

## **PURPOSE**

The purpose of this Agreement is to promote high-quality education and scholarship, supporting the Miami University Mission (2023), including to:

- prioritize and protect the Teacher-Scholar Model that drives Miami's excellence in teaching and research,
- ensure Miami working conditions, compensation, and learning conditions reflect the Love and Honor that the Miami University community deserves, regardless of identity, title, or rank,
- fulfill the promise of shared governance, administrative transparency, and due process, and
- uphold and model the principles of academic freedom.

To support this purpose, this agreement will:

- define, clearly and concisely, the rights and obligations of the Administration and Faculty Members;
- recognize the value and importance of diversity, equity, and inclusion to the parties to this collective bargaining agreement;
- assure fair and reasonable conditions of employment and dispute resolution procedures; and,
- provide for the participation of the Faculty and Administration in the continuing effort to improve the University's quality, efficiency, and responsiveness.

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The Union reserves the right to add to, delete from, alter or amend this proposal. This proposal is made without precedent or prejudice to existing rights and entitlements, regardless of the character or source of same. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.