Memorandum of Agreement (MOA) between
Portland State University (University) and
the Portland State University Chapter
of the American Association of University Professors (Association)
May 1, 2020

Subject: COVID-19 impact on Academic Professional Evaluations

Recitals:

The workload of Academic Professionals, and their departments associated with moving all
classes and serving all students remotely to reduce the spread of the COVID-19 virus, is
substantial. In light of the changes made during the COVID pandemic period as well as the
option offered to extend the promotion and tenure review process, the University and the
Association (collectively the “Parties”) wish to provide similar consideration to all Association
members.

Agreement:

The deadline for completing the 2019-2020 Academic Professional evaluations, which ended on
April 1, 2020, will be extended until June 30, 2020. The required meeting to discuss the
evaluations shall be completed virtually, using available technology such as Zoom or Google
Hangouts.

For the evaluation period ending April 1, 2021, Supervisors will give meaningful consideration
and take into account the stressors and disruptions of the COVID crisis (such as a global
pandemic, stay at home orders, the deployment to work at home, and the input from Academic
Professionals. Although we recognize that each case may be different, as appropriate, Academic
Professionals are strongly encouraged to submit a self-evaluation that articulates struggles they
may have encountered and any impact on their performance or outcomes. Should an Academic
Professional receive a negative evaluation for performance during the COVID crisis period, the
Supervisor will articulate consideration given to the stressors noted in the self-evaluation.

OAA will send an email to supervisors on or about March 15, 2021 with this MOA in preparation
for the next evaluation period.

This agreement will become effective upon signature and ratification of the parties. This MOA
will be inserted in the MOA section of the Successor Agreement to the 2015-19 Collective
Bargaining Agreement.

For the University

Shelly Chabon, Vice Provost for Academic Administration
May 1, 2020 | 5:36 PM PDT

Date

For the Association

Mark Money, VP of Collective Bargaining
May 1, 2020 | 2:23 PM PDT

Date