RESOLUTION TO ADOPT UPDATED COMPLETION PLAN

RESOLUTION 2021 –3888

WHEREAS, Ohio Revised Code Section 3345.81 requires the board of trustees of each institution of higher education shall adopt an institution-specific completion plan designed to increase the number of degrees and certificates awarded to students; and

WHEREAS, the plan shall be consistent with the mission and strategic priorities of the institution, include measurable student completion goals, and align with the state's workforce development priorities; and

WHEREAS, upon adoption by the board of trustees, each institution of higher education shall provide a copy of its plan to the chancellor of higher education; and

WHEREAS, the board of trustees of each institution of higher education shall update its plan at least once every two years and provide a copy of their updated plan to the chancellor upon adoption.

NOW, THEREFORE, BE IT RESOLVED that the Ohio University Board of Trustees adopts the “Ohio University Completion Plan Update 2020” attached hereto and instructs the Secretary of the Board to provide a copy of the plan to the chancellor of higher education.
assist incoming students, and the costs associated. Vice President Boeninger
detailed the difficulties and programs established to meet the student need.
Provost Sayrs supplied additional information on remediation and retention.
Trustee Coleman asked if a more extensive discussion on retention could take
place at a future meeting.

Consent Resolutions:

Consent 2020 Completion Plan Report (Tab 11; pg 97)

Consent Emeriti Awards (Tab 12; pg 111)

Consent Name Change – A&S Classics and World Religions (Tab 13; pg 113)

Consent New Program – A&S Environmental Science & Sustainability (Tab 14; pg
117)

Consent Program Suspensions (Tab 15; pg 132)

Consent Program Review (Tab 16; pg 137)

Committee Chair Viehweger asked if there were remaining questions related to the
consent resolutions. Trustee Scholl asked for confirmation that Tantrum Theater is
moving from Dublin, and Provost Sayrs responded that it will be on the Athens
campus. Committee Chair Viehweger asked for a motion to approve the consent
resolutions. Trustee Scholl moved, and Trustee Cooper seconded; all the trustees
approved the motion. The consent resolutions were carried forward to the Board of
Trustees main meeting for consideration.

There being no further business, Committee Chair Viehweger adjourned the meeting
at 3:52 p.m.
Mission

Ohio University holds as its central purpose the intellectual and personal development of its students. Distinguished by its rich history, diverse campus, international community, and beautiful Appalachian setting, Ohio University is known as well for its outstanding faculty of accomplished teachers whose research and creative activity advance knowledge across many disciplines.

Vision

Ohio University will be the nation’s best transformative learning community where student realize their promises, faculty advance knowledge, staff achieve excellence, and alumni become global leaders.

Campus Student Body Profile

Ohio University was established in 1804 by the State of Ohio and is the oldest university in the Northwest Territory. Ohio University is designated as a Doctoral University (High Research Activity) by the Carnegie Foundation for the Advancement of Teaching 2018 classification. The main campus is in the city of Athens in the Appalachian foothills. It is a classic residential campus that serves as the major educational institution in southeastern Ohio.

In the Fall Semester 2019 Ohio University had 21,728 undergraduate and graduate students enrolled (non-OHIO Online) at the Athens campus. Since the mid-1940s, the campus has expanded to include regional campuses in Chillicothe, Ironton, Lancaster, St. Clairsville, and Zanesville that collectively enrolled 7,370 students. In 1976 the College of Osteopathic Medicine was established; recent expansion includes extension campuses in Dublin and Cleveland. Fall 2019 medical student enrollment was 978. There were 4,951 undergraduate students enrolled exclusively in e-Learning courses. The total unduplicated enrollment for Fall Semester 2019 was 33,044.

