

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/18/2024)  
2 UNITED ACADEMICS PROPOSAL (2/1/2024)

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4 **Document Key**

5 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

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7 **ARTICLE 15. ACADEMIC CLASSIFICATION AND RANK**

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

12  
13 **Section 2. Classification**

14  
15 The following are the classifications that apply to faculty bargaining unit positions. A  
16 classification identifies the type of position.

- 17
- 18 a. **Tenure-Related Classifications:** The Tenure-Related Classifications include all paid  
19 appointments in which bargaining unit faculty members are either eligible to be  
20 considered for, will become eligible to be considered for, or have received, tenure.  
21
    - 22 i. **TENURE-TRACK AND TENURED:** A paid position wherein an individual is  
23 designated by the University in writing as eligible for tenure or has been granted  
24 tenure in writing by the Provost.
    - 25
    - 26 ii. **ACTING:** A tenure-track paid position for individuals intended by the University  
27 to become tenure-track assistant professors but who have yet to complete the  
28 terminal degree.
    - 29
  - 30 b. **Career-Related Classification:** The Career-Related Classification includes all ongoing  
31 paid appointments in which bargaining unit faculty members are not eligible for tenure.  
32
    - 33 i. **CAREER:** A paid position that has been granted an expectation of continued  
34 employment as defined in Article 16, Section 10.
    - 35
  - 36 c. **Limited-Duration Classifications:** The Limited-Duration Classifications include all  
37 paid appointments of limited duration in which bargaining unit faculty members are not  
38 eligible for tenure.  
39
    - 40 i. **VISITING:** A paid appointment of limited duration (up to three years) for (1) an  
41 individual who holds a like, similar, or relevant appointment at another institution  
42 or (2) pursuant to norms of the specific discipline, an individual who has recently  
43 obtained a terminal degree and is seeking further professional experience prior to  
44 seeking a professorship.
    - 45
    - 46 ii. **PRO TEMPORE:** A paid appointment that is intermittent or of limited duration,  
47 except as provided in Section 6.

- 1
- 2       iii.    POSTDOCTORAL SCHOLAR: A paid, mentored research position that is of
- 3            limited duration (up to three years) for individuals who have earned a doctoral
- 4            degree. Postdoctoral mentors may petition the Office of the Provost for an
- 5            extension of no more than two years. Permission to continue a position in the
- 6            Postdoctoral Scholar classification for longer than three years must be granted in
- 7            writing by the Office of the Provost.
- 8
- 9        iv.    POSTBACCALAUREATE SCHOLAR: A paid, mentored research position that
- 10           is of limited duration (up to five years) for individuals who have earned a
- 11           bachelor’s or equivalent degree.
- 12
- 13        v.    RETIRED: A paid appointment post-retirement that is of limited duration. A
- 14           bargaining unit faculty member can be appointed to the retired classification if
- 15           they retire, resign, or have been terminated without cause from employment with
- 16           the university, and are:
- 17                    i.    eligible for unreduced or reduced benefits under the Public Employees
- 18                            Retirement System (for participants in PERS) or the Oregon Public
- 19                            Service Retirement Program (for participants in OPSRP);
- 20
- 21
- 22                    ii.   eligible under Internal Revenue Service rules to withdraw funds from an
- 23                            account established under Optional Retirement Plan and meets the
- 24                            requirements for unreduced or reduced benefits under their plan.
- 25

26           This classification includes the post-retired or emerit faculty described in Article

27           1, Recognition.

28

29   **Section 3. Category & Rank**

30

31   The following are the categories and ranks that apply to bargaining unit positions. A category

32   describes a rank or group of ranks. Ranks define the level of promotion within a category.

