

**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.


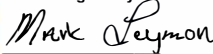
Agreement:

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.

<u>For the University</u>	<u>For the Association</u>
<small>DocuSigned by:</small>  <small>B533FC899FAD1C57</small> Shelly Chabon, Vice Provost for Academic Administration	<small>DocuSigned by:</small>  <small>FA1C3B51A2271E8</small> Mark Seymour, VP of Collective Bargaining
May 1, 2020 5:36 PM PDT <hr/> Date	May 1, 2020 2:23 PM PDT <hr/> Date