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**Memorandum of Agreement (MOA) between  
Portland State University (University) and  
the Portland State University Chapter  
of the American Association of University Professors (Association)  
April 22, 2020**

**Subject: Option for tenure track members to delay Promotion and Tenure review due to the COVID-19 pandemic**

*Recitals:*

PSU and AAUP recognize that the COVID-19 has created a situation that may interrupt faculty progress toward promotion and tenure. The parties wish to ensure that tenure-track faculty whose scholarly agendas were adversely impacted by the events of Spring 2020 are given the opportunity to recover.

*Agreement:*

A one-year extension of the tenure clock will be offered to all tenure-track faculty members who were employed on the tenure track as of Spring term, 2020.

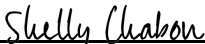

Faculty scheduled for tenure review in Academic Year 2020-2021:

The University will communicate this offer to faculty members no later than one week after the ratification of this agreement. Faculty in this group must let their Department Chair or Chair equivalent and Dean's office know their decision in writing no later than June 1, 2020 using the ACKNOWLEDGEMENT OF EXTENSION OF TENURE CLOCK form (Appendix A).

Faculty scheduled for tenure review in Academic Years 2021-22 through 2024-25:

For tracking purposes, all faculty in this group will remain on their current promotion and tenure review schedules and retain the right to an early review. In April when notifications are sent to those eligible for promotion and tenure review for the following academic year, the Department Chair, Chair equivalent, or Chair of the P&T Committee will include this MOU along with the eligibility notification. Any Faculty member electing the one-year extension must inform the Department Chair, Chair equivalent, or Chair of the P&T Committee, and the Dean's Office of their decision no later than April 30 of that academic year, in writing using the ACKNOWLEDGEMENT OF EXTENSION OF TENURE CLOCK form (Appendix A).

This agreement will become effective upon signature and ratification of the parties and shall remain in effect until the conclusion of the adjustment cycle (AY 2024-25) as noted above.

<u>For the University</u>	<u>For the Association</u>
<p>DocuSigned by:</p>  <p>Shelly Chabon, Vice Provost for Academic Administration</p>	<p>DocuSigned by:</p>  <p>David Hansen, VP of Collective Bargaining</p>
<p>April 22, 2020   6:15 PM PDT</p> <hr/> <p>Date</p>	<p>April 22, 2020   3:19 PM PDT</p> <hr/> <p>Date</p>

**Appendix A to  
MOA Option for tenure track members to delay Promotion and Tenure review  
due to the COVID-19 pandemic**

**ACKNOWLEDGMENT OF  
EXTENSION OF TENURE CLOCK DUE TO COVID-19  
FOR ACADEMIC YEARS 2020-21 through 2024-25**

Name: \_\_\_\_\_

Last

First

Middle

College or School/Department: \_\_\_\_\_ PSU ID: \_\_\_\_\_

Date of First Appointment at PSU: \_\_\_\_\_ Current Rank: \_\_\_\_\_

\* \* \* \* \*

INSTRUCTIONS: When notifications are sent regarding those eligible for promotion and tenure review, the Department Chair or chair of the P&T Committee will include this form along with the PSU-AAUP MOU Titled: OPTION FOR TENURE TRACK MEMBERS TO DELAY PROMOTION AND TENURE REVIEW DUE TO THE COVID-19 PANDEMIC, dated April 22, 2020.

The eligible Faculty member must inform the Department Chair, chair of the P&T Committee, and the Dean's Office, of their decision opt-in to the one-year extension of their tenure review in writing, using this form. The Deadline for the decision is June 1, 2020 if tenure review is in AY 2020-21, or April 30 of the year of the tenure review if the tenure review is in AY 2021-22 through 2024-25.

To be filled out by the Faculty Member:

Check One		Date of Tenure Review
____	I would like to keep my original tenure review schedule.	FALL 20____
____	I would like the automatic Tenure Clock Extension.	FALL 20____

\* \* \* \* \*

*Acknowledgement of Receipt:*

<b>Print Names Clearly Below:</b>	SIGNATURES	DATE
EMPLOYEE:		
DEPARTMENT CHAIR/Supervisor of Record:		
DEAN:		

The Deans office will provide a signed copy to The Office of Academic Affairs

DS  
*SC*

DS  
*DA*