



## Ohio Administrative Code

### Rule 3342-6-30 University policy on post-tenure review.

Effective: December 28, 2025

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(A) Post-tenure review is the review of a tenured faculty member to determine whether administrative action is required in response to a perceived failure to meet employment expectations. The administrative actions that may be taken as a result of a post-tenure review include, but are not limited to censure, remedial training, or for-cause termination.

(B) The university shall conduct a post-tenure review if a tenured faculty member received a "does not meet performance expectations" evaluation within the same evaluative category for a minimum of two of the past three consecutive years on the faculty member's annual performance evaluation conducted pursuant to rule 3342-6-29 of the Administrative Code.

(C) The department chair or school director, college or campus dean, or the provost may require an immediate and for cause post-tenure review at any time for a tenured faculty member who has a documented and sustained record of significant underperformance outside of the faculty member's annual performance evaluation. For this purpose, for cause shall not be based on a faculty member's allowable expression of academic freedom.

(D) Any faculty member who retains tenure after a post-tenure review and receives a "does not meet performance expectations" assessment on any area of the faculty member's annual performance evaluation in the subsequent two years shall be subject to an additional post-tenure review.

(E) Review process.

(1) The post-tenure review due process period shall not exceed six months from beginning to end, except that a one-time two-month extension may be granted by the president.

(2) The provost's advisory counsel (PAC) shall conduct the initial post-tenure review and make a recommendation to the provost.



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(a) The administrator initiating the post-tenure review will provide the PAC and the affected faculty member with documented evidence supporting the "does not meet performance expectations" evaluation on the faculty member's annual performance evaluation or of a sustained record of significant underperformance outside the faculty member's annual performance evaluation, whichever prompted the post-tenure review. The administrator initiating the post-tenure review may submit a list of up to five (5) witnesses who can testify to the apparent need for administrative action. The submission of this evidence and list of witnesses starts the clock on the six month time period within which the review must be conducted.

(b) The faculty member subject to review shall then have twenty (20) working days to review the evidence submitted by the administrator and submit a response to that evidence to the PAC with a copy to the administrator initiating the post-tenure review. The faculty member's response may include a list of up to five (5) witnesses who can testify on behalf of the faculty member.

(c) After receipt of any response from the faculty member, or in the absence of such a response, no later than twenty (20) working days after receipt of the initial evidence provided by the administrator initiating the review, the PAC will have a period of twenty (20) working days in which to meet independently with the administrator initiating the review along with any supporting witnesses and with the faculty member being reviewed and any supporting witnesses. The faculty member being reviewed shall have the right to bring a faculty advocate to this meeting.

(d) After reviewing the evidence submitted and meeting with the administrator and faculty member, the PAC may request additional information and/or documentation from either the administrator or the faculty member or from any of the witnesses supporting either party.

(e) The PAC will review all of the relevant evidence submitted and make a determination whether or not there is cause for administrative action.

(f) No later than twelve (12) weeks after the initiation of the post-tenure review process in paragraph (E)(2)(a) above, the PAC will submit a report to the provost. The report will contain their assessment of the evidence presented and their determination of whether or not there is cause for administrative action. If the PAC finds that there is cause for administrative action, the report will contain specific recommendations for potential administrative actions to be considered by the



provost. The administrator initiating the review and the faculty member being reviewed shall receive copies of the PAC's report on the post-tenure review.

(3) No later than four (4) weeks after receiving the report of the PAC, the provost shall review the recommendation of the PAC and submit a recommended outcome of the post-tenure review process to the president who is responsible for making the final decision with respect to the post-tenure review. The administrator initiating the review and the faculty member being reviewed shall receive copies of the provost's recommended outcome on the post-tenure review.

(4) If the provost recommends to the president that administrative action be taken as a result of the post-tenure review, the tenured faculty member will have ten (10) working days in which to submit a written appeal of the provost's recommended administrative action to the president.

(5) The president shall review the PAC's recommendation, the provost's recommendation, and any written appeal submitted by the faculty member before making a final decision on the outcome of the post-tenure review.

(F) If the president's final decision is that administrative actions are warranted as the outcome of the post-tenure review, such administrative actions shall be implemented in accordance with the sanctions for cause provisions of the applicable collective bargaining agreement.