

**Memorandum of Agreement between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
March 14, 2018**

Subject: CUPA-HR Data on Demand Subscription Service

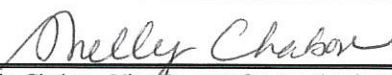
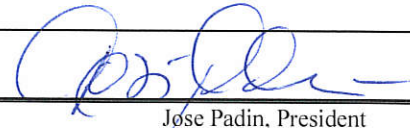
Recitals

In Fall 2010, the University and the Association verbally agreed that the Association would have access to all CUPA-HR data on demand surveys going forward through the University subscription and would be billed 20% of a five-way share of this information with PSU's Office of Human Resources, Office of Academic Affairs, Office of Institutional Research, and Office of Finance and Administration. This agreement was subsequently memorialized in an email between Phil Lesch and Mercy Joy Luebke, then Associate Vice President Kathy LaTourette's Executive Assistant (attached) on December 9, 2011. The Association has paid invoices every year for access to all surveys since 2011. The parties wish to memorialize the agreement in writing.

Agreement

The Association will be provided access to all CUPA-HR data on demand surveys going forward through the University subscription and will be billed annually upon receipt of the invoice from CUPA-HR for 20% of a five-way share of this information with PSU's Office of Human Resources, Office of Academic Affairs, Office of Institutional Research, and Office of Finance and Administration.

This MOA shall ^{be} incorporated as part of the collective bargaining agreement at the time the new agreement is compiled by the parties.

<u>For the University</u>	<u>For the Association</u>
 Shelly Chabon, Vice Provost for Academic Personnel & Leadership Development	 Jose Padin, President
<u>3/21/18</u> Date	<u>3/21/18</u> Date



College and University Professional
Association for Human Resources

Invoice No. 10448

Dept. 888204
Knoxville, TN 37995-8204

CUPA-HR Order

Tax ID: 59-0976133

Sold To: Portland State University
PO Box 751
Portland, OR 97207-0751

Ship To: Mercy Joy Luebke
Portland State University
PO Box 751
Portland, OR 97207-0751

Account No.		Purchase Order No.		Order Date	Order Number	Terms	Invoice Date	Shipping Method	
838		5037258310		12/12/2011	18545	Net 30	12/12/2011	United Parcel Service	
Qty Ordered	Qty Shipped	Back-Ordered	Item Code Description					Unit Price	Extended Price
1	1		DAD12 2012 Administrative Compensation Survey DataOnDemand (Member, Participant)					424.00	424.00
1	1		MID12 2012 Mid-Level Administrative & Professional Salary Survey Survey Report (Member, Participant)					129.20	129.20
1	1		DMID12 2012 Mid-Level Administrative & Professional Salary Survey DataOnDemand (Member, Participant)					402.80	402.80
1	1		NFSS12 2012 National Faculty Salary Survey for Four-Year Institutions Survey Report (Member, Participant)					129.20	129.20
1	1		DNF12 2012 National Faculty Salary Survey for Four-Year Institutions DataOnDemand (Member, Participant)					402.80	402.80
RETURN THIS COPY WITH PAYMENT									
Line Item Total		Freight	Handling	Restocking/ Cancellation Fee	Tax	Subtotal	Amount Received		Amount Due
1,488.00						1,488.00			1,488.00

DEC 16 '11 PM 1:11

Cupahr Salary Survey and DOD

4 messages

Mercy Joy Luebke <mluebke@pdx.edu>
To: Phil Lesch <phil@psuaaup.net>

Fri, Dec 9, 2011 at 10:21 AM

Hi Phil,

I hope you are familiar with the cupahr Salary Survey and DOD, but since I am now Cathy's assistant I have to do the renewal/order for the survey/DOD every year. I changed position at the tail end of this order last year so I am not familiar exactly on how to bill AAUP (its around \$298-I have not renewed it yet just confirming with department first). Do I send you an invoice wants its confirmed and renewed. Tita said you kept good records.

Also I want to make sure everyone gets a heads up that I will be ordering as soon as possible.

I will be adding David Hansen as an authorized user for the Survey/DOD.

Let me know,
Mercy Joy



Mercy Joy C. Luebke
Executive Assistant to the Associate Vice President for Human Resources
Office of Human Resources
Portland State University

Phone: 503-725-8310
Fax: 503-725-5896
Email: mluebke@pdx.edu
Web: www.pdx.edu/hr

This email may contain information that is privileged, confidential, or otherwise exempt

from disclosure under applicable law. If you are not the addressee, or it appears from the context or otherwise that you have received this email in error, please advise me immediately by reply email, keep the contents confidential, and immediately delete the message and any attachments from your system.

Thank you.

Phil Lesch <phil@psuaaup.net>
To: Mercy Joy Luebke <mluebke@pdx.edu>

Fri, Dec 9, 2011 at 10:28 AM

Congrats on the new position.

Yes that is correct. We want to remain a user. Please send me an invoice for our share. And yes, David Hansen is our authorized user.

Thanks!

Phil Lesch
Executive Director
PSU-AAUP
Promoting Quality Higher Education - An Investment in Oregon's Future
phil@psuaaup.net
www.psuaaup.net

APPROVED

By Phil Lesch at 2:07 pm, Jan 03, 2012

Portland State University - Office of Human Resources
P.O. Box 751 - HRC
Portland, Oregon 97207-0751
(503) 725-8310

Invoice # AAUP-CUPA-201112

12/21/2011

CUPA-HR 2011-12 SALARY SURVEY RESULTS

Data-On-Demand access for David Hansen

NAME	DATE	REQUESTED BY	COST
AdComp Survey Data-On-Demand portion	21-Dec-11	Phil Lesch	\$297.60
Total Due to HR by 01/20/12 from AAUP:			\$297.60

The charge listed on this invoice reflects a 20% share of the additional amount owed by PSU for the Data-On-Demand portion of the 11/12 Administrative Compensation survey, the hard copy portion of which is free of charge to PSU.

Amounts listed in "Cost" column reflect a five-way (20%) share with PSU's Office of Human Resources, Office of Academic Affairs, Office of Institutional Research, and Office of Finance & Administration, per email of 12/09/11. Costs listed also reflect the 20% discount that PSU is granted through "bulk" ordering, in addition to the free survey report (AdComp) granted to PSU due to its institutional membership status.

If you have questions regarding this invoice contact Mercy Joy Luebke in the Office of Human Resources at mluebke@pdx.edu or x.5-8310.