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June 30, 2020 | 5:01 PM PDT

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

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

Recitals

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

Agreement

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

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

This MOA will be effective upon ratification by the PSU-AAUP membership.

PSU Counter Proposal
Memorandum of Agreement
Criteria for Service Credit in Article 18 Section 3 post 2016 hires
June 30, 2020
Page 2 of 2

47
48 This agreement will be included in the successor agreement during the housekeeping process of
49 negotiations in Article 18 Section 3.
50
51

<u>For the University</u>	<u>For the Association</u>
_____ Shelly Chabon, Vice Provost for Academic Personnel and Dean of Interdisciplinary General Education	_____ Mark Leymon, Vice President Collective Bargaining
_____ Date	_____ Date

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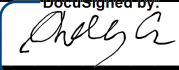

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Criteria for Service Credit in Article 18 Section 3 post 2016 hires
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<u>For the University</u>	<u>For the Association</u>
<p>DocuSigned by:  B333F0565FA54G5 Shelly Chabon, Vice Provost for Academic Personnel and Dean of Interdisciplinary General Education</p>	<p>DocuSigned by:  F163B15B7C74E1 Mark Leymon, Vice President of Collective Bargaining</p>
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