

Reclassification FAQ (January 2014, Revised 3/4/2014)

What positions are subject to the one-time reclassification of adjunct positions to career NTTF positions?

The reclassification process applies to all on-going positions held by adjunct faculty members in the United Academics bargaining unit who are employed this academic year and who held the same position for all or part of the two academic years directly preceding this academic year or for any three academic years prior to this academic year. The process is a one-time initiative required by a Memorandum of Understanding appended to the Collective Bargaining Agreement (CBA) between the University and United Academics.

Does the position have to be at a particular FTE for it to be subject to reclassification?

No, there is no minimum FTE required for reclassification.

When can a position subject to this reclassification process be maintained as “adjunct” even if it is intended to be on going?

Positions subject to this reclassification process can remain as “adjunct” beyond three years if there is a legitimate pedagogical or programmatic reason for the adjunct classification.

What constitutes a “legitimate pedagogical or programmatic reason”?

There is not an exhaustive list of legitimate pedagogical or programmatic reasons that justify retention of the adjunct classification for a position for which a department or unit has an on-going need; however, examples of reasons that have been considered legitimate include the need to have a rotating set of faculty who each provide a different perspective for a position and external funding for a position that is time-limited. Additional examples of reasons that qualify a position for this exception to reclassification may be provided as the University considers departments’ and units’ proposals for maintaining positions in the adjunct classification. In addition to the pedagogical and programmatic reasons given, a position may be retained as adjunct in light of unpredictable, fluctuating enrollments that can be documented as an ongoing issue. [Revised 3/4/14]

If a position is reclassified from “adjunct” to “career” NTTF, does the faculty member holding the adjunct position automatically receive an appointment to the reclassified, career position?

If the reclassification of the position does not result in a substantial change in work or FTE, then the adjunct faculty member will be appointed to the new, “career” position, provided the faculty member agrees to the appointment. If the faculty member agrees to the “career” appointment, the faculty member’s current academic year appointment will be retroactively converted into a “career” appointment.

Retention of the same faculty member in the reclassified career position beyond the current academic year requires a determination by the faculty member’s department or unit that the faculty member has performed to the standards of the department or unit, as practiced or published. If the department or unit’s review concludes that the faculty member has not performed to the standards of the unit as published or practiced, then the faculty member must be reviewed again prior to contract renewal, to determine whether the faculty member’s performance supports renewal of the faculty member’s appointment for the next academic year.

What happens when a reclassified position is on going, but there is substantial change in work or FTE?

If an adjunct position is converted to a career position with substantial change in work or FTE, the department or unit may appoint an incumbent adjunct faculty member to the new career position, if that faculty member meets the minimum qualifications for the position and has performed to the standards of the unit as published or practiced. Otherwise, the new career position can be filled with an internal or external search.

What does it mean to be a “career” NTTF?

The CBA provides career NTTF with rights distinguishable from adjunct faculty in the United Academics bargaining unit, including: (1) a right to receive notice of renewal or nonrenewal of annual appointments by May 1st, which notice must include a written statement documenting the reasons for non-renewal, if applicable; (2) eligibility for review for promotion following six years in a career NTTF position with an average of at least .4 FTE; (3) eligibility for consideration for sabbatical leave, if appointed at .5FTE or greater at certain senior ranks; (4) eligibility for two and three-year contracts, after the requisite number of years of service at various ranks; and (5) the potential right or responsibility to be involved in departmental or unit governance.

*Some of the foregoing CBA provisions include exemptions or exceptions for **fundings-contingent** positions, including, for example, provisions related to length of contract and notices of renewal and nonrenewal.*

Is there recourse if an adjunct disagrees about a reclassification decision?

An adjunct faculty member who is employed this academic year and who held the same position for any three academic years prior to this academic year who

disagrees with the decision about whether the faculty member's position is on-going may grieve the decision regarding whether the position is on-going in accordance with Article 22 of the CBA. The decision regarding whether a position is on-going is the only step in the reclassification process that is grievable.

Are career NTTF required to provide notice if they leave prior to the conclusion of their contract period?

In general, NTTF contracts do not require a faculty member to give notice. However, if the faculty member is absent without leave for 21 consecutive days during any academic or fiscal year, she or he may be considered to have abandoned her or his position and voluntarily resigned from the University.

Where do I obtain more information about reclassification?

More information on reclassification is available on the Academic Affairs web site, including the CBA and workshop materials under the heading, "one-time reclassification."

If you have more questions, please contact Barbara Altmann, Vice Provost for Academic Affairs (baltmann@uoregon.edu) or Jane Gordon, Senior Project Leader (<mailto:jgordon@uoregon.edu>).