

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)  
2 UNITED ACADEMICS COUNTERPROPOSAL (5/2/2024)  
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/18/2024)  
4 UNITED ACADEMICS PROPOSAL (2/1/2024)  
5

6 **Document Key**

7 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored  
8

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

10  
11 **Section 1.** The University shall assign each bargaining unit faculty member the classification,  
12 category, and rank that most closely reflect the duties described in their appointment and job  
13 description.  
14

15 **Section 2. Classification**

16  
17 The following are the classifications that apply to faculty bargaining unit positions. A  
18 classification identifies the type of position.  
19

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

- 48           ii.    PRO TEMPORE: A paid appointment that is intermittent or of limited duration,  
49                   except as provided in Section 6.  
50
- 51           iii.   POSTDOCTORAL SCHOLAR: A paid, mentored research position that is of  
52                   limited duration (up to three years) for individuals who have earned a doctoral  
53                   degree. Postdoctoral mentors may petition the Office of the Provost for an  
54                   extension of no more than two years. Permission to continue a position in the  
55                   Postdoctoral Scholar classification for longer than three years must be granted in  
56                   writing by the Office of the Provost.  
57
- 58           iv.    POSTBACCALAUREATE SCHOLAR: A paid, mentored research position that  
59                   is of limited duration (up to five years) for individuals who have earned a  
60                   bachelor’s or equivalent degree.  
61
- 62           v.    RETIRED: A paid appointment post-retirement that is of limited duration. A  
63                   bargaining unit faculty member can be appointed to the retired classification if  
64                   they retire, resign, or have been terminated without cause from employment with  
65                   the university, and are:  
66
- 67                   i.    eligible for unreduced or reduced benefits under the Public Employees  
68                   Retirement System (for participants in PERS) or the Oregon Public  
69                   Service Retirement Program (for participants in OPSRP);  
70
- 71                   ii.   eligible under Internal Revenue Service rules to withdraw funds from an  
72                   account established under Optional Retirement Plan and meets the  
73                   requirements for unreduced or reduced benefits under their plan.  
74

75                   This classification includes the post-retired or emerit faculty described in Article  
76                   1, Recognition.  
77

### 78   **Section 3. Category & Rank**

79

80   The following are the categories and ranks that apply to bargaining unit positions. A category  
81   describes a rank or group of ranks. Ranks define the level of promotion within a category.  
82   *[Existing language, moved up from Section 11 below.] A change in rank within a category*  
83   *requires a promotion.*  
84

- 85           a.    PROFESSOR: This category can only be used in the Tenure-Track or Tenured, Acting,  
86                   Visiting, or Retired classifications. Duties are in all three areas of independent research,  
87                   scholarship, and/or creative inquiry; instruction; and service. Ranks in this category in  
88                   ascending order are assistant professor, associate professor, and professor.  
89
- 90           b.    CLINICAL PROFESSOR: This category can only be used in the Visiting, Career, Pro  
91                   Tem, or Retired classifications. Primary duties are in the area of clinical instruction or  
92                   research. Ranks in this category in ascending order are assistant clinical professor,  
93                   associate clinical professor, and clinical professor.

94  
95 c. PROFESSOR OF PRACTICE: This category can only be used in the Visiting, Career,  
96 Pro Tem, or Retired classifications. Primary duties are in the area of research or  
97 instruction. This category is to be held by eminently qualified professionals who have had  
98 a major impact on fields and disciplines important to University of Oregon programs. A  
99 Professor of Practice will:

- 100  
101 i. have a substantial basis of experience equal to a tenured professor (normally a  
102 minimum of 12 years) and a national/international reputation for excellence  
103 reflected in a record of significant accomplishments;  
104  
105 ii. have a profile of accumulated professional accomplishments fully congruent with  
106 the rank of professor and where such accomplishments are typically accrued in a  
107 non-academic or non-university setting;  
108  
109 iii. have a rich and extensive background in a field and discipline relevant to the  
110 school, college, or unit of appointment at the University of Oregon; and  
111  
112 iv. serve as a liaison between the professional field and the University of Oregon.

113  
114 The only rank in this category is professor of practice.

