



UNITED ACADEMICS PROPOSAL

ARTICLE 2 ACADEMIC RANK

Section 1. Upon date of hire, The University Administration shall assign a bargaining unit faculty member one of the classifications and ranks within the classifications described in Section 2 of this Article which most closely reflects the duties described in his or her contract and job description, his or her education and/or his or her experience. The University may assign such other duties as are generally consistent with the responsibilities of a faculty member. Nothing shall preclude a bargaining unit faculty member from performing duties not describe in his or her specific rank, as long as those duties are consistent with his or her contract and 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 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 as established by the University. Clinical faculty or professor of practice faculty are licensed or certified professionals, or other individuals in professional fields. The major responsibility involves the education of students/learners in academic and clinical settings, supervising clinical experiences, and/or engaging in professionally related community service. Scholarly activity may or may not be required. 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 as established by the University. Such appointments include advising and mentoring expectations congruent with creative and engaged 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 as established by the University. The appointment may also include upper division undergraduate instruction. Such appointments must 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 for certain adjunct appointments), but the holding of a terminal degree does not by itself entitle a bargaining unit faculty member 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 ~~as established by the University~~. Ranks in this classification in ascending order are assistant librarian, associate librarian, and senior librarian.
- (e) RESEARCH ASSISTANT: A non-tenure track paid appointment ~~made on or before January 1, 2013~~ 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, ~~as established by the University~~. 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 plus appropriate experience) with primary duties in research as established by the University. 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 ~~as established by the University~~. Ranks in this classification in ascending order are ~~research assistant research professor, research associate research professor,~~ and research professor.
- (h) ADJUNCT: A non-tenure track paid temporary appointment that is intermittent or of limited duration, ~~as established by the University~~ and/or draws upon the skills of certain persons in the community or in other educational, industrial or governmental institutions for help in carrying forward teaching, research or service commitments (e.g., doctors, dentists, lawyers, psychiatrists, professors or administrators at other academic or governmental institutions, public school teachers or administrators).
- (i) POSTDOCTORAL FELLOW: A non-tenure track paid research appointment that is of limited duration for individuals who have earned a doctoral degree.
- (j) EMERITUS/EMERITA/RETIRED: An paid or unpaid, post-retirement appointment available to tenured faculty members and career NTTF.
- (k) TENURE-TRACK AND TENURED PROFESSOR. A paid appointment wherein an individual is designated by the University Administration 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 Administration to become tenure-track assistant professors but who have yet to complete the terminal degree.

(m) **AFFILIATED FACULTY:** A non-tenure track paid appointment for individuals who do not receive monetary compensation from the institution for which services are rendered. They can be unpaid invited guests for a temporary length of time or individuals who on a consistent basis lend their expertise and/or collaborate on teaching and research. Affiliate status is approved for a specified length of time and must be renewed should the association continue. Associated ranks are at the discretion of the institution. This classification includes courtesy faculty.

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 associate; or research professor. Career NTTFs do not include adjuncts.

Section 4. ~~A bargaining unit member may petition the Provost or designee for reclassification no earlier than the conclusion of the equivalent of three years of employment at 1.0 full time equivalent (FTE) in the current classification. The Provost or designee will decide the merit of the petition based on the criteria in effect at the time of the petition. In the event of a reclassification, whether via petition or otherwise, the Provost or designee will assign the rank in the new classification. The Provost's decision may be grieved but is not subject to arbitration.~~

The parties agree to form the Classification and Rank Review Committee, a joint committee made up of two Union representatives and two Administration representatives to hear petitions to review a bargaining unit faculty member's classification and academic rank. The Classification and Rank Review Committee will make recommendations to the Provost. The Provost will be responsible for the final decision.

Section 5. All bargaining unit faculty members shall have the right to petition for review 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.

"Adjuncts" who believe that their positions should be "Career" appointments, can petition for reclassification after completing their second year of appointment and/or major review. Because a defining characteristic of the "adjunct" classification is its limited duration, the recommendation of the Classification and Rank Review Committee and decision of the Provost should be guided by the current duration of appointment, the reasonable expectation of future appointment, and completion of successful review(s).

A reclassification shall take effect at the beginning of the next fiscal year, grant fiscal year or academic year, as appropriate.

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