

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

2  
3 March 6, 20244  
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# Program Elimination

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- 7 X.1. The purpose of this article is to regulate and codify the process when consolidation,  
8 partition, transfer, or elimination of academic divisions, departments, or programs  
9 (referred to in this article as “program elimination”) is under consideration for reasons  
10 other than budgetary or fiscal constraints, which are addressed in Article \_\_: Financial  
11 Exigency. “Programs” in this article is defined as administrative units such as academic  
12 departments, programs or institutes that offer degree programs, and academic divisions,  
13 rather than curricular programs such as majors.  
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- 15 X.2. Program Elimination that impacts members of the bargaining unit must conform to and  
16 abide by Senate Resolution SR 14-01 (Miami University Senate By-Laws Section 8 A),  
17 “Guide for the Consolidation, Partition, Transfer, or Elimination of Academic Divisions,  
18 Departments, or Programs” except as it may be modified by this article.  
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- 20 X.3. No bargaining unit member shall be released from employment or non-reappointed due to  
21 program elimination. If a bargaining unit member cannot continue working in their  
22 current academic unit, the University must transfer them to another suitable academic  
23 unit and provide appropriate training, professional development assistance, and resources.  
24 The University’s decision of which unit is suitable must be made in consultation with the  
25 bargaining unit member. This transfer shall not decrease the base salary, benefits, rank,  
26 tenure status, or (if untenured) the remaining term of appointment of the bargaining unit  
27 member. An untenured faculty member serving part of their term of appointment in one  
28 unit and part in another unit shall be reappointed following that term unless, in both parts,  
29 they failed to meet performance standards of the respective units.  
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