

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**

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8 Subject: COVID-19 impact on NTTF and TT Faculty Reviews
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10 **Recitals:**

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12 We recognize that the COVID-19 pandemic and the University’ deployment of employees to remote work
13 operations had an impact on how and where faculty members conduct their work. The parties wish to
14 provide guidance to Non-Tenure Track Instructional, Tenure Track, and Tenured Faculty members about
15 framing the impact of remote work and the pandemic in their probationary annual reviews and in post-
16 continuous and post-tenure review.
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18 We recognize that student evaluations are commonly used in P&T and other review files. Although the
19 value of student evaluations may be disputed, they can be a key in assessing the effectiveness of teaching.
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21 **The Parties agree as follows:**

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

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1 suitable additional measures may, at the discretion of the member, consult their Department
2 Chair and/or their P&T committee.

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5 5. If remote work continues into Winter 2021, members shall have the opportunity to articulate the
6 impact in their next two Pre-Tenure Annual Reviews or Pre-Continuous Appointment Annual
7 Review.

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9 6. The University shall give meaningful consideration to the arguments and evidence presented
10 regarding the impacts of COVID-19. Should the faculty member receive a negative evaluation
11 covered by this MOA, the Review Committee will articulate the consideration given to the
12 member's arguments and evidence of the impacts of the COVID-19 pandemic and remote work.

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14 This agreement will become an addendum to the current collective bargaining agreement and will
15 be incorporated in the successor agreement as the parties deem appropriate during successor
16 bargaining as a housekeeping item.
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<u>For the University</u>	<u>For the Association</u>
<p style="text-align: center;">DocuSigned by: <i>Shelly Chabon</i></p> <hr/> <p style="text-align: center;">Shelly Chabon, Vice Provost for Academic Personnel & Leadership Development</p>	<p style="text-align: center;">DocuSigned by: <i>Mark Leymon</i></p> <hr/> <p style="text-align: center;">Mark Leymon, Vice President of Collective Bargaining</p>
<p style="text-align: center;">August 15, 2020 9:56 AM PDT</p> <hr/> <p style="text-align: center;">Date</p>	<p style="text-align: center;">August 12, 2020 4:45 PM PDT</p> <hr/> <p style="text-align: center;">Date</p>