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Introduction

This handbook has been prepared for faculty, staff and students of the School of Communication. It is not intended to be a complete list of all University and/or School policies.

The first section of this document includes General Information applicable to all employees. The remainder of the document is divided into four sections: Faculty, Staff, Graduate Students, and Lecturers.

Please note: This handbook may also be found on the School of Communication website at

GENERAL INFORMATION

MAIN OFFICE HOURS:
The main office of the School of Communication is open in conjunction with University standard hours. During the nine (9) month academic year, the office will typically be open Monday through Friday from 8:00 a.m. to 5:00 p.m. During summer term, the office will typically be open from 7:30 a.m. to 4:30 p.m.

KEYS AND KEYCARDS:
Each individual in the School of Communication will be given keys in accordance with the needs of his or her position. In order to obtain keys, individuals will need to coordinate with Michelle Janney in 3033 Derby Hall. Michelle will prepare the necessary paperwork and the individual must sign the key request form prior to taking receipt of any keys. The university ID card, BuckID, can be used to gain access to many School rooms and research spaces. Any lost or stolen keys/keycards must be reported to the Administrative Manager and Michelle immediately. Prior to departure from the university, all assigned keys must be returned. Aaron Smith coordinates key card access for classroom and research space with BuckID swipe access.

COPYING:
Copy requests should be submitted to the main office front desk with a completed copy request form attached to the original document or through the web based submission process at least 24 hours in advance. Large class copy requests (over 100 students) should be submitted at least 48 hours in advance. Completed copy requests will be placed in the requestor’s mailbox or for graduate students on the shelf behind the front desk.

PRE-APPROVAL PROCESS:
All employees MUST have School pre-approval prior to making any expenditures or promises thereof. This includes but is not limited to general purchases, hiring student employees, and seeking to hire companies for services. The following process should be followed any time an individual wishes to use University or Sponsored Project funds to make an expenditure of any kind. Please note that pre-approved requests are valid for 90 days after the initial approval. Since other approvals are required beyond the School, preapproval indicates only that the School has approved and will submit the request for further university approvals.

Pre-Approval Process:
1. Faculty, staff and students must seek pre-approval prior to making any expenditures or promises thereof.
2. Individuals should seek pre-approval well in advance (at least 3 business days if possible) in order to allow time for the request to complete the pre-approval process
3. The link for preapproval submission is located on the School’s website after log-in (comm.ohio-state.edu, About Us, Internal Use Only, Communication Preapproval)
4. Requests should include the following information
   a. Date needed
      i. If the items/goods are something that requires the use of a Purchase Order, you should allow additional processing time
      ii. If it is a personnel request, please be aware that the School is bound by deadlines related to the HR system and additional time may be needed to process the request. HR requests must be approved by the School and entered for college approval at least 10 days before the effective date.
   b. Funding source
      i. Examples of funding sources include but are not limited to: general funds, Start-up funds, School research funds, Miller funds, etc.
   c. Total amount
      i. In all cases, the actual cost of the item(s) is required (a quote is preferred)
      ii. If it is not possible to obtain the actual cost, individuals should overestimate within reason the cost of the item(s) to be purchased
      iii. The amount listed is the maximum amount individuals will be reimbursed or able to expend
   d. Vendor or name of person to be paid
   e. Business purpose
   f. Details- detailed description of goods/items/services to be purchased including any specifications (i.e. period of payment for personnel)

5. If sufficient information is not provided, the Fiscal Compliance Officer will request additional information as needed. However, if sufficient information is not provided in a timely manner, the request may be delayed or denied.

6. No expenditure or promise thereof should be made before the requestor has received an email notification of approval from the “Pre-approval” email administrator

7. Failure to comply with this process may result in individuals not being reimbursed for expenditures made on behalf of the University.

**BOOK ORDERS & DESK COPIES**

Textbook and desk copy orders are the responsibility of each instructor and may be done online at: [https://www.facultyenlight.com/](https://www.facultyenlight.com/)

If you are using “course packs,” or simply not using a textbook, you must still log into the system and note “no books needed” so that complete records can be kept.

The Assistant to the Director will act as textbook coordinator so if you have any questions please contact Aaron Smith (.1543)

**Textbook Order Due Dates**

<table>
<thead>
<tr>
<th>Semester</th>
<th>Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer Semester</td>
<td>due by Feb 18th</td>
</tr>
<tr>
<td>Autumn Semester</td>
<td>due by Mar 17th</td>
</tr>
<tr>
<td>Spring Semester</td>
<td>due by Oct 20</td>
</tr>
</tbody>
</table>
CLASSROOM ASSIGNMENTS:
If there is a problem with an assigned classroom that requires moving to a different room, please contact the Assistant to the Director. Under no circumstance should class be moved to another classroom without the approval of the Director’s Office.

MAKE-UP EXAMS:
Every effort should be made to hold make-up exams during normal class time. If this is not possible, you may reserve a room AT LEAST 48 HOURS IN ADVANCE by contacting the Assistant to the Director.

You are encouraged to schedule make-up exams on Monday’s between 8 am and 3 pm. Should a School-owned room be reserved, the last make-up exam should begin no later than 3:00 pm. Every effort will be made to locate a School-owned room for your use, but on occasion, a university classroom may be assigned.

Office staff are not available to proctor make-up exams; faculty will need to make necessary arrangements to ensure the exam is monitored.

GRADES & ROSTERS:
Faculty must use the SIS Faculty Center to obtain class rosters and submit grades. For complete details please see the Faculty & Staff page of Buckeye Link:
http://buckeyelink.osu.edu/facultystaff.html

For an introduction to the SIS Faculty Center and for more detailed instructions on the use of the system, please see the following link:
https://it.osu.edu/assist/sis/WebHelp/facultycenter/index.html

It is expected that instructors will be on campus and available to staff and students up to and including the day grades are due to the Registrar.

Grade Changes
To submit a grade change, please contact the Assistant to the Director and complete a Grade Assignment/Change form. The instructor of record or the TA are the only people who may access grade change forms. Students should never access blank Grade Assignment/Change Forms, nor hand-carry completed forms to the Registrar’s Office or any other University office.

Grade Grievances
Students who have a complaint regarding a grade must follow a specific procedure. For complete OSU Grievance Procedures, please see Faculty Rule 3335-8-23. Please see Appendix A of this document for more information.
**Student NOT LISTED on roster**

If a student is attending a course but is not listed on any roster for that course, the instructor should request that the student immediately add the course to his or her schedule or cease attending the course unless the student can provide evidence the course was added since the roster was printed.

