

# Employment of Persons Holding a Miami Degree

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## Scope: Who is Covered by this Policy?

Faculty

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## Policy

Effective July 1, ~~2019~~2022, a person whose last degree is from Miami University may not be hired into a tenurable or promotable but non-tenurable position (TCPL) unless one of the following conditions prevails:

1. The person held the position and rank at Miami University at the time of the award of the degree and the degree is unrelated to the discipline in which the faculty member is employed; or since receiving the Miami degree, a person seeking a tenured or tenure-eligible position has been employed elsewhere for at least three years and has gained significant achievement in teaching and/or research; or
2. Since receiving the Miami degree, the person ~~has been employed elsewhere~~applying for a TCPL position has had at least three years of applicable experience that demonstrates new knowledge, skills, and has gained significant achievement in~~ideas to advance their~~ teaching ~~and/~~or ~~research; or~~
3. Since receiving the Miami degree, the person has earned a higher degree from another institution.

~~In extraordinary situations, an~~For the purpose of hiring someone with a Miami degree into a non-tenurable position (TCPL) in the context of a competitive national search. An exception to this Policy for the hiring of a TCPL with a Miami degree may ~~may be~~ sought. Any exception requires the support of the dean and the approval of the Provost. ~~Exceptions may be granted only following a competitive national search.~~

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## Related Form(s)

Not applicable.

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## Additional Resources and Procedures

Not applicable.

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## FAQ

Not applicable.

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## Policy Administration

### Next Review Date

7/1/2023

### Responsible Officers

- Director of Academic Personnel Services
- Assistant Provost for Academic Personnel
- Provost and Executive Vice President for Academic Affairs

### Legal Authority

Not Applicable.

## Compliance Policy

No

## Recent Revision History

Amended July 2018; Amended July 2019; [Amended July 2022](#)

## Reference ID(s)

- MUPIM 6.4
- OAC 3339-6-04

## Reviewing Bodies

- University Senate
- Provost and Executive Vice President for Academic Affairs