



Ohio Revised Code

Section 3345.45 Standards for instructional workloads for faculty; faculty workload policy; conditions for research funding.

Effective: June 27, 2025

Legislation: Senate Bill 1

(A) The chancellor of higher education jointly with all state institutions of higher education, as defined in section 3345.011 of the Revised Code, shall develop standards for instructional workloads for full-time and part-time faculty in keeping with the institutions' missions and with special emphasis on the undergraduate learning experience. The standards shall contain clear guidelines for institutions to determine a range of acceptable undergraduate teaching by faculty.

(B) The board of trustees of each state institution of higher education shall take formal action to adopt a faculty workload policy consistent with the standards developed under this section.

(C)(1) The board of trustees of each state institution of higher education shall review the institution's policy on faculty tenure and update that policy to promote excellence in instruction, research, service, or commercialization, or any combination thereof.

(2) As a condition for a state institution of higher education to receive any state funds for research that are allocated to the department of higher education under the appropriation line items referred to as either "research incentive third frontier fund" or "research incentive third frontier-tax," the chancellor shall require the institution to include multiple pathways for faculty tenure, one of which may be a commercialization pathway, in its policy.

(D)(1) At least once every five years, each state institution of higher education shall update its faculty workload policy and submit the policy to the chancellor. The updated policies shall be approved by the state institution's board of trustees each time it is submitted to the chancellor.

(2) Each state institution of higher education's faculty workload policy shall include all of the following:

(a) An objective and numerically defined teaching workload expectation based on credit hours as



defined in 34 C.F.R. 600.2;

(b) A definition of all faculty workload elements in terms of credit hours as defined in 34 CFR 600.2 with a full-time workload minimum standard established by the board of trustees and made publicly accessible on the state institution's web site;

(c) A definition of justifiable credit hour equivalents for activities other than teaching, including research, clinical care, administration, service, and other activities as determined by the state institution of higher education;

(d) Administrative action that a state institution of higher education may take, including censure, remedial training, for-cause termination, or other disciplinary action, regardless of tenure status, if a faculty member fails to comply with the policy's requirements. Termination under these circumstances requires the recommendation of the dean, provost, or equivalent official, concurrence of the state institution of higher education's president, and approval of the state institution of higher education's board of trustees.