

Professional Relations Committee of the Faculty Senate

2nd Reading: Resolution on the establishment of a professional name and possibility for promotion for Group II

Whereas, Group II faculty are respected members of our faculty;

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 language in the Faculty Handbook Section II.C.3.b be amended to

II. C. 3. b. 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 Group II classification unless previously included in Group I *or serving under a Group IV contract*. 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.

- i. 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 shall enjoy the following rights and benefits.
- ii. Faculty members in Group II 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, *taking into account factors such as qualification, years of experience, rank and salaries of existing Group II faculty with similar workload assignments in the given department or on the given regional campus.* ~~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 *rank, performance and length and quality* of service.
- iv. Nine-month contracts shall be considered the norm for faculty in Group II, 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 Group II 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. Group II Faculty are categorized into four rank levels. The initial ranks are assistant instructor, instructor and lecturer, the intermediate ranks are associate instructor and associate lecturer, and the highest ranks are senior instructor and senior lecturer. Faculty holding an instructor rank shall primarily have teaching duties, while faculty holding a lecturer rank shall have teaching duties as well as service duties appropriate to the current needs of the academic unit. Individuals hired as Group II faculty in or prior to AY2012-2013 and who hold the rank of instructor or lecturer are permitted to use the courtesy title of Assistant Professor; those holding the associate lecturer or associate instructor rank; and, those holding the senior instructor or senior lecturer rank are permitted to use the courtesy titles of Associate Professor and Professor, respectively.

Group II faculty will normally be hired at the rank of Instructor or Lecturer, or Lecturer with rank equivalent to Assistant Professor depending on qualifications and departmental norms. The rank of Assistant 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 Instructor or Lecturer with rank equivalent to

Assistant Professor should be given to those who will teach >0.5 FTE and have the appropriate terminal degree *or has equivalent professional experience*, 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. Group II Faculty 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. Group II Faculty may be promoted (without tenure) Lecturer with rank equivalent to Assistant Professor, Lecturer with rank equivalent to Associate Professor, or Lecturer with rank equivalent to Professor. Minimum criteria for consideration for promotion are outlined in II.C.3.b.viii.a-c; these are minimum criteria for consideration for promotion; Departments, Schools, and Regional Campuses may establish more stringent criteria for promotion.
 - a. A faculty member hired as an Assistant Instructor may be eligible for promotion to Instructor or Lecturer Lecturer with rank equivalent to Assistant Professor at such time as their qualifications and performance meet the department's or division's normative criteria for Instructor or Lecturer with rank equivalent to Assistant Professor. Minimally, these should include the appropriate terminal degree *or equivalent professional experience*, as evaluated by the academic unit, and demonstrated potential for effective teaching and service as appropriate for their TRS distribution.
 - b. An individual is expected to spend a minimum of five years in the rank of Instructor or Lecturer with rank equivalent to Assistant Professor before being considered for promotion to Associate Instructor or Associate Lecturer with rank equivalent to 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. *Service as a Group II faculty member during and prior to AY2012-2013 shall be included in the minimum years of service required for consideration for promotion.*
 - c. An individual is expected to spend a minimum of five years in the rank of Associate Instructor or Associate Lecturer Lecturer with rank equivalent to Associate Professor before being considered for promotion to Senior

~~Instructor or Senior Lecturer Lecturer with rank equivalent to Professor,~~
~~have qualifications of the previous title, as appropriate to their TRS~~
~~distribution 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).~~ *Service as a Group II faculty member during or prior to*
AY2012-2013 shall be included in the minimum years of service required
for consideration for promotion.

- 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. Group II 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 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.
- xii. Group II faculty have the right to stand for election and to vote to elect two Group II faculty to the Faculty Senate.
- xiii. Group II faculty are encouraged to participate in activities to promote professional development *directly related to their responsibilities.* Departments and regional campuses should support *professional development activities directly related to a faculty member's responsibilities* ~~these activities as they do for other faculty.~~ *They* These faculty are eligible for the *Group II Outstanding Faculty Award* and 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 in Group II.

Be it further resolved that departments, schools and divisions shall establish written

criteria to be used to make decision on promotion of Group II 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 a majority of the combined Group I and Group II Faculty of the department/school/division, and that these criteria be made public to Group II Faculty no later than October 15, 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 assist by providing examples of best practices from other institutions. Should the impasse continue, the Committee on Promotion and Tenure of the Faculty Senate shall ~~act as an arbiter~~ offer to mediate. Should the mediation not resolve the impasse, the Provost shall act as arbiter.

Be it further resolved that the language in the Faculty Handbook Section II.B.2 be amended to

It is recognized that in some departments and divisions of the University, there are positions, such as Technical Assistant, ~~and Curator, and Professional in Residence~~, that do not necessarily require advanced degrees. Appointees to these positions will not ordinarily receive tenure. In addition to a formal contract, such appointees will be given a written statement describing the character as well as the probable minimum and maximum duration of their work.

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."