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FAM, AAUP-AFT Counter to Miami University

April 17, 2024

Appointment and Promotion of Tenure-Track and Tenured Faculty

- 1. Eligibility for Tenure and Promotion
 - 1.1. Each candidate for tenure and promotion is judged individually, not relative to other candidates. ~~Full-time members of the faculty serving in a tenure-eligible rank either are tenured or are serving a prescribed probationary period. The probationary period is intended to give the individual an opportunity for professional growth and to give the University an opportunity to assess the individual's qualifications for a continuing appointment.~~ A candidate who demonstrates they have met or exceeded written requirements for tenure shall be granted tenure and a candidate who demonstrates they have met or exceeded written requirements for promotion shall receive promotion regardless of how many other candidates may be considered in a given year.
 - 1.2. Following the procedure described in Article X [Promotion, Tenure, and Evaluation Process], ~~T~~enure at Miami University is conferred by the Board of Trustees upon the positive recommendation of the President. Tenure-eligible rank includes (but is not necessarily limited to) the rank of Professor, Associate Professor, or Assistant Professor.
 - 1.3. To be eligible for tenure, the faculty member must be full-time and engaged in at least fifty percent (50%) of their appointment in regular teaching assignments and research, except when in the judgment of the department, the department chair, the program director (when appropriate), the divisional dean, and the Provost, a faculty member's responsibilities warrant tenure.
 - 1.4. Eligibility for promotion does not require that the person be engaged at least 50% of their appointment in regular teaching assignments or research.
 - 1.5. A person with a full-time tenure-eligible appointment who has not attained the rank of Associate Professor will be promoted to that rank upon the award of tenure. Any Associate Professor seeking promotion to Professor must meet the criteria as outlined by their departments, divisions, and the university. Unlike promotion to Associate Professor, promotion to Professor has no mandated time period. If a candidate seeking promotion to Professor is denied, eligibility for

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.

- 36 promotion and re-submission will re-open after one academic year following
37 receiving the denial.
- 38 1.6. Any faculty member may request and shall receive a formative evaluation of their
39 progress towards promotion from their department's promotion committee. If the
40 department promotion committee is smaller than three members, the formative
41 evaluation will be conducted by the college-level promotion committee.
42 Additionally, candidates may request and shall receive feedback from their
43 department head in regards to their progress towards promotion.
- 44 2. Probationary Period
- 45 2.1. All members of the faculty holding an appointment with a tenure-eligible rank
46 ordinarily serve a probationary period of six years at Miami University. A person
47 is usually considered for tenure in the last year of the prescribed probationary
48 period (year 6).
- 49 2.2. In some circumstances, the President, upon recommendation of the department,
50 the department chair, the program director (when appropriate), the Dean, and the
51 Provost, may waive the probationary period and recommend tenure for a person
52 being appointed to the rank of Associate Professor or Professor upon hiring.
- 53 2.3. For a person who begins Miami service after the start of an academic year, the
54 time counted toward the probationary period shall begin at the start of the
55 person's first full academic year of service.
- 56 2.4. Tenure-Track Faculty may request in writing to waive part of their probationary
57 period and apply for tenure before their sixth (6th) year, subject to approval by
58 their dean (in consultation with the department) and Provost. Notice of the
59 decision will be provided to the faculty member in writing.~~After consultation with~~
60 ~~their department chair, department P&T committee, and their dean, a faculty~~
61 ~~member may choose to waive part of their probationary period and apply for~~
62 ~~tenure before the time specified in Section 1.1 by notifying their chair in writing.~~
- 63 3. Credit towards probationary period
- 64 3.1. At the time of hiring a candidate into a tenure-eligible position, the candidate shall
65 receive, if they so choose, up to two years credit toward the probationary period to
66 account for the equivalent time previously served in a full-time academic
67 appointment at Miami. Additional time, or time served at an institution other than
68 Miami, may be credited by mutual agreement of the candidate, the department
69 chair, dean, Provost, and the department P&T committee.
- 70 3.2. This credit must be noted in the original appointment letter, along with the
71 anticipated date of review for promotion and/or tenure.