For the Ohio University Athens campus, 79% of the undergraduate students are State of Ohio residents. Female students comprise 54.6% of Athens campus students. For Fall Semester 2019 student enrollment by ethnicity showed that 78.3% are Caucasian, 5.7% are African American, and 3.5% are Hispanic. There were 3,705 nonresident students and 1,061 international students. The freshmen admissions ACT 25th-75th percentile scores were 21 - 26 and 17% ranked in the top ten percent of their high school class. Part-time degree seeking undergraduate students comprise 23% and 22% are over age 24. Only 2% of first-year students require developmental coursework in math and less than 1% require developmental coursework in English.
Retention

The Ohio University first-year, full-time student retention rate on the Athens campus was 79% for the Fall 2012 entering cohort and increased to 81% for the Fall 2019 entering cohort. On the regional campuses over the same time period, retention went from 54% to 55%. The retention data do not include OHIO Online.

<table>
<thead>
<tr>
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<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Athens</td>
<td>79%</td>
<td>80%</td>
<td>79%</td>
<td>82%</td>
<td>80%</td>
<td>82%</td>
<td>82%</td>
<td>81%</td>
</tr>
<tr>
<td>Regional</td>
<td>54%</td>
<td>57%</td>
<td>54%</td>
<td>55%</td>
<td>57%</td>
<td>54%</td>
<td>58%</td>
<td>55%</td>
</tr>
</tbody>
</table>

*Please note that in 2019, Ohio University updated its methodology for determining entry cohort, so there may be small changes versus previously reported values.

Graduation

Ohio University awarded 8,369 degrees in 2012-2013 and 9,973 degrees in 2019-2020 as shown in the two tables below.

Degrees Awarded by Campus
2012 - 2013

<table>
<thead>
<tr>
<th></th>
<th>Associate's</th>
<th>Bachelor's</th>
<th>Master's</th>
<th>Doctoral</th>
<th>D.O.</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athens Campus</td>
<td>140</td>
<td>6,070</td>
<td>1,252</td>
<td>160</td>
<td>113</td>
<td>7,735</td>
</tr>
<tr>
<td>Chillicothe</td>
<td>206</td>
<td>—</td>
<td>—</td>
<td>—</td>
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<td>206</td>
</tr>
<tr>
<td>Eastern</td>
<td>21</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>21</td>
</tr>
<tr>
<td>Lancaster</td>
<td>107</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>107</td>
</tr>
<tr>
<td>Southern</td>
<td>177</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>177</td>
</tr>
<tr>
<td>Zanesville</td>
<td>123</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>123</td>
</tr>
<tr>
<td>Grand Total</td>
<td>774</td>
<td>6,070</td>
<td>1,252</td>
<td>160</td>
<td>113</td>
<td>8,369</td>
</tr>
</tbody>
</table>

Degrees Awarded by Campus
2019 – 2020

<table>
<thead>
<tr>
<th></th>
<th>Associate's</th>
<th>Bachelor's</th>
<th>Master's</th>
<th>Doctoral</th>
<th>D.O.</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athens Campus</td>
<td>295</td>
<td>6,727</td>
<td>1,988</td>
<td>182</td>
<td>228</td>
<td>9,420</td>
</tr>
<tr>
<td>Chillicothe</td>
<td>148</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>148</td>
</tr>
<tr>
<td>Eastern</td>
<td>30</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>30</td>
</tr>
<tr>
<td>Lancaster</td>
<td>119</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>119</td>
</tr>
<tr>
<td>Southern</td>
<td>165</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>165</td>
</tr>
</tbody>
</table>
For the Fall 2009 freshman cohort of 4,056 Athens campus students, 48% graduated in four years or less (16% took 5 years and 3% took six years) while 24% transferred out of the university, for a 91% graduation-and-transfer-out rate.

For the Fall 2013 freshman cohort of 4,240 Athens campus students, 45.1% graduated in four years or less (17% took 5 years and 3% took six years) while 24% transferred out of the university, for a 90% graduation-and-transfer-out rate.

<table>
<thead>
<tr>
<th>Four Year Graduation Rates on the Athens Campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Cohort</td>
</tr>
<tr>
<td>4-Year Rate</td>
</tr>
</tbody>
</table>

*Please note that in 2019, Ohio University updated its methodology for determining entry cohort, so there may be small changes versus previously reported values.*

The Office of Institutional Effectiveness and Analytics prepares an annual Ohio University Fact Book. Compendium data on graduation and retention by gender and ethnicity, as well as student right-to-know data on graduation rates by Pell Grant are also available. Additional statistical data is available through the National Center for Education Statistics.

