

ARTICLE 6 – APPOINTMENT & PROMOTION

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6.1 General Principles.

- 24 (a) The University and UFF recognize that Florida Polytechnic University is a new
- 25 institution, and as such, both parties accept that flexibility is required as we develop
- 26 an excellent faculty through the process of appointment and promotion. The
- 27 University and UFF share the desire to improve the quality of the University in all
- 28 areas, but particularly in the execution of teaching, research, and service by the
- 29 faculty. This article balances a recognition of the University’s unique history,
- 30 newness, and current situation with a shared desire for continuous improvement.
- 31 (b) Faculty are defined as individuals whose primary responsibilities include teaching,
- 32 service, and where applicable, research. Faculty included in this contract are
- 33 designated by ranks of Instructor, Senior Instructor, Distinguished Instructor,
- 34 Professor of Practice, Assistant Professor, Associate Professor, and Professor.
- 35 (c) The University and UFF further recognize that reappointment and promotions are
- 36 an important method by which the University recognizes excellence and rewards
- 37 its employees’ contributions to advancing the mission of the University.

- 38 (d) Reappointment and promotion decisions are not determined by any sole factor and
39 are based upon a careful and rigorous assessment that relies upon faculty and
40 administrative review of:
 - 41 (1) a faculty member’s demonstrated teaching, scholarship, research service
42 contributions, and other work duties, as relevant, at the University;
 - 43 (2) the assessment of the faculty member’s continued positive contribution to
44 their department and the University, and;
 - 45 (3) the faculty member’s potential for continued appropriate contributions and
46 growth.
 - 47 (e) Elements critical to the promotion process include, but may not be limited to:
 - 48 (1) a faculty member’s annual performance evaluations;
 - 49 (2) a significant and careful review of credentials by a set of faculty that hold
50 at least the rank sought by the Candidate;
 - 51 (3) an external set of recommendations appropriate for that faculty member
52 (excluding instructors and academic professionals) by subject matter
53 experts in the Candidate’s field, and;
 - 54 (4) administrative review.
 - 55 (f) Every Candidate for reappointment and/or promotion will be fairly evaluated, and
56 the -evaluation process will be maintained to the highest degree of integrity.
 - 57 (g) Non-reappointments shall not be made in an arbitrary or capricious manner.
- 58 **6.2 Employment Contract.**
- 59 (a) All appointments will be made on the University employment contract and signed
60 by the President or designee, and the employee.
 - 61 (b) No appointment or assignment will create any right, interest, or expectancy in any
62 other appointment or assignment beyond its specific terms, except as provided in
63 this Agreement.
 - 64 (1) No special commitment or conditions offered to new hires shall bind the
65 University indefinitely.
 - 66 (2) A special commitment or condition will be observed unless it is no longer
67 financially or logistically feasible or circumstances have changed enough
68 that it is no longer in the legitimate interests of the University.
 - 69 (3) If the university decides not to observe a special commitment or condition,
70 the university will inform the employee in a timely manner. Upon the
71 employee’s request, the university will provide a written justification of its
72 decision not to observe the special commitment or condition.
 - 73 (c) Appointments expire on the date set forth in the faculty member’s employment
74 contract. No further notice of cessation of employment is required, unless otherwise

75 provided in this Agreement.
76 (d) If the University intends to offer a faculty member reappointment, the University
77 will inform the faculty member by June 30 following the academic year in which
78 the reappointment review was conducted.

79 (e) Resignation.
80 (1) An employee who wishes to resign has the professional obligation, when
81 possible, to provide the University with sufficient notice to avoid
82 scheduling and classroom disruptions or, where the employee does not have
83 an instructional assignment, a minimum of four (4) weeks' notice.
84 (2) Upon resignation, all consideration for reappointment and promotion will
85 cease.

86 **6.3 Faculty Appointment and Reappointment Contract Duration.**

87 (a) Contract duration for faculty appointments and reappointments are as follows:

88 (1) Instructor
89 a. Initial Contract duration: two (2) years
90 b. Reappointment Contract duration: two (2) years.
91 c. Promotion Contract duration: Faculty promoted from Instructor to
92 Senior Instructor shall receive an initial appointment contract
93 duration of (3) years.

94 (2) Senior Instructor
95 a. Initial contract duration: three (3) years.
96 b. Reappointment contract duration: three (3) years.

97 (3) Distinguished Instructor
98 a. Initial contract duration: five (5) years.
99 b. Reappointment contract duration: five (5) years.

