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 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: An ongoing non-tenure-track paid faculty position that is ongoing that is focused on instruction, library, or research.

d. VISITING: A non-tenure-track fixed term (up to two years) 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. PRO TEMPORE: A non-tenure-track fixed term paid appointment that is intermittent or of limited duration, except as provided in Article 16, Section 17. Pro Tem positions are intended to allow a department or unit to fill short-term needs including, but not limited to, enrollment fluctuations, replacement staffing needs, or to accommodate partner or opportunity hires.

f. POSTDOCTORAL SCHOLAR: A non-tenure-track fixed term paid, mentored research, instructional, librarian, or combined position that is of limited duration for individuals who have earned a doctoral degree.

g. POSTBACCALAUREATE SCHOLAR: A fixed term paid, mentored research that is of limited duration for individuals who have earned a bachelor’s or equivalent degree.

h. RETIRED: A fixed term, paid, post-retirement appointment performing bargaining unit work that has the rights associated with Pro Tem faculty. Because retirees are a valuable part of our community and often work past retirement on important university initiatives, post-retirement appointments can be made through Article 30 (allowing for direct appointments of retirees) or Article 31. Duties associated with these appointments are
defined by Article 31 or through the underlying position description, which should detail
the agreed upon duties.

A bargaining unit faculty member is considered to be retired if they are separated without
cause, resign their current position (through a notification of retirement received by the
university or other indication of separation), or otherwise relinquish the rights associated
with their previous employment (through Article 31 or otherwise), and are:

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

Section 3. Category

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

a. PROFESSOR: This category can only be used in the Tenure-Track or Tenured, Acting,
   Visiting, or Retired classifications. This category requires a paid appointment with duties
   in all three areas of independent research, scholarship, and/or creative inquiry;
   instruction; and service. Appointments in the Professor category require the terminal
degree relevant to the appointment.

b. RESEARCH PROFESSOR: This category can only be used in the Visiting, Career, Pro
   Tem, or Retired classifications. This category requires a non-tenure track career or fixed
   term paid appointment with duties primarily in the area of independent research,
   scholarship, and/or creative inquiry. Appointments in the Research Professor category
   require a terminal degree relevant to the appointment. Primary duties are independent
   lines of inquiry, which can be related to the work of colleagues but not dependent on it. A
   Research Professor will have qualifications and research expectations equal to or
   exceeding those for a tenure-track/tenured professor at the same rank in related fields.

c. CLINICAL INSTRUCTOR PROFESSOR: This category can only be used in the
   Visiting, Career, Pro Tem, or Retired classifications. This category requires a non-tenure-
   track career or fixed term paid appointment for individuals with primary duties in the area
   of clinical instruction or research. Appointments in this category typically require an
   advanced degree or discipline-specific licensure but holding these degrees or licensure
degree does not by itself entitle a bargaining unit faculty member to appointment in the
   Clinical Instructor category.
d. CLINICIAN: This category can only be used in the Visiting, Career, Pro Tem, or Retired classifications. This category requires a paid appointment for individuals with primary duties in the area of clinical research or clinical practice. Appointments in this category typically require an advanced degree or discipline-specific licensure but holding these degrees or licensure degree does not by itself entitle a bargaining unit faculty member to appointment in the Clinician category. Faculty positions that lead clinical research activities as principal investigators should be categorized as research professors if the incumbent has a terminal degree.

e. PROFESSOR OF PRACTICE: This category can only be used in the Visiting, Career, Pro Tem, or Retired classifications. This category requires a non-tenure track career or fixed term paid appointment with primary duties in the area of research or instruction. This category is to be held by eminently qualified professionals who have had a major impact on fields and disciplines important to University of Oregon programs. A Professor of Practice will:

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

   ii. have a profile of accumulated professional accomplishments fully congruent with the rank of professor;

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

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

f. TEACHING PROFESSOR: This category can only be used in the Career classification. This category requires a non-tenure track paid appointment with primary duties in the area of undergraduate and/or graduate instruction. The duties may also include some mentoring and advising responsibilities, as well as involvement in design and development of courses and the curriculum. Faculty in this category have successfully completed a Teaching Professor Review.

g. INSTRUCTOR: This category can only be used in the Visiting, Career, Pro Tem, or Retired classifications. This category requires a non-tenure track career or fixed term paid appointment with primary duties in the area of undergraduate instruction. Instructor duties may include advising, mentoring responsibilities, and the design and development of courses and curricula. Appointments in the Instructor category require a master’s degree (or its professional equivalent) relevant to the appointment.

