

**Memorandum of Agreement (MOA) between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
August 12, 2020**

Subject: COVID-19 impact on NTTF and TT Faculty Reviews

Recitals:

We recognize that the COVID-19 pandemic and the University’s deployment of employees to remote work operations had an impact on how and where faculty members conduct their work. The parties wish to provide guidance to Non-Tenure Track Instructional, Tenure Track, and Tenured Faculty members about framing the impact of remote work and the pandemic in their probationary annual reviews and in post-continuous and post-tenure review.

We recognize that student evaluations are commonly used in P&T and other review files. Although the value of student evaluations may be disputed, they can be a key in assessing the effectiveness of teaching.

The Parties agree as follows:

1. Tenure Track and Tenured Faculty members who perceive that their scholarship, teaching and service were impacted by the COVID-19 pandemic and the University’s deployment of employees to remote work operations have the option to include evidence in their review material of the impact of the pandemic and the work at home deployment on their work in their next review period for the following:
 - a. Pre-Tenure Annual Reviews
 - b. Third-Year Review
 - c. Post-Tenure Review (PTR)
2. Non-Tenure Track Instructional Faculty members who perceive that their scholarship, teaching and service were impacted by the COVID-19 pandemic and the University’s deployment of employees to remote work operations have the option to include evidence in their review material of the impact in their next review period for the following:
 - a. Pre-Continuous Appointment Annual Review
 - b. Post-Continuous Appointment Review
3. It will be at the discretion of the faculty member to include or not include any student evaluations collected from courses taught during the period of remote teaching beginning Winter 2020 through summer 2020 in all future evaluation, promotion, continuous appointment, or tenure decisions. The absence of these student evaluations will not prejudice future evaluation, promotion, continuous appointment, or tenure decisions.
4. In the Fall 2020 term, members may include and specifically note additional measures of teaching effectiveness beyond student evaluations. This can include, but is not limited to, sample teaching material, peer observations, or recorded lectures. A member who would like guidance on

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