

1 UNITED ACADEMICS

2
3 ACADEMIC CLASSIFICATION AND RANK

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

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

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12 Nothing shall preclude a faculty member from being assigned and performing other duties
13 not described in their specific faculty rank as long as those duties are consistent with their
14 position description.

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16 **Section 3. Tenure-Track Category Classification.** The Tenure-Track classification is all
17 paid appointments wherein a person is designated by the Employer as eligible for tenure or
18 has been granted tenure by the Provost.

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

24
25 b. **Instructor (Tenure-Track):** is a tenure-track paid appointment with an
26 expectation of at least 15% scholarship in addition to primary duties in instruction,
27 advising, and design and development of courses and curriculum. Ranks are
28 Instructor (Tenure-Track), Senior Instructor I (Tenure-Track), and Senior Instructor
29 II (Tenure-Track), in ascending order.

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31 **Section 4. Fixed-Term Category Classification.** The Fixed-Term classification is all paid
32 appointments wherein a person is not eligible for tenure.

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34 a. **Fixed-Term Professorial Ranks Categories**

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

40
41 ii. **Professor (Extension):** a fixed-term paid appointment with an
42 expectation of more than 15% scholarship and primary duties in the
43 areas of instruction, scholarship, and service. Use of Professor
44 (Extension) positions shall be limited to instances where funding is

1 more than 50% non-recurring or the programming is limited in
2 duration (2-6 years). Ranks are Assistant Professor (Extension),
3 Associate Professor (Extension), and Professor (Extension), in
4 ascending order.
5

6 iii. **Professor (Practice):** a fixed-term paid appointment with an
7 expectation of 5-15% scholarship and primary duties in
8 professionally related community education and service. Ranks are
9 Assistant Professor (Practice), Associate Professor (Practice), and
10 Professor (Practice), in ascending order.

11
12 iv. **Professor (Senior Research):** a fixed-term paid appointment with
13 primary duties in scholarship, including developing and conducting
14 research and securing grant, contract, and other funds which
15 support at least 50% of the position. Ranks are Assistant Professor
16 (Senior Research), Associate Professor (Senior Research), and
17 Professor (Senior Research), in ascending order.
18

19 **b. Fixed-Term Instructional Ranks Categories**

20 i. **Instructor:** a fixed-term paid appointment with primary duties in the
21 area of undergraduate and graduate instruction. Ranks are
22 Instructor, Senior Instructor I, and Senior Instructor II, in ascending
23 order.
24

25 ii. **Instructor (PAC):** a fixed-term paid appointment with primary duties
26 in the area of instruction of Physical Activity Courses (PAC). Ranks
27 are Instructor (PAC), Senior Instructor I (PAC), and Senior
28 Instructor II (PAC), in ascending order.
29

30 iii. **Lecturer:** a fixed-term paid appointment with primary duties in
31 instruction that may include significant responsibilities for graduate-level
32 instruction. Appointments in the lecturer category will always require the
33 terminal degree or have equivalent professional experience. Ranks are
34 Lecturer, Senior Lecturer I, and Senior Lecturer II, in ascending order.
35

36 **c. Fixed-Term Research Ranks Categories**

37 i. **Faculty Research Assistant:** a fixed-term paid appointment for
38 faculty who have earned a bachelor's or master's degree or have
39 equivalent professional experience. Primary duties are in the area of
40 research with primary duties as members of a research team under
41 the direct supervision of other faculty researchers. Ranks are
42 Faculty Research Assistant, Senior Faculty Research Assistant I,
43 and Senior Faculty Research Assistant II, in ascending order.
44

45 ii. **Research Associate:** is a fixed-term paid appointment for faculty who

1 have earned the terminal degree relevant to the appointment. with
2 Primary duties are in the area of research, and are typically
3 undertaken as part of a research team or lab. Ranks are Research
4 Associate, Senior Research Associate I, and Senior Research
5 Associate II, in ascending order.
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7 **d. Postdoctoral Ranks Categories**

- 8 i. **Research Associate (Postdoctoral):** a fixed-term paid appointment
9 with primary duties in the area of research, and are typically
10 undertaken as part of a research team or lab. Faculty in Research
11 Associate (Postdoctoral) positions may be converted to Research
12 Associate positions upon reappointment. Research Associates
13 (Postdoctoral) with successful annual evaluations shall be converted
14 to Research Associate positions upon the fourth appointment. Rank
15 is Research Associate (Postdoctoral).
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- 17 ii. **Postdoctoral Scholar:** a fixed-term paid appointment with primary
18 duties in the areas of research and scholarship, and are typically
19 undertaken as part of a research team or lab. Postdoctoral Scholars
20 work in a mentored position where faculty mentors and the
21 Administration provide training and professional development
22 designed to support successful development as an independent scholar.
23 At the time of appointment, hiring documentation should include an
24 articulated program of mentoring with an identified mentor.
25 Postdoctoral Scholar positions may not extend beyond a three-year
26 maximum term. Rank is Postdoctoral Scholar.
27
- 28 iii. **Postdoctoral Fellow:** is a fixed-term paid appointment with formal
29 affiliations with OSU research programs and typically are as part of a
30 research team or lab. Rank is Postdoctoral Fellow.
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32 **e. Visiting Professor Ranks Category:** a fixed-term paid appointment of limited
33 duration (up to three years). Ranks are Visiting Assistant Professor, Visiting
34 Associate Professor, and Visiting Professor.
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36 **Section 5.** An increase in rank within a category requires a promotion.
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38 **Section 6.** When a bargaining unit member's position is reclassified from the fixed-term
39 classification into the tenure-track classification, a new national search is always required to
40 fill the position. For other reclassifications or recategorizations, if the incumbent's original
41 search was national in scope and they have had successful annual evaluations, a national
42 search is not required.
43

44 **Section 7.** Bargaining unit members shall have the right to petition the Provost to have their
45 position recategorized if they believe that their position was categorized incorrectly at the
46 time of first hire or their position has evolved to more closely resemble a different position.

1 The Provost shall respond to the petition within sixty days. If a petition for recategorization
2 is denied, the Provost shall include the reasons for denial in their response. Following denial
3 of a petition for recategorization, a faculty member may petition again after completion of at
4 least one additional year of service in the position.

5
6 When a position is recategorized through this process, the bargaining unit member will be
7 assigned a new rank equivalent to their rank in the former category.

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9 **Section 8.** A reclassification or recategorization shall take effect at the beginning of the next
10 fiscal year, contract renewal, academic year, or other date as approved by the Provost.

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12 **Section 9. Performance of Bargaining Unit Work**

- 13 a. Non-student employees of the university whose primary job duties include
14 teaching or research are appropriately classified in bargaining unit positions
15 unless they also supervise bargaining unit members.
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17 b. Non-student employees who are assigned to teach courses, conduct research, or
18 perform any other forms of bargaining unit work shall receive appointments with
19 the appropriate bargaining unit classification, category, and rank for the portion
20 of their work assignment dedicated to performing bargaining unit work. Such
21 assignments shall in no case be made if doing so jeopardizes the employment of
22 current bargaining unit employees.
- 23
24 c. Graduate Employees are granted teaching and research assistantships for the
25 purpose of providing financial support and training for the individual graduate
26 students, enhancing the overall graduate programs of the university, and
27 providing academic support for faculty. These considerations shall be the primary
28 rationale for the distribution of such support among the academic units and the
29 assignment of individual Graduate Employees. Such distribution and assignment
30 shall not be effected in such a manner as to displace a current bargaining unit
31 member.