

UNIVERSITY OF FLORIDA
NOTICE OF CHANGES IN PROPOSED RULES

NOTICE IS HEREBY GIVEN that the University of Florida, in response to comments received prior to the rule hearing, at the rule hearing, and from the Joint Administrative Procedures Committee, has changed the following rules:

6C1-1.007 University of Florida; Code of Penalties

Paragraph (1)(a) has been changed to read as follows:

Penalties for violation of standards of academic honesty, such as plagiarism, cheating, and other activities which interfere with the educational mission of the University, range from counseling to expulsion in the case of students or oral reprimand to termination in the case of employees.

Paragraph (1)(b) has been changed to read as follows:

Penalties for failure to pay debts owed the University range from the assessment of a penalty fee to withholding of official records or benefits for both students and employees.

Paragraph (1)(c) has been changed to read as follows:

Penalties for violation of standards of conduct range from counseling to expulsion in the case of students, or oral reprimand to termination in the case of employees.

Paragraph (1)(d) has been changed to read as follows:

Penalties for violation of employment contracts range from oral reprimand to termination.

Paragraph (1)(e) has been changed to read as follows:

Penalties for falsification of records range from oral reprimand to expulsion or revocation of degrees in the case of students and former students, or from oral reprimand to termination in the case of employees.

6C1-1.101 University of Florida; Compensation

Paragraph (3)(c) has been changed to read as follows:

A retroactive effective date for a pay action shall only be permitted with the approval of the President or the President's designee in instances in which responsibilities have changed, or a pay increase under a condition set forth in section (5) below has been approved and the funds for the increase are not immediately available.

Paragraph (3)(d) has been changed to read as follows:

The administrator in charge of the unit shall determine any pay increase for a temporary change in assignment on an acting basis based upon the responsibilities assumed, and, upon return to original responsibilities, the pay shall be adjusted to reflect the original responsibilities.

The first sentence of section (5) has been changed to read as follows: "Other pay increases can be provided under the following categories."

Paragraph (6)(a) has been changed to read as follows:

Lump sum payments shall be given in exceptional circumstances with the approval of the President. In determining whether such a lump sum should be provided, the President shall consider the nomination of the employee's supervisor with regard to the documented successful completion of a special project or assignment that is in addition to the employee's regularly assigned duties, or a documented significant increase in productivity or productivity goal achievement including a group incentive program.

Paragraph (6)(b) has been changed to read as follows:

The President or the President's designee is authorized to approve pay additives when resources permit, including those for asbestos-related activities, lead abatement activities, leadworker pay, shift differentials, on-call pay, field training officer activities, and other approved activities.

The last sentence of paragraph (6)(c) has been removed.

The last sentence of paragraph (6)(f) has been changed to read as follows:

A different pay adjustment percent may be used by the President or designee for an Academic Personnel employee leaving an administrative position and returning to a general faculty title pursuant to Rule 6C1-7.003(5)(b), F.A.C.

Paragraph (7)(d) has been removed.

6C1-1.201 University of Florida; Leaves

Section (3) has been changed to read as follows:

The minimum workweek is 40 hours for full-time employees. Holiday pay (maximum of eight hours) and paid leave are not considered overtime and are paid at the employee's regular pay rate. Approved leave shall be adjusted to ensure an employee's workweek will not exceed the employee's full-time-equivalent (FTE) appointment.

Paragraph (4)(b) has been changed to read as follows:

Regular compensatory leave shall be provided to a USPS exempt employee for work beyond 40 hours on an hour-for-hour basis. The University will pay for unused regular compensatory leave with the approval of the President or designee. The President or designee has the authority to grant approval to an employee to retain regular compensatory leave in excess of 120 hours for a period not to exceed six (6) months in circumstances involving natural disasters and other extraordinary situations that last for an extended period of time which would prevent employees from using their accrued compensatory leave.

