

# MIAMI UNIVERSITY PROPOSAL TO FAM/AAUP-AFT

November 6, 2024

## PROFESSIONAL DEVELOPMENT LEAVES AND APPOINTMENTS

### A. Faculty Improvement Leave

Full-time, tenured bargaining unit faculty members with teaching loads who have served at least seven (7) years in any rank in full-time service are eligible for Faculty Improvement Leave. Such leaves shall be in accordance with Section 3345.28 of the Ohio Revised Code and University policy. In a single year, because of commitments to teaching and service as well as to faculty development, the University will normally not authorize more than thirty (30) Faculty Improvement Leaves. The University retains the right to determine how many Faculty Improvement Leaves will be authorized annually.

The program provides release from teaching duties and other University assignments, either full compensation during one semester or two-thirds compensation during two semesters, continuation of University-provided insurance benefits and fee waivers, and eligibility for salary increment and promotion. For participants in the State Teachers Retirement System, contributions will be made as allowed by law. For participants in the Alternative Retirement Plan (ARP), contributions will be made as permitted by the plan. Participants in the Ohio Deferred Compensation plan may continue to make voluntary contributions, as permitted by law.

### B. Assigned Research Appointments

Full-time tenured and tenure-track bargaining unit faculty members are eligible to apply for Assigned Research Appointments. Such appointments may be on or off campus, may be made available by the University in accordance with its operational needs, and shall be subject to all terms for such appointments set forth in University Policy.

Every probationary tenure-track bargaining unit faculty member, who (1) begins employment at the University with fewer than two years credit toward tenure and promotion, and (2) applies for an Assigned Research Appointment, will have their application granted and assigned no later than in the fourth year of their probationary period. The timing of the leave will be determined at the discretion of the department or division.

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.