

**Recommendations and Comments on Proposed Regulation Changes Affecting Faculty
Constitution Committee, February 21, 2013**

The Constitution Committee has reviewed the proposed regulation changes that will be noticed for May/June public hearings and makes the following recommendations. The Committee has 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.

Caveat: while the Constitution Committee has attempted to review every regulation in light of its potential impact on faculty, we are only a small group with limited knowledge of the specific workings of every aspect of the University. Our recommendations should not substitute for individual examination of each regulation change.

Summary of regulations in numeric order:

- **RED – These Regulations may require full Faculty Senate discussion and consideration.**
 - [1.006 Non-Discrimination/Harassment/Invasion of Privacy Policies](#)
Pursuant to federal regulations and consistent with long-standing policies and practices, the changes state that sexual misconduct is a form of sex discrimination that subject University personnel and students to disciplinary action.
 - [1.0101 Policy for Dealing with Conduction in Research](#)
Allegations of research misconduct are to be forwarded to the Director of Research Compliance or designee, who also conducts the inquiry if warranted. Investigation interviews must be recorded. Other changes to this regulation clarify current requirements, all of which are reflective of federal regulations concerning research misconduct.
 - [1.018 Works and Inventions](#)
The changes are clarifications and updates to conform to current policy.
 - [3.007 Traffic & Parking: Parking Registration](#)
The new parking decal prices are set forth, representing approximately a two-percent increase in rates, effective May 1, 2013, and other changes clarify provisions concerning commercial vehicle parking.
 - [3.056 Resignation and Non-Reappointment of Technical, Executive, Administrative and Managerial Support Staff](#)
The amendments to this regulation change the required six months written notice of the ending of employment of TEAMS employees hired before June 30, 2005, to three months, making consistent the three-month notice of the ending of employment of all regular TEAMS employees.
 - [4.012 Student Grievance Procedure](#)
The changes to this regulation clarify and update student grievance procedures, including the delineation of the university offices involved in assisting with potential resolutions as well as those involved in the formal grievance process.
 - [4.047 Student Honor Code and Student Conduct Code; Sanctions](#)
The changes clarify the sanctions of conduct probation without restrictions and conduct probation with restrictions. The sanction of restitution may include payment for loss or damage to non-university property.

- [4.048 Student Honor Code and Student Conduct Code; Reviews and Appeals](#)
The changes clarify the appeal processes under the Student Honor Code and Student Conduct Code. An appeal process is provided for all accused students, student organizations and alleged victims that participated in an administrative review, administrative hearing, or committee hearing. The hearing authorities are set forth as are the grounds for appeal and the appeal processes to be followed. The appeal of an accused student or student organization will be shared with the alleged victim, if any, who will be allowed to respond; the appeal of an alleged victim will be shared with the accused who will be allowed to respond. If the reviewing authority requests a meeting in conduction cases involving both an accused student (or student organization) and an alleged victim, the reviewing authority shall provide an opportunity for both participants to meet individually with the reviewing authority.
- [4.051 Student Honor Code and Student Conduct Code; Victim Services for Students on Campus](#)
This regulation is revised to clarify and reflect existing policies and practices relating to victim's rights in the student conduct process in accordance with recent guidance from the Department of Education, Office of Civil Rights.
- [7.003 Academic Personnel Employment Plant: Academic Appointments, Types of Appointments, Appointment Status Modifiers, and Academic-Administrative Classification Titles](#)
Multi-year or term appointments may use any title, but these appointments are not tenure, permanent status, tenure eligible or permanent status eligible appointments. Other changes to the regulation remove ambiguities and clarify existing practices.
- [7.013 Notice of Ending of Employment of Non-Tenured and Non-Permanent Status Faculty](#)
The changes clarify that faculty on multi-year or term appointments need no notice of the ending of employment and that their appointments expire automatically at the end of their appointment period. County Extension Agents who have not been granted permanent status by the end of the seventh year of continuous employment shall be given notice of the ending of employment under this regulation.
- [7.036 Complaints Against Faculty Members](#)
The changes clarify the process for dealing with complaints against faculty members. Specific complaint processes found in current University of Florida regulations and policies are listed. The general policy for handling complaints is clarified to indicate that the designated recipient of the complaint or that person's designee may investigate the complaint.
- **GREEN – These Regulations seem acceptable.**
 - [3.0372 Student Health, Athletic, Activity and Service and Transportation Access Fees](#)
The regulation is amended, as is done annually, to set forth the student health, athletic, activity and services and transportation fees effective the fall semester of 2013. The amounts of these fees were approved by the Board of Trustees at its December 2012 meeting, and this regulation merely codifies the previously approved fees.
 - [7.019 Tenure and Promotion: Definition, Eligibility, Granting of Tenure, Criteria, Procedures and Methods of Processing, Confidential Nature of Materials and Discussions, Reports and Appeals, Permanent Status and Sustained Performance Evaluations](#)
The tenure probationary period for the Institute for Food and Agricultural Sciences (IFAS) has been changed from 6 to 7 years.
 - [7.025 Permanent Status for County Extension Faculty](#)
The permanent status probationary period for County Extension Agent faculty is changed from six to seven years.