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University of Oregon
Counterproposal
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ARTICLE 15. ACADEMIC CLASSIFICATION, CATEGORY, 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 his or her contract 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-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.
- b. **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.
- c. **CAREER:** A non-tenure track paid position that is ongoing.
- d. ~~VISITING: A non-tenure track paid position of limited duration (up to two years) for an individual who holds a like, similar, or relevant appointment at another institution.~~
VISITING: A non-tenure track paid temporary appointment of limited duration (up to two 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.
- e. ~~ADJUNCT PRO TEM:~~ A non-tenure track paid appointment that is intermittent or of limited duration except as provided in Article 16, Section 13.
- f. **POSTDOCTORAL SCHOLAR:** A non-tenure track paid, mentored research, instructional, librarian, or combined position that is of limited duration for individuals who have earned a doctoral degree.
- g. **RETIRED:** A non-tenure track paid appointment post-retirement. A bargaining unit faculty member is considered to be retired if he or she resigns or is terminated without cause from employment with the university or enters into a tenure reduction or relinquishment agreement and is:
 - i. eligible for unreduced or reduced benefits under the Public Employees Retirement System (for participants in PERS) or the Oregon Public Service Retirement Program (for participants in OPSRP);
 - ii. eligible under Internal Revenue Service rules to withdraw funds from an account established under Optional Retirement Plan and meets the

1 requirements for unreduced or reduced benefits under, depending on date of
2 hire, PERS Tier 1 or 2 or the OPSRP. This classification includes the post-
3 retired or emeritus faculty described in Article 1, Recognition.
4

5 **Section 3. CATEGORY**

6 The following are the categories that apply to bargaining unit positions. A category describes
7 a rank or group of ranks.
8

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

- 1 e. LECTURER: This category can only be used in the Visiting, Career, ~~Adjunct Pro Tem~~
2 or Retired classifications. This category requires a non-tenure track paid appointment
3 with primary duties in the area of graduate instruction and education. The duties may
4 also include some undergraduate instruction and mentoring and advising
5 responsibilities, as well as the possibility of involvement in design and development of
6 courses and the curriculum. Appointments in the Lecturer category require the
7 terminal degree (or its professional equivalent) relevant to the appointment, but
8 holding a terminal degree does not by itself entitle a bargaining unit faculty member to
9 appointment in the lecturer category.
10
- 11 f. LIBRARIAN: This category can only be used in the Visiting, Career, ~~Adjunct Pro~~
12 ~~Tem~~, or Retired classifications. This category requires a non-tenure track paid
13 appointment with primary duties in the university libraries. Appointments in the
14 Librarian category require a terminal professional degree, but holding a terminal
15 degree does not by itself entitle a bargaining unit faculty member to appointment in
16 the librarian category.
17
- 18 g. RESEARCH ASSISTANT: This category can only be used in the Visiting, Career,
19 ~~Adjunct Pro Tem~~ or Retired classifications. This category requires a non-tenure track
20 paid appointment for individuals who have typically earned a bachelor's or master's
21 degree. Primary duties are in the area of research. Research Assistants typically work
22 as members of a research team under the direct supervision of other faculty
23 researchers.
24
- 25 h. RESEARCH ASSOCIATE: This category can only be used in the Visiting, Career,
26 ~~Adjunct Pro Tem~~ or Retired classifications. This category requires a non-tenure track
27 paid appointment for individuals who have the terminal degree relevant to the
28 appointment. Primary duties are in the area of research, which are typically undertaken
29 as part of a research team or lab. Appointments in the Research Associate category
30 require a terminal degree (or its professional equivalent) in a relevant field, but
31 holding a terminal degree does not by itself entitle a bargaining unit faculty member to
32 appointment in the research associate category.
33
- 34 i. RESEARCH PROFESSOR: This category can only be used in the Visiting, Career,
35 ~~Adjunct Pro Tem~~ or Retired classifications. This category requires a non-tenure track
36 paid appointment with duties primarily in the area of independent research,
37 scholarship and/or creative inquiry. Appointments in the research professor category
38 require a terminal degree relevant to the appointment. Primary duties are independent
39 lines of inquiry, which can be related to the work of colleagues but not dependent on
40 it. A Research Professor will have qualifications and research expectations equal to or
41 exceeding those for a tenure-track/tenured professor at the same rank in related fields.
42
- 43 j. POSTDOCTORAL SCHOLAR: This category can only be used in the Postdoctoral
44 Scholar classification. This category requires a non-tenure track paid appointment for
45 a temporary and defined period of formally mentored research, instruction,

