1		Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University
2		
3		March 6, 2024
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5		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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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.