

Shared Governance:

The parties agree to jointly implement and adhere to the principles and standards of shared governance described in the AAUP *Statement on Government of Colleges and Universities* (a joint formulation of the American Association of University Professors, the American Council on Education, and the Association of Governing Boards of Universities and Colleges) and further set forth below.

Roles, Scope of Authority, and Responsibility for Decision-Making

Faculty shall have primary authority to make decisions on the methods and the courses of instruction to be offered, grading policy, recommendations for degrees, academic honors and prizes, other fundamental areas of curriculum, research, faculty status, and such other matters within their jurisdiction. The board of trustees and the president shall, on these matters, concur with the faculty judgment except in rare instances and for compelling reasons which must be stated to the faculty in detail. The faculty shall, following such communication, have opportunity for further consideration and further transmittal of its views to the president or board.

Faculty shall also be entitled to share significantly in the responsibilities for other matters including, but not limited to, program development, program review, department review, setting of standards for admission to the college or university, and department and college reorganization. The principles of joint effort and shared responsibility are illustrated, but not limited to, the provisions below:

Faculty status and related matters are primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal. The primary responsibility of the faculty for such matters is based upon the fact that its judgment is central to general educational policy. Furthermore, scholars in a particular field or activity have the chief competence for judging the work of their colleagues; in such competence it is implicit that responsibility exists for both adverse and favorable judgments. Likewise, there is the more general competence of experienced faculty personnel committees having a broader charge. Determinations in these matters shall first be by faculty action through established procedures, reviewed by the chief academic officers with the concurrence of the board. The board of trustees and president shall, on questions of faculty status, as in other matters where the faculty has primary responsibility, concur with the faculty judgment except in rare instances and for compelling reasons which shall be stated in writing.

Faculty shall meaningfully participate in deciding and executing long-range strategic plans for matters affecting the University, including but not limited to: having the broadest possible exchange of information and opinion as the rule of communication between both parties; being involved in decisions on existing and or prospective physical resources; having a voice in budgetary and salary matters; and playing a significant role in selecting chief administrators. The faculty shall be substantively consulted prior to and as part of the decision process for matters affecting the University, as well as made aware prior to any implementations, and shall be given sufficient time to make available to the Administration and to the Board its aid, advice, and counsel in such matters.

Each division or college Faculty shall have the right to advise, aid, and counsel the president, the provost, and the Deans of the college on matters affecting the division or college and the University, and shall be given sufficient time to do so. Each division or college Faculty may elect a Faculty committee to exercise this right.

Each department's Faculty shall have the right to advise, aid, and counsel the department chair on matters affecting the department, division, college, and University and shall be given sufficient time to do so. The department Faculty may elect a Faculty committee to exercise this right.

Department chairs shall be selected by departmental election.

Faculty Participation in Decision-making

Under the principles and standards articulated in the Statement on Government of Colleges and Universities, the shared governance bodies of the university—Faculty Assembly, University Senate, and their committees—shall enable faculty to participate meaningfully in decision-making regarding long-range strategic planning, existing or prospective physical resources, budgeting, and the selection of a new chief administrator, including but not limited to the university president and the provost. Effective planning requires the broadest possible exchange of information and opinion among the Board of Trustees, the Administration and the Faculty. The University Senate, the Administration, and the Faculty (through Faculty Assembly) shall seek agreement on basic decisions regarding buildings and other facilities to be used in the educational work of the University. With regard to budgeting, the Faculty will have input in the determination of short- and long-range budgetary priorities and projections related to the area of Faculty authority as stated above. Therefore, the University Senate, its relevant committees, and Faculty Assembly may demand, and the University must share, information and data, including, but not limited to budget data and cash flow, affecting the University in a clear and timely fashion.

The Role of the Faculty Assembly:

Faculty Assembly serves as an agency to present the views of the entire faculty. It is composed of all members of the faculty who hold tenure or a tenure-track position; all librarians who hold the rank of Principal Librarian, Associate Librarian, or Assistant Librarian (Librarians); Teaching, Clinical Professors and Lecturers (TCPLs); Visiting Assistant Professors (VAPs) and Part-Time Faculty.

Faculty Assembly shall be convened by a Faculty Assembly Committee elected from and by the faculty and chaired by a faculty member elected by the members of the committee. Those serving in administrative positions as 50% or more of their appointment cannot be elected as Faculty Assembly Chair. The University Provost will provide the Faculty Assembly with the membership list on the first day of each academic year.

With the advice of the President, Provost, other members of Administration, and members of Faculty Assembly, the Faculty Assembly Committee shall set agendas for meetings of Faculty Assembly to take place every fall and spring semester. Additional meetings may be called according to the procedures that exist in current policy, except that petitions for meetings would now be presented to the chair of Faculty Assembly. The Faculty Assembly Committee may call for reports from university committees and from the President, the Chair of University Senate, and Vice Presidents. It may propose, debate, and recommend matters for University Senate consideration or for presentation to other officials or administrative bodies. It may also challenge and refer back to the University Senate any University Senate action. The Faculty Assembly has the right of initiative and referendum. Its decisions are tantamount to Senate actions.

University Senate and University Senate Committees:

The University and FAM, AAUP-AFT agree that in those areas affecting Miami that are not specifically addressed and resolved through the collective bargaining process, University Senate is the primary University governance body where students, faculty, staff, and administrators debate University issues and reach conclusions on the policies and actions to be taken by the institution. With the exception of the primary authority granted to the Faculty within this article, it is the legislative body of the University in matters including but not limited to educational programs, requirements, and standards; faculty welfare; and student conduct. With the exception of the primary authority granted to the Faculty within this article, the Board of Trustees delegates to the Senate authority for, and the financial means to enact, curriculum, academic programs, and course offerings, and advisory authority on all other matters related to Miami University.

University Senate's Executive Committee must include the Faculty Assembly Chair as an ex-officio member. The Chair of the Executive Committee of University Senate will also serve as Chair of University Senate. Senate Councils and Committees shall report regularly to Senate and may present resolutions based on their reports for discussion and vote. Members of councils and committees elect their chairs from their own membership.

The Administration will not alter the organizational structure, including the roles and responsibilities, of the University Senate nor the Faculty Assembly without the consent of FAM, AAUP-AFT and the body involved. Apart from the paragraph above, the University Senate's committee structure, meaning the name, function, composition and purpose of each committee, will remain the same as stated by the University Senate (See appendix A) as of the effective date of this CBA unless FAM, AAUP-AFT consents with any changes agreed to herein.

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.