

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

2
3 August 14, 2024

4
5 **Academic Leave**

6 X.1. Academic leave includes the Faculty Improvement Program, and Assigned Research
7 Appointments, ~~and Assigned Service Appointments.~~

8 X.1.1. A Bargaining Unit Member on any kind of academic leave shall receive any
9 salary increase, promotion, or tenure which would have been received had the
10 person remained in residence.

11 X.1.2. A Bargaining Unit Member on any kind of academic leave shall receive all
12 benefits to which they would have been entitled if not on leave. All benefits that
13 are based on salary, except retirement, shall be calculated on the academic base
14 salary which the Bargaining Unit Member would receive if they were not on
15 leave. Contributions for retirement shall be based on the percentage of academic
16 base salary paid by the University during the leave. A bargaining unit member
17 may raise their retirement contributions to their full level, subject to restrictions of
18 the appropriate retirement plan.

19
20 X.2. Faculty Improvement Program

21 X.2.1. The Faculty Improvement Program, established in conformity with Section
22 3345.28 of the Ohio Revised Code, provides extended periods for professional
23 growth and development. All bargaining unit members who have served at least
24 seven (7) years in any rank in full-time service are eligible for a Faculty
25 Improvement Leave. Such leaves shall be in accordance with Section 3345.28 of
26 the Ohio Revised Code, this agreement, and University policy. In any single year,
27 the University customarily will not authorize more Faculty Improvement Leaves
28 than would represent one-seventh of the number of individuals in the bargaining
29 unit.

30 X.2.2. The program provides release from teaching duties and all other University
31 assignments, either full compensation during one semester or three-fourths
32 compensation during two semesters, continuation of University-provided
33 insurance benefits and fee waivers, and eligibility for salary increment and
34 promotion. For participants in the State Teachers Retirement System,
35 contributions will be made as allowed by law. For participants in the Alternative
36 Retirement Plan (ARP), contributions will be made as permitted by the plan.

37 Participants in the Ohio Deferred Compensation plan may continue to make
 38 voluntary contributions as allowed by law.

39 X.2.3. Faculty Improvement Leave Options

40 X.2.3.1. The leave may be for one or two semesters, as provided above.

41 X.2.3.2. In addition to salary, special arrangements may be made for grants to
 42 defray travel and similar coincidental expenses. These arrangements
 43 should usually be approved in advance of the leave.

44 X.2.4. Filing of Request for Faculty Improvement Leave

45 X.2.4.1. Bargaining unit members ~~may~~will initiate the application through their
 46 department chair.

47 X.2.4.2. A request for a Faculty Improvement Leave should detail the activities
 48 proposed for the year or the term and indicate their significance for the
 49 mission of the University. They may relate to professional growth,
 50 disciplinary research, a research project dealing with the effectiveness of
 51 various instructional methods, or teaching development.

52 X.2.4.3. A bargaining unit member has the right to withdraw a request for
 53 academic leave at any time.

54 X.2.4.4. Professional leave taken as a Faculty Improvement Leave shall not be
 55 deemed to be in lieu of Assigned Research (assigned duty in connection
 56 with a specific research, scholarly, or creative program).

57 X.2.5. Evaluation and Review of Faculty Improvement Leave applications

58 X.2.5.1. Faculty Improvement Leaves are granted on the basis of how they will
 59 improve their teaching, scholarship, or service. All candidates'
 60 applications must be considered on their merits, regardless of the number
 61 of applicants in any given year.

62 X.2.5.2. Each department shall democratically determine how its review will be
 63 conducted, including whether there will be separate recommendations
 64 from the department faculty and the Chair, or a single recommendation
 65 from the department written by the Chair with input from the department
 66 faculty. Department-level reviewers shall include both T/TT and TCPL
 67 faculty.

