

## FACULTY FORUM PROPOSAL – May 28, 2026

### ARTICLE 6 - TENURE

#### 6.1. Tenure

~~Central Oregon Community College has granted tenure throughout its history as a means of demonstrating long-term commitments to its faculty and ensuring the protection of academic freedom. The College believes conferring tenure enhances the learning experiences of COCC students, provides stability for faculty and the larger community, and reinforces COCC's mission and values. 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 that such changes:~~

- (a) Shall not affect the provisions of **5.2(c)** ~~above~~, during the term of this Agreement;
- (b) Shall not affect the provisions of **Article 17** during the term of this Agreement;
- (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 ~~and with written notice to the FFEC.~~

#### 6.2. Awarding of Tenure

- ~~(a) Tenure is awarded to those full-time tenure track faculty members who have, during their probationary years, demonstrated the promise of overall excellence in their primary assignment activities and commitment to the College and the community expected of COCC professional staff.~~
- (a) In the first year of this Agreement, any faculty member with at least three (3) years of probationary employment is eligible for tenure review, following the existing awarding procedure established in G-34-3.2 in the General Policies and Procedures Manual (GPM) (see also **Article 5.3**).
- (b) Upon ratification of this Agreement, all tenure-track faculty members with fewer than three (3) years of probationary employment will be placed in the tenure review process according to their consecutive years in that status.
- (c) Upon ratification of this Agreement, the College may conduct an evaluation and consider the years of service of a temporary full-time faculty member who has been hired into a full-time tenure track position towards acquiring tenure (see **Article 5.2 [a]iii**) and place them appropriately in the tenure review process.
- (d) Tenure is awarded at the discretion of ~~by~~ the Board of Directors upon recommendation by the President. ~~The timeline for consideration for tenure is provided in the Collective Bargaining Agreement Between the Central Oregon Community College Board of Directors and the Central Oregon Community College Faculty Forum.~~
- (e) No Artificial Intelligence system (either GenAI or Agentic) shall be used as a basis for decisions

regarding tenure

6.3. Exceptions

- (a) Completion of three (3) ~~five (5)~~ probationary years while maintaining a complete file does not automatically result in the awarding of tenure.
- (b) Employment while on a Notice of Appointment, or contract other than a regular probationary contract, does not accrue time toward tenure unless specified in writing (see [Article 5.2\[a\]](#) for instance). Copies of all such written agreements shall be given to ~~both~~ the faculty member and ~~FFEC~~.