Subparagraph (4)(c)4 has been changed to read as follows:

The President or designee has the authority to pay or require an employee to use any or all of the employee's accrued special compensatory leave at any time in order to provide for the efficient management of the unit, to conserve funds, or to provide savings to the University. If the employee separates, the employee shall be paid for all unused special compensatory leave at the employee's regular rate of pay. An employee who reassigns, promotes, or accepts a demotion to another position in a work area

paid by a different account number will be paid for all unused special compensatory leave at the employee's regular rate of pay. If an employee reassigns, promotes, or accepts a demotion to another position within the same department, cash out is at the department's discretion based on budget considerations. With approval from the President or designee, special compensatory leave shall be used or cashed out prior to the end of each fiscal year and/or before any scheduled salary increase.

The third sentence of section (10) has been changed to read as follows:

Hours of accrual for USPS are based on years of creditable service, and such service shall be awarded as one month of service credit for each calendar month that the employee is on the salaried (non-OPS) payroll of the University of Florida, on the salaried (non-OPS) payroll of a State agency prior to January 6, 2003, on the salaried (non-OPS) payroll of a state university in the State of Florida prior to January 6, 2003, or on the salaried (non-OPS) payroll of these institutions while on authorized unpaid leave during the indicated time periods.

Paragraph (10)(b) has been changed to read as follows:

Employees may accrue annual leave in excess of the year end maximum during a calendar year. Employees with accrued annual leave in excess of the year end maximum as of December 31, shall have any excess converted to post October 1, 1973 sick leave on an hour-for-hour basis on January 1 of each year. The President or designee is authorized to grant approval to an employee to retain annual leave in excess of the year end maximum in circumstances involving natural disasters and other extraordinary situations lasting for an extended period of time that prevent the employee from using annual leave.

Paragraph (10)(e) has been changed to read as follows:

Upon reasonable notice, an employee shall be required to use any part of his or her accrued annual leave at any time deemed advisable by the President or designee based on the effective functioning of the unit, the efficient use of available personnel, and budget.

Paragraph (11) with all subparagraphs has been changed to read as follows:

- (11) Compulsory medical leave provisions shall be consistent with the following.
 - (a) Medical certification by a health care provider designated or approved by the President or designee shall be required.
 - (b) Notice shall be provided to the employee identifying duration of the leave, the conditions for return to the position, and whether such leave shall count toward FMLA entitlements.
 - (c) The employee is allowed to use paid leave during compulsory leave to continue the contributions to benefits and other expenses.
 - (d) Unless agreed otherwise, an employee shall be employed in the same or similar status upon completion of the approved leave period and upon receipt of a current medical certification that the employee is able to perform assigned duties.
 - (e) Employees who fail to meet the conditions of the compulsory leave or who fail to obtain medical certification and are unable to perform duties shall be offered part-time employment, placed on unpaid leave or have such leave extended, requested to resign, or be dismissed for inability to perform the duties of the position.

Section (13) has been changed to read as follows:

Employees shall be provided with up to six months unpaid parental leave during which time the employee may use paid leave when the employee becomes a biological or adoptive parent. Parental leave shall begin two weeks prior to the expected date of the child's arrival unless otherwise mutually agreed to by the President or designee and the employee.

Paragraphs (14)(f) through (j) have been changed to read as follows:

- (f) The President or designee shall provide administrative leave for Florida Disaster Volunteers under the same conditions accorded to state agency employees in Section 110.120, F.S.
- (g) The President or designee may grant up to two days of administrative leave for civil disorder or disaster for an employee who is a member of a volunteer emergency

response team based on the nature of the duties performed by the employee and the location and nature of the civil disorder or disaster.

(h) The President or designee may provide administrative leave up to two hours for voting in public elections upon the request of the employee and based upon the nature of the employee's duties and the location of the polling place.

(i) The President or designee may place an employee under investigation on leave up to the length of the investigation pursuant to Rules 6C1-3.045, 6C1-3.046 and 6C1-7.048, F.A.C.

(j) The President or designee may place an employee on administrative leave between the notice of reduction in pay, suspension, or dismissal and the effective date of such action pursuant to Rules 6C1-3.045, 6C1-3.046, and 6C1-7.048, F.A.C.

