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4 **ACADEMIC RANK CLASSIFICATION**
5

6 **Section 1.** ~~The Administration shall assign each A bargaining unit faculty member~~ **is assigned a** the
7 ~~classification, category, and~~ **faculty** rank that most closely reflect the duties described in their
8 ~~contract and position description.~~

9
10 **Section 2.** ~~At the time of hire, the Administration shall assign each faculty member a rank within the~~
11 ~~classification and category described in the job posting.~~

12
13 Nothing shall preclude a faculty member from being assigned and performing other duties not
14 described in their specific ~~classification, category, or~~ **faculty** rank as long as those duties are
15 consistent with their position description.
16

17 **Section 3. Tenure-Track Classification Category**

18 ~~The Tenure Track classification is all paid appointments wherein a person is designated by the~~
19 ~~Administration as eligible for tenure or has been granted tenure by the Provost.~~

20
21 a. ~~Professor:~~ **Professor:** is a tenure-track paid appointment with **primary** duties in all three areas:
22 instruction, scholarship, and service. Librarians whose positions carry an expectation for
23 scholarship are in the professor category. Ranks are Assistant Professor, Associate
24 Professor, and Professor, in ascending order.

25 b. ~~Instructor (Tenure Track):~~ **Instructor (Tenure Track):** is a tenure-track paid appointment with an expectation of at
26 least 15% scholarship in addition to ~~primary duties in instruction, advising, and design and~~
27 ~~development of courses and curriculum.~~ Ranks are Instructor, Senior Instructor I, and Senior
28 Instructor II, in ascending order.
29

30 **Section 4. Fixed-Term Classification Category**

31 ~~The Fixed-Term classification is all paid appointments wherein a person is not eligible for tenure.~~

32
33 a. **Fixed-Term Professorial Categories Ranks**

34 1. **Professor (Clinical):** ~~is a fixed-term paid appointment with an expectation of 5-~~
35 ~~15% scholarship and~~ **with** primary duties in the area of clinical instruction or
36 research. Ranks are Assistant Professor (Clinical), Associate Professor (Clinical), and
37 Professor (Clinical), in ascending order.

38 2. **Professor (Extension):** ~~is a fixed-term paid appointment with an expectation of~~
39 ~~more than 15% scholarship and~~ **with** primary duties in the areas of instruction,
40 scholarship, and service. ~~Use of Professor (Extension) positions shall be limited to~~
41 ~~instances where funding is more than 50% non-recurring or the programming is~~
42 ~~limited in duration (2-6 years).~~ Ranks are Assistant Professor (Extension), Associate
43 Professor (Extension), and Professor (Extension), in ascending order.

44 3. **Professor (Practice):** ~~is a fixed-term paid appointment with an expectation of 5-~~
45 ~~15% scholarship and~~ **with** primary duties in the area professionally related

1 community education and service. Ranks are Assistant Professor (Practice),
2 Associate Professor (Practice), and Professor (Practice), in ascending order.

3 4. **Professor (Senior Research):** is a fixed-term paid appointment with primary
4 duties in scholarship, including developing and conducting research and securing
5 grant, contract, and other funds which support at least 50% of the position.
6 Ranks are Assistant Professor (Senior Research), Associate Professor (Senior
7 Research), and Professor (Senior Research), in ascending order.

8
9 **b. Fixed-Term Instructional Categories Ranks**

10 1. **Instructor:** is a fixed-term paid appointment with primary duties in the area of
11 undergraduate and graduate instruction. ~~Instructor duties may include advising
12 and mentoring responsibilities as well as design and development of courses
13 and curriculum.~~ Ranks are Instructor, Senior Instructor I, and Senior Instructor II,
14 in ascending order.

15 2. **Instructor (PAC):** is a fixed-term paid appointment with primary duties in the area
16 of instruction of Physical Activity Courses (PAC). ~~Instructor (PAC) duties may
17 include advising and mentoring responsibilities as well as design and
18 development of courses and curriculum.~~ Ranks are Instructor (PAC), Senior
19 Instructor I (PAC), and Senior Instructor II (PAC), in ascending order.

20 3. **Instructor (ESL):** a fixed-term paid appointment with primary duties in the area of
21 instruction of English as a Second Language.

22 4. **Instructor (ALS):** a fixed-term paid appointment with primary duties in the area of
23 instruction of Academic Learning Services.

24
25 **c. Fixed-Term Research Categories Ranks**

26 1. **Faculty Research Assistant:** is a fixed-term paid appointment for people who
27 have earned a bachelor's or master's degree or have equivalent professional
28 experience. Primary duties are in the area of research. Faculty Research
29 Assistants with primary duties work as members of a research team under the
30 direct supervision of other faculty researchers. Ranks are Faculty Research
31 Assistant, Senior Faculty Research Assistant I, and Senior Faculty Research
32 Assistant II.

