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**Your Next Hire
Options & Examples**

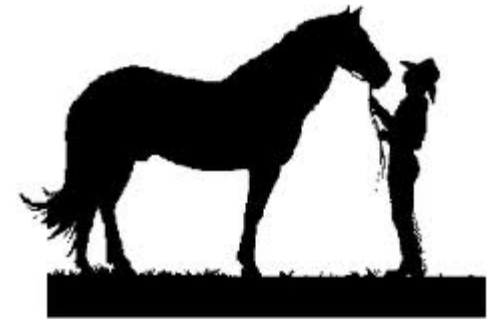
UABC-HR

Oregon State
UNIVERSITY



Your Most Common Hires - Examples

- Educational Program Assistants
- Seed Certification Workers
- Field Workers
- Office Assistants & Office Specialist (OS) 1 & 2
- Custodians
- Food Service Workers
- Coordinators
 - Master Gardner
 - Outreach Program
- Faculty Research Assistant
- Outreach Leader
- Office Manager



Your Hiring Options

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OSU Temporary

CLASSIFIED

- Emergency
- Short term
- Can't exceed 1040 hours in a year
- Competitive/External
 - Anybody can apply
 - Minimum posting – 5 business days
- Non-Competitive/Internal
 - Must be OSU employed



Limited Duration

CLASSIFIED

- Appointments can't exceed 2 years
- Funded by
 - Grants
 - Contracts
 - Awards
 - Legislative Funding
- Can replace employee on LOA
 - Leave of 6 months or more
- No rights to layoff

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Seasonal

CLASSIFIED



- Work
 - Particular Months
 - Summer Hires
 - Crop & Field Work
 - Fair
- Have Bumping Rights/Recall & Layoff





Temporary Agency

CLASSIFIED



- Emergency Needs
 - 30-days or less
 - Can't exceed combined 1040 hours
- Hired Through Temp Agency
 - DePaul
 - Galt Foundation
 - Blue Sun Incorporated
 - Barrett Business Services



TS901
Non-Regular
Temporary

CLASSIFIED

- Classified Returning Retiree
 - Are Not Academic Wage
- Outside OSU Specifications
 - Non-Regular Positions
 - Nursery Employees
 - Vineyard Workers
 - Landscaping and Tree Pruning





Intermittent

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- Work At Discretion of Supervisor
- Work Fluctuates – On Call
- Typically Part-Time Assignment
- May Not Be Benefits Eligible



STUDENTS!

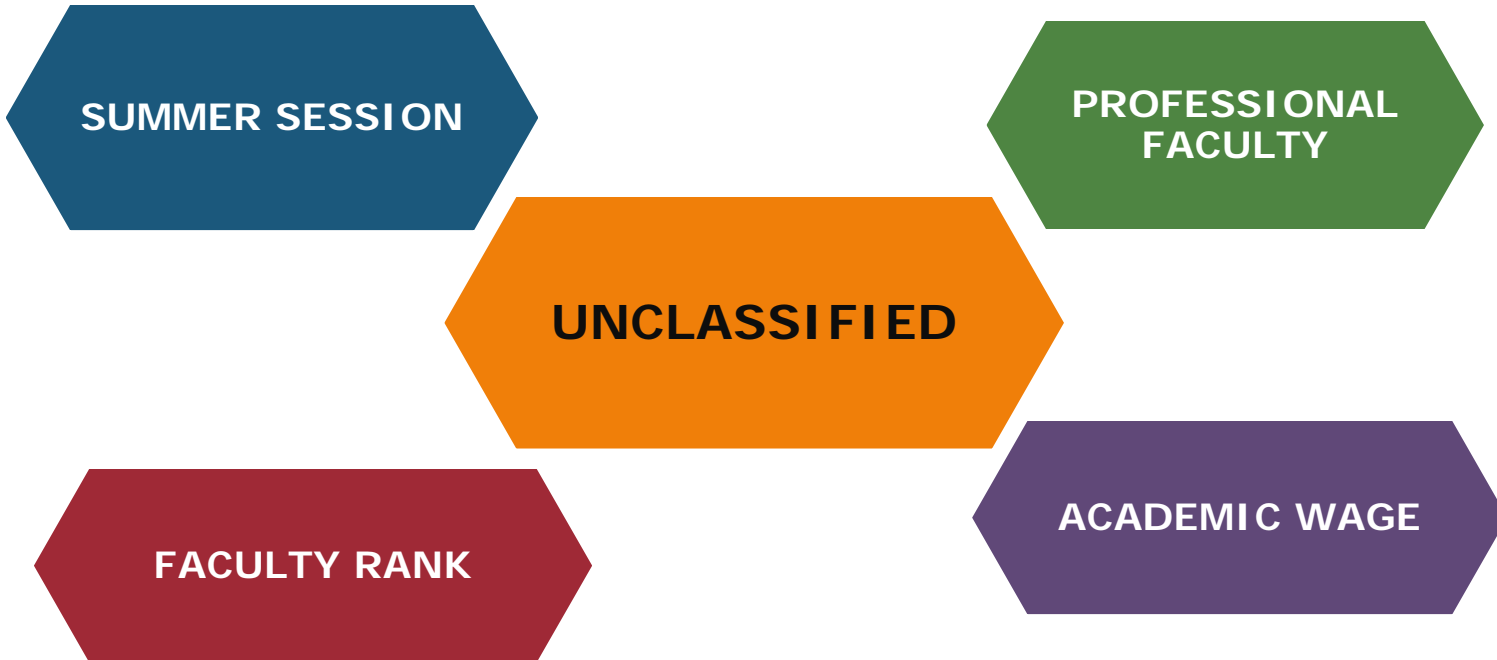
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- Food and Retail
- Clerical
- Facilities
 - Maintenance or Custodial
- Technical Assistance
 - Lavatory
 - Greenhouse
 - Data Collection
 - Maintenance of Animals
- Information Technology
 - Web Page Design
 - Programming
 - User Support
- Outreach Assistant
 - Youth Programs
 - Camps
 - Education and Nutrition Programs

