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2 **ARTICLE 15. ACADEMIC CLASSIFICATION AND RANK**
3

4 **Section 1.** The University shall assign each bargaining unit faculty member the classification,
5 category, and rank that most closely reflect the duties described in their appointment and job
6 description.
7

8 **Section 2. Classification**
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10 The following are the classifications that apply to faculty bargaining unit positions. A
11 classification identifies the type of position.
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- 13 a. **TENURE-TRACK AND TENURED:** A paid position wherein an individual is
14 designated by the University in writing as eligible for tenure or has been granted tenure in
15 writing by the Provost.
16
- 17 b. **ACTING:** A tenure-track paid position for individuals intended by the University to
18 become tenure-track assistant professors but who have yet to complete the terminal
19 degree.
20
- 21 c. **CAREER:** A non-tenure track paid position that is ongoing.
22
- 23 d. **VISITING:** A non-tenure track paid temporary appointment of limited duration (up to
24 two years) for (1) an individual who holds a like, similar, or relevant appointment at
25 another institution or (2) pursuant to norms of the specific discipline, an individual who
26 has recently obtained a terminal degree and is seeking further professional experience
27 prior to seeking a professorship.
28
- 29 e. **PRO TEMPORE:** A non-tenure track paid appointment that is intermittent or of limited
30 duration, except as provided in Section 7.
31
- 32 f. **POSTDOCTORAL SCHOLAR:** A non-tenure track paid, mentored research,
33 instructional, librarian, or combined position that is of limited duration for individuals
34 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 they resign, ~~is non-renewed,~~ or is terminated
38 without cause from employment with the university, or enters into a tenure reduction or
39 relinquishment agreement and is:
40
- 41 i. eligible for unreduced or reduced benefits under the Public Employees Retirement
42 System (for participants in PERS) or the Oregon Public Service Retirement
43 Program (for participants in OPSRP);
44
 - 45 ii. eligible under Internal Revenue Service rules to withdraw funds from an account
46 established under Optional Retirement Plan and meets the requirements for

1 unreduced or reduced benefits under, depending on date of hire, PERS Tier 1 or 2
2 or the OPSRP.

3
4 This classification includes the post-retired or emeritus faculty described in Article 1,
5 Recognition.

6
7 **Section 3. Category**

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

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

- 1 e. LECTURER: This category can only be used in the Visiting, Career, Pro Tem or Retired
2 classifications. This category requires a non-tenure track paid appointment with primary
3 duties in the area of graduate instruction and education. The duties may also include
4 some undergraduate instruction and mentoring and advising responsibilities, as well as
5 the possibility of involvement in design and development of courses and the curriculum.
6 Appointments in the Lecturer category require the terminal degree (or its professional
7 equivalent) relevant to the appointment, but holding a terminal degree does not by itself
8 entitle a bargaining unit faculty member to appointment in the Lecturer category.
9
- 10 f. LIBRARIAN: This category can only be used in the Visiting, Career, Pro Tem, or
11 Retired classifications. This category requires a non-tenure track paid appointment with
12 primary duties in the university libraries. Appointments in the Librarian category require
13 a terminal professional degree, but holding a terminal degree does not by itself entitle a
14 bargaining unit faculty member to appointment in the Librarian category.
15
- 16 g. RESEARCH ASSISTANT: This category can only be used in the Visiting, Career, Pro
17 Tem or Retired classifications. This 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 category can only be used in the Visiting, Career, Pro
23 Tem, or Retired classifications. This 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 category require a terminal
27 degree (or its professional equivalent) in a relevant field, but holding a terminal degree
28 does not by itself entitle a bargaining unit faculty member to appointment in the Research
29 Associate category.
30
- 31 i. RESEARCH PROFESSOR: This category can only be used in the Visiting, Career, Pro
32 Tem or Retired classifications. This category requires a non-tenure track paid
33 appointment with duties primarily in the area of independent research, scholarship and/or
34 creative inquiry. Appointments in the Research Professor category require a terminal
35 degree relevant to the appointment. Primary duties are independent lines of inquiry,
36 which can be related to the work of colleagues but not dependent on it. A Research
37 Professor will have qualifications and research expectations equal to or exceeding those
38 for a tenure-track/tenured professor at the same rank in related fields.
39
- 40 j. RESEARCH SCIENTIST: This category can only be used in the Visiting,
41 Career, Pro Tem or Retired classifications. This category requires a non-
42 tenure track paid appointment for individuals who have at least a bachelor's
43 degree in a arena that is immediately relevant to the research program or
44 research facility in which the position resides. The key differentiator
45 between this position and the research assistant position is the technical
46 nature of skill set required of the position. Holding a relevant degree does

1 not by itself entitle a bargaining unit member to appointment in the research
2 scientist category.

