

# MIAMI UNIVERSITY PROPOSAL TO FAM/AAUP-AFT

November 15, 2023

## APPOINTMENT AND PROMOTION OF TENURE-TRACK AND TENURED FACULTY

- I. This Article shall apply only to bargaining unit faculty members appointed to tenure-eligible ranks (“Tenure-Track Faculty”) and faculty who have been awarded tenure (“Tenured Faculty”).
- II. Appointment of Tenure-Track Faculty
  1. Tenure-Track Faculty shall initially be appointed at the rank of Assistant Professor, unless otherwise approved by the dean (in consultation with the department) and Provost.
  2. Except as otherwise specified herein, Tenure-Track Faculty shall ordinarily serve a probationary period of six (6) years.
  3. For Tenure-Track Faculty who begin service at the University after the start of an academic year, time counted toward their probationary period shall begin at the start of the faculty member’s first full academic year of service.
  4. Upon recommendation of the dean (in consultation with the department), Provost and President, the Board of Trustees may confer tenure to a newly hired bargaining unit faculty member hired at the rank of Associate Professor or Professor. Such conferral of tenure shall be at the University’s sole discretion.
  5. Tenure-Track Faculty will be reviewed during their probationary period in accordance with University policy [Annual Review of Probationary Members of the Faculty].
  6. Tenure-Track Faculty who have not been awarded tenure by the end of the last year of their probationary period will be notified of their termination by July 1 of that year and offered a one (1) year terminal appointment following the end of their probationary period.
- III. Promotion of Tenure-Track Faculty and Application for Tenure
  1. Tenure-Track Faculty may apply for tenure only one time.

Miami University and FAM reserve the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. 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, (2) the Union membership has ratified the full collective bargaining agreement and (3) the University Board of Trustees has approved the full collective bargaining agreement.

2. Except as otherwise provided in this Section, Tenure-Track Faculty shall be considered for tenure in the sixth (6<sup>th</sup>) year of their probationary period.
3. At the time of hire, upon approval the Provost, Tenure-Track Faculty may receive up to two (2) years credit towards tenure.
4. Tenure-Track Faculty may request in writing to waive part of their probationary period and apply for tenure before their sixth (6<sup>th</sup>) year, subject to approval by their dean (in consultation with the department) and Provost. Notice of the decision will be provided to the faculty member in writing.
5. Extension of the Probationary Period
  - i. A one-year extension of a Tenure-Track Faculty member's probationary period shall be granted upon request by a Tenure-Track Faculty member who in the twelve (12) months prior to request for extension has (1) the birth, care or adoption of a child (under the age of five); (2) approved family medical leave in accordance with University policy; or (3) approved parental leave in accordance with University policy.
  - ii. The University, at its discretion, may grant requests by Tenure-Track Faculty to extend their probationary period in circumstances other than those set forth in Section III.5.i. To receive consideration, such requests must be made in writing in accordance with University policy. A leave of absence of one (1) year or less will not be grounds for extending the probationary period absent other extenuating circumstances that justify extending the probationary period, as determined by the University.
  - iii. In extenuating circumstances, the University may, in its sole discretion, grant a second extension of a Tenure-Track Faculty member's probationary period. Denial of any request for a second extension shall not be subject to the grievance and arbitration procedure.
6. Denial of a Tenure-Track Faculty member's application for tenure shall not be subject to the grievance and arbitration procedure.

#### IV. Promotion of Tenured Faculty

1. Associate Professors with tenure may apply for promotion to Professor with tenure after three (3) years in rank, provided that they meet all criteria set forth in University, divisional and departmental policy.

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2. In the event that an Associate Professor with tenure is denied promotion to Professor with tenure, they may reapply for such promotion no earlier than one (1) year following denial of promotion.

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