



Ohio Administrative Code Rule 3339-1-05 Employment.

Effective: March 6, 2015

- (A) The policies that govern the employment, discipline, termination, tenure and promotion of the instructional staff and employment, discipline and termination of the unclassified administrative staff are subject to approval by the president. These policies are enumerated in the Miami university policy and information manual.
- (B) Tenure is a method of assuring academic freedom; that is, the freedom to teach, to inquire, to create, to debate, to question, and to dissent. Tenure represents a long-term financial commitment to the extent allowable under the laws of the state of Ohio. Miami has no specified or implied limits on the percentage of the instructional staff who may be granted tenure. Each candidate for tenure is judged individually, not relative to other candidates. If an individual demonstrates the high quality of professional performance expected by Miami, tenure will be conferred, regardless of how many other candidates may be considered in a given year. However it is not anticipated that all individuals appointed to tenurable ranks will be able to demonstrate the high quality of professional performance required to achieve tenured status.