There are rare circumstances in which a student legitimately attends a course and successfully completes the course with a grade, but is not listed on the roster. In these cases, when the grade is submitted, it should be accompanied by a Change Ticket from the student’s enrollment unit (college office) requesting that the student be added to the course. If the Registrar’s Office receives a grade without a Change Ticket, they will simply file it for 3 terms and then destroy it unless the student takes action to have him/her added to the course.

**Student listed on roster as NOT PAID**

If a student is attending a course and appears on the class roster as not paid for University fees, the instructor should request to see documentation of the student’s payment. STUDENTS WHO DO NOT PAY FEES SHOULD NOT BE PERMITTED TO ATTEND CLASS.

**Student listed on roster but NOT ATTENDING**

If students are listed on the roster but are not attending any section of the course, the faculty member should file an Absence Report Form with the student’s college office. Disenrollment may be requested by the faculty member for any student not attending by the third day of the term or the second class meeting, whichever is later, if the student has not notified the instructor. No student may be un-enrolled from a course until after the first class meeting following the student’s registration.

**PAPERS AND ASSIGNMENTS:**

Undergraduate students should submit papers and assignments during class time.

When this is not possible, teachers need to be available during office hours or make other arrangements for students to submit their papers and assignments directly to the teacher.

Students may not leave papers and assignments in mailboxes or turn them into the main office. Office staff are also not able to day/time stamp materials.

**STUDENT EVALUATION OF INSTRUCTORS (SEIs):**

In accordance to *Faculty Rule 3335-3-35*, all teachers are advised to read the School’s Pattern of Administration, *Section VIII Policy on Faculty Duties and Responsibilities, part B2 (Review of Teaching)* for specific instructions regarding student evaluation of teachers.

The Assistant to the Director coordinates the university’s student evaluation of instructors process (SEIs) for our School and will assign staff proctors, as needed. All faculty in the School
will be expected to have their students use the electronic SEI teaching evaluation form for each course they teach during the year.

Faculty may supplement the School’s open-ended questions with their own, and should work directly with the Assistant to the Director to assure that the additional evaluation questions are administered at the same time and in the same manner as the regular open-ended evaluations. Faculty members are not to be present in the room while evaluations are being conducted, and do not look at the evaluations until grades have been submitted.

Lecturers
- School staff will proctor lecturer’s class evaluations during their first two years of employment

Graduate Students
- Administer their class evaluations by appointing a student in their class to proctor.

**Conference Room Reservations:**
All conference rooms are scheduled by the Assistant to the Director. Students may only reserve a conference room with a faculty member’s sponsorship. School meetings (Director’s, P&T, etc.) take precedence over any individual room meeting reservations. Please submit conference room requests at least a week in advance. Conference room reservations can only be made after course scheduling is complete and rooms have been assigned for classes. Priority is given as follows: 1) Classes 2) School Administrative Meetings 3) Thesis/Dissertation Committee Meetings 4) Faculty Research Group Meetings 5) Student Research Group Meetings with Faculty sponsorship

**Research Space Reservations:**
Regular, Short-term Research Space Requests (Research Space Agreement)
In order to address the high demand for research space, the School has built a number of dedicated multi-use research rooms which must be reserved by faculty and grad students prior to use. These School-controlled rooms are: JR 216, JR 224, JR 281, JR 339, JR 347, JR 381, DB 3176, and DB 3180. We can also arrange to reserve university-controlled rooms (theater style, computer labs, conference rooms and regular classroom-style rooms).

Please submit your completed Research Space Agreement to the Assistant to the Director in 3016 Derby Hall as early as possible. Turn-around time for confirmation ranges from 1-week to 6-weeks, depending on the complexity of room requests, the purchase/installation of software, staff requirements, etc.

Research space may be reserved by faculty for up to six consecutive weeks for a maximum of 3 days per week. For each weekday during the hours of 8:30 am to 5:30 pm, research space may be reserved for one of two time blocks: a) 8:30 am to 1:00 pm or b) 1:00 pm to 5:30 pm. Both time blocks may not be reserved simultaneously by the same faculty for the same day.
However, if there are no reservations for an open time block one week prior to the opening, the open time block may be reserved and used by faculty even if they have already reserved another time block on the same day. Faculty may also reserve the space during the evening in addition to the blocks noted above.

Room access is limited to Faculty and School of Communication Graduate Students. The supervising faculty member must affirm that any graduate student using research space is collecting data for their thesis or dissertation or for a faculty project. The faculty member must also provide supervision of the student’s use of the research lab and abide by current School policies. Failure to provide adequate supervision may result in forfeiture of the faculty members ability to use the facilities. The faculty member is also responsible to replace any missing, lost, or damaged equipment.

Assignment of Individual Research Space (externally funded projects)
When possible and when justified, externally funded projects (those that have built-in significant direct project expenses for space or those that have full indirects that are returned to the School) will be provided with temporary assignment of administrative research space. When additional space is available and if justified, newly hired faculty or those with short term research needs may be temporarily assigned research space to help start their research programs. However, assignment of space is based on availability as well as the needs of the School and the College of Social and Behavioral Sciences and is never permanent. Faculty should not assume that space allocation is an entitlement.

For a complete listing of the space and technology available, please see Appendix B of this document.

EQUIPMENT CHECKOUT:
Jay Smith and Joe Szymczak manage the individual equipment sign-out process. (smith.3863 or Szymczak.4@osu.edu – Room 3177 Derby Hall)

The following School equipment can be checked out for university business only and may not leave campus without prior written approval from the Director. These items are available for checkout on a first-come/first-served basis and must be reserved at least 24 hours in advance. Equipment must be signed-out during normal office hours (Monday through Friday, 8:00 am to 4:30 pm). Typically equipment for classroom-use is checked out for one day only and must be returned promptly within 24 hours of sign-out. Failure to comply may result in further requests being denied. Depending on demand, equipment may be checked out for up to one week. Requests for equipment for longer periods of time will be based on availability and other needs. Requests should be submitted to the tech office with advisor approval attached.

If needed, the School’s technical support staff will assist in instruction on how to use equipment. Please see Appendix C of this document for equipment available.
**Faculty**

**Absence From Duty:**
Faculty are expected to be available to meet obligations to students and other constituencies and to conduct regular business, to be present for classes and office hours, and to attend School meetings while on duty. **Faculty are on duty, even if they are not teaching classes** unless they are on an approved leave (such as an FPL). For absences due to illness or university business travel, faculty must seek approval for the absence by completing an eLeave request (https://eleave.osu.edu), eTravel request http://www.comm.ohio-state.edu/about-us/internal-use-only/request-for-travel.html or Business Leave request (https://busleave.osu.edu).