33 2. **Research Associate:** is a fixed-term paid appointment for people who have
34 earned the terminal degree relevant to the appointment. with Pprimary duties
35 are in the area of research, and are typically undertaken as part of a research
36 team or lab. Ranks are Research Associate, Senior Research Associate I, and
37 Senior Research Associate II.

38
39 **d. Postdoctoral Categories Ranks**

40 1. **Research Associate (Postdoctoral):** is a fixed-term paid appointment for people
41 who have earned the terminal degree relevant to the appointment. with
42 Pprimary duties are in the area of research, and are typically undertaken as part
43 of a research team or lab. Faculty in Research Associate (Postdoctoral) positions
44 may be converted to Research Associate positions upon reappointment.
45 Research Associates (Postdoctoral) with successful annual evaluations shall be
46 converted to Research Associate positions upon the fourth appointment.

47 2. **Postdoctoral Scholar:** is a fixed-term paid appointment for people who have

1 earned the terminal degree relevant to the appointment within the previous five
2 years. ~~with~~ Primary duties are in the areas of research and scholarship, and are
3 typically undertaken as part of a research team or lab. Postdoctoral Scholars work in
4 a mentored position where faculty mentors and the Administration provide training
5 and professional development designed to support successful development as an
6 independent scholar. ~~At the time of appointment, hiring documentation should~~
7 ~~include an articulated program of mentoring with an identified mentor. Postdoctoral~~
8 ~~Scholar positions may not extend beyond a three-year maximum term.~~

9 3. **Postdoctoral Fellow:** is a fixed-term paid appointment ~~for people funded by~~
10 ~~sources external to OSU. Postdoctoral Fellows have~~ with formal affiliations with OSU
11 research programs and typically ~~work~~are as part of a research team or lab.
12 ~~Mentorship and scholarship expectations are determined by the funding~~
13 ~~organization.~~

14
15 e. **Visiting Professor Categories Ranks:** is a fixed-term paid appointment of limited duration
16 (up to two years).
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18 ~~**Section 5.** When a faculty member's position is reclassified from the fixed-term classification into~~
19 ~~the tenure-track classification, a new national search is always required to fill the position. For other~~
20 ~~reclassifications or recategorizations, if the incumbent's original search was national in scope and~~
21 ~~they have had successful annual evaluations, a national search is not required.~~

22
23 ~~**Section 6.** Faculty members shall have the right to petition the Provost to have their position~~
24 ~~recategorized if they believe that their position was categorized incorrectly at the time of first hire~~
25 ~~or their position has evolved to more closely resemble a different position. The Provost shall~~
26 ~~respond to the petition within sixty days. If a petition for recategorization is denied, the Provost~~
27 ~~shall include the reasons for denial in their response. Following denial of a petition for~~
28 ~~recategorization, a faculty member may petition again after completion of at least one additional~~
29 ~~year of service in the position.~~

30
31 ~~When a position is recategorized through this process, the faculty member will be assigned a new~~
32 ~~rank equivalent to their rank in the former category.~~

33
34 ~~**Section 7.** A reclassification or recategorization shall take effect at the beginning of the next fiscal~~
35 ~~year, contract renewal, academic year, or other date as approved by the Provost.~~

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37 ~~**Section 8.** A change in rank within a category requires a promotion.~~

38
39 **Section 9. Performance of Bargaining Unit Work**

40 a. ~~Non-student employees of the university whose primary job duties include teaching or~~
41 ~~research are appropriately classified in bargaining unit positions unless they also supervise~~
42 ~~bargaining unit members.~~

43 b. ~~Non-student employees who are assigned to teach courses, conduct research, or~~
44 ~~perform any other forms of bargaining unit work shall receive appointments with the~~
45 ~~appropriate bargaining unit classification, category, and rank for the portion of their work~~
46 ~~assignment dedicated to performing bargaining unit work. Such assignments shall in no case~~

1 ~~be made if doing so jeopardizes the employment of current bargaining unit employees.~~
2 ~~c. Graduate Employees are granted teaching and research assistantships for the purpose of~~
3 ~~providing financial support and training for the individual graduate students, enhancing the~~
4 ~~overall graduate programs of the university, and providing academic support for faculty.~~
5 ~~These considerations shall be the primary rationale for the distribution of such support~~
6 ~~among the academic units and the assignment of individual Graduate Employees. Such~~
7 ~~distribution and assignment shall not be effected in such a manner as to displace a current~~
8 ~~bargaining unit member.~~