

TENTATIVE AGREEMENT (1/24/2025)

1 UNITED ACADEMICS MEDIATION PROPOSAL (1/24/2025)
2 UNITED ACADEMICS COUNTERPROPOSAL (7/2/2024)
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)
4 UNITED ACADEMICS COUNTERPROPOSAL (5/2/2024)
5 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/18/2024)
6 UNITED ACADEMICS PROPOSAL (2/1/2024)
7

8 Document Key

9 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

10
11 [Package. This is a package proposal with Article 15, 19, 20, and 34.]
12

13 ARTICLE 15. ACADEMIC CLASSIFICATION AND RANK

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15 Section 1. The University shall assign each bargaining unit faculty member the classification,
16 category, and rank that most closely reflect the duties described in their appointment and job
17 description.
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19 Section 2. Classification

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21 The following are the classifications that apply to faculty bargaining unit positions. A
22 classification identifies the type of position.
23

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

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48 or (2) pursuant to norms of the specific discipline, an individual who has recently
49 obtained a terminal degree and is seeking further professional experience prior to
50 seeking a professorship.

- 51
- 52 ii. PRO TEMPORE: A paid appointment that is intermittent or of limited duration,
53 except as provided in Section 6.
- 54
- 55 iii. POSTDOCTORAL SCHOLAR: A paid, mentored research position that is of
56 limited duration (up to three years) for individuals who have earned a doctoral
57 degree. Postdoctoral mentors may petition the Office of the Provost for an
58 extension of no more than two years. Permission to continue a position in the
59 Postdoctoral Scholar classification for longer than three years must be granted in
60 writing by the Office of the Provost.
- 61
- 62 iv. POSTBACCALAUREATE SCHOLAR: A paid, mentored research position that
63 is of limited duration (up to five years) for individuals who have earned a
64 bachelor's or equivalent degree.
- 65
- 66 v. RETIRED: A paid appointment post-retirement that is of limited duration. A
67 bargaining unit faculty member can be appointed to the retired classification if
68 they retire, resign, or have been terminated without cause from employment with
69 the university, and are:
- 70
- 71 i. eligible for unreduced or reduced benefits under the Public Employees
72 Retirement System (for participants in PERS) or the Oregon Public
73 Service Retirement Program (for participants in OPSRP);
- 74
- 75 ii. eligible under Internal Revenue Service rules to withdraw funds from an
76 account established under Optional Retirement Plan and meets the
77 requirements for unreduced or reduced benefits under their plan.
- 78

