



Ohio Administrative Code Rule 3339-7-06 Tenure and time.

Effective: December 6, 2018

(A) Probationary period

(1) Unless otherwise permitted by these policies, all members of the instructional staff holding an appointment with a tenure-eligible rank ordinarily serve a probationary period of six years at Miami university. In unusual circumstances the president, upon recommendation of the department, the department chair, the program director (when appropriate), the dean of the regional campuses (when appropriate), the dean, and the provost, may waive the probationary period and recommend tenure for a person being appointed to the rank of associate professor or professor. For a person who begins Miami service after the start of an academic year, the time counted toward the probationary period shall begin at the start of the persons first full academic year of service.

(2) A person is usually considered for tenure in the last year of the prescribed probationary period. Candidates may request permission to waive part of their probationary period and apply for tenure before the beginning of the sixth year. The candidate must submit the request in writing. The request requires the permission of the department, the department chair, the program director (when appropriate), the dean and the provost. The provost will notify the candidate of the decision in writing. A person may be considered for tenure only once (except as permitted by paragraph (C) of rule 3339-7-09 of the Administrative Code. A leave of one year or less will count as part of the probationary period unless the candidate, the department, the department chair, the program director (when appropriate), the dean of the regional campuses (when appropriate), the dean, and the provost agree in writing at the time the leave is granted to an exception to this provision.

(B) Credit towards probationary period

(1) At the time of hiring in a tenure-eligible position, a person may be accorded, upon agreement of the provost, the dean, the dean of the regional campuses (when appropriate), the department chair, the program director (when appropriate), and the department, credit toward the six-year probationary period. This credit must be noted in the original appointment letter. Normally, a person may receive



up to two years credit toward tenure. Only in exceptional circumstances may more credit be granted. However, by mutual agreement of the department, the department chair, the program director (when appropriate), the dean of the regional campuses (when appropriate), and the instructional staff member, and with the written approval of the dean and the provost, this grant of credit or a portion thereof may be rescinded subsequently during the probationary period. Fulltime service in a different Miami department or an earlier discontinuous period of fulltime Miami service may be credited in the same way as fulltime service at other institutions.

(2) Although tenure may be conferred only upon someone in a tenure-eligible rank, up to two years for fulltime Miami service in a nontenure-eligible position will be credited toward the probationary period. However, at the time of appointment to a tenure-eligible rank, by mutual agreement of the department, the department chair, the program director (when appropriate), the regional campus dean (when appropriate), the dean, the provost, and the candidate, the candidate may waive the crediting of all or a portion of service in a nontenure-eligible position toward the probationary period.

(C) Stopping the tenure clock

(1) A one-year extension of the probationary period will be granted by the provost upon request of a probationary faculty member who

(a) Has or shares primary responsibility for the care of an infant or a newly-adopted child under age five, and who must commit substantial portions of time to this care;

(b) Faces similar responsibilities associated with a serious health condition of another person; or

(c) Has a serious health condition.

This extension may be granted whether or not sick leave, personal leave, or family and medical leave has been taken. Written requests for such extensions must be made within two years of the birth, adoption, or serious health condition

(2) There may be other circumstances that require substantial amounts of time or produce excessive stress that would justify extending the probationary period for one year. Examples of such



circumstances include (but are not limited to) the disruption of research facilities or the interruption of research for foreign teaching assignments. In such cases, the probationary faculty member may apply in writing to the provost, who in consultation with the department tenure committee, the department chair, the program director (when appropriate), the dean of the regional campuses (when appropriate), and the divisional dean, will determine whether such an extension should be granted. Any such request for an extension must be made within one year of the occurrence of the circumstance.

(3) There is normally a limit of one such extension of any type during the probationary period. A person may, however, request a second extension through the provost.

(4) The maximum number of years of extension to the probationary period is two.