

# Shawnee State University

POLICY TITLE:	UNIVERSITY PROMOTION & TENURE SYSTEM
POLICY NO.:	2.15REV
ADMIN CODE:	3362-2-15
PAGE NO.:	1 of 2
EFFECTIVE DATE:	12/13/2025
NEXT REVIEW DATE:	12/2030
RESPONSIBLE OFFICER(S):	PROVOST
APPROVED BY:	BOARD OF TRUSTEES

## 1.0 POLICY PURPOSE

Shawnee State University recognizes that a clearly articulated promotion and tenure system that is based upon a comprehensive peer review process serves as an effective means towards promoting and supporting continued excellence of its faculty. This policy is adopted as required by section 3345.454 of the Ohio Revised Code.

## 2.0 DEFINITIONS

- 2.1 Tenure System: A peer-based mentoring, evaluation, and promotion system for faculty.
- 2.2 Tenure: The continuous employment status awarded to an eligible faculty member by the Board of Trustees upon determination the faculty member has fulfilled the requirements of tenure in accordance with the criteria and rigorous peer-mentoring and review process detailed in Procedure 2.15:1. Tenured faculty may only be disciplined or terminated for just cause.

## 3.0 AWARDING OF TENURE

- 3.1 The awarding of tenure is the University's recognition of a faculty member's achievement and reflects the highest standard of academic excellence.
- 3.2 The awarding of tenure is the sole prerogative of the Board of Trustees.

## 4.0 ELIGIBILITY AND REVIEW FOR AWARDING TENURE

- 4.1 Only faculty appointed to established tenure-track positions will be eligible for tenure. SSU faculty recognized as having tenure under any previous Shawnee State University agreement will continue to have tenure status.
- 4.2 The awarding of tenure will be the result of an articulated promotion and tenure system that is rigorous in nature and will include a systematic and structured peer review that includes mentoring, performance review and performance evaluation of each faculty member serving in a tenure-track position over an established period of time. Faculty who successfully complete the tenure review process will be awarded tenure by the Board of Trustees.

- 4.3 An award of tenure is earned by faculty members on the basis of their past performance during the tenure-track period as evaluated by tenured faculty, the academic administration, University President, and the Board of Trustees. The award of tenure shall be based on a record of demonstrated achievements in teaching, University service, scholarship, and/or commercialization as set forth in Procedure 2.15:1.

## 5.0 ANNUAL EVALUATION OF TENURED FACULTY

In order to promote continuous development of faculty awarded tenure, tenured faculty shall undergo annual performance evaluation according to Policy 2.26 and regular peer evaluation of professional development in the area of teaching according to Policy 2.27.

## 6.0 PREVAILING PROVISIONS

- 6.1 Until August 22, 2027, the 2024-2027 Collective Bargaining Agreement between Shawnee State University and the Shawnee Education Association Article 11 Promotion and Tenure and Appendix A Promotion and Tenure Guidelines, Criteria, and Sources of Evidence prevail over any conflicting provisions adopted in this policy and procedure 2.15:1.
- 6.2 Beginning on August 23, 2027, Policy 2.15REV University Promotion and Tenure System and Procedure 2.15:1 prevail over any conflicting provisions of a collective bargaining agreement entered into after August 22, 2027.

### History

Effective: 07/12/13

Reviewed: 06/25/21 with no revision; 12/16/16 with no revision

Revised: 12/13/25, 06/08/18