



Ohio Administrative Code Rule 3337-18-13 Post-tenure review.

Effective: July 22, 2025

(A) Purpose

This policy establishes procedures for post-tenure review at Ohio university in accordance with section 3345.453 of the Revised Code. The policy ensures institutional compliance with statutory requirements while preserving principles of due process and academic freedom.

(B) Scope

This policy applies to all tenured Ohio university faculty members with faculty status, per the Ohio university faculty handbook.

(C) Policy statement

The policy outlines conditions under which post-tenure review is triggered, the timeline and process for conducting the review, and potential outcomes.

(1) Requirement

Ohio university shall conduct a post-tenure review for each tenured faculty member under the conditions described below.

(2) Conditions for triggering post-tenure review

(a) A post-tenure review must be conducted if a tenured faculty member receives a "does not meet performance expectations" rating within the same evaluative category at least two of the past three consecutive annual performance evaluations.

(b) A post-tenure review must be conducted if a faculty member maintains tenure after a post-tenure



review and receives an additional "does not meet performance expectations" rating in any area of the annual performance evaluation within the next two years.

(c) A post-tenure review may be initiated at any time, for cause, by the department chair/school director, college dean, or the executive vice president and provost if the faculty member has a documented, sustained record of significant underperformance outside the annual evaluation process. For-cause post-tenure reviews shall not be based on a faculty member's allowable expression of academic freedom as defined by Ohio university policy or Ohio law.

(3) Review process timeline

The post-tenure review process, from initiation to conclusion, shall not exceed six months. A onetime, two-month extension may be granted by the president of Ohio university.

(4) Outcomes and administrative action

Following the completion of the review, the executive vice president and provost shall submit a recommended outcome to the president for final decision. Permissible administrative actions include censure, required remedial training or mentoring, for-cause termination, regardless of tenure status, and/or other actions permitted under university policy.

(5) Appeals

Faculty members who receive a recommendation for administrative action as a result of a post-tenure review may appeal outcome(s) through established grievance procedures.

(6) Documentation and record-keeping

Post-tenure review and related documents shall be maintained in faculty personnel files, accessible to authorized personnel involved in employment, salary, or promotion decisions.