

1 UNITED ACADEMICS COUNTERPROPOSAL (7/2/2024)
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6 **Document Key**

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9 **ARTICLE 15. ACADEMIC CLASSIFICATION AND RANK**

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11 **Section 1.** The University shall assign each bargaining unit faculty member the classification,
12 category, and rank that most closely reflect the duties described in their appointment and job
13 description.
14

15 **Section 2. Classification**

16
17 The following are the classifications that apply to faculty bargaining unit positions. A
18 classification identifies the type of position.
19

- 20 a. **Tenure-Related Classifications:** The Tenure-Related Classifications include all paid
21 appointments in which bargaining unit faculty members are either eligible to be
22 considered for, will become eligible to be considered for, or have received, tenure.
23
- 24 i. **TENURE-TRACK AND TENURED:** A paid position wherein an individual is
25 designated by the University in writing as eligible for tenure or has been granted
26 tenure in writing by the Provost.
27
- 28 ii. **ACTING:** A tenure-track paid position for individuals intended by the University
29 to become tenure-track assistant professors but who have yet to complete the
30 terminal degree.
31
- 32 b. **Career-Related Classification:** The Career-Related Classification includes all ongoing
33 paid appointments in which bargaining unit faculty members are not eligible for tenure.
34
- 35 i. **CAREER:** A paid position that has been granted an expectation of continued
36 employment as defined in Article 16, Section 10.
37
- 38 c. **Limited-Duration Classifications:** The Limited-Duration Classifications include all
39 paid appointments of limited duration in which bargaining unit faculty members are not
40 eligible for tenure.
41
- 42 i. **VISITING:** A paid appointment of limited duration (up to three years) for (1) an
43 individual who holds a like, similar, or relevant appointment at another institution
44 or (2) pursuant to norms of the specific discipline, an individual who has recently
45 obtained a terminal degree and is seeking further professional experience prior to
46 seeking a professorship.
47

- 48 ii. PRO TEMPORE: A paid appointment that is intermittent or of limited duration,
49 except as provided in Section 6.
- 50
- 51 iii. POSTDOCTORAL SCHOLAR: A paid, mentored research position that is of
52 limited duration (up to three years) for individuals who have earned a doctoral
53 degree. Postdoctoral mentors may petition the Office of the Provost for an
54 extension of no more than two years. Permission to continue a position in the
55 Postdoctoral Scholar classification for longer than three years must be granted in
56 writing by the Office of the Provost.
- 57
- 58 iv. POSTBACCALAUREATE SCHOLAR: A paid, mentored research position that
59 is of limited duration (up to five years) for individuals who have earned a
60 bachelor’s or equivalent degree.
- 61
- 62 v. RETIRED: A paid appointment post-retirement that is of limited duration. A
63 bargaining unit faculty member can be appointed to the retired classification if
64 they retire, resign, or have been terminated without cause from employment with
65 the university, and are:
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- 67 i. eligible for unreduced or reduced benefits under the Public Employees
68 Retirement System (for participants in PERS) or the Oregon Public
69 Service Retirement Program (for participants in OPSRP);
- 70
- 71 ii. eligible under Internal Revenue Service rules to withdraw funds from an
72 account established under Optional Retirement Plan and meets the
73 requirements for unreduced or reduced benefits under their plan.
- 74

75 This classification includes the post-retired or emerit faculty described in Article
76 1, Recognition.

77

78 **Section 3. Category & Rank**

79

80 The following are the categories and ranks that apply to bargaining unit positions. A category
81 describes a rank or group of ranks. Ranks define the level of promotion within a category.
82 *[Existing language, moved up from Section 11 below.] A change in rank within a category*
83 *requires a promotion.*

- 84
- 85 a. PROFESSOR: This category can only be used in the Tenure-Track or Tenured, Acting,
86 Visiting, or Retired classifications. Duties are in all three areas of independent research,
87 scholarship, and/or creative inquiry; instruction; and service. Ranks in this category in
88 ascending order are assistant professor, associate professor, and professor.
- 89
- 90 b. CLINICAL PROFESSOR: This category can only be used in the Visiting, Career, Pro
91 Tem, or Retired classifications. Primary duties are in the area of clinical instruction or
92 research. Ranks in this category in ascending order are assistant clinical professor,
93 associate clinical professor, and clinical professor.

