

1 **ARTICLE 15. ACADEMIC CLASSIFICATION, CATEGORY, AND RANK**

2
3 **Section 1.** The University shall assign each bargaining unit faculty member a classification,
4 category, and rank within the category, defined in Sections 2, 3 and 4 of this Article, that most
5 closely reflect the duties described in his or her contract and job description.

6
7 **Section 1-2. CLASSIFICATION**

8 The following are the classifications that apply to **faculty** bargaining unit positions. A
9 classification identifies the type ~~and length~~ of a position.

- 10
11 a. TENURE-TRACK AND TENURED: A paid position wherein an individual is
12 designated by the University in writing as eligible for tenure or has been granted tenure in
13 writing by the Provost.
- 14
15 b. ACTING: A ~~tenure-track~~ paid position for individuals intended by the University to
16 become tenure-track assistant professors but who have yet to complete the terminal
17 degree.
- 18
19 c. CAREER: A non-tenure track paid position that is ongoing.
- 20
21 d. VISITING: A non-tenure track paid **temporary position** of limited duration (up to ~~three~~
22 **two** years) for an individual who holds a like, similar, or relevant appointment at another
23 institution ~~or~~
24 a. ~~pursuant to norms of the specific discipline, an individual who has recently~~
25 ~~obtained a terminal degree and is seeking further professional experience prior to~~
26 ~~seeking a professorship, or~~
27 b. ~~an appointment for an individual that is intermittent or of limited duration.~~
- 28
29 e. **ADJUNCT: A non-tenure track paid appointment that is intermittent or of limited**
30 **duration except as provided in Article 16, Section 13.**
- 31
32 f. POSTDOCTORAL SCHOLAR: A non-tenure track paid, mentored research,
33 instructional, librarian, or combined position that is of limited duration (~~up to three years~~)
34 for individuals who have earned a doctoral degree.
- 35
36 g. RETIRED: A non-tenure track paid appointment post-retirement. A bargaining unit
37 faculty member is considered to be retired if he or she resigns or is terminated without
38 cause from employment with the university or enters into a tenure reduction or
39 relinquishment agreement and is:
40 i. eligible for unreduced or reduced benefits under the Public Employees Retirement
41 System (for participants in PERS) or the Oregon Public Service Retirement
42 Program (for participants in OPSRP);
43 ii. eligible under Internal Revenue Service rules to withdraw funds from an account
44 established under Optional Retirement Plan and meets the requirements for
45 unreduced or reduced benefits under, depending on date of hire, PERS Tier 1 or 2

1 or the OPSRP. This classification includes the post-retired or emeritus faculty
2 described in Article 1, Recognition.

3
4 **Section 2 3. CATEGORY**

5 The following are the categories that apply to bargaining unit ~~faculty members~~ positions. A
6 category describes a rank or group of ranks.

- 7
- 8 a. PROFESSOR This ~~series~~ **category** can only be used in the Tenure Track or Tenured,
9 Acting, Visiting, or Retired classifications. This ~~series~~ **category** requires paid
10 appointment with duties in all three areas of independent research, scholarship, and/or
11 creative inquiry; instruction; and service.
- 12
- 13 b. CLINICAL PROFESSOR:-This series can only be used in the Visiting, Career, **Adjunct**
14 or Retired classifications. This series requires a non-tenure track paid appointment for
15 individuals with primary duties in the area of clinical instruction or research.
- 16
- 17 c. PROFESSOR OF PRACTICE: This ~~rank~~ **category** can only be used in the Visiting,
18 Career, **Adjunct**, or Retired classifications. This ~~series~~ **category** requires a non-tenure
19 track paid appointment with primary duties in the area of research or instruction. This
20 category is to be held by eminently qualified professionals who have had a major impact
21 on fields and disciplines important to University of Oregon programs. A Professor of
22 Practice will:
- 23
- 24 • have a substantial basis of experience equal to a tenured professor (normally a
25 minimum of 12 years) and a national/international reputation for excellence
26 reflected in a record of significant accomplishments;
 - 27
 - 28 • have a profile of accumulated professional accomplishments fully congruent with
29 the rank of professor;
 - 30
 - 31 • have a rich and extensive background in a field and discipline relevant to the
32 school, college, or unit of appointment at the University of Oregon;
 - 33
 - 34 • and serve as a liaison between the professional field and the University of Oregon.
35 ~~in identifying teaching and research opportunities that support the public interest~~
36 ~~and societal needs.~~
 - 37
- 38 d. INSTRUCTOR: This ~~series~~ **category** can only be used in the Visiting, Career, **Adjunct** or
39 Retired classifications. This ~~series~~ **category** requires a non-tenure track paid appointment
40 with primary duties in the area of **undergraduate** instruction. Instructor duties may
41 include advising and mentoring ~~expectations~~ **responsibilities as well as congruent with**
42 ~~undergraduate instruction, including~~ the possibility of involvement in design and
43 development of courses and the curriculum.
- 44
- 45 e. LECTURER: This ~~series~~ **category** can only be used in the Visiting, Career, **Adjunct** or
46 Retired classifications. This ~~series~~ **category** requires a non-tenure track paid appointment

