May 22, 2019

TO: Rodney Rogers, President
    David Jackson, President BGSU-FA

FROM: Joint Committee on QRF Academic Ranks
      Joel O’Dorisio and Bill Balzer, Co-Chairs
      Marty Anderson, Jolene Buehrer, Bill Huepenbecker, Andy Kurz, Lori Liggett, Ted Rippey

RE: Recommendations on Qualifying Descriptors for Qualified-Rank Faculty (QRF)

Article 14, Section 2.3.1.2 (Academic Ranks for Qualified-Rank Faculty) of the recently ratified and endorsed collective bargaining agreement (July 1, 2019 – June 30, 2022) established a joint committee to recommend a standard set of qualifying descriptors for QRF Assistant Professors, Associate Professors, and Professors and provide a suggested overview of typical duties corresponding to each descriptor. Our Joint Committee was appointed April 24, 2019. Both Parties gathered input from their constituency groups as well as information about academic rank and descriptors at other universities. The Joint Committee completed work via email in addition to committee meetings on May 6th and May 13th.

Based on our work, the Joint Committee recommends the following standard set of qualifying descriptors and overview of typical duties for these Qualified-Rank Faculty:

**Teaching Qualified-Rank Faculty** (i.e., Assistant Teaching Professor, Associate Teaching Professor, Teaching Professor). Teaching QRF are primarily engaged in instructional activities; they hold degrees comparable to disciplinary faculty.

**Clinical Qualified-Rank Faculty** (i.e., Assistant Clinical Professor, Associate Clinical Professor, Clinical Professor). Clinical QRF are primarily engaged in supervision, teaching/librarian effectiveness, and research in the delivery of professional services to patients or clients; they are professionals with appropriate professional degrees.

**Research Qualified-Rank Faculty** (i.e., Assistant Research Professor, Associate Research Professor, Research Professor). Research QRF are primarily engaged in research activities, which are typically funded with external funds; they hold terminal degrees comparable to disciplinary faculty.

**Practitioner Qualified-Rank Faculty** (i.e., Assistant Practitioner Professor, Associate Practitioner Professor, Practitioner Professor). Practice QRF are primarily engaged in teaching/librarian effectiveness and/or research; their credentials are based in substantial and unique professional experiences and ongoing engagement in the specific area of teaching/librarian effectiveness and/or research.
The recommended qualified-rank descriptors, in conjunction with the traditional ranks of tenure stream faculty described in the CBA (Article 14, Section 2.2) are reflective of increasingly common practice both in Ohio and across the nation.

In addition, our committee makes the following general recommendations:

1. Qualified-rank descriptors will be applied at the time of hire. For currently employed faculty, qualified rank descriptors will be applied at the beginning of the 2019-2020 contract period.

2. The Qualified-rank descriptors will be selected by the contracting officer based on the assigned duties, the university descriptions of the qualifiers, and appropriate advisory consultation with academic units and BUFMs. We expect that the majority of Qualified-Rank Faculty will be Teaching Qualified-Rank Faculty (i.e., Assistant Teaching Professor, Associate Teaching Professor, Teaching Professor).

3. Qualified-Rank Faculty who disagree with their assigned qualified-rank descriptor may appeal the assignment to the Provost. The decision of the Provost is final and non-grievable.

4. Colleges and contracting officers may further define the typical duties corresponding to each qualified-rank descriptor, but modified duties may not conflict with the university definitions of typical duties corresponding to each qualified-rank descriptor.

Final approval of our committee's recommendations on this standard set of qualifying-rank descriptors and suggested overview of typical duties corresponding to these Qualified-Rank Faculty rests with the President of BGSU in consultation with the BGSU-FA President (CBA #3 Article 14, Section 2.3.1.2).