

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

2  
3 November 1, 2023

4  
5 ELIGIBILITY FOR TENURE AND PROMOTION

6  
7 Each candidate for tenure and promotion is judged individually, not relative to other  
8 candidates. Full-time members of the faculty serving in a tenure-eligible rank either are  
9 tenured or are serving a prescribed probationary period. The probationary period is  
10 intended to give the individual an opportunity for professional growth and to give the  
11 University an opportunity to assess the individual's qualifications for a continuing  
12 appointment. A candidate who demonstrates they have met or exceeded written  
13 requirements for tenure shall be granted tenure and a candidate who demonstrates they  
14 have met or exceeded written requirements for promotion shall receive promotion  
15 regardless of how many other candidates may be considered in a given year.

16 Eligibility for Tenure

17 Tenure at Miami University is conferred by the Board of Trustees upon the positive  
18 recommendation of the President. Tenure-eligible rank includes (but is not necessarily  
19 limited to) the rank of Professor, Associate Professor, or Assistant Professor.

20 To be eligible for tenure, the faculty member must be full-time and engaged in at least  
21 fifty percent (50%) of their appointment in regular teaching assignments and research,  
22 except when in the judgment of the department, the department chair, the program  
23 director (when appropriate), the divisional dean, and the Provost, a faculty member's  
24 responsibilities warrant tenure.

25 Eligibility for Promotion to Associate Professor or Full Professor

26 Eligibility for promotion does not require that the person be engaged at least 50% of  
27 their appointment in regular teaching assignments or research.

28 A person with a full-time tenure-eligible appointment who has not attained the rank of  
29 Associate Professor will be promoted to that rank upon the award of tenure. Any  
30 Associate Professor seeking promotion to Professor must meet the criteria as outlined

31 by their departments, divisions, and the university. Unlike promotion to Associate  
32 Professor, promotion to Professor has no mandated time period. If a candidate seeking  
33 promotion to Professor is denied, eligibility for promotion and re-submission will re-open  
34 after one academic year following receiving the denial.

35 Any faculty member may request and shall receive a formative evaluation of their  
36 progress towards promotion from their department's promotion committee. If the  
37 department promotion committee is smaller than three members, the formative  
38 evaluation will be conducted by the college-level promotion committee. Additionally,  
39 candidates may request and shall receive feedback from their department head in  
40 regards to their progress towards promotion.