**Sick Leave**
- In case of illness of the faculty member or an immediate family member, an e-leave request should be submitted prior to scheduled sick leave or immediately upon return from unplanned sick leave.
- If approved, the leave will be deducted from any sick leave balance. The leave must be designated as unpaid leave if insufficient sick leave is available.

**Business Leave**
- If travel is funded through the university (School, other department or grant funds) , an eTravel request (see http://www.comm.ohio-state.edu/about-us/internal-use-only/request-for-travel.html) must be submitted and approved prior to the trip.
- If the business travel is not funded through the university, a business leave request (https://busleave.osu.edu) must be submitted.
- The request must state how classes and other duties will be covered during the absence.

**Unpaid Leave**
- Unpaid leave for absences other than illness should be a rare occurrence. Faculty rule 3335-5-08 states that “Absence of any member of the teaching staff from ordinary service in the university, for any cause other than sickness, must be with the knowledge and approval of his or her chair or director and of the dean of the college and, if for longer than ten days, with the approval of the executive vice president and provost.” Approval will be based on but not limited to the nature of the request, the extent to which responsibilities can be covered during the proposed absence and the impact on the department.
- “Unpaid leave/personal leave” should be selected as the “Leave Type” on the eLeave request.

Faculty and lecturers must notify the School of Communication main office (292.3400) if they will be absent from class.
For Information on paid leave programs, see OHR policy 6.27 for details: http://hr.osu.edu/policy/policy627.pdf. For Information on unpaid leave programs, see OHR policy 6.45 for details: http://hr.osu.edu/policy/policy645.pdf

**Computers and Printers:**
The School will replace faculty computers every 3-5 years depending on available funds and faculty needs. The Equipment Coordinator will notify you when a computer upgrade is available. The School will provide a computer that adequately meets basic faculty research/teaching needs. However, faculty are permitted to use their own research accounts or other funds for additional technology purchases (e.g., special monitors, hardware, etc.). The School will allocate funding for a replacement printer chosen from the approved printer list maintained by technical support personnel.

As noted, these computers and printers are to be used for teaching support and class work only. Personal papers/printing jobs must be done at alternative sites (Kinko's or UniPrint) at your own expense.

**Supplies:**
General office supplies (pencils, pens, tape, etc.) are located in the supply cabinet behind the front desk in 3016 Derby Hall. For more substantial supplies (paper, folders, etc.), please speak with a staff member in the main office.

In general, the School provides only basic supplies. If a faculty member has a more extensive supply need, he or she must purchase supplies through the pre-approval process using start-up funds, Miller Award, Directors Award, etc.

Please note that faculty members are limited to a maximum of 10 reams of paper per year beginning summer semester.

The School will supply enough toner for technical support department approved monochrome laser printers commensurate with the amount of toner used to print ten reams of paper according to the ISO/IEC 19752 standard. For instance, if the toner is rated for 5000 sheets (according to the ISO/IEC 19752 standard which is roughly 5% coverage), two toner cartridges is appropriate for a year.

**Copying:**
The School will assign each faculty member a code and semester copy allocation for the copiers. Approximate copy allocations will vary each term depending on number of courses taught, class sizes, and School resources. Due to the limited nature of resources, whenever possible, faculty should submit course copy requests to the front desk. Copy requests left at the front desk that are teaching related will not be counted towards the faculty member’s term allocation. Although the front desk staff will attempt to accommodate emergency situations,
we ask that requests be submitted as early as possible but no less than 1 full business day in advance. For larger classes (ex: 101 and 200) requests should be placed at least two full business days in advance.

Faculty may also utilize the front desk for small copying needs related to conference presentations, publications, and annual review packets. Again, all such requests must be submitted at least 1 full business day in advance.

The copy machines are to be used for class-related documents such as exams, handouts, and syllabi and small research needs (e.g. conference papers, IRB proposals, etc.). Course packets should be placed on reserve at the library or taken to an outside facility such as Kinko’s or UniPrint for students to purchase.

Small research related copy needs may be accommodated using the faculty member’s copy code, but remember, the allotment is small. Large research projects including but not limited to survey questionnaires or experimental protocols must be purchased through alternative printing sites (UniPrint or Kinko’s).

Please see the University Library Website for rules regarding copyrighted materials. http://library.osu.edu/projects-initiatives/copyright-resources-center/copyright-basics/

Personal copying is not permitted.

FAXES:
The fax machine is to be used for professional use only. Personal use is strictly prohibited. The fax machine in the main School office (3016 Derby) is in a public area. Faxes are retrieved and sent by office staff and student workers. Incoming documents are placed in the mailbox of the recipient. It is not advisable to send or receive very important, confidential or sensitive documents on the main office fax machine.

To have the front desk staff fax a document for you, complete a "Job Request Form" and place it in the top tray located at the front reception desk.

LONG DISTANCE PHONE CALLS:
Each faculty member is provided with a long distance code. Long distance codes are for work related use only. It is a violation of the OSU Expenditure policy to use a long distance code for personal use. Please contact Joe Szymczak (szymczak.4@osu.edu) for a long distance code.
**MAILING:**
The School will provide metered mail service for work-related mailing. Priority or special
delivery is to be used only in emergency situations and only with approval from the School
Director. Individuals using priority mail numbers without authorization will be requested to
reimburse the School for the amount of the postage.

The School will not provide postage for the mailing of survey instruments. Faculty members
who wish to mail such items must seek approval through the pre-approval process. Postage
must be charged to faculty project or other non-general School funds.

**TRAVEL:**
The School of Communication travel policy is in addition to any University policies. The
University Travel Policy can be found at https://osutravel.osu.edu/policy

Beginning July 1, 2015, reimbursement for professional travel will be available as follows:
i. Each tenure track faculty member is eligible to request School funding of up to $2,500 for authorized
business travel expenses on behalf of the School of Communication each fiscal year (July 1-June 30).
Funds from the previous year can be carried forward, and faculty may request the following year’s funds
but both of these actions require School Director approval. There is no limit on the number of trips that
may be taken. Faculty may also request to use other funding sources for additional travel (e.g. external
grant funds, Miller Awards, etc.). In all cases, pre-approval must be obtained prior to making
travel arrangements and the travel must have a documented university business purpose. Please
see http://www.comm.ohio-state.edu/about-us/internal-use-only/request-for-travel.html for
instructions.

ii. Faculty should average at least one major communication conference (ICA, NCA, or AEJMC) each
year and should be listed on the program for one of these conferences when requesting Schools funds for
the travel. Faculty may request to use the remainder of their annual School travel funding for other
university business travel purposes, such as poster presentations, regional conferences, workshops,
training, serving on panels, etc.

iii. For international travel, the School will submit a request for SBS international travel grant funding
after the School Director has approved the School funding and upon receipt of a letter requesting the
SBS funds, along with documentation of the paper to be presented, from the traveler. SBS funds are
intended to provide support for faculty researchers who are presenting findings at an international
meeting (this does not include the North American continent). Requests for international travel must be
submitted no later than 30 days in advance.