100 (4) Professor of Practice
101 a. Initial contract duration: three (3) years.
102 b. Reappointment contract duration: three (3) years.

103 (5) Assistant Professor:
104 a. Initial Contract Duration: three (3) years.
105 b. Reappointment Contract Duration: three (3) years.
106 c. Promotion Contract duration: Faculty members promoted from
107 Assistant to Associate Professor shall receive an appointment
108 Contract duration of six (6) years.

- 109 (6) Associate Professor
- 110 a. Initial Contract Duration: three (3) years, unless the University
- 111 determines that an initial term of four (4) or five (5) years is
- 112 appropriate or warranted. The reason for a longer initial term shall
- 113 be provided to the UFF upon request.
- 114 b. Reappointment Contract Duration:
- 115 1. Three (3) years based upon a Preliminary Review (see
- 116 Section 6.7(a)(1)).
- 117 2. Six (6) years based upon a Full Review (see Section
- 118 6.7(a)(2)).
- 119 c. Promotion Contract Duration: Individuals promoted from Associate
- 120 Professor to Professor shall receive an appointment term of six (6)
- 121 years.

- 122 (7) Professor
- 123 a. Initial Contract Duration: six (6) years, unless the University
- 124 determines that it is in its best interest to offer an initial contract with
- 125 a three (3) to five (5) year duration.
- 126 b. Reappointment Contract Duration: six (6) years when based upon a
- 127 Full Review (see Section 6.7(a)(2)).

128 **6.4 Reappointment and Promotion Review Eligibility and Requirements.**

129 (a) Faculty are eligible for Reappointment and Promotion Reviews during the
130 following periods:

- 131 (1) Instructor
- 132 a. Reappointment Cycle: two (2) years. Instructors receive an
- 133 Instructor’s Review during the spring semester of the final year of
- 134 their initial appointment and a biennial instructor’s review
- 135 (occurring every two years) thereafter.
- 136 b. Individuals whose employment did not start at the beginning of the
- 137 fall semester will have their Instructor’s Review delayed to the first
- 138 spring semester following the completion of a minimum of four (4)
- 139 full, contiguous fall and spring semesters following their initial
- 140 appointment.

- 141 (2) Senior Instructors
- 142 a. Reappointment Cycle: three (3) years after Promotion or initial
- 143 contract— Senior Instructor’s receive an Instructor’s Review during
- 144 the spring semester of the final year of their contract as described in
- 145 section 6.9.

- 146 (3) Distinguished Instructor

147 a. Reappointment Cycle: five (5) years after Promotion or initial
148 contract – Distinguished Instructor’s receive an Instructor’s Review
149 during the spring semester of the final year of their contract as
150 described in section 6.9.

151 (4) Professor of Practice

152 a. Reappointment Cycle: three (3) years after Promotion or initial
153 contract – Professors of Practice receive an Instructor’s Review
154 during the spring semester of the final year of their contract as
155 described in section 6.9.

156 (5) Assistant Professor

157 a. Preliminary Review (see 6.7(a)(1)).

158 1. Preliminary Review for reappointment begins at the start of
159 the first spring semester following the completion of a
160 minimum of five (5) full, contiguous semesters at the current
161 appointed rank.

162 2. Individuals whose employment did not start at the beginning
163 of the fall semester will have their Preliminary Review
164 delayed to the first spring semester following the completion
165 of a minimum of five (5) full, contiguous semesters
166 following their initial appointment.

167 3. May only be reappointed once and must apply, consistent
168 with the start of the process in the fall semester, for
169 promotion no later than at the completion of six (6) academic
170 years (fall to spring).

171 4. However, if hired prior to June 1, 2017, such faculty must
172 apply for promotion to Associate Professor no later than the
173 last year of their three-year reappointment term.

174 b. Promotion

175 1. Assistant Professors must be promoted to Associate
176 Professor by the end of their second (2nd) reappointment
177 term, noting Section ~~6.4(a)(5)a.3~~~~6.4(a)(3)a.3~~ above, in order
178 to receive a contract with a duration greater than a single
179 terminal year.

180 2. The University may, at its sole discretion, permit a faculty
181 member to delay promotion review by granting a maximum
182 one (1) year extension at this rank due to a valid request for
183 FMLA or other appropriate leave.

184 3. Other extensions must be formally agreed upon in writing by
185 both the FPU-BOT and UFF-FPU.

186 4. In order to be considered for promotion, a faculty member
187 must have a Full Review as described in Section 6.7(a)(2).

188 (6) Associate Professor

189 a. Preliminary Review (see Section 6.7(a)(1)).

