

MEMORANDUM OF AGREEMENT
between Portland State University (PSU)
and the Portland State University Chapter
of the American Association of University Professors (AAUP)

Effects of the Implementation of the PSU Post-Doctoral Scholar Program

Background

1. AAUP and PSU are parties to a Collective Bargaining Agreement (CBA) for the period April 5, 2016 through November 30, 2019.
2. During the 2017 Session, the Legislature created an exemption from PERS for postdoctoral scholars (postdocs) at Oregon's Public Universities and Oregon Health and Sciences University. The change became effective January 1, 2018.
3. During the 2017 Legislative Session and subsequent to it, AAUP and PSU discussed PSU's intent to create a Postdoctoral Scholar Mentorship Program (Program).
4. On July 3, 2018, AAUP sent a demand to bargain stating that it wished to "bargain the effects of the implementation of SB 214-the creation of a postdoctoral scholar program".
5. AAUP later clarified that the "effects" referenced in the demand to bargain were the impacts on current AAUP bargaining unit members, particularly Non-Tenure-Track Research faculty and Tenure-Track faculty members who supervise postdoctoral scholars.
6. AAUP and PSU Representatives met for negotiations on August 27, 2018.
7. The Association and the University discussed the effects on current bargaining unit members and agree as follows.


Agreement

1. Research and Graduate Studies (RGS) will develop and implement a Postdoctoral Scholar Mentorship Program and will clearly communicate the expectations for all participants on a regular basis.
2. Impacts of Postdoc Classification Implementation on Non-Tenure-Track Research Faculty Members.
 - a. PSU will create and implement the postdoctoral scholar classification.
 - b. When it is implemented, AAUP and PSU agree no employee in the Research Assistant or Research Associate classification and rank who is employed on the date this Agreement is signed will be required to change their classification and rank as a result of the implementation of PSU's Postdoctoral Scholar Mentorship Program.

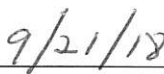
- c. AAUP and PSU agree when a current employee in the Research Assistant or Research Associate classification and rank applies for and accepts a new/different position at PSU that is classified and titled as a postdoctoral scholar position, they may only apply for and accept the new position as a postdoctoral scholar. A “new position” is one that is supported by a different source of funding (new or different grant funding source) or a different Principle Investigator (PI, faculty member), and the position was advertised as a postdoctoral scholar position.
3. Impacts of Postdoc Classification Implementation on Tenure-Track Faculty Members.
 - a. PSU and AAUP agree that the duties and expectations outlined below are part of tenure-track faculty members’ current duties and responsibilities as outlined in Article 4 Responsibilities of the Members and each faculty member’s Notice of Appointment and Supplemental Letter.
 - b. RGS, in cooperation with other units across campus and with our partner institution OHSU, will create and implement postdoctoral scholar training and education activities that will augment the discipline-specific training provided by their faculty mentors.
 - c. Responsibilities of Faculty Members who Supervise Postdoctoral Scholars
 - i. Faculty members who hire postdoctoral scholars agree to participate in the Postdoctoral Scholar Mentorship program.
 - ii. Faculty members are expected to obtain and provide the funding for each postdoctoral scholar position and participate in good faith in and comply with the requirements of the Post-Doctoral Scholar Mentoring Program.
 - iii. Faculty members are expected to engage in hiring, training, and mentoring activities with each postdoctoral scholar they hire. Such activities include, but are not limited to:
 1. Faculty members, in collaboration with each postdoctoral scholar, must complete an annual Individual Development Plan (IDP) for the postdoctoral scholar, and submit a year-end report on the progress of the IDP to RGS.
 2. Faculty members must make a good faith effort to support and implement each postdoctoral scholar’s IDP.
 3. Faculty members must participate in an initial mentor training for PIs, and then on a recurrent basis as requested by RGS.
4. This Agreement is effective upon signing by both parties, or after ratification if required.

5. This MOA will become an addendum to the party's current collective bargaining agreement. The parties will determine at the time they compile the successor collective bargaining agreement how these provisions will be added to that collective bargaining agreement.

For PSU



Shelly Chabon
Vice Provost for Academic Personnel and Dean of Interdisciplinary General Education



Date

For AAUP



David Hansen
Vice President for Collective Bargaining



Date