79 This classification includes the post-retired or emerit faculty described in Article
80 1, Recognition.

81

82 Section 3. Category & Rank

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

88

- 89 a. PROFESSOR: This category can only be used in the Tenure-Track or Tenured, Acting,
90 Visiting, or Retired classifications. Duties are in all three areas of independent research,
91 scholarship, and/or creative inquiry; instruction; and service. Ranks in this category in
92 ascending order are assistant professor, associate professor, and professor.
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- 94 b. CLINICAL PROFESSOR: This category can only be used in the Visiting, Career, Pro
95 Tem, or Retired classifications. Primary duties are in the area of clinical instruction or
96 research. Ranks in this category in ascending order are assistant clinical professor,
97 associate clinical professor, and clinical professor.
98
- 99 c. PROFESSOR OF PRACTICE: This category can only be used in the Visiting, Career,
100 Pro Tem, or Retired classifications. Primary duties are in the area of research or
101 instruction. This category is to be held by eminently qualified professionals who have had
102 a major impact on fields and disciplines important to University of Oregon programs. A
103 Professor of Practice will:
104
- 105 i. have a substantial basis of experience equal to a tenured professor (normally a
106 minimum of 12 years) and a national/international reputation for excellence
107 reflected in a record of significant accomplishments;
108
 - 109 ii. have a profile of accumulated professional accomplishments fully congruent with
110 the rank of professor and where such accomplishments are typically accrued in a
111 non-academic or non-university setting;
112
 - 113 iii. have a rich and extensive background in a field and discipline relevant to the
114 school, college, or unit of appointment at the University of Oregon; and
115
 - 116 iv. serve as a liaison between the professional field and the University of Oregon.
117
- 118 The only rank in this category is professor of practice.
119
- 120 d. TEACHING PROFESSOR: This category can only be used in the Career or Retired
121 classification. This category requires an existing or previous appointment in the Career
122 classification at the highest rank in the instructor or lecturer categories. This category can
123 only be granted by the Office of the Provost through the review process specified in
124 Appendix 4. Primary duties are in the area of undergraduate and/or graduate instruction.
125 Duties may include, but are not limited to, involvement in design and development of
126 courses and the curriculum, support for the evaluation of teaching, or additional focus on
127 leadership projects. The Teaching Professor category and rank will remain in place for
128 the duration of the faculty member's employment with the university. There is no
129 promotion path to or within the Teaching Professor category and rank. The only rank in
130 this category is teaching professor.
131
- 132 e. INSTRUCTOR: This category can only be used in the Visiting, Career, Pro Tem, or
133 Retired classifications. Primary duties are in the area of undergraduate instruction.
134 Instructor duties may include advising and mentoring responsibilities as well as
135 possibility of involvement in design and development of courses and the curriculum.
136 Ranks in this category in ascending order are instructor, senior instructor I, and senior
137 instructor II.
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- 139 f. LECTURER: This category can only be used in the Visiting, Career, Pro Tem, or Retired
140 classifications. Primary duties are in the area of graduate instruction and education. The
141 duties may also include some undergraduate instruction and mentoring and advising
142 responsibilities, as well as the possibility of involvement in design and development of
143 courses and the curriculum. Appointments in the Lecturer category require the terminal
144 degree (or its professional equivalent) relevant to the appointment, but holding a terminal
145 degree does not by itself entitle a bargaining unit faculty member to appointment in the
146 Lecturer category. Ranks in this category in ascending order are lecturer, senior lecturer I,
147 and senior lecturer II.
148
- 149 g. LIBRARIAN: This category can only be used in the Visiting, Career, Pro Tem, or
150 Retired classifications. Primary duties are in the areas of applied practice in library and
151 information sciences, and may include independent research, scholarship, and/or creative
152 inquiry; instruction; and service. Appointments in the Librarian category require a
153 terminal professional degree relevant to their appointment. Holding a terminal degree
154 does not by itself entitle a bargaining unit faculty member to appointment in the Librarian
155 category. Ranks in this category in ascending order are assistant librarian, associate
156 librarian, and senior librarian.
157
- 158 h. RESEARCH ASSISTANT: This category can only be used in the Visiting, Career, Pro
159 Tem, or Retired classifications. Primary duties are in the area of research. Research
160 Assistants typically work as members of a research team under the direct supervision of
161 other faculty researchers. There are three Research Assistant category types based on the
162 minimum degree requirement:
163
- 164 i. RESEARCH ASSISTANT (TYPE A): Positions that require skills and/or
165 experience relevant to the duties of the position and do not have a minimum
166 degree requirement.
167
- 168 ii. RESEARCH ASSISTANT (TYPE B): Positions that require a bachelor's or
169 equivalent degree. ~~In rare occasions, p~~Positions in specialized fields may allow
170 for a combination of education and equivalent experience prior to the time of hire
171 to satisfy the bachelor's degree requirement.
172
- 173 iii. RESEARCH ASSISTANT (TYPE C): Positions that require a master's or
174 equivalent degree. ~~In rare occasions, p~~Positions in highly specialized fields may
175 allow for a combination of education and exceptional equivalent experience prior
176 to the time of hire to satisfy the master's degree requirement.
177
- 178 Ranks for each research assistant type in ascending order are research assistant, senior
179 research assistant I, and senior research assistant II.
180
- 181 i. RESEARCH ASSOCIATE: This category can only be used in the Visiting, Career, Pro
182 Tem, or Retired classifications. This category requires a terminal degree relevant to the
183 appointment. Primary duties are in the area of research, which are typically undertaken as
184 part of a research team or lab. Appointments in the Research Associate category require a

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

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The only rank in this category is principal research scientist.

- n. POSTDOCTORAL SCHOLAR: This category can only be used in the Postdoctoral Scholar classification. This category requires a temporary and defined period of formally mentored research, instruction, librarianship, or scholarly training, for the purpose of allowing the Postdoctoral Scholar to acquire the professional skills needed to pursue a career path of their choosing. The appointment requires a doctoral degree. At the time of appointment, hiring documentation should include an articulated program of mentoring with an identified mentor. The only rank in this category is postdoctoral scholar.
- o. POSTBACCALAUREATE SCHOLAR: This category can only be used in the Postbaccalaureate Scholar classification. This category requires a bachelor's or equivalent degree. This category requires a temporary and defined period of formally mentored research or scholarly training for the purpose of allowing the postbaccalaureate scholar to acquire the professional skills needed to pursue a career path of their choosing. The only rank in this category is postbaccalaureate scholar.

