

ARTICLE 15. ACADEMIC CLASSIFICATION AND RANK

Section 1. The University shall assign each bargaining unit faculty member the classification, category, and rank that most closely reflect the duties described in their appointment and job description.

Section 2. Classification

The following are the classifications that apply to faculty bargaining unit positions. A classification identifies the type of position.

- a. **Tenure Related Classifications:** The Tenure Related Classifications include all paid appointments in which bargaining unit faculty members are either eligible to be considered for, will become eligible to be considered for, or have received, tenure.
 - i. **TENURE-TRACK AND TENURED:** A paid position wherein an individual is designated by the University in writing as eligible for tenure or has been granted tenure in writing by the Provost.
 - ii. **ACTING:** A tenure-track paid position for individuals intended by the University to become tenure-track assistant professors but who have yet to complete the terminal degree.
- b. **Career Related Classification:** The Career Related Classification includes all ongoing paid appointments in which bargaining unit faculty members are not eligible for tenure.
 - i. **CAREER:** A paid position that has been granted an expectation of continued employment as defined in Article 16, Section 10.
- c. **Limited Duration Classifications:** The Limited Duration Classifications include all paid appointments of limited duration in which bargaining unit faculty members are not eligible for tenure.
 - i. **VISITING:** A paid appointment of limited duration (up to three years) for (1) an individual who holds a like, similar, or relevant appointment at another institution or (2) pursuant to norms of the specific discipline, an individual who has recently obtained a terminal degree and is seeking further professional experience prior to seeking a professorship.
 - ii. **PRO TEMPORE:** A paid appointment that is intermittent or of limited duration, except as provided in Section 6.
 - iii. **POSTDOCTORAL SCHOLAR:** A paid, mentored research position that is of limited duration (up to three years) for individuals who have earned a doctoral degree. Postdoctoral mentors may petition the Office of the Provost for an extension of no more than two years. Permission to continue a position in the

1 Postdoctoral Scholar classification for longer than three years must be granted in
2 writing by the Office of the Provost.

3
4 iv. POSTBACCALAUREATE SCHOLAR: A paid, mentored research position that
5 is of limited duration (up to five years) for individuals who have earned a
6 bachelor’s or equivalent degree.

7
8 v. RETIRED: A paid appointment post-retirement that is of limited duration. A
9 bargaining unit faculty member can be appointed to the retired classification if
10 they retire, resign, or have been terminated without cause from employment with
11 the university, and are:

12
13 i. eligible for unreduced or reduced benefits under the Public Employees
14 Retirement System (for participants in PERS) or the Oregon Public
15 Service Retirement Program (for participants in OPSRP);

16
17 ii. eligible under Internal Revenue Service rules to withdraw funds from an
18 account established under Optional Retirement Plan and meets the
19 requirements for unreduced or reduced benefits under their plan.
20

21 This classification includes the post-retired or emerit faculty described in Article
22 1, Recognition.

23
24 **Section 3. Category & Rank**

25
26 The following are the categories and ranks that apply to bargaining unit positions. A category
27 describes a rank or group of ranks. Ranks define the level of promotion within a category.
28

29 a. PROFESSOR: This category can only be used in the Tenure-Track or Tenured, Acting,
30 Visiting, or Retired classifications. Duties are in all three areas of independent research,
31 scholarship, and/or creative inquiry; instruction; and service. Ranks in this category in
32 ascending order are assistant professor, associate professor, and professor.
33

34 b. CLINICAL PROFESSOR: This category can only be used in the Visiting, Career, Pro
35 Tem, or Retired classifications. Primary duties are in the area of clinical instruction or
36 research. Ranks in this category in ascending order are assistant clinical professor,
37 associate clinical professor, and clinical professor.
38

39 c. PROFESSOR OF PRACTICE: This category can only be used in the Visiting, Career,
40 Pro Tem, or Retired classifications. Primary duties are in the area of research or
41 instruction. This category is to be held by eminently qualified professionals who have had
42 a major impact on fields and disciplines important to University of Oregon programs. A
43 Professor of Practice will:
44

- 1 i. have a substantial basis of experience equal to a tenured professor (normally a
- 2 minimum of 12 years) and a national/international reputation for excellence
- 3 reflected in a record of significant accomplishments;
- 4
- 5 ii. have a profile of accumulated professional accomplishments fully congruent with
- 6 the rank of professor and where such accomplishments are typically accrued in a
- 7 non-academic or non-university setting;
- 8
- 9 iii. have a rich and extensive background in a field and discipline relevant to the
- 10 school, college, or unit of appointment at the University of Oregon; and
- 11
- 12 iv. serve as a liaison between the professional field and the University of Oregon.
- 13