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c. PROFESSOR OF PRACTICE: This category can only be used in the Visiting, Career, Pro Tem, or Retired classifications. Primary duties are in the area of research or instruction. This category 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:

- i. 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;
- ii. have a profile of accumulated professional accomplishments fully congruent with the rank of professor and where such accomplishments are typically accrued in a non-academic or non-university setting;
- iii. 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
- iv. serve as a liaison between the professional field and the University of Oregon.

The only rank in this category is professor of practice.

d. TEACHING PROFESSOR: This category can only be used in the Career or Retired classification. This category requires an existing or previous appointment in the Career classification at the highest rank in the instructor or lecturer categories. This category can only be granted by the Office of the Provost through the review process specified in Appendix 4. Primary duties are in the area of undergraduate and/or graduate instruction. Duties may include, but are not limited to, involvement in design and development of courses and the curriculum, support for the evaluation of teaching, or additional focus on leadership projects. The Teaching Professor category and rank will remain in place for the duration of the faculty member's employment with the university. There is no promotion path to or within the Teaching Professor category and rank. The only rank in this category is teaching professor.

e. INSTRUCTOR: This category can only be used in the Visiting, Career, Pro Tem, or Retired classifications. Primary duties are in the area of undergraduate instruction. Instructor duties may include advising and mentoring responsibilities as well as possibility of involvement in design and development of courses and the curriculum. Ranks in this category in ascending order are instructor, senior instructor I, and senior instructor II.

f. LECTURER: This category can only be used in the Visiting, Career, Pro Tem, or Retired classifications. Primary duties are 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 category require the terminal

140 degree (or its professional equivalent) relevant to the appointment, but holding a terminal
141 degree does not by itself entitle a bargaining unit faculty member to appointment in the
142 Lecturer category. Ranks in this category in ascending order are lecturer, senior lecturer I,
143 and senior lecturer II.

144
145 g. LIBRARIAN: This category can only be used in the Visiting, Career, Pro Tem, or
146 Retired classifications. Primary duties are in the areas of applied practice in library and
147 information sciences, and may include independent research, scholarship, and/or creative
148 inquiry; instruction; and service. Appointments in the Librarian category require a
149 terminal professional degree relevant to their appointment. Holding a terminal degree
150 does not by itself entitle a bargaining unit faculty member to appointment in the Librarian
151 category. Ranks in this category in ascending order are assistant librarian, associate
152 librarian, and senior librarian.

153
154 h. RESEARCH ASSISTANT: This category can only be used in the Visiting, Career, Pro
155 Tem, or Retired classifications. Primary duties are in the area of research. Research
156 Assistants typically work as members of a research team under the direct supervision of
157 other faculty researchers. There are three Research Assistant category types based on the
158 minimum degree requirement:

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160 i. RESEARCH ASSISTANT (TYPE A): Positions that require skills and/or
161 experience relevant to the duties of the position and do not have a minimum
162 degree requirement.

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164 ii. RESEARCH ASSISTANT (TYPE B): Positions that require a bachelor's or
165 equivalent degree. ~~In rare occasions,~~ ^PPositions in specialized fields may allow
166 for a combination of education and equivalent experience prior to the time of hire
167 to satisfy the bachelor's degree requirement.

168
169 iii. RESEARCH ASSISTANT (TYPE C): Positions that require a master's or
170 equivalent degree. ~~In rare occasions,~~ ^PPositions in highly specialized fields may
171 allow for a combination of education and exceptional equivalent experience prior
172 to the time of hire to satisfy the master's degree requirement.