**Barriers to Persistence and Completion**

Ohio University has a local admissions policy for any student from Athens and the contiguous Appalachian counties, with 79% of the Athens campus undergraduate students being Ohio residents. Approximately 25% of first-year students attending Ohio University are first generation. Additionally, 94% of freshmen receive grant or scholarship aid while 27% are Pell Grant eligible.

Entering students without a declared major have been observed to have higher academic probation rates and lower retention rates in comparison to those with a declared major. One-seventh of new students enrolling each year at Ohio University are transfer students, some of whom enter insufficiently prepared to meet Ohio University’s academic expectations. NCES IPEDS data show Athens campus remediation is 2% in math, but less than 1% in English; greater percentages of developmental coursework are required at the regional campuses.

One of the leading reasons for withdrawing from Ohio University is mental health well-being. Over the last decade demand has skyrocketed to record-breaking numbers of students seeking individual appointments and group therapy sessions in Counseling and Psychological Services (CPS). CPS offers developmental, preventive, and remedial services are offered. Also,
programs that promote the intellectual, emotional, cultural, and social development of students are available.

Additionally, within Ohio University’s undergraduate student population that are age 25 and over (mostly at the regional campuses and through OHIO Online), there are many family support and life/personal issues, including food insecurity, transportation, childcare, work conflicts, housing, finances, substance abuse, and self-confidence.

**Update of Completion Goals for 2018 – 2020**

Emphasis on first-year retention and graduation rates continued to serve as completion goals for Ohio University. In addition, attention to academic advising and academic support are completion strategies that have been deployed:

**OHIO Guarantee**
The OHIO Guarantee of flat tuition, housing, and fees for an entering cohort began its sixth year in Fall 2020. In Fall 2018, the OHIO Guarantee was extended to all students enrolled at the regional campuses. [N.B.: The success of the OHIO Guarantee has led several other Ohio four-public institutions to institute their own tuition guarantee programs.]

**MyOHIO Success Network**
In Fall 2016 Ohio University introduced MyOHIO Success Network replacing the MAP-Works® program which had been utilized by new undergraduate students since Fall 2010. In Fall 2017 the MyOHIO Success Network was fully implemented for all Ohio University undergraduate students, including the regional campuses and OHIO Online.

The MyOHIO Success Network initiative directly supports the University’s Mission and Vision statements by serving as information and communication hub for students, faculty, and student support staff to connect students with the university resources they need to successfully complete their degrees. This system creates a personalized success network for each student improving how they can access needed support and improving how faculty and staff support our students by enhancing communication and coordination of information across the University.

As an information hub, the MyOHIO Success Network allows effective use of information to identify the right student at the right time and refer them to the appropriate service to support their academic success. It provides early identification to determine who is at-risk early, thus intervention is possible to support students in meeting the challenges of our academic expectations. Further, there is improved communication and coordination by collecting information from a variety of sources and automating communications both to the student and the students’ success network—advisors and student support staff who have a relationship with that student. The MyOHIO Success Network helps build cross-campus communications in support of our students. The network is engaging students by helping keep them informed of their own progress and achievement, supporting effective actions and decisions, and referring those in need to the appropriate campus resources. MyOHIO Success Network helps students take control of their pathway to graduation.
Ohio University Mobile Support
Mobile Support is a new text messaging service to help students complete their degrees. The text messages help students stay informed and focused on their college goals. Enrolled students receive Mobile Support message at the beginning of a semester. The messages are designed to be interactive and become more personalized the more a student responds. Students can stop Mobile Support at any time.

Strong Start to Finish©
“Strong Start to Finish” aims to significantly increase the number and proportion of low-income students, students of color and returning adults who succeed in college math and English and enter a program of study in their first year of college.” Strong Start to Finish is presented by the Education Commission of the States and is a network of postsecondary and philanthropic leaders. In early 2018, the Ohio Department of Higher Education proposal was one of four nationwide proposals selected for an award over three years. Ohio University is one of 12 universities and 18 community colleges in Ohio that is part of the collaboration. The Ohio Department of Higher Education proposal goal is to increase from 33% to 50% by 2021 the completion of college-level math and English in the first year.