68 X.2.5.3. Individuals and committees who evaluate leave requests shall give
 69 consideration to:

70 X.2.5.3.1. The ~~quality of the proposal and its~~ potential value of the leave to
 71 the professional development and academic/job performance of the
 72 Faculty Member;

- 73 X.2.5.3.2. The potential value ~~of the completed project~~ to the Faculty
 74 ~~Member~~University, the Faculty Member's department/program,
 75 ~~and or~~ students;
- 76 X.2.5.3.3. Evidence which exhibits sound preliminary planning of the project
 77 and ability to complete the project;
- 78 X.2.5.3.4. ~~Past~~Record of ~~past~~ performance in meeting teaching, research,
 79 and service expectations;
- 80 X.2.5.3.5. The final report and any subsequent outcomes of the most recent
 81 academic leave, if applicable; and
- 82 X.2.5.3.6. Years of service since the member's last FIL.
- 83 X.2.5.4. The Faculty Member's choice of leave option shall in no way prejudice or
 84 adversely affect the evaluation of the application.
- 85 X.2.5.5. The evaluations and recommendations of the department-level reviewers
 86 and/or Chair shall be submitted to the Dean, who shall forward them, with
 87 their recommendation, to the Provost.
- 88 X.2.5.6. In the case of a positive recommendation by the department faculty, any
 89 negative recommendation or denial by an administrator shall be in writing
 90 and shall include the rationale for the negative recommendation or denial.
 91 The bargaining unit member shall be copied on any negative
 92 recommendation or denial. The bargaining unit member shall have seven
 93 (7) days to respond in writing and may request reconsideration by the
 94 administrator who issued the negative recommendation or denial, and/or
 95 submit their response for consideration at the next level of administrative
 96 review. The rationale for any further negative recommendation or denial
 97 shall address the issues raised in the bargaining unit member's response.
- 98 X.2.6. External Salary
- 99 X.2.6.1. Recipients of Faculty Improvement Leaves may receive money for
 100 approved study or research or other activities expressly related to the
 101 purpose of the leave without prejudice to their receipt of income from
 102 Miami.

104 X.3. Assigned Research Appointments

- 105 ~~X.3.0.X.3.1.~~ Full-time tenured and tenure-track bargaining unit members are eligible to apply
 106 for Assigned Research Appointments (ARAs). Any TCPL faculty member
 107 assigned research or scholarship as part of workload expectations in their PDP is
 108 eligible for an ARA under the same terms as tenured or tenure-track faculty.
 109 ARAs shall be subject to all terms for such appointments set forth in this
 110 agreement and University Policy.

- 111 ~~X.3.1.X.3.2.~~ An Assigned Research Appointment provides for disciplinary and pedagogical
 112 research by releasing an ~~an tenured or tenure~~-eligible faculty member from teaching
 113 for one semester.
- 114 ~~X.3.2.X.3.3.~~ The terms of this program provide for release from teaching, full salary, the
 115 continuation of benefits based on full salary, and eligibility for salary increment
 116 and promotion.
- 117 ~~X.3.3.X.3.4.~~ All Assigned Research Appointments are presumed to not require the presence of
 118 the applicant on campus and to also include a release from service duties, unless
 119 the applicant chooses otherwise.
- 120 ~~X.3.4.X.3.5.~~ Eligibility for, and evaluation of, ARA applications
- 121 ~~X.3.4.1.X.3.5.1.~~ All tenure-track faculty are guaranteed to receive an Assigned Research
 122 Appointment in the 3rd or 4th year of their probationary period, with no
 123 application necessary.
- 124 ~~X.3.4.2.X.3.5.2.~~ All faculty promoted to (or hired at) the rank of Associate Professor will
 125 become eligible for an Assigned Research Appointment within two (2)
 126 years of their promotion (or hire), and thereafter will become eligible
 127 again each time five (5) years have passed since their last Assigned
 128 Research Appointment, regardless of their current rank.
- 129 ~~X.3.4.3.X.3.5.3.~~ All faculty hired at the rank of Full Professor will become eligible for an
 130 Assigned Research Appointment within five (5) years of their hire, and
 131 thereafter will become eligible again each time five (5) years have passed
 132 since their last Assigned Research Appointment.
- 133 ~~X.3.4.4.X.3.5.4.~~ Evaluation of ARA applications shall be conducted by departmental T/TT
 134 faculty according to democratic procedures and criteria democratically
 135 adopted by the department.
- 136 ~~X.3.4.5.X.3.5.5.~~ If an ARA application receives a positive evaluation from the department
 137 faculty, the University shall grant the ARA.
- 138 ~~X.3.4.6.X.3.5.6.~~ The University may postpone Assigned Research Appointments for
 139 tenured faculty upon a declaration of financial exigency (see Article XX).
 140 In this case, the faculty member shall receive the appointment within one
 141 year of the end of the state of financial exigency.
- 142 ~~X.3.4.7.X.3.5.7.~~ The application for an Assigned Research Appointment is initiated
 143 through the department chair.
- 144 ~~X.3.4.8.X.3.5.8.~~ Assigned Research Appointments do not affect the eligibility period for
 145 subsequent Faculty Improvement Leaves, or vice versa.
- 146 ~~X.3.4.9.X.3.5.9.~~ Criteria for successful Assigned Research proposals may include but are
 147 not restricted to
- 148 ~~X.3.4.9.1.X.3.5.9.1.~~ the significance, originality, and feasibility of the project;