14 The only rank in this category is professor of practice.

- 15
- 16 d. **TEACHING PROFESSOR:** This category can only be used in the Career or Retired
- 17 classification. This category requires an existing or previous appointment in the Career
- 18 classification at the highest rank in the instructor or lecturer categories. This category can
- 19 only be granted by the Office of the Provost through the review process specified in
- 20 Appendix 4. Primary duties are in the area of undergraduate and/or graduate instruction.
- 21 Duties may include, but are not limited to, involvement in design and development of
- 22 courses and the curriculum, support for the evaluation of teaching, or additional focus on
- 23 leadership projects. The Teaching Professor category and rank will remain in place for
- 24 the duration of the faculty member’s employment with the university. There is no
- 25 promotion path to or within the Teaching Professor category and rank. The only rank in
- 26 this category is teaching professor.
- 27
- 28 e. **INSTRUCTOR:** This category can only be used in the Visiting, Career, Pro Tem, or
- 29 Retired classifications. Primary duties are in the area of undergraduate instruction.
- 30 Instructor duties may include advising and mentoring responsibilities as well as
- 31 possibility of involvement in design and development of courses and the curriculum.
- 32 Ranks in this category in ascending order are instructor, senior instructor I, and senior
- 33 instructor II.
- 34
- 35 f. **LECTURER:** This category can only be used in the Visiting, Career, Pro Tem, or Retired
- 36 classifications. Primary duties are in the area of graduate instruction and education. The
- 37 duties may also include some undergraduate instruction and mentoring and advising
- 38 responsibilities, as well as the possibility of involvement in design and development of
- 39 courses and the curriculum. Appointments in the Lecturer category require the terminal
- 40 degree (or its professional equivalent) relevant to the appointment, but holding a terminal
- 41 degree does not by itself entitle a bargaining unit faculty member to appointment in the
- 42 Lecturer category. Ranks in this category in ascending order are lecturer, senior lecturer I,
- 43 and senior lecturer II.
- 44
- 45 g. **LIBRARIAN:** This category can only be used in the Visiting, Career, Pro Tem, or
- 46 Retired classifications. Primary duties are in the areas of applied practice in library and

1 information sciences, and may include independent research, scholarship, and/or creative
 2 inquiry; instruction; and service. Appointments in the Librarian category require a
 3 terminal professional degree relevant to their appointment. Holding a terminal degree
 4 does not by itself entitle a bargaining unit faculty member to appointment in the Librarian
 5 category. Ranks in this category in ascending order are assistant librarian, associate
 6 librarian, and senior librarian.

7
 8 h. RESEARCH ASSISTANT: This category can only be used in the Visiting, Career, Pro
 9 Tem, or Retired classifications. Primary duties are in the area of research. Research
 10 Assistants typically work as members of a research team under the direct supervision of
 11 other faculty researchers. There are three Research Assistant category types based on the
 12 minimum degree requirement:

- 13
 14 i. RESEARCH ASSISTANT (TYPE A): Positions that require skills and/or
 15 experience relevant to the duties of the position and do not have a minimum
 16 degree requirement.
- 17
 18 ii. RESEARCH ASSISTANT (TYPE B): Positions that require a bachelor’s or
 19 equivalent degree. ~~In rare occasions,~~ ~~p~~ Positions in specialized fields may allow
 20 for a combination of education and equivalent experience prior to the time of hire
 21 to satisfy the bachelor’s degree requirement.
- 22
 23 iii. RESEARCH ASSISTANT (TYPE C): Positions that require a master’s or
 24 equivalent degree. ~~In rare occasions,~~ ~~p~~ Positions in highly specialized fields may
 25 allow for a combination of education and exceptional equivalent experience prior
 26 to the time of hire to satisfy the master’s degree requirement.

27
 28 Ranks for each research assistant type in ascending order are research assistant, senior
 29 research assistant I, and senior research assistant II.

30
 31 i. RESEARCH ASSOCIATE: This category can only be used in the Visiting, Career, Pro
 32 Tem, or Retired classifications. This category requires terminal degree relevant to the
 33 appointment. Primary duties are in the area of research, which are typically undertaken as
 34 part of a research team or lab. Appointments in the Research Associate category require a
 35 terminal degree (or its professional equivalent) in a relevant field but holding a terminal
 36 degree does not by itself entitle a bargaining unit faculty member to appointment in the
 37 Research Associate category. Ranks in this category in ascending order are research
 38 associate, senior research associate I, and senior research associate II.

