

1 Memorandum of Agreement (MOA) between
2 Portland State University (University)
3 and the Portland State University Chapter
4 of the American Association of University Professors (Association)
5 December 17, 2020
6

CORRECTED

7 Subject: Option for non-tenure track instructional faculty members to delay milestone review for
8 continuous appointment in AY 20/21 due to the COVID-19 pandemic

9 *Recitals:*

10 PSU and AAUP recognize that the COVID-19 has created a situation that may interrupt NTTF faculty
11 member progress toward Continuous Appointment. The parties wish to ensure that NTTF faculty
12 members whose progress toward continuous appointment was perceived by them to be adversely
13 impacted by the events of Spring 2020 are given the opportunity to recover.

14
15 *The Parties agree as follows:*

- 16 1. A one-year extension of the continuous appointment clock will be offered to all non-tenure track
17 faculty members who are scheduled for their milestone review for continuous appointment in AY
18 20/21. All other requests for an extension due to COVID-19 impact, will be on a case by case
19 basis.
20
- 21 2. The University will communicate this offer to faculty members September 1, 2020. Faculty
22 members in this group must let their Department Chair or Chair equivalent and Dean's office
23 know their decision in writing no later than September 30 of the year of their original review
24 using the ACKNOWLEDGEMENT OF EXTENSION OF CONTINUOUS APPOINTMENT CLOCK
25 form.
26
- 27 3. It will be at the discretion of the faculty member to include or not include any student
28 evaluations collected from courses taught during the period of remote teaching beginning in
29 Winter 2020 through Summer 2020 in their continuous appointment milestone review
30 regardless of the year of the review.
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33 This agreement will become effective upon signature and ratification of the parties and shall remain in
34 effect until the conclusion of the adjustment cycle (AY ~~2024-25~~ 2025-26) as noted above.
35

continued


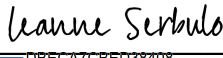
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PSU/AAUP MOA
 COVID impact NTTF-CA milestone review extension CORRECTED
 December 17, 2020
 Page 2 of 2

Milestone Review		
		Septembers/Years
HIRED September 16, 2020	Contractual Reviews to be completed by June 15	Count
2020-21	1 st Annual Review	1
2021-22	2nd Annual Review	2
2022-23	3rd Annual Review	3
2023-24	4th Annual Review	4
2024-25	5th Annual Review	5
2025-26	Milestone Review Occurs	6
POSITIVE MILESTONE REVIEW		
9/16/2026 New post CA contract starts	Positive Milestone Review CA Effective Date from 2026- 27 Review	ALSO start of Academic year 1 for the PCAR 5-year review cycle (2026-27)

1
2

<u>For the University</u>	<u>For the Association</u>
<small>DocuSigned by:</small>  <small>B3325C565FA54C5</small> Shelly Chabon, Vice Provost for Academic Personnel & Leadership Development	<small>DocuSigned by:</small>  <small>DBECA7CBED32408</small> Leanne Serbulo, Interim Vice President of Collective Bargaining
December 18, 2020 8:05 AM PST <hr style="width: 20%; margin: auto;"/> Date	December 18, 2020 12:23 PM PST <hr style="width: 20%; margin: auto;"/> Date

Certificate Of Completion

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Document Pages: 3	Signatures: 2
Certificate Pages: 2	Initials: 3
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Envelopeld Stamping: Enabled	Philip Lesch
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	Suite SMSU 232
	PORTLAND, OR 97201-3256
	phil@psuaaup.net
	IP Address: 71.193.169.218

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