

## Lakeland Community College

POLICY TITLE:	FACULTY TENURE
POLICY NO:	3354-2-21-08
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

Under the Advance Ohio Higher Education Act adopted on March 28, 2025, and pursuant to Section 3345.45 to 3345.453 of the Ohio Revised Code, this policy establishes faculty tenure at Lakeland Community College as follows:

### A. Eligibility for Tenure:

#### 1. Probationary Service Requirement:

- a. A full-time faculty member becomes eligible to apply for a continuing contract with tenure after completing four (4) consecutive academic years of full-time service at the College.
- b. Faculty who have previously earned tenure at another accredited institution offering the Associates or Baccalaureate degree may have the probationary period reduced by one (1) year.
- c. Part-time service or partial year service does not count toward the probationary period.

#### 2. Notification of Eligibility:

- a. By December 15 of the academic year in which a faculty member becomes eligible, the College will notify the faculty member in writing of their eligibility to apply for tenure.

### B. Criteria for Award of Tenure:

1. The award of tenure is based on merit and requires evidence of:
  - a. Teaching ability and effectiveness.
  - b. Creative achievement and scholarship.
  - c. Professional service.
2. The Board of Trustees grants tenure on the recommendation of the President, who is advised by the Provost and the appropriate Dean.

### C. Tenure Status:

1. A continuing contract with tenure is continuous until voluntary retirement, voluntary termination of contract, or resignation.

2. Tenure may be terminated for just cause (including negligence, incompetence, or moral turpitude) or in accordance with the Retrenchment policy.

D. Appeals Process:

1. If a tenure application is denied, the faculty member will receive a written explanation with specific areas identified for improvement.
2. The faculty member may file an appeal within thirty (30) days of receiving the denial, submitting the request in writing to the President and the Chair of the Board of Trustees.
3. The Board will review this request at its next regularly scheduled meeting. The faculty member may present his or her views, accompanied by a representative of his or her choice, including an Association representative.
4. The decision of the Board of Trustees shall be final and binding.