

University Constitution Committee Minutes
March 17, 2015, 2:30 p.m.
Tigert 239

Attendees:

Barbara Wingo
Sue Alvers

Ana Spiguel
Sophia Accord

Heather Ray
David Groisser

David Groisser called the meeting to order at 2:33 p.m. for Christine Fruin, chair who is out of town. Dr. Kumar asked the Committee to review the upcoming regulation changes and assign a “light” to each.

The Committee reviewed the proposed regulation changes and makes the following recommendations. The Committee adopted a color-coded key for easily identifying the regulation changes that it feels need further consideration.

- **Red** – These regulation changes have elements that many faculty members might disapprove or deem to be controversial and, therefore, should be given thoughtful consideration by all.
- **Yellow** – These regulation changes have elements that concern a limited group of faculty and we recommend that those faculty examine the rule changes closely and express their views both to the Senate and to the administration through the public hearings if they feel it is appropriate.
- **Green** – These regulation changes had some impact on faculty but generally made only stylistic or technical changes.

Summary of regulations in color order:

- **RED** – These regulation changes have elements that may be controversial.
 - **3.014 – Traffic & Parking: Fine Schedule**
The amendments increase the fines for various traffic and parking violations on campus.
 - **4.009 – University of Florida Career Resource Center**
The proposed changes concern the individuals who are eligible to use the University of Florida Career Resource Center and simplify the process to do so. Faculty and non-academic staff currently employed by the University will no longer be eligible to use the University of Florida Career Resource Center. Only current degree-seeking students and alumni who have graduated in the previous twelve months will be eligible to use the University of Florida Career Resource Center. This conforms to the focus the Center has, reflects its majority use, and reflects the capacity of its resources.
 - **7.0012 – Office of Academic Affairs Requirements**
The regulation references the Office of Academic Affairs’ policies and requirements relating to academic activities of the university and clarify their application to those they govern by their terms. These may be found on the website of the Provost and Senior Vice President for Academic Affairs.
 - **7.0042 – College of Veterinary Medicine: Clinical Faculty and Resident Restrictive Covenants**
The University of Florida, College of Veterinary Medicine operates animal hospitals and clinics that provide students and residents a valuable learning environment through a

high volume and variety of cases. To ensure the continuation and quality of its educational programs and patient services, the College of Veterinary Medicine will require each new faculty member with clinical duties to sign an employment agreement that restricts him or her from providing clinical veterinary services within a radius of no more than fifty miles from the site of any primary faculty clinical assignment during the previous two years, for a period of no more than two years following the end of employment. The College of Veterinary Medicine will also require each accepted applicant for a resident position to sign a contract that includes a restrictive covenant limiting the resident from starting or joining a community-based clinical practice within a radius of fifty miles from the resident's clinical assignment site(s) for a period of two years following completion of the residency or the resident's cessation of program participation.

- **7.010 – Faculty Evaluation and Improvement: General Policy, Areas of Performance to be Evaluated, Sources of Data for Evaluation, Methods of Evaluation, Utilization of Evaluations, Junior Faculty Mentoring, Sustained Performance Evaluation and Administrative Evaluation.**

The amendments to this regulation clarify and provide some enhancements in the evaluation process for academic administrators. Copies of the administrative evaluation process and procedures requiring input from faculty and others shall be publicly available on the relevant college or senior vice president's website as appropriate. The results of evaluation are to be filed with the appropriate senior vice president (as opposed to filing all evaluations with the Provost)

- **YELLOW – These regulation changes have elements that concern a limited number of faculty.**

- **1.201 Leaves**

The proposed amendments to Regulation 1.201 are made to provide clarification and accurately reflect and conform to existing practices of the University regarding vacation and sick leave. The amendments reflect the existing interpretation and practice that the 200 hours of vacation leave payout provided to separated employees is a maximum lifetime amount and that great-grandchildren and great-grandparents are considered "immediate family members" for whom sick leave may be utilized.

- **3.007 Traffic & Parking: Parking Registration**

The new parking decal prices are set forth, representing approximately a four percent increase in rates, effective May 1, 2015.

- **4.010 Employer Registration**

The proposed changes clarify the process for employers to recruit and interview eligible applicants through the University of Florida Career Resource Center. The changes also direct employers to the current Career Resource Center Employer Recruiting Policies and Procedures for details and options.

- **7.003 Academic Personnel Employment Plan: Academic Appointments, Types of Appointments, Appointment Status Modifiers Academic-Administrative Classification Titles, and Faculty Award Titles**

The proposed amendment to the regulation clarifies the descriptions of faculty titles, but does not change the substance associated with titles. In addition, the titles of Intern and Resident as used in the College of Veterinary Medicine are clarified, as this College treats Internships and Residency as distinct programs. The amendment also provides that a change in administrative appointment is normally submitted to the Office of Academic Affairs for approval.

- **GREEN – These Regulations seem acceptable.**
 - **3.025 Lease of Space**

The amendments to this regulation revise language regarding University’s standard form of lease, including involvement of Office of Real Estate when deviations are allowed or changes are made. The University’s Office of Real Estate is made primarily responsible for solicitations and/or advertisements relating to University lease of space when required. The method of space measurement is changed to match existing Board of Governor regulations which incorporate a method set forth in the current State University System space file. An additional permissible standard of measurement based on the Building Owners and Managers Association protocols, is added for privately owned space. A requirement relating to designation of usable square footage in solicitation responses is also added.
 - **4.004 Social Fraternities and Sororities**

The proposed clarifying changes are made to codify longstanding application of the regulation requiring the students be degree-seeking students at the University of Florida to join a social fraternity or sorority.

The meeting adjourned at 3:20 p.m.