- 72 3.3. However, at the request of the candidate this grant of credit or a portion thereof
73 shall be rescinded subsequently during the probationary period.
- 74 4. Extending the probationary period
- 75 4.1. A one-year extension of the probationary period shall be granted by the Provost
76 upon request of a probationary faculty member who (1) has or shares primary
77 responsibility for the care of an infant or a newly-adopted child, parent in hospice,
78 or a severely disabled family member; (2) faces similar responsibilities caring for
79 another person; or (3) has a serious health condition. This requested extension
80 shall be granted whether or not sick leave, personal leave, or family and medical
81 leave has been taken.
- 82 4.2. The University may grant requests by Tenure-Track Faculty to extend their
83 probationary period in circumstances other than those set forth in Section 4.1.
84 Depending on nature and severity, examples of such circumstances may include
85 (but are not limited to): loss or unavailability of research facilities, military
86 service, or loss or uninhabitability of primary residence. There may be other
87 circumstances that require substantial amounts of time or produce excessive stress
88 that would justify extending the probationary period for one year. Examples of
89 such circumstances include (but are not limited to): the disruption of research
90 facilities, call to military service, or extended jury duty.
- 91 4.3. Definitions and Scope
- 92 4.3.1. Extension of the probationary period refers to extending the time at which
93 a bargaining unit faculty member is considered for tenure. An extension of
94 the probationary period refers to delaying the time at which a faculty
95 member is considered for tenure and/or promotion. In other words, it
96 refers to increasing the numbers in Section 1.1.
- 97 4.3.2. The extension of the probationary period for a Miami University faculty
98 member has no bearing on the tenure and/or promotion decision other than
99 in its timing. Expectations for tenure and/or promotion for a probationary
100 Miami University faculty member granted an extension remain the same
101 as expectations for a probationary faculty member evaluated within the
102 standard probationary period. Any activity, including but not limited to
103 scholarly activity, accomplished by the probationary Miami University
104 faculty member during the sanctioned extension shall be fully considered
105 in the ensuing tenure and/or promotion review process.
- 106 4.3.3. A prior leave of absence shall not preclude a faculty member from
107 requesting an extension to their probationary period.
- 108 4.3.4. A Miami University faculty member is eligible to request an extension of
109 the probationary period regardless of whether the faculty member takes a

- 110 formal leave of absence. If taking a leave of absence, such a request to
111 extend the probationary period may be made regardless of whether it is a
112 paid or unpaid leave of absence.
- 113 4.3.5. Each request to extend the probationary period shall be limited to one
114 academic year. Additional extensions may be requested or granted, subject
115 to the same process as described below.
- 116 4.3.6. Extensions may be requested at any point between the start of the initial
117 appointment and submission of the tenure/promotion dossier.
- 118 4.4. Process
- 119 4.4.1. In instances described in Section 4.1, the request for extension should be
120 made in writing by the faculty member to the Provost.
- 121 4.4.2. In other circumstances, such as those described in Section 4.2, the request
122 for extension of the probationary period should be made in writing by the
123 faculty member to the respective Chair/Director and the Dean
124 concurrently. The Dean shall consult with the faculty member's
125 Chair/Director to discuss the request and then forward a recommendation
126 to the Provost within five (5) business days of receiving the request. The
127 Dean's recommendation shall be based on the circumstances surrounding
128 the request, such as the magnitude and duration of the actual or potential
129 disruption to the probationary faculty member.
- 130 4.4.3. The Provost shall approve the request if it meets criteria per section 4.1.
131 For reasons listed in section 4.2, the Provost shall consider the situation
132 and the Dean's recommendation and decide on approval accordingly.
- 133 4.4.4. Notwithstanding Section 4.4.3, if ~~six~~four extensions have already been
134 granted, the granting of further extensions is at the discretion of the
135 Provost.
- 136 4.4.5. Each written request may be accompanied by supporting letters, legal
137 notifications, documents, or certifications, as applicable or as available.
- 138 4.4.6. Confidential medical records of the faculty member or of the faculty
139 member's immediate family member shall only be supplied to Human
140 Resources. Human Resources shall validate that a legitimate request has
141 been received.
- 142 4.4.7. In extraordinary circumstances, when the faculty member is incapacitated
143 by an event which would allow for an extension of the tenure clock, the
144 Chair/Director has the responsibility to act as proxy and shall contact the
145 Dean directly to make the request for an extension of the probationary
146 period.

- 147 4.4.8. The Provost shall notify the faculty member of the decision no later than
148 five (5) business days after receipt of the request to extend the
149 probationary period. A denial shall be in writing and include stated
150 reasons, with copies provided to the Dean, the faculty member's
151 Chair/Director, the faculty member, and FAM, AAUP-AFT.
- 152 4.4.9. The faculty member has the right to rebut in writing any denial of
153 extension and require a formal review of the decision by the Provost (and
154 by the Dean in the case of a negative recommendation by the Dean as in
155 Section 4.4.2.) Such a request must be made within ten (10) business days
156 of receipt of the Provost's denial and statement of reasons.
- 157 4.4.10. Reconsideration shall be completed within ten (10) business days of such
158 a request, and shall include a second statement addressing points raised in
159 the faculty member's rebuttal of the original statement, again with copies
160 provided to the Dean, the faculty member's Chair/Director, the faculty
161 member, and FAM, AAUP-AFT.
- 162 4.4.11. All communications as in Sections 4.4.7, 4.4.8, and 4.4.9 become part of
163 the faculty member's record. The faculty member may choose to
164 reference them and/or include them as an appendix in their dossier for
165 tenure/promotion.
- 166 4.5. Automatically approved extensions
- 167 4.5.1. In the event that the instances affecting the faculty member are one or
168 more of any Family and Medical Leave Act qualifying events resulting in
169 a leave of at least eight (8) weeks duration, or if the faculty member has
170 been called to active military duty or jury duty for a single period of at
171 least eight (8) weeks duration, then the affected faculty member shall
172 automatically be approved a one (1) year extension of the probationary
173 period for each such event pending the filing of the required
174 documentation.