

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 August 12, 2020

6 Subject: Option for non-tenure track instructional faculty members to delay milestone review for
7 continuous appointment in AY 20/21 due to the COVID-19 pandemic



8 *Recitals:*

9 PSU and AAUP recognize that the COVID-19 has created a situation that may interrupt NTTF faculty
10 member progress toward Continuous Appointment. The parties wish to ensure that NTTF faculty
11 members whose progress toward continuous appointment was perceived by them to be adversely
12 impacted by the events of Spring 2020 are given the opportunity to recover.

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14 *The Parties agree as follows:*

- 15 1. A one-year extension of the continuous appointment clock will be offered to all non-tenure track
16 faculty members who are scheduled for their milestone review for continuous appointment in AY
17 20/21. All other requests for an extension due to COVID-19 impact, will be on a case by case
18 basis.
- 19 2. The University will communicate this offer to faculty members September 1, 2020. Faculty
20 members in this group must let their Department Chair or Chair equivalent and Dean's office
21 know their decision in writing no later than September 30 of the year of their original review
22 using the ACKNOWLEDGEMENT OF EXTENSION OF CONTINUOUS APPOINTMENT CLOCK
23 form.
- 24 3. It will be at the discretion of the faculty member to include or not include any student evaluations
25 collected from courses taught during the period of remote teaching beginning in Winter 2020
26 through Summer 2020 in their continuous appointment milestone review regardless of the year
27 of the review.

28 This agreement will become effective upon signature and ratification of the parties and shall remain in
29 effect until the conclusion of the adjustment cycle (AY 2024-25) as noted above.
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<u>For the University</u>	<u>For the Association</u>
<small>DocuSigned by:</small>  Shelly Chabon, Vice Provost for Academic Personnel & Leadership Development	<small>DocuSigned by:</small>  Mark Leymon, Vice President of Collective Bargaining
August 13, 2020 8:33 AM PDT _____ Date	August 13, 2020 8:23 AM PDT _____ Date