115  
116 d. TEACHING PROFESSOR: This category can only be used in the Career or Retired  
117 classification. This category requires an existing or previous appointment in the Career  
118 classification at the highest rank in the instructor or lecturer categories. This category can  
119 only be granted by the Office of the Provost through the review process specified in  
120 Appendix 4. Primary duties are in the area of undergraduate and/or graduate instruction.  
121 Duties may include, but are not limited to, involvement in design and development of  
122 courses and the curriculum, support for the evaluation of teaching, or additional focus on  
123 leadership projects. The Teaching Professor category and rank will remain in place for  
124 the duration of the faculty member's employment with the university. There is no  
125 promotion path to or within the Teaching Professor category and rank. The only rank in  
126 this category is teaching professor.

127  
128 e. INSTRUCTOR: This category can only be used in the Visiting, Career, Pro Tem, or  
129 Retired classifications. Primary duties are in the area of undergraduate instruction.  
130 Instructor duties may include advising and mentoring responsibilities as well as  
131 possibility of involvement in design and development of courses and the curriculum.  
132 Ranks in this category in ascending order are instructor, senior instructor I, and senior  
133 instructor II.

134  
135 f. LECTURER: This category can only be used in the Visiting, Career, Pro Tem, or Retired  
136 classifications. Primary duties are in the area of graduate instruction and education. The  
137 duties may also include some undergraduate instruction and mentoring and advising  
138 responsibilities, as well as the possibility of involvement in design and development of  
139 courses and the curriculum. Appointments in the Lecturer category require the terminal

140 degree (or its professional equivalent) relevant to the appointment, but holding a terminal  
141 degree does not by itself entitle a bargaining unit faculty member to appointment in the  
142 Lecturer category. Ranks in this category in ascending order are lecturer, senior lecturer I,  
143 and senior lecturer II.

144  
145 g. LIBRARIAN: This category can only be used in the Visiting, Career, Pro Tem, or  
146 Retired classifications. Primary duties are in the areas of applied practice in library and  
147 information sciences, and may include independent research, scholarship, and/or creative  
148 inquiry; instruction; and service. Appointments in the Librarian category require a  
149 terminal professional degree relevant to their appointment. Holding a terminal degree  
150 does not by itself entitle a bargaining unit faculty member to appointment in the Librarian  
151 category. Ranks in this category in ascending order are assistant librarian, associate  
152 librarian, and senior librarian.

153  
154 h. RESEARCH ASSISTANT: This category can only be used in the Visiting, Career, Pro  
155 Tem, or Retired classifications. Primary duties are in the area of research. Research  
156 Assistants typically work as members of a research team under the direct supervision of  
157 other faculty researchers. There are three Research Assistant category types based on the  
158 minimum degree requirement:

159  
160 i. RESEARCH ASSISTANT (TYPE A): Positions that require skills and/or  
161 experience relevant to the duties of the position and do not have a minimum  
162 degree requirement.

163  
164 ii. RESEARCH ASSISTANT (TYPE B): Positions that require a bachelor's or  
165 equivalent degree. ~~In rare occasions,~~ Positions in specialized fields may allow  
166 for a combination of education and equivalent experience prior to the time of hire  
167 to satisfy the bachelor's degree requirement.

168  
169 iii. RESEARCH ASSISTANT (TYPE C): Positions that require a master's or  
170 equivalent degree. ~~In rare occasions,~~ Positions in highly specialized fields may  
171 allow for a combination of education and exceptional equivalent experience prior  
172 to the time of hire to satisfy the master's degree requirement.

173  
174 Ranks for each research assistant type in ascending order are research assistant, senior  
175 research assistant I, and senior research assistant II.

176  
177 i. RESEARCH ASSOCIATE: This category can only be used in the Visiting, Career, Pro  
178 Tem, or Retired classifications. This category requires a terminal degree relevant to the  
179 appointment. Primary duties are in the area of research, which are typically undertaken as  
180 part of a research team or lab. Appointments in the Research Associate category require a  
181 terminal degree (or its professional equivalent) in a relevant field but holding a terminal  
182 degree does not by itself entitle a bargaining unit faculty member to appointment in the  
183 Research Associate category. Ranks in this category in ascending order are research  
184 associate, senior research associate I, and senior research associate II.