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

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

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

Section 6. Newly created Pro Tem faculty appointments will be consistent with Section 2.c.ii. above. ~~The University may not make Pro Tem faculty appointments when an appointment in the Career or Tenure-Related classification is warranted.~~ Furthermore, Pro Tem positions will last no more than three years unless the Office of the Provost designates the position as an Ongoing Pro Tem position or gives a department or unit permission to extend the position for up to one year. ~~Substantially identical Pro Tem positions will not be reopened for one calendar year after the initial three year term. The Office of the Provost may designate the position as an Ongoing Pro Tem position or give a department or unit permission to extend the position for up to one year.~~

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276 ~~When programmatic needs or enrollments justify the creation of a Career position, the~~
277 ~~department or unit may not continue to fill that curricular need with a Pro Tem position.~~

278
279 The Office of the Provost can designate a Pro Tem position to be an Ongoing Pro Tem position
280 for legitimate pedagogical or programmatic reasons.

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

298
299 In rare cases, the Office of the Provost can give a department or unit permission to extend a Pro
300 Tem position for one year beyond the three-year limit. In these rare cases, a faculty member may
301 continue in the Pro Tem position for one year beyond the three-year limit.

302 303 Section 7. Recategorizations

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- 305 a. **Faculty Initiated Recategorization.** Bargaining unit faculty members in the Career
306 classification shall have the right to petition the Office of the Provost to have their
307 position recategorized if they believe that their position was categorized incorrectly at the
308 time of first hire or their position has evolved to more closely resemble a different
309 category. If a petition for recategorization is denied, a bargaining unit faculty member
310 may petition again after completion of at least one additional year of service in the
311 position. ~~In cases of denial, the letter accompanying the decision shall contain the reasons~~
312 ~~underlying the Provost's decision. If the Union was party to the petition submission by~~
313 ~~the bargaining unit faculty member, they shall be copied on the decision.~~
 - 314
315 b. **University Initiated Recategorization.** In keeping with the principles set forth above the
316 University may recategorize a bargaining unit faculty member in the Career or Limited
317 Duration classification when their position has evolved to more closely resemble a
318 different category.
 - 319
320 c. Unless there is agreement to the contrary, a recategorization under this Section will not
321 reduce the rank or base salary of a bargaining unit faculty member.

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Section 8. Reclassifications

- a. **Faculty Initiated Reclassification.** Bargaining unit faculty members in the Pro Tem, Visiting, or Postdoctoral Scholar classifications who believe that their positions should be positions in the Career classification may petition for reclassification after the completion of two years of appointment. Because the defining characteristic of the Pro Tem, Visiting, and Postdoctoral Scholar classifications is their limited duration, the decision of the Office of the Provost should be guided by the current and anticipated duration of the position, ~~and may also consider programmatic needs, resources, and/or enrollments.~~ If a petition for reclassification or recategorization is denied, the letter accompanying the decision shall contain the reasons underlying the Provost's decision. If the Union was party to the petition submission by the bargaining unit faculty member, they shall be copied on the decision.
- b. **University Initiated Reclassification.** In keeping with the principles set forth above the University may reclassify a bargaining unit faculty member in the Career or a Limited Duration classification when their employment has evolved to more closely resemble a different classification. Reclassification of Career positions under this subsection are only allowed by mutual agreement.
- c. When a position is reclassified from a Career or Limited Duration classification into the Tenure Track and Tenured classification, a new national search is required to fill the position except when an exception has been granted by the Office of the Provost. For other classifications, a national search is permissible, but not required when the original search was national in scope and ~~with~~ When the incumbent has had consecutive successful reviews ~~a national search will not be mandatory.~~
- d. Unless there is agreement to the contrary, a reclassification under this Section will not reduce the rank or base salary of a bargaining unit faculty member.
- e. Requests to reclassify a ~~When programmatic needs or enrollments justify the reclassification of a Pro Tem position to a Career position under a. or b. above or the creation of a Career position, such departmental requests~~ will not be unreasonably denied.

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

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

- ~~a. Permissions to extend a position in the Pro Tem or Postdoctoral Scholar classification beyond three years;~~
- ~~b. Recategorizations;~~
- ~~c. Reclassifications;~~
- ~~d. Denials of recategorizations and reclassifications;~~


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368 ~~e. National search exceptions.~~

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

Tentative Agreement (1/24/2025):


Nathan Whalen (Jan 28, 2025 09:21 PST)

Jan 28, 2025

Nathan Whalen (United Academics)



Jan 27, 2025

Chris Meade (University of Oregon)