**CONDITIONS FOR REIMBURSEMENT**
i. The travel request must have been submitted and approved prior to the departure date of the trip.
Documentation of the business purpose must be attached to the travel.

ii. University travelers should incur the lowest reasonable travel expenses and the expense must be
Please note, any rewards or frequent flyer miles earned from university paid travel must be tracked by
the traveler and used for university business travel.
iii. **Original** itemized receipts with proof and method of payment **must** be provided for expenses such as lodging, registration and transportation. Meals will be reimbursed based on Federal per diem limits. If any portion of a travel is prepaid and the trip is cancelled or changed by the traveler, except for approved documented medical reasons, **the traveler must repay the School for all costs associated with the prepayment, cancellation, or change.**

iv. All receipts must be submitted as soon as possible and **no later than 60 days** from the return date.

v. The School will provide the Graduate Program with funds for graduate student travel based on income generated from the Martha Brian Endowment, as well as School funds where possible. The amount awarded for the year will be determined by July 1. The School’s Graduate Handbook outlines procedures for applying and how the money is awarded.
**STAFF**

**HOURS OF WORK:**
All staff members will have an approved, set schedule that will be evaluated on a semester basis (or more frequently if needed). Approval of staff schedules will be made with consideration towards the needs of the School, individual office operating hours and adequate coverage for each office.

Scheduled hours must be approved by the Supervisor and the Director and must include a lunch break. Lunch breaks may not be moved in order to facilitate leaving work early (unless departure/arrival will take place between 11:00 am and 1:00 pm).

For example, if an individual typically takes a lunch at 11:00, but is out of the office from 10:00 am to noon, he or she would only need to take an hour of leave (or an hour and a half depending on the length of his or her lunch). However, if this same individual needs to leave at 3:00 and typically works until 5:00, he or she would need to use 2 hours of leave time.

Any variation to the approved work schedule requires approval by the supervisor. If you arrive at the office later than scheduled or leave earlier than regularly scheduled, you must use the appropriate leave (vacation, sick, or unpaid). Please see section titled “Absence from Duty, Vacation, & Sick Leave” for additional information. Leave must be approved by the School Director.

To ensure office coverage during regular work hours, an individual’s work schedule may be adjusted as needed. All attempts at planning in advance for office coverage will be made; however, exempt and/or non-exempt staff may be required to stay beyond regular working hours if coverage is necessary. Non-Exempt employees may not stay later than their appointed time and may not work overtime or compensatory time without written approval from the Administrative Manager and the Director.

Please see [http://hr.osu.edu/policy/index.aspx#Hours_of_Work_and_Leaves](http://hr.osu.edu/policy/index.aspx#Hours_of_Work_and_Leaves) for the university policy.

**ABSENCE FROM DUTY, VACATION, & SICK LEAVE:**

*Time off Campus*
ALL employees are required to complete an online leave request when absent from work during regularly scheduled hours. For absences due to illness, vacation, or unpaid leave, staff must seek approval for the absence by completing an eLeave request (https://eleave.osu.edu).

A leave request should be submitted prior to vacations or scheduled medical appointments or upon return from unplanned sick leave as soon as possible. Vacation or extended sick time
should be scheduled at least a week in advance except in emergency situations. The employee’s supervisor or the Director may request documentation to support sick leave requests at his or her discretion.

Call-off procedures
Staff should call 292-3400 (front desk) to report unplanned absences due to illness or other circumstances. Individual supervisors reserve the right to request a direct call in addition to the call to the main office if work will be missed. To ensure confidentiality, only limited information should be reported when notifying the main office of an unplanned absence. If additional information is needed, the HR Manager, Administrative Manager or Director will contact you to obtain the necessary details.

Staff must notify their supervisor by email and make a notation on the shared calendar on-line if they will be away from the office for any reason, other than lunch, during regularly scheduled hours. Common reasons listed on the shared calendar for being away include, but are not limited to, meetings, medical appointments and vacation time. Departure and return times should be indicated in these notifications.

Staff may only use sick and vacation leave up to and including the accrual balance listed online through eLeave to prevent negative leave balances. Per University policy, no employee can carry a negative sick or vacation balance. Any time taken that does not conform to the above will be considered disapproved time and will defer to leave without pay. Accumulation of disapproved time will be subject to correction per University policy and procedure.

Vacation Time Request/Approval
Vacation leave requests should be coordinated with co-workers to ensure office coverage and must be approved by the Director in advance of the requested absence (several days prior is typically the accepted lead time for a request).

Staff members should not request vacation during times of high volume work (e.g., the first day of class). Leave requests submitted during these times are likely to be unapproved by the Director. Vacation leave forms on-line must be submitted prior to the date of the requested vacation.
**Staff Supervision:**

It is expected that the staff understand their responsibilities to the School and to their jobs. Staff supervision will be structured as follows:

<table>
<thead>
<tr>
<th>Staff</th>
<th>Supervisor(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Assistant to the Director</td>
<td>Director, Administrative Manager</td>
</tr>
<tr>
<td>Administrative Manager</td>
<td>Director</td>
</tr>
<tr>
<td>Fiscal Compliance Officer</td>
<td>Administrative Manager</td>
</tr>
<tr>
<td>Student Services Coordinator</td>
<td>Director, Director of Graduate Studies, Director of Undergraduate Studies, Administrative Manager</td>
</tr>
<tr>
<td>HR Manager</td>
<td>Director, Administrative Manager</td>
</tr>
<tr>
<td>Systems Manager</td>
<td>Director, Administrative Manager</td>
</tr>
<tr>
<td>Systems Specialist</td>
<td>Director, Administrative Manager</td>
</tr>
<tr>
<td>Undergraduate Advisors</td>
<td>Undergraduate Program Coordinator</td>
</tr>
<tr>
<td>Undergraduate Program Assistant</td>
<td>Undergraduate Program Coordinator, Administrative Manager</td>
</tr>
</tbody>
</table>

Please note that although individuals may have specific supervisors, the Director is ultimately responsible for all staff members.