39
 40 j. RESEARCH PROFESSOR: This category can only be used in the Visiting, Career, Pro
 41 Tem, or Retired classifications. This category requires a terminal degree relevant to the
 42 appointment with duties primarily in the area of independent research, scholarship and/or
 43 creative inquiry. Primary duties are independent lines of inquiry, which can be related to
 44 the work of colleagues but not dependent on it. A Research Professor will have
 45 qualifications and research expectations equal to or exceeding those for a tenure-
 46 track/tenured professor at the same rank in related fields. Ranks in this category in

1 ascending order are assistant research professor, associate research professor, and
 2 research professor.

3
 4 k. RESEARCH SCIENTIST: This category can only be used in the Visiting, Career, Pro
 5 Tem, or Retired classifications. This category requires at least a bachelor's degree in an
 6 area that is immediately relevant to the research program or research facility in which the
 7 position resides. The key differentiator between this position and the research assistant
 8 position is the technical nature of skill set required of the position. Holding a relevant
 9 degree does not by itself entitle a bargaining unit member to appointment in the research
 10 scientist category. Ranks in this category in ascending order are research scientist, senior
 11 research scientist I, and senior research scientist II.

12
 13 l. RESEARCH ENGINEER: This category can only be used in the Visiting, Career, Pro
 14 Tem, or Retired classifications. This category requires a bachelor's or higher from an
 15 accredited engineering program. The key differentiator between this position and the
 16 research assistant position is the technical nature of the skill set required of the position.
 17 Holding a relevant degree does not by itself entitle a bargaining unit member to
 18 appointment in the research engineer category. Ranks in this category in ascending order
 19 are research engineer, senior research engineer I, and senior research engineer II.

20
 21 m. PRINCIPAL RESEARCH SCIENTIST: This category can only be used in the Visiting,
 22 Career, Pro Tem, or Retired classifications. This category requires at least a master's
 23 degree in an area that is immediately relevant to the program or research facility in which
 24 the position resides. The principal research scientist will:

- 25
- 26 • Have substantial experience at a responsible technical or managerial level (normally
- 27 at least 12 years for holders of a master's degree and at least 6 years for a holder of a
- 28 Ph.D.);
- 29 • Show clear evidence of consistent performance in making original and innovative
- 30 contributions to their discipline;
- 31 • Show leadership in development and management of technical projects involving
- 32 other faculty and students;
- 33 • Make substantial contributions to the University through service.

34
 35 The only rank in this category is principal research scientist.

36
 37 n. POSTDOCTORAL SCHOLAR: This category can only be used in the Postdoctoral
 38 Scholar classification. This category requires a temporary and defined period of formally
 39 mentored research, instruction, librarianship, or scholarly training, for the purpose of
 40 allowing the Postdoctoral Scholar to acquire the professional skills needed to pursue a
 41 career path of their choosing. The appointment requires a doctoral degree. At the time of
 42 appointment, hiring documentation should include an articulated program of mentoring
 43 with an identified mentor. The only rank in this category is postdoctoral scholar.

44
 45 o. POSTBACCALAUREATE SCHOLAR: This category can only be used in the
 46 Postbaccalaureate Scholar classification. This category requires a bachelor's or

1 equivalent degree. This category requires a temporary and defined period of formally
 2 mentored research or scholarly training for the purpose of allowing the postbaccalaureate
 3 scholar to acquire the professional skills needed to pursue a career path of their choosing.
 4 The only rank in this category is postbaccalaureate scholar.

5
 6 **Section 4.** At the time of hire, the University shall assign each bargaining unit faculty member a
 7 rank within the classification and category described in the job posting.

8
 9 Nothing shall preclude a bargaining unit faculty member from being assigned and performing
 10 other duties not described in their specific classification, category, or rank as long as those duties
 11 are consistent with their job description.

12
 13 **Section 5.** If the University lays off a bargaining unit faculty member in a position in the Career
 14 classification for economic or programmatic reasons (Article 16.12.b or c, or Article 25), then
 15 the position cannot be refilled in the Career, Visiting, Pro Tem, Retired, or Postdoctoral Scholar
 16 classifications within the subsequent two years unless approved by the Office of the Provost or
 17 unless the affected faculty member has been offered reinstatement and at least 30 days in which
 18 to accept or decline it. It is the bargaining unit faculty member’s responsibility to keep the
 19 university advised of their current email address for receipt of such offers. Reinstatements will
 20 be at the former rank or equivalent and follow Article 26, Section 11. If multiple bargaining unit
 21 faculty members have been laid off for economic or programmatic reasons within the previous
 22 two years and would meet the specific qualifications for the position as affirmed by the unit
 23 head, the University will offer reinstatement consistent with the principles in Article 16, Section
 24 13.

25
 26 **Section 6.** Pro Tem positions will last no more than three years; **Substantially identical Pro Tem**
 27 **positions will not be reopened for one calendar year after the initial three-year term. The Office**
 28 **of the Provost may designate the position as an Ongoing Pro Tem position or give a department**
 29 **or unit permission to extend the position for up to one year. ~~The Office of the Provost can~~**
 30 **~~designate a Pro Tem position to be an Ongoing Pro Tem position~~** for legitimate pedagogical or
 31 programmatic reasons.

