## PSU and AAUP Collective Bargaining Agreement

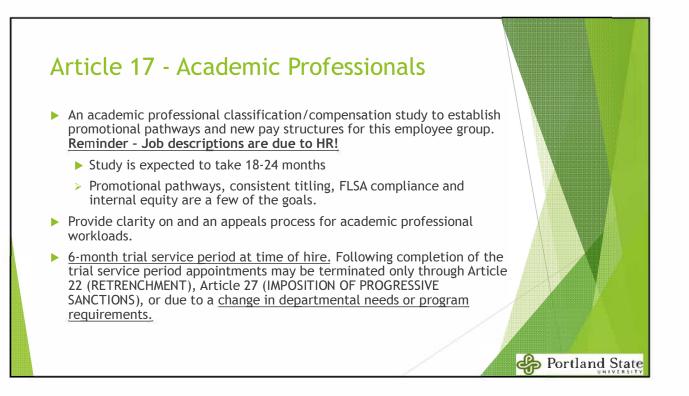
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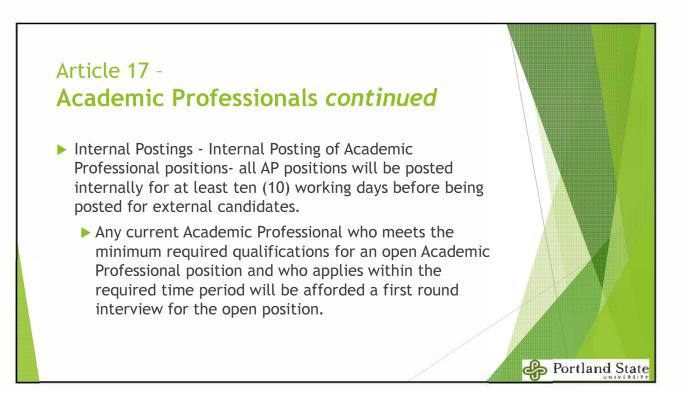
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## Overview

- The recently completed contract between PSU and AAUP contains significant changes in several areas. This presentation provides information about the following changes:
- NTTF new employment types Continuous Appointment and Fixed Term, Evaluation processes
- Academic Professionals (AP) Classification and Compensation study, workload review process and trial service period
- Professional development new, individual accounts for TT, NTTF and APs
- Economics Across the board increases, equity pools and post tenure review





## Article 18 - Instructional NTTF Continuous Appointments

- NTTF will be employed on annual contracts during the first six years of employment.
- Notice of non-renewal of an annual contract during the probationary period must be provided by April 1 of the first year of the probationary period and by January 1 of the second through fifth years of the probationary period, effective at the end of that academic year.
- > Annual evaluations during years 1 through 5 of the probationary period.
- In year 6 of the probationary period, non-tenure track instructional faculty members are to be evaluated for continuous appointment. Prior to the end of the final academic year of the probationary period, a non-tenure track instructional faculty member is to be awarded a continuous appointment or provided twelve (12) months' notice of termination of employment.

## Article 18 - Instructional NTTF Continuous Appointments continued

#### For AY 16-17:

- Current NTTF may be eligible to convert to a continuous appointment subject to the terms contained in the LOA #12 of the CBA.
  - Current NTTF completed 4 years and successfully promoted
  - Current NTTF completed 6 years and 4 most recent satisfactory evaluations
  - ▶ More than 4 years and has <u>not been evaluated</u>, may apply for CA.
  - Thus, units will need temporary evaluation guidelines to convert to Continuous Appointment.

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## Article 18 - Instructional NTTF Continuous Appointments continued

- For purposes of this Article, a "continuous appointment" is an indefinite appointment that can be terminated only under the following circumstances:
  - Pursuant to Article 22 (Retrenchment).
  - When a sanction of termination is warranted and imposed pursuant to Article 27 (Imposition of Progressive Sanctions).
  - Due to a change in curricular needs or programmatic requirements made in accordance with applicable shared governance procedures.

### Article 18 - Instructional NTTF **Fixed Term - Instructional**

Fixed term appointments are appropriate for visiting faculty, to fill a temporary vacancy (such as a vacancy caused by another employee being on leave or pending a search for a vacant position), when a program is newly established or expanded, when the specific funding for the position is time-limited, or for a specific assignment or to fill a discrete need that is not expected to be ongoing. 🕝 Portland State

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# Article 18 - NTTF Research - Ongoing and Fixed Term

- NTTF Research faculty The language will clarify that the University, in its discretion, may employ research NTTF on <u>fixed term contracts</u>, <u>on contracts that run the length of a grant</u>, or on an ongoing basis (without a fixed end date). Will automatically renew <u>contingent on</u> <u>the continued availability of funding</u>, provided that early termination of employment always requires at least 30 days' notice.
- Pilot Bridge Funding program to cover temporary funding gaps for NTTF research faculty.
  - \$70,000 in one time funding has been set aside for a pilot bridge funding program.

<ul> <li>Article 19 - Profession</li> <li>Individual profession</li> <li>maintained for eary ear, each IPDA with follows:</li> </ul>	ional devo		s (IPDA) w	will be fiscal	
July 1, 2016		July 1, 2018			
Tenure/tenure track	\$1000		\$1100		
NTTF/Fixed Term (continuous/ongoing)	\$600	NTTF/Fixed Term (continuous/ongoing)	\$600		
AP	\$500	AP	\$500		
A member may utiliz job-related professio years, unused funds activities.	e funds in a ınal develop may be use	an IPDA for activities to oment. Funds may roll d by the college for of	hat support over for fo cher profess	t the our ssional	tate

	-	anges	
	Tenure related	NTTF	Academic Professionals
FY16	Across the Board (ATB) 2% PTR Q2	ATB 2%	ATB 2%
FY17	Equity Market Pool (External) effective Jan/Feb.0.75% PTR Q3	Equity Pool (Internal) Effective Jan/Feb.0.75%	Length of Service adjustment, no adjustment if at range max. 3-5 yrs \$500 5-7 yrs \$1200 7-10 yrs \$1600 10-15 yrs \$1800 15+ yrs \$2000
FY18	Equity Market Pool (External) effective Jan/Feb.0.8% Market PTR 04	Equity Market Pool (Internal and External) effective Jan/Feb.0.8%	0.8 ATB or pool for implementation of class/comp study
FY19	Equity Market Pool (External) effective Jan/Feb.0.9% Market	Equity Market Pool (External) effective Jan/Feb.0.9% Market	0.9 ATB or pool for implementation of class/comp study