h. LECTURER: This category can only be used in the Visiting, Career, Pro Tem, or Retired classifications. This category requires a non-tenure track career or fixed term paid appointment with primary duties in the area of graduate instruction and education. The duties may also include some undergraduate instruction, mentoring, advising
responsibilities, and the design and development of courses and the curricula.
Appointments in the Lecturer category require the terminal degree (or its professional
equivalent) relevant to the appointment, but holding a terminal degree does not by itself
entitle a bargaining unit faculty member to appointment in the Lecturer category.

i. LIBRARIAN: This category can only be used in the Visiting, Career, Pro Tem, or
Retired classifications. This category requires a non-tenure track career or fixed term paid
appointment with primary duties in the university libraries. Appointments in the Librarian
category require a terminal professional degree, but holding a terminal degree does not by
itself entitle a bargaining unit faculty member to appointment in the Librarian category.

j. RESEARCH ASSISTANT: This category can only be used in the Visiting, Career, Pro
Tem, or Retired classifications. This category requires a non-tenure track career or fixed
term paid appointment for individuals who have typically earned a bachelor’s or master’s
degree. Primary duties are in the area of research. Research Assistants typically work as
members of a research team under the direct supervision of other faculty researchers.

k. RESEARCH ASSOCIATE; RESEARCH SCIENTIST: This category can only be used in
the Visiting, Career, Pro Tem, or Retired classifications. This category requires a non-
tenure track career or fixed term paid appointment for individuals who have the terminal
degree relevant to the appointment. Primary duties are in the area of research, which are
typically undertaken as part of a research team or lab. Appointments in the Research
Associate Scientist category require a terminal degree (or its professional equivalent) in a
relevant field, but holding a terminal degree does not by itself entitle a bargaining unit
faculty member to appointment in the Research Associate Scientist category.

l. RESEARCH SCIENTIST: This category can only be used in the Visiting, Career, Pro
Tem, or Retired classifications. This category requires a non-tenure track career or fixed
term paid appointment for individuals who have at least a bachelor's degree in an arena
that is immediately relevant to the research program or research facility in which the
position resides. The key differentiator between this position and the Research Assistant
position is the technical nature of skill set required of the position. Holding a relevant
degree does not by itself entitle a bargaining unit member to appointment in the Research
Scientist category.

m. RESEARCH ENGINEER; This category can only be used in the Visiting, Career, Pro
Tem, or Retired classifications. This category requires a non-tenure track career or fixed
term paid appointment for individuals who have a bachelor's degree or higher from an
accredited engineering program. The key difference between this position and the
Research Assistant position is the technical nature of the skill set required of the position.
Holding a relevant degree does not by itself entitle a bargaining unit member to
appointment in the Research Engineer category.

n. PRINCIPAL RESEARCH SCIENTIST: This category can only be used in the Visiting,
Career, Pro Tem, or Retired classifications. This category requires a non-tenure track
career or fixed term paid research appointment for individuals who have at least a
master's degree in an area that is immediately relevant to the research program or research facility in which the position resides. The principal research scientist will:

- Have substantial experience at a responsible technical or managerial level (normally at least 12 years for holders of a master's degree and at least 6 years for a holder of a Ph.D.);

- Show clear evidence of consistent performance in making original and innovative contributions to their discipline;

- Show leadership in developing and managing technical projects involving other faculty and students;

- Make substantial contributions to the University through service.

o. POSTDOCTORAL SCHOLAR: This category can only be used in the Postdoctoral Scholar classification. This category requires a non-tenure track fixed term paid appointment for a temporary and defined period of formally mentored research, instruction, librarianship, or scholarly training, for the purpose of allowing the Postdoctoral Scholar to acquire the professional skills needed to pursue a career path of their choosing. The appointment requires a doctoral degree. At the time of appointment, hiring documentation should include an articulated program of mentoring with an identified mentor.

p. POSTBACCALAUREATE SCHOLAR: This category can only be used in the Postbaccalaureate Scholar classification. This category requires a bachelor’s or equivalent degree. This category requires a fixed paid appointment for a temporary and defined period of formally mentored research or scholarly training, for the purpose of allowing the postbaccalaureate scholar to acquire the professional skills needed to pursue a career path of their choosing.

