

**Resolution on the Establishment of a Professional Name and Possibility  
for Promotion for Group II  
Professional Relations Committee of the Faculty Senate  
1st Reading, December 10, 2012**

*Whereas, Group II faculty are respected members of our faculty and the designation of Group II is not descriptive of the position these faculty hold;*

*Whereas, other universities have tracks specifically designated as non-tenure track teaching faculty,*

*Whereas, a mechanism for promotion within the teaching track is necessary to attract and retain non-tenure track, high quality teaching faculty and is beneficial to students;*

*Be it resolved that the Group II classification be renamed to Career Teaching Faculty and that the language in the Faculty Handbook Section II.C.3.b be amended to*

**II. C. 3. b. Career Teaching Faculty** (Group II) consist of experienced persons, holding part-time or full-time appointments, who are primarily considered instructional personnel and may also have service responsibilities, but no research expectations. 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 Career Teaching Track unless previously included in Group I. Other persons not included in Group I and holding part-time teaching appointments may be placed in the Career Teaching Track at the recommendation of their departments or regional campuses.

- i. Faculty members in the Career Teaching track are expected to perform those faculty activities agreed to in negotiations with their departments or regional campuses at the time of hire and shall enjoy the following rights and benefits.
- ii. Career Teaching Faculty may negotiate rank, term of contract and salary within the guidelines provided here. The workload (percentage distribution of teaching and service responsibilities) for each 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.
- iii. Salaries will be negotiated at the time of hire at the departmental or regional campus level, however the resulting amount must be commensurate to a proportion of the salary that a similarly qualified full-time person would receive in the given department or on the given regional campus with similar workload assignments. (One base for negotiations will be an 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.)

- iv. Nine-month contracts shall be considered the norm for faculty in the Career Teaching Track, and semester contracts may be tendered only when a shift in enrollment patterns, or other factors, indicates that the services of a given faculty member will not be required for the whole of the ensuing academic year, or, alternatively, when a faculty member requests in writing that his/her contract for the ensuing year be limited to one semester.
- v. Normatively, the contracts for faculty in the Career Teaching Track will be a nine month, renewable contract for a term of one-year for the initial 5 years of service in all instances where a department's or regional campus' experience, or other factors, indicates that a faculty member will be employed for the whole of the ensuing nine-month academic year. Afterward, they should be offered 5-year contracts to be renewable based on performance, desire of the faculty member, and continued need of the department or regional campus. However, the length of the initial and subsequent contracts can be negotiated based on qualifications, experience and need of the faculty member and department or regional campus.
- vi. Career Teaching Faculty may hold the rank of
  - a. Instructor
  - b. Term Assistant Professor
  - c. Term Associate Professor, or
  - d. Term Professor

Faculty hired in the teaching faculty track will normally be hired at the rank of instructor or assistant professor depending on qualifications and departmental norms. The rank of instructor should be given to all part-time faculty (<0.5 FTE), and any other faculty member without the appropriate terminal degree in their field, but who holds, at a minimum, a master's degree appropriate to the area of instruction, or has equivalent professional experience and has demonstrated potential for effective teaching. The rank of lecturer should be given to those who will teach >0.5 FTE and have the appropriate terminal degree, as evaluated by the academic unit, and demonstrated potential for effective teaching. Individuals hired as Group II faculty in or prior to AY2012-2013 at the rank of Assistant Professor, Associate Professor, or Professor may retain such rank until they seek promotion. Higher rank may be negotiated at the time of hire based on qualifications and experience.

- vii. Faculty in the Career Teaching Track must be evaluated annually by the chair or director according to departmental or regional campus guidelines with a more comprehensive review in the last year of their contract or upon application for promotion. A written evaluation of the faculty member will be forwarded to him/her by February 15 on an annual basis for continuing contracts by the director or chair. Each chairperson or director shall employ a departmental committee or committees in the evaluation process, which shall conform to the department's written procedures and demonstrate peer review as a part of the merit process.
- viii. Career Teaching Faculty may be promoted (without tenure) to Term Assistant Professor, Term Associate Professor, or Term Professor.
  - a. A faculty member hired as an instructor may be eligible for promotion to Term Assistant Professor at such time as their qualifications and performance meet the department's or division's normative criteria for Term Assistant Professor. Minimally, these should include the appropriate terminal degree, as evaluated by the academic unit, and demonstrated potential for effective teaching
  - b. An individual is expected to spend a minimum of five years in the rank of Term Assistant Professor before being considered for promotion to Term Associate Professor and have qualifications of the previous title, demonstrated effectiveness in teaching and service as appropriate for their TRS distribution, and engage in professional development activities.
  - c. An individual is expected to spend a minimum of five years in the rank of Term Associate Professor before being considered for promotion to Term Professor, have qualifications of the previous title, and have a combination of the following: demonstrated excellence in teaching and service as appropriate, continued professional development, demonstrated evidence of innovations in teaching, scholarship of teaching in the faculty member's field, and/or contributions to the teaching mission of the department beyond the classroom (outreach, mentoring).
- ix. In the event that promotion is denied, a faculty member has a right to appeal. The appeal process is outlined in section II.F of the Faculty Handbook.
- x. Career Teaching Faculty may negotiate a shift from a full-time to a part-time appointment, or from a part-time to a full-time appointment without loss of rank.

- xi. Part-time faculty in the Career Teaching Track 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. Career Teaching 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.
- xii. Faculty in the Career Teaching Track have the right to stand for election and to vote to elect two members of the teaching track to the Faculty Senate.
- xiii. Faculty in the Career Teaching Track are expected to participate in activities to promote professional development. Departments and regional campuses should support these activities as they do for other faculty. They 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

*Be it further resolved that promotion in rank shall be considered in determining the salaries of faculty members appointed as Career Teaching Faculty*

*Be it further resolved that departments, schools and divisions shall establish written criteria to be used to make decision on promotion of Career Teaching Faculty in consultation with the dean of the college or regional campus, that these criteria be approved by a majority of the Group I and Career Teaching Faculty of the department/school/division, and that these criteria be made public to Career Teaching Faculty no later than July 1, 2013. In the event of an impasse between the department/school/division and the dean, the standing Committee on Promotion and Tenure of the Faculty Senate shall act as arbiter.*

*Be it further resolved that the language in the Faculty Handbook Section VI.B.5 be amended to "The Group II Senators may serve on any standing committee of the Faculty Senate."*