33   *[Existing language, moved up from Section 11 below.] A change in rank within a category*

34   *requires a promotion.*

35

- 36       a.    PROFESSOR: This category can only be used in the Tenure-Track or Tenured, Acting,
- 37            Visiting, or Retired classifications. Duties are in all three areas of independent research,
- 38            scholarship, and/or creative inquiry; instruction; and service. Ranks in this category in
- 39            ascending order are assistant professor, associate professor, and professor.
- 40
- 41        b.    CLINICAL PROFESSOR: This category can only be used in the Visiting, Career, Pro
- 42            Tem, or Retired classifications. Primary duties are in the area of clinical instruction or
- 43            research. Ranks in this category in ascending order are assistant clinical professor,
- 44            associate clinical professor, and clinical professor.
- 45

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

6  
7 i. have a substantial basis of experience equal to a tenured professor (normally a  
8 minimum of 12 years) and a national/international reputation for excellence  
9 reflected in a record of significant accomplishments;

10  
11 ii. have a profile of accumulated professional accomplishments fully congruent with  
12 the rank of professor and where such accomplishments are typically accrued in a  
13 non-academic or non-university setting;

14  
15 iii. have a rich and extensive background in a field and discipline relevant to the  
16 school, college, or unit of appointment at the University of Oregon; and

17  
18 iv. serve as a liaison between the professional field and the University of Oregon.  
19

20 The only rank in this category is professor of practice.  
21

22 d. TEACHING PROFESSOR: This category can only be used in the Career or Retired  
23 classification. This category requires an existing or previous appointment in the Career  
24 classification at the highest rank in the instructor or lecturer categories. This category can  
25 only be granted by the Office of the Provost through the review process specified in  
26 Appendix 4. Primary duties are in the area of undergraduate and/or graduate instruction.  
27 Duties may include, but are not limited to, involvement in design and development of  
28 courses and the curriculum, support for the evaluation of teaching, or additional focus on  
29 leadership projects. The Teaching Professor category and rank will remain in place for  
30 the duration of the faculty member's employment with the university. There is no  
31 promotion path to or within the Teaching Professor category and rank. The only rank in  
32 this category is teaching professor.  
33

34 e. INSTRUCTOR: This category can only be used in the Visiting, Career, Pro Tem, or  
35 Retired classifications. Primary duties are in the area of undergraduate instruction.  
36 Instructor duties may include advising and mentoring responsibilities as well as  
37 possibility of involvement in design and development of courses and the curriculum.  
38 Ranks in this category in ascending order are instructor, senior instructor I, and senior  
39 instructor II.  
40

41 f. LECTURER: This category can only be used in the Visiting, Career, Pro Tem, or Retired  
42 classifications. Primary duties are in the area of graduate instruction and education. The  
43 duties may also include some undergraduate instruction and mentoring and advising  
44 responsibilities, as well as the possibility of involvement in design and development of  
45 courses and the curriculum. Appointments in the Lecturer category require the terminal  
46 degree (or its professional equivalent) relevant to the appointment, but holding a terminal

1 degree does not by itself entitle a bargaining unit faculty member to appointment in the  
2 Lecturer category. Ranks in this category in ascending order are lecturer, senior lecturer I,  
3 and senior lecturer II.  
4

- 5 g. LIBRARIAN: This category can only be used in the Visiting, Career, Pro Tem, or  
6 Retired classifications. Primary duties are in the areas of applied practice in library and  
7 information sciences, and may include independent research, scholarship, and/or creative  
8 inquiry; instruction; and service. Appointments in the Librarian category require a  
9 terminal professional degree relevant to their appointment. Holding a terminal degree  
10 does not by itself entitle a bargaining unit faculty member to appointment in the Librarian  
11 category. Ranks in this category in ascending order are assistant librarian, associate  
12 librarian, and senior librarian.  
13
- 14 h. RESEARCH ASSISTANT: This category can only be used in the Visiting, Career, Pro  
15 Tem, or Retired classifications. Primary duties are in the area of research. Research  
16 Assistants typically work as members of a research team under the direct supervision of  
17 other faculty researchers. There are three Research Assistant category types based on the  
18 minimum degree requirement:  
19
- 20 i. RESEARCH ASSISTANT (TYPE A): Positions that require skills and/or  
21 experience relevant to the duties of the position and do not have a minimum  
22 degree requirement.  
23
  - 24 ii. RESEARCH ASSISTANT (TYPE B): Positions that require a bachelor's or  
25 equivalent degree. ~~In rare occasions,~~ Positions in specialized fields may allow  
26 for a combination of education and equivalent experience prior to the time of hire  
27 to satisfy the bachelor's degree requirement.  
28
  - 29 iii. RESEARCH ASSISTANT (TYPE C): Positions that require a master's or  
30 equivalent degree. ~~In rare occasions,~~ Positions in highly specialized fields may  
31 allow for a combination of education and exceptional equivalent experience prior  
32 to the time of hire to satisfy the master's degree requirement.  
33

