

MIAMI UNIVERSITY COUNTER PROPOSAL TO FAM/AAUP-AFT

May 22, 2024

APPOINTMENTS

1. All bargaining unit faculty members shall receive written notice of initial appointment as promptly as possible, but, absent emergency circumstances, no later than thirty (30) days before the start date of the appointment. The University shall make a good faith effort to provide reappointment letters ~~before the start date of the reappointment~~ as early as possible, but no later than thirty (30) days after the start date of the reappointment.

2. The Notice of Appointment shall include the following:
 - a. Start date of appointment;
 - b. Title and rank;
 - c. Duration of appointment and, if applicable, whether it is contingent on external funding;
 - d. Tenure status (tenured, tenure-track, or TCPL), including an expected timeline for promotion, as approved by the Provost ;
 - e. Campus (Primary Worksite), School or Division, Department(s), and Program(s), as applicable;
 - f. Where applicable and available, the memorandum of understanding for joint appointees;
 - g. Base compensation (information related to pay dates is available on the Academic Personnel website);
 - h. A statement that this position is one represented by FAM, AAUP-AFT and covered by this Agreement;
 - h.i. A link with access to the applicable collective bargaining agreement and policies relevant to bargaining unit faculty members' employment with the University and the University policy library;
 - i.j. Any required ~~Office of Equity and Equal Opportunity~~ employment trainings.

3. Campus (~~Primary Worksite~~), School, Division or Department-specific information shall be provided to bargaining unit faculty members by the Chair and/or Dean, as approved by the Office of the Provost. This information will be provided ~~no less than seven (7) days after the Notice of Appointment within thirty (30) days after the start of the bargaining unit faculty member's initial appointment.~~

Miami University reserves 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.

4. Appointments are subject to and contingent upon internal University approvals and any additional requirements for employment by the University.

~~5. The University shall provide reappointment letters as early as possible, but no later than thirty (30) days after the start date of the reappointment.~~

Miami University reserves 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.