

1 UNITED ACADEMICS PROPOSAL

2
3 PROMOTION IN THE FIXED-TERM INSTRUCTIONAL CATEGORIES AND FIXED-
4 TERM RESEARCH CATEGORIES

5
6 **Preamble.** The parties recognize that promotion represents an acknowledgement of a bargaining
7 unit member’s professional growth, merit, and expertise in their field. Promotions build on the
8 expectations of excellence, growth, and professional development of the bargaining unit member
9 since the time of hire or since the time of previous promotion, ~~whichever is most recent.~~

10
11 The Employer will inform bargaining unit members of the **date of** eligibility of a position for
12 promotion and/or tenure in the Notice of Appointment. The granting of tenure and/or promotion
13 is never automatic or routine, and is based on evaluation relative to the duties in the position
14 description.

15
16 **Section 1.** Bargaining unit members in the Instructor, Instructor (PAC), Lecturer, Faculty
17 Research Assistant, and Research Associate categories are not eligible for indefinite tenure, but
18 are eligible for promotion within their category.

19
20 Bargaining unit members are not required to request promotion.

21
22 An unsuccessful promotion review will not impact the candidate’s continued employment.

23
24 **ELIGIBILITY FOR PROMOTION REVIEW**

25 **Section 2. First Promotion.**

- 26 a. Bargaining unit members in the Instructor category are eligible for promotion to Senior
27 Instructor I after four years in the Instructor rank.
28 b. Bargaining unit members in the Instructor (PAC) category are eligible for promotion to
29 Senior Instructor I (PAC) after four years in the Instructor (PAC) rank.
30 c. Bargaining unit members in the Lecturer category are eligible for promotion to Senior
31 Lecturer I after four years in the Lecturer rank.
32 d. Bargaining unit members in the Faculty Research Assistant category are eligible for
33 promotion to Senior Faculty Research Assistant I after four years in the Faculty Research
34 Assistant rank.
35 e. Bargaining unit members in the Research Associate category are eligible for promotion to
36 Senior Research Associate I after four years in the Research Associate rank.

37
38 **Section 3. Credit for Prior Service.** For bargaining unit members with appointments in the
39 Fixed-Term Instructional categories and Fixed-Term Research categories, credit for prior service
40 towards promotion is limited to a maximum of two years. The number of years of credit towards
41 promotion for prior service, if any, must be stated in the offer letter. A prior appointment at OSU
42 in the Postdoctoral categories may be particularly appropriate for granting credit towards
43 promotion for prior service.
44

1 **Section 4. Hiring with Rank.** Bargaining unit members may only be hired into the Fixed-Term
2 Instructional categories and Fixed-Term Research categories at the lowest rank (i.e. Instructor,
3 Instructor (PAC), Lecturer, Faculty Research Assistant, Research Associate).
4

5 **Section 5. Second Promotion.**

- 6 a. Bargaining unit members in the Instructor category are eligible for promotion to the rank
7 of Senior Instructor II after four years of service in the Senior Instructor I rank.
8 b. Bargaining unit members in the Instructor (PAC) category are eligible for promotion to
9 the rank of Senior Instructor II (PAC) after four years of service in the Senior Instructor I
10 (PAC) rank.
11 c. Bargaining unit members in the Lecturer category are eligible for promotion to the rank
12 of Senior Lecturer II after four years of service in the Senior Lecturer I rank.
13 d. Bargaining unit members in the Faculty Research Assistant category are eligible for
14 promotion to the rank of Senior Faculty Research Assistant II after four years of service
15 in the Senior Faculty Research Assistant I rank.
16 e. Bargaining unit members in the Research Associate category are eligible for promotion to
17 the rank of Senior Research Associate II after four years of service in the Senior Research
18 Associate I rank.
19

20 **INITIATION OF THE RECOMMENDATION FOR PROMOTION**

21 **Section 6.** Bargaining unit members who wish to be considered for promotion will initiate the
22 promotion review by notifying their academic unit head by the beginning of Spring Term in the
23 year preceding the review year.
24

25 Bargaining unit members are eligible to initiate the promotion review in the Spring term of their
26 third year in rank so that their promotion review occurs during their fourth year in rank and they
27 may be promoted at the end of their fourth year in rank.
28

29 **CRITERIA FOR PROMOTION REVIEW**

30 **Section 7.** Reviewers should base their recommendation for promotion on the assigned job duties
31 in the candidate's position description(s); the general review criteria described in Article XX,
32 General Guidelines for Promotion and Tenure; unit, college, campus and University policies
33 and procedures, as may be amended by the faculty from time to time; and the expectations within
34 the candidate's discipline provided to the candidate during Annual Reviews.