190 1. Preliminary review for reappointment is only available to
191 Associate Professors as their first review after their initial
192 appointment if their initial appointment is less than six (6)
193 years.

194 2. Preliminary Review for reappointment begins at the start of
195 the spring semester of the final year of their contract.

196 b. Full Review (see Section 6.7(a)(2)).

197 1. Except as described in Section ~~6.4(a)(6)a.16.4(a)(4)a.1~~, Full
198 Reviews are required for reappointment of Associate
199 Professors and must be completed before the expiration date
200 of a Candidate’s existing contract.

201 (I) If an Associate Professor is reappointed based on a
202 preliminary review, all subsequent reappointment
203 reviews are based upon a Full Review.

204 2. The Full Review may be used, at the Candidate’s election,
205 to also request promotion to the rank of Professor.

206 (7) Professor

207 a. Reappointment is based upon a Full Review (see Section 6.7(a)(2)).

208 6.5 Promotion Categories and Eligibility Criteria for Faculty.

209 (a) Subject to the requirements set forth herein, faculty holding the rank of Instructor,
210 Assistant Professor and Associate Professor shall be eligible to apply for promotion
211 to the next higher rank.

212 (b) Professional Ranks:

213 (1) Instructor to Senior Instructor.

214 (2) Senior Instructor to Distinguished Instructor.

215 a. Distinguished Instructors are at their highest rank possible and
216 cannot be promoted.

217 (3) Professor of Practice.

218 a. Professors of Practice are at their highest rank possible and cannot
219 be promoted.

220 (4) Assistant to Associate Professor.

221 (5) Associate Professor to Professor.

222 (c) Notice of Intent. Faculty that seek promotion must declare their intent to seek
223 promotion in writing to the Provost and their Department Chair, no later than the
224 start of the fall semester in the academic year in which they will seek promotion.

225 (d) Minimum Qualifications.

226 (1) Faculty (including Instructors) must serve at least five (5) academic years
227 at their current (or higher) rank in order to qualify for promotional
228 consideration to a higher rank.

229 (2) At least two (2) of the five (5) immediately preceding academic years must
230 be served at the University.

231 (3) The University, at its discretion, may provide exceptions to these minimum
232 qualifications upon request of a faculty member and approval of their Chair,
233 Director (when a Director is present), and the Provost or designee.

234 **6.6 Reappointment and/or Promotion Materials for Assistant Professors, Associate**
235 **Professors, and Professors.** (Note: Instructors see Section 6.9)

236 (a) The candidate submits a “dossier” in support of their reappointment or promotion.

237 (b) The promotion “packet” is the body of material that includes the dossier, letters of
238 reference if required, any supplemental information considered by the committees
239 or Provost and the candidate’s response to that supplemental information, and
240 committee recommendations as specified by the process.

241 (c) Candidate Prepared Dossier. A Candidate for reappointment or promotion must
242 prepare a dossier for consideration, which must include: a personal statement from
243 the Candidate and elements that show the Candidate’s demonstrated abilities and
244 competencies in teaching, service, and research—including: performance reviews
245 received since their last reappointment if applicable (if not, all performance reviews
246 received).

247 (d) Faculty Dossier contents:

248 (1) The faculty dossier is prepared by the faculty member and, within the
249 boundaries of the specified format, must show the candidate’s competencies
250 in teaching, service, and research.

251 (2) Intentional or significant misrepresentations contained in the Candidate’s
252 dossier shall serve as just cause for termination pursuant to Article 9 –
253 Discipline.

254 (e) Faculty Dossier format.

255 (1) The Provost shall develop the format and guidelines for the Candidate
256 Prepared Dossier and send them to the Faculty Representative Council
257 (“FRC”) for review and comment by February 15 of the spring semester in
258 even numbered calendar years.

