

**Memorandum of Understanding between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
November 6, 2025**

Subject: Compression, Inversion, and Equity Increases for Faculty – Methodology

Recital

Article 30, Section 4 of the 2025-2028 Collective Bargaining Agreement (CBA) provides that \$445,000 and \$225,000, respectively, will be made available for compression, inversion, and equity (CIE) salary increases for tenure-related (TTF) and non-tenure track faculty (NTTF) in each of the four years of the contract. This Memorandum of Understanding details the revisions that the parties agree to make to the methodology heretofore used to distribute CIE funds.

Agreement

A. Eligibility

1. CIE increases are effective on July 1 for 12-month faculty and September 16 for 9-month faculty.
 - a. A 12-month faculty member must have been in an active, represented position as of January 1 to be eligible for CIE increases that year.
 - b. A 9-month faculty member must have been in an active, represented position as of February 1 to be eligible for CIE increases that year.

Faculty who are in the bargaining unit and are on any leave provided in Article 32 of the CBA, except for a year-long personal or discretionary leave per Section 5, are considered to occupy an active, represented position for purposes of this MOU.

2. A faculty member employed on the eligibility date (January 1 or February 1) but excluded from the bargaining unit (e.g., to take an administrative position, including department chairs or equivalents) shall not be eligible to receive an increase.

B. Target Salary Table

1. To construct a target salary table, salary data are retrieved from databases maintained by the College and University Professional Association for Human Resources (CUPA-HR) as follows:
 - a. Data are retrieved for Tenured/Tenure Track faculty by Classification of Instructional Programs (CIP) code, both 4-digit and 2-digit.

b. Data are retrieved for two comparator groups:

- i. National peer institutions identified by the parties when the original methodology was developed.

| | |
|--|--|
| California State University-Fresno | The University of Texas at Arlington |
| Cleveland State University | University of Central Florida |
| Eastern Michigan University | University of Houston |
| Florida International University | University of Illinois at Chicago |
| George Mason University | University of Massachusetts Boston |
| Georgia State University | University of Massachusetts Lowell |
| Indiana University-Indianapolis | University of Missouri - Kansas City |
| Kent State University | University of Missouri - Saint Louis |
| Montclair State University | University of Nebraska at Omaha |
| Morgan State University | University of New Mexico |
| North Carolina Agricultural and Technical State University | University of New Orleans |
| Oakland University | University of North Carolina at Charlotte |
| Oregon State University | University of North Carolina at Greensboro |
| Rowan University | University of Oregon |
| Rutgers University, Newark Campus | University of South Florida |
| San Diego State University | University of Texas at El Paso |
| San Francisco State University | University of Texas at San Antonio |
| Tennessee State University | University of Toledo |
| Texas A&M University, Corpus Christi | University of Wisconsin-Milwaukee |
| Texas Southern University | Wayne State University |
| The University of Memphis | Wichita State University |
| | Wright State University |

- ii. Public Doctoral Universities: High Research Activity, as defined in the Carnegie Classification released in 2021. In 2025, there were 90 such institutions that provided data to CUPA-HR.

c. Other parameters used for the retrieval of CUPA-HR data include:

- i. Compare by: institutional average salaries
 - ii. Aging factor: as recommended by CUPA-HR
 - iii. Aging date: September 16 of the current calendar year
 - iv. Filter outliers: ± 2 standard deviations
2. The salary table will consist of 3 rows for each 4-digit CIP code associated with one or more faculty members in the bargaining unit: Professor, Associate Professor, and Assistant Professor (incl New). The table will consist of nine columns, one for each decile in the CUPA-HR salary distribution for each rank and CIP code, 10th through 90th.
3. The cells in the salary table are first populated with salary data from national peer

institutions. If data are missing for any rank within a 4-digit CIP code, the cells are populated with data from high research institutions for that CIP code. If data are missing for any rank within a 4-digit CIP code for both national peer institutions and high research institutions, the cells are populated with data from high research institutions using the corresponding 2-digit CIP codes.