Paragraph (16)(d) has been changed to read as follows:

An employee who was injured in the workplace may be returned to alternate duty consistent with the University's Modified Duty Program Policy, 2002, which can be obtained from the Workers' Compensation Office, 433A Stadium West, Gainesville, Florida 32611.

Subparagraph (17)(b)1 has been changed to read as follows:

Upon request of a faculty member, the President or designee shall grant a leave without pay for a period not to exceed one year unless the President or designee determines that granting such leave would be inconsistent with the academic or employment needs of the University. Such leave shall be extended upon mutual agreement. (If possible, the request should be made at least one semester or its equivalent prior to the beginning of the academic term or date the leave is requested.)

The first sentence of paragraph (17)(d) has been changed to read as follows:

A Developmental Research School faculty member shall be granted three days (non-cumulative) of leave per year for emergencies or for other personal reasons.

The first sentence of subparagraph (17)(e)4 has been removed.

The first sentence of sub-subparagraph (17)(e)6i has been changed to read as follows:

If an employee receives fellowships, grants-in-aid, or financial assistance from sources other than the University of Florida to assist in accomplishing the program, the University of Florida salary shall be reduced so that the total income is equal to the faculty member's regular salary.

Sub-subparagraph (17)(e)6iii has been changed to read as follows:

Contributions made by the University of Florida to the retirement and Social Security programs shall be continued on a basis proportional to the University of Florida salary received during the professional development leave. University contributions made to the employee insurance programs and other employee benefits shall be continued during the leave.

Sub-subparagraph (17)(e)6viii has been changed to read as follows: “Employees shall not be eligible again for a full-pay sabbatical in this program until six years of full-time service have been completed following prior participation.”

Paragraph (19)(a) has been changed to read as follows: “TEAMS employees and faculty earn four personal leave days in proportion to their FTEs per fiscal year in addition to the University of Florida holidays.”

Paragraph (19)(b) has been changed to read as follows: “Such personal leave days shall be credited to eligible employees on December 1 of each year.”

Subparagraph (19)(b)1 and subparagraph (19)(b)2 have been removed.

6C1-2.0031 Finance and Administration; Identification Card Programs

Paragraph (3)(c) has been changed to reflect that the cost of an original I.D. card is \$10.00.

The last two sentences of section (5) have been removed.

The following sentence has been added to section (7): “Approval is granted only pursuant to the terms of a University contract or for another University purpose and only under terms which protect the integrity of the I.D. Card.”

Section (8) has been changed to read as follows:

No equipment shall be purchased for the direct or indirect purpose of encoding on any of the tracks on the I.D. Card without the prior written approval of the Director of Business Services or his/her designee, which approval shall be granted only pursuant to the terms of a University contract or in furtherance of another University purpose and only under terms which protect the integrity of the I.D. Card.

6C1-2.012 University of Florida; Use of University Facilities; Fees for Use and Admissions Charges

Section (1) has been changed to read as follows:

- (1) Fees for use of University facilities, including the use of outdoor areas as permitted under Rule 6C1-2.005, F.A.C., shall be charged as follows:
 - (a) Fees shall be charged to non-university groups, organizations and persons for the use of University facilities. The fees shall be set by the authority controlling the facility and approved by the President or the President's designee. Any additional services required by the user will be billed separately to the user by the department performing the service.
 - (b) University groups, organizations or persons and University affiliated persons, organizations, and groups shall be charged for the direct cost of services they require in the use of University facilities.

Section (2) has been changed to read as follows: "Borrowing fees shall be charged for University of Florida libraries users who have no University of Florida affiliation."

A new section (3) has been added:

The President or President's designee shall have the authority to waive or reduce any fee authorized under sections (1) and (2) of this rule if the President or designee determines that such action furthers specific University program(s) and the University's mission.