Ohio University’s part in contributing to this statewide goal will require increasing the overall percent of students completing both English and Math on the Athens campus to 72.7% (a 20% increase) and on the regional campuses to 49.8% (a 12.5% increase).

Career and Leadership Development
In the Fall 2012, Ohio University merged its student leadership development efforts with its career services office, setting a new standard for the holistic preparation of young scholars. The Career and Leadership Development Center (CLDC) is available to all Ohio University students and alumni for active development and implementation of career and leadership skills. It can help students select programs of study by matching their abilities, interests, and aspirations with specific majors and academic opportunities. The CLDC offers interest and skills assessments, leadership development, and career coaching. CLDC and online resources are used to explore major and career opportunities.

The CLDC assists students with their post-graduation planning through its job search guidance, résumé preparation, mock interviews, and employer relations and annual career fairs. From its earliest days, the Center has tailored its efforts around best practices, employer input and feedback, and assessment. Based on employer data, the CLDC identified six transferable skills most commonly sought by employers across a broad spectrum of industries. Those skills include self-awareness, interpersonal communication, teamwork, problem solving, adaptability and innovation. Integrating those skills into its services, the CLDC employs an innovative, structured, but individualized, model based on neuropsychological best practices. Dubbed “Brain Based Career Development” and developed by the CLDC director, the model utilizes an action-oriented, student-led approach rooted in career coaching.

The CLDC workshops include the Professional Leadership Certificate and the 21st Century Leadership Certificate. A Foundations for First-Year Students helps students discover their
leadership potential. The Pepsi Scholars is a one-of-a-kind program for first-year students and seeks to help students establish, empower, effect and evolve their leadership skills.

The CLDC has begun using “Handshake” as its career platform which allows students to discover jobs at top financial institutions, cutting edge tech firms, leading design and marketing agencies, nonprofits, etc. Students can receive personal recommendations based on their interests, skills, major, location preferences and search history.

A career service fee implemented in Fall 2018 has supported enhanced programing and resources across the institution, both in Athens and on the regional campuses toward providing all students with individual, customized career services support across their progression toward their degrees. Further, expanded access to customized experiential learning activities, many in the local communities, for all undergraduates is expanding.

**Enhanced Completion Strategies for 2020 – 2022**

**OHIO Guarantee+**
At Ohio University, we have long been committed to affordability, predictability, and cost transparency through our OHIO Guarantee, providing level-rate tuition, housing, dining, and fees locked in for 12 consecutive semesters. Now, we are taking that commitment to a whole new level with the OHIO Guarantee+ by delivering an individualized graduation plan that ensures our students graduate on time and on plan, or we will make it right, including covering the cost of additional courses if necessary. That way, the total cost of college is known from the start. Plus, we are expanding access to alumni-only scholarships for continuing education as well as career counseling for life. It goes beyond a guaranteed price to deliver real return on investment.

**OHIO BRICKS – Reimagined General Education**
OHIO’s original general education program was established by the faculty in May 1979. In 2014, the Faculty Senate approved a more robust set of outcomes for its graduates known as the General Education Common Goals. A Reimaging General Education Task Force began work in April 2019 and in early 2020 the University Curriculum Council and the Faculty Senate approved a revised general education statement of intent and model called BRICKS (Build-Reason-Integrate-Communicate-Know-Synthesize). Implementation is scheduled for Fall Semester 2021.

OHIO BRICKS achieves common goals learning outcomes, aligns with Higher Learning Commission accreditation and Ohio Department of Higher Education expectations for teaching, learning, and assessment, aligns curriculum and intentions for deeper learning, and communicates the intent and value of general education to students and employers.

