ARTICLE 15. ACADEMIC CLASSIFICATION, SERIES, AND RANK

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

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

Section 2. The following are the classifications and ranks that apply to bargaining unit faculty members:

(a) 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.

(b) 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.

(c) LECTURER: A non-tenure track paid appointment for individuals with primary duties in the area of instruction and graduate education. Such appointments 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.

(d) 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.

(e) 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.

(f) 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.

(g) 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.

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

(i) 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.

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

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

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

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

(k) TENURE-TRACK AND TENURED PROFESSOR. A paid appointment wherein an individual is designated by the University in writing as eligible for tenure or has been
granted tenure in writing by the Provost. Ranks in this classification in ascending order are assistant professor, associate professor, and professor.

(l) ACTING ASSISTANT PROFESSOR: A paid appointment for individuals intended by the University to become tenure-track assistant professors but who have yet to complete the terminal degree.

Section 2.
The following are the classifications that apply to bargaining unit faculty members.

(a) TENURE-TRACK AND TENURED: A paid appointment wherein an individual is designated by the University in writing as eligible for tenure or has been granted tenure in writing by the Provost.

(b) ACTING: A paid appointment for individuals intended by the University to become tenure-track assistant professors but who have yet to complete the terminal degree.

(c) VISITING: A non-tenure track paid temporary appointment of limited duration (up to two years) for (1) an individual who holds a like, similar, or relevant appointment at another institution or (2) pursuant to norms of the specific discipline, an individual who has recently obtained a terminal degree and is seeking further professional experience prior to seeking a professorship.

(d) CAREER: A non-tenure track paid appointment that is ongoing.

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

(f) POSTDOCTORAL SCHOLAR: A non-tenure track paid, mentored research, instructional, librarian, or combined appointment that is of limited duration for individuals who have earned a doctoral degree.

(g) RETIRED: A non-tenure track paid appointment post-retirement. A bargaining unit faculty member is considered to be retired if he or she resigns or is terminated without cause from employment with the university or enters into a tenure reduction or relinquishment agreement and is:
   a. eligible for unreduced or reduced benefits under the Public Employees Retirement System (for participants in PERS) or the Oregon Public Service Retirement Program (for participants in OPSRP);
   b. eligible under Internal Revenue Service rules to withdraw funds from an account established under Optional Retirement Plan and meets the requirements for unreduced or reduced benefits under, depending on date of hire, PERS Tier 1 or 2.
or the OPSRP. This classification includes the post-retired or emeritus faculty
described in Article 1, Recognition.

Section 3.
The following are the series and associated ranks that apply to bargaining unit faculty members.

(a) PROFESSOR: Ranks in this series in ascending order are assistant professor, associate
professor, and professor. This series can only be used in the Tenure Track or Tenured,
Acting, Visiting, or Retired classifications. This series requires paid appointment with
duties in all three areas of independent research, scholarship, and/or creative inquiry;
instruction; and service.

(b) CLINICAL PROFESSOR: Ranks in this series in ascending order are assistant clinical
professor, associate clinical professor, and clinical professor. This series can only be used
in the Visiting, Career, Adjunct or Retired classifications. This series requires a non-
tenure track paid appointment for individuals with primary duties in the area of clinical
instruction or research.

(c) PROFESSOR OF PRACTICE: The only rank in this series is professor of practice. This
rank series can only be used in the Visiting, Career, Adjunct, or Retired classifications.
This series requires a non-tenure track paid appointment with primary duties in the area
of research or instruction. This rank is to be held by eminently qualified professionals
who have had a major impact on fields and disciplines important to University of Oregon
programs. A Professor of Practice will:

- have a substantial basis of experience equal to a tenured professor (normally a
minimum of 12 years) and a national/international reputation for excellence reflected
in a record of significant accomplishments;
- have a profile of accumulated professional accomplishments fully congruent with the
rank of professor;
- have a rich and extensive background in a field and discipline relevant to the school,
college, or unit of appointment at the University of Oregon; and
- serve as a liaison between the professional field and the University of Oregon in
identifying teaching and research opportunities that support the public interest and
societal needs.