173
174 Ranks for each research assistant type in ascending order are research assistant, senior
175 research assistant I, and senior research assistant II.

176
177 i. RESEARCH ASSOCIATE: This category can only be used in the Visiting, Career, Pro
178 Tem, or Retired classifications. This category requires a terminal degree relevant to the
179 appointment. Primary duties are in the area of research, which are typically undertaken as
180 part of a research team or lab. Appointments in the Research Associate category require a
181 terminal degree (or its professional equivalent) in a relevant field but holding a terminal
182 degree does not by itself entitle a bargaining unit faculty member to appointment in the
183 Research Associate category. Ranks in this category in ascending order are research
184 associate, senior research associate I, and senior research associate II.

185

- 186 j. RESEARCH PROFESSOR: This category can only be used in the Visiting, Career, Pro
 187 Tem, or Retired classifications. This category requires a terminal degree relevant to the
 188 appointment with duties primarily in the area of independent research, scholarship and/or
 189 creative inquiry. Primary duties are independent lines of inquiry, which can be related to
 190 the work of colleagues but not dependent on it. A Research Professor will have
 191 qualifications and research expectations equal to or exceeding those for a tenure-
 192 track/tenured professor at the same rank in related fields. Ranks in this category in
 193 ascending order are assistant research professor, associate research professor, and
 194 research professor.
 195
- 196 k. RESEARCH SCIENTIST: This category can only be used in the Visiting, Career, Pro
 197 Tem, or Retired classifications. This category requires at least a bachelor's degree in an
 198 area that is immediately relevant to the research program or research facility in which the
 199 position resides. The key differentiator between this position and the research assistant
 200 position is the technical nature of skill set required of the position. Holding a relevant
 201 degree does not by itself entitle a bargaining unit member to appointment in the research
 202 scientist category. Ranks in this category in ascending order are research scientist, senior
 203 research scientist I, and senior research scientist II.
 204
- 205 l. RESEARCH ENGINEER: This category can only be used in the Visiting, Career, Pro
 206 Tem, or Retired classifications. This category requires a bachelor's or higher from an
 207 accredited engineering program. The key differentiator between this position and the
 208 research assistant position is the technical nature of the skill set required of the position.
 209 Holding a relevant degree does not by itself entitle a bargaining unit member to
 210 appointment in the research engineer category. Ranks in this category in ascending order
 211 are research engineer, senior research engineer I, and senior research engineer II.
 212
- 213 m. PRINCIPAL RESEARCH SCIENTIST: This category can only be used in the Visiting,
 214 Career, Pro Tem, or Retired classifications. This category requires at least a master's
 215 degree in an area that is immediately relevant to the program or research facility in which
 216 the position resides. The principal research scientist will:
- 217 • Have substantial experience at a responsible technical or managerial level (normally
 - 218 at least 12 years for holders of a master's degree and at least 6 years for a holder of a
 - 219 Ph.D.);
 - 220 • Show clear evidence of consistent performance in making original and innovative
 - 221 contributions to their discipline;
 - 222 • Show leadership in development and management of technical projects involving
 - 223 other faculty and students;
 - 224 • Make substantial contributions to the University through service.
- 225
 226 The only rank in this category is principal research scientist.
 227
 228
- 229 n. POSTDOCTORAL SCHOLAR: This category can only be used in the Postdoctoral
 230 Scholar classification. This category requires a temporary and defined period of formally
 231 mentored research, instruction, librarianship, or scholarly training, for the purpose of

232 allowing the Postdoctoral Scholar to acquire the professional skills needed to pursue a
233 career path of their choosing. The appointment requires a doctoral degree. At the time of
234 appointment, hiring documentation should include an articulated program of mentoring
235 with an identified mentor. The only rank in this category is postdoctoral scholar.