185

- 186 j. RESEARCH PROFESSOR: This category can only be used in the Visiting, Career, Pro  
187 Tem, or Retired classifications. This category requires a terminal degree relevant to the  
188 appointment with duties primarily in the area of independent research, scholarship and/or  
189 creative inquiry. Primary duties are independent lines of inquiry, which can be related to  
190 the work of colleagues but not dependent on it. A Research Professor will have  
191 qualifications and research expectations equal to or exceeding those for a tenure-  
192 track/tenured professor at the same rank in related fields. Ranks in this category in  
193 ascending order are assistant research professor, associate research professor, and  
194 research professor.  
195
- 196 k. RESEARCH SCIENTIST: This category can only be used in the Visiting, Career, Pro  
197 Tem, or Retired classifications. This category requires at least a bachelor's degree in an  
198 area that is immediately relevant to the research program or research facility in which the  
199 position resides. The key differentiator between this position and the research assistant  
200 position is the technical nature of skill set required of the position. Holding a relevant  
201 degree does not by itself entitle a bargaining unit member to appointment in the research  
202 scientist category. Ranks in this category in ascending order are research scientist, senior  
203 research scientist I, and senior research scientist II.  
204
- 205 l. RESEARCH ENGINEER: This category can only be used in the Visiting, Career, Pro  
206 Tem, or Retired classifications. This category requires a bachelor's or higher from an  
207 accredited engineering program. The key differentiator between this position and the  
208 research assistant position is the technical nature of the skill set required of the position.  
209 Holding a relevant degree does not by itself entitle a bargaining unit member to  
210 appointment in the research engineer category. Ranks in this category in ascending order  
211 are research engineer, senior research engineer I, and senior research engineer II.  
212
- 213 m. PRINCIPAL RESEARCH SCIENTIST: This category can only be used in the Visiting,  
214 Career, Pro Tem, or Retired classifications. This category requires at least a master's  
215 degree in an area that is immediately relevant to the program or research facility in which  
216 the position resides. The principal research scientist will:
- 217 • Have substantial experience at a responsible technical or managerial level (normally  
218 at least 12 years for holders of a master's degree and at least 6 years for a holder of a  
219 Ph.D.);
  - 220 • Show clear evidence of consistent performance in making original and innovative  
221 contributions to their discipline;
  - 222 • Show leadership in development and management of technical projects involving  
223 other faculty and students;
  - 224 • Make substantial contributions to the University through service.  
225
- 226  
227 The only rank in this category is principal research scientist.  
228
- 229 n. POSTDOCTORAL SCHOLAR: This category can only be used in the Postdoctoral  
230 Scholar classification. This category requires a temporary and defined period of formally  
231 mentored research, instruction, librarianship, or scholarly training, for the purpose of

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

- 236
- 237 o. POSTBACCALAUREATE SCHOLAR: This category can only be used in the  
238 Postbaccalaureate Scholar classification. This category requires a bachelor's or  
239 equivalent degree. This category requires a temporary and defined period of formally  
240 mentored research or scholarly training for the purpose of allowing the postbaccalaureate  
241 scholar to acquire the professional skills needed to pursue a career path of their choosing.  
242 The only rank in this category is postbaccalaureate scholar.

243

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

246

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

250

251 **Section 5.** If the University lays off a bargaining unit faculty member in a position in the Career  
252 classification for economic or programmatic reasons (Article 16.12.b or c, or Article 25), then  
253 the position cannot be refilled in the Career, Visiting, Pro Tem, Retired, or Postdoctoral Scholar  
254 classifications within the subsequent two years unless approved by the Office of the Provost or  
255 unless the affected faculty member has been offered reinstatement and at least 30 days in which  
256 to accept or decline it. It is the bargaining unit faculty member's responsibility to keep the  
257 university advised of their current email address for receipt of such offers. Reinstatements will  
258 be at the former rank or equivalent and follow Article 26, Section 11. If multiple bargaining unit  
259 faculty members have been laid off for economic or programmatic reasons within the previous  
260 two years and would meet the specific qualifications for the position as affirmed by the unit  
261 head, the University will offer reinstatement consistent with the principles in Article 16, Section  
262 13.

263

264 **Section 6.** Pro Tem positions will last no more than three years unless the Office of the Provost  
265 designates the position as an Ongoing Pro Tem position or gives a department or unit permission  
266 to extend the position for up to one year. ~~Substantially identical Pro Tem positions will not be  
267 reopened for one calendar year after the initial three-year term. The Office of the Provost may  
268 designate the position as an Ongoing Pro Tem position or give a department or unit permission to  
269 extend the position for up to one year. When programmatic needs or enrollments justify the  
270 creation of a Career position, the department or unit may not continue to fill that curricular need  
271 with a Pro Tem position.~~

272

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

- 275
- 276 a. Legitimate pedagogical reasons for Ongoing Pro Tem positions include:  
277 i. When a department or unit believes that the student learning experience is

