

1           **ARTICLE 15. ACADEMIC CLASSIFICATION, CATEGORY, AND RANK**

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3   **Section 1.** The University shall assign each bargaining unit faculty member a classification,  
4 category, and rank within the category, defined in Sections 2, 3 and 4 of this Article, that most  
5 closely reflect the duties described in his or her contract and job description.

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7   **Section 1-2. CLASSIFICATION**

8 The following are the classifications that apply to **faculty** bargaining unit positions. A  
9 classification identifies the type ~~and length~~ of a position.

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

1 or the OPSRP. This classification includes the post-retired or emeritus faculty  
2 described in Article 1, Recognition.

3  
4 **Section 2 3. CATEGORY**

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

- 7
- 8 a. PROFESSOR This ~~series~~ **category** can only be used in the Tenure Track or Tenured,  
9 Acting, Visiting, or Retired classifications. This ~~series~~ **category** requires paid  
10 appointment with duties in all three areas of independent research, scholarship, and/or  
11 creative inquiry; instruction; and service.
- 12
- 13 b. CLINICAL PROFESSOR: This series can only be used in the Visiting, Career, **Adjunct**  
14 or Retired classifications. This series requires a non-tenure track paid appointment for  
15 individuals with primary duties in the area of clinical instruction or research.
- 16
- 17 c. PROFESSOR OF PRACTICE: This ~~rank~~ **category** can only be used in the Visiting,  
18 Career, **Adjunct**, or Retired classifications. This ~~series~~ **category** requires a non-tenure  
19 track paid appointment with primary duties in the area of research or instruction. This  
20 category is to be held by eminently qualified professionals who have had a major impact  
21 on fields and disciplines important to University of Oregon programs. A Professor of  
22 Practice will:
- 23
- 24 • have a substantial basis of experience equal to a tenured professor (normally a  
25 minimum of 12 years) and a national/international reputation for excellence  
26 reflected in a record of significant accomplishments;
  - 27
  - 28 • have a profile of accumulated professional accomplishments fully congruent with  
29 the rank of professor;
  - 30
  - 31 • have a rich and extensive background in a field and discipline relevant to the  
32 school, college, or unit of appointment at the University of Oregon;
  - 33
  - 34 • and serve as a liaison between the professional field and the University of Oregon.  
35 ~~in identifying teaching and research opportunities that support the public interest~~  
36 ~~and societal needs.~~
  - 37
- 38 d. INSTRUCTOR: This ~~series~~ **category** can only be used in the Visiting, Career, **Adjunct** or  
39 Retired classifications. This ~~series~~ **category** requires a non-tenure track paid appointment  
40 with primary duties in the area of **undergraduate** instruction. Instructor duties may  
41 include advising and mentoring ~~expectations~~ **responsibilities as well as congruent with**  
42 ~~undergraduate instruction, including~~ the possibility of involvement in design and  
43 development of courses and the curriculum.
- 44
- 45 e. LECTURER: This ~~series~~ **category** can only be used in the Visiting, Career, **Adjunct** or  
46 Retired classifications. This ~~series~~ **category** requires a non-tenure track paid appointment

1 with primary duties in the area of graduate instruction and education. The duties may also  
2 include some undergraduate instruction and mentoring and advising responsibilities, as  
3 well as the possibility of involvement in design and development of courses and the  
4 curriculum. Appointments in the lecturer ~~series~~ **category** require the terminal degree (or  
5 its professional equivalent) **relevant to the appointment**, but holding a terminal degree  
6 does not by itself entitle a bargaining unit ~~faculty~~ member to appointment in the lecturer  
7 ~~series-category~~.

8  
9 f. LIBRARIAN: This ~~series~~ **category** can only be used in the Visiting, Career, **Adjunct**, or  
10 Retired classifications. This ~~rank-series~~ **category** requires a non-tenure track paid  
11 appointment with primary duties in the university libraries. Appointments in the librarian  
12 ~~series~~ **category** require a terminal professional degree, but holding a terminal degree does  
13 not by itself entitle a bargaining unit ~~faculty~~ member to appointment in the librarian  
14 ~~series-category~~.