4. If anomalies are identified in the constructed salary table by either party, the two parties will agree to any necessary adjustments. Anomalies include lower average salaries for higher ranks within the same CIP code.
 - a. In 2025, whenever a salary median for a lower rank was higher than the median for a higher rank within a CIP code, salary data for all three ranks and all deciles were discarded and replaced with data from one of the other samples in paragraph 1.
5. CUPA-HR does not collect salary data for librarian CIP codes by rank, so the following procedure is used to impute target salaries for librarians with faculty rank.
 - a. Data are retrieved for Professionals/Librarians by CIP code. The other parameters used for retrieving these data are the same as specified in 1(b) and 1(c) above.
 - b. Salary data from CUPA-HR will apply to librarians at the rank of associate professor. Applicable salaries for the ranks of professor and assistant professor are calculated as a percent of associate professor based on the average of such ratios for the other CIP codes in the salary table. The parties may also choose to apply the following percentages: professor salary is 128% of associate professor salary; assistant professor salary is 88% of associate professor salary.
 - c. The librarian salaries in the salary table are adjusted to account for the salary minimums in Article 30, Section 5 of the CBA for 12-month faculty.
 - i. The assistant professor salary for decile 40 is brought up to the PSU minimum. The associate professor and professor salaries for decile 30 is brought up to the PSU minimum. For each rank, all other deciles are adjusted by the same percentage.
 - ii. For 2025, this procedure used the following percentages to adjust librarian salaries from the 43 national peer institutions. The parties may agree to apply these adjustments in future years or recompute the percentages from the most recent CUPA-HR data.

| Library Position | Professor | Associate Professor | Assistant Professor |
|--|------------------|----------------------------|----------------------------|
| Head of Acquisitions | 138% | 141% | 131% |
| Head of Reference & Instruction (Ref Level II) | 125% | 128% | 121% |
| Research and Instruction (Ref Level I) | 159% | 162% | 134% |
| Electronic Resources - Serials | 176% | 179% | 162% |

6. In any given year, the parties may agree to an alternative to the salary table constructed in paragraphs 2 through 5 of this section.
 - a. Salary deciles for each rank and CIP code are expressed as a percentage of the median for that rank and CIP code.
 - b. These percentages are averaged for each rank across all CIP codes to create a matrix of percentages for each rank and decile. For example:

| Rank | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 |
|--------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Professor | 83% | 87% | 91% | 96% | 100% | 104% | 109% | 115% | 122% |
| Associate Professor | 87% | 91% | 94% | 97% | 100% | 103% | 108% | 112% | 118% |
| Assistant Professor (incl New) | 87% | 90% | 94% | 97% | 100% | 103% | 107% | 112% | 117% |

- c. Deciles 10 through 40 and 60 through 90 in the salary table are expressed as a fixed percentage of the median for each rank and CIP code.

C. Assignment of Target Salaries

1. Tenure-related and non-tenure track faculty who are eligible to be considered for CIE increases shall be assigned a target salary based on their CIP code, rank, and years in rank.
2. CUPA-HR does not collect non-tenure track faculty salaries by rank, so non-tenure track target salaries are proportional to tenure-related target salaries as follows:

| Non-tenure Track Rank | Tenure-line Rank | proportion |
|---------------------------------|--------------------------------|-------------------|
| Teaching Professor | Professor | 0.95 |
| Associate Teaching Professor | Associate Professor | 0.95 |
| Assistant Teaching Professor | Assistant Professor (incl New) | 0.95 |
| Professor of Practice | Professor | 0.95 |
| Associate Professor of Practice | Associate Professor | 0.95 |
| Assistant Professor of Practice | Assistant Professor (incl New) | 0.95 |
| Research Professor | Professor | 0.95 |

| Non-tenure Track Rank | Tenure-line Rank | proportion |
|------------------------------|--------------------------------|-------------------|
| Research Associate Professor | Associate Professor | 0.95 |
| Research Assistant Professor | Assistant Professor (incl New) | 0.95 |
| Clinical Professor | Professor | 0.95 |
| Associate Clinical Professor | Associate Professor | 0.95 |
| Assistant Clinical Professor | Assistant Professor (incl New) | 0.95 |
| Senior Instructor II | Assistant Professor (incl New) | 1.00 |
| Senior Instructor I | Assistant Professor (incl New) | 0.85 |
| Instructor | Assistant Professor (incl New) | 0.75 |
| Senior Research Associate II | Assistant Professor (incl New) | 0.95 |
| Senior Research Associate I | Assistant Professor (incl New) | 0.85 |
| Research Associate | Assistant Professor (incl New) | 0.80 |
| Senior Research Assistant II | Assistant Professor (incl New) | 0.775 |
| Senior Research Assistant I | Assistant Professor (incl New) | 0.750 |
| Research Assistant | Assistant Professor (incl New) | 0.725 |

