

1 Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University

2
3 October 25, 2023

4
5 Counterproposal: Appointment, Renewal, and Promotion of TCPL Faculty

6
7 **1. Appointment to Assistant rank**

8 **1.1.** Appointments to TCPL faculty positions at the rank of assistant are made
9 on an academic year basis. If not renewed, the TCPL faculty member at
10 Assistant rank will be given a one academic year notice of non-
11 reappointment by July 1. An assistant TCPL faculty member is eligible to
12 receive, but not entitled to expect, annual renewal of the appointment. No
13 person shall serve more than five (5) academic years as an assistant
14 TCPL.

15
16 **1.2.** TCPLs must receive a formative third year review of their dossier from
17 their Chair, their PT (promotion and tenure) committee, and the Dean. The
18 departmental and divisional PT committees that evaluate a TCPL faculty
19 member for the promotion to the Associate rank must have TCPL
20 representation. If no TCPL at Associate or Full rank exists in the
21 Department or Division, the Chair or Dean must secure a TCPL member
22 from one of the cognate disciplines to join the committee.

23
24 **1.3.** Following a comprehensive evaluation for promotion in their fourth year, a
25 TCPL faculty member may be promoted to the Associate level.

26
27 **1.4.** If not promoted, the TCPL faculty member will be given one full academic
28 years' notice of non-reappointment before July 1. A faculty member who
29 failed to achieve promotion may reapply for promotion during their terminal
30 5th year. In the event the faculty member does not achieve promotion
31 during their terminal 5th year, their employment will cease at the end of
32 their terminal year.

33
34 **2. Professional Development Plan (PDP) and Evaluation**

35 **2.1.** In the TCPL faculty member's first year at Assistant or Lecturer rank, the
36 department chair will assist the faculty member to develop a philosophy of
37 teaching and service, and a two-page professional development plan
38 (PDP). This PDP will be tailored to the specific professional expertise of
39 the faculty member and the needs of the curriculum, program/department,
40 division, and students. PDPs will include the teaching and service or
41 advising responsibilities (as assigned), a plan for professional
42 development activities for the year ahead for both teaching and service,

43 and a plan for measuring the planned outcomes. The Chair will submit the
 44 PDP to the Dean and to the Departmental and Divisional Promotion and
 45 Tenure committee for evaluation. Upon approval, the PDP will represent
 46 the criteria for annual evaluation.

47
 48 **2.2.** The PDP plan is flexible and open to revision only with the consent and
 49 approval of the TCPL. Department chairs or program directors will revisit
 50 the TCPL faculty member's plan and goals annually, as part of the annual
 51 review process, and as departmental needs change. Changes to the PDP
 52 resulting from the needs of the department or division will not be held
 53 against the candidate during the promotion process. All PDP plans will be
 54 appended to the promotion dossier. PDP plans will not count towards the
 55 20 pages of the promotion dossier.

56
 57 **2.3.** Beginning in their second year, TCPLs will submit to the chair or program
 58 director a Cumulative Dossier in accordance with the Dossier Guidelines
 59 for Teaching Professors, Clinical Professors, Lecturers and Clinical
 60 Lecturers. Departmental promotion committees and chairs must provide
 61 cumulative annual assessments of the dossier, and make specific
 62 recommendations for improvement. The second and third year
 63 assessments must be submitted to the Dean for review.

64 **3. Promotion to the Rank of Associate**

65
 66
 67 **3.1.** Faculty who wish to be considered for promotion to the associate rank are
 68 responsible for assembling and submitting a Promotion Package of
 69 accomplishments and relevant supporting materials to their department or
 70 program.

71
 72 **3.2.** There is no external review process for reappointment or promotion of
 73 TCPL faculty.

74
 75 **3.3.** The Promotion Package consists of the Cumulative Dossier (no more than
 76 20 pages excluding appendices), a letter from the departmental PT
 77 committee and a letter from the Chair. The appendices should include the
 78 appended PDPs and any other supporting materials.

79
 80 **3.4.** The Promotion Package should be in accordance with the Dossier
 81 Guidelines for Teaching Professors, Clinical Professors, Lecturers and
 82 Clinical Lecturers included in this CBA.

