

**Proposal to
Portland State University (University)
From the Portland State University Chapter
of the American Association of University Professors (PSU-AAUP)
July 3, 2013**

Article 18 FIXED TERM FACULTY

Add University's language with Association proposed modifications and additions:

Section 4. Reviews of Fixed-term Instructional and Research Faculty and Multi-Year Appointments

Each Department/Academic Unit shall establish and maintain guidelines for review of fixed-term instructional and research faculty bargaining unit members. Guidelines must be reviewed and approved by the respective dean and the Provost.

1. Each department shall identify the departmental committee responsible for the review of fixed-term instructional and research faculty. Departmental guidelines shall provide for the appointment of at least one fixed-term faculty member to the departmental committee charged with review under this article. A fixed-term faculty member so appointed may be elected by the department or appointed by the department chair as outlined in the department's guidelines.

2. In the case of fixed-term research faculty whose salary is completely grant-funded, the Principal Investigator(s) for the grant providing the funding and one fixed-term research faculty bargaining unit member may serve in place of the review committee if consistent with Departmental guidelines for the work unit.

3. Departmental procedures shall provide a variety of evidence to be used in the review of both fixed-term instructional and research faculty. Departments will require a personal narrative or self-evaluation and an annual report of relevant activities.

(a) For fixed-term instructional faculty, departmental guidelines shall include the review of quantitative summaries of student evaluations of teaching and narrative reviews by departmental faculty or other appropriate faculty of teaching materials and course materials.

(b) For research faculty, departmental guidelines shall provide for narrative review by the principal research supervisor. A fixed-term faculty member under review may submit to the review committee other materials which the faculty member considers to be relevant.

4. Departmental procedures shall include review of other responsibilities in university and professional service as described in the position description. Departmental committees are expected to identify areas of strength and areas needing further development for each fixed-term faculty member reviewed as appropriate.

5. Review committees shall forward their recommendations to the department chair.

(a) Following a successful review in a member's ~~sixth~~ third year of continuous service, a member shall be eligible and shall be considered for ~~a multi-year appointment~~ a three (3) year rolling contract.

1. Members on 3 year rolling contracts shall be evaluated each year.

a. Completion of the evaluation each year with satisfactory or better shall result in the extension of member's contract to a new three (3) year contract term.

b. Completion of the evaluation with 'less than satisfactory' shall not result in the extension of the contract.

i. Should the member receive 'satisfactory' or better on an evaluation after having received a less than satisfactory evaluation on a previous evaluation, then the contract shall be extended to a new three (3) year term

2. Members granted 3-year rolling contracts shall continue to receive 3-year rolling contracts.

(b) Nothing in this Section limits the ability of the University, at its discretion, to offer any fixed-term faculty member a multi-year appointment.

(c) For an individual fixed-term instructional or research faculty member, eligibility for multi-year appointments, once established, shall be continuous, unless there is a break in service and/ or termination occurs. For the purpose of this article, approved sabbatical leave and professional development leave without pay are not considered breaks in service.

(d) Grant-funded, fixed-term research faculty members may receive contracts that run the length of the grant, up to three (3) years, as allowable by Administrative Rules and OUS policy, with Presidential approval.

(e) Guidelines for promotion shall include:

(1) For instructional faculty, these guidelines shall include the criteria for promotion from Instructor to Senior Instructor and Senior Instructor to Assistant Professor.

(2) For research faculty, the procedures for promotion shall include the criteria for promotion between the ranks of research assistant, senior research assistant, research associate, and senior research associate.

(3) Salary Increases for Satisfactory Performance

- a. Members shall receive a 1% salary increase for the satisfactory or above completion of any evaluation process established by the University.

Section 5. Seniority Status

(b) The University commits to send letters of offer no later than March ~~June~~ 15th of each year to fixed-term instructional faculty members that (1) the University intends to continue to employ, and (2) have achieved seniority status with at least ~~ten (10)~~ three years of continuous service.

Section 7. The University agrees to place a minimum of ~~forty-five percent (45%)~~ ninety percent (90%) of fixed-term instructional and research faculty with seniority status on multi-year appointments beginning September 15, ~~2010~~ 2013. Appointment decisions should consider years of continuous service.

THE ASSOCIATION RESERVES THE RIGHT TO ADD TO, DELETE FROM, CHANGE OR MODIFY ANYTHING IN THIS PROPOSAL UNTIL AGREED TO BY THE ADMINISTRATION. THIS PROPOSAL DOES NOT COVER ANY CONTRACTUAL PROVISIONS OTHER THAN THOSE SPECIFICALLY IDENTIFIED HERREIN AND THE ASSOCIATION RESERVES THE RIGHT TO MAKE PROPOSALS CONCERNING ALL OTHER CONTRACTUAL PROVISIONS.

<u>For the University</u>	<u>For the Association</u>
_____ Carol Mack, Vice Provost for Academic Administration & Planning	_____ Ron Narode, VP of Collective Bargaining
_____ Date	_____ Date