

**Memorandum of Understanding (MOU) between  
Portland State University (University)  
and the Portland State University Chapter  
of the American Association of University Professors (Association)  
December 5, 2020**

CORRECTED

**Subject:** Timelines for Post Tenure Review (PTR) for tenured faculty hired mid-year

*Recitals*

PTR is on an academic year cycle beginning in September of each year. The PTR process calls for all tenured faculty members to have a PTR Date. The PTR Date is one of the following: the effective date of their last promotion, the effective date of their last PTR, or if the member is hired with tenure, on the member's date of hire. Occasionally, Faculty members are hired mid-year, which may cause their PTR Dates to be off cycle.

*Agreement*

Tenured faculty members hired with tenure mid-year will be placed on the same PTR cycle as those hired at the beginning of the subsequent academic year.

Mid-year is defined as any time after the start of Fall term of the academic year in which the faculty member was hired.

Ex: A faculty member hired with tenure in January of 2017 will have a PTR Date of September 2017 and will have their first PTR in Academic Year ~~2022-23~~ 2021-22.

| <b>PTR</b>        | <b>Review Cycle – Mid-term Hire</b>  |
|-------------------|--|
| <b>AY 2016-17</b> | Hired  |
| <b>1/16/2017</b>  | Hire Date  |
| <b>9/16/2017</b>  | Effective Date (based on MOU)  |
| 2017-18           | 1 year   |
| 2018-19           | 2 year   |
| 2019-20           | 3 year   |
| 2020-21           | 4 year   |
| 2021-22           | 5 year – PTR review year   |
| <b>9/16/2022</b>  | PTR Increase<br>New Effective Date ALSO start of<br>academic year 1 for the next review<br>cycle |
| 2022-23           | Year 1 of 5  |

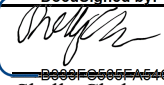
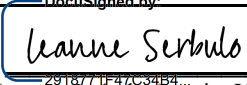
This MOU will become effective upon execution.

The agreement will become an addendum to the current collective bargaining agreement and will be incorporated in the successor agreement as the parties deem appropriate during successor bargaining as a housekeeping item.

DS  


DS  


Memorandum of Understanding CORRECTED  
Timelines for PTR for tenured faculty hired mid-year  
December 4, 2020  
Page 2 of 2

| <u>For the University</u>  | <u>For the Association</u>   |
|--|--|
| DocuSigned by:<br><br>B999FC586FA6405...<br>Shelly Chabon, Vice Provost for Academic Administration | DocuSigned by:<br><br>2918771F47C34B4...<br>Leanne Serbulo, Interim Vice President Collective Bargaining |
| December 4, 2020   2:31 PM PST<br>_____<br>Date  | December 4, 2020   7:41 PM PST<br>_____<br>Date  |

1  
2

## Certificate Of Completion

|   |                            |
|---|----------------------------|
| Envelope Id: 13F5C4FB47C1416C81BB095FE21750F6                               | Status: Completed          |
| Subject: Please DocuSign: 2020 12Dec05 MOU PTR Mid Year Hires CORRECTED.pdf |                            |
| Source Envelope:  |                            |
| Document Pages: 3   | Signatures: 2              |
| Certificate Pages: 2  | Initials: 3                |
| AutoNav: Enabled  | Envelope Originator:       |
| Envelopeld Stamping: Enabled  | Philip Lesch               |
| Time Zone: (UTC-08:00) Pacific Time (US & Canada)                           | 1825 SW BROADWAY           |
|   | Suite SMSU 232             |
|   | PORTLAND, OR 97201-3256    |
|   | phil@psuaaup.net           |
|   | IP Address: 71.193.169.218 |

## Record Tracking

|   |  |                    |
|---|--|--------------------|
| Status: Original<br>12/4/2020 12:37:26 PM | Holder: Philip Lesch<br>phil@psuaaup.net | Location: DocuSign |
|---|--|--------------------|

## Signer Events

Debra Mayo-Kelley  
mayok@pdx.edu  
Security Level: Email, Account Authentication (None)

## Signature

Signature Adoption: Pre-selected Style  
Using IP Address: 50.53.11.2

## Timestamp

Sent: 12/4/2020 12:38:52 PM  
Viewed: 12/4/2020 1:52:10 PM  
Signed: 12/4/2020 1:52:48 PM

**Electronic Record and Signature Disclosure:**  
Not Offered via DocuSign

Leanne Serbulo  
serbulo@pdx.edu  
Security Level: Email, Account Authentication (None)

DocuSigned by:  
  
2918771F47C34B4...

Signature Adoption: Pre-selected Style  
Using IP Address: 97.115.0.85

Sent: 12/4/2020 1:52:49 PM  
Viewed: 12/4/2020 7:41:04 PM  
Signed: 12/4/2020 7:41:31 PM

**Electronic Record and Signature Disclosure:**  
Not Offered via DocuSign

Shelly Chabon  
chabonr@pdx.edu  
Security Level: Email, Account Authentication (None)

DocuSigned by:  
  
B333FC565FA54C5...

Signature Adoption: Drawn on Device  
Using IP Address: 71.237.220.11  
Signed using mobile

Sent: 12/4/2020 1:52:49 PM  
Viewed: 12/4/2020 2:30:44 PM  
Signed: 12/4/2020 2:31:08 PM

**Electronic Record and Signature Disclosure:**  
Not Offered via DocuSign

## In Person Signer Events

## Signature

## Timestamp

## Editor Delivery Events

## Status

## Timestamp

## Agent Delivery Events

## Status

## Timestamp

## Intermediary Delivery Events

## Status

## Timestamp

## Certified Delivery Events

## Status

## Timestamp

**Carbon Copy Events****Status****Timestamp**

Kristen Fitzpatrick

klf3@pdx.edu

Security Level: Email, Account Authentication  
(None)**Electronic Record and Signature Disclosure:**

Not Offered via DocuSign

**COPIED**

Sent: 12/4/2020 7:41:32 PM

**Witness Events****Signature****Timestamp****Notary Events****Signature****Timestamp****Envelope Summary Events****Status****Timestamps**

Envelope Sent

Hashed/Encrypted

12/4/2020 12:38:52 PM

Certified Delivered

Security Checked

12/4/2020 2:30:44 PM

Signing Complete

Security Checked

12/4/2020 2:31:08 PM

Completed

Security Checked

12/4/2020 7:41:32 PM

**Payment Events****Status****Timestamps**