34 Ranks for each research assistant type in ascending order are research assistant, senior  
35 research assistant I, and senior research assistant II.  
36

- 37 i. RESEARCH ASSOCIATE: This category can only be used in the Visiting, Career, Pro  
38 Tem, or Retired classifications. This category requires a terminal degree relevant to the  
39 appointment. Primary duties are in the area of research, which are typically undertaken as  
40 part of a research team or lab. Appointments in the Research Associate category require a  
41 terminal degree (or its professional equivalent) in a relevant field but holding a terminal  
42 degree does not by itself entitle a bargaining unit faculty member to appointment in the  
43 Research Associate category. Ranks in this category in ascending order are research  
44 associate, senior research associate I, and senior research associate II.  
45

- 1 j. RESEARCH PROFESSOR: This category can only be used in the Visiting, Career, Pro  
2 Tem, or Retired classifications. This category requires a terminal degree relevant to the  
3 appointment with duties primarily in the area of independent research, scholarship and/or  
4 creative inquiry. Primary duties are independent lines of inquiry, which can be related to  
5 the work of colleagues but not dependent on it. A Research Professor will have  
6 qualifications and research expectations equal to or exceeding those for a tenure-  
7 track/tenured professor at the same rank in related fields. Ranks in this category in  
8 ascending order are assistant research professor, associate research professor, and  
9 research professor.
- 10
- 11 k. RESEARCH SCIENTIST: This category can only be used in the Visiting, Career, Pro  
12 Tem, or Retired classifications. This category requires at least a bachelor's degree in an  
13 area that is immediately relevant to the research program or research facility in which the  
14 position resides. The key differentiator between this position and the research assistant  
15 position is the technical nature of skill set required of the position. Holding a relevant  
16 degree does not by itself entitle a bargaining unit member to appointment in the research  
17 scientist category. Ranks in this category in ascending order are research scientist, senior  
18 research scientist I, and senior research scientist II.
- 19
- 20 l. RESEARCH ENGINEER: This category can only be used in the Visiting, Career, Pro  
21 Tem, or Retired classifications. This category requires a bachelor's or higher from an  
22 accredited engineering program. The key differentiator between this position and the  
23 research assistant position is the technical nature of the skill set required of the position.  
24 Holding a relevant degree does not by itself entitle a bargaining unit member to  
25 appointment in the research engineer category. Ranks in this category in ascending order  
26 are research engineer, senior research engineer I, and senior research engineer II.
- 27
- 28 m. PRINCIPAL RESEARCH SCIENTIST: This category can only be used in the Visiting,  
29 Career, Pro Tem, or Retired classifications. This category requires at least a master's  
30 degree in an area that is immediately relevant to the program or research facility in which  
31 the position resides. The principal research scientist will:
- 32
- 33 • Have substantial experience at a responsible technical or managerial level (normally  
34 at least 12 years for holders of a master's degree and at least 6 years for a holder of a  
35 Ph.D.);
  - 36 • Show clear evidence of consistent performance in making original and innovative  
37 contributions to their discipline;
  - 38 • Show leadership in development and management of technical projects involving  
39 other faculty and students;
  - 40 • Make substantial contributions to the University through service.
- 41
- 42 The only rank in this category is principal research scientist.
- 43
- 44 n. POSTDOCTORAL SCHOLAR: This category can only be used in the Postdoctoral  
45 Scholar classification. This category requires a temporary and defined period of formally  
46 mentored research, instruction, librarianship, or scholarly training, for the purpose of

