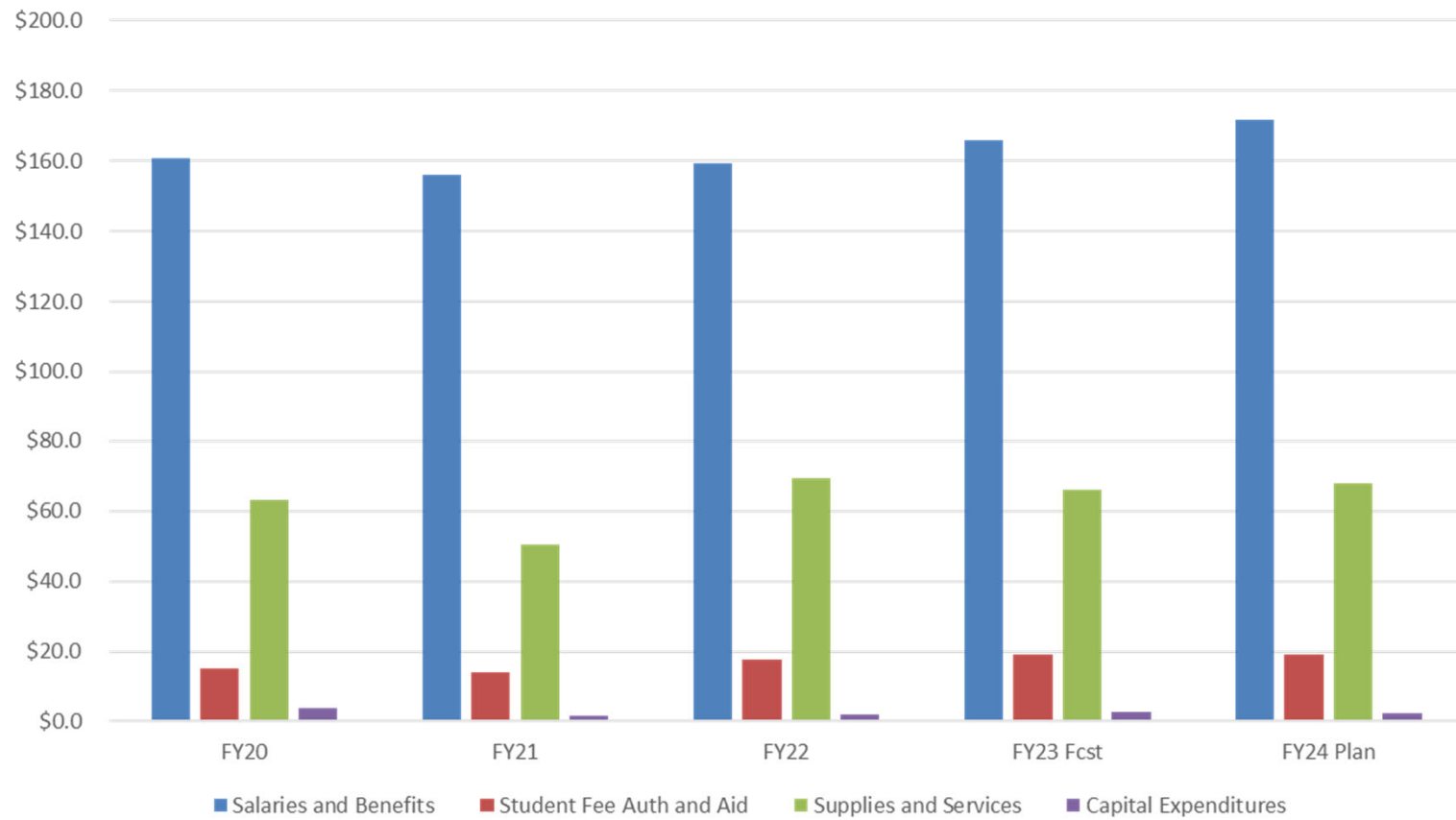




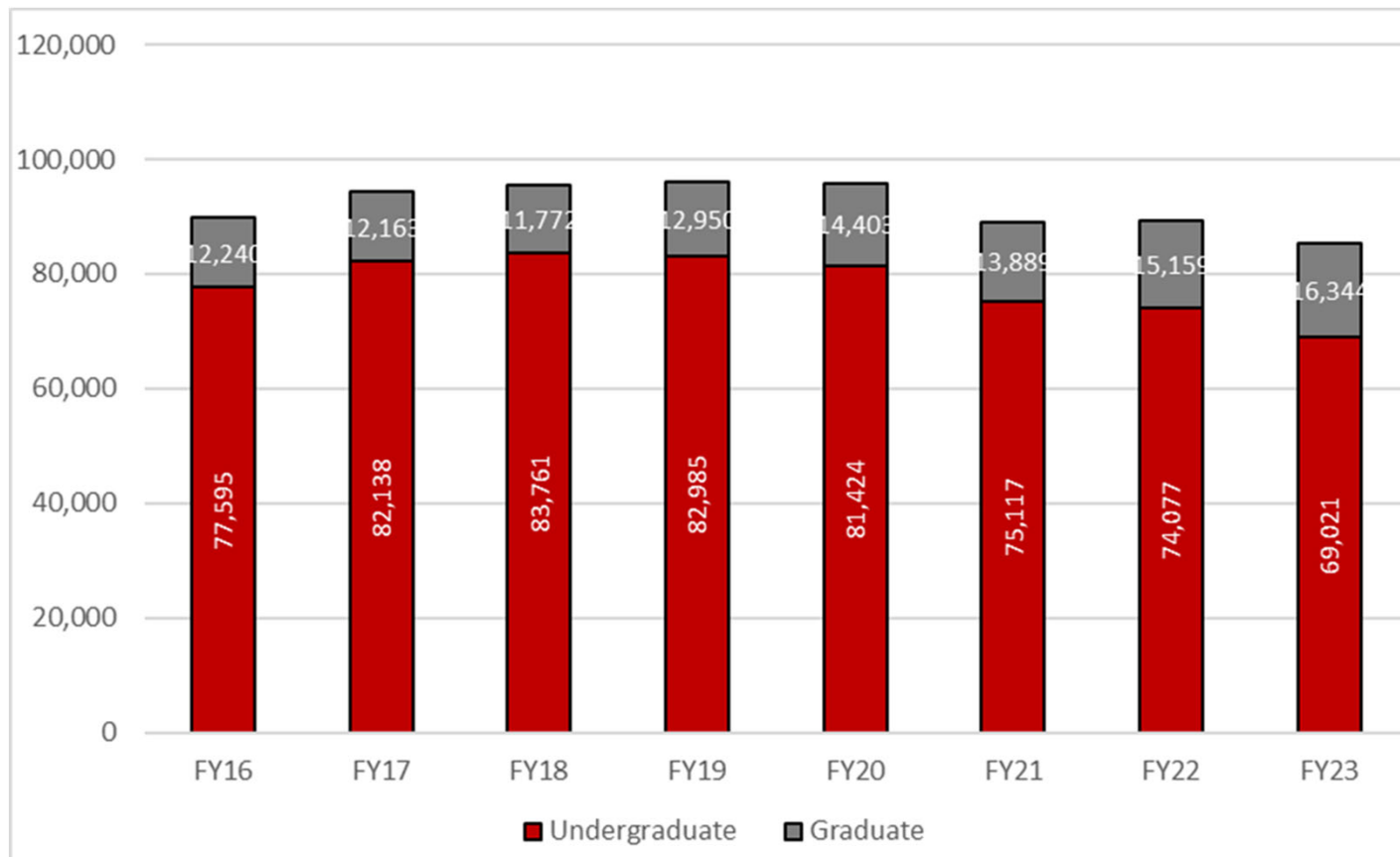




CFAES Expense Trends



CFAES Credit Hour Trends



Key Messages – FY24 Plan

- Revenues
 - General Fund – smaller increase as a result of credit hour production
 - State and Federal Capacity back to pre-pandemic levels
 - Strong OSP and advancement
- Expenses
 - Salary increasing due to intentional faculty hiring and impact of staff career roadmap
 - Intentional use of Non base funding, gifts, earnings, etc
 - Planned spend down of equity related to new faculty startup - ~\$7M allocated in 23/24
 - Planned spend down of Advancement and Capital Reserve equity for MALC

