

Policy No. 108

Area: Academic Affairs

Adopted: November 7, 2025

Revisions Adopted:

*Original signature is on file in
Office of General Counsel*

Certified by _____

Morakinyo A. O. Kuti, Ph.D.
President, Central State University

SUBJECT: Faculty Post-Tenure Review Policy

A post-tenure review shall be conducted when a Faculty Member receives a “does not meet expectations” evaluation within the same evaluative category for a minimum of two of the past three consecutive years on the Faculty Member’s annual evaluation conducted pursuant to the Faculty Annual Performance Evaluation Policy. The department chairperson/Associate Director of Research, 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 evaluation. For this purpose, for cause shall not be based on a faculty member’s allowable expression of academic freedom as defined by the Agreement between Central State University and the American Association of University Professors, Central State University Chapter.

The post-tenure review process, from beginning to end, shall not exceed six months, except that a one-time two-month extension may be granted by the university president. The provost shall submit a recommended outcome of the post-tenure review process to the university president. The administrative action that the university may take includes censure, professional development, or for-cause termination, regardless of tenure status.

The university shall subject any faculty member who maintains tenure after a post-tenure review and receives an additional “does not meet expectations” on any area of the faculty member’s annual evaluation in the subsequent two years to an additional post-tenure review.

The Faculty Member may appeal the post-tenure review decision to the university president if the post-tenure review process results in recommendation for administrative action.

The Faculty Post-Tenure Review policy must be updated and adopted every five years from the date the policy is adopted.