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UNIVERSITY COUNTERPROPOSAL

7-29-13

ARTICLE 2 ACADEMIC CLASSIFICATION AND RANK

Section 1. The University ~~Administration~~ shall assign each bargaining unit faculty member the classification and rank within the classification 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. Nothing shall preclude a bargaining unit faculty member from being assigned and performing other duties ~~as reasonably assigned~~ not described in his or her specific rank classification, as long as those duties are consistent with his or her job description. Nothing in this Agreement precludes the University ~~Administration~~ 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 ~~as established by the University.~~ 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 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 ~~as established by the University.~~ The appointment 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 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 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) 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 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 as established by the University.
- (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 from employment with the University or enters into a tenure reduction or relinquishment agreement and:
- (a) 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);
 - (b) 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 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 to become tenure-track assistant professors but who have yet to complete the terminal degree.

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 faculty member may petition the Provost or designee for reclassification no earlier than the conclusion of the equivalent of two years of employment at 1.0 FTE in the current classification. ~~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 two parties agree to form the Classification Review Committee, a joint committee made up of two Union representatives and two University Administration representatives, to hear petitions to review a bargaining unit faculty member's classification. The Classification Review Committee will make recommendations to the Provost. The Provost will be responsible for the final decision.

Section 5. All bargaining unit faculty shall have the right to petition for rank-reclassification 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 the equivalent of two years of employment at 1.0 FTE. their second year of appointment and/or major review. Because the defining characteristic of the "adjunct" classification is its limited duration, the recommendation of the Rank Reclassification 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).

Section 6. A reclassification shall take effect at the beginning of the next fiscal year, grant fiscal year or academic year, as appropriate.

Section 7. A change in rank within classification requires a promotion. A bargaining unit member may not be reclassified into the Tenure-Track and Tenured Professor classification.

~~**Section 5.** Nothing in this Article is intended (1) to limit or waive the University's management rights, including but not limited to the right to organize and assign work; or (2) limit or waive the Union's right to bargain over proposed changes in mandatory subjects of bargaining.~~