



1 UNITED ACADEMICS PROPOSAL

2  
3 ARTICLE 2  
4 ACADEMIC RANK

5 **Section 1.** Upon date of hire, all faculty shall be assigned the academic rank which most  
6 closely reflects the duties described in his or her contract and job description, his or her  
7 education, and experience. Nothing shall preclude a faculty member from performing  
8 duties not described in his or her specific rank, as long as those duties are agreed to  
9 through the contract and job description.

10 **Section 2.** The following definitions shall govern the use of academic rank:

11 (a) **AFFILIATED FACULTY:** A NTTF (Non-Tenure Track Faculty) appointment for  
12 individuals who do not receive monetary compensation by the institution for which  
13 services are rendered. They can be unpaid invited guests for a temporary length of time or  
14 individuals who on a consistent basis lend their expertise and/or collaborate on teaching  
15 and research. Affiliate status is approved for a specified length of time and must be  
16 renewed should the association continue. Associated ranks are at the discretion of the  
17 institution.

18 (b) **CLINICAL FACULTY OR PROFESSOR OF PRACTICES:** A NTTF (Non-Tenure  
19 Track Faculty) appointment for individuals with primary duties in the area of clinical  
20 instruction or professionally related community education/service. Clinical faculty or  
21 professor of practice members are licensed or certified professionals, or individuals in  
22 professional fields. The major responsibility involves the education of students/learners  
23 in academic and clinical settings, supervising clinical experiences, and/or engaging in  
24 professionally related community service. Scholarly activity may or may not be required.  
25 Ranks in this category in ascending order are assistant clinical professor, associate  
26 clinical professor, and clinical professor; or assistant professor of practice, associate  
27 professor of practice, and professor of practice.

28 (c) **INSTRUCTOR:** A NTTF (Non-Tenure Track Faculty) appointment for individuals  
29 with unclassified instructional appointments whose functions are devoted exclusively or  
30 primarily to undergraduate instruction. Such appointments include advising and  
31 mentoring expectations congruent with creative and engaged undergraduate instruction,  
32 including the possibility of involvement in design and development of courses and the  
33 curriculum. Ranks in this category in ascending order are instructor, senior instructor I,  
34 senior instructor II.

35 (d) **LECTURER:** A NTTF (Non-Tenure Track Faculty) appointment for individuals with  
36 unclassified instructional appointments whose functions may include significant  
37 responsibilities for graduate level instruction. The appointment may also include upper

1 division undergraduate instruction. Such appointments must include significant  
2 mentoring and advising responsibilities and a significant measure of responsibility for  
3 graduate education. Appointments in the lecturer series will always require the terminal  
4 degree (or its professional equivalent for certain adjunct appointments), but the holding  
5 of a terminal degree in itself does not constitute an argument for appointment in the  
6 lecturer series. Ranks in this category in ascending order are lecturer, senior lecturer I,  
7 senior lecturer II.

8 (e) LIBRARIAN: A ranked appointment that depends on a terminal professional degree  
9 in librarianship (typically, a Masters in Library or Information Science) or a position-  
10 relevant professional/academic degree plus appropriate experience. Such degree  
11 requirements ensure proper professional training, but also provide the flexibility to open  
12 appointments to a broader range of qualified applicants. Ranks in this category in  
13 ascending order are assistant librarian, associate librarian, and senior librarian.

14 (f) RESEARCH ASSISTANT: A NTTF (Non-Tenure Track Faculty) appointment for  
15 individuals who have typically earned a bachelor's or master's degree and conduct  
16 research under the direction of a tenure-related faculty member, a research associate or a  
17 research faculty. Ranks in this category in ascending order are research assistant, senior  
18 research assistant I, senior research assistant II.

19 (g) RESEARCH ASSOCIATE: A NTTF (Non-Tenure Track Faculty) appointment for  
20 individuals who have typically earned doctoral degree (or an advanced or professional  
21 degree in the field typically the terminal degree, plus appropriate experience) or conduct  
22 research independently. Ranks in this category in ascending order are research associate,  
23 senior research associate I, senior research associate II.

24 (h) RESEARCH FACULTY: A NTTF (Non-Tenure Track Faculty) appointment for  
25 individuals who are primarily engaged in research at a level normally appropriate for a  
26 professorial rank. Ranks in this category in ascending order are research assistant  
27 professor, research associate professor, and research professor.

28 (i) TENURE-TRACK AND TENURED FACULTY. A faculty position assigned to an  
29 academic department wherein the incumbent holds academic rank and is eligible for  
30 tenure or is tenured. Ranks in this category in ascending order are assistant professor,  
31 associate professor, and professor. The rank of distinguished professor may be bestowed  
32 based on criteria established by a university.

33 **Section 3.** The terms "affiliate," "adjunct," "visiting," "fellow," "emeriti," "postdoctoral"  
34 or other appropriate terms may be used and/or added to academic title and/or ranks in  
35 those cases in which the institution wishes 1) to draw upon the skills of certain persons in  
36 the community or in other educational, industrial or governmental institutions for help in  
37 carrying forward teaching, research or service commitments (e.g., doctors, dentists,

1 lawyers, psychiatrists, professors or administrators at other academic or governmental  
2 institutions, public school teachers or administrators), 2) where the appointment is  
3 planned for a limited duration, or 3) as an honorific title.

4 **Section 4.** All associated ranks of Instructors, Lecturers, Research Assistants, Research  
5 Associates, Librarian, and Research Faculty are commonly called "Career NTTF"  
6 positions when they do not carry one of the modifiers listed in Section 3.

7 All ranks with the modifiers "affiliate," "adjunct," "visiting," "fellow," "postdoctoral"  
8 and "emeriti," are commonly called "Adjunct NTTF" positions.

9 **Section 5.** The parties agree to form the Rank Reclassification Committee, a joint  
10 committee made up of two Union representatives and two Administration representatives  
11 to hear petitions to reclassify a faculty member's academic rank. The Rank  
12 Reclassification Committee will make recommendations to the Provost. The Provost will  
13 be responsible for the final decision.

14 **Section 6.** All faculty shall have the right to petition for rank reclassification if they  
15 believe that their work was misclassified at the time of first hire or their position has  
16 evolved to more closely resemble a different classification.

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

23 **Section 7.** If a faculty member is successful in petitioning for reclassification, their new  
24 academic rank shall take effect at the beginning of the next term.

25 **Section 8.** Career NTTF who change academic ranks shall retain their "years of service"  
26 for the purposes of promotion, unless the faculty member agrees to adjust the number.

27 **Section 9.** Nothing in this Article prevents a department or employing unit from hiring an  
28 Adjunct into a Career NTTF position without going through the Rank Reclassification  
29 process.

30 **Section 10.** No faculty member will be subject to discrimination, discipline, or  
31 termination resulting from their legitimate participation Rank Reclassification process.  
32