- 259 **a.** The FRC shall review, within fourteen (14) days of receipt, the
- 260 format and guidelines and shall recommend approval or changes to
- 261 the Provost.
- 262 **b.** Should the FRC recommend changes, the Provost shall, within ten
- 263 (10) days, either accept the changes or give a written justification
- 264 for not accepting the changes.
- 265 **(2)** The Candidate Prepared Dossier must follow the final format as finalized
- 266 by the Provost and faculty are solely responsible for the content within, and
- 267 production of, the dossier. Review committees may choose to not consider
- 268 a dossier which does not substantially follow the required format (e.g., a
- 269 dossier that does not include and clearly identify relevant sections and
- 270 subsections).
- 271 **(f)** Reference Letters.
- 272 **(1)** Reference letters are required for Promotion Reviews and Full Reviews.
- 273 **(2)** Reference letters are added to the faculty dossier by the provost’s office and
- 274 become a part of the reappointment or promotion packet.
- 275 **(3)** Letters are not required for promotion to Senior Instructor.
- 276 **(4)** Reference letters are confidential and will be requested using a template that
- 277 instructs the external reviewer regarding the materials supplied, and any
- 278 special considerations, including the University’s history, teaching
- 279 expectations, and research infrastructure. This template will be developed
- 280 according to and as part of the process laid out in Section 6.6(f)(6).
- 281 **(5)** Requesting Reference Letters.
- 282 **a.** A minimum of four (4) reference letters must be requested.
- 283 **b.** The Candidate “nominates” up to four (4) individuals to provide
- 284 reference letters.
- 285 **c.** The Department Evaluation Panel formally requests all external
- 286 reference letters, which shall include at a minimum two (2)
- 287 individuals nominated by the Candidate, and a minimum of two (2)
- 288 letters from individuals not nominated by the Candidate.
- 289 **(6)** Request for Reference Letter template.
- 290 **a.** The Provost (or designee) will draft a letter that specifies what
- 291 materials will be provided to the external referee and provide the
- 292 letter to the University Evaluation Committee.
- 293 **b.** The University Evaluation Committee will review the draft, make
- 294 appropriate revisions, and provide the final draft of the letter to the
- 295 Department Evaluation Panel for distribution.
- 296 **(7)** The confidential reference letters shall be included for review with

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297 Candidate’s dossier and any supplemental materials.
298 a. A list of the names of all individuals asked to provide a review and
299 whether any declined to provide this review, and reason given, if
300 any, will also be included in the Packet.

301 **6.7 Reappointment and/or Promotion Process: Types, Notices, and Committee**
302 **Memberships for Assistant Professors, Associate Professors, and Professors.**

303 (a) Types of Review Processes.

304 (1) Preliminary Review.

- 305 a. A review that does not include external letters and is only conducted
306 by the Department Evaluation Panel (as described below in Section
307 6.7(c)).
- 308 b. Results of this review are provided directly to the Provost for
309 consideration.

310 (2) Full Review.

- 311 a. A review that includes external letters and is conducted by the
312 Department Evaluation Panel, then the University Evaluation
313 Committee (as described below in Section 6.7(d)).
- 314 b. Results of the reviews are then provided to the Provost for
315 consideration, except in Sections ~~6.7(d)(2)d~~ &
316 ~~6.8(c)(5)a~~ & ~~6.8(e)(5)a~~, in which the results of the reviews are directly
317 provided to the President for consideration.

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318 (b) Notice of Review Requirement

- 319 (1) Individuals that require a Preliminary Review (as specified in Section
320 6.7(a)(1)), due to their appointment expiring in the coming year, will be
321 notified of the requirement for review no later than December 10, prior to
322 the spring semester in which their review must be completed.
- 323 (2) By the day after final grades are due prior to the academic year when an
324 individual must seek reappointment, the University will provide notice to
325 professors who:
 - 326 a. must apply for promotion from Assistant to Associate Professor to
327 maintain their appointment, or;
 - 328 b. must participate in a Full Review to renew their appointment.
- 329 (3) The format and guidelines for the Candidate Prepared Dossier, the
330 Promotion or Reappointment Criteria, and deadlines will be provided to the
331 candidate within two weeks of their formal notification that must participate
332 in a Full Review.
- 333 (4) Within fifteen (15) days of receiving the Notice referenced in 6.7 (b) (3),
334 eligible professors will inform the University of their election to apply for

335 promotion or proceed with reappointment.
336 (5) Candidates for reappointment or promotion shall provide the University
337 with their dossier by the deadline set forth in the Notice referenced in 6.7
338 (b) (3). Such deadline shall not be earlier than September 10.

339 (c) Department Evaluation Panel (“DEP”) Membership

340 (1) DEP Chair.

341 a. The Department Chair serves as the chair of the DEP if the
342 Department Chair holds the appropriate faculty appointment rank.

343 b. If the Department Chair does not hold the appropriate rank, the
344 Provost will appoint a chair for the DEP.

345 (2) DEP Membership.

346 a. For reviews of Assistant and Associate Professors, the DEP shall
347 consist of faculty of a higher rank than the Candidate within the
348 Candidate’s department. When there ~~are~~is an insufficient number of
349 faculty to meet the minimum requirements for a DEP, the process
350 below will be used to form a DEP.

