Memorandum of Agreement between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
April 8, 2020

Subject: Loss of staff RGS

As part of the 2019-2020 Successor Bargaining, the parties created a sub-group to address the concerns regarding loss of staff in RGS. In the spirit of good faith and fair dealing, the parties enter into the following agreement.

Agreement:

Preamble: Research is a critical component of PSU’s educational mission. PSU recognizes that a reduction in RGS capacity may have an adverse impact on RGS staff, PI’s and faculty. Concerns about the transition in RGS were reflected in the Demand to Bargain in December 2018, and subsequent comments received from several stakeholders including the faculty senate, faculty in engineering, and individual faculty from across campus.

1. No academic professional will be assigned mandatory overtime.
2. Distribution of overtime will be by seniority of the research academic professionals, then rotation thereafter to provide an equitable distribution of overtime.
3. Working weekends and evenings is not an expectation of academic professionals in RGS.
4. RGS supervisors must adhere and comply with Article 17, Section 9 to ensure a reasonable ability to flex work schedule.
5. Evaluations will reflect the performance of the employee in accordance with their job description. All employees in RGS will be evaluated using one of the two academic professional evaluation forms available on the HR website. The AP and their Supervisor will agree on which of these two forms will be used for the evaluation.
6. APs who are assigned to RGS and/or are assigned new duties or whose job duties significantly change will receive ongoing training as necessary or requested.
7. PI’s will be offered ongoing training on their responsibilities related to the management and application for sponsored projects as necessary for them to meet the needs of their role as PI.
8. Management will notify the Academic Leadership Team (ALT) of this MOA and provide a letter informing them to consider evidence of impact of the reduction in RGS staff, from December 2018 through the effective date of this MOA, on the Faculty’s next round of evaluation for promotion and/or tenure.
9. AAUP will send a joint notification crafted with Administration to members reminding them of the option to include evidence of impact of the RGS staff reductions on research productivity, if appropriate.
10. Updates about RGS will be shared no less than annually at the labor management meetings. In the case of additional changes in staffing levels, AAUP shall be notified within 30 days.

This agreement will become effective and be implemented upon ratification of the AAUP membership. The agreement will become an addendum to the current collective bargaining agreement and will be incorporated in the successor agreement as the parties deem appropriate during successor bargaining as a housekeeping item.

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<tr>
<td>[Signature] Shelly Chabon, Vice Provost for Academic</td>
<td>[Signature] David Hansen, Vice President</td>
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<td>Personnel &amp; Leadership Development</td>
<td>of Collective Bargaining</td>
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