

Testimony of Nicole Yadon, Ph.D.
Before the House Higher Education Committee
Rep. Tom Young, Chair
November 27, 2023

Chair Young, Vice Chair Manning, Ranking Member Miller, and Members of the Higher Education Committee:

My name is Nicole Yadon, and I am a professor of Political Science at Ohio State University, where I have taught for three years. I do not represent Ohio State, but rather am submitting testimony as a private citizen in opposition to Senate Bill 83-11. I oppose SB83 because many of its provisions will serve to undercut OSU's mission and goals of academic excellence, as well as those of all public universities across the state of Ohio. SB83 jeopardizes union rights, job protections, quality education, and the ability to attract and keep the best and brightest students and faculty at Ohio's great colleges and universities. The bill will further increase the size of university bureaucracy, drive up costs for students, and deter high-quality faculty and students from choosing Ohio educational institutions.

If we want students to come to universities in Ohio, like OSU, on the promise of receiving a first-class education, instructors need to be able to determine what is taught in their classroom, and how it is taught, without fear of punishment. One goal of higher education is to provide access to new information, perspectives, and people from different backgrounds, as well as to gain skills related to critical thinking and reasoning which are often refined in the classroom. The bill's intervention into determining what content can be discussed in courses and potentially punishing faculty for interfering with "intellectual diversity rights," is highly concerning and at odds with the goals of academic freedom and free speech. As someone who teaches on highly sensitive topics related to politics, I see in my classroom that students *want* to debate, discuss, and learn from one another and about controversial issues. This is a regular component of my courses and students learn best from connecting scholarly materials to real-world events. SB83 threatens the viability of having such conversations out of fear that accusations of infringement on "diversity rights" may occur. This is especially concerning given the lack of clarity regarding the process for those who are accused of such infringement. Stifling conversation in the classroom will reduce the extent to which students can learn and grow through their coursework, which will also have downstream impacts on their ability to communicate and engage with important but controversial issues beyond the classroom.

Similarly, if OSU is to maintain its status as a world-class institution, faculty need to have tenure protections that are not politicized or limited by accusations of "lack of intellectual diversity." Faculty, including those with tenure, are assessed annually by their department in terms of both teaching and research quality. If faculty—including tenured faculty—are engaging in inappropriate behaviors or other forms of misconduct, the university reserves the right to fire them. Thus, tenure does not guarantee a lifetime appointment no matter their subsequent behavior, actions, etc. What tenure protections do afford, however, is confidence that faculty

can build a research program free from the ever-changing whims of politicians or university bureaucrats. It creates opportunity for stability and putting down roots for faculty have been deemed exceptional by their departmental and university colleagues, as well as a series of external evaluators. Tenure allows faculty to, for example, invest in recruiting and training the highest quality graduate students, preparing those graduate students for academic and industry jobs, applying for nationally competitive funding sources, and producing cutting edge research via the research teams built at OSU. Each of these benefits associated with tenure also benefit the University in terms of its reputation, revenue, and ability to continue recruiting/hiring the best faculty with an eye towards excellence. Without tenure protections, OSU will not be able to successfully recruit or maintain top-tier faculty because such faculty will be looking for jobs in other places with full tenure protections. This will leave OSU with an inability to maintain its reputation for academic excellence, worse rankings of academic quality by US News, challenges with recruiting students (particularly out-of-state or international students who are especially drawn in by university rankings), as well as reduced revenue for the university due to both enrollments and decreased grant funding.

Consequently, I urge the committee to stop pursuing passage of SB83 given that it will undermine the opportunity for Ohio's college students to receive the highest quality education and irreparably damage the reputation of Ohio's great universities, in turn reducing enrollment, recruitment, and revenue.