- 236
- 237 o. POSTBACCALAUREATE SCHOLAR: This category can only be used in the
238 Postbaccalaureate Scholar classification. This category requires a bachelor's or
239 equivalent degree. This category requires a temporary and defined period of formally
240 mentored research or scholarly training for the purpose of allowing the postbaccalaureate
241 scholar to acquire the professional skills needed to pursue a career path of their choosing.
242 The only rank in this category is postbaccalaureate scholar.

243

244 **Section 4.** At the time of hire, the University shall assign each bargaining unit faculty member a
245 rank within the classification and category described in the job posting.

246

247 Nothing shall preclude a bargaining unit faculty member from being assigned and performing
248 other duties not described in their specific classification, category, or rank as long as those duties
249 are consistent with their job description.

250

251 **Section 5.** If the University lays off a bargaining unit faculty member in a position in the Career
252 classification for economic or programmatic reasons (Article 16.12.b or c, or Article 25), then
253 the position cannot be refilled in the Career, Visiting, Pro Tem, Retired, or Postdoctoral Scholar
254 classifications within the subsequent two years unless approved by the Office of the Provost or
255 unless the affected faculty member has been offered reinstatement and at least 30 days in which
256 to accept or decline it. It is the bargaining unit faculty member's responsibility to keep the
257 university advised of their current email address for receipt of such offers. Reinstatements will
258 be at the former rank or equivalent and follow Article 26, Section 11. If multiple bargaining unit
259 faculty members have been laid off for economic or programmatic reasons within the previous
260 two years and would meet the specific qualifications for the position as affirmed by the unit
261 head, the University will offer reinstatement consistent with the principles in Article 16, Section
262 13.

263

264 **Section 6.** The University may not make Pro Tem faculty appointments when an appointment in
265 the Career or Tenure-Related classification is warranted. Furthermore, Pro Tem positions will
266 last no more than three years unless the Office of the Provost designates the position as an
267 Ongoing Pro Tem position or gives a department or unit permission to extend the position for up
268 to one year. ~~Substantially identical Pro Tem positions will not be reopened for one calendar year
269 after the initial three-year term. The Office of the Provost may designate the position as an
270 Ongoing Pro Tem position or give a department or unit permission to extend the position for up
271 to one year. When programmatic needs or enrollments justify the creation of a Career position,
272 the department or unit may not continue to fill that curricular need with a Pro Tem position.~~

273

274 The Office of the Provost can designate a Pro Tem position to be an Ongoing Pro Tem position
275 for legitimate pedagogical or programmatic reasons.

- 276
- 277 a. Legitimate pedagogical reasons for Ongoing Pro Tem positions include:

- 278 i. When a department or unit believes that the student learning experience is
- 279 enhanced by having new instructors cycle into the program to meet specific
- 280 course needs.
- 281 ii. When a department or unit identifies a position that is best taught by a working or
- 282 retired professional in the industry and the position is assigned no more than three
- 283 courses an academic year.
- 284 b. Legitimate programmatic reasons for an Ongoing Pro Tem position include:
- 285 i. When a department or unit offers recent PhD graduates a short-term position and
- 286 there is an expectation that new faculty members would fill this position every
- 287 one to three years.
- 288 ii. When a department or unit with traditionally large fluctuations in enrollment can
- 289 accommodate those fluctuations by having a reasonable number of Pro Tem
- 290 positions.
- 291 c. Inadequate or limited financial resources are not legitimate pedagogical or programmatic
- 292 reasons for designating a position an Ongoing Pro Tem position.

293
 294 In rare cases, the Office of the Provost can give a department or unit permission to extend a Pro
 295 Tem position for one year beyond the three-year limit. In these rare cases, a faculty member may
 296 continue in the Pro Tem position for one year beyond the three-year limit.