3. For each tenure-line and non-tenure track faculty rank, years in rank map to target salary deciles as follows:

| | 30 | 40 | 50 | 60 | 70 | 80 | 90 |
|--------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <i>Tenure-line Ranks</i> | | | | | | | |
| Professor | 0-3 | 3-6 | 6-10 | 10-14 | 14-18 | 18-21 | 21+ |
| Associate Professor | 0-3 | 3-6 | 6-10 | 10-14 | 14+ | | |
| Assistant Professor | | 0-2 | 2-4 | 4-6 | 6+ | | |
| <i>Non-tenure Track Ranks</i> | | | | | | | |
| Teaching Professor | 0-3 | 3-6 | 6-10 | 10-14 | 14-18 | 18-21 | 21+ |
| Associate Teaching Professor | 0-3 | 3-6 | 6-10 | 10-14 | 14+ | | |
| Assistant Teaching Professor | | 0-2 | 2-4 | 4-6 | 6+ | | |
| Professor of Practice | 0-3 | 3-6 | 6-10 | 10-14 | 14-18 | 18-21 | 21+ |
| Associate Professor of Practice | 0-3 | 3-6 | 6-10 | 10-14 | 14+ | | |
| Assistant Professor of Practice | | 0-2 | 2-4 | 4-6 | 6+ | | |
| Clinical Professor | 0-3 | 3-6 | 6-10 | 10-14 | 14-18 | 18-21 | 21+ |
| Associate Clinical Professor | 0-3 | 3-6 | 6-10 | 10-14 | 14+ | | |
| Assistant Clinical Professor | | 0-2 | 2-4 | 4-6 | 6+ | | |
| Research Professor | 0-3 | 3-6 | 6-10 | 10-14 | 14-18 | 18-21 | 21+ |
| Research Associate Professor | 0-3 | 3-6 | 6-10 | 10-14 | 14+ | | |
| Research Assistant Professor | | 0-2 | 2-4 | 4-6 | 6+ | | |
| Senior Instructor II | 0-3 | 3-6 | 6-10 | 10-14 | 14-18 | 18-21 | 21+ |
| Senior Instructor I | 0-3 | 3-6 | 6-10 | 10-14 | 14+ | | |

| | 30 | 40 | 50 | 60 | 70 | 80 | 90 |
|------------------------------|-----|-----|------|-------|-------|-------|-----|
| Instructor | | 0-2 | 2-4 | 4-6 | 6+ | | |
| Senior Research Associate II | 0-3 | 3-6 | 6-10 | 10-14 | 14-18 | 18-21 | 21+ |
| Senior Research Associate I | 0-3 | 3-6 | 6-10 | 10-14 | 14+ | | |
| Research Associate | | 0-2 | 2-4 | 4-6 | 6+ | | |
| Senior Research Assistant II | 0-3 | 3-6 | 6-10 | 10-14 | 14-18 | 18-21 | 21+ |
| Senior Research Assistant I | 0-3 | 3-6 | 6-10 | 10-14 | 14+ | | |
| Research Assistant | | 0-2 | 2-4 | 4-6 | 6+ | | |

3. For non-tenure track faculty who were retitled into the teaching ranks pursuant to the Memorandum of Agreement on the Adoption of New NTTF-I Ranks (as corrected: August 8, 2022), but who have not promoted to a higher teaching rank since they were retitled, years-in-rank shall also include years in rank prior to retitling (i.e., as Senior Instructor II, NTTF assistant professor, NTTF associate professor, or NTTF professor). There were twelve faculty whose years-in-rank required this adjustment in 2025.

