

From: [Mike Travis](#)  
To: [watchdog@oig.state.oh.us](mailto:watchdog@oig.state.oh.us); [Dolby, Susan](#)  
Subject: Michael Travis / Ombuds Office Review  
Date: Friday, May 10, 2013 8:07:13 AM

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Randall & Susan -

This e-mail is in response to the currently open review that the OIG is conducting, related to my alleged activities.

The first part of this e-mail should be construed by your office as a formal complaint of alleged wrongdoing by multiple state employees, and should be investigated and acted upon by the OIG, accordingly. If this e-mail format is not correct, please advise, and I will fill out a standard OIG complaint form, although the allegations listed below will not be different, regardless of format used.

The second part of this e-mail serves as my written follow-up to past conversations held with Mike Roever and Susan Dolby.

**Formal Allegation of State Employee Wrongdoing -**

The practice of regularly allowing unapproved and unregistered 3rd parties to use executive assigned parking spaces in the William Green Building (WGB) garage is literally as old as the building itself, dating back to the 1990s. Whenever senior level State of Ohio executives are out sick, on vacation, and/or especially traveling, their dedicated L-2 parking spaces are routinely used by administrative assistants, interns, and lower level managers.

Again, this common practice has been going on in the WGB garage for the 20 years that I have worked in this building. Such practices are easily verifiable by examining garage videos and parking card usage when compared to payroll & time keeping records. In addition, a long-standing and regular practice has been for WGB employees to allow 3rd parties unregistered parking access in both the BWC garage and surface lot, when employees are traveling or on vacation.

Mike Roever & Susan Dolby stated to me the OIG's ethical interpretation of parking is "*one person-one car-one space*", with zero exceptions and/or transfers. This OIG standard is routinely ignored and has been violated by WGB employees for decades. I have discussed this parking topic informally with several long-time WGB staff, including senior level Chiefs & Directors I have worked closely with for 20 years. Almost without exception, they are initially disbelieving, thinking I am making this up, and secondly worried, when I tell them that a long-standing, common, and routine operating practice among all levels of WGB employees is currently the subject of a serious ethics investigation.

While this formal complaint may be construed as dragging other into this matter, the fact remains that I am making this formal allegation of wrongdoing for the OIG to investigate, in part to prove that my alleged actions were common, and are still being practiced daily by WGB employees. If I have allegedly committed a violation of ethics for allowing an unregistered 3rd party to use my parking pass, when I pay for the same, is it not as bad an offense (*or worse*), when executive staff working in the WGB allow their complimentary parking privileges to be used by unapproved and unregistered individuals ?

# Exhibit 9

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The rest of this e-mail is not a formal allegation of state employee misconduct, but instead is a follow-up response to issues raised by the OIG and previously discussed with Mike Roever & Susan Dolby.

## *Unfounded Allegation of Nepotism* -

In the most strenuous manner possible, I disagree with any allegations of improper nepotism alleged and investigated by the OIG. A complete and unbiased review of the facts surrounding the hires in question clearly indicate they were 100 % proper.

First, the positions in question were properly posted and open for all candidates (*both internal & external*) to apply. Both Allison & Matt discovered these vacancies on their own, as they were publicly available to all.

Second, the application processes for both Allison & Matt were handled in the normal chain of events, with no extra ordinary or unusual steps taken.

Third, there were no outside influences on my part, for either selection. I do not work for the Industrial Commission, and have zero input into the hiring & selection process of either full time staff or interns. I did not know the interviewing personnel, nor did I know the interview questions to be asked.

Fourth, both Allison & Matt were extremely qualified for the respective positions they applied for, and no eligibility requirements were stretched or overlooked. Allison is a Summa Cum Laude honors graduate of the Scripps College of Communications at Ohio University, graduated with a 3.75 GPA, and has prior experience in the areas of journalism, communications, and event planning, more than meeting her Public Information Officer job requirements. Matt is currently attending the University of Alabama, majoring in Political Science, on a full academic scholarship, with a 3.7 GPA. Prior to his most recent internship with the IC, he spent a full summer interning with the Ohio Attorney General. Just like Allison, Matt's academic & professional experience were well above the stated requirements for his IC internship.

As previously stated, both selections were independently made 100 % on candidate merit, with no intervention or outside influence on my part, and these hires will stand up to the highest level of scrutiny by your office.

## *Allegations of Secondary Employment* -

Another area of OIG review concerns my secondary employment. Listed below is a summary of the facts related to this matter, as previously discussed with both Mike Roever & Susan Dolby.

I provided full disclosure of all income earned from my secondary employment on my annual Ethics Commission filing statements.

I provided full disclosure of secondary employment on my resume, when applying for my current position as Chief Ombuds Officer.

I provided full disclosure of my secondary employment to the interview panel, when interviewing for my current position as Chief Ombuds Officer.

I provided full disclosure of my secondary employment, when working in all of my previous executive positions with the State of Ohio.

There has never been any attempt on my part to deceive or hide the existence of my secondary employment, at any point in my entire career as a legal executive for three State of Ohio agencies, over the last 20 years.

I have been teaching as a part time Adjunct Professor at Columbus State Community College (CSCC) for almost 20 years, and in that time span only one class has been conducted during traditional work day hours, and all the rest have been nights or weekends. This class was approximately four hours per week, and my unpaid lunch hour time was used to cover this time. Payroll & time keeping sheets will verify that no paid state time was used for teaching this one class. During this time period I had only one scheduling conflict, and cancelled class to address my State of Ohio priorities first.

Regarding use of state computers for CSCC, as stated to both Mike Roever & Susan Dolby, I have acknowledged such use, at minimal levels, and have acknowledged that such use was in bad judgement. I continue to maintain, and 20 years of faithful executive service to the State of Ohio clearly support this contention, that my State of Ohio professional duties were always my top priority, and that any secondary employment never conflicted with, nor was compromised by, such employment. No deadlines were ever missed, nor were any assignments or work duties ever compromised in any way, by my limited secondary employment.

I stated to both Mike Roever & Susan Dolby, and continue to strongly maintain, that my secondary employment and related limited use of state equipment, was very minimal when compared with my total body of work over 20 years of executive service to the State of Ohio as Director of Hearing Services, Law Director, Director of Litigation, and Chief Ombuds Officer.

Thank you, in advance, for your review of the above statements, when considering your findings.

Michael Travis, Esq.