

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

January 31, 2024

Academic Leave

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- 5 X.1. Academic leave includes the Faculty Improvement Program, Assigned Research
6 Appointments, and Assigned Service Appointments.
- 7 X.1.1. A Bargaining Unit Member on any kind of academic leave shall receive any
8 salary increase, promotion, or tenure which would have been received had the
9 person remained in residence.
- 10 X.1.2. A Bargaining Unit Member on any kind of academic leave shall receive all
11 benefits to which they would have been entitled if not on leave. All benefits that
12 are based on salary, except retirement, shall be calculated on the academic base
13 salary which the Bargaining Unit Member would receive if they were not on
14 leave. Contributions for retirement shall be based on the percentage of academic
15 base salary paid by the University during the leave. A bargaining unit member
16 may raise their retirement contributions to their full level, subject to restrictions of
17 the appropriate retirement plan.
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- 19 X.2. Faculty Improvement Program
- 20 X.2.1. The Faculty Improvement Program, established in conformity with Section
21 3345.28 of the Ohio Revised Code, provides extended periods for professional
22 growth and development. All bargaining unit members who have served at least
23 seven (7) years in any rank in full-time service are eligible for a Faculty
24 Improvement Leave.
- 25 X.2.2. The program provides release from teaching duties and all other University
26 assignments, either full compensation during one semester or three-fourths
27 compensation during two semesters, continuation of University-provided
28 insurance benefits and fee waivers, and eligibility for salary increment and
29 promotion. For participants in the State Teachers Retirement System,
30 contributions will be made as allowed by law. For participants in the Alternative
31 Retirement Plan (ARP), contributions will be made as permitted by the plan.
32 Participants in the Ohio Deferred Compensation plan may continue to make
33 voluntary contributions as allowed by law.
- 34 X.2.3. Faculty Improvement Leave Options
- 35 X.2.3.1. The leave may be for one or two semesters, as provided above.

- 36 X.2.3.2. In addition to salary, special arrangements may be made for grants to
 37 defray travel and similar coincidental expenses. These arrangements
 38 should usually be approved in advance of the leave.
- 39 X.2.4. Filing of Request for Faculty Improvement Leave
- 40 X.2.4.1. Bargaining unit members may initiate the application through their
 41 department chair.
- 42 X.2.4.2. A request for a Faculty Improvement Leave should detail the activities
 43 proposed for the year or the term and indicate their significance for the
 44 mission of the University. They may relate to professional growth,
 45 disciplinary research, a research project dealing with the effectiveness of
 46 various instructional methods, or teaching development.
- 47 X.2.4.3. A bargaining unit member has the right to withdraw a request for
 48 academic leave at any time.
- 49 X.2.4.4. Professional leave taken as a Faculty Improvement Leave shall not be
 50 deemed to be in lieu of Assigned Research (assigned duty in connection
 51 with a specific research, scholarly, or creative program).
- 52 X.2.5. Evaluation and Review of Faculty Improvement Leave applications
- 53 X.2.5.1. Faculty Improvement Leaves are granted on the basis of how they will
 54 improve their teaching, scholarship, or service. All candidates'
 55 applications must be considered on their merits, regardless of the number
 56 of applicants in any given year.
- 57 X.2.5.2. Each department shall democratically determine how its review will be
 58 conducted, including whether there will be separate recommendations
 59 from the department faculty and the Chair, or a single recommendation
 60 from the department written by the Chair with input from the department
 61 faculty. Department-level reviewers shall include both T/TT and TCPL
 62 faculty.
- 63 X.2.5.3. Individuals and committees who evaluate leave requests shall give
 64 consideration to:
- 65 X.2.5.3.1. The quality of the proposal and its potential value to the
 66 professional development and academic/job performance of the
 67 Faculty Member;
- 68 X.2.5.3.2. The potential value of the completed project to the Faculty
 69 Member, the Faculty Member's department/program, and students;
- 70 X.2.5.3.3. Evidence which exhibits sound preliminary planning of the project
 71 and ability to complete the project;
- 72 X.2.5.3.4. Past record of performance in meeting teaching, research, and
 73 service expectations;

- 74 X.2.5.3.5. The final report and any subsequent outcomes of the most recent
75 academic leave, if applicable; and
- 76 X.2.5.3.6. Years of service since the member's last FIL.
- 77 X.2.5.4. The Faculty Member's choice of leave option shall in no way prejudice or
78 adversely affect the evaluation of the application.
- 79 X.2.5.5. The evaluations and recommendations of the department-level reviewers
80 and/or Chair shall be submitted to the Dean, who shall forward them, with
81 their recommendation, to the Provost.
- 82 X.2.5.6. In the case of a positive recommendation by the department faculty, any
83 negative recommendation or denial by an administrator shall be in writing
84 and shall include the rationale for the negative recommendation or denial.
85 The bargaining unit member shall be copied on any negative
86 recommendation or denial. The bargaining unit member shall have seven
87 (7) days to respond in writing and may request reconsideration by the
88 administrator who issued the negative recommendation or denial, and/or
89 submit their response for consideration at the next level of administrative
90 review. The rationale for any further negative recommendation or denial
91 shall address the issues raised in the bargaining unit member's response.
- 92 X.2.6. External Salary
- 93 X.2.6.1. Recipients of Faculty Improvement Leaves may receive money for
94 approved study or research or other activities expressly related to the
95 purpose of the leave without prejudice to their receipt of income from
96 Miami.
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- 98 X.3. Assigned Research Appointments
- 99 X.3.1. An Assigned Research Appointment provides for disciplinary and pedagogical
100 research by releasing a tenured or tenure eligible faculty member from teaching
101 for one semester.
- 102 X.3.2. The terms of this program provide for release from teaching, full salary, the
103 continuation of benefits based on full salary, and eligibility for salary increment
104 and promotion.
- 105 X.3.3. All Assigned Research Appointments are presumed to not require the presence of
106 the applicant on campus and to also include a release from service duties, unless
107 the applicant chooses otherwise.
- 108 X.3.4. Eligibility for, and evaluation of, ARA applications
- 109 X.3.4.1. All tenure-track faculty are guaranteed to receive an Assigned Research
110 Appointment in the 3rd or 4th year of their probationary period, with no
111 application necessary.