Section 4. Rank

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

a. PROFESSOR: Ranks in this category in ascending order are assistant professor, associate professor, and professor.

b. CLINICAL INSTRUCTOR PROFESSOR: Ranks in this category in ascending order are assistant clinical instructor professor, associate senior clinical instructor I professor, and senior clinical instructor II professor.

c. CLINICIAN: Ranks in this category in ascending order are clinician, senior clinician I, and senior clinician II.
d. PROFESSOR OF PRACTICE: The only rank in this category is professor of practice.

e. INSTRUCTOR: Ranks in this category in ascending order are instructor, senior instructor I, senior instructor II.

f. LECTURER: Ranks in this category in ascending order are lecturer, senior lecturer I, senior lecturer II.

g. LIBRARIAN: Ranks in this category in ascending order are assistant librarian, associate librarian, and senior librarian.

h. RESEARCH ASSISTANT: Ranks in this category in ascending order are research assistant, senior research assistant I, senior research assistant II.

i. RESEARCH ASSOCIATE: RESEARCH SCIENTIST: Ranks in this category in ascending order are research associate, senior research associate I, senior research associate II, scientist, senior research scientist I, and senior research scientist II.

j. RESEARCH PROFESSOR: Ranks in this category in ascending order are assistant research professor, associate research professor, and research professor.

k. TEACHING PROFESSOR: The only rank in this category is teaching professor.

l. RESEARCH SCIENTIST: Ranks in this category in ascending order are research scientist, senior research scientist I, and senior research scientist II.

m. RESEARCH ENGINEER: Ranks in this category in ascending order are research engineer, senior research engineer I, and senior research engineer II.

n. PRINCIPAL RESEARCH SCIENTIST: The only rank in this category is principal research scientist.

o. POSTDOCTORAL SCHOLAR: The only rank in this category is postdoctoral scholar.

p. POSTBACCALAUREATE SCHOLAR: The only rank in this category is postbaccalaureate scholar.

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

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

Section 6. If the University non-renews a position in the Career classification for economic or programmatic reasons, then the position cannot be refilled in the Visiting, Pro Tem, or
Postdoctoral Scholar classification within the subsequent two years unless approved by the Provost’s Office.

Section 6. Pro Tem positions will last no more than three years, unless the Provost or designee designates the position as an Ongoing Pro Tem position or gives a department or unit permission to extend the position for up to one year.

The Provost or designee can designate a Pro Tem position to be an Ongoing Pro Tem position for legitimate pedagogical or programmatic reasons.

a. Legitimate pedagogical reasons for Ongoing Pro Tem positions include:
   i. When a department or unit believes that the student learning experience is enhanced by having new instructors cycle into the program to meet specific course needs.
   ii. When a department or unit identifies a position that is best taught by a working or retired professional in the industry and the position is assigned no more than three courses an academic year.

b. Legitimate Programmatic reasons for an Ongoing Pro Tem position include:
   i. When a department or unit offers recent PhD graduates a short-term position and there is an expectation that the new faculty members would fill this position every one-to-three years.
   ii. When a department or unit with traditionally large fluctuations in enrollment can accommodate those fluctuations by having a reasonable number of Pro Tem positions.

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

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

Section 7. The duration of a position in the Postdoctoral Scholar classification shall be no more than three years. Postdoctoral mentors, however, may petition the Provost’s Office 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’s Office in writing.

Section 8. The University shall provide the Union with an annual report of all permissions to extend a position in the Pro Tem or Postdoctoral Scholar classification beyond three years made by the Provost’s Office during the preceding academic year no later than the following September 1.

Section 9. Bargaining unit faculty members in the Career classification shall have the right to petition the Provost’s Office 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 10. Bargaining unit faculty members in the Pro Tem or Visiting or Postdoctoral Scholar classification who believe that their positions should be positions in the Career classification may petition for recategorization after the completion of two years of appointment. Because the defining characteristic of the Pro Tem and Visiting and Postdoctoral Scholar classifications is their limited duration, the decision of the Provost’s Office should be guided by the current and anticipated duration of the position.

Section 11. When a position is reclassified from a non-tenure track career or fixed term classification into the Tenure Track and Tenured classification, a new national search is required to fill the position except when an exception has been granted by the Provost’s Office. For other classifications, a national search is permissible, but not required when the original search was national in scope and when the incumbent has had successful reviews.

Section 13. A reclassification or 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’s Office or designee.

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