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Research and Graduate Programs Update

Dr. Gary Pierzynski



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Research in Review Fiscal Year 2022



\$53M

Funds Requested

494 proposals submitted to
external funding sources



\$52M

Research Expenditures

Sponsored Programs
895 Active Projects

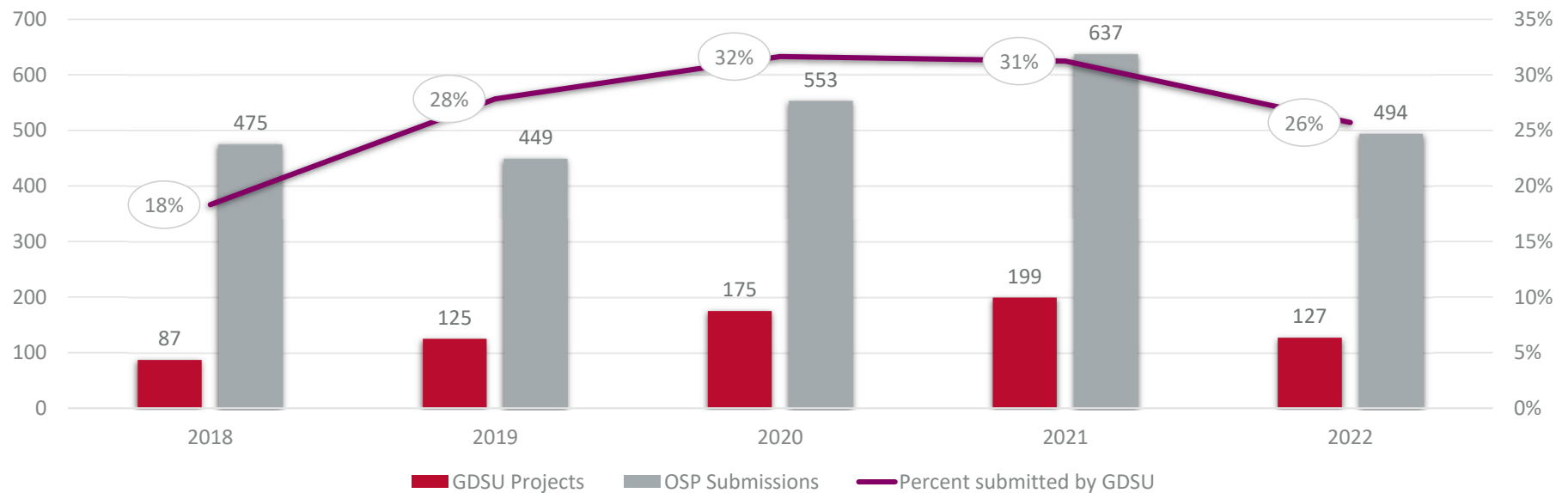


\$44M

Capacity Funding

State & federal support as a
land-grant institution

CFAES Proposals Submitted OSP, via GDSU Fiscal Year 2022



FAES Research Metrics

Updated February 22, 2023.

Select Research Metric and Year(s) on right side.



