



Ohio Revised Code

Section 3345.452

Effective: June 27, 2025

Legislation: Senate Bill 1

(A) As used in this section, "state institution of higher education" has the same meaning as in section 3345.011 of the Revised Code.

(B) The board of trustees of each state institution of higher education shall adopt a faculty annual performance evaluation policy and submit the policy to the chancellor of higher education. Each policy must contain an appeals process for faculty to appeal the final evaluation. Each state institution's board of trustees shall review and update its policy every five years.

(C) Each state institution of higher education shall conduct an annual evaluation for each full-time faculty member who it directly compensates.

(D) Each faculty annual performance evaluation shall meet all of the following:

(1) The evaluation is comprehensive and includes standardized, objective, and measurable performance metrics.

(2) The evaluation includes an assessment of performance for each of the following areas that the faculty member has spent at least five per cent of their annual work time on over the preceding year:

(a) Teaching;

(b) Research;

(c) Service;

(d) Clinical care;

(e) Administration;



(f) Other categories, as determined by the state institution of higher education.

(3) The evaluation includes a summary assessment of the performance areas listed in division (D)(2) of this section including the parameters "exceeds performance expectations," "meets performance expectations," or "does not meet performance expectations."

(4) Student evaluations conducted pursuant to section 3345.451 of the Revised Code account for at least twenty-five per cent of the teaching area component of the evaluation.

(5) The evaluation establishes a projected work effort distribution for the faculty member for the next year which shall be used during the next year's evaluation. The distribution shall be compliant with the state institution's established workload policies adopted under section 3345.45 of the Revised Code and shall receive approval from the dean of faculty or the equivalent.

(E) Evaluations shall be conducted by the department chairperson or equivalent administrator, reviewed and approved or disapproved by the dean, and submitted to the provost for review. If there is disagreement between the chairperson and dean, the provost shall have final decision authority.