

Regulations of
The University of Florida

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Any Academic Personnel who are placed on a partial furlough, for any reason, shall have their responsibilities reduced pro rata across each of their allocated responsibilities. Any deviation from a pro rata reduction shall be made only with the consent of the faculty member. If a faculty member has had significant deviation in their allocations in the prior three years, as reported on their Faculty Assignment Report (FAR), then their base percentages will be calculated by averaging their assignments over the immediately prior six semesters before any pro rata reductions are made.

Comment: Because faculty have multiple obligations and responsibilities in their assignments, any reductions in pay should have a corresponding equal reduction across all allocated assignments. For instance, a tenured faculty member who spends 40% of her time on teaching, 40% on research, and 20% on service, and whose pay and assignment are reduced by 20% as a result of a furlough, will have the reduction allocated across all three assignments equally, for an allocation of 32% teaching, 32% research, and 16% service. A faculty member whose assignment is 50% extension and 50% research and whose assignment is reduced by 30% will have a new assignment of 35% extension and 35% research. It may be desirable for the faculty and/or the administration to deviate from this pro rata reduction across all allocated assignments, but such deviation shall be made only with the consent of the faculty member.

Where a faculty member's assignment allocations have differed more than nominally over the past few years, their base FAR allocation shall be determined by averaging their prior six semester allocations, as reported on the FAR, before any reductions are made for furloughs.