

Representatives Demetriou and Williams,

Thank you for allowing me to testify today. My name is Jenifer Locke. I am an Associate Professor of Materials Science and Engineering at the Ohio State University and within the Fontana Corrosion Center. I have been a professor at OSU for 9 years, and was actually born in the state of Ohio 40 years ago. I have been proud to be from the state of Ohio my entire life and have always spoken highly of my home state, but recent efforts make me saddened to see that a place that is my home may change for the worst and in a way that does not support me.

I find currently find myself worried about my own career and future in the state of Ohio, my desire to continue to teach and live here and to raise my two children here, a state I chose to come back to just after the birth of my first child, who was born in PA...all because of HB 151 (and SB 83). I would like to make the following points against passage of this legislation:

(1) While a learner in the higher education system, both in undergraduate and graduate school, I saw no examples of the type of person I wanted to be: a women who was a faculty member with a spouse and children. While I had one female professor in my department in undergrad (I was a Physics major at Wittenberg University in Springfield, OH) and one in graduate school (at the University of Virginia), none had children and only one was married. In the early 2000's, most female faculty still chose to not have children to try and keep up the demands of a faculty position. I am so fortunate that my stubborn nature kept me from acting of my fears that I could not have children and be a professor, and for a husband that pushed me to just try. Since starting at OSU, I have had many students tell me that seeing a female faculty member with children being successful gives them the example they need to join the field. Because of the positive changes due to Diversity and Inclusion initiatives at the College and University levels, chagnes HB 151 will eliminate and inevitably reverse, I am able to be in an environment that I feel supported in and can continue to thrive within. I am also able to feel safe enough to live life as a achieving scientist, mentor, teacher, AND mother. Listening to the stories of women before me and their treatment within the faculty ranks, I can say that reversing progress will resuly in me deciding to take my talents elsewhere.

(2) I am also extremely concerned that this legislation will cause faculty members like myself to consider seeking positions in states where their professionalism and YEARS of training are not being questioned and micromanaged, as HB 151 does. Successful research programs and centers take decades to create and the loss of talent from HB 151 could dissimate it within months. The Fontana Corrosion Cetner, of which I am a part, is one of the most noted and world renowned academic programs for corrosion. Students come from all over the world to get their graduate degrees here and get job offers without a reference check because we are so trusted. The job sectors that depend on us to train the students that they hire and for our research interactions will all suffer as a result of HB 151.

(4) Diversity and Inclusion initiatives are embraced by industry within Ohio, across the US, and at the agencies that fund faculty research. Prior to coming to OSU, I worked in industry at

Alcoa Inc and within that capacity worked with customers like Boeing, Airbus, and the European Space Agency. From these experiences, I can say with confidence that HB 151 will put Colleges in Ohio at odds with our industry colleagues and will not prepare our students to join the ever-diversifying workforce. Most companies have ambitious DEI efforts to ensure their works and product incorporate in diverse ideas and perpesctives. They have seen how diversity increases their bottom line, productivity, and safety. With HB 151, employers will question the ability of Ohio acadmeic institutions to train the best students and will look elsewhere for hiring, so we will hurt our students ability to join the job market. Many federal programs which fund faculty research in engineering require that faculty creatively participate in outreach efforts to engage students (including K-12 students as well as college students) from diverse backgrounds, thereby opening their horizons to engineering as a career path. HB 151 will not allow our faculty to pursue these initiatives and will eliminate our faculty from many of the most prestigious federal research funding sources from the National Science Foundation, Department of Energy, Department of Defense, and National Institutes of Health. As a result, OSU and other state universities will lose many of our very best, most successful, and productive faculty to other states where restrictions on these student diversity outreach efforts are not being outlawed. Additionally, faculty will loose the research programs they deseperately need to fund graduate research and train the next generation. HB 151 will kill the funding received by research universities and in effect kill the university.

I implore you to consider my testimony and vote NO on HB 151. It is unenecessary and will irreparably harm higher education in Ohio and the competitiveness of our students and our state in fields such as Engineering.

Thank you.

Jenifer S. Locke

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