

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

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

7  
8 Nothing shall preclude a bargaining unit faculty member from being assigned and performing  
9 other duties not described in his or her specific classification, series, or rank as long as those  
10 duties are consistent with his or her job description. Nothing in this Agreement precludes the  
11 University from using these definitions in another context.

12  
13 ~~**Section 2.** The following are the classifications and ranks that apply to bargaining unit~~  
14 ~~faculty members.~~

15  
16 ~~(a) — CLINICAL PROFESSOR OR PROFESSOR OF PRACTICE: A non-tenure track paid~~  
17 ~~appointment for individuals with primary duties in the area of clinical instruction or~~  
18 ~~professionally related community education/service. Ranks in the Clinical Professor~~  
19 ~~classification in ascending order are assistant clinical professor, associate clinical~~  
20 ~~professor, and clinical professor; and in the Professor of Practice classification in~~  
21 ~~ascending order are assistant professor of practice, associate professor of practice, and~~  
22 ~~professor of practice.~~

23  
24 ~~(b) — INSTRUCTOR: A non-tenure track paid appointment for individuals with~~  
25 ~~primary duties in the area of instruction. Such appointments may include advising and~~  
26 ~~mentoring expectations congruent with creative and engaging undergraduate~~  
27 ~~instruction, including the possibility of involvement in design and development of~~  
28 ~~courses and the curriculum. Ranks in this classification in ascending order are~~  
29 ~~instructor, senior instructor I, senior instructor II.~~

30  
31 ~~(c) — LECTURER: A non-tenure track paid appointment for individuals with primary duties~~  
32 ~~in the area of instruction and graduate education. The appointment may also include~~  
33 ~~upper division undergraduate instruction. Such appointments may also include~~  
34 ~~significant mentoring and advising responsibilities and a significant measure of~~  
35 ~~responsibility for graduate education. Appointments in the lecturer series will always~~  
36 ~~require the terminal degree (or its professional equivalent), but the holding of a terminal~~  
37 ~~degree does not by itself entitle a bargaining unit faculty member to appointment in the~~  
38 ~~lecturer series. Ranks in this classification in ascending order are lecturer, senior~~  
39 ~~lecturer I, senior lecturer II.~~

40  
41 ~~(d) — LIBRARIAN: A non-tenure track paid appointment for individuals with primary~~  
42 ~~duties in the university libraries. Ranks in this classification in ascending order are~~  
43 ~~assistant librarian, associate librarian, and senior librarian.~~

44  
45 ~~(e) — RESEARCH ASSISTANT: A non-tenure track paid appointment for individuals who~~

1 have typically earned a bachelor's or master's degree with primary duties in the area of  
2 research performed under the direction of a tenured or tenure track faculty member, a  
3 research associate or a research faculty member. Ranks in this classification in  
4 ascending order are research assistant, senior research assistant I, senior research  
5 assistant II.

6  
7 ~~(f) RESEARCH ASSOCIATE: A non-tenure track paid appointment for individuals who~~  
8 ~~have earned a doctoral degree (or the highest professional degree in the field) with~~  
9 ~~primary duties in research. Ranks in this classification in ascending order are research~~  
10 ~~associate, senior research associate I, senior research associate II.~~

11  
12 ~~(g) RESEARCH PROFESSOR: A non-tenure track paid appointment for individuals with~~  
13 ~~primary duties in the area of independent research. Ranks in this classification in~~  
14 ~~ascending order are assistant research professor, associate research professor, and~~  
15 ~~research professor.~~

16  
17 ~~(h) ADJUNCT: A non-tenure track paid temporary appointment that is intermittent or of~~  
18 ~~limited duration except as provided in Article 16, Section 13.~~

19  
20 ~~(i) POSTDOCTORAL SCHOLAR: A non-tenure track paid research appointment that is~~  
21 ~~of limited duration for individuals who have earned a doctoral degree. The~~  
22 ~~postdoctoral scholar is paid by the University from university controlled funds, such as~~  
23 ~~federal grants. The compensation must be taxable as income for federal income tax~~  
24 ~~purposes.~~

25  
26 ~~(j) RETIRED: A bargaining unit faculty member is considered to be retired if he or she~~  
27 ~~resigns or is terminated without cause from employment with the university or enters~~  
28 ~~into a tenure reduction or relinquishment agreement and:~~

29  
30 ~~i. is eligible for unreduced or reduced benefits under the Public~~  
31 ~~Employees Retirement System (for participants in PERS) or~~  
32 ~~the Oregon Public Service Retirement Program (for~~  
33 ~~participants in OPSRP);~~

34  
35 ~~ii. is eligible under Internal Revenue Service rules to~~  
36 ~~withdraw funds from an account established under Optional~~  
37 ~~Retirement Plan and meets the requirements for unreduced or~~  
38 ~~reduced benefits under, depending on date of hire, PERS Tier 1~~  
39 ~~or 2 or the OPSRP.~~

40  
41 ~~This classification includes the post-retired or emeritus faculty described in Article 1,~~  
42 ~~Recognition.~~