6C1-2.019 University of Florida; Alcoholic Beverages

The second sentence of section (3) has been changed to read as follows:

Permission shall not be granted for the sale, service, consumption, or possession of alcoholic beverages at meetings, receptions, and other events held during the University's normal business hours, 8 a.m. to 5 p.m., Monday through Friday, and shall be granted only in furtherance of University programs and in consonance with the conditions of section (4) of this rule.

6C1-3.021 Finance and Administration; Purchasing, Sponsored Research Exemptions Procedures

Section (1) has been changed to read as follows:

Section 1004.22(7), Florida Statutes, allows the University to exempt the purchase of materials, supplies, equipment or services for research purposes from the general purchasing requirements of Rule 6C1-3.020, Florida Administrative Code and the requirements of Chapters 215, 216 and 283, and Section 112.061, Florida Statutes. Such an exemption shall be exercised only when the Vice President for Research or the Vice President's designee certifies to the President in each particular instance that the exemption is necessary for the efficient or expeditious prosecution of a research project.

Section (2) has been changed to read as follows: "Exemptions shall be granted only pursuant to the following conditions."

Subparagraph (2)(a)2 has been changed to read as follows: "If the vendor is a governmental agency, the acquisition must be excluded from competitive bid requirements as stated in Rule 6C1-3.020, F.A.C."

Subparagraph (2)(a)3 has been changed to read as follows: "The following criteria shall be used to justify a request for a sponsored research exemption from competitive bidding."

Subparagraph (2)(b)1 has been changed as follows: "An exemption from the requirements concerning the level of detail and documentation for reporting and payment under Chapter 215, Florida Statutes, and related rules and practices, shall be granted under the following conditions."

The second sentence of sub-subparagraph (2)(b)1b has been changed to read as follows: “It is not necessary for copies of receipts to be obtained or submitted with the voucher for the payment of such invoices, if the invoice contains a statement certifying that receipts in support of the itemized invoice are maintained in the contractor's records and may be inspected by officials of the State of Florida.”

The first sentence of subparagraph (2)(b)2 has been changed to read as follows: “An advance payment or payments shall be authorized under the following conditions.”

Paragraph (2)(c) has been changed to read as follows:

A subcontractor or vendor is allowed to be reimbursed for travel expenses of non-State of Florida and non-University personnel performing travel under a sponsored research subcontract in accordance with the provisions of the applicable prime contract or grant and the travel allowances normally provided by the subcontractor or vendor. A copy of the subcontractor's or vendor's written travel procedures must be submitted.

Subparagraph (3)(d)4 has been changed to read as follows: “The Purchasing Division will forward a copy of the certification along with a copy of the contract and/or purchase order to the University Controller’s Office.”

6C1-3.030 Finance and Administration; Surplus State Property

Section (6) has been changed to read as follows:

- (6) Procedures for Disposal of Surplus Property. The Property Board shall determine the method for disposal of surplus property:
 - (a) Transfer to another State Agency or political subdivision. If because of its type, age or condition the Property Survey Board determines that the equipment is not useful to any University in the State University System, the Property Survey Board can authorize transfer under such conditions as the Property Survey Board deems appropriate.
 - (b) Scrap or cannibalization of equipment. The Property Survey Board can authorize the scrap or cannibalization of equipment if it believes it is in the best interest of the University.
 - (c) Abandoned equipment. The Property Survey Board can authorize the abandonment of tangible personal

property, in place, upon determination that cost of return or repair exceeds the value of the property.

(d) Public Sale. The Property Survey Board can authorize the public sale of such property determined to be surplus to the needs of the University under the following conditions:

1. All public sales shall be conducted on a set date and time which shall be advertised in a local newspaper of general circulation no less than two weeks prior to the sale.
2. The Property Survey Board shall determine whether the sales are conducted as auction or sealed bid sales.

(e) Transfer or donate to any private non-profit agency.

(f) Donation to other organizations. The Property Survey Board can authorize the donation of such property determined to be surplus to other organizations as provided in Section 273.055, Florida Statutes.

Section (7) has been changed to read as follows:

Availability of Surplus State Property. The Property Survey Board has the authority to recommend circulation of surplus property having a useful life to other agencies. Property listings will include condition and location of property available for viewing.

