

1 UNITED ACADEMICS PROPOSAL

2
3 ACADEMIC CLASSIFICATION AND RANK

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

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9 Nothing shall preclude a bargaining unit member from being assigned and performing other
10 duties not described in their specific rank as long as those duties are consistent with their
11 position description.

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13 **Section 2. Tenure-Track Classification.** The Tenure-Track classification includes **all** paid
14 appointments in which bargaining unit members are either eligible for, or have received,
15 indefinite tenure.

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

21
22 **b. Instructor (Tenure-Track):** is a tenure-track paid appointment with an
23 expectation of scholarship in addition to primary duties in instruction, advising,
24 and design and development of courses and curriculum. Ranks are Instructor,
25 Senior Instructor I, and Senior Instructor II, in ascending order.

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27 **Section 3. Fixed-Term Classification.** The Fixed-Term classification includes **all** paid
28 appointments ~~wherein a person is~~ **in which bargaining unit members are** not eligible for
29 tenure.

30 **a. Fixed-Term Professorial Categories**

31 1. **Professor (Clinical):** a fixed-term paid appointment with primary duties in
32 the area of clinical instruction or research and an expectation of scholarship
33 as defined in the position description. Ranks are Assistant Professor (Clinical),
34 Associate Professor (Clinical), and Professor (Clinical), in ascending order.

35
36 2. **Professor (Extension):** a fixed-term paid appointment with ~~% scholarship~~
37 ~~and~~ primary duties in the areas of instruction, scholarship, and service and an
38 expectation of scholarship as defined in the position description. **Use of**
39 **Professor (Extension) positions shall be limited to instances where funding is**
40 **primarily non-recurring or the programming is limited in duration (2-6 years).**
41 Ranks are Assistant Professor (Extension), Associate Professor (Extension),
42 and Professor (Extension), in ascending order.

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44 3. **Professor (Practice):** a fixed-term paid appointment with primary duties in

1 professionally related community education and service and an expectation
2 of scholarship as defined in the position description. Ranks are Assistant
3 Professor (Practice), Associate Professor (Practice), and Professor
4 (Practice), in ascending order.

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6 **4. Professor (Senior Research):** a fixed-term paid appointment with primary
7 duties in scholarship, including developing and conducting research and
8 securing grant, contract, and other funds. Ranks are Assistant Professor
9 (Senior Research), Associate Professor (Senior Research), and Professor
10 (Senior Research), in ascending order.

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12 **b. Fixed-Term Instructional Categories**

13 1. **Instructor:** a fixed-term paid appointment with primary duties in the area
14 of undergraduate and graduate instruction. Ranks are Instructor, Senior
15 Instructor I, and Senior Instructor II, in ascending order.

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17 2. **Instructor (PAC):** a fixed-term paid appointment with primary duties in
18 the area of instruction of Physical Activity Courses (PAC). **Ranks are**
19 **Instructor (PAC), Senior Instructor I (PAC), and Senior Instructor II**
20 **(PAC), in ascending order.**

21
22 ~~3. **Instructor (ESL):** a fixed-term paid appointment with primary duties in~~
23 ~~the area of instruction of English as a Second Language. Ranks are Instructor~~
24 ~~(ESL), Senior Instructor I (ESL), and Senior Instructor II (ESL), in~~
25 ~~ascending order.~~

26
27 ~~4. **Instructor (ALS):** a fixed-term paid appointment with primary duties in the~~
28 ~~area of instruction of Academic Learning Services.~~

29
30 **53. Lecturer:** a fixed-term paid appointment with primary duties in the area of
31 instruction that may include significant responsibilities for graduate-level
32 instruction. Ranks are Lecturer, Senior Lecturer I, and Senior Lecturer II, in
33 ascending order.

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35 **c. Fixed-Term Research Categories**

36 1. **Faculty Research Assistant:** a fixed-term paid appointment with primary
37 duties as members of a research team under the direct supervision of other
38 faculty researchers. Ranks are Faculty Research Assistant, Senior Faculty
39 Research Assistant I, and Senior Faculty Research Assistant II, in
40 ascending order.

41
42 2. **Research Associate:** a fixed-term paid appointment with primary duties in
43 the area of research, ~~and are~~ typically undertaken as part of a research team
44 or lab. **Ranks are Research Associate, Senior Research Associate I, and**
45 **Senior Research Associate II.**

1 **d. Postdoctoral Categories**

2 1. **Research Associate (Postdoctoral):** a fixed-term paid appointment with
3 primary duties in the area of research, ~~and are~~ typically undertaken as part
4 of a research team or lab. ~~Faculty in Research Associate (Postdoctoral)~~
5 ~~positions may be converted to Research Associate positions upon~~
6 ~~reappointment. Research Associates (Postdoctoral) with successful annual~~
7 ~~reviews shall be converted to Research Associate positions upon the fourth~~
8 ~~appointment. Rank is Research Associate (Postdoctoral).~~

9
10 2. **Postdoctoral Scholar:** a fixed-term paid appointment with primary duties
11 in the areas of research and scholarship, ~~and are~~ typically undertaken as part of
12 a research team or lab. Postdoctoral Scholars work in a mentored position
13 where ~~identified~~ faculty mentors and the ~~Administration~~ **Employer** provide
14 training and professional development ~~through a written program of~~
15 ~~mentoring~~ designed to support successful development as an independent
16 scholar. ~~Postdoctoral Scholar positions may not extend beyond a three-year~~
17 ~~maximum term. Rank is Postdoctoral Scholar.~~

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19 3. **Postdoctoral Fellow:** is a fixed-term paid appointment with formal
20 affiliations with OSU research programs and typically are ~~as part of a~~ research
21 team or lab. ~~Rank is Postdoctoral Fellow.~~

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23 e. **Visiting Professor Category:** a fixed-term paid appointment of limited duration
24 ~~(up to three years)~~. Ranks are Visiting Assistant Professor, Visiting Associate
25 Professor, and Visiting Professor.

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27 **Section 4.** An increase in rank within a category requires a promotion.

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29 **Section 5.** When a bargaining unit member's position is reclassified from the fixed-term
30 classification into the tenure-track classification, a new national search is always required to
31 fill the position. For other reclassifications or recategorizations, if the incumbent's original
32 search was national in scope and they have had successful annual evaluations, a national
33 search is not required.

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35 **Section 6. Performance of Bargaining Unit Work**

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37 a. Non-student employees of the university whose primary job duties include teaching
38 or research are appropriately classified in bargaining unit positions unless they also
39 supervise bargaining unit members.
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41 b. Non-student employees who are assigned to teach courses, conduct research, or
42 perform any other forms of bargaining unit work shall receive appointments with the
43 appropriate bargaining unit classification, category, and rank for the portion of their
44 work assignment dedicated to performing bargaining unit work. Such assignments
45 shall in no case be made if doing so jeopardizes the employment of current bargaining
46 unit employees.

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c. Graduate Employees are granted teaching and research assistantships for the purpose of providing financial support and training for the individual graduate students, enhancing the overall graduate programs of the university, and providing academic support for faculty. These considerations shall be the primary rationale for the distribution of such support among the academic units and the assignment of individual Graduate Employees. Such distribution and assignment shall not be effected in such a manner as to displace a current bargaining unit member.