

*Proposal 2*  
**Memorandum of Understanding between  
Portland State University (University)  
and the Portland State University Chapter  
of the American Association of University Professors (Association)  
June 9, 2014**

Subject: Salaries and Effects of the Implementation of New Ranks

**Placement on the salary schedule**

The Collective Bargaining Agreement shall be modified as follows:

Article 30- SALARY AND RETIREMENT

**Section 4. Minimum Salary Rates—Academic Ranked Instructional and Research Faculty.**

2. Effective January 1, 2014 for 12-month faculty with academic rank and effective February 1, 2014 for 9-month faculty with academic rank, 1.0 FTE salary rates shall be no less than those listed below. Members will receive the greater of either the across-the-board percentage increase or an increase to the new minimum for their rank and term of service. (\* “of Practice” Professorial and “Clinical” Professorial ranks)

<b>Rank</b>	<b>9-month appt. February 1, 2014</b>	<b>12-month appt. January 1, 2014</b>
Professor	\$80,748	\$98,520
<u>Professor of Practice*</u>	<u>80,748</u>	<u>98,520</u>
Associate Professor	65,637	80,088
<u>Associate Professor of Practice*</u>	<u>65,637</u>	<u>80,088</u>
Assistant Professor	54,918	67,008
<u>Assistant Professor of Practice*</u>	<u>54,918</u>	<u>67,008</u>
<u>Senior Instructor II</u>	<u>53,820</u>	<u>65,660</u>
Senior Instructor I	<u>45,603</u>	<u>55,636</u>
Instructor	40,005	48,816
<u>Senior Research Associate II</u>	<u>49,554</u>	<u>60,456</u>
Senior Research Associate I	45,774	55,848
Research Associate	43,812	53,472
<u>Senior Research Assistant II</u>	<u>42,733</u>	<u>52,138</u>
Senior Research Assistant I	40,698	49,656
Research Assistant	40,005	48,816

3. Effective January 1, 2015 for 12-month faculty with academic rank and effective February 1, 2015 for 9-month faculty with academic rank, 1.0 FTE salary rates shall be no less than those listed below. Members will receive the greater of either the across-the-

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board percentage increase or an increase to the new minimum for their rank and term of service. . (\* “of Practice” Professorial and “Clinical” Professorial ranks)

<b>Rank</b>	<b>9-month appt. February 1, 2015</b>	<b>12-month appt. January 1, 2015</b>
Professor	\$82,971	\$101,232
<u>Professor of Practice*</u>	<u>\$82,971</u>	<u>\$101,232</u>
Associate Professor	\$67,446	\$82,296
<u>Associate Professor of Practice*</u>	<u>\$67,446</u>	<u>\$82,296</u>
Assistant Professor	\$56,430	\$68,856
<u>Assistant Professor of Practice*</u>	<u>\$56,430</u>	<u>\$68,856</u>
<u>Senior Instructor II</u>	<u>tbd</u>	<u>tbd</u>
Senior Instructor I	tbd	tbd
Instructor	\$41,112	\$50,160
<u>Senior Research Associate II</u>	<u>tbd</u>	<u>tbd</u>
Senior Research Associate I	\$47,034	\$57,384
Research Associate	\$45,018	\$54,924
<u>Senior Research Assistant II</u>	<u>\$43,909</u>	<u>\$53,574</u>
Senior Research Assistant I	\$41,823	\$51,036
Research Assistant	\$41,112	\$50,160

**Transition to and from new ranks for current employees**

1. The positions and occupants of the following positions will be re-ranked to the indicated position. The employee’s salary will not be reduced as a result of this transition.
  - a. Senior Instructor to Senior Instructor I or II
  - b. Senior Research Associate to Senior Research Associate I
  - c. Senior Research Assistant to Senior Research Assistant I
2. All current NTTF appointed as Senior Instructors shall be re-ranked at the new rank of Senior Instructor I. However, in departments where new criteria for Senior Instructor II may overlap to a great degree with old criteria for Senior Instructor, the department, in consultation with the member, has the discretion to affirm appointment of faculty hired prior to September 16, 2014 at the Senior Instructor II level based upon the new guidelines adopted by the department that have been approved by the Dean and Provost.
3. NTTF faculty members hired before September 16, 2014 with the rank of Instructor and Senior Instructor shall have the right to promote to the ranks of Assistant Professor and above, and members who hold the rank of Assistant Professor or above shall retain those ranks, and shall retain the ability to promote to higher NTTF professorial ranks based upon the criteria for promotion to those ranks in their departmental P&T Guidelines. A Senior Instructor I shall have the right to seek promotion to the rank of Assistant Professor or Senior Instructor II; if the member chooses to promote to the rank of Assistant Professor and is not successful, they may request that the same packet be considered for promotion to the rank of Senior Instructor II in the same cycle of the same P&T committee.
4. NTTF faculty members hired prior to September 16, 2014 can re-rank to Clinical Professor

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or Professor of Practice contingent on departmental approval, in consultation with the member, as part of the process of revising the departmental P&T Guidelines.

5. The timelines provided for promotion to or from any new rank shall not apply to employees hired prior to September 16, 2014.
6. A NTTF faculty member who currently occupies a position with the Clinical Professor or Professor of Practice descriptive title shall be assigned that rank effective July 1, 2014. If the member's salary is lower than that specified in Section 4 for the rank, their salary shall be adjusted upward to at least the minimum of the rank for that title. No member will have their salary reduced as a result of this transition.
7. No NTTF Faculty member will suffer a loss of position as result of assuming a new rank and/or a new salary associated with a new rank. The University agrees that it will not discriminate against employees grandfathered into NTTF contracts or salaries pursuant to this MOU or Appendix IV of the PSU P&T guidelines based upon those grandfathered salaries or other grandfathered terms.

This Memorandum of Understanding shall be become an addendum to the Collective Bargaining Agreement between the parties and subject to the grievance procedure.

<u><b>For the University</b></u>	<u><b>For the Association</b></u>
<hr/> <p>Carol Mack, Vice Provost for Academic Administration &amp; Planning</p>	<hr/> <p>Leanne Serbulo, VP of Collective Bargaining</p>
<hr/> <p>Date</p>	<hr/> <p>Date</p>