

Resolution to Clarify the Role of Group II Faculty
Professional Relations Committee
April 16, 2012
Second Reading & Vote

Whereas we wish to more clearly define the role of Group II faculty at Ohio University,

Be it resolved that the language in the Faculty Handbook Section II.C.3.2.b be amended to

II. C. 3. 2. b. Group II consists of experienced persons, holding part-time or full-time appointments, who are primarily considered instructional personnel and may also have service responsibilities related to the teaching mission of the department, college or university but no expectation for research or creative activity (i.e. TRS distributions ranging from 100:0:0 to 80:0:20). They possess qualifications which enable them to teach their assigned classes at a satisfactory level. Persons who have taught at Ohio University for four consecutive semesters within the same department or regional campus with an average teaching load equivalent to 0.5 FTE or above shall be placed in the Group II classification unless previously included in Group I. Other persons not included in Group I and holding part-time teaching appointments may be placed in Group II at the recommendation of their departments or regional campuses. Faculty members in Group II are expected to perform those faculty activities agreed to in negotiations with their departments or regional campuses at the time of hire and/or reappointment and shall enjoy the following rights and benefits.

- i. The workload (percentage distribution of teaching and service responsibilities) for each Teaching Faculty member is negotiated with the department chair or dean of the regional campus at the time of hire. The letter of offer will contain the specific workload percentages for teaching and service as negotiated for the individual. Workload percentages may be subsequently renegotiated on an annual basis but all workload percentages must be contained in the faculty member's letter of reappointment.
- ii. Salaries will be negotiated at the time of hire at the departmental or regional campus level, however the resulting amount must be consistent with the salary (or a proportion of the salary for part-time employees) that a similarly qualified person with similar workload assignments would receive in the given department or on the given regional campus. One base for negotiations will be the annual schedule of minimum per-course rates of compensation and guidelines provided by the Provost. Salary increments for Group II shall be negotiated in accordance with University policies and shall take into account length and quality of service.
- v. Part-time faculty in Group II who are on nine-month contracts shall be eligible for retirement according to the State Teachers Retirement System (or in some circumstances the Alternative Retirement Plan--see (Section III.L), Group Life Insurance, Major Medical Insurance, Dental Insurance, Travel Accident Insurance, membership in the Ohio University Employee Credit Union, Tax-Deferred Annuities, Twelve-Month Pay Option, and parking privileges. Group II faculty who have a FTE of 0.67 or greater on an

academic year basis shall be considered full-time for the purpose of being eligible to participate in alternative retirement plans.

- vi. Group II faculty have the right to stand for election and to vote to elect two Group II faculty to the Faculty Senate.
- vii . Group II faculty are encouraged to participate in activities to promote professional development. Departments and regional campuses should support these activities as they do for other faculty. Group II faculty are eligible for program grants, development awards and funds, with the exception of Faculty Fellowship leaves, University Professor awards, Presidential Research Scholar Awards, and Presidential Teacher Awards.