



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

Effective: March 16, 2026

(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 faculty appointments across all colleges and campuses of Ohio university.

(C) Policy statement

(1) Definitions

- (a) As defined in section 3345.454 of the Ohio 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) For purposes of this policy, a program is defined as a structured course of studies or related activities leading to a degree of various levels (including an associate, undergraduate, graduate, and professional degrees), a recognized major under a degree, a recognized minor under a degree, concentration under a degree or certification.

(2) Grounds for retrenchment

The Ohio university board of trustees may, upon recommendation from the president and/or provost, effect retrenchment leading to the 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 or overall funding
- (b) A change to the institutional mission or programs
- (c) Other fiscal pressures or emergencies facing the institution

(3) Authority



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The Ohio university board of trustees has the final authority to effect retrenchment under this policy.

(4) Commitment to academic values

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