CFAES REPORTING DEPARTMENT - GROUP

- AG. COMM. ED & LDRSP

AGRIC, EVRNML & DEV ECON

ANIMAL SCIENCES

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- CENT FOR FOOD ANI HEALTH

ENTOMOLOGY

FOOD SCI & TECH

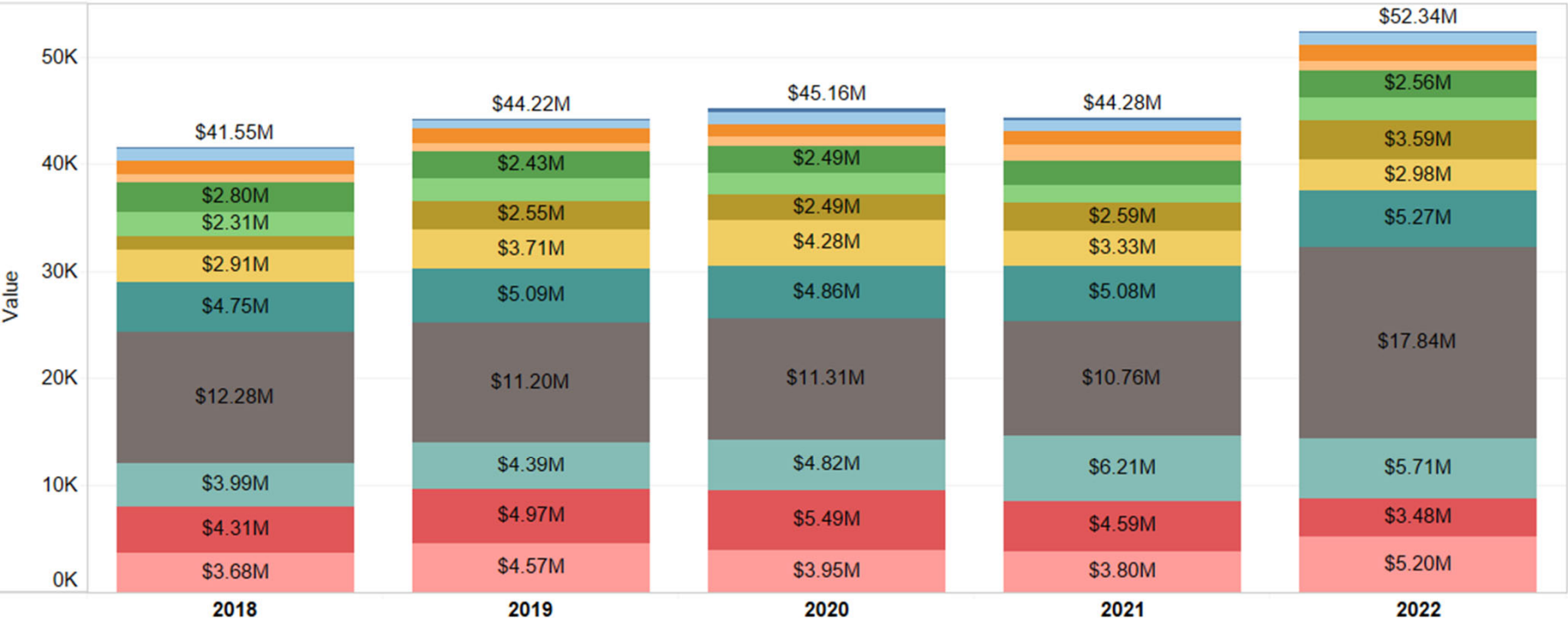
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OTHER

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FY Sponsor Total Expenses



Select a Single Metric
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Select 1+ Report Year(s)

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FAES Research Metrics

Updated February 22, 2023.

Select Research Metric and Year(s) on right side.



