

RULES OF  
DEPARTMENT OF EDUCATION  
DIVISION OF UNIVERSITIES  
UNIVERSITY OF FLORIDA

6Cl-7.025 Academic Affairs; Permanent Status for County Extension Faculty and P.K. Yonge Developmental Research School Faculty.

(1) General Information.

(a) Permanent status is similar to tenure in that it provides assurance of a continual appointment subject to certain requirements of the position as described in this rule. It is granted by the President and shall be effective on July 1 following the completion of all requirements.

(b) A faculty member who has been appointed to a permanent status accruing position at less than 1.00 full-time equivalent (FTE) will be awarded permanent status at the percentage of full-time effort assigned at the time of the initial appointment in the permanent status accruing position.

(c) Permanent status earned by any faculty member prior to assuming a supervisory or administrative position shall be retained in the faculty rank in which it was attained. Upon release from the supervisory or administrative position, the faculty member shall be entitled to reassignment to the same or a similar position to that in which permanent status was attained, or to the same or similar position held at the time of the supervisory or administrative appointment, and to the salary range that would have been earned had the faculty position been held continuously.

(d) Nominations for permanent status or promotion for eligible county extension or P.K. Yonge Developmental Research School faculty shall be based on the University's guidelines and evaluation procedures and shall originate with the appropriate department or administrative unit in which the individual holds a title and/or receives a salary.

(2) Eligibility.

(a) Appointments of county extension and P. K. Yonge Developmental Research School faculty whose appointments do not include the appointment status modifiers "adjunct," "provisional," "visiting," "research," or "courtesy," are permanent status accruing. If a faculty member initially appointed to any of these positions with these modifiers, is subsequently appointed to a permanent status-accruing position, all or a portion of the service in such non-permanent status accruing title may be counted toward permanent status, subject to approval in writing at the time of the subsequent appointment.

(b) Consideration for permanent status is based on performance of faculty duties and responsibilities. Faculty appointed to serve in academic administrative (or supervisory) classifications or positions shall not be eligible for permanent status in the administrative appointment.

(3) Permanent Status for County Extension Faculty.

(a) Permanent status is with the Florida Cooperative Extension Service, I.F.A.S., University of Florida, not the county. Permanent status ensures the county extension faculty member of certain commitments by the University of Florida, IFAS, Florida Cooperative Extension Services, should the county terminate without cause the faculty member's position in the county.

(b) Credit for permanent status shall be accrued in the ranks of County Extension Agent I, II, III, and IV and may be awarded in the ranks of County Extension Agent II, III, and IV. Permanent status shall not be awarded to those holding the rank of County Extension Agent I, which is equivalent to the academic rank of Instructor.

(c) The Vice President for Agricultural and Natural Resources may recommend credit for not more than two years spent in a permanent status equivalent earning position at another university, or transfer credit for not more than two years of equivalent experience may be recommended for an individual employed as a County Extension Agent II or a County Extension Agent III, and transfer credit for not more than three years may be recommended for an individual employed as a County Extension Agent IV. The number of years of previous service which the Vice President for Agricultural and Natural Resources may agree to recommend as credit toward a county extension faculty member's eligibility for permanent status shall be agreed upon in writing at the time of employment.

(d) Permanent status is not granted in county extension administrative or supervisory positions but only in the equivalent county extension faculty rank. Non-permanent status county extension faculty in a permanent status-accruing position who are appointed to serve in an academic administrative classification shall earn time toward such status during the term of the appointment.

(e) A county extension faculty member of the Florida Cooperative Extension Service who is serving in a permanent status-accruing rank, is eligible to receive permanent status. The decision of whether or not to recommend a county extension faculty member for permanent status or provide notification of non-renewal of the appointment must be made by the end of the sixth year of continuous full-time service, including within this period any University-approved

accrued, transferred, full-time service as a county extension faculty member in any institution of higher learning. An eligible county extension faculty may request consideration prior to the sixth year, and the department chair or equivalent administrator will initiate the nomination for permanent status upon that request.

(f) The performance of a faculty member is evaluated each year in relation to permanent status and a letter is written by the county extension director to the supervising district extension director either recommending that the faculty member "be continued in a permanent status accruing position" or "not be continued in a permanent status accruing position".

(4) Permanent Status for P.K. Yonge Developmental Research School Personnel

(a) The concept of the permanent status for the P.K. Yonge Developmental Research School faculty assures them that they may expect to continue in their academic positions for an indefinite period of time unless suspended or terminated for just cause or laid off in accordance with the University procedures or the faculty member leaves the employment of the University.

(b) Faculty in the ranks of University School Instructor, University School Assistant Professor, University School Associate Professor and University School Professor shall be eligible for permanent status-accrual in the appointment.

(c) If a non-permanent status faculty member is appointed to a permanent status-accruing position which includes an appointment to serve in an administrative or supervisory position determined by the University not to accrue eligible time toward permanent status, and is subsequently appointed to a permanent status-accruing position, all or a portion of the faculty member's prior service in the non-permanent status accruing position may be counted toward permanent status, provided the University agrees in writing to credit such service at the time of

the appointment to such a position. Requests for such approval shall be submitted to the Office of Academic Affairs. Refer to Section (2)(c) of this rule and Rule 6Cl-7.003 F.A.C.

(d) Faculty in the P.K. Yonge Developmental Research School who meet the following requirements shall be entitled to and shall enjoy permanent status in their faculty ranks at the beginning of the school year following completion of such requirements:

1. hold the required educational qualifications;
2. have completed three (3) years of service or the equivalent in part-time service in the school, such service being continuous except for leave duly authorized and granted;
3. have been reappointed for the fourth year; and
4. have been recommended and granted such status by the University based on successful performance of duties and demonstration of professional competence. Prior to the completion of three (3) continuous years of full-time service in a permanent status-accruing position as the Director of the P.K. Yonge Developmental Research School shall provide notification indicating either the granting of permanent status or the required notice of non-reappointment.

(5) Any county extension or P.K. Yonge Developmental Research School faculty member may be suspended or dismissed for cause at any time during the term of the appointment in accordance with the procedures outlined under 6Cl-7.048 F.A.C. In such cases, the faculty member shall enjoy the same procedural processes provided regular University faculty members.

Specific Authority: 229.0081(2)240.227(1) FS

Law Implemented: 229.0081(2)(m)240.227(5), (19), 240.505 FS

History: New 3-26-80, Amended 5-14-85, 04-30-95, 06-28-98, \_\_\_\_\_.