



Ohio Administrative Code Rule 3337-18-14 Faculty retrenchment.

Effective: July 22, 2025

(A) Purpose

This policy ensures compliance with the requirements of section 3345.454 of the Revised Code, which mandates that each state institution of higher education develop a policy for faculty retrenchment.

(B) Scope

This policy applies to all full-time faculty members holding tenured, tenure-track before the end of the contract period, or renewable term appointments before the expiration of the specified term at Ohio university. For the purposes of this policy, full-time faculty refers to employees of the university with 0.8 FTE (full-time equivalent) appointments at Ohio university and are designated as having faculty status per the Ohio university faculty handbook.

(C) Policy statement

(1) Definitions

(a) As defined in section 3345.454 of the Revised Code, "retrenchment" means a process by which a state institution of higher education reduces programs or services, thus resulting in a temporary suspension or permanent separation of one or more institution faculty, to account for a reduction in student population or overall funding, a change to institutional missions or programs, or other fiscal pressures or emergencies facing the institution.

(b) As described in the Ohio university faculty handbook, a program is defined as a course of studies leading to a degree (including an associate degree), a recognized major under a degree, or an option or concentration under a degree that is generally comparable to a major at the university.



(2) Grounds for retrenchment

The Ohio university board of trustees may implement a temporary suspension or permanent separation of one or more faculty members to account for one or more of the following:

- (a) A reduction in student population
- (b) A reduction in overall funding
- (c) A change to the institutional mission or programs
- (d) Other fiscal pressures or emergencies facing the institution

(3) Authority

The Ohio university board of trustees has the final authority on retrenchment decisions made under this policy.

(4) Commitment to academic values

Ohio university reaffirms its commitment to academic freedom and shared governance. No faculty reduction under this policy shall be based on a faculty member's exercise of academic freedom or constitutionally protected speech.