1 with primary duties in the area of graduate instruction and education. The duties may also
2 include some undergraduate instruction and mentoring and advising responsibilities, as
3 well as the possibility of involvement in design and development of courses and the
4 curriculum. Appointments in the lecturer ~~series~~ **category** require the terminal degree (or
5 its professional equivalent) **relevant to the appointment**, but holding a terminal degree
6 does not by itself entitle a bargaining unit ~~faculty~~ member to appointment in the lecturer
7 ~~series~~ **category**.

8
9 f. LIBRARIAN: This ~~series~~ **category** can only be used in the Visiting, Career, **Adjunct**, or
10 Retired classifications. This ~~rank-series~~ **category** requires a non-tenure track paid
11 appointment with primary duties in the university libraries. Appointments in the librarian
12 ~~series~~ **category** require a terminal professional degree, but holding a terminal degree does
13 not by itself entitle a bargaining unit ~~faculty~~ member to appointment in the librarian
14 ~~series~~ **category**.

15
16 g. RESEARCH ASSISTANT: This ~~series~~ **category** can only be used in the Visiting, Career,
17 **Adjunct** or Retired classifications. This ~~series~~ **category** requires a non-tenure track paid
18 appointment for individuals who have typically earned a bachelor's or master's degree.
19 Primary duties are in the area of research. Research assistants typically work as members
20 of a research team under the direct supervision of other faculty researchers.

21
22 h. RESEARCH ASSOCIATE: This ~~series~~ **category** can only be used in the Visiting, Career,
23 **Adjunct** or Retired classifications. This ~~series~~ **category** requires a non-tenure track paid
24 appointment for individuals who have the terminal degree relevant to the appointment.
25 Primary duties are **in the area of** research, **which are typically** undertaken as part of a
26 research team or lab. Appointments in the research associate ~~series~~ **category** require ~~the a~~
27 terminal degree (or its professional equivalent) **in a relevant field**, but holding a terminal
28 degree does not by itself entitle a bargaining unit ~~faculty~~ member to appointment in the
29 research associate **category**.

30
31 i. RESEARCH PROFESSOR: This ~~series~~ **category** can only be used in the Visiting,
32 Career, **Adjunct** or Retired classifications. This ~~series~~ **category** requires a non-tenure
33 track paid appointment with duties ~~solely~~ **primarily** in the area of independent research,
34 scholarship and/or creative inquiry. Appointments in the research professor ~~series~~
35 **category** require a terminal degree relevant to the appointment. Primary duties are
36 independent lines of inquiry, which can be related to the work of colleagues but not
37 dependent on it. A research professor will have qualifications and research expectations
38 equal **to** or exceeding those for a tenure-track/tenured professor at the same rank in
39 related fields.

40
41 j. POSTDOCTORAL SCHOLAR: **This category can only be used in the Postdoctoral**
42 **Scholar classification**. This ~~series~~ **category** requires a non-tenure track paid appointment
43 for a temporary and defined period of formally mentored research, instruction,
44 librarianship, or scholarly training, for the purpose of allowing the post-doctoral scholar
45 to acquire the professional skills needed to pursue a career path of his or her choosing.
46 The appointment requires a doctoral degree. At the time of appointment, hiring

1 documentation should include an articulated program of mentoring with an identified
2 mentor.

3
4 **Section 3-4. RANK**

5 The following are the ranks within categories that apply to bargaining unit faculty members.
6 Ranks define the level of promotion within a category.

