

Lechman Bio

Kathy Lechman, Ph.D. currently serves as Assistant Dean for Faculty and Staff Affairs, in the College of Food, Agricultural, and Environmental Sciences at The Ohio State University, she provides strategic leadership to create a culture of inclusion and belonging for faculty and staff overseeing college-wide climate assessment, professional development, and initiatives to recruit and retain faculty and staff.

Previously, Kathy served as Associate Director and interim Executive Director at the Kirwan Institute for the Study of Race and Ethnicity, where she led day-to-day operations, managed multimillion-dollar budgets and contracts, supervised research teams, and developed organizational infrastructure and professional development strategies to support mission-driven racial equity work. Earlier in her career, she held progressively responsible roles in CFAES focused on equity and inclusion, including Director of Equity and Inclusion and Leader of Diversity Development, where she built and led college-wide trainings, climate assessments, speaker series, and civil rights compliance processes.

Kathy's professional path also includes roles with the Ohio Department of Rehabilitation and Correction and the Ohio Department of Youth Services where she designed curricula, implemented violence prevention and mediation programs, and supported staff training in high-stress environments. She also worked in the Cleveland Municipal Schools where she developed and implemented conflict management and mediation programs in grades K–12. She has an extensive record of university and community service, including membership on multiple search committees, leadership in diversity councils, and facilitation of anti-bias and inclusive excellence programs.

She holds a Ph.D. in Workforce Development from The Ohio State University, a Master of Arts in Conflict Resolution from The McGregor School of Antioch University, and a Bachelor of Arts in Sociology from The College of Wooster.