351 b. There must be a minimum of five (5) qualified (appropriately
352 ranked) individuals serving on the DEP.

353 1. If the number of individuals available to serve on the DEP is
354 less than five (5), the Provost and DEP Chair will each select
355 a faculty member or, if necessary, two (2) faculty members
356 of appropriate rank from another unit at the University to
357 serve on the DEP.

358 c. Individuals that are in the terminal year of their employment
359 contract (as a result of non-reappointment, resignation, or layoff) or
360 those who received “Needs Improvement” or “Deficient” (or
361 “Unsatisfactory”) in their most recent performance evaluation are
362 not eligible to serve on the DEP, regardless of any pending
363 grievance to challenge such evaluation (See Section 11.11(a)).

364 d. A faculty member who is a Candidate for Reappointment may serve
365 on the DEP only with the approval of the Provost and DEP Chair.

366 (d) University Evaluation Committee (“UEC”) Membership.

367 (1) UEC Membership.

368 a. The UEC is appointed by the Provost from those holding the rank
369 “~~Professor~~” ~~from~~Professor” from a nomination pool provided by
370 the Faculty Representative Council; however, if there are fewer than
371 eight (8) qualified individuals at the University, all such qualified
372 individuals shall be deemed in the nomination pool.

- 373 1. Individuals that are in their terminal year of employment (as
- 374 a result of non-reappointment, resignation, or layoff), or
- 375 those who received “Needs Improvement”, “Unsatisfactory”
- 376 or “Deficient” in their most recent performance evaluation,
- 377 are not eligible to serve on the UEC, regardless of any
- 378 pending grievance to challenge such evaluation (See Section
- 379 11.11(a)).
- 380 2. In years where an individual is up for reappointment review,
- 381 he or she may not participate in the UEC.
- 382 b. Term duration will be staggered to have a “normal” term of three (3)
- 383 years in length and with overlap in UEC membership so that
- 384 institutional knowledge for the committee is maintained.
- 385 c. If fewer than four (4) individuals are eligible to staff the UEC, the
- 386 UEC will be chaired by the Provost with all eligible faculty serving
- 387 as members.
- 388 (2) Number of UEC Members.
- 389 a. If fewer than ten (10) individuals with the rank Professor are on staff
- 390 at the University, the UEC will consist of four (4) to six (6)
- 391 individuals at the discretion of the University.
- 392 b. With ten (10) to twenty (20) Full Professors on staff, the UEC will
- 393 consist of five (5) to seven (7) individuals at the discretion of the
- 394 University.
- 395 c. With more than twenty (20) Full Professors on staff, the UEC will
- 396 consist of seven (7) members.
- 397 d. If, during the review of an individual with rank Professor, if the
- 398 faculty member’s unit does not have a minimum of four (4)
- 399 individuals with the rank of Professor, the UEC will be the sole
- 400 reviewing committee for that faculty member.
- 401 e. The UEC must operate in executive session and in total
- 402 confidentiality.

6.8 **Reappointment and Promotion Procedure for Assistant Professors, Associate Professors, and Professors.**

- 405 (a) General Rules.
- 406 (1) If the University previously promoted the Candidate, the promotion
- 407 assessment ~~should consider the . The promotion assessment~~ shall be based
- 408 on the Candidate’s performance since the Candidate’s last promotion.
- 409 However, in assessing promotion to Professor, ~~consideration—the~~
- 410 ~~Candidate’s entire career can shall be included in the evaluation~~ considered.
- 411 (2) Not Previously Promoted.

Commented [CW1]: When I accepted all the changes, the final wording seemed confusing, so I’ve revised it; there’s no attempt a substantive changes here.

