



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

Effective: March 16, 2026

---

### (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.

### (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. Such actions 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



3337-18-13

2

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 insufficient cause to support an action, written warning, recommendations for training/professional development, formal performance improvement plan, temporary or permanent suspension of duties, temporary or permanent redistribution of workload assignments, written censure, temporary or permanent reduction in full-time status, loss of tenure, and for-cause termination, regardless of tenure status.

(5) Appeals

The university shall maintain an established appeals process.

(6) Documentation and record-keeping

Post-tenure review and related documents shall be maintained in faculty personnel files.