

1 **Memorandum of Agreement (MOA) between**  
2 **Portland State University (University) and**  
3 **the Portland State University Chapter**  
4 **of the American Association of University Professors (Association)**  
5 **April 22, 2020**  
6  
7

8 **Subject: Option for tenure track members to delay Promotion and Tenure review due to the**  
9 **COVID-19 pandemic**  
10

11 *Recitals:*

12 PSU and AAUP recognize that the COVID-19 has created a situation that may interrupt faculty  
13 progress toward promotion and tenure. The parties wish to ensure that tenure-track faculty  
14 whose scholarly agendas were adversely impacted by the events of Spring 2020 are given the  
15 opportunity to recover.  
16

17 *Agreement:*

18 A one-year extension of the tenure clock will be offered to all tenure-track faculty members who  
19 were employed on the tenure track as of Spring term, 2020.  
20

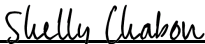

21 Faculty scheduled for tenure review in Academic Year 2020-2021:

22 The University will communicate this offer to faculty members no later than one week after the  
23 ratification of this agreement. Faculty in this group must let their Department Chair or Chair  
24 equivalent and Dean's office know their decision in writing no later than June 1, 2020 using the  
25 ACKNOWLEDGEMENT OF EXTENSION OF TENURE CLOCK form (Appendix A).  
26

27 Faculty scheduled for tenure review in Academic Years 2021-22 through 2024-25:

28 For tracking purposes, all faculty in this group will remain on their current promotion and  
29 tenure review schedules and retain the right to an early review. In April when notifications are  
30 sent to those eligible for promotion and tenure review for the following academic year, the  
31 Department Chair, Chair equivalent, or Chair of the P&T Committee will include this MOU  
32 along with the eligibility notification. Any Faculty member electing the one-year extension must  
33 inform the Department Chair, Chair equivalent, or Chair of the P&T Committee, and the Dean's  
34 Office of their decision no later than April 30 of that academic year, in writing using the  
35 ACKNOWLEDGEMENT OF EXTENSION OF TENURE CLOCK form (Appendix A).  
36

37 This agreement will become effective upon signature and ratification of the parties and shall  
38 remain in effect until the conclusion of the adjustment cycle (AY 2024-25) as noted above.  
39

<u>For the University</u>	<u>For the Association</u>
DocuSigned by:  _____ Shelly Chabon, Vice Provost for Academic Administration	DocuSigned by:  _____ David Hansen, VP of Collective Bargaining
April 22, 2020   6:15 PM PDT _____ Date	April 22, 2020   3:19 PM PDT _____ Date



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