- 412 **a.** If the University has not previously promoted the Candidate, the
413 promotion assessment is cumulative and must include consideration
414 of the Candidate’s achievements prior to employment at the
415 University.
- 416 **b.** However, the Candidate’s promotion assessment must also establish
417 that the Candidate has continued to progress and achieve in the
418 categories and criteria used for reappointment and/or promotion
419 while employed at the University.
- 420 **(3)** Reference Letters for Promotion and Full Reviews.
- 421 **a.** A single negative reference may not be the sole basis for not
422 reappointing a candidate or for not promoting a Candidate.
- 423 **b.** Promotion and reappointment decisions shall not be based solely on
424 the reference letters received.
- 425 **(4)** Department Inputs.
- 426 **a.** If the DEP includes no members from the candidate’s department,
427 the DEP will request input from the department chair before
428 finalizing its recommendation.
- 429 **b.** If the Department chair is the candidate and no member from the
430 chair’s department is a member of the DEP, the Provost or designee
431 shall select a member of the chair’s department to provide input to
432 the DEP before the DEP finalizes their recommendation.
- 433 **(b)** DEP Review and Recommendation.
- 434 **(1)** The University shall provide the Packet (as described in Section 6.6) to the
435 DEP for review.
- 436 **(2)** For Full Reviews, the DEP will meet to select individuals that will receive
437 requests for reference letters for the candidate. This meeting should be early
438 in the process to allow time for the receipt of the letters.
- 439 **(3)** The DEP may acquire and review supplemental materials and/or other
440 information as appropriate.
- 441 **a.** If supplemental materials and/or other information is used as part of
442 the review, the Candidate will be informed of the use of this
443 information and provided a minimum of seven (7) days to respond
444 to the information.
- 445 **(4)** For Preliminary Reviews, the DEP will prepare and provide a report that is
446 added to the candidate’s packet. The DEP recommendation is presented to
447 the Provost directly. Within this report, the DEP may choose to highlight
448 areas of concern and comment on the candidate’s progression towards on-
449 time promotion.

- 450 (5) For Full Reviews, the DEP will prepare and provide a report that is added
451 to the candidate's packet. The DEP recommendation is presented to the
452 UEC.
- 453 (6) The DEP must operate in executive session and in total confidentiality.
- 454 (7) All DEP reports, recommendations, and work product constitute faculty
455 evaluative information and/or limited-access records, pursuant to Florida
456 Polytechnic University Rule 6C13-6.008.
- 457 (c) UEC Report and Recommendation.
 - 458 (1) If conducted, the DEP will add its report to the Candidate's packet which
459 includes the dossier, letters of recommendations, a table listing review
460 requests, the DEP report and recommendation, and any supplemental
461 materials and Candidate responses which were used as part of the decision
462 in the review.
 - 463 (2) The UEC will use the candidate's packet to consider the reappointment or
464 promotion request.
 - 465 (3) The UEC may acquire and review supplemental materials and/or other
466 information as appropriate.
 - 467 a. If supplemental materials and/or other information is used as part of
468 the review at any time during the process, the Candidate will be
469 informed of the use of this information and provided a minimum of
470 seven (7) days to respond to the information.
 - 471 (4) Reference letters are to be used as an input to the overall evaluation by the
472 committee.
 - 473 a. A single negative reference may not be the sole basis for not
474 reappointing a candidate or for not promoting a Candidate.
 - 475 b. Promotion and reappointment decisions shall not be based solely on
476 the reference letters received.
 - 477 (5) The UEC will prepare a report and recommendation that is addressed to the
478 Provost. The UEC report is added to the Candidate's packet.
 - 479 a. If the Provost chairs the UEC, the Provost will not make a
480 recommendation, but will supply a candidate's Packet, and both the
481 UEC and DEP reports to the President for a final decision.
 - 482 (6) All UEC reports, recommendations, and work product constitute faculty
483 evaluative information and/or limited-access records, pursuant to Florida
484 Polytechnic University Rule 6C13-6.008.
- 485 (d) Provost's Review and Recommendation.
 - 486 (1) The Provost shall review all procedural and substantive matters for
487 completeness in order to ensure that the DEP and/or UEC have met their

- 488 responsibilities in this Article.
- 489 **a.** If procedural errors or inconsistencies are present in the process, the
490 Provost will send materials back to the appropriate part of the
491 process for correction before making a recommendation regarding
492 the candidate.
- 493 **b.** In rare instances, the Provost may acquire and review supplemental
494 materials and/or other information as appropriate for completeness
495 and accuracy of the Candidate's packet.
- 496 **1.** As with the procedures used by the DEP and the UEC, any
497 supplemental materials and/or other information must be
498 disclosed to the Candidate with the same response rights and
499 times as provided in the DEP and UEC review.
- 500 **2.** If applicable, the supplemental materials and/or other
501 information and the Candidate's response(s) will be
502 appended to the Candidate's packet.
- 503 **(2)** After a careful review of the reports and recommendations of the DEP and
504 UEC (if applicable), and ~~the~~ Candidate's packet, the Provost, in his or her
505 best judgment, shall make a positive or negative recommendation in writing
506 as to the Candidate's reappointment or promotion.
- 507 **a.** The Provost's recommendation, if positive, is provided to the
508 President consistent with Section 6.8(e).
- 509 **b.** If the Provost's recommendation is negative, the decision and
510 written justification are provided to the Candidate. Unless
511 overturned on appeal by the President, negative recommendations
512 from the Provost are terminal.
- 513 **c.** The process for appealing a negative recommendation from the
514 Provost is as follows:
- 515 **1.** Within ten (10) days of the Provost's written justification
516 being provided the Candidate may submit a written appeal
517 to the Office of the President (president@floridapoly.edu).
- 518 **(I)** Failure to appeal a negative recommendation within
519 the ten (10) day time frame renders the
520 recommendation final and subject to no further
521 review or grievance.
- 522 **2.** Upon receipt of the Candidate's appeal, the President will
523 review the Provost's negative recommendation, the UEC
524 and DEP committee reports, and the Candidate's packet.
- 525 **3.** The scope of the President's appellate review is limited to
526 correcting errors of judgment or process.