**Annual Review and Merit Increase:**

Each spring, supervisors are required to review their staff members according to the staff supervision chart and the university annual merit-based compensation process. Each staff member will be asked to provide a self-evaluation prior to the review. After the review has been written, each employee will meet with his or her supervisor to discuss his or her review.

Staff raises are merit-based and will be determined by performance evaluations as well as University, College, and School budget considerations.

 Raises become effective Pay Period 6 (http://controller.osu.edu/pay/pay-calendars.shtm) for non-exempt staff and September 1 for exempt staff.

**Computers & Printers:**

The School will provide staff with a computer to meet the business function needs of the position. Upgrades to office computers will take place approximately every three to five years.

Computers and printers are to be used for business use only. Personal papers/printing jobs must be done at alternative sites (Kinko’s or UniPrint).
**COPYING:**
Staff will be given a semester copy allocation. If a student assistant is available, staff members may submit copy requests to the front desk. Copy requests should be submitted at least 1 full business day in advance.

**FACULTY CLUB, PROCUREMENT CARD, ETC.:**
Staff must utilize the pre-approval process prior to any expenditure.

**FAXES:**
The fax machine in the main School office (3016 Derby) is in a public area. Faxes are retrieved and sent by office staff and student employees. Incoming documents are placed in the mailbox of the recipient, however, it is not advisable to send or receive very important, confidential or sensitive documents on the main office fax machine.

To fax a document, staff may send it directly or complete a "Job Request Form" and place it in the top tray located at the front reception desk. Only staff members or student employees are authorized to send faxes.

The fax machine is to be used for professional use only. Personal use is strictly prohibited.

**LONG DISTANCE PHONE CALLS:**
Staff will be given a long distance code to be used for work-related purposes only. Please contact Joe Szymczak for your long distance code. Use of a long distance code for personal phone calls is strictly prohibited.

**MAILING:**
The School will provide postage for work-related mailing. Priority or special delivery is to be used only in emergency situations and only with approval from the School Administrative Manager. Individuals using priority mail numbers without authorization will be requested to reimburse the School for the amount of the postage.

**STUDENT EVALUATIONS OF INSTRUCTORS (SEIs):**
The Assistant to the Director coordinates the university’s student evaluation of instructors process (SEIs) for our School and will assign staff proctors, as needed. Although SEIs are administered electronically, open-ended evaluations will be distributed and administered during the last two weeks of the regular class schedule for all graduate students and by request for faculty. COMM staff will proctor lecturers’ open-ended evaluations during their first 2 years of employment. Every effort will be made to schedule the SEIs in advance according to staff members’ availability.
**SUPPLIES:**
General office supplies (pencils, pens, tape, etc.) are located in the supply cabinet behind the front desk in 3016 Derby Hall. More substantial supplies are located in the closet in 3016 Derby. Special supply requests should be submitted through the pre-approval process.

**TRAVEL:**
Staff who have a travel need should speak with the Director and then submit a pre-approval request at: [http://www.comm.ohio-state.edu/about-us/internal-use-only/request-for-travel.html](http://www.comm.ohio-state.edu/about-us/internal-use-only/request-for-travel.html)
GRADUATE STUDENTS

**Absence From Duty:**
Graduate Associates who will be absent from duty must follow the guidelines below. These guidelines apply to graduate associates assigned to a teaching assistant role, an instructor of record role, or any other graduate associate position.

In the event of a planned absence, Graduate Associates must arrange for a substitute and must contact the Graduate Chair to request permission for the absence well in advance. The Graduate Associate must always copy the staff in the main office of the School of Communication (Alan Hampton, Melanie Yutzy, and Aaron Smith) on any such request. It is not acceptable to simply cancel class.

In the event of an emergency, Graduate Associates must contact the main office of the School of Communication via telephone at 614-292-3400 or email sent to Alan Hampton, Melanie Yutzy, and Aaron Smith if they will be late to or absent from class. Class cancellations and tardiness are not acceptable.

Requests for short-term absences or leaves of absence should follow the process outlined in the Graduate School Handbook Appendix E [http://www.gradsch.osu.edu/appendix-e.html](http://www.gradsch.osu.edu/appendix-e.html).

Leaves granted for care of a family member with a serious health condition who is not defined as an immediate family member or upon the death of a family member who is not defined as an immediate family member are always unpaid and are at the discretion of the Graduate Chair.

**Attire:**

Clothing should reflect the professional nature of your position and an awareness that you represent the School, College, and University in your role as an employee. Clothing should be selected to present a professional image. Employees are expected to use good judgment to ensure that their attire is appropriate for all work activities (including meetings and student contact) that they will be involved in that day.

**Graduate Offices Use:**

Graduate offices are to be used as places to study, prepare for class, and hold office hours. The Graduate Program Coordinator will determine and assign office space for graduate students. Furniture other than the desks, chairs, computers and tables assigned to these offices is prohibited.
If a student must move to a different office he/she must contact the Graduate Program Coordinator. Under no circumstance is a student to occupy an office that is not assigned to him or her.

The following is from Appendix B of the School of Communication graduate manual:

*Graduate students need access to adequate space with proximity to their advisers, faculty, research equipment and students. We are typically able to provide office space to all funded students, and are generally unable to provide office space to unfunded students. In the event that space becomes scarce, our priority for allocation is as follows:

1. Ph.D. students with teaching, research or fellowship support of the School or university.
2. M.A. students with teaching, research or fellowship support of the School or university.
3. Ph.D. students in good standing but without funding. Such students will be offered space as available for a reasonable period of time.
4. M.A. students in good standing but without funding. Such students will be offered space as available for a reasonable period of time.

Space will be allocated in an efficient way to promote the research and teaching missions of the School, sensitive to the needs of the various assignments and the space needed for various tasks. The goal will be to accommodate as many graduate students as possible in Derby Hall as the first priority.*

**COMPUTERS AND PRINTING:**
The School of Communication provides a graduate student computer lab for shared use (Derby Hall, room 3025). Only items relating to the teaching of a class (syllabi, tests, handouts) and letters of recommendation may be printed. To print these items, G.A.s should submit the requests through the on-line copy request system located on the School’s website. Copy requests must be submitted at least 24 hours in advance. If the request has been processed you will receive an e-mail notification. Completed jobs will be placed on the shelf behind the front desk in Derby 3016.

