

OFFICE OF THE GENERAL COUNSEL: USF REGULATIONS

NOTICE: PROPOSED REVISED REGULATION

DATE: APRIL 8, 2008

Regulation No: USF 10.210	TITLE: Non-Reappointment
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Summary of Revisions

The Florida Board of Governors Regulation Development Procedure calls for a university to monitor the effects of new regulations and periodically review existing regulations to ensure they are current and consistent. The University proposes to revise Administration employees' (formerly referred to as "A&P") non-reappointment notification period (*in the absence of an appointment document stating the period of notification*) prior to the effective date of non-reappointment as follows:

Administration employees with less than 2 years of continuous employment will receive 30 days notification instead of the current 3 months notification in the 1st year of employment.

Administration employees with 2 or more years of continuous employment will receive 3 months notification instead of the current 6 months notification after the 1st year of employment.

Administration employees assigned to Athletic Coach classes will receive 30 days notification.

The effective date of the revised regulation includes a one (1) year moratorium for current USF employees. Thus, the revised regulation would apply to any new employees hired on or after June 15, 2008, and take effect on June 15, 2009 for existing employees. This approach, although not

legally required, ensures ample notice to all current employees as recommended by the Human Resources Workgroup (HRW).

The HRW also supports USF management providing a letter to each Administration employee notifying them of this regulation change before it becomes effective to ensure the change is communicated clearly and consistently to all affected employees.

The twelve-month delay in implementation does not apply to Administration employees who may have already received a notice of non-reappointment. The proposed revisions do not impact "for cause" dismissals for misconduct in any manner. In addition, this change will not apply to any faculty members serving in Administration positions classified as "in-unit" under the Collective Bargaining Agreement negotiated between UFF and the USF Board of Trustees.

(End of Summary/Complete text of revised regulation follows)

AUTHORITY TO ADOPT/AMEND/REPEAL: Art. IX, Fla. Constitution and Resolutions issued by the FL Board of Governors.

UNIVERSITY OFFICIAL INITIATING PROPOSED AMENDMENTS: Sandy Lovins, Associate VP, Human Resources

WRITTEN COMMENTS CONCERNING THIS PROPOSED REGULATION MAY BE SUBMITTED WITHIN 14 DAYS AFTER THE POSTING DATE OF THIS NOTICE TO:

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