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- AG. COMM. ED & LDRSP

AGRIC, EVRNML & DEV ECON

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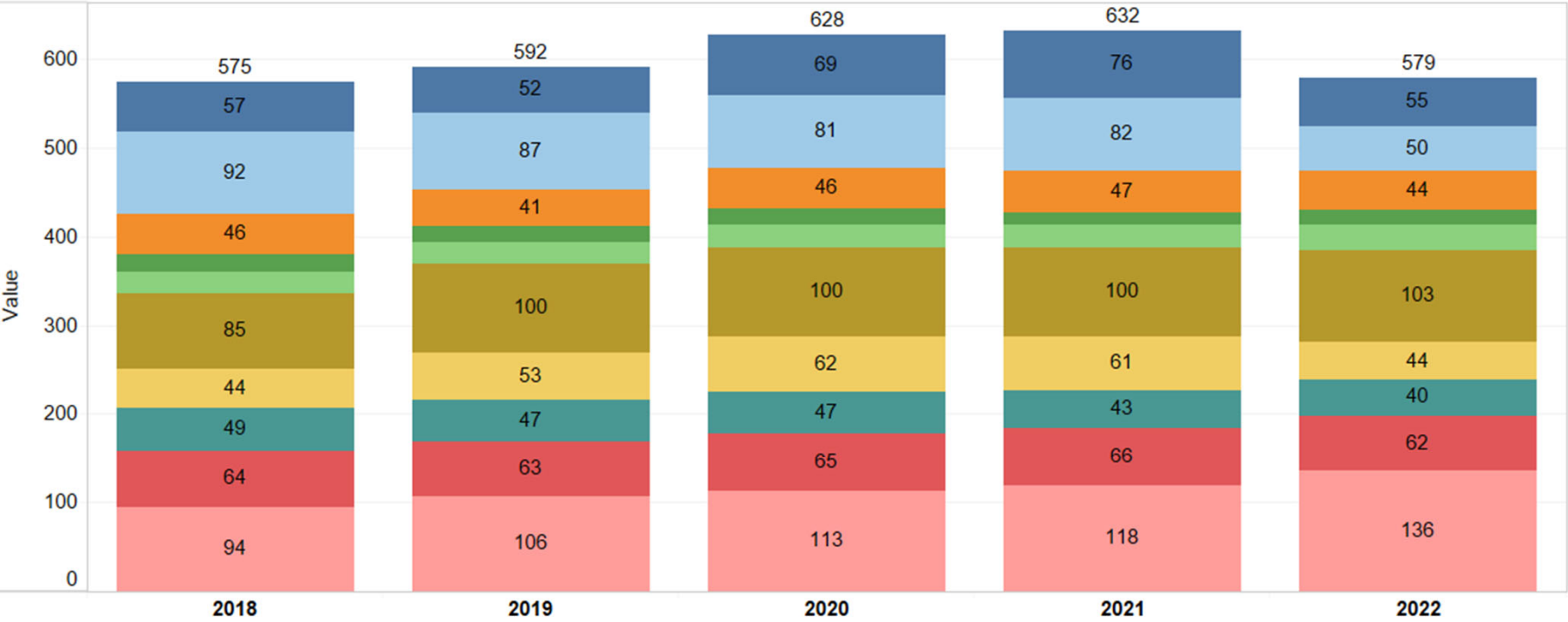
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Graduate Enrollment



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Graduate Enrollment

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FAES Research Metrics

Updated February 22, 2023.

Select Research Metric and Year(s) on right side.



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AGRIC, EVRNML & DEV ECON

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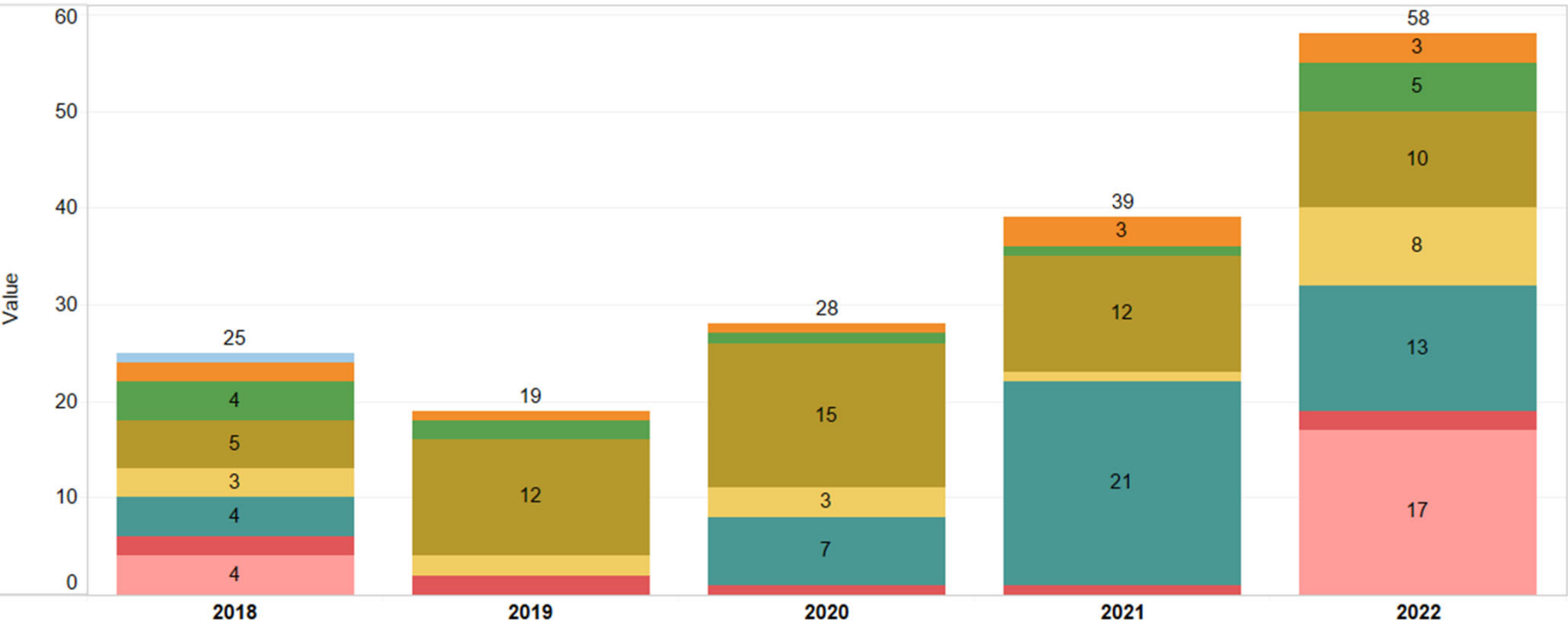
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OSU EXTENSION

