

Current Bargaining Items

The Bargaining Team is hard at work during the pandemic and remote work at PSU to address a number of issues. Many of them are related specifically to the impacts of COVID-19, but we have also continued to push through other pressing issues. These items are issues the Bargaining Team is actively working on that is in addition to bargaining issues at the main table.

Most of the issues below are being addressed through MOAs. MOAs allow PSU-AAUP to come to an agreement with the University on items that are not directly part of bargaining at the main table. The MOA allows us to implement the agreement outside of the full contract vote. Sometimes these MOAs will become part of the full contract when we finish bargaining the contract, and other times MOAs are discrete items that stand by themselves.

Recently agreed to MOAs pending a vote of our members:

COVID-19 Impact on Academic Professional Evaluations. This MOA does two things. First, it extends the deadline to complete the in-person meeting between APs and their supervisors for the period ending April 1, 2020 to June 30th. Second, for the evaluation period ending April 1, 2021, supervisors will give meaningful consideration and take into account the stressors and disruptions of the COVID crisis, and the input from Academic Professionals. Should an Academic Professional receive a negative evaluation for performance during the COVID crisis period, the supervisor will articulate consideration given to the stressors noted in the self-evaluation.

Nearly completed MOAs that will be sent out for a vote of our members soon:

Copyright Ownership Policy. This MOA defines that authorship and copyright of scholarly work done by our members belongs to the member that authored it and not to the University.

Current Topics being discussed with Admin. These negotiations are ongoing and the final agreement is subject to both the University and PSU-AAUP agreeing to language:

COVID-19 Impact - Reopening PSU. It is our contention that whenever PSU reopens, any member that feels unsafe or is otherwise not comfortable returning to campus can't be forced to do so.

COVID-19 Impact on Post-Tenure Review (PTR). This MOA addresses the impact of COVID-19 on PTR.

COVID-19 Impact on Post-Continuous Review (PCAR). This MOA addresses the impact of COVID-19 on PCAR.

NTTF Delay of Post-Continuous Review (PCAR) is a proposal to allow NTTF to delay their review due to life situations like an illness, birth of a child, or other personal situations that impact them. This MOA is distinct from the MOA regarding the impacts of COVID-19 on PCAR.

Extension of Faculty Development Grant (FDG) due to the COVID-19 pandemic. We are proposing that current FDGs be extended for one year due to COVID-19. This would apply to grants ending June 30, 2020, making the new deadline June 30, 2021 and grants originally ending June 30, 2021 with a new deadline being June 30, 2022.

COVID-19 Impact on Start-Up Packages. This MOA extends the timeline for any new hires to use their start-up packages by one year due to the impacts of the pandemic.

Moving Post-Continuous Review to 5-years. This MOA is to bring our contract in-line with the new guidelines adopted by the Faculty Senate to move PCAR from every three years to every five years.

PSU's new Open-Access Policy recently adopted by the Faculty Senate. It is our belief that the impacts of this policy is a mandatory subject of bargaining as it affects scholarship, tenure decisions, and workload, among other things.

New Hire Orientations MOA, is an MOA addressing when PSU-AAUP will be able to meet with new hires during orientation.

Recently adopted by our members and implemented MOAs:

PI Policy. This item was brought to PSU-AAUP by Admin. We have agreed to a new policy that clarifies the role of Principal Investigators (PIs).

COVID-19 Impact - expired IPDAs. This MOA extends the expiration date of current money deposited in professional development accounts in 2016 by one year. Originally the first year's monies were set to expire in June 2020; these funds will now be available until June 2021. Money deposited between 2017 and fall of 2019 will expire at their regular time. Should the closure of PSU extend into the fall we have the option to extend the funds an additional year.

COVID-19 Impact - Tenure Track Members Tenure Clock Extension option. This MOA gives tenure track faculty members the option to extend tenure clocks by one year due to the impacts of the pandemic on their scholarly agenda.

Effects of the Loss of Staff in RGS. This MOA addresses the impacts of the loss of RGS staff beginning in December 2018. The MOA outlines some remedies for RGS staff and notes that research faculty can note in their evaluations that the loss of RGS staff impacted their research agenda.

Post Tenure Review (PTR) process for Tenured Faculty members in less than full time positions. This MOA clarifies the timeline for PTR for certain members who work less than a full 1.0 FTE.

Post Tenure Review (PT) Process for tenured faculty members hired mid-year. This MOA clarifies the timeline for PTR for certain members hired mid-year.