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

Recitals:

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

The Parties agree as follows:

1. A one-year extension of the continuous appointment clock will be offered to all non-tenure track
faculty members who are scheduled for their milestone review for continuous appointment in AY
20/21. All other requests for an extension due to COVID-19 impact, will be on a case by case
basis.

2. The University will communicate this offer to faculty members September 1, 2020. Faculty
members in this group must let their Department Chair or Chair equivalent and Dean’s office
know their decision in writing no later than September 30 of the year of their original review
using the ACKNOWLEDGEMENT OF EXTENSION OF CONTINUOUS APPOINTMENT CLOCK
form.

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 in Winter 2020
through Summer 2020 in their continuous appointment milestone review regardless of the year
of the review.

This agreement will become effective upon signature and ratification of the parties and shall remain in
effect until the conclusion of the adjustment cycle (AY 2024-25) as noted above.