**Inclusive Excellence Campus**
OHIO’s university-wide efforts promote inclusive institutional policies, practices, and cultures. Furthering our inclusive campus efforts, OHIO has been selected as one of four institutions to
participate in an inclusive excellence self-study in partnership with the National Association of Diversity Officers in Higher Education (NADOHE). The work will involve an external review of equity, diversity, and inclusion efforts on the campus within an Inclusive Excellence Campus Index Framework around foundational cornerstones, operational processes, and organizational infrastructure toward highlighting areas of strength and areas for improvement. Ultimately, the assessment should help guide efforts regarding (1) removing barriers to access and success, (2) diversifying curricular and co-curricular content and delivery, (3) assessing and improving campus climate, etc.

**Workforce Development Priorities**

Ohio University is the largest institution of higher education in south/southeastern Ohio. It is also one of the largest regional employers with 4,900 full-time and part time employees, including 1,235 full-time faculty. Ohio University’s total economic impact of $2.9 billion supported over 40,000 jobs in the state in 2016-17.

Ohio University offers degrees ranging from associate to doctorate, as well as the only Doctor of Osteopathic Medicine in Ohio. Academic programs distributed across 11 colleges and schools award more than 100 degrees. The university extends to five regional campuses, two medical extension campuses, three regional centers, and partners with several Ohio, Kentucky, and West Virginia community colleges. Nearly three-fifths of Ohio University’s worldwide alumni reside in the state of Ohio. Each regional campus engages in some form of workforce development activity, most frequently by offering community-oriented trainings and workshops. Ohio University is developing the talent to meet local, regional, state, and national economic needs by preparing a future workforce with the knowledge and skills necessary to succeed in the global marketplace.

Ohio University significantly contributes to the state and region through talent and workforce development; research, scholarship, and creative activity, innovation, and entrepreneurship; healthcare and wellness; and environment, infrastructure, and sustainability. Some brief examples are cited in the following sections.

**Talent and Workforce Development**

Ohio University is one of six Innovative Colleges to Watch according to EAB Global in 2019 and a Top 100 Public University according to the *U. S. News and World Report*. The College of Business was ranked 15th best amongst public schools in Bloomberg Businessweek’s 2016 review of the “Best Undergraduate Business Schools.” According to *SportBusiness Professional* magazine’s 2019 rankings, Ohio University is the #1 best online postgraduate sport course (Professional Master of Sports Administration) and best postgraduate sport administration course (Master of Business Administration / Master of Sports Administration) program for six of the last eight years. The Russ College of Engineering and Technology was ranked 16th best public engineering school in *U. S. News and World Report*.

According to the 2018 *U. S. News and World Report*, the graduate ceramics program in the College of Fine Arts now ranks third among all United States programs and the college graduate printmaking program ranks tenth, representing examples of a robust community for artists, musicians, and theater. The Tantrum Theater is a professional theater company located in
Athens, Ohio. It is the only equity-level professional theater in south or central Ohio and it offers an opportunity for College of Fine Arts students to work with theater professionals from across the country. The Kennedy Museum of Art is the only major collecting art institution in southeast Ohio.

The Center for Campus and Community Engagement works to develop mutually beneficial partnerships between Ohio University and the region, and wherever students go across the globe. University outreach and public service programs provide experiential learning through internships, practicums, service learning, and volunteerism. Annual total impact is over a million hours with a value of several million dollars. The Coalition of Rural and Appalachian Schools in partnership with the College of Education, is an organization of 110 school districts and other educational institutions in the 32-county region of Ohio designated as Appalachia. It advocates for and supports the public schools in the region in the continuous improvement of educational opportunities available to all the region's children.

Ohio University operates TechGROWTH Ohio, a venture development organization that serves 20 counties. TechGROWTH is funded by Ohio’s Third Frontier and since its founding in 2007 has worked with 554 companies and has generated over $622 million in economic measures. Through TechGROWTH, entrepreneurs and technology start-up companies in southeast Ohio can access business assistance and sources of capital. Business services include assistance with business plans, product development, legal services, marketing, executive recruitment and more. TechGROWTH helps companies prepare to access seed-stage and angel investment capital as well as research grants and loans. TechGROWTH has assisted hundreds of technology companies with a broad range of services, grants, and investments. These resources have helped area companies generate millions of dollars in additional economic activity. TechGrowth targets seed-stage technology companies in sectors including, but not limited to advanced energy, biomedical, information technology, electronics, and advanced materials.