- 112 X.3.4.2. All faculty promoted to (or hired at) the rank of Associate Professor will
 113 become eligible for an Assigned Research Appointment within two (2)
 114 years of their promotion (or hire), and thereafter will become eligible
 115 again each time five (5) years have passed since their last Assigned
 116 Research Appointment, regardless of their current rank.
- 117 X.3.4.3. All faculty hired at the rank of Full Professor will become eligible for an
 118 Assigned Research Appointment within five (5) years of their hire, and
 119 thereafter will become eligible again each time five (5) years have passed
 120 since their last Assigned Research Appointment.
- 121 X.3.4.4. Evaluation of ARA applications shall be conducted by departmental T/TT
 122 faculty according to democratic procedures and criteria democratically
 123 adopted by the department.
- 124 X.3.4.5. If an ARA application receives a positive evaluation from the department
 125 faculty, the University shall grant the ARA
- 126 X.3.4.6. The University may postpone Assigned Research Appointments for
 127 tenured faculty upon a declaration of financial exigency (see Article XX).
 128 In this case, the faculty member shall receive the appointment within one
 129 year of the end of the state of financial exigency.
- 130 X.3.4.7. The application for an Assigned Research Appointment is initiated
 131 through the department chair.
- 132 X.3.4.8. Assigned Research Appointments do not affect the eligibility period for
 133 subsequent Faculty Improvement Leaves, or vice versa.
- 134 X.3.4.9. Criteria for successful Assigned Research proposals may include but are
 135 not restricted to
- 136 X.3.4.9.1. the significance, originality, and feasibility of the project;
 137 X.3.4.9.2. the soundness of the methodology proposed;
 138 X.3.4.9.3. evidence that the proposer has taken into account the relevant
 139 existing work; and
 140 X.3.4.9.4. the record of the proposer's scholarly or creative accomplishment.
- 141 X.3.4.10. An applicant may withdraw their application at any time.
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- 143 X.4. Assigned Service Appointments
- 144 X.4.1. An Assigned Service Appointment (ASA) provides enhanced opportunities by
 145 releasing a TCPL faculty member from teaching for one semester. Projects
 146 suitable for an ASA may include, but are not limited to, the development of new
 147 courses or programs, significant pedagogical innovations, conducting research, or
 148 spearheading a departmental, divisional, or university initiative.

- 149 X.4.2. The terms of this program provide for release from teaching, full salary, the
 150 continuation of benefits based on full salary, and eligibility for salary increment
 151 and promotion.
- 152 X.4.3. All ASAs are presumed to not require the presence of the applicant on campus
 153 and to also include a release from duties, unless the applicant chooses otherwise.
- 154 X.4.4. Eligibility for, and evaluation of, ASA applications
- 155 X.4.4.1. All faculty promoted to (or hired at) the rank of Associate TCPL will
 156 become eligible for an Assigned Service Appointment within two (2)
 157 years of their promotion (or hire), and thereafter will become eligible
 158 again each time five (5) years have passed since their last Assigned
 159 Service Appointment, regardless of their current rank.
- 160 X.4.4.2. All faculty hired at the rank of Full/Senior TCPL will become eligible for
 161 an Assigned Service Appointment within five (5) years of their hire, and
 162 thereafter will become eligible again each time five (5) years have passed
 163 since their last Assigned Service Appointment.
- 164 X.4.4.3. Evaluation of ASA applications shall be conducted by departmental
 165 faculty according to democratic procedures and criteria democratically
 166 adopted by the department. The application process shall be the same as
 167 for the ARA, but the evaluators shall include TCPL faculty.
- 168 X.4.4.4. If an ASA application receives a positive evaluation from the department
 169 faculty, the University shall grant the ASA.
- 170 X.4.4.5. The University may postpone Assigned Service Appointments upon a
 171 declaration of financial exigency (see Article XX). In this case, the faculty
 172 member shall receive the appointment within one year of the end of the
 173 state of financial exigency.
- 174 X.4.4.6. The application for an Assigned Service Appointment is initiated through
 175 the department chair.
- 176 X.4.4.7. Assigned Service Appointments do not affect the eligibility period for
 177 subsequent Faculty Improvement Leaves, or vice versa
- 178 X.4.4.8. Criteria for successful Assigned Service proposals may include but are not
 179 restricted to:
- 180 X.4.4.8.1. the significance and feasibility of the project;
- 181 X.4.4.8.2. the value of the project for the University, Department, or
 182 discipline;
- 183 X.4.4.8.3. the record of the proposer's teaching or service accomplishments.
- 184 X.4.4.9. An applicant may withdraw their application at any time.