

1 **Memorandum of Agreement (MOA) between**
2 **Portland State University (University)**
3 **and the Portland State University Chapter**
4 **of the American Association of University Professors (Association)**
5 **June 30, 2020**

6
7 **Subjects:** Criteria and evaluation requirements for fixed-term faculty members hired after
8 April 5, 2016 to receive service credit toward continuous appointment
9

10 *Recitals*


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12 On March 6, 2019 the parties executed an agreement regarding service credit for fixed-term
13 faculty that were hired prior to the ratification of the 2015-19 collective bargaining agreement.
14 The parties wish to extend similar terms to fixed-term faculty members hired after the ratification
15 of the 2015-19 collective bargaining agreement.
16

17 *Agreement*

18
19 The parties agree that they will apply a defined set of criteria in the award of service credit to
20 fixed-term faculty members in their appointment to a probationary continuous appointment
21 position in accordance with Article 18, Section 3. This agreement shall apply to all faculty
22 members hired under Article 18, Section 3 after April 5, 2016.
23

- 24 1. Service Credit awards to fixed term faculty members will be made based on the following
25 criteria:
- 26 a. Service credit shall be awarded only for time spent as an AAUP-represented fixed-
27 term instructional faculty member at or above .5 FTE.
 - 28 b. One (1) year of service credit shall accrue to faculty members who worked 1.0 FTE at
29 least two (2) of the three (3) terms in an academic year. No service credit will be
30 granted for a year in which the individual faculty member was employed as a fixed-
31 term faculty member for one (1) term.
 - 32 c. The maximum amount of service credit awarded will be three (3) years.
 - 33 d. Consistent with Faculty Senate guidelines for probationary NTTF-CA positions
34 established in Spring 2017, it is expected that Fixed-Term faculty will be evaluated
35 annually. If a department did not complete the evaluation in a given year, it will be
36 assumed that the evaluation was positive.
37
- 38 2. Service credit can be awarded only if the probationary continuous appointment position had
39 an open search per the CBA Article 18.2.a, or if the department received a search waiver for
40 the position from Office of Global Diversity and Inclusion (OGDI)
41
- 42 3. Service credit can be awarded only if the department had approved revisions to their
43 department P&T guidelines that include continuous appointment evaluation procedures, and
44 those procedures were applied to the evaluations in question in paragraph 1, above.
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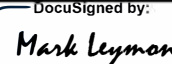
46 This MOA will be effective upon ratification by the PSU-AAUP membership.

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Memorandum of Agreement
Criteria for Service Credit in Article 18 Section 3 post 2016 hires
June 30, 2020
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48 This agreement will be included in the successor agreement during the housekeeping process of
49 negotiations in Article 18 Section 3.
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| <u>For the University</u> | <u>For the Association</u> |
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| <p>DocuSigned by:  ----- Shelly Chabon, Vice Provost for Academic Personnel and Dean of Interdisciplinary General Education</p> | <p>DocuSigned by:  ----- Mark Leymon, Vice President of Collective Bargaining</p> |
| <p>June 30, 2020 5:31 PM PDT ----- Date</p> | <p>June 30, 2020 5:37 PM PDT ----- Date</p> |

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