
FOR ASSOCIATE AND FULL PROFESSORS IN NON-IMMIGRANT OR OTHER
TEMPORARY IMMIGRATION STATUS (H-1B, O-1, E-3, TN, F-1, J-1, TPS, ETC.)

(To be used for faculty eligible for tenured positions who are not U.S. citizens or nationals, permanent residents, asylees or refugees, or otherwise described as “protected individuals” pursuant to Title 8 U.S. Code Section 1324b(a)(3)(B).)

Professor _____ (“Faculty”) has been offered a tenured faculty position at The Ohio State University (“University”) as an associate (or professor). Any award of tenure or any appointment to a position with tenure already credited prior to such Faculty’s becoming a:

- (1) U.S. citizen or national; (2) permanent resident; (3) asylee or refugee; or (4) an individual otherwise described as a “protected individual” pursuant to Title 8 U.S. Code Section 1324b(a)(3)(B)

will be considered as “conditional tenure” allowing for revocation of tenure and termination from University if Faculty ceases to have a valid immigration status or work authorization that permits Faculty’s continued employment by the University.

Faculty will notify the Dean of Faculty’s college in writing within five (5) days of learning of any actions that may adversely affect their status as lawfully entitled to be employed by the University, as noted above.

If at any time Faculty ceases to have a valid immigration status or work authorization that permits their continued employment by the University, Faculty will automatically be placed on leave of absence without pay until Faculty obtains a valid immigration status or work authorization that will allow Faculty to resume employment at the University. In exchange for, and in consideration of the opportunity to be granted tenure at the University without first having become a U.S. citizen or national, permanent resident; asylee or refugee; or an individual otherwise described as a “protected individual” pursuant to Title 8 U.S. Code Section 1324b(a)(3)(B), Faculty hereby consents to such leave of absence and agrees the University may implement the unpaid leave without following any of the procedures referenced in the University Faculty Rules and Policies.

If the leave of absence provided in the preceding paragraph continues for longer than one year, and Faculty has not obtained a valid immigration status or work authorization that will permit Faculty to be employed by the University, this appointment will terminate and tenure will be lost in the same manner as if Faculty had resigned. In exchange for, and in consideration of the opportunity to be granted tenure at the University without first having become a U.S. citizen or national, permanent resident; asylee or refugee; or an individual otherwise described as a “protected individual” pursuant to Title 8 U.S. Code Section 1324b(a)(3)(B), Faculty hereby consents to such termination and loss of tenure and agrees the University may terminate Faculty’s appointment without following any of the procedures referenced in Faculty Rule 3335-5-04 or any other Faculty Rules or policies at the University.

Please indicate your acknowledgement and acceptance of these terms by signing below.

I accept the offer and its terms and conditions, including those in the attached addendum.

Signature

Date