

1 UNITED ACADEMICS PROPOSAL

2
3 ACADEMIC CLASSIFICATION AND RANK

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5 **Section 1.** The Employer shall assign each 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~~/Tenure-Track Classification.** The ~~Tenure~~/Tenure-Track classification
14 includes all paid appointments in which bargaining unit members are either eligible for, or
15 have received indefinite tenure or are anticipated to be eligible for indefinite tenure.

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17 **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.

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

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

- 26 i. **Professor (Clinical):** a fixed-term paid appointment with primary duties
27 in the area of clinical instruction or research and an expectation of
28 scholarship as defined in the position description. Ranks are Assistant
29 Professor (Clinical), Associate Professor (Clinical), and Professor
30 (Clinical), in ascending order.
- 31 ii. **Professor (Extension):** a fixed-term paid appointment with primary duties
32 in the areas of instruction, scholarship, and service and an expectation of
33 scholarship as defined in the position description. Use of Professor
34 (Extension) positions shall be limited to instances where funding is
35 primarily non-recurring or the programming is limited in duration. Ranks
36 are Assistant Professor (Extension), Associate Professor (Extension), and
37 Professor (Extension), in ascending order.
- 38 iii. **Professor (Practice):** a fixed-term paid appointment with primary duties
39 in professionally related instruction and service and an expectation of
40 scholarship as defined in the position description. Ranks are Assistant
41 Professor (Practice), Associate Professor (Practice), and Professor
42 (Practice), in ascending order.
- 43 iv. **Professor (Senior Research):** a fixed-term paid appointment with
44 primary duties in scholarship, including developing and conducting
45 research and securing grant, contract, and other funds. Ranks are

1 Assistant Professor (Senior Research), Associate Professor (Senior
2 Research), and Professor (Senior Research), in ascending order.

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

- 5 i. **Instructor:** a fixed-term paid appointment with primary duties in the area
6 of undergraduate and graduate instruction. Ranks are Instructor, Senior
7 Instructor I, and Senior Instructor II, in ascending order.
- 8 ii. **Instructor (PAC):** a fixed-term paid appointment with primary duties in
9 the area of instruction of Physical Activity Courses (PAC). Effective
10 September 16, 2021 of the second academic year following full execution of
11 the collective bargaining agreement, ranks are Instructor (PAC), Senior
12 Instructor I (PAC), and Senior Instructor II (PAC), in ascending order.
- 13 iii. **Instructor (ESL):** a fixed-term paid appointment with primary duties in
14 the area of instruction of English as a Second Language. Effective
15 September 16, 2021 of the second academic year following full execution of
16 the collective bargaining agreement, ranks are Instructor (ESL), Senior
17 Instructor I (ESL), and Senior Instructor II (ESL), in ascending order.
- 18 iv. **Instructor (ALS):** a fixed-term paid appointment with primary duties in
19 the area of instruction of Academic Learning Services. Effective
20 September 16, 2021 of the second academic year following full execution of
21 the collective bargaining agreement, ranks are Instructor (ALS), Senior
22 Instructor I (ALS), and Senior Instructor II (ALS), in ascending order.
- 23 v. **Lecturer:** a fixed-term paid appointment with primary duties in the area of
24 instruction that may include significant responsibilities for graduate-level
25 instruction. Ranks are Lecturer, Senior Lecturer I, and Senior Lecturer II, in
26 ascending order.

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

- 29 i. **Faculty Research Assistant:** a fixed-term paid appointment with primary
30 duties as members of a research team under the direct supervision of
31 other faculty researchers. Ranks are Faculty Research Assistant, Senior
32 Faculty Research Assistant I, and Senior Faculty Research Assistant II,
33 in ascending order.
- 34 ii. **Research Associate:** a fixed-term paid appointment with primary duties
35 in the area of research, typically undertaken as part of a research team
36 or lab. Effective September 16, 2021 of the second academic year
37 following full execution of the collective bargaining agreement, ranks are
38 Research Associate, Senior Research Associate I, and Senior Research
39 Associate II.

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41 **d. Postdoctoral Categories**

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

1 designed to support successful development as an independent scholar.
2 Postdoctoral Scholar appointments may be renewed annually for up to three
3 years, so long as the postdoctoral scholar is within five years from receipt
4 of the doctoral degree. In rare circumstances, the appointment may be
5 renewed for up to one additional year. Approval for this extension is
6 granted by the Office of Postdoctoral Programs. Rank is Postdoctoral
7 Scholar.

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

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12 **e. Visiting Professor Category:** a fixed-term paid appointment of limited duration.
13 **Visiting Professor appointments may be renewed annually for up to three years. In**
14 **rare circumstances, the appointment may be renewed for up to one additional year.**
15 **Approval for this extension is granted by the Office of Faculty Affairs.** Ranks are
16 Visiting Assistant Professor, Visiting Associate Professor, and Visiting Professor.

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

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21 **Section 5.** Non-student employees of the university whose primary job duties include
22 teaching or research are appropriately classified in bargaining unit positions unless they also
23 supervise bargaining unit members. Non-student employees who are assigned to teach
24 courses, conduct research, or perform other forms of work primarily performed by
25 bargaining unit members shall receive appointments with the appropriate bargaining unit
26 classification, category, and rank for the portion of their work assignment dedicated to
27 performing that work.