

Lakeland Community College

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| POLICY TITLE: | POST-TENURE REVIEW |
| POLICY NO: | 3354-2-21-09 |
| ORIGINALLY APPROVED DATE: | 10/31/25 |
| REVISED DATE: | N/A |
| EFFECTIVE DATE: | 10/31/25 |
| NEXT REVIEW DATE: | 10/2030 |
| RELATED PROCEDURE: | TBD |
| RESPONSIBLE OFFICE(S): | OFFICE OF THE PROVOST |
| APPROVED BY: | BOARD OF TRUSTEES |

- A. Under the Advance Ohio Higher Education Act adopted on March 28, 2025, and pursuant to Section 3345.452 of the Ohio Revised Code, this policy establishes post-tenure review at Lakeland Community College to meet all of the following requirements:
1. The College shall conduct a post-tenure review if a tenured 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 Ohio Revised Code.
 2. The College shall subject any faculty member who 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 to an additional post-tenure review.
 3. The department chairperson, Dean, or Provost may require an immediate and 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 members’ allowable expression of academic freedom as defined by the College or Ohio law.
 4. The College’s 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 College’s president.
 5. The Provost shall submit a recommendation outcome of the post-tenure review process to the President. The administrative action that the College may take includes censure, remedial training, or for-cause termination, regardless of tenure status, and any other action permitted by the College’s post-tenure review policy.
- B. The College shall establish procedures to execute this policy in accordance with the Section A above.