LETTER OF AGREEMENT—PSU and AAUP proposal to the Faculty Senate for a Task Force on Tenure for Teaching

Vision: The University and PSU-AAUP are mutually dedicated to the vision of Portland State University as an internationally recognized urban university known for, amongst other things, excellence in student learning and innovative pedagogical practice. We also hold a shared value in the academic freedom offered by tenure. Recognizing that the practice of rewarding research and scholarship with tenure is a relatively recent phenomenon in higher education, we share an interest in rewarding faculty who demonstrate excellence in teaching with tenure.

In imagining the creation of tenure-track teaching-intensive positions, we do not intend to create a class of faculty that is in any way subordinate to current tenure-track faculty. The university and association agree that the same opportunities for career development and promotion should be made available to faculty in all types of tenure-track positions. Criteria for promotion and tenure with a focus on pedagogical achievements would need to be developed to reflect the difference in workload distribution in the teaching-intensive positions.

The parties agree to jointly propose to the Faculty Senate the creation of a joint taskforce to explore the creation of tenure for teaching at Portland State. If the Faculty Senate creates and charges such a taskforce, and requests our participation, the parties agree to participate. The task force should consist of 8 members, including 2 chosen by the administration, 2 chosen by AAUP, 5 chosen by the faculty senate. The task force should consist primarily of tenured faculty.

The University agrees to provide support to fund the research required to develop a solid assessment and proposal for tenure for teaching, to hold university-wide forums to involve the campus in the discussion and, if deemed necessary by all three parties, summer stipends for a small sub-committee to work and write during the summer months.

In the interest of efficiency, the university and association offer here suggestions for a work plan. These suggestions are not binding; however we encourage the Faculty Senate, if they chose to establish the task force, to provide a clear charge that outlines expected outcomes. We suggest that the work plan be divided into two phases (1, models and best-practice; 2, implementation at PSU) and that campus-wide discussions be held at an appropriate time during each phase.

PHASE 1: What might this look like?

- Taskforce members research models and best practices for rewarding tenure for teaching.
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- Two or more public forums held to present results of research and solicit feedback from campus. The forum dates should be publicized to all potential stakeholders, including but not limited to faculty, students, department chairs, administrators, and employees responsible for student and/or faculty support.
- Following the forums, feedback solicited online and by email from campus members.
- Task Force makes a progress report to Faculty Senate steering committee and to the Faculty Senate.

PHASE 2: How might this look and work at PSU?

- Task force reviews feedback and formulates a proposal for the creation and then implementation of tenure for teaching at PSU. The proposal should take best practice into account and address topics such as, but not limited to: recruitment and hiring, workload expectations, evaluation for tenure and promotion, implementation and transition to the new system.
- Forums held on campus to present the task force's proposal and solicit feedback from across campus.
- Task force recommendations presented to the Faculty Senate, questions answered, proposal discussed, then voted on at the following meeting.

This LOA will be effective upon execution and will be incorporated in the successor collective bargaining agreement after ratification.

For the University

[Signature]
Signed 11/4/15
Date

For the Association

[Signature]
Signed 11/6/15
Date