

Article 27: DEFINITIONS

1. “AAA” means American Arbitration Association.
2. “Academic Judgment” means the judgment by faculty and administrators concerning academic standards, competence and performance as these relate to appointment, reappointment, promotion, tenure, or merit salary increases; and concerning curricula and educational policy.
3. “Association,” “AAP” or “Union” or “AAP” means Associated Academic Professionals, American Federation of Teachers (AFT) Local 6200, AFL-CIO.
4. “Bargaining Unit Member” means all regular full-time and part-time employees of Eastern Oregon University who either teach or work as library and teaching faculty, and who holding ranks including Professor, Associate Professor, Assistant Professor, Senior Instructor, Senior Instructor II, and Instructor, but and excluding those teaching employees represented in another bargaining unit, those who teach exclusively as online adjuncts, or those who are supervisors as defined by PECBA, and casual employees.
- 4.5. “Casual Employee(s)” means one who is hired by the Dean after consultation with the program chair and with the approval of the Provost. Such hires carry no rank and are characterized by their temporary nature. Casual employees may be hired to accommodate occasional enrollment surges, to satisfy student interest in a specialty area on an intermittent basis, and/or to fill a gap in curricular offerings resulting from a failed search or lack of generalist expertise among the bargaining unit members to bridge the gap.
5. “Casual Employee” means a part-time employee who works less than 30 hours in an academic term or who teaches less than a three credit hour class or its equivalent in instructional contact hours in an academic term. Casual employees carry no rank and are characterized by their temporary nature. Casual employees are hired by the Dean after consultation with the program chair and with the approval of the Provost.
6. “Board Rules” means the Oregon State Board of Higher Education.
7. “College” means an Academic unit within the University, e.g., The College of Business, and Education and Education, the College of Arts and Science, and The the College of Education. The library is also an Academic unit for the purposes of this agreement.
7. “Days” means, unless otherwise specified, academic workdays in accordance with the official academic calendar of the University, excluding holidays and weekends. Summer

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Session days shall not be counted as days for those members not being employed during Summer Session. This definition of "days" applies, unless otherwise specified in this Agreement, or mandated otherwise by federal or state statute or regulatory requirement.

8. "Deans" and/or "Deans and Director" means the Dean of the College of Arts & Sciences and Dean of the Colleges of Business and Education, and the Director of the Library.

9.8. "Employee" means any person covered by the terms and conditions of this agreement as defined in Article One – Recognition.

10.9. "Eastern Oregon University" means EOU, Eastern or University.

11.10. "ERB" means the Employment Relations Board of the State of Oregon.

11. "Faculty" or "Faculty Member" ~~shall refer to means an individual who teaches a course or courses or who works as a librarian, and who holds rank, including Professor, Associate Professor, Assistant Professor, Senior Instructor, Senior Instructor II, and Instructor Faculty. These faculty are means all regular full-time and part-time employees of Eastern Oregon University working as library and teaching faculty holding ranks including Professor, Associate Professor, Assistant Professor, Senior Instructor, Senior Instructor II, and Instructor, and excluding those employees represented in another bargaining unit, those who teach as online adjuncts, supervisors as defined by PECBA, and casual employees. These employees are members of the bargaining unit, and may be referred to as "bargaining unit members".~~

12. "Fixed-term faculty" means a person who teaches at least one course on-campus or on-site in an academic year and who neither holds tenure nor is on a tenure-track.

13. "FTE" means full-time equivalent.

14. "FTE Calculation" means the number of load hours per full time equivalent.

15. "Member" means a public employee who is included in the bargaining unit.

15.16. "Online adjunct" or "Adjunct" means a person who teaches a course or courses exclusively online in an academic year and who does not hold rank, ~~including Professor, Associate Professor, Assistant Professor, Senior Instructor, Senior Instructor II, Instructor.~~

16. "OSBHE" and "Board" mean the Oregon State Board of Higher Education, or its successor.

17. "OUS" means Oregon University System, or its successor.

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18.17. “PEBB” means Public Employees Benefit Board.

19.18. “PECBA” means Public Employees Collective Bargaining Act.

20.19. “PERS” means Public Employees Retirement System, and its successors under State law.

21.20. “President” means the President of Eastern Oregon University.

21. ~~“Program” includes department, programs, and other similar administrative units within the College of Arts and Sciences, the Colleges of Business and Education that have a set of courses in an academic area approved by the OUS system or its successor to form a minor, major or concentration.~~

22. ~~Program” is an academic course of study approved by Oregon’s Higher Education Coordinating Commission or previously by the Oregon University System. Programs are categorized into particular majors which often have associated minors or concentrations. Vestiges of formerly approved programs may exist in the form of a stand-alone minor, which would be considered a program in and of themselves. “Program” is an administrative unit which delivers curricula, such as majors or certificates, which have been approved by Oregon’s Higher Education Coordinating Commission or previously by the Oregon University System.~~

23. 23. Pronoun usage is gender neutral.

24. 24. “Salary Rate” means the rate of pay computed by multiplying the employee’s base salary by their Full Time Equivalent (FTE).

“Specialty Adjunct” means an individual with discipline specific expertise that is required based on student need. Specialty adjuncts do not hold rank.

25.22. “Summer Session” means the time that occurs between the end of the Spring term and the start of the Fall term.

26.23. “Unit” or “bargaining unit” means the employees, collectively, certified for purposes of collective bargaining by the Oregon Employment Relations Board, February 24, 2003.

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