

MIAMI UNIVERSITY PROPOSAL TO FAM/AAUP-AFT

November 7, 2024

APPOINTMENT, RENEWAL, AND PROMOTION OF TCPL FACULTY

- I. This Article shall apply only to bargaining unit faculty members appointed as Teaching and Clinical Professors and Lecturers (“TCPL faculty”).

- II. Appointment of TCPL Faculty
 1. Qualifications for TCPL titles and appointment procedures are set forth in University policy (“Teaching, Clinical Professors and Lecturers (TCPLs)”).
 2. Length of TCPL faculty appointments shall be as follows:
 - i. Appointments at the rank of Assistant shall be for one (1) academic year.
 - ii. Appointments at the rank of Associate shall be for three (3) academic years.
 - iii. Appointments at the rank of Senior Lecturer/Clinical Lecturer and Teaching/Clinical Professor shall be for five (5) academic years.
 - iv. In some circumstances, upon the written recommendation of the department/program or department chair/program director, the Provost may hire TCPL faculty with an initial appointment at the Associate or Senior/Full rank.
 - v. Time towards promotion shall begin at the start of the person’s first full academic year of service in rank.

- III. Renewal and Non-Renewal
 1. Assistant TCPL Faculty
 - i. Appointments of Assistant TCPL faculty may be renewed annually for a maximum of five (5) years.
 - ii. If not renewed, Assistant TCPL faculty shall receive notice of non-reappointment by February 15 of the current academic year, except as provided in Section III.1.vi of this Article. Assistant TCPL faculty are eligible to receive, but not entitled to expect, annual renewal of their appointment.
 - iii. In the TCPL faculty member’s first year at Assistant or Lecturer rank, the department chair will assist the faculty member to develop a philosophy of teaching and service, and a two-page professional development plan (PDP). Guidelines for the PDP are set forth in Article [XX] in Faculty Evaluations.

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- iv. Beginning in their second year, departmental promotion committees and chairs must provide a cumulative annual assessment of the dossier, TCPL faculty member's strengths and weaknesses and specific recommendations for improvement. The second and third year assessments must be submitted to the dean for review. Promotion and Tenure Committees that evaluate TCPL faculty must have TCPL representation (i.e., at or above the rank being sought). If no TCPL at the appropriate rank is able to serve within the Department or Division, then the Chair or Dean must secure an appropriate TCPL member to join the committee.
 - v. Assistant TCPL faculty shall be reviewed in their fourth (4th) year for promotion to Associate TCPL faculty.
 - vi. A TCPL faculty member who failed to achieve promotion in their 4th year may reapply for promotion during their terminal 5th year. In the event the TCPL faculty member does not achieve promotion during their terminal 5th year, their employment will cease at the end of their terminal year.
2. Associate TCPL Faculty
 - i. Appointments at the rank of Associate are renewable in three (3) year increments.
 - ii. Associate TCPL faculty shall receive one full academic year's notice of non-renewal by July 1.
 - iii. TCPL faculty may apply for promotion to the rank of full Teaching Professor/Clinical Professor or Senior Lecturer/Clinical Lecturer no sooner than December 1st of their fourth year as Associate TCPL faculty.
 3. Senior Lecturer/Clinical Lecturer and Teaching Professor/Clinical Professor
 - i. Appointments at the rank of Senior Lecturer/Clinical Lecturer or Teaching Professor/Clinical Professor are renewable in five (5) year increments.
 - ii. Senior Lecturer/Clinical Lecturer and Teaching Professor/Clinical Professor shall receive one full academic year's notice of non-renewal by July 1.
 4. TCPL faculty may be non-renewed at the end of any appointment term, with notice as provided for in this Section.
 5. TCPL faculty at the rank of Associate or higher may be terminated during the term of their appointment for failure to perform duties and associated responsibilities, including but not limited to, those defined in their Professional Development Plan in a satisfactory manner. The TCPL faculty member will first be given written notice of the deficiencies in performance and one (1) full academic year (two (2) full semesters) in which to demonstrate that the problem or deficiency has been overcome. The University may issue the notice of deficiencies and a contingent

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notice of non-reappointment concurrently. Whether the TCPL faculty member has overcome the deficiencies shall be determined by the University, in its sole discretion.

6. TCPL faculty at the rank of Associate or higher may be terminated for cause at any time by the Provost, in accordance with University policy.

~~7. TCPL faculty positions may also be eliminated due to insufficiency of enrollment, curriculum change, restructuring, reorganization or discontinuance of academic programs, lack of work, lack of funding for funding contingent programs, financial resources, misconduct and performance, upon written recommendation of the Chair or Program Director, with the written approval of the Dean or Provost. TCPL faculty at the rank of Associate or higher shall receive one full academic year's notice of position elimination.~~

IV. Promotion

1. Each candidate for promotion is judged individually on their own merits, not relative to other candidates.
2. TCPL faculty who wish to be considered for promotion are responsible for assembling and submitting a dossier of accomplishments and relevant supporting materials to their department/program, in accordance with the Dossier Guidelines for Teaching Professors, Clinical Professors, Lecturers and Clinical Lecturers.
3. Qualifications for each rank and criteria for promotion are set forth in University policy (“Teaching, Clinical Professors and Lecturers (TCPLs)”), and supplemented by local governance documents for the faculty member’s division or department, as applicable.
4. The promotion dossier is evaluated by the Promotion and Tenure Committee of the faculty member’s department or program (when appropriate), the chair and/or program director (when appropriate), their divisional Promotion and Tenure Committee, and the academic dean. If there is a positive recommendation for promotion from the department or program (when appropriate), the chair and/or program director (when appropriate) or the academic dean, the dossier will advance to the Provost for consideration and decision. Promotion and Tenure Committees that evaluate TCPL faculty must have TCPL representation (i.e., at or above the rank being sought). If no TCPL at the appropriate rank is able to serve within the Department or Division, then the Chair or Dean must secure an appropriate TCPL member to join the committee.

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5. Promotion from Assistant to Associate TCPL Faculty
 - a. TCPL faculty must apply for promotion to Associate following review in their fourth (4th) year as Assistant TCPL faculty.
 - b. If TCPL faculty do not achieve promotion to Associate, their appointment shall terminate at the end of the fifth (5th) year.
 - c. A one-time extension of time for application to Associate may be granted, at the University's discretion and in accordance with University Policy.
 - d. Upon ratification of this Agreement, and for a nine (9) month period following ratification, Assistant TCPL faculty who previously opted out of the promotion process will have the opportunity to opt in by submitting written notice to their chair.

6. Promotion from Associate to Senior Lecturer/Clinical Lecturer or Teaching Professor/Clinical Professor
 - a. TCPL faculty may apply for promotion to the rank of full Teaching Professor/Clinical Professor or Senior Lecturer/Clinical Lecturer no sooner than December 1st of their fourth year as Associate TCPL faculty.

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