Memorandum of Agreement (MOA) between
Portland State University (University) and
the Portland State University Chapter
of the American Association of University Professors (Association)
April 22, 2020

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

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

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

Faculty scheduled for tenure review in Academic Year 2020-2021:
The University will communicate this offer to faculty members no later than one week after the
ratification of this agreement. Faculty in this group must let their Department Chair or Chair
equivalent and Dean’s office know their decision in writing no later than June 1, 2020 using the
ACKNOWLEDGEMENT OF EXTENSION OF TENURE CLOCK form (Appendix A).

Faculty scheduled for tenure review in Academic Years 2021-22 through 2024-25:
For tracking purposes, all faculty in this group will remain on their current promotion and
tenure review schedules and retain the right to an early review. In April when notifications are
sent to those eligible for promotion and tenure review for the following academic year, the
Department Chair, Chair equivalent, or Chair of the P&T Committee will include this MOU
along with the eligibility notification. Any Faculty member electing the one-year extension must
inform the Department Chair, Chair equivalent, or Chair of the P&T Committee, and the Dean’s
Office of their decision no later than April 30 of that academic year, in writing using the
ACKNOWLEDGEMENT OF EXTENSION OF TENURE CLOCK form (Appendix A).

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

For the University

________________________
Shelly Chabon, Vice Provost for Academic Administration
April 22, 2020 | 6:15 PM PDT

For the Association

________________________
David Hansen, VP of Collective Bargaining
April 22, 2020 | 3:19 PM PDT
Appendix A to
MOA Option for tenure track members to delay Promotion and Tenure review
due to the COVID-19 pandemic

ACKNOWLEDGMENT OF
EXTENSION OF TENURE CLOCK DUE TO COVID-19
FOR ACADEMIC YEARS 2020-21 through 2024-25

Name: _________________________________________________________________________________________
Last     First     Middle
College or School/Department: _________________________________________ PSU ID: _____________________
Date of First Appointment at PSU: __________________ Current Rank: ______________________________________

*   *   *   *   *

INSTRUCTIONS: When notifications are sent regarding those eligible for promotion and tenure review, the Department
Chair or chair of the P&T Committee will include this form along with the PSU-AAUP MOU Titled: OPTION FOR
TENURE TRACK MEMBERS TO DELAY PROMOTION AND TENURE REVIEW DUE TO THE COVID-19

The eligible Faculty member must inform the Department Chair, chair of the P&T Committee, and the Dean’s Office, of
their decision opt-in to the one-year extension of their tenure review in writing, using this form. The Deadline for the
decision is June 1, 2020 if tenure review is in AY 2020-21, or April 30 of the year of the tenure review if the tenure
review is in AY 2021-22 through 2024-25.

To be filled out by the Faculty Member:

<table>
<thead>
<tr>
<th>Check One</th>
<th>Date of Tenure Review</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>I would like to keep my original tenure review schedule.</td>
</tr>
<tr>
<td></td>
<td>I would like the automatic Tenure Clock Extension.</td>
</tr>
</tbody>
</table>

*   *   *   *   *

Acknowledgement of Receipt:
Print Names Clearly Below: SIGNATURES DATE
EMPLOYEE:

DEPARTMENT CHAIR/Supervisor of Record:

DEAN:

The Deans office will provide a signed copy to The Office of Academic Affairs