



Ohio Administrative Code

Rule 3359-20-03.11 Post-tenure review of full-time faculty.

Effective: [May 9, 2026](#)

- (A) This post-tenure review rule, as well as any policy developed pursuant to such rule, is enacted pursuant to board resolution 6-14-25 and section 3345.453 of the Revised Code.
- (B) Pursuant to Ohio law, post-tenure review is a management right and not an appropriate subject for collective bargaining. Development and implementation of the post-tenure review policy is solely within the authority of the university president or appropriate designee and shall be approved by the university board of trustees. It will prevail over any conflicting provision of any collective bargaining agreement.
- (C) A copy of the post-tenure review policy developed pursuant to this rule shall be submitted to the chancellor of higher education. The policy will apply only to tenured faculty members at the university and shall contain an appeals process for tenured faculty whose post-tenure review process results in administrative action pursuant to paragraph (G) of this rule.
- (D) The university shall conduct a post-tenure review of a tenured faculty member for any of the following:
 - (1) The faculty member receives 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 section 3345.452 of the Revised Code;
 - (2) The faculty member maintains tenure after a post-tenure review and receives an additional "does not meet performance expectations" assessment on any area of the faculty member's annual performance evaluation in the subsequent two years; or
 - (3) The department chair, dean or provost requires an immediate for cause post-tenure review at any time for a 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 as defined by the university or Ohio law.
- (E) The post-tenure review due process period, from beginning to end, shall not exceed six months, except that a one-time, two-month extension may be granted by the university's president, or designee.



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- (F) The provost shall submit a recommended outcome of the post-tenure review process to the president, or designee, pursuant to the post-tenure review policy.
- (G) The administrative action taken may include censure, remedial training, or for-cause termination, regardless of tenure status, and any other action permitted by the university's post-tenure review policy.
- (H) The university's post tenure review policy shall be updated every five years and shall be submitted to the chancellor of higher education and the university board of trustees.