Research, Scholarship, and Creative Activity
Twenty-one research intensive centers and institutes offer world-class expertise, equipment, and facilities. Ohio University’s Institute for Corrosion and Multiphase Technology is the largest of its kind in the world and works in collaboration with a consortium of oil and chemical companies to develop ways to reduce corrosion of pipelines. The Avionics Engineering Center is the only facility of its kind in the United States specializing in research, development, and evaluation of electronic navigation, communication, and surveillance systems. Also, the Institute for Nuclear and Particle Physics hosts the largest and highest-energy particle accelerator in the state. In 2019, an Ohio University plant biologist was one of 15 United States scientists selected to conduct space biology research on the International Space Station. With support from government research funding and industry partners, Ohio University engineers are manufacturing coal-based composite decking boards that require less energy with lower costs and emissions. Ohio University received over $62 million in external research and non-research funding in FY2019. Over 250 active patents are held by Ohio University researchers, and between 2004 and 2018 over $100 million in royalty income has been received.

Innovation and Entrepreneurship
The Center for Entrepreneurship is a partnership of the College of Business, the Voinovich School of Leadership and Public Affairs, and all of Ohio University’s colleges and campuses.
The Center for Entrepreneurship aims to contribute to Ohio University's entrepreneurial ecosystem by enhancing entrepreneurial education, university-based entrepreneurial activity, and regionally focused venture development in southeast Ohio. The Center for Entrepreneurship and its partners host a wide variety of programs and events encouraging entrepreneurial development on campus and beyond. A major in entrepreneurship and Certificate in Entrepreneurship are available.

Since its founding in 1983, Ohio University’s Innovation Center has incubated over 300 companies. The Innovation Center offers flexible office space and scientific laboratory space and equipment for startup businesses. Services also include business mentoring and networking opportunities. In 2019 InBIA named the Innovation Center the #1 Rural-Based Entrepreneurship Center of the Year and the Randall M. Whaley Incubator of the Year. Also, the Appalachian Partnership for Economic Growth named the Invocation Center as the 2019 Best Support of Entrepreneurial Innovation. The total estimated economic activity of all businesses incubated by the Ohio University Innovation Center on Athens County’s economy in 2019 is 218 jobs that generated an estimated $16 million in employee compensation and an annual estimated economic output (goods and services produced) of over $59 million.

LIGHTS provides expertise, training, and resources to the region's workforce, entrepreneurs, companies, and local communities through a series of Innovation Gateways. The Gateways provide business incubation and makerspaces. LIGHTS is for individuals, that live or work in the 26-county territory, with an interest in building a product and/or creating a business.

Healthcare and Wellness
One of Ohio University’s goals is to educate and train the necessary workforce to ensure accessibility of quality healthcare services and promotion of healthy lifestyles, especially in the Appalachian region. Ohio University trains more primary care physicians and retains more in Ohio. Fifty-eight percent of Ohio University medical student graduates are practicing in Ohio and make up 12% of all physicians in rural communities. Since 1994 the Community Health Programs mobile clinics have traveled hundreds of thousands of miles, bringing free and reduced cost health care to people in 22 counties in southeast Ohio. The College of Health Sciences and Professions is home to the largest nursing school in the state. In conjunction with the University of Toledo and others the College of Health Sciences and Professions has launched a statewide collaborative, The Ohio Alliance for Innovation in Population Health, focused on improving the health of all Ohioans. The alliance works collectively to combine the resources and expertise of administrators, healthcare practitioners, academic researchers and policy experts from Ohio University and more than 30 affiliated universities, hospital associations, and healthcare providers to solve the most complex and pressing population health concerns across the state. Further, the college is helping to lead the Ohio River Valley Addiction Research Consortium.