83
 84 **3.5.** The core criteria for promotion to associate are defined as follows:

- 85 **3.5.1. High Quality in Teaching** High quality in teaching can be clearly
 86 demonstrated by multiple measures of instructional classroom
 87 performance. All dossiers must include multiple sources of teaching
 88 evaluations, both quantitative and qualitative, and may include but
 89 not rely solely on student evaluations of teaching. Faculty members
 90 have the right to determine, in consultation with their departmental
 91 promotion and tenure committee, which measures will be used. The
 92 evaluation of teaching should use the criteria covered by the
 93 section "Evaluation of Teaching" in this CBA.
- 94 **3.5.2. Academic advising** (as assigned); evidence of high quality
 95 advising can include but is not limited to numbers of advisees, time
 96 spent on advising, any special accomplishments in advising or
 97 descriptions of any advisor training undergone.
- 98 **3.5.3. Service.** Evidence of high quality service includes service to the
 99 department, university, students, the discipline, or community (if
 100 related to discipline or expertise). Service to the discipline can
 101 include research. Types of documentation differ based on the kinds
 102 of service, the constituencies served, the types of products created
 103 during the service, and other factors.
- 104 a. Examples of service to the department or division can
 105 include, but are not limited to:
- 106 a. Serving on departmental or divisional committees
 107 b. Administrative positions held.
 108 c. Other administrative services to/for the department or
 109 division.
 110 d. Other special assignments
 111 e. Service on committees or initiatives related to the
 112 enhancement of diversity or cultural awareness at the
 113 university
 114 f. Serving as a chief departmental advisor
- 115 b. Examples of service to the university may include but are not
 116 limited to:
- 117 a. Contributing as a member or leader of a task force to
 118 address an issue facing the campus or university
 119 community
 120 b. Assisting Students in gaining admission to graduate
 121 or professional schools or gaining employment.
 122 c. Participating as an elected member in faculty
 123 governance
 124 d. Participating in faculty governance activities
 125 e. Service to FAM, AAUP-AFT
 126 f. Chairing or serving on a university committee
 127 g. Helping a committee to meet its goals

- 128 h. Contributing to a search committee for a TCPL faculty
 129 or staff member
 130 i. Bringing new campus or university initiatives to
 131 fruition
 132 j. Representing the university in a public media forum
 133 k. Serving as a University Studies advisor
 134
 135 c. Examples of service to students can include but are not
 136 limited to:
 137 a. Advisor to student groups and organizations
 138 b. Awards or formal recognition for service to students
 139 d. Examples of service to the discipline include but are not
 140 limited to:
 141 a. Offices held in professional societies.
 142 b. Creative activities such as organizing or participating
 143 in solo, duo, group, institutional, retrospective,
 144 temporary, itinerant, online or museum exhibitions, or
 145 other art events and performances.
 146 c. Participation in state or regional, national or
 147 international programs or special assignments.
 148 d. Continuing education instruction.
 149 e. Other professional service, such as reviewer of
 150 proposals or manuscripts related to the scholarship of
 151 teaching, author of scholarship of teaching and
 152 learning, author of disciplinary research, scholarship
 153 or creative activity, or external examiner.
- 154 **3.6.** The candidate's Promotion Package is evaluated by the department or
 155 program (when appropriate), the chair and/or program director (when
 156 appropriate) and the academic dean. If there is a positive recommendation
 157 for promotion from the department or program (when appropriate), the
 158 chair and/or program director (when appropriate) or the academic dean,
 159 the dossier will advance to the Provost for consideration and decision.
 160
- 161 **3.7.** Former part-time instructors and visiting faculty with teaching experience
 162 at the University who have been hired into full-time TCPL positions will be
 163 credited with the full-time years of service taught at Miami if they want to
 164 go up for promotion earlier. The TCPL faculty wishing to receive credit for
 165 past employment at Miami must inform their department Chair in writing
 166 prior to announcing the intention to go up for promotion. The rest of the
 167 process for promotion to Associate TCPL rank is the same as above.
 168
- 169 **3.8.** For promoted TCPL, appointments at the rank of Associate are
 170 automatically renewed in three-year increments. Faculty members are

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.

171 entitled to two full academic years' notice of non-reappointment by July 1.
 172 There are no limits to the number of years a person can serve as an
 173 Associate TCPL.

174 **4. Promotion to Rank of Senior Lecturer/Clinical Lecturer, Teaching**
 175 **Professor/Clinical Professor**

176 **4.1.** Persons may apply for promotion to the rank of full Teaching
 177 Professor/Clinical Professor or Senior Lecturer/Clinical Lecturer no sooner
 178 than December 1 of their third year in rank. There are no time limits for
 179 going up for promotion to the rank of full TCPL/Senior lecturer.