15  
16 g. RESEARCH ASSISTANT: This ~~series~~ **category** can only be used in the Visiting, Career,  
17 **Adjunct** or Retired classifications. This ~~series~~ **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 ~~series~~ **category** can only be used in the Visiting, Career,  
23 **Adjunct** or Retired classifications. This ~~series~~ **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 ~~series~~ **category** require ~~the a~~  
27 terminal degree (or its professional equivalent) **in a relevant field**, but holding a terminal  
28 degree does not by itself entitle a bargaining unit ~~faculty~~ member to appointment in the  
29 research associate **category**.

30  
31 i. RESEARCH PROFESSOR: This ~~series~~ **category** can only be used in the Visiting,  
32 Career, **Adjunct** or Retired classifications. This ~~series~~ **category** requires a non-tenure  
33 track paid appointment with duties ~~solely~~ **primarily** in the area of independent research,  
34 scholarship and/or creative inquiry. Appointments in the research professor ~~series~~  
35 **category** require a terminal degree relevant to the appointment. Primary duties are  
36 independent lines of inquiry, which can be related to the work of colleagues but not  
37 dependent on it. A research professor will have qualifications and research expectations  
38 equal **to** or exceeding those for a tenure-track/tenured professor at the same rank in  
39 related fields.

40  
41 j. POSTDOCTORAL SCHOLAR: **This category can only be used in the Postdoctoral**  
42 **Scholar classification**. This ~~series~~ **category** requires a non-tenure track paid appointment  
43 for a temporary and defined period of formally mentored research, instruction,  
44 librarianship, or scholarly training, for the purpose of allowing the post-doctoral scholar  
45 to acquire the professional skills needed to pursue a career path of his or her choosing.  
46 The appointment requires a doctoral degree. At the time of appointment, hiring

1 documentation should include an articulated program of mentoring with an identified  
2 mentor.

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4 **Section 3-4. RANK**

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

- 7  
8 a. PROFESSOR: Ranks in this category in ascending order are assistant professor, associate  
9 professor, and professor.  
10  
11 b. CLINICAL PROFESSOR: Ranks in this category in ascending order are assistant clinical  
12 professor, associate clinical professor, and clinical professor.  
13  
14 c. PROFESSOR OF PRACTICE: The only rank in this category is professor of practice.  
15  
16 d. INSTRUCTOR: Ranks in this category in ascending order are instructor, senior instructor  
17 I, senior instructor II.  
18  
19 e. LECTURER: Ranks in this category in ascending order are lecturer, senior lecturer I,  
20 senior lecturer II.  
21  
22 f. LIBRARIAN: Ranks in this category in ascending order are assistant librarian, associate  
23 librarian, and senior librarian.  
24  
25 g. RESEARCH ASSISTANT: Ranks in this category in ascending order are research  
26 assistant, senior research assistant I, senior research assistant II.  
27  
28 h. RESEARCH ASSOCIATE: Ranks in this category in ascending order are research  
29 associate, senior research associate I, senior research associate II.  
30  
31 i. RESEARCH PROFESSOR: Ranks in this category in ascending order are assistant  
32 research professor, associate research professor, and research professor.  
33  
34 j. POSTDOCTORAL SCHOLAR: The only rank in this category is Postdoctoral Scholar.

35  
36 ~~Section 4. The University shall assign each bargaining unit position a classification, category,~~  
37 ~~and rank that most closely reflect the duties described in the job posting. Except in rare cases, the~~  
38 ~~position's classification, category, and rank shall be listed in the job posting.~~

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40 **Section 5.** At the time of hire, the University shall assign each bargaining unit faculty member a  
41 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 those  
45 duties are consistent with his or her job description.



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**Section 12-11.** A reclassification or ~~reassignment~~ **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 or designee.

**Section 1312.** A change in rank within a category requires a promotion.