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Invention Disclosures



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Invention Disclosures

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- ☒ 2021
- ☒ 2022

Total Expend \$/Research FTE
\$39,105  \$947,962

FAES Research Metrics: Total Expenditures/ Faculty Research FTE

This value is calculated as [Total \$ Expenditures]/[Faculty Research FTE] for the department and year.

CFAES REPORTING DEPARTMENT - GROUP	2018	2019	2020	2021	2022	Unit Average
AG. COMM. ED & LDRSP	\$39,105	\$76,117	\$146,368	\$108,536	\$57,843	\$85,594
AGRIC, EVRNML & DEV ECON	\$253,952	\$150,457	\$214,610	\$202,089	\$225,605	\$209,343
ANIMAL SCIENCES	\$92,390	\$110,583	\$84,701	\$109,678	\$125,791	\$104,629
CENT FOR FOOD ANI HEALTH	\$608,010	\$760,454	\$672,130	\$634,091	\$947,962	\$724,529
ENTOMOLOGY	\$404,714	\$493,574	\$423,010	\$392,923	\$360,185	\$414,881
FOOD SCI & TECH	\$260,861	\$510,729	\$497,511	\$488,943	\$690,849	\$489,779
FOOD, AGR & BIO ENG	\$455,228	\$482,300	\$515,798	\$512,853	\$437,834	\$480,803
HORT & CROP SCI	\$251,532	\$272,162	\$264,186	\$296,883	\$313,524	\$279,657
PLANT PATH	\$494,843	\$551,964	\$669,253	\$483,433	\$404,305	\$520,760
SCH OF ENVIR & NAT RES	\$227,186	\$277,194	\$234,853	\$288,174	\$397,259	\$284,933
Annual Average	\$481,448	\$516,570	\$519,137	\$564,843	\$672,813	\$548,207

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To request data in an alternative format, please contact CIO-TableauAdmin@osu.edu

College of Food, Agricultural, and
Environmental Sciences

West Campus Innovation District – Pelotonia Research Center

The interdisciplinary Research Facility will catalyze convergence research in life sciences and biotechnology while providing new opportunities for the community and industry to engage Ohio State researchers.





Controlled Environment Agricultural Research Complex (CEARC)

- Location: Columbus at Waterman
- Scope: Production Research Greenhouse, 8-Bay Research Greenhouse, Indoor-Outdoor Learning, Headhouse & Offices, and Sustainable Features.
- \$10 M in grant funding supporting work in the CEARC

R&GE Goals 2022-2026

- New advancement in science and anticipate funding opportunities
- Expand extramural funding
- Provide quality service
- Compliance requirements
- Stakeholder relationships and support
- Graduate programs and postdoc experience
- Undergraduate research
- Intellectual property, corporate partnerships, economic development
- Globalization of CFAES
- Strategic initiatives, core labs, centers, consortia

Questions?