

1 UNIVERSITY COUNTERPROPOSAL

2 8-1-13

3 ARTICLE 2

4 ACADEMIC CLASSIFICATION AND RANK

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7 | **Section 1.** The University Administration shall assign each bargaining unit faculty member the
8 classification and rank within the classification described in Section 2 of this Article which most closely
9 reflects the duties described in his or her contract and job description, his or her education and/or his or
10 her experience. Nothing shall preclude a bargaining unit faculty member from being assigned and
11 performing other duties not described in his or her specific rank, as long as those duties are consistent
12 | with his or her job description. Nothing in this Agreement precludes the University Administration from
13 using these definitions in another context.

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

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18 (a) CLINICAL PROFESSOR OR PROFESSOR OF PRACTICE: A non-tenure track paid
19 appointment for individuals with primary duties in the area of clinical instruction or
20 professionally-related community education/service. Ranks in the Clinical Professor
21 classification in ascending order are assistant clinical professor, associate clinical professor, and
22 clinical professor; and in the Professor of Practice classification in ascending order are assistant
23 professor of practice, associate professor of practice, and professor of practice.
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25 (b) INSTRUCTOR: A non-tenure track paid appointment for individuals with primary duties in the
26 area of instruction. Such appointments may include advising and mentoring expectations
27 congruent with creative and engaging undergraduate instruction, including the possibility of
28 involvement in design and development of courses and the curriculum. Ranks in this
29 classification in ascending order are instructor, senior instructor I, senior instructor II.
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31 (c) LECTURER: A non-tenure track paid appointment for individuals with primary duties in the
32 area of instruction and graduate education. The appointment may also include upper division
33 undergraduate instruction. Such appointments may also include significant mentoring and
34 advising responsibilities and a significant measure of responsibility for graduate education.
35 Appointments in the lecturer series will always require the terminal degree (or its professional
36 equivalent), but the holding of a terminal degree does not by itself entitle a bargaining unit
37 faculty member to appointment in the lecturer series. Ranks in this classification in ascending
38 order are lecturer, senior lecturer I, senior lecturer II.
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40 (d) LIBRARIAN: A non-tenure track paid appointment for individuals with primary duties in the
41 University libraries. Ranks in this classification in ascending order are assistant librarian,
42 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 generally is intermittent or of limited duration.
- (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.

- (I) 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 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 full time equivalent (FTE) in the current classification.~~

Section 54. All bargaining unit faculty members except for those in the Adjunct classification 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. 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.

"Adjuncts" who believe that their positions should be "Career" appointments, can petition for reclassification after two years of appointment at 1.0 FTE. Because the defining characteristic of the "adjunct" classification is the limited duration, the decision of the Provost should be guided by the current and anticipated duration of the position, and the 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.