

Faculty Post Tenure Review Policy

A. All full-time faculty members at Cleveland State University shall undergo annual evaluation of performance pursuant to section 3345.452 of the Ohio Revised Code. If a tenured faculty member receives a rating of “does not meet performance expectations” within the same evaluative category (RSCA, teaching, service, administration) for two of three consecutive years, the tenured faculty member shall undergo a post-tenure review in the year following the second “does not meet expectations” rating.

B. The procedure for post-tenure review is intended to follow those for tenure and promotion reviews and shall be as follows:

1. The post-tenure review shall be focused solely on the evaluative category or categories in which the faculty member received a rating of “does not meet performance expectations” within the same evaluative category or categories for two of three consecutive years.
2. The post-tenure review process will follow the same calendar as the tenure review process as defined in the Board approved tenure policy.
3. The provost shall make the final determination of whether a candidate shall continue to hold tenure at Cleveland State University based on the recommendation from the department and/or college-wide Peer Review Committee, Chair, Dean, and the university PRC.

C. In the event that the final determination of a post-tenure review deems that a tenured faculty member shall maintain tenure, the faculty member will undergo another post-tenure review in the subsequent two years if the faculty member receives an additional “does not meet performance expectations” assessment in any area of the faculty member’s annual performance evaluation.

D. In the event that the final determination of a post-tenure review deems that a tenured faculty member shall not maintain tenure, the provost shall choose from one of the following options:

1. The faculty member may be subject to remedial training and another post tenure review.
2. The faculty member may be issued a contract to serve as a full-time faculty member, but without tenure as a non-tenure-track faculty member.

3. The faculty member is issued a terminal contract for the following academic year.

E. Appeals. The appeal process will follow the outlined procedures in the initial tenure review process.

F. Policy Review Cycle. The Provost's Office is responsible for this policy. At a minimum, every five years, a policy is to be reviewed by the responsible official who will recommend whether the policy should be reaffirmed without revision, amended, or rescinded. Policies may be reviewed on an earlier timeline depending on necessity and change in law or practice.