(d) INSTRUCTOR: Ranks in this series in ascending order are instructor, senior instructor I,
senior instructor II. This series can only be used in the Visiting, Career, Adjunct or
Retired classifications. This series requires a non-tenure track paid appointment with
primary duties in the area of instruction. Instructor duties may include advising and
mentoring expectations congruent with undergraduate instruction, including the
possibility of involvement in design and development of courses and the curriculum.
(e) LECTURER: Ranks in this series in ascending order are lecturer, senior lecturer I, senior lecturer II. This series can only be used in the Visiting, Career, Adjunct or Retired classifications. This series requires a non-tenure track paid appointment with primary duties in the area of graduate instruction and education. The duties may also include some undergraduate instruction and mentoring and advising responsibilities, as well as the possibility of involvement in design and development of courses and the curriculum. Appointments in the lecturer series require the terminal degree (or its professional equivalent), but holding a terminal degree does not by itself entitle a bargaining unit faculty member to appointment in the lecturer series.

(f) LIBRARIAN: Ranks in this series in ascending order are assistant librarian, associate librarian, and senior librarian. This series can only be used in the Visiting, Career, Adjunct, or Retired classifications. This rank series requires a non-tenure track paid appointment with primary duties in the university libraries. Appointments in the librarian series require a terminal professional degree, but holding a terminal degree does not by itself entitle a bargaining unit faculty member to appointment in the librarian series.

(g) RESEARCH ASSISTANT: Ranks in this series in ascending order are research assistant, senior research assistant I, senior research assistant II. This series can only be used in the Visiting, Career, Adjunct or Retired classifications. This series requires a non-tenure track paid appointment for individuals who have typically earned a bachelor’s or master’s degree. Primary duties are in the area of research. Research assistants typically work as members of a research team under the direct supervision of other faculty researchers.

(h) RESEARCH ASSOCIATE: Ranks in this series in ascending order are research associate, senior research associate I, senior research associate II. This series can only be used in the Visiting, Career, Adjunct or Retired classifications. This series requires a non-tenure track paid appointment for individuals who have the terminal degree relevant to the appointment. Primary duties are research undertaken as part of a research team or lab. Appointments in the research associate series require the terminal degree (or its professional equivalent), but holding a terminal degree does not by itself entitle a bargaining unit faculty member to appointment in the research associate series.

(i) RESEARCH PROFESSOR: Ranks in this classification in ascending order are assistant research professor, associate research professor, and research professor. This series can only be used in the Visiting, Career, Adjunct or Retired classifications. This series requires a non-tenure track paid appointment with duties solely in the area of independent research, scholarship and/or creative inquiry. Appointments in the research professor series require a terminal degree relevant to the appointment. Primary duties are independent lines of inquiry, which can be related to the work of colleagues but not dependent on it. A research professor will have qualifications and research expectations equal or exceeding those for a tenure-track/tenured professor at the same rank in related fields.
(j) **POSTDOCTORAL SCHOLAR:** The only rank in this series is Postdoctoral Scholar. This series requires a non-tenure track paid research appointment that is of limited duration. This series requires a non-tenure track paid appointment for a temporary and defined period of formally mentored research, instruction, librarianship, or scholarly training, for the purpose of allowing the post-doctoral scholar to acquire the professional skills needed to pursue a career path of his or her choosing. The appointment requires a doctoral degree. At the time of appointment, hiring documentation should include an articulated program of mentoring with an identified mentor.

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

**Section 4.** All bargaining unit faculty members, except for those in the Adjunct classification, shall have the right to petition the Provost or designee for reclassification to a different series if they believe that their work was misclassified at the time of first hire or their position has evolved to more closely resemble a different classification series. If a petition for reclassification is denied, a bargaining unit faculty member may petition again after completion of at least one additional year of service in the position. A bargaining unit faculty member may not be reclassified from a non-tenure track series into the Tenure-Track and Tenured Professor series.

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

**Section 5.** A reclassification shall take effect at the beginning of the next fiscal year, grant fiscal year, contract renewal, or academic year, as appropriate or other date as approved by the Provost or designee.

**Section 6.** A change in rank within a classification series requires a promotion. A bargaining unit faculty member may not be reclassified into the Tenure-Track and Tenured Professor classification.