- 527 **4.** Within twenty (20) days of receipt of the Candidate’s appeal,
528 the President will render a decision either granting or
529 denying the appeal on its merits.
- 530 **(3)** The Provost’s recommendation, Provost’s written justification, and the
531 President’s decision as a result of the appeal process constitute faculty
532 evaluative information and/or limited-access records, pursuant to Florida
533 Polytechnic University Rule 6C13-6.008.
- 534 **(e)** **President’s Review and Authority.** The President shall have the sole authority to
535 grant a Candidate’s reappointment or promotion and will act upon the request for
536 reappointment or promotion provided by the Provost.
- 537 **(1)** The granting of reappointment or promotion shall be based on the
538 University’s criteria, clarifications produced by the Candidate’s unit or
539 department, the reports and recommendations of the DEP and UEC, any
540 documents relied upon by the DEP and UEC in creating their reports and
541 recommendations, the Candidate’s packet, and the written recommendation
542 of the Provost.
- 543 **(2)** The President will consider the items listed above, noting that the committee
544 reports have provided a strong review of the candidate and, in his or her best
545 judgment, either:
 - 546 **a.** grant reappointment or promotion, via written notice, within the
547 terms of this contract, or;
 - 548 **b.** deny the request for reappointment or promotion.
- 549 **(3)** If the President’s final decision on reappointment or promotion is negative,
550 the President shall provide written justification to the Candidate within
551 twenty (20) days of the decision. -
- 552 **(4)** The President’s written notice of granting reappointment or promotion
553 (6.8(e)(2)a) and written justification denying the request for reappointment
554 or promotion (6.8(e)(3)), constitute faculty evaluative information and/or
555 limited-access records, pursuant to Florida Polytechnic University Rule
556 6C13-6.008.
- 557 **(f)** If a Candidate does not receive a promotion following formal consideration by full
558 review, the Candidate may not reapply for promotion until after the completion of
559 two (2) additional academic years. This clause shall not unreasonably deny a
560 Candidate their terminal promotion consideration to Associate Professor.
- 561 **(g)** The Candidate being considered for promotion may withdraw from consideration
562 provided that the withdrawal is made before the UEC begins its consideration of
563 the Candidate. Such withdrawal shall be without prejudice and will not render the
564 Candidate ineligible for the next promotional cycle.
- 565 **(h)** **Promotion Date.**

566 (1) Promotions for professors that are granted shall be effective on August 15
567 following the decision date.

568 (2) An individual may use their new title effective upon written notification of
569 their promotion.

570 **6.9 Reappointment and Promotion for Instructors, Senior Instructors, Distinguished**
571 **Instructors, and Professors of Practice.**

572 (a) Reappointment & Promotion Materials:

573 (1) Reappointment Materials: Instructors must submit the following materials
574 to be considered for reappointment:

- 575 a. Candidate personal statement
- 576 b. Updated, current curriculum vitae
- 577 c. Last two (2) faculty activity reports
- 578 d. Last two (2) reviews from department chair

579 (2) Promotion (Instructor to Senior Instructor) Materials:— Instructors must
580 submit the following materials to be considered for Promotion to Senior
581 Instructor:

- 582 a. Candidate personal statement
- 583 b. Updated, current curriculum vitae
- 584 c. Teaching portfolio
- 585 d. Last two (2) faculty activity reports
- 586 e. Last two (2) reviews from department chair

587 (3) Reappointment of Senior Instructor: Senior Instructors must submit the
588 following materials to be considered for reappointment:

- 589 a. Candidate personal statement to include update of activity since
590 promotion or last reappointment
- 591 b. Updated Curriculum Vitae
- 592 c. Last three (3) faculty activity reports
- 593 d. Last three (3) reviews from department chair