43  
44 ~~(k) TENURE TRACK AND TENURED PROFESSOR. A paid appointment wherein an~~  
45 ~~individual is designated by the University in writing as eligible for tenure or has been~~

1 ~~granted tenure in writing by the Provost. Ranks in this classification in ascending~~  
2 ~~order are assistant professor, associate professor, and professor.~~

3  
4 ~~(f) — ACTING ASSISTANT PROFESSOR: A paid appointment for individuals intended~~  
5 ~~by the University to become tenure-track assistant professors but who have yet to~~  
6 ~~complete the terminal degree.~~

7  
8  
9 **Section 2.**

10 The following are the classifications that apply to bargaining unit faculty members.

- 11  
12 (a) TENURE-TRACK AND TENURED: A paid appointment wherein an individual is  
13 designated by the University in writing as eligible for tenure or has been granted tenure in  
14 writing by the Provost.  
15  
16 (b) ACTING: A paid appointment for individuals intended by the University to become  
17 tenure-track assistant professors but who have yet to complete the terminal degree.  
18  
19 (c) VISITING: A non-tenure track paid temporary appointment of limited duration (up to  
20 two years) for (1) an individual who holds a like, similar, or relevant appointment at  
21 another institution or (2) pursuant to norms of the specific discipline, an individual who  
22 has recently obtained a terminal degree and is seeking further professional experience  
23 prior to seeking a professorship.  
24  
25 (d) CAREER: A non-tenure track paid appointment that is ongoing.  
26  
27 (e) ADJUNCT: A non-tenure track paid appointment that is intermittent or of limited  
28 duration except as provided in Article 16, Section 13.  
29  
30 (f) POSTDOCTORAL SCHOLAR: A non-tenure track paid, mentored research,  
31 instructional, librarian, or combined appointment that is of limited duration for  
32 individuals who have earned a doctoral degree.  
33  
34 (g) RETIRED: A non-tenure track paid appointment post-retirement. A bargaining unit  
35 faculty member is considered to be retired if he or she resigns or is terminated without  
36 cause from employment with the university or enters into a tenure reduction or  
37 relinquishment agreement and is:  
38 a. eligible for unreduced or reduced benefits under the Public Employees Retirement  
39 System (for participants in PERS) or the Oregon Public Service Retirement  
40 Program (for participants in OPSRP);  
41 b. eligible under Internal Revenue Service rules to withdraw funds from an account  
42 established under Optional Retirement Plan and meets the requirements for  
43 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 3.**

5 The following are the series and associated ranks that apply to bargaining unit faculty members.

- 6  
7 (a) PROFESSOR: Ranks in this series in ascending order are assistant professor, associate  
8 professor, and professor. This series can only be used in the Tenure Track or Tenured,  
9 Acting, Visiting, or Retired classifications. This series requires paid appointment with  
10 duties in all three areas of independent research, scholarship, and/or creative inquiry;  
11 instruction; and service.
- 12  
13 (b) CLINICAL PROFESSOR: Ranks in this series in ascending order are assistant clinical  
14 professor, associate clinical professor, and clinical professor. This series can only be used  
15 in the Visiting, Career, Adjunct or Retired classifications. This series requires a non-  
16 tenure track paid appointment for individuals with primary duties in the area of clinical  
17 instruction or research.
- 18  
19 (c) PROFESSOR OF PRACTICE: The only rank in this series is professor of practice. This  
20 rank series can only be used in the Visiting, Career, Adjunct, or Retired classifications.  
21 This series requires a non-tenure track paid appointment with primary duties in the area  
22 of research or instruction. This rank is to be held by eminently qualified professionals  
23 who have had a major impact on fields and disciplines important to University of Oregon  
24 programs. A Professor of Practice will:
- 25       • have a substantial basis of experience equal to a tenured professor (normally a  
26       minimum of 12 years) and a national/international reputation for excellence reflected  
27       in a record of significant accomplishments;
  - 28       • have a profile of accumulated professional accomplishments fully congruent with the  
29       rank of professor;
  - 30       • have a rich and extensive background in a field and discipline relevant to the school,  
31       college, or unit of appointment at the University of Oregon; and
  - 32       • serve as a liaison between the professional field and the University of Oregon in  
33       identifying teaching and research opportunities that support the public interest and  
34       societal needs.
- 35 (d) INSTRUCTOR: Ranks in this series in ascending order are instructor, senior instructor I,  
36 senior instructor II. This series can only be used in the Visiting, Career, Adjunct or  
37 Retired classifications. This series requires a non-tenure track paid appointment with  
38 primary duties in the area of instruction. Instructor duties may include advising and  
39 mentoring expectations congruent with undergraduate instruction, including the  
40 possibility of involvement in design and development of courses and the curriculum.
- 41

