

- B. The College shall keep an accurate record of all committees and the faculty assigned to them. This record shall be provided to the Union and Department Chairs annually on June 30th and upon request.
- C. Unless committee work is assigned to make up for a shortfall in a faculty member's regular load, "reasonable" shall be defined as no more than three hours in any given week spent in meetings of any kind, including but not limited to face-to-face, remote synchronous, or telephone, and no more than 55 hours on an annual basis, whichever is greater. Hours in excess of these limits shall be compensated at the appropriate special projects rate as defined in Article 14. No more than 100 hours of committee and departmental meetings over their normal load shall be required of any full-time faculty member in any academic year. As much as possible, committee assignments shall be spread among full-time faculty members. This provision does not prohibit full-time faculty members from participating in committees on a voluntary, unpaid basis.
- D. The College can request a part-time faculty member to serve on either an ad-hoc or standing College committee, and the part-time faculty member shall receive additional compensation at the special project rate specified in Article 15. This provision does not prohibit part-time faculty members from participating in committees on a voluntary, unpaid basis.
- E. A screening committee shall be established to screen applicants for full-time faculty positions. The screening committee shall include the Department Chair of the department in which the full-time instructor is being hired, the Instructional Dean of the department in which the instructor is being hired, and such other faculty and staff as the Chief Academic Officer, in consultation with the Office of Instructional Services and Department Chair, recommends. The screening committee shall make ranked recommendations and proceed with the process of hiring the new full-time faculty member. Service on screening committees may count toward committee assignment time, as defined in this article.
- F. If the committee work occurs outside the faculty member's normal work year and the College requests the full-time faculty member to serve, the faculty member may choose to serve and shall receive additional compensation in accordance with Article 15 for the number of hours authorized or use those days as part of the 180-day contract.
- G. Any employee who serves as faculty or staff advisor for a chartered student club may request relief from committee work requirements in lieu of compensation as described in Article 7.f.

ARTICLE 28 - ACADEMIC FREEDOM

Faculty are entitled to academic freedom. Faculty are free to engage in research, scholarly, and creative work, and to publish or otherwise disseminate the results of such work. Each employee is also a citizen of the nation, state, and community, and when speaking, writing or acting as such shall be free from institutional censorship. Employees should avoid, however, creating the impression of speaking or acting for the College when speaking or acting as a private person. It is recognized that the personal life of an employee is not an appropriate concern of the College except as it limits the employee's effectiveness in their position.

Employees maintain their right to criticize the College. Employees maintain their right to seek improvement and revision of the posted policies and administrative rules of the College through

established procedures, where those exist, and through collective action as established by state and federal law, without retaliation.

ARTICLE 29 - Dual Credit

Basic Definitions

Dual Credit, sometimes called College Now at CGCC, provides high school students the opportunity to earn college credit for existing courses in the CGCC catalog, taught by CGCC approved high school instructors.

Dual credit is governed by Oregon law and HECC guidelines – specifically OAR 715-017-0005 and ORS 340.310 – and the CGCC processes are articulated in the CGCC College Now Teacher and Faculty Handbook (or however it is renamed in the next three years). Changes to the aforementioned CGCC handbook shall be discussed in the Instructional Council. The Union shall be notified of such changes and, in collaboration with Management, determine if employment relations have changed to the extent that bargaining is required.

This article focuses on two forms of Dual Credit: Sponsored and Un-sponsored.

1. Sponsored Dual Credit (SDC) occurs when the high school instructor lacks the educational credentials to teach their chosen CGCC course, AR 070.022.000. In this case a CGCC faculty member that has the appropriate credentials to teach the class must mentor the high school teacher. Mentoring is an extensive process required to demonstrate that the dual credit course is sufficiently similar to taking a course from CGCC.
2. Un-sponsored Dual Credit (UDC) occurs when a high school instructor that has the educational credentials of AR 070.022.000 to teach the class at CGCC is teaching that class in the high school to high school students. This process does not require Mentoring but does require evaluation.

Faculty Procedure and Pay for Sponsored Dual Credit (SDC):

1. While the College maintains the ultimate right to assign qualified mentors and evaluators, faculty chairs will assess teaching credentials for high school teachers applying to teach SDC courses. When a high school teacher applies for the SDC Program, the corresponding CGCC department chair shall verify teaching credentials and recommend to the College a CGCC faculty member as a Mentor for Sponsored Dual Credit.
2. The sponsoring faculty Mentor shall:
 - a. receive \$1,000 for the Mentoring of a high school teacher teaching a Dual Credit class for the first time (Initial Mentorship),
 - b. review and approve the teacher portfolio of course materials to include the course syllabi and a cross-section of assessment tools.
 - c. be reimbursed for mileage to each required, visit to the high school, in accordance with Article 18 of this Agreement. Faculty Chairs shall be consulted to determine if such visits - whether in-person, review of recorded sessions, remote synchronous, and asynchronous in nature - are required.