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3 **Memorandum of Agreement between**
4 **Portland State University (University)**
5 **and the Portland State University Chapter**
6 **of the American Association of University Professors (Association)**
7 **April 8, 2020**
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10 **Subject:** Loss of staff RGS
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12 As part of the 2019-2020 Successor Bargaining, the parties created a sub-group to address the
13 concerns regarding loss of staff in RGS. In the spirit of good faith and fair dealing, the parties
14 enter into the following agreement.
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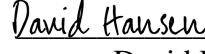
16 **Agreement:**
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18 Preamble: Research is a critical component of PSU’s educational mission. PSU recognizes that a
19 reduction in RGS capacity may have an adverse impact on RGS staff, PI’s and faculty. Concerns
20 about the transition in RGS were reflected in the Demand to Bargain in December 2018, and
21 subsequent comments received from several stakeholders including the faculty senate, faculty in
22 engineering, and individual faculty from across campus.
23

- 24 1. No academic professional will be assigned mandatory overtime.
25 2. Distribution of overtime will be by seniority of the research academic professionals, then
26 rotation thereafter to provide an equitable distribution of overtime.
27 3. Working weekends and evenings is not an expectation of academic professionals in RGS.
28 4. RGS supervisors must adhere and comply with Article 17, Section 9 to ensure a
29 reasonable ability to flex work schedule.
30 5. Evaluations will reflect the performance of the employee in accordance with their job
31 description. All employees in RGS will be evaluated using one of the two academic
32 professional evaluation forms available on the HR website. The AP and their Supervisor
33 will agree on which of these two forms will be used for the evaluation.
34 6. APs who are assigned to RGS and/or are assigned new duties or whose job duties
35 significantly change will receive ongoing training as necessary or requested.
36 7. PI’s will be offered ongoing training on their responsibilities related to the management
37 and application for sponsored projects as necessary for them to meet the needs of their
38 role as PI.
39 8. Management will notify the Academic Leadership Team (ALT) of this MOA and provide
40 a letter informing them to consider evidence of impact of the reduction in RGS staff,
41 from December 2018 through the effective date of this MOA, on the Faculty’s next round
42 of evaluation for promotion and/or tenure.
43 9. AAUP will send a joint notification crafted with Administration to members reminding
44 them of the option to include evidence of impact of the RGS staff reductions on research
45 productivity, if appropriate.

1 10. Updates about RGS will be shared no less than annually at the labor management
2 meetings. In the case of additional changes in staffing levels, AAUP shall be notified
3 within 30 days.
4

5 This agreement will become effective and be implemented upon ratification of the AAUP
6 membership. The agreement will become an addendum to the current collective bargaining
7 agreement and will be incorporated in the successor agreement as the parties deem appropriate
8 during successor bargaining as a housekeeping item.
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For the University	For the Association
<p><small>DocuSigned by:</small>  Shelly Chabon, Vice Provost for Academic Personnel & Leadership Development</p>	<p><small>DocuSigned by:</small>  David Hansen, Vice President of Collective Bargaining</p>
<p>April 11, 2020 9:40 AM PDT _____ Date</p>	<p>April 9, 2020 9:30 AM PDT _____ Date</p>

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