

SECTION IV. REQUIREMENTS.

Subd. 1. Statutory Compliance.

Definitions of all employee groups and classifications shall comply with all applicable local, state, and federal labor laws or statutes.

Subd. 2. Terms and Conditions.

The University shall ascribe to each employee group the terms and conditions of employment (a) dictated by law, (b) negotiated where applicable, and (c) in accordance with sound employment practice.

Subd. 3. Compensation.

Employees shall be compensated for carrying out the responsibilities of their position. Total compensation shall include annual base salary plus fringe benefits as determined by the employee group, appointment type, percent of time worked, duration of appointment, and any other eligibility requirements specified.

SECTION V. EMPLOYEE GROUPS.

Subd. 1. Faculty.

- (a) Definition. Regular (tenured/tenure track) faculty are engaged in teaching, research, and service. Term faculty are engaged in one or more of these functions.
- (b) Governing Documents. Board policies, University policies and procedures, and collective bargaining agreements for union-represented faculty shall govern faculty.

Subd. 2. Academic Professional and Administrative.

- (a) Definition. The academic professional and administrative (P&A) employee group includes the following sub-groups of employees:
 - (1) Academic Professionals. Academic professionals parallel faculty in having the requisite preparation and specialized knowledge in an academic discipline or field and in exercising independent professional judgment.

accounting. Administrative civil service positions typically have a span of control at the department/division level or below.

- (b) Representative Body. A committee shall be appointed by the president to represent all areas, campuses, and central administration to (1) review and recommend