

**Drafted Language, Constitution Committee-6C1-1.017(2)(b), Revised 11-2-09**

6C1-1.017(2) (b) The President or designee shall designate as a layoff unit any activity, function, or organizational level, ~~such as including but not limited to~~ a division, college, school, department, center, area, or program. The President shall base the designation of such layoff unit on grounds consistent with paragraph 6C1-1.017(2)(a) and shall not designate a layoff unit for the purpose of singling out any individual. The President or designee shall further consider special qualifications and relevant experience required for specific positions and may exclude such positions from layoff.

**Proposed Language-6C1-1.017(2)(b), 5-28-2009**

6C1-1.017(2) (b) The President or designee shall designate a layoff unit. A layoff unit may consist of employee(s) in any of the following, as the President or designee deems appropriate: an administrative unit or structure; or a particular pay plan, classification, or rank in an administrative unit; or an instructional, research, or clinical specialty; or any activity, program, group, project, or function.

**Current Language-6C1-1.017(2)(b)**

6C1-1.017(2) (b) President or designee shall designate a layoff unit at an organizational level such as a division, college, school, department, area, program, or other level or organization as the President or designee deems appropriate. In designating the makeup of the layoff unit, the President or designee shall consider the special qualifications and relevant experience required for specific positions and exclude such positions from layoff. The President or designee will designate layoff units at the University of Florida as determined by administrative reporting rather than funding.

**Current Language-6C1-1.017(2)(a)**

6C1-1.017(2)(a). "Reasons for layoff, which may occur at any time, are: adverse financial circumstances; reallocation of resources; reorganization of degree or curriculum offerings or requirements; reorganization of academic or administrative structures, programs, or functions; curtailment or abolishment of one or more programs or functions; shortage of work; or a material change of duties. The President or designee shall notify the appropriate employee organizations when layoffs are to take place."