Sustainability and Environment
Ohio University’s Office of Sustainability provides services and support to the campus community; advocates for innovation and research; and ensures fulfillment of institutional commitments to environmental, social, and economic well-being. Ohio University has repeatedly demonstrated its commitment to sustainability. Ohio University became the first public university in the state to hire a full-time employee to work solely on sustainability
initiatives. The university is also home to the largest in-vessel composting system at a college or university in the nation and has been identified as an Ohio Center of Excellence for Energy and the Environment. Through the Climate Action Plan Ohio University committed to decrease its greenhouse gas emissions while increasing environmentally preferable behaviors in institutional policies and procedures, eventually reaching carbon neutrality in the latter half of this century. Climate change mitigation has/is being accomplished through the conservation and efficient use of natural resources as well as through the replacement of carbon-intensive energy sources with more efficient alternatives. The True Pigments project is a collaboration among Ohio University, Ohio Department of Natural Resources - Division of Mineral Resources Management, the U.S. Office of Surface Mining Reclamation and Enforcement, and Rural Action that leverages skills in engineering, art, watershed restoration, and community development to transform iron from acid mine drainage into marketable paint pigments creating economic opportunities through job growth in impacted, small Ohio communities.

**Resources**

Academic Achievement Center  
http://www.ohio.edu/aac

Allen Student Advising Center  
https://www.ohio.edu/uc/advising-center

Analysis of the Economic Impact and Return on Investment of Education. The Economic Value of Ohio University, May 2018 Internal Report

Appreciative Advising  
https://www.ohio.edu/uc/advising-center/advising-resources

Career and Leadership Development Center  
https://www.ohio.edu/student-affairs/career-and-leadership

Center for Campus and Community Engagement  
https://www.ohio.edu/ccce

Center for Entrepreneurship  
https://www.ohio.edu/entrepreneurship

Climate Action Plan  
https://www.ohio.edu/sustainability/services/sustainability-climate-action-plans-reports

Coalition of Rural and Appalachian Schools  
https://www.ohio.edu/education/coras

Common Goals for Baccalaureate Programs at OHIO UNIVERSITY  
https://www.ohio.edu/sites/default/files/sites/provost/files/Common%20Goals%20for%20Baccalaureate%20Programs%20at%20Ohio%20University.pdf

Compendium  
https://www.ohio.edu/instres/compendium/index.html

Counseling and Psychological Services  
https://www.ohio.edu/student-affairs/counseling

First Year Experience  
https://www.ohio.edu/fye

Handshake  
https://www.ohio.edu/student-affairs/career-and-leadership/handshake
Health and Wellness
https://www.ohio.edu/wellness/student-resources
https://www.ohio.edu/chsp/points-pride
https://www.ohio.edu/medicine/about/offices/deans-office/annual-report

Innovation Center
https://www.ohio.edu/research/innovation

Learning Communities
https://www.ohio.edu/uc/learning-communities

LIGHTS
https://www.lightssregionalinnovation.com

Mobile Support
https://www.ohio.edu/instres/mobilesupport/index.html

MyOHIO Success Network
https://www.ohio.edu/success-network

National Association of Diversity Officers in Higher Education
https://www.nadohe.org/

National Center for Education Statistics
http://nces.ed.gov/collegenavigator

Ohio Alliance for Innovation in Population Health
https://www.ohiopopulationhealthalliance.com/

OHIO First Scholars
https://www.ohio.edu/uc/firstgen

https://ohioopen.library.ohio.edu/ohio-guide/1

OHIO Guarantee+
https://www.ohio.edu/guarantee

OHIO Online
https://www.ohio.edu/online

Ohio River Valley Addiction Research Consortium
https://www.ohio.edu/chsp/community-engagement/opioid-response-initiatives

http://www.ohio.edu/instres/factbook.pdf

Persistence Plus
http://www.persistenceplusnetwork.com/

Reimagining General Education – Adopted Model and Summary

SmarterMeasure
http://www.smartermeasure.com

Sustainability Plan
https://www.ohio.edu/sustainability/services/sustainability-climate-action-plans-reports

Strong Start To Finish©
https://strongstart.org

Tantrum Theater
http://tantrumtheater.org

TechGROWTH
http://www.techgrowthohio.com

True Pigments
https://time.com/5881219/pollution-into-paint-john-sabraw
https://www.truepigments.com