1 allowing the Postdoctoral Scholar to acquire the professional skills needed to pursue a  
2 career path of their choosing. The appointment requires a doctoral degree. At the time of  
3 appointment, hiring documentation should include an articulated program of mentoring  
4 with an identified mentor. The only rank in this category is postdoctoral scholar.  
5

- 6 o. POSTBACCALAUREATE SCHOLAR: This category can only be used in the  
7 Postbaccalaureate Scholar classification. This category requires a bachelor's or  
8 equivalent degree. This category requires a temporary and defined period of formally  
9 mentored research or scholarly training for the purpose of allowing the postbaccalaureate  
10 scholar to acquire the professional skills needed to pursue a career path of their choosing.  
11 The only rank in this category is postbaccalaureate scholar.  
12

13 **Section 4.** At the time of hire, the University shall assign each bargaining unit faculty member a  
14 rank within the classification and category described in the job posting.  
15

16 Nothing shall preclude a bargaining unit faculty member from being assigned and performing  
17 other duties not described in their specific classification, category, or rank as long as those duties  
18 are consistent with their job description.  
19

20 **Section 5.** If the University lays off a bargaining unit faculty member in a position in the Career  
21 classification for economic or programmatic reasons (Article 16.12.b or c, or Article 25), then  
22 the position cannot be refilled in the Career, Visiting, Pro Tem, Retired, or Postdoctoral Scholar  
23 classifications within the subsequent two years unless approved by the Office of the Provost or  
24 unless the affected faculty member has been offered reinstatement and at least 30 days in which  
25 to accept or decline it. It is the bargaining unit faculty member's responsibility to keep the  
26 university advised of their current email address for receipt of such offers. Reinstatements will  
27 be at the former rank or equivalent and follow Article 26, Section 11. If multiple bargaining unit  
28 faculty members have been laid off for economic or programmatic reasons within the previous  
29 two years and would meet the specific qualifications for the position as affirmed by the unit  
30 head, the University will offer reinstatement consistent with the principles in Article 16, Section  
31 13.  
32

33 **Section 6.** Pro Tem positions will last no more than three years unless the Office of the Provost  
34 designates the position as an Ongoing Pro Tem position or gives a department or unit permission  
35 to extend the position for up to one year. ~~Substantially identical Pro Tem positions will not be  
36 reopened for one calendar year after the initial three-year term. The Office of the Provost may  
37 designate the position as an Ongoing Pro Tem position or give a department or unit permission to  
38 extend the position for up to one year.~~  
39

40 The Office of the Provost can designate a Pro Tem position to be an Ongoing Pro Tem position  
41 for legitimate pedagogical or programmatic reasons.  
42

- 43 a. Legitimate pedagogical reasons for Ongoing Pro Tem positions include:
  - 44 i. When a department or unit believes that the student learning experience is  
45 enhanced by having new instructors cycle into the program to meet specific  
46 course needs.

- 1           ii.    When a department or unit identifies a position that is best taught by a working or
- 2                   retired professional in the industry and the position is assigned no more than three
- 3                   courses an academic year.
- 4       b.   Legitimate programmatic reasons for an Ongoing Pro Tem position include:
- 5           i.    When a department or unit offers recent PhD graduates a short-term position and
- 6                   there is an expectation that new faculty members would fill this position every
- 7                   one to three years.
- 8           ii.   When a department or unit with traditionally large fluctuations in enrollment can
- 9                   accommodate those fluctuations by having a reasonable number of Pro Tem
- 10                   positions.
- 11       c.   Inadequate or limited financial resources are not legitimate pedagogical or programmatic
- 12           reasons for designating a position an Ongoing Pro Tem position.

