Memorandum of Understanding (MOU) between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
May 9, 2022

Subject: The University’s Ongoing Support of Caregivers

Recital

The University is committed to supporting its employees who are also caregivers. PSU provides supports that benefit employees who are caregivers in several ways already, including access to leave and various leave programs, an employee assistance program, and flexible work schedules and conditions.

The University also recognizes that the Covid-19 pandemic has increased awareness of the limited societal supports for caregivers in our communities. People who take on caregiving responsibilities—whether those responsibilities are caring for young children, a family member suffering health challenges, or our elderly—make both personal and professional sacrifices in order to balance their duties to their families (however defined) and their employers. The pandemic also magnified the historic discrimination and continuing structural social inequalities, in which the sacrifices of caregivers are disproportionately born by women and the impacts are felt more deeply by members of BIPOC communities.

Agreement

The following agreement is intended to increase the visibility of and support for the caregiving needs of supervisors and their employees.

1. Whenever possible, units should be mindful that committee work and service responsibilities may be impacted by caregiver responsibilities.

2. Supervisors will, when feasible, provide flexibility to members. Members may be permitted to attend faculty meetings and other departmental meetings remotely during periods of emergency caregiving needs, with supervisor approval.
3. Units will, as feasible, consider the caregiver’s needs in scheduling times, days, and modalities of classes and with respect to the needs and priorities of our students, their department and the University.

4. Employees are strongly encouraged to seek information and support from PSU Human Resources Leaves and Accommodations Team as FMLA/OFLA benefits may be available to support some caregiving needs of employees.

5. The University will increase training and resources for managers, including chairs and associate and assistant deans and directors, related to support for the caregiving needs of employees within their units.

6. The PSU President will establish an advisory committee and determine the number and composition of the committee. At least one of those persons to be chosen by the President will be from a list of AAUP members provided to him by AAUP.

7. The purpose of the committee will be to elevate the issues and challenges related to caregiving responsibilities of faculty and staff and to identify areas where the University can enhance their ability to fulfill their caregiving responsibilities to their families (however they are defined) and to meet their employment responsibilities to the University, their colleagues, and students

This agreement shall be effective upon signature of the parties and shall remain in effect through June 15, 2023.

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For the University

Shelly Chabon, Vice Provost for Academic Personnel
05/09/2022
Date

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For the Association

David Kinsella, Vice President Collective Bargaining
05/09/2022
Date