- 1 (e) LECTURER: Ranks in this series in ascending order are lecturer, senior lecturer I, senior  
2 lecturer II. This series can only be used in the Visiting, Career, Adjunct or Retired  
3 classifications. This series requires a non-tenure track paid appointment with primary  
4 duties in the area of graduate instruction and education. The duties may also include  
5 some undergraduate instruction and mentoring and advising responsibilities, as well as  
6 the possibility of involvement in design and development of courses and the curriculum.  
7 Appointments in the lecturer series require the terminal degree (or its professional  
8 equivalent), but holding a terminal degree does not by itself entitle a bargaining unit  
9 faculty member to appointment in the lecturer series.  
10
- 11 (f) LIBRARIAN: Ranks in this series in ascending order are assistant librarian, associate  
12 librarian, and senior librarian. This series can only be used in the Visiting, Career,  
13 Adjunct, or Retired classifications. This rank series requires a non-tenure track paid  
14 appointment with primary duties in the university libraries. Appointments in the librarian  
15 series require a terminal professional degree, but holding a terminal degree does not by  
16 itself entitle a bargaining unit faculty member to appointment in the librarian series.  
17
- 18 (g) RESEARCH ASSISTANT: Ranks in this series in ascending order are research assistant,  
19 senior research assistant I, senior research assistant II. This series can only be used in the  
20 Visiting, Career, Adjunct or Retired classifications. This series requires a non-tenure  
21 track paid appointment for individuals who have typically earned a bachelor's or master's  
22 degree. Primary duties are in the area of research. Research assistants typically work as  
23 members of a research team under the direct supervision of other faculty researchers.  
24
- 25 (h) RESEARCH ASSOCIATE: Ranks in this series in ascending order are research  
26 associate, senior research associate I, senior research associate II. This series can only be  
27 used in the Visiting, Career, Adjunct or Retired classifications. This series requires a non-  
28 tenure track paid appointment for individuals who have the terminal degree relevant to  
29 the appointment. Primary duties are research undertaken as part of a research team or lab.  
30 Appointments in the research associate series require the terminal degree (or its  
31 professional equivalent), but holding a terminal degree does not by itself entitle a  
32 bargaining unit faculty member to appointment in the research associate series.  
33
- 34 (i) RESEARCH PROFESSOR: Ranks in this classification in ascending order are assistant  
35 research professor, associate research professor, and research professor. This series can  
36 only be used in the Visiting, Career, Adjunct or Retired classifications. This series  
37 requires a non-tenure track paid appointment with duties solely in the area of independent  
38 research, scholarship and/or creative inquiry. Appointments in the research professor  
39 series require a terminal degree relevant to the appointment. Primary duties are  
40 independent lines of inquiry, which can be related to the work of colleagues but not  
41 dependent on it. A research professor will have qualifications and research expectations  
42 equal or exceeding those for a tenure-track/tenured professor at the same rank in related  
43 fields.  
44

1 (j) POSTDOCTORAL SCHOLAR: The only rank in this series is Postdoctoral Scholar. This  
2 series requires a non-tenure track paid research appointment that is of limited duration.  
3 This series requires a non-tenure track paid appointment for a temporary and defined  
4 period of formally mentored research, instruction, librarianship, or scholarly training, for  
5 the purpose of allowing the post-doctoral scholar to acquire the professional skills needed  
6 to pursue a career path of his or her choosing. The appointment requires a doctoral  
7 degree. At the time of appointment, hiring documentation should include an articulated  
8 program of mentoring with an identified mentor.  
9

10 ~~Section 3. The term "Career Non-Tenure-Track Faculty" (Career NTTF) describes a~~  
11 ~~bargaining unit member who has been hired into the following classifications: clinical~~  
12 ~~professor or professor of practice; instructor; lecturer; librarian; research assistant; research~~  
13 ~~associate; or research professor. Career NTTFs do not include adjuncts.~~  
14

#### 15 Section 4.

16 All bargaining unit faculty members, except for those in the Adjunct classification, shall have the  
17 right to petition the Provost or designee for reclassification to a different series if they believe  
18 that their work was misclassified at the time of first hire or their position has evolved to more  
19 closely resemble a different ~~classification~~ series. If a petition for reclassification is denied, a  
20 bargaining unit faculty member may petition again after completion of at least one additional  
21 year of service in the position. A bargaining unit faculty member may not be reclassified from a  
22 non-tenure track series into the Tenure-Track and Tenured Professor series.  
23

24 “Adjuncts” who believe that their positions should be “Career” appointments may petition for  
25 reclassification after the completion of two years of appointment. Because the defining  
26 characteristic of the “adjunct” classification is its limited duration, the decision of the Provost or  
27 designee should be guided by the current and anticipated duration of the position, and the  
28 completion of successful review(s).  
29

#### 30 Section 5.

31 A reclassification shall take effect at the beginning of the next fiscal year, ~~grant fiscal year,~~  
32 contract renewal, or academic year, ~~as appropriate~~ or other date as approved by the Provost or  
33 designee.  
34

#### 35 Section 6.

36 A change in rank within a classification series requires a promotion. ~~A bargaining unit faculty~~  
37 ~~member may not be reclassified into the Tenure-Track and Tenured Professor classification.~~