

### **G-6-8.4 Faculty Promotions Committee**

**CHARGE:** The Faculty Promotions Committee is assigned the task of reviewing recommendations for promotion and recommending to the President those members of the faculty most eminently qualified for promotion. The Promotions Committee will have the responsibility of awarding emeritus status per HR 11-4.

#### **Membership, Voting Status and Terms**

Tenured Faculty (4)*	Elected by the Faculty Forum	Voting	Two years
Tenured Faculty (1)	Appointed by the President	Voting	Two years
Administrative (1)**	Appointed by the President	Voting	Two years
Vice President for Instruction	Automatic	Voting	Standing

\* Should represent a balance between Career & Technical Education and transfer areas, with no more than one faculty member from any one department.

\*\* The administrative appointment on Promotions Committee will either be an Instructional Dean or if that is not possible, another administrator who has three years minimum instructional experience.

The Promotions Committee and the President will review deliberations of the Committee before recommendations are finalized and forwarded.

The President will recommend promotions to the Board and may seek assistance in making such presentations from the Vice President for Instruction or from faculty members as seems appropriate.

Chair Election: Chair to be elected annually by the committee.

### **HR-13-1 Faculty(1)**

By March 1 of each year, retiring faculty who request, or are nominated for, emeritus status will be considered by the Promotions Committee. The Promotions Committee will make certain that considered faculty members meet the technical requirements in HR 11-3-1; if so, the Promotions Committee will consider each request. If the committee judges that a continued association with a faculty member is in the best interest of the College, it shall recommend emeritus status and communicate that recommendation to the Vice President for Instruction. The Promotions Committee shall notify individuals, in writing, of the Committee's recommendations.

### **G-32-19.2 Emeritus Status (for Faculty and Administrators)**

To be eligible for emeritus status, retiring individuals must have had faculty or administrative status at Central Oregon Community College for 15 or more years.

#### **G-32-19.2.1 Criteria for Eligibility of Emeritus Status - Faculty**

Faculty members retiring from Central Oregon Community College at the rank of associate or full professor, and recommended by the Promotions Committee.

#### **G-32-19.2.2 Rights and Privileges of Emeritus Status**

Receive bulletins, announcements, and other publications of the College; participate in commencement; be listed in the College catalog; receive free admissions to all regular College events; full use of the College library; use of a computer, ability to keep college email address; attend the annual employee retreat of the College; use of an office receive occasional and limited administrative assistance for pre-approved projects related to the College of the individual's discipline; and be listed in the Speakers Bureau.

The Promotions Committee is charged with “responsibility of awarding emeritus status.” (G-6-8.4)

This task is further defined in HR-13-1 Faculty(1):

By March 1 of each year, retiring faculty who request, or are nominated for, emeritus status will be considered by the Promotions Committee. The Promotions Committee will make certain that considered faculty members meet the technical requirements in HR 11-3-1; if so, the Promotions Committee will consider each request. If the committee judges that a continued association with a faculty member is in the best interest of the College, it shall recommend emeritus status and communicate that recommendation to the Vice President for Instruction. The Promotions Committee shall notify individuals, in writing, of the Committee's recommendations.

The “technical requirements” which are located in G-32-19.2 and G-32-19.2.1 (not HR 11-3-1 as referenced above) state:

- To be eligible for emeritus status, retiring individuals must have had faculty or administrative status at Central Oregon Community College for 15 or more years.
- Faculty members retiring from Central Oregon Community College at the rank of associate or full professor, and recommended by the Promotions Committee.

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During the 2016-2017 academic year, the Promotions Committee posed the following questions and made the following observations:

Is confirmation of Emeritus Status indicative of an honor?

How is “in the best interest of the College defined”?

Promotions Committee “communicates” their “recommendation to the Vice President for Instruction,” but at what point is the decision final? Does the VPI have veto power? Who has the final authorization to confirm Emeritus Status? (Historically, this has been done by the board, but there seems to be no documentation giving the board this authority.)

What are the criteria the Promotions Committee is supposed to use to determine their recommendation?

If a faculty misses the March 1<sup>st</sup> deadline, could they potentially request the year(s) following their official retirement?

Who will take responsibility for correcting inaccurate references to old GPM sections?

Should there be parallels between granting Emeritus Status to faculty and granting Emeritus Status to administrators?