

FACULTY FORUM PROPOSAL – May 28, 2026

~~ARTICLE 13~~ - ARTICLE 7 - PROMOTIONS

~~13.1. Board Prerogatives~~

~~The Board of Directors of the College reserves unto itself the exclusive right to promote and does not delegate away from itself that management right by this article.~~

~~13.2. College Obligations~~

~~The College agrees not to change the promotion criteria during the life of this Agreement without notice to and consultation with the Forum.~~

7.1 Promotions

Central Oregon Community College's system of academic rank exists to recognize the quality of a Full-time Tenure Track faculty member's contribution to the College and is meant to foster and reward excellence. Promotions are not tied to the Full Time Faculty Salary Schedule (see **Article 10 and Addendum A.**)

7.2 Ranks and Duration

- (a) Assistant Professor: all Full-Time Tenure-Track faculty are hired at the rank of Assistant Professor and hold this rank through their probationary period, typically ~~three (3)~~ **five (5)** academic years (see **Article 5**).
 - i. Upon ratification of this Agreement, any probationary faculty member at the previous rank of Assistant Professor II may keep this title until they are awarded tenure and promoted to Associate Professor.
- (b) Associate Professor: faculty are automatically promoted to Associate Professor when they are awarded tenure, typically at the beginning of their ~~fourth (4th)~~ **sixth (6th)** academic year (see **Articles 5 and 6**).
 - i. Upon ratification of this Agreement, any tenured faculty member at the previous rank of Assistant Professor II will automatically be promoted to the rank of Associate Professor.
- (c) Professor: faculty are first eligible to apply for the rank of Professor after a minimum of ~~one (1)~~ **five (5)** academic years at the rank of Associate Professor but may put themselves up for this final promotion at any time thereafter.

7.3 Promotions Committee

- (a) The College Promotions Committee is assigned the task of reviewing applications for promotion to ~~Full~~ Professor and recommending to the President those members of the faculty most eminently qualified for promotion; promotion is then awarded by the Board of Directors upon recommendation by the President.
- (b) Beginning no later than the second year of this Agreement, the Promotions Committee shall consist of one (1) administrator (either the VPAA or their designee) and four (4) faculty members,

all at the rank of ~~Full~~ Professor. One (1) committee member shall be voted on by the Forum and three (3) by the Faculty Senate.

7.4 Criteria and Reward for Promotion to ~~Full~~ Professor

- (a) In the first year of this Agreement, any eligible Associate Professor may put themselves up for Promotion using the existing criteria for the rank established in G-34-3.1 in the General Policies and Procedures Manual (GPM).
- (b) Within the first year of this Agreement, the Promotions Committee, in collaboration with Faculty Senate, will establish clear criteria by which future faculty members may be promoted to Full Professor (cross-listed with 7.5.b).
 - i. No Artificial Intelligence system (either GenAI or Agentic) shall be used as a basis for decisions regarding promotion to ~~Full~~ Professor.
- (c) Promotion to Full Professor comes with a one-time merit bonus of \$6000, to be paid by the end of the academic year in which their promotion is approved by the Board of Directors.

7.5 Process for Promotion to ~~Full~~ Professor

- (a) In the first year of this Agreement, any eligible Associate Professor who chooses to put themselves up for Promotion should declare their intention in writing to the Vice President of Academic Affairs by November 15. After submitting this notice-of-intent, they should follow the existing procedure and timeline for the previous Promotions process.
- (b) Within the first year of this Agreement, the Promotions Committee, in collaboration with Faculty Senate, will establish a clear process and timeline by which future faculty members may be promoted to Full Professor (cross-listed with 7.4.b).

7.6 Awarding of Promotion to ~~Full~~ Professor

Recommendations for promotion to ~~Full~~ Professor are made to the President by the Promotions Committee by the end of Winter term each academic year. Promotion to ~~Full~~ Professor is then awarded by the Board of Directors upon recommendation by the President by the end of Spring term each academic year. Faculty members awarded this promotion may begin using the title of Professor at the beginning of the academic year following their promotion. ~~Promotion to Professor comes with a one-time merit bonus of \$1500, to be paid by the end of the academic year in which their promotion is approved by the Board of Directors.~~