APPENDIX A

ACADEMIC TITLES AND RANK EQUIVALENTS COVERED BY AAUP-AFT AGREEMENT⁵

	JOB CLASS CODE	
TITLE	<u>A.Y.</u>	<u>C.Y.</u>
Rank of Distinguished Professor:		
Tenured/Tenure Track Titles Distinguished Professor Distinguished Professor Law Extension Specialist (Professor II) Law Librarian I Professor II Professor II Law Special Professorial Title University Professor	89500 89540 99100 99140 89000 99040 99056 89005	89520 89541 99110 99150 89010 99050 99057 89015
Distinguished Professor Dept. Chair Professor II Dept. Chair Special Professorial Title Chair	89510 89001 99059	89530⁵ 89011 99058
Non Tenure Track Titles Distinguished Clinical Professor Distinguished Clinical Professor Law Distinguished Professor of Professional Practice Distinguished Research Professor Distinguished Teaching Professor Lecturer (Professor II) Research Professor II	89552 89551 97338 89560 97308 99060	89553 89550 97339 89570 97309 99070
Rank of Professor:		
<u>Tenured/Tenure Track Titles</u> County Agent I (Professor I) Extension Specialist (Professor I) Law Librarian II Librarian I Professor I Professor I [T-code] Professor I Law	98180 98060 98140 98120 88000 98160	98190 98070 98150 98130 88010 98170
Extension Specialist (Professor I) Dept. Chair Professor I Dept. Chair	98061 88001	98071 88011

⁵ This list is not inclusive of all titles covered by the collective bargaining agreement between Rutgers and the AAUP-AFT. It is meant to serve as a reference point for commonly used titles. The dashes on this list represent those union eligible titles that are currently encumbered but will be phased out of use. Please contact the Office of Academic Labor Relations if a title that you would like to use has not been included on the Appendix A.

	JOB CLASS CODE	
TITLE	<u>A.Y.</u>	<u>C.Y.</u>
Non Tenure Track Titles Clinical Professor Clinical Professor Law I Lecturer (Professor I) Librarian of Practice I Professor of Professional Practice Research Professor I Research Professor I Teaching Professor	88002 98161 98040 97366 97336 98000 97306	88009 98171 98050 97367 97337 98010 97307
Rank of Associate Professor:		
Tenured/Tenure Track Titles Associate Extension Specialist Associate Professor Associate Professor Law County Agent II Law Librarian III Librarian II	97040 87000 97140 97180 97120 97100	97050 87010 97150 97190 97130 97110
Associate Extension Specialist Dept. Chair Associate Professor Dept. Chair County Agent II Dept. Chair	97052 87001 97167	97051 87011 97166
Non Tenure Track Titles Associate Professor (Non Tenure Track) Associate Professor of Professional Practice Associate Research Professor Associate Teaching Professor Clinical Associate Professor Clinical Associate Professor Law Lecturer (Associate Professor) Librarian of Practice II	87012 97334 97020 97304 87002 97141 97160 97364	99895 97335 97030 97305 87009 97151 97170 97365
Rank of Assistant Professor:		
<u>Tenured/Tenure Track Titles</u> Assistant Extension Specialist Assistant Professor Assistant Professor Law County Agent III Law Librarian IV Librarian III Assistant Professor Dept. Chair	96040 86000 96140 96180 96120 96100 86001	96050 86010 96150 96190 96130 96110 86011

JOB CLASS CODE

TITLE	<u>A.Y.</u>	<u>C.Y</u>	
Non Tenure Track Titles Adjunct Assistant Extension Specialist Adjunct Assistant Professor Adjunct County Agent III Assistant Professor (Non Tenure Track) Assistant Professor of Professional Practice Assistant Research Professor Assistant Teaching Professor Clinical Assistant Professor Law Lecturer (Assistant Professor) Librarian of Practice III	96231 96080 96240 86002 97332 96000 97302 86003 96141 96160 97362	96230 96090 96250 86012 97333 96010 97303 86004 96151 96170 97363	
Rank of Instructor:			
Clinical Instructor Clinical Instructor Law County Agent IV Extension Associate Instructor Instructor Law Instructor of Professional Practice Lecturer (Instructor) Librarian of Practice IV Research Associate Teaching Instructor	85001 96116 95140 95000 85000 96112 97330 95060 97360 95040 97300	85011 96117 95150 95010 85010 96113 97331 95070 97361 95050 97301	
Rank of Assistant Instructor:6			
Assistant Instructor Lecturer (Assistant Instructor) Research Assistant		 	
OTHER TITLES COVERED BY AAUP-AFT AGREEMENT			

Teaching Assistant9972299723Graduate Assistant9975299753

⁶ Pursuant to the Memorandum of Agreement between the AAUP-AFT and Rutgers regarding Non-Tenure Track Faculty, all new faculty hired as of 7/1/14 will be hired at the rank equivalent of Instructor or above.