

# FAM/AAUP-AFT PROPOSAL TO MIAMI UNIVERSITY

October 31, 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 [Assigned Research Appointments]. Every tenure-track bargaining unit faculty member who applies will be granted an Assigned Research Appointment no later than the fourth year of their probationary period.