

FACULTY FORUM PROPOSAL – May 28, 2026

~~ARTICLE 6-~~ ARTICLE 5 - FACULTY APPOINTMENTS

The individuals who teach at and for Central Oregon Community College are classified as full-time tenured faculty members, full-time probationary faculty members, full-time temporary faculty members, adjunct instructors, and part-time instructors.

~~6.1-~~ 5.1 Adjunct Instructors

The College employs, under a teaching notice of appointment, selected individuals for limited instructional services. Persons employed in this category shall be provided benefits under the agreement solely as prescribed in this Collective Bargaining Agreement for adjunct instructors. Adjunct faculty members who are assigned at the start of the ~~fall~~ Fall term at least 24.5 ~~(max of 37.9)~~ and no more than 37.9 load units for that ~~academic contract~~ year shall be recognized as members of the bargaining unit and given a yearly, or – as described in ~~6.1~~ 5.1(d) – a two-year —Notice of Appointment as adjunct instructors. Appointment does not, in any way, propose, indicate, or promise a continuation of appointment or a new appointment, ~~but written notice of non-renewal must be provided to adjunct faculty by May 15 to allow them time to seek other employment, if necessary. Notice of non-renewal is not required for an adjunct instructor.~~

- (a) The qualifying load units shall include both teaching and other assignments, as determined mutually by the Faculty Forum and the administration.
- (b) In the event actual load units fall below the projection, the adjunct faculty members will maintain both benefits and unit membership for the duration of the period specified in the Notice of Appointment. If the adjunct instructor declines load units, benefits and unit membership may be reduced or terminated.
- (c) The renewal of an adjunct member's employment is entirely at the discretion of the College. Except for the applicable provisions of **Article 40 16**, adjunct faculty shall have no property interest in their employment with the College.
- (d) If an adjunct instructor has taught in the same position ~~and/or in a full-time temporary position~~ for at least ~~five (5)~~ four (4) consecutive years with satisfactory evaluations, that adjunct instructor may be eligible for a two-year appointment. Such appointments would be proposed by the department chair to the Instructional Dean who then recommends to the Vice President for Academic Affairs for consideration. ~~To streamline the application process, the VPAA's office will send the request form to all newly eligible adjunct instructors and their department chairs by October 15.~~
- (e) ~~Current adjunct instructors shall have the right to be interviewed for any full-time temporary or full-time tenure track position for which they apply and meet the minimum qualifications.~~

~~6.2-~~ 5.2 Full-time Faculty Members

This category of personnel of the College refers to and is limited to those members whose principal role is providing instructional services on a full-time basis over the full ~~academic contract~~ year. This category also includes librarians and department chairs whose services are provided on a full-time basis over the full ~~academic contract~~ year, unless they are specifically contracted in another category of personnel. This category of faculty member is further subdivided into the following:

- (a) Temporary. The individual in this category is appointed for a limited period of time, often a single academic year. These appointments are most commonly used to fill budgeted positions, i.e. to replace faculty on paid or unpaid leave, or to fill budgeted positions on an emergency basis. They may also include positions that are created on a trial basis, as well as situations in which departmental needs and resources temporarily allow for a full-time position.
 - i. Appointment does not, in any way, propose, indicate, or promise a continuation of appointment or a new appointment. The duration of a full-time temporary position should not exceed ~~four~~ ~~three~~ (3) years; however, in unusual circumstances the Vice President of Academic Affairs (VPAA), in consultation with ~~Forum President FFE~~ C, may extend the position beyond ~~four~~ ~~three~~ years. ~~Written notice of non-renewal is not required for a temporary faculty member shall be provided by June 30~~ May 15, if necessary.
 - ii. During this appointment, temporary faculty members are expected to ~~participate in departmental work and advising, in addition to engage in~~ the primary assignment ~~duties of the position~~ (see **Article 11.2**). Full-time temporary faculty members may also participate in appropriate College committees during the term of their contract year, if elected or appointed according to the Faculty Senate ~~or Forum~~ process. ~~[return added]~~
 - iii. If a faculty member who ~~held~~ holds a full-time temporary position is appointed to a full-time tenure track position, the College may conduct an evaluation and consider the years of temporary full-time service towards ~~promotion~~ tenure. Such agreements shall be articulated in writing with copies provided to the faculty member (see **Article 6.3[b]**).
 - iv. Current full-time temporary instructors shall have the right to be interviewed for any full-time temporary or full-time tenure track position for which they apply and meet the minimum qualifications.
- (b) Probationary (Tenure Track). Appointments to probationary status are for one (1) academic year and are subject to annual renewal solely at the discretion of the College. The probationary period at Central Oregon Community College will normally be ~~five (5)~~ ~~three~~ (3) consecutive years in duration, with the understanding that each annual appointment is subject to renewal by the College. ~~This renewal shall be automatic unless written notice of non-renewal is provided to the faculty member by May 15.~~ Furthermore, in cases where the College finds that a

probationary faculty member needs an additional year in which to extend or complete their professional competence beyond the completed ~~five (5)~~ three (3) academic years, the faculty member's probationary period may then be extended to include a ~~sixth (6th)~~ fourth (4th) academic year. Completion of a probationary period does not automatically confer, promise, or guarantee that the member shall be elevated to tenured status, nor does completion of the probationary period imply, confer, promise, or guarantee future employment.

- i. Faculty appointed to probationary (tenure-track) positions must have gone through a comprehensive search.
- (c) Tenured. Faculty members who have been awarded tenure by the College Board of Directors are in this category. Appointments with tenure shall be thus specified until the retirement or resignation of a faculty member and, subject to the provisions and procedures specified in **Articles 16 and 17** ~~10 and 11~~, are dismissible only for adequate cause or reduction in force.

~~6.3.~~ 5.3 Temporary Assignments

Upon mutual agreement, a member of the bargaining unit may take a temporary assignment outside of the unit (see **Article 1.2**). During this period the member shall continue to accrue seniority, though will not accrue step increases or years towards tenure ~~or promotion~~. Such assignments may include, but are not limited to, interim administrative posts (i.e. interim Instructional Dean) or other positions excluded from the bargaining unit (see **Article 1.3**). A faculty member accepting appointment as an administrative employee will be placed on probation per the COCC Administrator and Confidential handbook and will retain the right to return to faculty status for a time period negotiated between the College and the employee, not to exceed three years. The faculty member, per their request, shall be returned to full-time faculty status upon resignation from the administrative appointment if the resignation is provided during the negotiated period of the appointment. If the faculty member remains in an administrative position beyond the negotiated period, they will be placed on a regular administrative appointment and will lose the right to return to faculty status.

~~6.4.~~ 5.4 Policies Faculty Work Protections

~~The parties to this Agreement agree that the College reserves unto itself the exclusive right to implement or make changes in the applicable policies and regulations dealing with the acquisition of tenure in all of their aspects as the College deems appropriate;; provided, however, that such changes:~~

- ~~(a) Shall not affect the provisions of 6.2 5.2 (c), above, during the term of this Agreement;~~
 - ~~(b) Shall not affect the provisions of **Article 17** 10 during the term of this Agreement; and~~
 - ~~(c) Shall become effective after prior consultation with written notice and approval by the Forum in association with Faculty Senate or through any other mutually agreed upon process.~~
- a) Artificial Intelligence (AI) shall not be used to supplant, replace, or diminish primary assignment work performed by faculty.

- b) No faculty member shall be dismissed, laid off, furloughed, have their hours or load units reduced, or lose compensation in any other form as a result of the implementation of AI technology.