

## MIAMI UNIVERSITY COUNTER PROPOSAL TO FAM/AAUP-AFT

May 22, 2024

### OUTSIDE EMPLOYMENT AND PROFESSIONAL ACTIVITIES

Bargaining unit faculty members are expected to devote their full attention and talents to the University during their appointment period. Bargaining unit faculty members may engage in external activities, including employment, consultation or contracting with other entities, provided that such external services in no way interfere with the performance of the bargaining unit faculty member's University duties. Bargaining unit faculty members engaging in outside employment and other activities must comply with all Ohio Ethics laws and University policies regarding conflicts of interest and commitment [i.e., Ethics and External Services policy]. Bargaining unit faculty members will submit a Request to Perform External Services form where required by University policy. Permission for such outside activities ~~will not~~ may be withheld or withdrawn by the University unless if the University determines that such outside activities conflict with established University policies, interfere with a bargaining unit faculty member's University duties, or if a conflict with the Ohio Ethics Laws is identified.

Miami University and FAM reserve 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.

The University also reserves the right to amend or withdraw any proposal that conflicts with pending legislation, including S.B. 83 - Ohio Higher Education Enhancement Act.