297
 298 **Section 7. Recategorizations**

- 299
- 300 a. **Faculty Initiated Recategorization.** Bargaining unit faculty members in the Career
- 301 classification shall have the right to petition the Office of the Provost to have their
- 302 position recategorized if they believe that their position was categorized incorrectly at the
- 303 time of first hire or their position has evolved to more closely resemble a different
- 304 category. If a petition for recategorization is denied, a bargaining unit faculty member
- 305 may petition again after completion of at least one additional year of service in the
- 306 position. *In cases of denial, the letter accompanying the decision shall contain the reasons*
- 307 *underlying the Provost’s decision. If the Union was party to the petition submission by*
- 308 *the bargaining unit faculty member, they shall be copied on the decision.*
- 309
- 310 b. **University Initiated Recategorization.** In keeping with the principles set forth above the
- 311 University may recategorize a bargaining unit faculty member in the Career or Limited
- 312 Duration classification when their position has evolved to more closely resemble a
- 313 different category.
- 314
- 315 c. Unless there is agreement to the contrary, a recategorization under this Section will not
- 316 reduce the rank or base salary of a bargaining unit faculty member.
- 317

318 **Section 8. Reclassifications**

- 319
- 320 a. **Faculty Initiated Reclassification.** Bargaining unit faculty members in the Pro Tem,
- 321 Visiting, or Postdoctoral Scholar classifications who believe that their positions should be
- 322 positions in the Career classification may petition for reclassification after the completion
- 323 of two years of appointment. Because the defining characteristic of the Pro Tem, Visiting,

324 and Postdoctoral Scholar classifications is their limited duration, the decision of the
325 Office of the Provost should be guided by the current and anticipated duration of the
326 position, ~~and may also consider programmatic needs, resources, and/or enrollments.~~ If a
327 petition for reclassification or recategorization is denied, the letter accompanying the
328 decision shall contain the reasons underlying the Provost's decision. If the Union was
329 party to the petition submission by the bargaining unit faculty member, they shall be
330 copied on the decision.

- 331
- 332 b. **University Initiated Reclassification.** In keeping with the principles set forth above the
333 University may reclassify a bargaining unit faculty member in the Career or a Limited
334 Duration classification when their employment has evolved to more closely resemble a
335 different classification. Reclassification of Career positions under this subsection are only
336 allowed by mutual agreement.
- 337
- 338 c. When a position is reclassified from a Career or Limited Duration classification into the
339 Tenure Track and Tenured classification, a new national search is required to fill the
340 position except when an exception has been granted by the Office of the Provost. For
341 other classifications, a national search is permissible, but not required when the original
342 search was national in scope and ~~when~~ the incumbent has had consecutive successful
343 reviews ~~a national search will not be mandatory.~~
- 344
- 345 d. Unless there is agreement to the contrary, a reclassification under this Section will not
346 reduce the rank or base salary of a bargaining unit faculty member.
- 347
- 348 e. **When programmatic needs or enrollments justify the reclassification of a Pro Tem**
349 **position to a Career position or the creation of a Career position, such departmental**
350 **requests will not be unreasonably denied.**
- 351

352 **Section 9.** A reclassification or recategorization shall take effect on the effective date approved
353 by the Office of the Provost. ~~If a petition for reclassification or recategorization is denied, the~~
354 ~~letter accompanying the decision shall contain an explanation of the reasons underlying the~~
355 ~~Provost's decision.~~

356

357 ~~**Section 10.** By September 1 of each year the University shall provide the Union with an~~
358 ~~annual report of the following for the preceding academic year:~~

- 359 ~~a. Permissions to extend a position in the Pro Tem or Postdoctoral Scholar classification~~
360 ~~beyond three years;~~
361 ~~b. Recategorizations;~~
362 ~~c. Reclassifications;~~
363 ~~d. Denials of recategorizations and reclassifications;~~
364 ~~e. National search exceptions.~~

365

366 ~~**Section 11.** A change in rank within a category requires a promotion.~~