YOUR HIRING OPTIONS - continued

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SUMMER SESSION

- **Academic Wage**
- **Research and Teaching Appointments**
- **June 16 through September 15**
- **Must Hold OUS 9-Month Position**

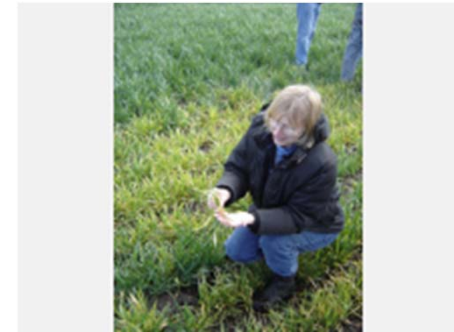




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**PROFESSIONAL
FACULTY**

- **Not Members of CBA**
- **Are:**
 - **Managerial**
 - **Supervisory**
 - **Confidential**
 - **Not Ranked**
 - **Coordinators**
 - **Regional Administrators**





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ACADEMIC WAGE

- **Short Term**
- **Non-Teaching**
- **Appointed for 90-Calendar Days or Less**
- **Workload Intermittent**
- **Acting Capacity**
- **Can Replace Employee on Leave**
- **Developmental Opportunity**
- **Returning Retiree**





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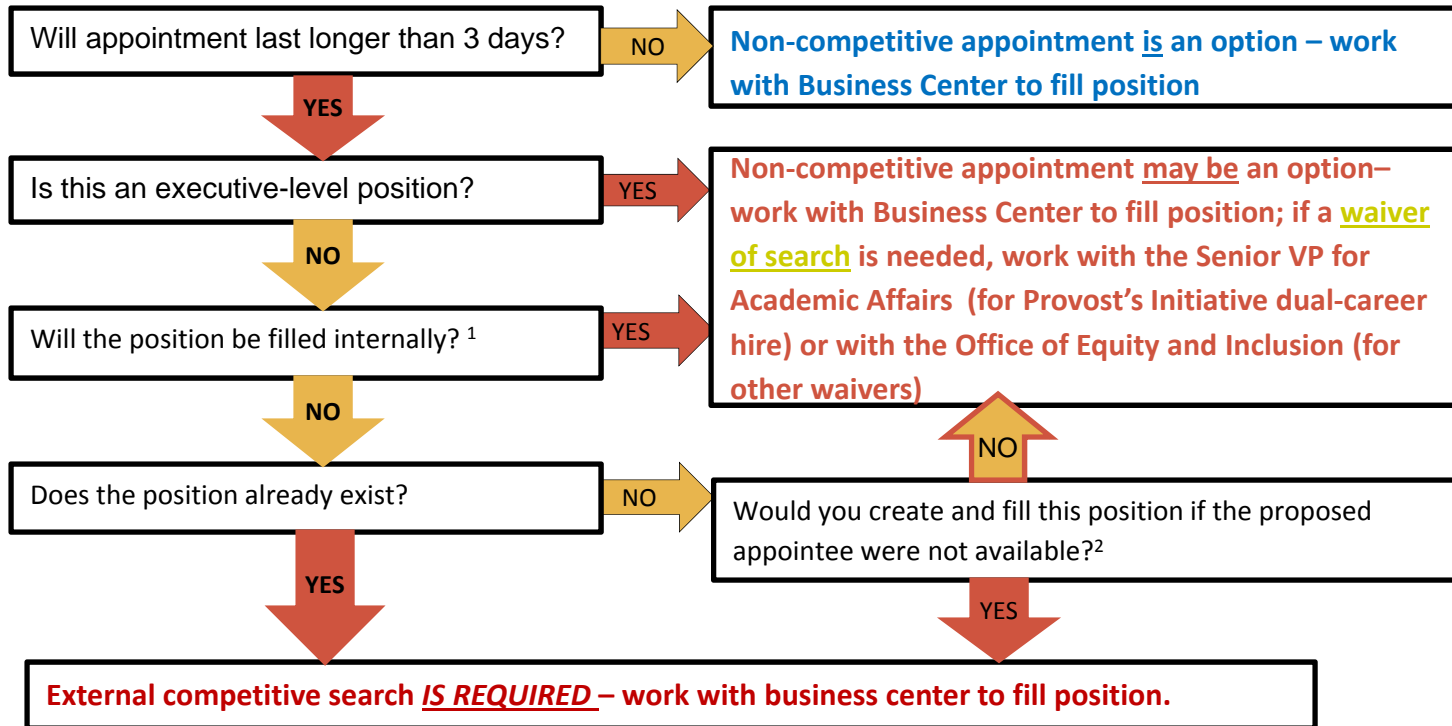
FACULTY RANK

- **Academic Service**
 - **Professors**
 - **Instructors**
 - **Faculty Research Assistants**



Search Requirements – Change in Practice

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WHO YA GONNA CALL?

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