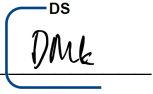


DocuSign DMK review confirmation  
(DMK initials means she reviewed the document and it can be signed)

<sup>DS</sup>  


May 28, 2020 | 2:51 PM PDT

**Memorandum of Agreement between  
Portland State University (University)  
and the Portland State University Chapter  
of the American Association of University Professors (Association)  
May 27, 2020**

Subject: Change in Evaluation Timeline following continuous appointment

*Recitals:*

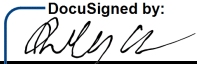
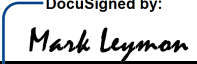
At its November 2019 meeting, the PSU Faculty Senate approved a change in the evaluation timeline for NTT Faculty after continuous appointment from three to five years.

*Agreement:*

CBA Article 18, Section 2 (f) will be changed as follows:

- (f) Evaluation Following Continuous Appointment. Faculty on a continuous appointment are to be evaluated every ~~three~~ five (5) years following continuous appointment and then every five (5) years following the last evaluation or promotion, pursuant to guidelines as provided in Section 6 below. In the event of an unsatisfactory evaluation, the evaluation shall identify the deficiencies that require remediation and may make recommendations for improvement. Following an unsatisfactory evaluation, a remediation plan will be developed as provided in paragraph (g) below.

This change will be made to Article 18 during housekeeping in successor bargaining, and the agreement ratified as part of the successor agreement.

<u><b>For the University</b></u>	<u><b>For the Association</b></u>
DocuSigned by:  _____ Shelly Chabon, Vice Provost for Academic Personnel & Leadership Development	DocuSigned by:  _____ Mark Leymon, Vice President of Collective Bargaining
May 28, 2020   3:44 PM PDT _____ Date	May 28, 2020   3:59 PM PDT _____ Date