Section (10) has been changed to read as follows:

All property originally purchased with non-state funds, such as contracts or grants, shall be managed in a form consistent with the applicable rules and regulations of the funding authority.

6C1-3.037 Finance and Administration; Registration and Student Fees

Section (5) has been changed to read as follows:

(5) Waiver of Late Payment Fee -- The late payment fee shall be waived if the balance due, excluding the late fee, is less than \$100.00. The late payment fee shall also be waived upon the petition of the student if:

- (a) The University is primarily responsible for the delinquency; or
 - (b) Extraordinary circumstances prevented all conceivable means of paying fees prior to the fee payment deadline.
- The University reserves the right to require documentation to substantiate these circumstances.

Section (7) has been changed to read as follows:

(7) The University shall permit the deferral of registration and tuition fees for the period not ending later than thirty (30) calendar days prior to the last day of classes, or for summer terms A and B, not later than seven (7) calendar days prior to the last day of classes for the reasons given in this section. Extension of this deadline shall be made on an individual basis by term by the President or his/her designee. In no case shall the deferment extend beyond the last day of classes unless there is a formal arrangement with the University for payment by an acceptable third-party donor. A deferment or an extension of a deferment shall be given for the following:

- (a) Students whose state or federal financial assistance is delayed due to circumstances beyond the control of the student;
- (b) Veterans and other eligible students receiving benefits under Chapter 32, Chapter 34, or Chapter 35, of Title 38 U.S.C., and whose benefits are delayed; or
- (c) Students for whom formal arrangements have been made with the University for payment by an acceptable third-party donor.

Section (10) has been changed to read as follows:

In collecting fees, the President or President's designee shall impose additional requirements, as necessary, including advance payment or a security deposit, for the services to be provided by the University of Florida.

6C1-3.0376 Finance and Administration; Miscellaneous Fees

The last sentence of section (8) has been changed to read as follows: "If damaged or lost materials are the result of misconduct, a fine or other disciplinary action may be imposed under the provisions of Rule 6C1-1.008, F.A.C."

The first sentence of section (18) has been changed to read as follows: "The President of the University of Florida or his or her designee will establish fees for off-campus course offerings when the location results in specific identifiable increased costs to the University."

Section (19) has been changed to read as follows: "If any overdue account is sent to a collection agency, that agency shall assess collection costs. In addition, the University shall assess a charge representing the reasonable cost of collection efforts to effect payment for overdue student loan accounts."

6C1-3.049 Finance and Administration; Technical, Executive, Administrative, and Managerial Support Staff Appraisal

Subparagraph (1)(a)2 has been changed to read as follows:

The President or designee has the authority to extend by letter a probationary period for up to six (6) months if the employee is not meeting performance standards, and the supervisor determines that more time is needed for assessment or the supervisor decides that additional time is needed for appropriate training or on-the-job experience.

Subparagraph (1)(b)1 has been changed to read as follows: “An annual appraisal shall be completed for each TEAMS employee in a non-exempt position within thirty (30) days prior to the anniversary date of appointment.”

Subparagraph (1)(b)2 has been changed to read as follows:

If the employee's annual performance appraisal is not completed, his or her previous rating in the classification will be retained. If there is no previous rating, the employee will be considered at the “achieves” level.

6C1-3.050 Finance and Administration; University Support Personnel System Performance Appraisals

Paragraph (1)(c) has been changed to read as follows:

The President or designee has the authority to extend by letter a probationary period for up to six months if the employee is not meeting performance standards and the supervisor determines that more time is needed for assessment or the supervisor decides that additional time is needed for appropriate training or on-the-job experience.

The second sentence of paragraph (4)(a) has been changed to read as follows:

Such appraisal shall be completed within 30 days following the appraisal period end date, unless a proposal is made to terminate or demote the employee as a result of his or her continued failure to meet performance standards.

Paragraph (4)(c) has been removed.