- 278 enhanced by having new instructors cycle into the program to meet specific  
279 course needs.
- 280 ii. When a department or unit identifies a position that is best taught by a working or  
281 retired professional in the industry and the position is assigned no more than three  
282 courses an academic year.
- 283 b. Legitimate programmatic reasons for an Ongoing Pro Tem position include:
- 284 i. When a department or unit offers recent PhD graduates a short-term position and  
285 there is an expectation that new faculty members would fill this position every  
286 one to three years.
- 287 ii. When a department or unit with traditionally large fluctuations in enrollment can  
288 accommodate those fluctuations by having a reasonable number of Pro Tem  
289 positions.
- 290 c. Inadequate or limited financial resources are not legitimate pedagogical or programmatic  
291 reasons for designating a position an Ongoing Pro Tem position.
- 292

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

296

## 297 **Section 7. Recategorizations**

298

- 299 a. **Faculty Initiated Recategorization.** Bargaining unit faculty members in the Career  
300 classification shall have the right to petition the Office of the Provost to have their  
301 position recategorized if they believe that their position was categorized incorrectly at the  
302 time of first hire or their position has evolved to more closely resemble a different  
303 category. If a petition for recategorization is denied, a bargaining unit faculty member  
304 may petition again after completion of at least one additional year of service in the  
305 position. *In cases of denial, the letter accompanying the decision shall contain the reasons  
306 underlying the Provost's decision. If the Union was party to the petition submission by  
307 the bargaining unit faculty member, they shall be copied on the decision.*
- 308
- 309 b. **University Initiated Recategorization.** In keeping with the principles set forth above the  
310 University may recategorize a bargaining unit faculty member in the Career or Limited  
311 Duration classification when their position has evolved to more closely resemble a  
312 different category.
- 313
- 314 c. Unless there is agreement to the contrary, a recategorization under this Section will not  
315 reduce the rank or base salary of a bargaining unit faculty member.
- 316

## 317 **Section 8. Reclassifications**

318

- 319 a. **Faculty Initiated Reclassification.** Bargaining unit faculty members in the Pro Tem,  
320 Visiting, or Postdoctoral Scholar classifications who believe that their positions should be  
321 positions in the Career classification may petition for reclassification after the completion  
322 of two years of appointment. Because the defining characteristic of the Pro Tem, Visiting,  
323 and Postdoctoral Scholar classifications is their limited duration, the decision of the

324 Office of the Provost should be guided by the current and anticipated duration of the  
325 position, ~~and may also consider programmatic needs, resources, and/or enrollments.~~ If a  
326 petition for reclassification ~~or recategorization~~ is denied, the letter accompanying the  
327 decision shall contain the reasons underlying the Provost's decision. If the Union was  
328 party to the petition submission by the bargaining unit faculty member, they shall be  
329 copied on the decision.

- 330
- 331 b. **University Initiated Reclassification.** In keeping with the principles set forth above the  
332 University may reclassify a bargaining unit faculty member in the Career or a Limited  
333 Duration classification when their employment has evolved to more closely resemble a  
334 different classification. Reclassification of Career positions under this subsection are only  
335 allowed by mutual agreement.
- 336
- 337 c. When a position is reclassified from a Career or Limited Duration classification into the  
338 Tenure Track and Tenured classification, a new national search is required to fill the  
339 position except when an exception has been granted by the Office of the Provost. For  
340 other classifications, a national search is permissible, but not required when the original  
341 search was national in scope and ~~When~~ the incumbent has had ~~consecutive~~ successful  
342 reviews ~~a national search will not be mandatory.~~
- 343
- 344 d. Unless there is agreement to the contrary, a reclassification under this Section will not  
345 reduce the rank or base salary of a bargaining unit faculty member.
- 346
- 347 ~~e. When programmatic needs or enrollments justify the reclassification of a Pro Tem~~  
348 ~~position to a Career position or the creation of a Career hire, such departmental requests~~  
349 ~~will not be unreasonably denied.~~

350

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

355

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

- 358 ~~a. Permissions to extend a position in the Pro Tem or Postdoctoral Scholar classification~~  
359 ~~beyond three years;~~
- 360 ~~b. Recategorizations;~~
- 361 ~~c. Reclassifications;~~
- 362 ~~d. Denials of recategorizations and reclassifications;~~
- 363 ~~e. National search exceptions.~~

364

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