**LETTERS OF RECOMMENDATION AND LETTERHEAD:**
Letters of recommendation should be dated appropriately to accommodate the required submission time of at least two business days in advance (be sure to date it appropriately).

All requests to print letters of recommendation should be submitted to the Graduate Program Coordinator. After the letter is printed and placed in the G.A.’s mailbox, the Graduate Program Coordinator will send an email to the GA notifying him or her that it is complete.
Office Policy for Letterhead and Envelopes

Graduate students will have access to the School letterhead template to use in writing job applications, letters of recommendation, and other professional activities. The School does not pay postage for job applications.

If a graduate student is writing a recommendation for someone (e.g., a student of theirs), office resources can be used to print the color letterhead, or print on letterhead stationery. The student should send a Word document (in letterhead template) to the graduate program coordinator and they will take care of it. The School will cover the postage for letters of recommendation.

The School will cover postage for all letters of recommendation sent by faculty members for graduate students. Graduate students do not need to provide envelopes with stamps on them. The faculty member who is writing the letters of recommendation can have them sent via our office mail service.

The letterhead template will allow you to create letters of application for positions that require electronic materials. For positions that require paper copies, you will need to print the letter out. Students can do color printing at several local businesses. The advantage of the template is that the paper stock will match if you have more than one page. Graduate students will not have to pay postage costs for their letters of recommendation. Some students may want to pre-address mailing labels for faculty; students should talk to their advisor about how to best work it out.

As always, remember that the letterhead is for official business (in this case that business includes finding a job after graduation).

SUPPLIES:
The School of Communication does not provide general office supplies for graduate students.

COPYING:
The School will assign each graduate student who will be teaching a class independently an account number for the copiers that will be associated with the course(s) he/she is teaching. Teaching sections of Comm 2367 or 2110 during the academic year is not considered teaching independently. However, all courses taught in the summer are considered independent. Please note that due to the limited nature of resources these graduate students receive only a small allocation to be used in case of emergency.

Although the front desk staff will attempt to accommodate emergency situations, we ask that requests be submitted as early as possible but no less than one full business day in advance.
The copy machines are to be used for CLASS RELATED DOCUMENTS such as exams and syllabi only. Class handouts should be placed on reserve at the library or taken to an outside facility such as Kinko’s or UniPrint for students to purchase. Personal copying (including theses and dissertations) should be done at alternative sites like UniPrint or Kinko’s.

Research related needs including but not limited to survey questionnaires, experimental protocols or theses must be purchased externally through UniPrint or Kinko’s.

Please see the University Library Website for rules regarding copyrighted materials: http://library.osu.edu/projects-initiatives/copyright-resources-center/copyright-basics/

**ROOM RESERVATION FOR ORAL DEFENSE OR COMMITTEE MEETINGS:**
All conference rooms are scheduled by the Assistant to the Director. Requests should be made at least one week in advance.

Conference rooms available for this purpose are Derby 3040 or 3150.

**FAXES:**
The School will only provide fax services to graduate students if the fax is being sent to another office on-campus, or if it is related to teaching.

The fax machine in the main School office (3016 Derby) is in a public area. Faxes are retrieved and sent by office staff and student workers. Incoming documents are placed in the mailbox of the recipient. It is not advisable to send or receive very important, confidential or sensitive documents on the main office fax machine.

**LONG DISTANCE PHONE CALLS:**
When necessary, grad students may make long distance calls pertaining to their teaching or professional development. The long distance line in the School office (3016 Derby) may be used for this purpose. Grad students must obtain approval of a staff member before making any long distance calls charged to the School.

**MAILING:**
The School will only provide metered mail service for the purpose of mailing letters of recommendation from a graduate student for an undergraduate student.

**TRAVEL:**
The School will provide the Graduate Program with funds for graduate student travel based on income generated from the Martha Brian Endowment. The amount awarded for the year will be determined by July 1.
In addition to the rules and regulations established by the University, all travel is subject to the policy set forth by the School of Communication. The University travel policy can be found at the University Controller’s Office, [https://osutravel.osu.edu/policy/](https://osutravel.osu.edu/policy/)

The School Graduate Handbook, Appendix B, section 3 outlines procedures for applying and how the money is awarded, as follows:

*Reimbursement funding for conference travel is provided by the Martha Brian Graduate Student Conference and Travel Fund. This funding has been made available through the generous contributions of the family and friends of Martha Brian, a former faculty member of the School. The Graduate Studies Committee allocates a portion of the available funds each year to graduate student travel to the major professional academic organizations:*

- International Communication Association (ICA)
- Association for Education in Journalism and Mass Communication (AEJMC)
- National Communication Association (NCA)

*The reimbursement funding varies each year, so the Graduate Studies Committee attempts to anticipate demand for each of the conferences. Funding is allocated per paper in the case of multiple authors, the funding goes to the person formally presenting the paper. Highest priority for funding is given to doctoral students; only rarely are we able to fund MA students to travel to conferences, and that tends to be if Ph.D. student demand has not expended all available funds at the end of the fiscal year. At regular intervals, the graduate committee ascertains the likely number of student requests for each of the conferences. In order to be eligible for funding the student must be in good standing and making adequate progress towards his/her degree.*

*Acceptance of this travel funding obligates you to participate in the School colloquium of practice presentations if asked by the colloquium coordinator.*

*In addition to this support, funding for a van will be provided if four or more graduate students wish to attend one of the conferences listed above and that conference is within reasonable driving distance. Graduate students planning to travel as a group should make a request to the Graduate Studies Committee at least 2 months before the conference.*

*Reimbursement guidelines: reimbursement expenses require an original receipt and are limited to transportation, lodging and conference registration. If graduate students share a room at the conference, a statement naming each of the students and the number of nights each stayed must be provided with submission of the original receipt. Reimbursement will then be provided as a proportion of the total expense.*
LECTURERS

**Absence From Duty:**
Lecturers are required to complete an online leave request prior to scheduled sick leave or upon return from unplanned sick leave. ([https://eleave.osu.edu](https://eleave.osu.edu)).

An eLeave request should be submitted prior to scheduled medical appointments or upon return from unplanned sick leave as soon as possible. Extended sick time should be scheduled at least a week in advance except in emergency situations. The employee’s supervisor or the Director may request documentation to support sick leave requests at his or her discretion.

All lecturers are required to call the main office (292.3400) if they will be late to or absent from class to allow the main office to inform the students. If a lecturer must cancel class due to illness, he or she is required to use sick time for classes missed. All other absences must be preapproved by the School Director.