6C1-4.0161 Student Affairs; Student Conduct Code; Prohibition of Hazing; Procedures and Penalties

Section (4) has been changed to read as follows:

Under Section 1006.63, F.S., the University is authorized to impose the penalties described below for violation of the prohibition, regardless of whether the violation occurred on or off campus, and such penalties shall be in addition to any other penalty to which the student may be subject for violations of the criminal laws of Florida or any other applicable University rule.

6C1-4.026 Student Affairs: Issuance of Transcripts, Flagging of Records, and Retention of Records in Case of Disciplinary Action

The second sentence of section (3) has been changed to read as follows: “Student conduct records shall be retained for longer periods of time or permanently if the student was expelled, dismissed, suspended or blocked from enrollment and in situations that may result in future litigation.”

6C1-6.016 IFAS; Visitation to or Use of Certain Facilities

Section (2) has been changed to read as follows:

Use of IFAS facilities by outside groups is restricted to organizations that have direct research, extension or teaching programmatic relationships with IFAS. The University will charge maintenance or minor use fees to cover direct costs incurred from proposed uses.

6C1-7.003 Academic Affairs; Academic Personnel Employment Plan: Academic Appointments, Types of Appointments, Appointment Status Modifier, and Academic-Administrative Classification Titles

The second sentence of paragraph (1)(a) has been changed as follows:

The Academic Personnel Plan includes all authorized class titles and codes; the class specifications; employment and professional status modifiers; and instructions for implementing and maintaining the Academic Personnel Plan.

The last sentence of section (2) has been removed.

The first sentence of sub-subparagraph (2)(a)1.a has been changed to read as follows: “University faculty members whose performance meets the criteria of an established endowment are eligible for consideration for the endowed professorship program.”

Subparagraph (2)(a)6 has been changed to read as follows:

Associate Professor (Faculty title). Candidates for this tenure eligible faculty rank shall hold the highest degree appropriate to his or her field or possess professional qualifications in his or her field above those which would be equivalent to the highest degree appropriate to his or her field. He or she is expected to have produced creative work, professional writing, or research, and to have had successful teaching or professional experience. A candidate for this rank must have a distinguished record of achievement beyond the level of assistant professor.

Subparagraph (2)(a)7 has been changed to read as follows:

Assistant Professor (Faculty title). Candidates for this tenure eligible faculty rank shall hold the highest degree appropriate to his or her field or possess equivalent qualifications based on professional experience. A candidate shall be expected to demonstrate successful experience pertinent to the position for which he or she is being recommended and have demonstrated qualities pertinent to the goals of the academic unit in which he or she will be employed.

Subparagraph (2)(a)11 has been changed as follows:

Lecturer (Faculty titles) Candidates may be awarded these tenure ineligible faculty positions in the following academic ranks: Lecturer, Senior Lecturer, and Master Lecturer. Candidates shall have received the academic degree appropriate to the assignment of duties, or equivalent experiences or accomplishments in the field may be substituted.

The second sentence of subparagraph (2)(a)12 has been changed to read as follows:

Candidates for faculty positions at the University’s P.K. Yonge Developmental Research School shall have at least a master's degree and shall have had at least three years

experience or relevant experience pertinent to the assigned position and shall hold a valid teacher's certificate appropriate to the assignment.

Subparagraph (2)(a)14 has been changed to read as follows:

Assistant in and Associate in (Specialty Faculty titles). Candidates for these tenure ineligible specialty faculty positions must hold a master's degree in a field of specialization unless the administrator of the unit determines that experience and/or training is equivalent to the educational requirements. Authorship or co-authorship of significant publications in the field of specialization may be regarded as evidence of qualifying experience and training. The authority to grant a promotion from the rank of Assistant in to Associate in is delegated by the President to the appropriate Dean or Director or, in the case of IFAS and the Health Center, to the Vice President for Agricultural and Natural Resources or Health Affairs. Appointment as Associate in shall constitute a promotion from Assistant in and shall be based on additional qualifying education and/or experience.