D. Distribution of CIE Funds

1. The 1.0 FTE equivalent salary as of May 1 will be used in the CIE calculations. If the 1.0 FTE-equivalent salary of the faculty member is less than the target salary, then the “1.0 FTE salary gap” is the difference between the two. The “FTE-adjusted salary gap” is the 1.0 FTE salary gap multiplied by the faculty member’s FTE.
2. The parties agree to set maximum CIE increases to limit the effect of outliers. For example, the parties may elect to set the maximum CIE increase at a certain percentage of the total CIE fund amount. In 2025, no TTF CIE adjustment will exceed 2% of the total TTF allocation and no NTTF adjustment will exceed 3% of the NTTF allocation.
3. The parties agree that CIE increases will not be applied unless the calculated increase exceeds a specified minimum amount or percentage. The parties agree that there is a practical minimum to the CIE salary adjustments. No CIE adjustment will be applied if the calculated adjustment is less than \$180 for 9 month employees and \$240 for 12 month employees.
4. CIE funds allocated by the CBA are distributed such that all salary gaps are reduced by an equal percentage and the sum of all FTE-adjusted salary gap reductions equals the entirety of the CIE pool.
5. If all FTE-adjusted salary gaps are closed and CIE funds remain, then all target salaries are increased until the CIE funds are exhausted. This may result in additional faculty members becoming eligible for CIE increases.

E. Crosschecking and Revision

1. The parties understand that CIE increases for 9-month faculty, effective September 16, may need to be recalculated after CIE increases go into effect for 12-month faculty, effective July 1, due to personnel changes (e.g., department chair turnover). These recalculations will not alter the CIE increases that have already been applied on July 1.
2. The University and the Association will exchange information on the following dates each year that CIE increases are to be applied:

| Information | Provided by | Time to process |
|---------------------------------------|-------------|-----------------|
| Initial employee roster | HR | Early March |
| Confirm employee roster | AAUP | 3 weeks |
| Initial CIE calculations | HR | 5 weeks |
| Confirm initial calculations | AAUP | 3 weeks |
| Final roster and calculations | HR | 4 weeks |
| Confirm final roster and calculations | AAUP | 3 weeks |

3. The parties may agree to revise this methodology for CIE distributions in 2026, 2027, and 2028. If they do not agree on a revision, the methodology provided in this MOU will be used.

This MOU shall become effective upon signature by the parties and approval by the PSU-AAUP Executive Council.

| For the University | For the Association |
|---|---|
|  Chris Monsere (Nov 6, 2025 18:16:46 PST) <hr/> Chris Monsere, Vice Provost for Faculty Success 11/06/2025 <hr/> Date |  <hr/> David Kinsella, Vice President Collective Bargaining 11/06/2025 <hr/> Date |

11.06.2025 CIE Methodology MOU_CLEAN.docx

Final Audit Report

2025-11-07

| | |
|-----------------|--|
| Created: | 2025-11-07 |
| By: | Edward Fillary (efillary@pdx.edu) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAA23bbVkO3Lr6apSi0uYFL5Zy8uHF3jkxw |

"11.06.2025 CIE Methodology MOU_CLEAN.docx" History

-  Document created by Edward Fillary (efillary@pdx.edu)
2025-11-07 - 1:39:03 AM GMT- IP address: 131.252.25.93
-  Document emailed to Chris Monsere (monsere@pdx.edu) for signature
2025-11-07 - 1:39:51 AM GMT
-  Email viewed by Chris Monsere (monsere@pdx.edu)
2025-11-07 - 2:16:25 AM GMT- IP address: 104.28.116.89
-  Document e-signed by Chris Monsere (monsere@pdx.edu)
Signature Date: 2025-11-07 - 2:16:46 AM GMT - Time Source: server- IP address: 172.56.154.218
-  Document emailed to David Kinsella (kinsella@pdx.edu) for signature
2025-11-07 - 2:16:48 AM GMT
-  Email viewed by David Kinsella (kinsella@pdx.edu)
2025-11-07 - 2:17:13 AM GMT- IP address: 104.28.116.108
-  Document e-signed by David Kinsella (kinsella@pdx.edu)
Signature Date: 2025-11-07 - 2:20:50 AM GMT - Time Source: server- IP address: 140.248.20.215
-  Agreement completed.
2025-11-07 - 2:20:50 AM GMT