Requests for leaves of absence should follow the process outlined in The Ohio State University paid leave program policy 6.27, [http://hr.osu.edu/public/documents/policy/policy627.pdf](http://hr.osu.edu/public/documents/policy/policy627.pdf)

**Offices, Computers, and Printers:**
Lecturers will be provided with an office, computer workstation, phone, and printer. Individuals will likely share an office and computer with other lecturers employed at the School. Such assignments may be based on type of appointment, the availability space, and the needs of the School.

School computers and printers are to be used for teaching support and class work only. Personal papers/printing jobs must be done at alternative sites (Kinko's or UniPrint).

**Supplies:**
General office supplies (pencils, pens, tape, etc.) are located in the supply cabinet behind the front desk in 3016 Derby Hall. Please contact the main office staff for more substantial supplies (paper, folders, etc.), however, in general, the School provides only basic supplies.

Please note that lecturers are limited to a maximum of 6 reams of paper per year (or 3 reams per teaching term). Lecturers should contact the Technology Support staff for toner cartridges.

**Copying:**
The School will assign each Lecturer a code for the copiers. Term allocations are based on the number and size of the courses he/she is teaching. Due to the limited nature of resources, lecturers should submit course copy requests to the front desk. Copy requests submitted to the front desk that are teaching related will not be counted towards the lecturer’s term allocation. Although the front desk staff will attempt to accommodate emergency situations, we ask that
requests be submitted as early as possible but no less than 1 full business day in advance to allow enough time for all requests to be accommodated. For larger classes (ex: 101 and 200) requests should be placed at least 2 full business days in advance.

Please see a member of the front desk staff for assistance with the copy machines.

**FAXES:**
The fax machine in the main office (3016 Derby) is in a public area. Faxes are retrieved and sent by office staff and student workers. Incoming documents are placed in the mailbox of the recipient, however, it is not advisable to send or receive very important, confidential or sensitive documents over the fax machine.

Lecturers should complete a "Job Request Form" and place it in the top tray located at the front reception desk in order for the front desk staff to fax a document.

The fax machine is to be used for professional use only.

**MAILING:**
The School will only provide metered mail service for the purpose of mailing teaching related documents.
APPENDIX A, GRADE GRIEVANCE PROCEDURE

(For complete OSU Grievance Procedures, see Faculty Rule 3335-8-23. The School has added #2 to facilitate the grievance process for the student.)

If a student has a complaint regarding a grade*, the student should take these steps.

1. Discuss the issues with the class instructor(s) (faculty member and/or TA).

2. If for any reason the student feels unable to talk to the individual(s) named above or cannot contact the individual(s), the student should be directed to the School Advising Office.

   The advisor’s responsibility is to facilitate the student's access to the teaching staff as well as the student's presentation of his/her case.

3. If the situation is not resolved to the student’s satisfaction, the student may present his/her case to the Undergraduate Program Chair.

4. If the situation remains unresolved, the student may submit a detailed written statement (along with any pertinent class material - e.g. syllabus) to the School Director (via the Director's Assistant) who will appoint a review committee. The committee members will be given a copy of this submission and will consult with both the instructor and the student. They shall then determine the validity of the grade grievance due to grading procedures. The review committee shall make its findings known in writing to both the student and the instructor within thirty days of the student's request to the chairperson. If the committee finds that a procedural error has occurred and if the instructor declines to accept the findings of the review committee, the committee shall consider the reasons for not authorizing a grade change given by the instructor and may, upon consideration of these reasons, authorize in writing a grade change to be instituted by the School Director.

   If the instructor is no longer affiliated with the university, the findings of the committee shall be reported to both the student and the instructor. If the instructor chooses not to respond, the judgment of the committee shall prevail. If the instructor responds and declines to accept the findings of the committee or claims that a procedural error has occurred, the committee shall consider the reasons for not authorizing a change given by the instructor. In either case, the committee may, upon due consideration, authorize in writing a grade change (if such can be determined) to be instituted by the School Director.

5. If the School committee can find no academic basis upon which to recommend an appropriate grade for the course, the student shall be given the option of having the
course stricken from the student's record and, if so desired, to retake that course without prejudice or penalty.

*An important note about grade changes: OSU rules allow that grades be changed only if there has been an error in grade processing or grading procedures. No opportunities or leniencies may be granted to one student that are not granted to all. Thus, a student's grievance that rests on claims of personal hardship cannot be handled as a grade grievance. Rather, these concerns require a petition to the college office.
Primary Research Space Descriptions

Derby Hall

**3176 Multimedia Classroom**
- Seating for 40
- 40 Windows 7 computers
- Three digital projectors
- Multimedia instructor podium with computer and DVD playback
- ELMO video document camera
- Adobe Creative Suite 6 (Design and Web Premium)
- Microsoft Office 2010
- Empirisoft Direct RT and MediaLab software version 2012

**3180**
- Seating for 6
- Six Windows 7 computers
- Microsoft Office 2013
- Empirisoft Direct RT & MediaLab 2012

**3180A**
- Recording equipment including video camera and microphone
- Sony Bravia 32” LCD TV and Samsung 46” LED Smart TV
- Blu-ray player
- Xbox 360

Journalism Building

**106 (Miller Communication Classroom)**
- Seating for 60 (50 at movable tables, 10 around room)
- Crestron touch screen equipment control panel
- Digital projection system (projector and 4 LCD TVs)
- Wireless microphone
- Podium equipped with laptop computer and secondary connection (computer and/or audio)

**216 (Computer/Instructional Lab)**
- Seating for 48
- 48 Windows 7 laptops in convertible desks
- Microsoft Office 2010
- Empirisoft DirectRT & MediaLab 2012
- Crestron touch screen equipment control panel
224 (Computer/Instructional Lab)
- Seating for 32
- 32 Windows 7 laptops in convertible desks
- Microsoft Office 2010
- Empirisoft DirectRT & MediaLab 2012
- Crestron touch screen equipment control panel

281 (Media Convergence Lab)
- Seating for 34
- 34 Macintosh (OSX.10) laptops
- Digital projector
- Podium with 24-inch iMac and SMART Podium interactive pen display
- Adobe Creative Cloud 2014-
- Final Cut Pro X
- SoundSlides Plus production software for still image and audio web presentations

339A (Focus Group Room)
- Seating for 12
- 12 Windows 7 laptops on movable desks and 12 privacy panels
- Microsoft Office 2013
- Empirisoft DirectRT & MediaLab 2012
- Four closed-circuit cameras
- Microphones and multimedia audio system
- DVD/VCR player
- Ceiling mounted LCD projector and projection screen
- Waiting room with closed-circuit camera