Subparagraph (2)(c)5 has been changed to read as follows: "Graduate Assistant. The appointee is normally a beginning graduate student since 'Graduate Assistant' is the lowest rank of graduate assistant positions."

The fifth sentence of paragraph (4)(a) has been changed to read as follows: "These appointments, with the exception of the 'emeritus' status, will be reviewed by the appropriate department annually."

Subparagraph (4)(a)1 has been changed to read as follows:

Acting. (Modifier for administrative title). This modifier applies to a temporary appointment to fill a vacancy at an administrative level. The appointee may or may not receive compensation as a result of these temporary duties dependent on the nature of the new duties and of the previous responsibilities. Refer to Section (5) of this rule for a description of the academic-administrative classification.

Subparagraph (4)(a)2 has been changed to read as follows:

Adjunct. This modifier applies to temporary appointments extended to persons of satisfactory professional

qualifications who perform temporary teaching, research, or extension functions in connection with established programs. Such persons are appointed for one academic term at a time and possess no continuing contractual relationship with the University. Persons with adjunct appointments may not be employed for more than fifty percent (50%) of the time throughout an academic year, or full-time for more than 26 weeks of a fiscal year, unless approved by the Office Of Academic Affairs based on the needs of the unit at the time approval is granted. Time spent in this appointment cannot be counted toward tenure or permanent status.

Subparagraph (4)(a)6 has been changed to read as follows:

Provisional. This modifier applies to the appointment of a person who is not fully qualified for an academic rank but who expects to acquire such qualification in a short period of time. Such appointments do not carry eligibility for tenure or permanent status during the duration of the appointment, and persons holding such appointments have no continuing contractual relationship with the University. The appointment may not be extended beyond one year except in the case of a provisional assistant professor or equivalent whose appointment can be extended for one additional year.

Subparagraph (4)(a)7 has been changed to read as follows:

Visiting. This modifier applies to appointments extended to qualified persons who are not expected to be available for more than limited periods of time, or to appointments to positions which are not expected to be available for more than a limited period of time. This appointment is not eligible for tenure or permanent status. The title shall not be held for more than four (4) years or the equivalent in proportional time unless approved by the Office of Academic Affairs based on the qualifications of the appointee and the needs of the unit. Time accrued in a Visiting position may count toward tenure or permanent status eligible service.

6C1-7.032 Academic Affairs; Personnel Exchange Program

Paragraph (3)(b) has been removed.

6C1-7.048 Academic Affairs; Suspension, Termination, and Other Disciplinary Action for Faculty: Definition of Just Cause, Termination, Suspension, and Other Disciplinary Action, Suspension pending Investigation, Notification and Records of Disciplinary Action

Paragraph (1)(c) has been changed to read as follows: “Willful violation of a rule or regulation of the University.”

The last sentence of paragraph (2)(a) has been changed to read as follows: “Following the sending of the notice of proposed termination or suspension, the faculty member may be reassigned.”

Section (3) has been changed to read as follows:

Suspension Pending Investigation -- Notwithstanding the provisions of paragraph (2)(b) above, if the President or designee has reason to believe that a faculty member's actions or presence on the job would adversely affect the orderly conduct and processes of the University and/or jeopardize the safety or welfare of the faculty member, colleague(s), other employee(s), or student(s), the President or President's designee shall immediately suspend with or without pay the faculty member from the performance of duties pending an investigation, which shall not exceed thirty (30) days without appropriate justification.

The first two sentences of section (4) have been changed to read as follows:

Other Disciplinary Action -- The President or designee retains the right to impose disciplinary action other than suspension or termination for just cause and for other cause as is provided for in the rules and regulations of the University. Disciplinary actions include a reprimand, demotion, payment of fines, reassignment or required leave.

Except for these changes, these rules as published by the University on October 18, 2002 and October 25, 2002 will be adopted as originally proposed. The full text of the rules are available from Karon S. Grabel, Clerk of the University, 123 Tigert Hall, Post Office Box 113125, Gainesville, Florida 32611-3125, (352) 392-1358.