- 7
8 a. PROFESSOR: Ranks in this category in ascending order are assistant professor, associate
9 professor, and professor.
- 10
11 b. CLINICAL PROFESSOR: Ranks in this category in ascending order are assistant clinical
12 professor, associate clinical professor, and clinical professor.
- 13
14 c. PROFESSOR OF PRACTICE: The only rank in this category is professor of practice.
- 15
16 d. INSTRUCTOR: Ranks in this category in ascending order are instructor, senior instructor
17 I, senior instructor II.
- 18
19 e. LECTURER: Ranks in this category in ascending order are lecturer, senior lecturer I,
20 senior lecturer II.
- 21
22 f. LIBRARIAN: Ranks in this category in ascending order are assistant librarian, associate
23 librarian, and senior librarian.
- 24
25 g. RESEARCH ASSISTANT: Ranks in this category in ascending order are research
26 assistant, senior research assistant I, senior research assistant II.
- 27
28 h. RESEARCH ASSOCIATE: Ranks in this category in ascending order are research
29 associate, senior research associate I, senior research associate II.
- 30
31 i. RESEARCH PROFESSOR: Ranks in this category in ascending order are assistant
32 research professor, associate research professor, and research professor.
- 33
34 j. POSTDOCTORAL SCHOLAR: The only rank in this category is Postdoctoral Scholar.

35
36 ~~Section 4. The University shall assign each bargaining unit position a classification, category,~~
37 ~~and rank that most closely reflect the duties described in the job posting. Except in rare cases, the~~
38 ~~position's classification, category, and rank shall be listed in the job posting.~~

39
40 **Section 5.** At the time of hire, the University shall assign each bargaining unit faculty member **a**
41 rank within the classification and category described in the job posting.

42
43 Nothing shall preclude a bargaining unit faculty member from being assigned and performing
44 other duties not described in his or her specific classification, category, or rank as long as those
45 duties are consistent with his or her job description.

1 ~~Section 5.~~ If the University terminates a position in the Career classification for economic or
2 programmatic reasons, then the position cannot be refilled in the Visiting or Postdoctoral Scholar
3 classification within three years.

4
5 ~~Section 7-6.~~ The duration of a position in the ~~Visiting Adjunct~~ classification shall be no more
6 than three years. If the University decides to continue a position in the ~~Visiting Adjunct~~
7 classification for longer than three years, the position must be converted to a Career position. In
8 rare cases, a department or unit may petition the Provost to continue a position in the ~~Visiting~~
9 ~~Adjunct~~ classification for longer than three years for legitimate pedagogical or legitimate
10 programmatic reasons. Permission to continue a position in the ~~Visiting Adjunct~~ classification
11 for longer than three years must be granted by the Provost or designee in writing.

12
13 ~~Section 8-7.~~ The duration of a position in the Postdoctoral Scholar classification shall be no
14 more than three years. Postdoctoral mentors, however, may petition the Provost or designee
15 for an extension of no more than two years. Permission to continue a position in the
16 Postdoctoral Scholar classification for longer than three years must be granted by the Provost
17 or designee in writing.

18
19 ~~Section 9-8.~~ The Provost will notify the Union each time he or she grants permission to
20 extend a position in the Visiting Adjunct or Postdoctoral Scholar classification beyond three
21 years.

22
23 ~~Section 10-8.~~ Bargaining unit faculty members in the Career classification shall have the right to
24 petition the Provost or designee to have their position reassigned- recategorized to a different
25 series category if they believe that their position was mis-assigned categorized incorrectly at the
26 time of first hire or their position has evolved to more closely resemble a different series
27 category. If a petition for reassignment recategorization is denied, a bargaining unit faculty
28 member may petition again after completion of at least one additional year of service in the
29 position.

30
31 When a position is reassigned recategorized through this process, the bargaining unit faculty
32 member will be assigned a new rank equivalent to their rank in the former series category.

33
34 ~~Section 11-9.~~ Bargaining unit faculty members in the ~~Adjunct or Visiting or Postdoctoral Scholar~~
35 ~~classification~~ who believe that their positions should be positions in the "Career" appointments
36 classification may petition for reclassification after the completion of two years of appointment.
37 Because the defining characteristic of the ~~Adjunct and Visiting Postdoctoral Scholar~~
38 ~~classifications~~ is their its limited duration, the decision of the Provost or designee should be
39 guided by the current and anticipated duration of the position, and the completion of successful
40 review(s). Reclassification does not require a national search.

41
42 ~~Section 10.~~ When a position is reclassified from a Non-tenure track classification into the Tenure
43 Track and Tenured classification, a new national search is always required to fill the position.
44 For other classifications, the Provost or designee may, at their sole discretion, waive a national
45 search when the original search was national in scope and when the incumbent has had
46 successful reviews.

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Section 12-11. A reclassification or ~~reassignment~~ **recategorization** shall take effect at the beginning of the next fiscal year, contract renewal, or academic year, or other date as approved by the Provost or designee.

Section 1312. A change in rank within a category requires a promotion.