339B (Survey Room)
- Seating for 6
- 6 Windows 7 laptops
- Microsoft Office 2013
- Empirisoft DirectRT & MediaLab 2012

339C (5 Individual Human-Computer Interaction Rooms & Control Center)
- Seating for 1 (each room)
- 1 Windows 7 computer (each room)
- Microsoft Office 2013
- Empirisoft DirectRT & MediaLab 2012
- Closed-circuit camera and video playback screen
- Five DVD playback units
- 13 DVD recording units (corresponding to each camera in the 339 suite)
- Laboratory monitoring equipment displaying each camera in the research suite
- Capability of recording video to USB storage devices
342 (Communication Methods Lab)
- Seating for 40
- 40 Windows 7 laptops in convertible desks
- Digital projector
- Podium with ELMO video document camera and audio system
- Microsoft Office 2010
- Empirisoft DirectRT & MediaLab 2012
- IBM SPSS and AMOS statistical software

347 (Gaming Research and Instruction Lab)
- Seating for 11
- Two windowed suites with computer, display, and game console with DVD picture-in-a-picture recording capability
- 11 Windows 8.1 UCFF (ultra compact form factor) computers with gaming keyboards and mice
- 11 27” touch screen displays
- Six Xbox One and five Playstation 4 gaming consoles
- Microsoft Office 2013
- Empirisoft DirectRT & MediaLab 2012
- Podium with SMART Podium interactive pen display, computer, and audio input
- Digital projector

360 (Communication Teaching and Research Theatre)
- Seating for 122 (maximum occupancy)
- High-definition digital projector
- High-definition Blu-ray player
- Crestron touch screen equipment control panel
- Wireless microphone
- Podium with secondary laptop, audio, and microphone inputs
- Windows 7 computer (in podium)
- Microsoft Office 2010
- Turning Technologies TurningPoint audience response software

381 (Audience Response Lab)
- Four single participant rooms with display, camera, and microphone
- Two multiple participant (three to five subjects) rooms with display, camera, and microphone
- Six Windows 7 computers (one per room)
- Microsoft Office 2013
- Empirisoft DirectRT & MediaLab 2012
- One large viewing room with 60-inch high-definition 3D LED TV, audio system, camera, and microphone
- Seating for 11, six in front of TV and 5 in movable desks with privacy panels
- DVD picture-in-picture recording of camera and program content for each room
Portable Research Equipment

**Mobile MediaLab:** Ten notebook computers with MediaLab and DirectRT available for on or off campus use (subject to department approval and completion of University off-campus documentation)
- Two portable roller cases each containing five Windows 7 laptops
- Power strip
- Extension cord
- Empirisoft MediaLab & DirectRT 2008
- Wireless network capability

**Mobile MediaLab II:** Ten notebook computers with MediaLab and DirectRT
- Two portable roller cases each containing five Windows 7 laptops
- Power strip
- Extension cord
- Empirisoft MediaLab & DirectRT 2012
- Wireless network capability
APPENDIX C, EQUIPMENT AVAILABLE FOR CHECKOUT

General Equipment

- Windows laptops with
  - CD/DVD drive
  - Microsoft Office 2013, Skype, & SPSS
  - Wired & Wireless connectivity
- Macintosh laptops with
  - CD/DVD drive
  - Microsoft Office 2011, Skype, & SPSS
  - Wired & Wireless connectivity
- iPad Mini (6)
- Presentation pointers with laser
- Digital Camera - Canon 3-megapixel
- Digital Camcorder –Sony Handycam
- Tripods
- Portable Digital Projector (2)
- Projector in wheeled case (4)
- Portable projection screen
- Cables (VGA, Audio, HDMI, network, power, etc.)
APPENDIX D,

FACULTY AND GRADUATE STUDENT CONFERENCE TRAVEL SUPPORT POLICY 2015-16

Beginning July 1, 2015, reimbursement for professional travel will be available as follows:

i. Each tenure track faculty member is eligible to request School funding of up to $2,500 for authorized business travel expenses on behalf of the School of Communication each fiscal year (July 1-June 30). Funds from the previous year can be carried forward, and faculty may request the following year’s funds but both of these actions require School Director approval. There is no limit on the number of trips that may be taken. Faculty may also request to use other funding sources for additional travel (e.g. external grant funds, Miller Awards, etc.). In all cases, pre-approval must be obtained prior to making travel arrangements and the travel must have a documented university business purpose. Please see http://www.comm.osu.edu/about-us/internal-use-only/request-for-travel.html for instructions.

ii. Faculty should average at least one major communication conference (ICA, NCA, or AEJMC) each year and should be listed on the program for one of these conferences when requesting School funds for the travel. Faculty may request to use the remainder of their annual School travel funding for other university business travel purposes, such as poster presentations, regional conferences, workshops, training, serving on panels, etc.

iii. For international travel, the School will submit a request for SBS international travel grant funding after the School Director has approved the School funding and upon receipt of a letter requesting the SBS funds, along with documentation of the paper to be presented, from the traveler. SBS funds are intended to provide support for faculty researchers who are presenting findings at an international meeting (this does not include the North American continent). Requests for international travel must be submitted no later than 30 days in advance.

CONDITIONS FOR REIMBURSEMENT

i. The travel request must have been submitted and approved prior to the departure date of the trip. Documentation of the business purpose must be attached to the travel.

ii. University travelers should incur the lowest reasonable travel expenses and the expense must be allowed by university policy (https://osutravel.osu.edu/wp-content/uploads/2014/12/211_Travel.pdf). Please note, any rewards or frequent flyer miles earned from university paid travel must be tracked by the traveler and used for university business travel.

iii. Original itemized receipts with proof and method of payment must be provided for expenses such as lodging, registration and transportation. Meals will be reimbursed based on Federal per diem limits. If any portion of a travel is prepaid and the trip is cancelled or changed by the
traveler, except for approved documented medical reasons, **the traveler must repay the School for all costs associated with the prepayment, cancellation, or change.**

iv. All receipts must be submitted as soon as possible and **no later than 60 days** from the return date.

v. The School will provide the Graduate Program with funds for graduate student travel based on income generated from the Martha Brian Endowment, as well as School funds where possible. The amount awarded for the year will be determined by July 1. The School’s Graduate Handbook outlines procedures for applying and how the money is awarded.

*Funding is contingent on School availability of resources and this policy can be updated accordingly at any time*

*Updated 07/01/2015*