- 3
- 4 k. RESEARCH ENGINEER: This category can only be used in the Visiting,
5 Career, Pro Tem or Retired classifications. This category requires a non-
6 tenure track paid appointment for individuals who have a bachelor's or
7 higher from an accredited engineering program. The key differentiator
8 between this position and the research assistant position is the technical
9 nature of skill set required of the position. Holding a relevant degree does
10 not by itself entitle a bargaining unit member to appointment in the research
11 engineer category.
- 12
- 13 l. PRINCIPAL RESEARCH SCIENTIST: This category can only be used in the
14 Visiting, Career, Pro Tem or Retired classifications. This category requires a
15 non-tenure track paid research appointment for individuals who have at least a
16 master's degree in an arena that is immediately relevant to the program or research
17 facility in which the position resides. The principle research scientist will:
- 18
- 19 • Have substantial experience at a responsible technical or
20 managerial level (normally at least 12 years for holders of a
21 master's degree and at least 6 years for a holder of a Ph.D.)
 - 22 • Show clear evidence of consistent performance in making original
23 and innovative contributions to their discipline.
 - 24 • Show leadership in developing and management technical
25 projects involving other faculty and students
 - 26 • Make substantial contributions to the University through service
- 27
- 28 m. POSTDOCTORAL SCHOLAR: This category can only be used in the Postdoctoral
29 Scholar classification. This category requires a non-tenure track paid appointment for a
30 temporary and defined period of formally mentored research, instruction, librarianship, or
31 scholarly training, for the purpose of allowing the Postdoctoral Scholar to acquire the
32 professional skills needed to pursue a career path of their choosing. The appointment
33 requires a doctoral degree. At the time of appointment, hiring documentation should
34 include an articulated program of mentoring with an identified mentor.
- 35

36 **Section 4. Rank**

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

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- 41 a. PROFESSOR: Ranks in this category in ascending order are assistant professor, associate
42 professor, and professor.
- 43
- 44 b. CLINICAL PROFESSOR: Ranks in this category in ascending order are assistant clinical
45 professor, associate clinical professor, and clinical professor.
- 46

- 1 c. PROFESSOR OF PRACTICE: The only rank in this category is professor of practice.
- 2
- 3 d. INSTRUCTOR: Ranks in this category in ascending order are instructor, senior instructor
- 4 I, senior instructor II.
- 5
- 6 e. LECTURER: Ranks in this category in ascending order are lecturer, senior lecturer I,
- 7 senior lecturer II.
- 8
- 9 f. LIBRARIAN: Ranks in this category in ascending order are assistant librarian, associate
- 10 librarian, and senior librarian.
- 11
- 12 g. RESEARCH ASSISTANT: Ranks in this category in ascending order are research
- 13 assistant, senior research assistant I, senior research assistant II.
- 14
- 15 h. RESEARCH ASSOCIATE: Ranks in this category in ascending order are research
- 16 associate, senior research associate I, senior research associate II.
- 17
- 18 i. RESEARCH PROFESSOR: Ranks in this category in ascending order are assistant
- 19 research professor, associate research professor, and research professor.
- 20
- 21 j. POSTDOCTORAL SCHOLAR: The only rank in this category is Postdoctoral Scholar.
- 22
- 23 k. RESEARCH SCIENTIST: Ranks in this category in ascending order are research
- 24 scientist, senior research scientist I, and senior research scientist II.
- 25
- 26 l. RESEARCH ENGINEER: Ranks in this category in ascending order are research
- 27 engineer, senior research engineer I, and senior research engineer II.
- 28
- 29 m. PRINCIPAL RESEARCH SCIENTIST: The only rank in this category is principal
- 30 research scientist.
- 31

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

34
35 Nothing shall preclude a bargaining unit faculty member from being assigned and performing
36 other duties not described in their specific classification, category, or rank as long as those duties
37 are consistent with their job description.

38
39 **Section 6.** If the University lays off a bargaining unit faculty member in a position in the Career
40 classification for economic or programmatic reasons, then the position cannot be refilled in the
41 Career, Visiting, Pro Tem, or Postdoctoral Scholar classification within the subsequent two years
42 unless approved by the Office of the Provost.

43
44 **Section 7.** Pro Tem positions will last no more than three years, unless the Provost or designee
45 designates the position as an Ongoing Pro Tem position or gives a department or unit permission
46 to extend the position for up to one year.

1
2 The Provost or designee can designate a Pro Tem position to be an Ongoing Pro Tem position
3 for legitimate pedagogical or programmatic reasons.

- 4
- 5 a. Legitimate pedagogical reasons for Ongoing Pro Tem positions include:
 - 6 i. When a department or unit believes that the student learning experience is
7 enhanced by having new instructors cycle into the program to meet specific
8 course needs.
 - 9 ii. When a department or unit identifies a position that is best taught by a working or
10 retired professional in the industry and the position is assigned no more than three
11 courses an academic year.
 - 12 b. Legitimate Programmatic reasons for an Ongoing Pro Tem position include:
 - 13 i. When a department or unit offers recent PhD graduates a short-term position and
14 there is an expectation that the new faculty members would fill this position every
15 one-to-three years.
 - 16 ii. When a department or unit with traditionally large fluctuations in enrollment can
17 accommodate those fluctuations by having a reasonable number of Pro Tem
18 positions.
 - 19 c. Inadequate or limited financial resources are not legitimate pedagogical or programmatic
20 reasons for designating a position an Ongoing Pro Tem position.
- 21

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

25

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

31

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

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

43

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

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

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8 **Section 12.** When a position is reclassified from a non-tenure track classification into the Tenure
9 Track and Tenured classification, a new national search is required to fill the position except
10 when an exception has been granted by the Provost's Office. For other classifications, a national
11 search is permissible, but not required when the original search was national in scope and when
12 the incumbent has had successful reviews.

13
14 **Section 13.** A reclassification or recategorization shall take effect at the beginning of the next
15 fiscal year or academic year, or other date as approved by the Provost or designee.

16
17 **Section 14.** A change in rank within a category requires a promotion.