13  
14 In rare cases, the Office of the Provost can give a department or unit permission to extend a Pro  
15 Tem position for one year beyond the three-year limit. In these rare cases, a faculty member may  
16 continue in the Pro Tem position for one year beyond the three-year limit.

## 17 **Section 7. Recategorizations**

- 18  
19  
20       a.   **Faculty Initiated Recategorization.** Bargaining unit faculty members in the Career
- 21           classification shall have the right to petition the Office of the Provost to have their
- 22           position recategorized if they believe that their position was categorized incorrectly at the
- 23           time of first hire or their position has evolved to more closely resemble a different
- 24           category. If a petition for recategorization is denied, a bargaining unit faculty member
- 25           may petition again after completion of at least one additional year of service in the
- 26           position.
- 27  
28       b.   **University Initiated Recategorization.** In keeping with the principles set forth above the
- 29           University may recategorize a bargaining unit faculty member in the Career or Limited
- 30           Duration classification when their position has evolved to more closely resemble a
- 31           different category.
- 32  
33       c.   Unless there is agreement to the contrary, a recategorization under this Section will not
- 34           reduce the rank or base salary of a bargaining unit faculty member.

## 35 **Section 8. Reclassifications**

- 36  
37  
38       a.   **Faculty Initiated Reclassification.** Bargaining unit faculty members in the Pro Tem,
- 39           Visiting, or Postdoctoral Scholar classifications who believe that their positions should be
- 40           positions in the Career classification may petition for reclassification after the completion
- 41           of two years of appointment. Because the defining characteristic of the Pro Tem, Visiting,
- 42           and Postdoctoral Scholar classifications is their limited duration, the decision of the
- 43           Office of the Provost should be guided by the current and anticipated duration of the
- 44           position, and may also consider programmatic needs, resources, and/or enrollments. If a
- 45           petition for reclassification or recategorization is denied, the letter accompanying the
- 46           decision shall contain the reasons underlying the Provost's decision. If the Union was

1 party to the petition submission by the bargaining unit faculty member, they shall be  
2 copied on the decision.  
3

4 **b. University Initiated Reclassification.** In keeping with the principles set forth above the  
5 University may reclassify a bargaining unit faculty member in the Career or a Limited  
6 Duration classification when their employment has evolved to more closely resemble a  
7 different classification. Reclassification of Career positions under this subsection are only  
8 allowed by mutual agreement.  
9

10 **c.** When a position is reclassified from a Career or Limited Duration classification into the  
11 Tenure Track and Tenured classification, a new national search is required to fill the  
12 position except when an exception has been granted by the Office of the Provost. For  
13 other classifications, a national search is permissible, but not required when the original  
14 search was national in scope and ~~when~~ the incumbent has had consecutive successful  
15 reviews ~~a national search will not be mandatory.~~  
16

17 **d.** Unless there is agreement to the contrary, a reclassification under this Section will not  
18 reduce the rank or base salary of a bargaining unit faculty member.  
19

20 ~~e. When programmatic needs or enrollments justify the reclassification of a Pro Tem  
21 position to a Career position or the creation of a Career hire, such departmental requests  
22 will not be unreasonably denied.~~  
23

24 **Section 9.** A reclassification or recategorization shall take effect on the effective date approved  
25 by the Office of the Provost. ~~If a petition for reclassification or recategorization is denied, the  
26 letter accompanying the decision shall contain an explanation of the reasons underlying the  
27 Provost's decision.~~  
28

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

- 31 ~~a. Permissions to extend a position in the Pro Tem or Postdoctoral Scholar classification  
32 beyond three years;~~
- 33 ~~b. Recategorizations;~~
- 34 ~~c. Reclassifications;~~
- 35 ~~d. Denials of recategorizations and reclassifications;~~
- 36 ~~e. National search exceptions.~~  
37

38 **Section 11.** ~~A change in rank within a category requires a promotion.~~  
39