1 librarianship, or scholarly training, for the purpose of allowing the Postdoctoral
2 Scholar to acquire the professional skills needed to pursue a career path of his or her
3 choosing. The appointment requires a doctoral degree. At the time of appointment,
4 hiring documentation should include an articulated program of mentoring with an
5 identified mentor.
6

7 **Section 4. RANK**

8 The following are the ranks within categories that apply to bargaining unit faculty members.
9 Ranks define the level of promotion within a category.
10

- 11 a. PROFESSOR: Ranks in this category in ascending order are assistant professor,
12 associate professor, and professor.
13
14 b. CLINICAL PROFESSOR: Ranks in this category in ascending order are assistant
15 clinical professor, associate clinical professor, and clinical professor.
16
17 c. PROFESSOR OF PRACTICE: The only rank in this category is professor of practice.
18
19 d. INSTRUCTOR: Ranks in this category in ascending order are instructor, senior
20 instructor I, senior instructor II.
21
22 e. LECTURER: Ranks in this category in ascending order are lecturer, senior lecturer I,
23 senior lecturer II.
24
25 f. LIBRARIAN: Ranks in this category in ascending order are assistant librarian,
26 associate librarian, and senior librarian.
27
28 g. RESEARCH ASSISTANT: Ranks in this category in ascending order are research
29 assistant, senior research assistant I, senior research assistant II.
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31 h. RESEARCH ASSOCIATE: Ranks in this category in ascending order are research
32 associate, senior research associate I, senior research associate II.
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34 i. RESEARCH PROFESSOR: Ranks in this category in ascending order are assistant
35 research professor, associate research professor, and research professor.
36
37 j. POSTDOCTORAL SCHOLAR: The only rank in this category is Postdoctoral
38 Scholar.
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40 **Section 5.** At the time of hire, the University shall assign each bargaining unit faculty member
41 a rank within the classification and category described in the job posting.
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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
45 those duties are consistent with his or her job description.

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Section 6. If a department or unit ~~the University~~ non-renews a position in the Career classification for economic or programmatic reasons, then the position cannot be refilled in the ~~Adjunct Visiting, Pro Tem~~ or Postdoctoral Scholar classification within the subsequent two years unless approved by the Provost or his or her designee.

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

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

Section 9. The University shall provide the Union with an annual report of all permissions to extend a position in the ~~Adjunct Pro Tem~~ or Postdoctoral Scholar classification beyond three years made by the Provost or designee during the preceding academic year no later than the following September 1.

Section 10. Bargaining unit faculty members in the Career classification shall have the right to petition the Provost or designee to have their position recategorized if they believe that their position was categorized incorrectly at the time of first hire or their position has evolved to more closely resemble a different category. If a petition for recategorization is denied, a bargaining unit faculty member may petition again after completion of at least one additional year of service in the position.

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

Section 11. Bargaining unit faculty members in the ~~Adjunct Pro Tem~~ or Visiting or Postdoctoral Scholar classification who believe that their positions should be positions in the Career classification may petition for reclassification after the completion of two years of appointment. Because the defining characteristic of the ~~Adjunct Pro Tem~~ and Visiting and Postdoctoral Scholar classifications is their limited duration, the decision of the Provost or designee should be guided by the current and anticipated duration of the position.

Section 12. When a position is reclassified from a non-tenure track classification into the Tenure Track and Tenured classification, a new national search is always required to fill the

1 position. For other classifications, a national search is permissible, but not required when the
2 original search was national in scope and when the incumbent has had successful reviews.

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4 **Section 13.** A reclassification or recategorization shall take effect at the beginning of the next
5 fiscal year, contract renewal, or academic year, or other date as approved by the Provost or
6 designee.

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8 **Section 14.** A change in rank within a category requires a promotion.