180 **4.2.** Faculty who wish to be considered for promotion to full are responsible for
 181 assembling and submitting a Promotion Package of accomplishments and
 182 relevant supporting materials to their department or program.

183 **4.3.** The Promotion Package includes the Cumulative Dossier (no more than
 184 20 pages excluding Appendices), a letter from the departmental P & T
 185 committee and a letter from the Chair, and any other supporting materials.

186 **4.4.** The Promotion Package should be in accordance with the Dossier
 187 Guidelines for Teaching Professors, Clinical Professors, Lecturers and
 188 Clinical Lecturers. The promotion process is the same as for promotion to
 189 Associate rank.

190 **4.4.1.** The Promotion Package must demonstrate the following criteria:

- 191 a. Cumulative record of high quality teaching.
- 192 b. Cumulative record of high quality academic advising (as
- 193 assigned);
- 194 c. Continued Service
- 195 d. Distinction or excellence in some area of pedagogy or
- 196 service.

197 **4.4.2.** Examples of distinction or excellence in pedagogy or service
 198 examples include but are not limited to:

- 199 a. Receiving internal or external grants related to teaching or
- 200 service responsibilities
- 201 b. Directing an academic program such as a major, minor, or
- 202 concentration
- 203 c. Serving as an exemplary course coordinator for a highly
- 204 enrolled, multi-section course that had positive outcomes
- 205 related to student learning
- 206 d. Completing and/or implementing professional development
- 207 programs
- 208 e. Presenting on teaching or service-related activities at
- 209 regional or national conferences
- 210 f. Taking a leading role in spearheading a new curricular or
- 211 pedagogical approach in the department and mentoring
- 212 other faculty to adopt that approach
- 213 g. Engaging in significant service

- 214 h. Winning a divisional, university, regional or national award
 215 related to teaching or service
 216 i. Taking a leading role in curriculum development (new course
 217 or program) or in making significant revisions to curricula in
 218 the department, including conducting market research,
 219 benchmarking or other research to design the curriculum
 220 j. Receiving an advising award or receiving outstanding
 221 feedback from advisees on an advising survey
 222 k. Publishing in a peer-reviewed outlet relating to disciplinary
 223 research, scholarship of teaching, or scholarship related to
 224 community engagement or other service responsibility.
 225 l. Significant creative accomplishments or receiving an award
 226 for creative accomplishments.
 227 m. Attaining measurable outcomes that demonstrate significant
 228 impact in advancing alumni engagement, career counseling
 229 or mentoring of visiting or TCPL faculty
 230 n. Organizing major developmental, University or other events,
 231 such as a conference, regional workshop, colloquium that
 232 received positive reviews
 233 o. Undertaking a leadership role within the department, division
 234 or profession, spearheading a significant improvement, and
 235 receiving positive review
- 236 **4.5.** Appointments at the rank of Full are automatically renewed in five year
 237 increments. Promoted faculty members are entitled to two full academic
 238 years' notice of non-reappointment by July 1.
 239
- 240 **5.** Grandfathered TCPL faculty on single-year contracts may, before July 1 of any
 241 year, notify their chairs that they intend to seek promotion under the rules
 242 outlined in 1-3.
 243
- 244 **6. Extension of Time for Application to Rank of Associate**
- 245 **6.1.** TCPL faculty may apply for an extension of time based on the Extension
 246 of Time for the Application to Rank of Associate in this CBA.
 247
- 248 **7. Non-Renewal and Release of TCPL Faculty**
- 249 **7.1.** TCPL faculty at the rank of Associate or higher may only be terminated
 250 during the term of their contract based on the just cause provision in this
 251 CBA.
 252
- 253 **7.2.** TCPL at the rank of Associate or higher may only be non-renewed under
 254 the financial exigency article of this CBA, or for failure to perform duties
 255 and associated responsibilities as defined in the faculty letter of
 256 appointment, determined by the department's P&T committee and

257 department chair, and based upon existing departmental and divisional
258 evaluation standards. TCPL faculty members will first be given written
259 notice of the deficiencies in performance and given the remainder of their
260 contract, or one full academic year notice, whichever is greater, in which
261 to demonstrate progress toward overcoming the deficiency, in which case
262 their appointment shall then be renewed. Whether the faculty member has
263 overcome the deficiencies shall be determined by the department's P&T
264 committee and department chair, based on existing departmental and
265 divisional evaluation standards.
266
267
268

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.