

**3358:11-5-58 Faculty performance evaluation and post-tenure review policy.**

- (A) Policy statement. Owens community college shall conduct a performance evaluation for each full-time faculty member who it directly compensates.
- (B) Purpose. This rule ensures compliance with the requirements of sections 3345.452 and 3345.453 of the Revised Code.
- (C) Routine process. Non-tenured full-time faculty will be evaluated by December first of each year. Tenured full-time faculty will be evaluated by April fifteenth of each year.
- (D) Format and assessment. The evaluation will consist of a self-evaluation, a peer evaluation, a manager evaluation or a combination of the three.
  - (1) Peer evaluation. The peer evaluation is focused on professional development and occurs in the process for faculty rank and promotion.
  - (2) Manager evaluation. Minimally, the manager evaluation will include a summary of exceeds, or meets, or does not meet expectations.
  - (3) Post-tenure review. A tenured faculty who receives a, does not meet evaluation, for two consecutive years will undergo a post-tenure review.
  - (4) Both the self-evaluation and manager evaluation will address the following areas:
    - (a) Teaching;
    - (b) Research;
    - (c) Service;
    - (d) Clinical care;
    - (e) Administration;
    - (f) Other categories, as determined by the college.

- (E) Appeal process. An appeal process is provided to a faculty member, in accordance with the collective bargaining agreement.
- (F) Supplements. This rule supplements and supports Owens community college rules of 3358:11-5-60 (faculty workload), 3358:11-5-59 (faculty tenure), and 3358:11-5-25 (faculty rank) of the Administrative Code and corresponding procedures.
- (G) Implementation. The president or an executive designee, such as the vice president of human resources will be responsible for the implementation of the procedures consistent with this rule and for purposes of legal compliance. This rule will be regularly reviewed every five years.