- 149 ~~X.3.4.9.2.X.3.5.9.2.~~ the soundness of the methodology proposed;
- 150 ~~X.3.4.9.3.X.3.5.9.3.~~ evidence that the proposer has taken into account the relevant
- 151 existing work; and
- 152 ~~X.3.4.9.4.X.3.5.9.4.~~ the record of the proposer's scholarly or creative accomplishment.
- 153 ~~X.3.4.10.X.3.5.10.~~ An applicant may withdraw their application at any time.

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155 ~~X.4.—Assigned Service Appointments~~

156 ~~X.4.1.—An Assigned Service Appointment (ASA) provides enhanced opportunities by~~

157 ~~releasing a TCPL faculty member from teaching for one semester. Projects~~

158 ~~suitable for an ASA may include, but are not limited to, the development of new~~

159 ~~courses or programs, significant pedagogical innovations, conducting research, or~~

160 ~~spearheading a departmental, divisional, or university initiative.~~

161 ~~X.4.2.—The terms of this program provide for release from teaching, full salary, the~~

162 ~~continuation of benefits based on full salary, and eligibility for salary increment~~

163 ~~and promotion.~~

164 ~~X.4.3.—All ASAs are presumed to not require the presence of the applicant on campus~~

165 ~~and to also include a release from duties, unless the applicant chooses otherwise.~~

166 ~~X.4.4.—Eligibility for, and evaluation of, ASA applications~~

167 ~~X.4.4.1.—All faculty promoted to (or hired at) the rank of Associate TCPL will~~

168 ~~become eligible for an Assigned Service Appointment within two (2)~~

169 ~~years of their promotion (or hire), and thereafter will become eligible~~

170 ~~again each time five (5) years have passed since their last Assigned~~

171 ~~Service Appointment, regardless of their current rank.~~

172 ~~X.4.4.2.—All faculty hired at the rank of Full/Senior TCPL will become eligible for~~

173 ~~an Assigned Service Appointment within five (5) years of their hire, and~~

174 ~~thereafter will become eligible again each time five (5) years have passed~~

175 ~~since their last Assigned Service Appointment.~~

176 ~~X.4.4.3.—Evaluation of ASA applications shall be conducted by departmental~~

177 ~~faculty according to democratic procedures and criteria democratically~~

178 ~~adopted by the department. The application process shall be the same as~~

179 ~~for the ARA, but the evaluators shall include TCPL faculty.~~

180 ~~X.4.4.4.—If an ASA application receives a positive evaluation from the department~~

181 ~~faculty, the University shall grant the ASA.~~

182 ~~X.4.4.5.—The University may postpone Assigned Service Appointments upon a~~

183 ~~declaration of financial exigency (see Article XX). In this case, the faculty~~

184 ~~member shall receive the appointment within one year of the end of the~~

185 ~~state of financial exigency.~~

186 ~~X.4.4.6.—The application for an Assigned Service Appointment is initiated through~~
187 ~~the department chair.~~

188 ~~X.4.4.7.—Assigned Service Appointments do not affect the eligibility period for~~
189 ~~subsequent Faculty Improvement Leaves, or vice versa~~

190 ~~X.4.4.8.—Criteria for successful Assigned Service proposals may include but are not~~
191 ~~restricted to:~~

192 ~~X.4.4.8.1.—the significance and feasibility of the project;~~

193 ~~X.4.4.8.2.—the value of the project for the University, Department, or~~
194 ~~discipline;~~

195 ~~X.4.4.8.3.—the record of the proposer's teaching or service accomplishments.~~

196 ~~X.4.4.9-X.3.5.11. An applicant may withdraw their application at any time.~~