- 32
 33 a. Legitimate pedagogical reasons for Ongoing Pro Tem positions include:
 34 i. When a department or unit believes that the student learning experience is
 35 enhanced by having new instructors cycle into the program to meet specific
 36 course needs.
 37 ii. When a department or unit identifies a position that is best taught by a working or
 38 retired professional in the industry and the position is assigned no more than three
 39 courses an academic year.
 40 b. Legitimate programmatic reasons for an Ongoing Pro Tem position include:
 41 i. When a department or unit offers recent PhD graduates a short-term position and
 42 there is an expectation that new faculty members would fill this position every
 43 one to three years.
 44 ii. When a department or unit with traditionally large fluctuations in enrollment can
 45 accommodate those fluctuations by having a reasonable number of Pro Tem
 46 positions.

- 1 c. Inadequate or limited financial resources are not legitimate pedagogical or programmatic
 2 reasons for designating a position an Ongoing Pro Tem position.
 3

4 In rare cases, the Office of the Provost can give a department or unit permission to extend a Pro
 5 Tem position for one year beyond the three-year limit. In these rare cases, a faculty member may
 6 continue in the Pro Tem position for one year beyond the three-year limit.
 7

8 **Section 7. Recategorizations**
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- 10 a. **Faculty Initiated Recategorization.** Bargaining unit faculty members in the Career
 11 classification shall have the right to petition the Office of the Provost to have their
 12 position recategorized if they believe that their position was categorized incorrectly at the
 13 time of first hire or their position has evolved to more closely resemble a different
 14 category. If a petition for recategorization is denied, a bargaining unit faculty member
 15 may petition again after completion of at least one additional year of service in the
 16 position.
 17
- 18 b. **University Initiated Recategorization.** In keeping with the principles set forth above the
 19 University may recategorize a bargaining unit faculty member in the Career or Limited
 20 Duration classification when their position has evolved to more closely resemble a
 21 different category.
 22
- 23 c. Unless there is agreement to the contrary, a recategorization under this Section will not
 24 reduce the rank or base salary of a bargaining unit faculty member.
 25

26 **Section 8. Reclassifications**
 27

- 28 a. **Faculty Initiated Reclassification.** Bargaining unit faculty members in the Pro Tem,
 29 Visiting, or Postdoctoral Scholar classifications who believe that their positions should be
 30 positions in the Career classification may petition for reclassification ~~after the completion~~
 31 ~~of two years of appointment~~. Because the defining characteristic of the Pro Tem, Visiting,
 32 and Postdoctoral Scholar classifications is their limited duration, the decision of the
 33 Office of the Provost should be guided by the current and anticipated duration of the
 34 position.
 35
- 36 b. **University Initiated Reclassification.** In keeping with the principles set forth above the
 37 University may reclassify a bargaining unit faculty member in the Career or a Limited
 38 Duration classification when their employment has evolved to more closely resemble a
 39 different classification. Reclassification of Career positions under this subsection are only
 40 allowed by mutual agreement.
 41
- 42 c. When a position is reclassified from a Career or Limited Duration classification into the
 43 Tenure Track and Tenured classification, a new national search is required to fill the
 44 position except when an exception has been granted by the Office of the Provost. For
 45 other classifications, a national search is permissible, but not required when the original
 46 search was national in scope. ~~and w~~When the incumbent has had successful reviews a

1 national search will not be mandatory.
2

3 d. Unless there is agreement to the contrary, a reclassification under this Section will not
4 reduce the rank or base salary of a bargaining unit faculty member.

5
6 e. When programmatic needs or enrollments justify the reclassification of a Pro Tem
7 position to a Career position or the creation of a Career hire, such departmental requests
8 will not be unreasonably denied.
9

10 **Section 9.** A reclassification or recategorization shall take effect on the effective date approved
11 by the Office of the Provost. If a petition for reclassification or recategorization is denied, the
12 letter accompanying the decision shall contain an explanation of the reasons underlying the
13 Provost's decision.
14

15 **Section 10.** By September 1 of each year the University shall provide the Union with an
16 annual report of the following for the preceding academic year:

- 17 a. Permissions to extend a position in the Pro Tem or Postdoctoral Scholar classification
18 beyond three years;
- 19 b. Recategorizations;
- 20 c. Reclassifications;
- 21 d. Denials of recategorizations and reclassifications;
- 22 e. National-search exceptions.
23

24 **Section 11.** A change in rank within a category requires a promotion.

UNITED ACADEMICS PROPOSAL

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