

4 **ACADEMIC CLASSIFICATION AND RANK**

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

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

12
13 **Section 2. Tenure/Tenure-Track Classification.** The Tenure/Tenure-Track classification includes all
14 paid appointments in which bargaining unit members ~~are either eligible for, or have received~~
15 indefinite tenure **or are anticipated to be eligible for indefinite tenure.**

16
17 ~~a. **Professor:** is a **tenure or** tenure-track paid appointment with primary duties in all three~~
18 ~~areas: instruction, scholarship, and service. Librarians whose positions carry an expectation~~
19 ~~for scholarship are in the professor category. Ranks are Assistant Professor, Associate~~
20 ~~Professor, and Professor, in ascending order.~~

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

25
26 **Section 3. Fixed-Term Classification.** The Fixed-Term classification includes all paid appointments in
27 which bargaining unit members are not eligible for tenure.

28
29 **a. Fixed-Term Professorial Categories**

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

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

40 3. **Professor (Practice):** a fixed-term paid appointment with primary duties in
41 professionally-related **instruction** ~~community education~~ and service and an
42 expectation of scholarship as defined in the position description. Ranks are Assistant
43 Professor (Practice), Associate Professor (Practice), and Professor (Practice), in
44 ascending order.

45 4. **Professor (Senior Research):** a fixed-term paid appointment with primary duties
46 in scholarship, including developing and conducting research and securing grant,

1 contract, and other funds. Ranks are Assistant Professor (Senior Research),
2 Associate Professor (Senior Research), and Professor (Senior Research), in
3 ascending order.

4
5 **b. Fixed-Term Instructional Categories**

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

9 2. **Instructor (PAC):** a fixed-term paid appointment with primary duties in the area of
10 instruction of Physical Activity Courses (PAC). **Effective September 16, 2021, ranks**
11 **are Instructor (PAC), Senior Instructor I (PAC), and Senior Instructor II (PAC), in**
12 **ascending order.**

13 3. **Instructor (ESL):** a fixed-term paid appointment with primary duties in the area of
14 instruction of English as a Second Language. **Effective September 16, 2021, ranks are**
15 **Instructor (ESL), Senior Instructor I (ESL), and Senior Instructor II (ESL), in**
16 **ascending order.**

17 4. **Instructor (ALS):** a fixed-term paid appointment with primary duties in the area of
18 instruction of Academic Learning Services. **Effective September 16, 2021, ranks are**
19 **Instructor (ALS), Senior Instructor I (ALS), and Senior Instructor II (ALS), in**
20 **ascending order.**

21 5. **Lecturer:** a fixed-term paid appointment with primary duties in the area of instruction
22 that may include significant responsibilities for graduate-level instruction. Ranks are
23 Lecturer, Senior Lecturer I, and Senior Lecturer II, in ascending order.

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

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

30
31 2. **Research Associate:** a fixed-term paid appointment with primary duties in the area
32 of research, typically undertaken as part of a research team or lab. **Effective**
33 **16,2021, ranks are Research Associate, Senior Research Associate I, and Senior**
34 **Research Associate II.**

35
36 **d. Postdoctoral Categories**

37 ~~1. **Research Associate (Postdoctoral):** a fixed term paid appointment with primary~~
38 ~~duties in the area of research, typically undertaken as part of a research team or~~
39 ~~lab. Faculty in Research Associate (Postdoctoral) positions may be converted to~~
40 ~~Research Associate positions upon reappointment. Research Associates~~
41 ~~(Postdoctoral) with successful annual reviews shall be converted to Research~~
42 ~~Associate positions upon the fourth appointment. Rank is Research Associate~~
43 ~~(Postdoctoral).~~

44 2. **Postdoctoral Scholar:** a fixed-term paid appointment with primary duties in the
45 areas of research and scholarship, typically undertaken as part of a research team or
46 lab. Postdoctoral Scholars work in a mentored position where identified faculty
47 mentors and the Employer provide training and professional development through a

1 written program of mentoring designed to support successful development as an
2 independent scholar. Postdoctoral Scholar ~~appointments positions~~ may be renewed
3 annually for up to three years, so long as the postdoctoral scholar is within five years
4 from receipt of the doctoral degree. In rare circumstances, the appointment may be
5 renewed for up to one additional year. Approval for this extension is granted by the
6 Office of Postdoctoral Programs ~~not extend beyond a three-year maximum term.~~
7 Rank is Postdoctoral Scholar.

8 3. **Postdoctoral Fellow:** is a fixed-term paid appointment with ~~entirely external~~
9 ~~funding and~~ formal affiliations with OSU research programs and typically ~~is a~~ part
10 of a research team or lab. Rank is Postdoctoral fellow.

11
12 **e. Visiting Professor Category:** a fixed-term paid appointment of limited duration (~~up to two~~
13 ~~years~~). Ranks are Visiting Assistant Professor, Visiting Associate Professor, and Visiting
14 Professor.

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

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18 ~~**Section 6.** When a bargaining unit member's position is reclassified from the fixed-term classification~~
19 ~~into the tenure track classification, a new national search is always required to fill the position. For~~
20 ~~other reclassifications or recategorizations, if the incumbent's original search was national in scope~~
21 ~~and they have had successful annual evaluations, a national search is not required.~~

22
23 **Section 9. Performance of Bargaining Unit Work**

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

27 ~~b. Non-student employees who are assigned to teach courses, conduct research, or perform~~
28 ~~any other forms of bargaining unit work shall receive appointments with the appropriate~~
29 ~~bargaining unit classification, category, and rank for the portion of their work assignment~~
30 ~~dedicated to performing bargaining unit work. Such assignments shall in no case be made if~~
31 ~~doing so jeopardizes the employment of current bargaining unit employees.~~

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