

**Memorandum of Understanding between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
November 7, 2016**

Subject: Interpretation of Letters of Appointment (LOA) based upon Appendix H for NTTF that converted to Continuous Appointment pursuant to LOA #12

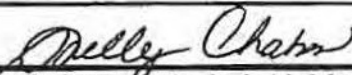

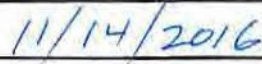
Recitals

The parties agreed to include Appendix H in the collective bargaining agreement (CBA) as the Notice of Appointment to be used for Non-Tenure Track Faculty (NTTF) Continuous Appointments. A population of NTTF had their appointments converted to Continuous Appointments pursuant to Letter of Agreement #12 and were issued Notice of Appointment letters based upon Appendix H. Those letters contained the template paragraph providing for a six-year probationary period in error.

Agreement

Appendix A to this MOU titled "Addendum to Letter of Appointment for non-tenure track faculty members whose appointment was converted to a continuous appointment pursuant to 2016-19 CBA Letter of Agreement #12," will be personalized for each person on the list of impacted employees (Appendix B) whose appointment was converted to a continuous appointment commencing with academic year 2016-17. The addendum will be attached to their continuous appointment LOA with this agreement.

Non-tenure track faculty members whose appointment is converted to a continuous appointment pursuant to 2016-19 CBA Letter of Agreement #12 after the effective date of this MOU shall be given the CBA template letter of offer in Appendix H of the CBA. The box "End Date of probationary period (6 AYs):" will state "Not Applicable." The paragraph specifying the probationary period under the table of boxes, if included, shall be overridden by the provisions of this section.

<u>For the University</u>	<u>For the Association</u>
 _____ Shelly Chabon, Vice Provost for Academic Administration & Planning	 _____ David Hansen, VP of Collective Bargaining
 _____ Date	 _____ Date

Appendix A

**Addendum to Letter of Appointment
for Non-Tenure Track Faculty members
whose appointment was converted to a continuous appointment
pursuant to 2016-19 CBA Letter of Agreement #12**

Faculty Member Name:	
Position Number:	
Date of Letter of Appointment:	

This addendum shall be personalized for all employees issued a continuous appointment pursuant to Letter of Agreement #12 of the PSU/AAUP 2016-19 Collective Bargaining Agreement (CBA).

This addendum confirms that the continuous appointment above for the faculty member indicated was a conversion to continuous appointment pursuant to CBA Letter of Agreement #12. There is no probationary period for this appointment. The paragraph detailing a probationary period is hereby deleted.

This addendum amends the letter of appointment noted above. This addendum, and the MOU that creates it, shall be attached to all copies of the above Letter of Appointment in all personnel files, and copies will be provide to the faculty member for their records.