

The Office of

Academic Affairs

Appointments & Ranks

TENURE-RELATED

The offer of appointment and appointment contract will specify whether a position is designated tenure-related. Tenure-related appointments include only those regular appointments at half time or more (.50 Full Time Equivalent) at the following ranks:

- Assistant Professor
- Associate Professor
- Professor
- Acting Assistant Professor: The UA Collective Bargaining Agreement outlines Acting Assistant Professor as a paid appointment for individuals intended by the university to become tenure-track assistant professors but who have yet to complete the terminal degree.

NON-TENURE RELATED

CLINICAL PROFESSOR OR PROFESSOR OF PRACTICE

A non-tenure-track paid appointment for individuals with primary duties in the area of clinical instruction or professionally-related community education/service. Ranks in the clinical professor classification in ascending order are assistant clinical professor, associate clinical professor, and clinical professor; and in the professor of practice classification in ascending order are assistant professor of practice, associate professor of practice, and professor of practice.

INSTRUCTOR

A non-tenure-track paid appointment for individuals with primary duties in the area of instruction. Such appointments may include advising and mentoring expectations congruent with creative and engaging undergraduate instruction, including the possibility of involvement in design and development of courses and the curriculum. Ranks in this classification in ascending order are instructor, senior instructor I, senior instructor II.

LECTURER

A non-tenure-track paid appointment for individuals with primary duties in the area of instruction and graduate education. The appointment may also include upper division undergraduate instruction. Such appointments may also include significant mentoring and advising responsibilities and a significant measure of responsibility for graduate education. Appointments in the lecturer series will always require the terminal degree (or its professional equivalent), but the holding of a terminal degree does not by itself entitle a bargaining unit faculty member to appointment in the lecturer series. Ranks in this classification in ascending order are lecturer, senior lecturer I, senior lecturer II.

LIBRARIAN

A non-tenure-track paid appointment for individuals with primary duties in the university libraries. Ranks in this classification in ascending order are assistant librarian, associate librarian, and senior librarian.

RESEARCH ASSISTANT

A non-tenure-track paid appointment for individuals who have typically earned a bachelor's or master's degree with primary duties in the area of research performed under the direction of a tenured or tenure-track faculty member, a research associate or a research faculty member. Ranks in this classification in ascending order are research assistant, senior research assistant I, senior research assistant II.

RESEARCH ASSOCIATE

A non-tenure-track paid appointment for individuals who have earned a doctoral degree (or the highest professional degree in the field) with primary duties in research. Ranks in this classification in ascending order are research associate, senior research associate I, senior research associate II.

RESEARCH PROFESSOR

A non-tenure-track paid appointment for individuals with primary duties in the area of independent research. Ranks in this classification in ascending order are assistant research professor, associate research professor, and research professor.

ADJUNCT

A non-tenure-track paid temporary appointment that is intermittent or of limited duration except as provided in Article 16, Section 13 of the UA CBA.

POSTDOCTORAL SCHOLAR

A non-tenure-track paid research appointment that is of limited duration for individuals who have earned a doctoral degree. The postdoctoral scholar is paid by the university from university-controlled funds, such as federal grants. The compensation must be taxable as income for federal income tax purposes. Read more about [postdoctoral appointment guidelines \(/content/postdoctoral-appointment-guidelines\)](/content/postdoctoral-appointment-guidelines).

COURTESY

Courtesy Appointments may be offered to persons who visit the University from other institutions or work outside the University, and who contribute without compensation to the appointing department's program. Courtesy Faculty will be issued a picture ID card by the UO Card Office.

The following services will be available to courtesy faculty

- Library privileges
- UO email account
- Faculty/staff parking permit purchase privileges
- Recreational facilities privileges

Courtesy Appointments should not be used for the following:


- Acknowledging cross-department, cross-school, or cross-college affiliations.
- Continuation of access to UO services between adjunct appointments
- International graduate student visitors working with UO faculty


For more information on appointing courtesy faculty, please visit [Human Resources - Operations \(http://ups.uoregon.edu/node/60\)](http://ups.uoregon.edu/node/60) (formally known as UPS) .


EMERITUS

Emeritus Appointments are unpaid post-retirement appointments for tenured faculty members and career NTTF who have served the university for at least five years at the highest rank available to her/his appointment type (i.e., full professor, senior librarian, or other senior II NTTF rank). Upon retirement, such faculty members are automatically eligible for emeritus status under policy number 02.02.10, Faculty: Rights and Privileges of Emeritus Faculty.

In some instances, at retirement, an individual who does not automatically qualify for emeritus status may be nominated for such status by the department or unit head or by the dean. Nominations are normally made not more than six weeks before the faculty member's retirement date.

For information on the Emeritus/Emerita nomination process, please visit [HR - Operations \(http://ups.uoregon.edu/content/emeritusemerita-status\)](http://ups.uoregon.edu/content/emeritusemerita-status) (formerly known as UPS) .

Members of the Graduate Faculty who retire may continue to serve as chair, co-chair, or member of a dissertation committee for one year beyond their retirement for students for whom they were chair or member before retirement at the discretion of the department and without Graduate School exception. [Read more about Graduate School committee membership \(http://gradschool.uoregon.edu/committee-policy\)](http://gradschool.uoregon.edu/committee-policy) .

The [Tenure Reduction, Retirement and Emeriti Committee \(http://pages.uoregon.edu/assembly/FacultyGovernanceArchive/dircom/TenureReduction.html\)](http://pages.uoregon.edu/assembly/FacultyGovernanceArchive/dircom/TenureReduction.html)  is charged with advising the university faculty and administration on the matters of policy and practice concerning the rights of emeriti.

QUICK LINKS


[Current UA CBA](#)

RESOURCES

[Tenure-Track Faculty](#)

[Contact Us](#)

Office of Academic Affairs

[UO Policy Library](#) 

[Non-Tenure-Track Faculty](#)

207 Johnson Hall

1258 University of Oregon

Eugene, OR 97403



[Early Career Handbook](#) [PRIVACY POLICY](#) [New Hire ASOUT](#)

[FIND PEOPLE](#)

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P: 541-346-3081

F: 541-346-2023

[Workshops](#)

UO is deeply committed to diversity and inclusion and affirms and actively promotes the rights of all individuals to equal opportunity in education and employment at this institution. UO does not tolerate any type of prohibited discrimination in any of its programs or activities,

[Departmental Policies](#)

including employment. Further, it is required by Title IX and other applicable laws not to discriminate on the basis of sex. Questions

academicaffairs@uoregon.edu

[Academic Leadership](#)

Regarding prohibited discrimination, including questions regarding Title IX, may be referred to the University of Oregon's Title IX Coordinator

or to the Office for Civil Rights. Title IX Coordinator Penny Daugherty, at 541-346-3123 and titleixcoordinator@uoregon.edu, located at 677

[Contact List](#)

E. 12th Ave., Eugene, OR 97403. U.S. Department of Education, Western Region, Office for Civil Rights, at 206-607-1600 and

ocr.seattle@ed.gov.