594 (4) Promotion (Senior Instructor to Distinguished Instructor) Materials: Senior
595 Instructors must submit the following materials to be considered for
596 Promotion to Distinguished Instructor:

- 597 a. Candidate personal statement
- 598 b. Updated, current curriculum vitae
- 599 c. Teaching portfolio

- 600 d. Last three (3) faculty activity reports
- 601 e. Last three (3) reviews from department chair
- 602 (5) Reappointment of Distinguished Instructor: Distinguished Instructors must
- 603 submit the following materials to be considered for reappointment:
- 604 a. Candidate personal statement to include update of activity since
- 605 promotion or last reappointment
- 606 b. Updated Curriculum Vitae
- 607 c. Last five (5) faculty activity reports
- 608 d. Last five (5) reviews from department chair
- 609 (6) Reappointment of Professor of Practice: Professors of Practice must submit
- 610 the following materials to be considered for reappointment:
- 611 a. Candidate personal statement to include update of activity since
- 612 promotion or last appointment
- 613 b. Updated Curriculum Vitae
- 614 c. Last three (3) faculty activity reports
- 615 d. Last three (3) reviews from department chair
- 616 e. Other materials relevant to this faculty members contributions to the
- 617 University
- 618 (b) Reappointment and Promotion: Types, Notices, and Criteria
- 619 (1) Types:
- 620 a. Faculty at the instructor level undergo reappointment reviews and
- 621 promotion review (if eligible and by choice of the candidate).
- 622 b. Instructors are not required to seek promotion, nor may they be
- 623 penalized for not seeking promotion.
- 624 c. Once promoted, Senior Instructors likewise undergo reappointment
- 625 reviews, as do Distinguished Instructors.
- 626 (2) Notice of Reappointment or Promotion eligibility or requirement will take
- 627 place consistent with the notification requirement for other faculty.
- 628 (3) Criteria for Instructor, Senior Instructor, Distinguished Instructor and
- 629 Professor of Practice reappointment and promotion will be developed
- 630 through the process outlined below in Section 6.10.
- 631 (c) Review Panel and Committees for Instructor-Level rank Reappointments and
- 632 Promotion (ranks are Instructor, Senior Instructor, and Distinguished Instructor).
- 633 (1) Instructor-DEP: Shall consist of the department DEP and one (1) out-of-
- 634 department Distinguished Instructor or Senior Instructor chosen by the

635 Provost. If there is no out-of-department Senior Instructor, the Provost will
636 appoint one out of department faculty member with the rank Associate
637 professor or higher to serve on the instructor DEP.

638 (2) Instructor-UEC: Shall consist of the UEC plus one (1) Distinguished
639 Instructor or Senior Instructor. If there is no individual with the rank Senior
640 Instructor, the Provost will choose one (1) Associate Professor from outside
641 the Instructor’s department.

642 (d) Reappointment and/or Promotion Process, the Instructor Review.

643 (1) The Instructor-DEP and Instructor-UEC follow the same process as they do
644 for other faculty, except there is no outside letter requirement for Instructor
645 promotion, Senior Instructor promotion or Senior Instructor reappointment,
646 or Distinguished Instructor reappointment.

647 (2) For reappointment reviews of Instructors and Senior Instructors, the
648 Instructor-DEP provides its report directly to the Provost.

649 (3) Every third (3rd) reappointment review for Instructors, Senior Instructors,
650 and Distinguished Instructors requires an evaluation by the Instructor-UEC.

651 (4) Promotion reviews for Instructors and Senior Instructors require an
652 evaluation by the Instructor-UEC.

653 (5) Provost Review and Recommendation.

654 a. Both Instructor-DEP and Instructor-UEC reviews for Instructors
655 and Senior Instructors culminate in either a positive or negative
656 recommendation by the Provost as described in Section 6.8(d)(2).

657 b. These processes shall be consistent with that outlined for other
658 faculty in Section 6.8(d).

659 (6) President’s Review and Authority. Actions on reappointments and
660 promotions by the President and Provost will be acted upon in the same
661 manner as described in Section 6.8(e).

662 (e) Reappointment Process, Professor of Practice Review.

663 (1) The Professor of Practice reappointment process follows the same process
664 as that for Distinguished Instructor.

665 (2) Every third (3rd) reappointment review for Professors of Practice requires
666 an evaluation by the Instructor-UEC.

667 (3) Provost Review and Recommendation.

668 a. Reviews for Professors of Practice culminate in either a positive or
669 negative recommendation by the Provost as described in Section
670 6.8(d)(2).

671 b. These processes shall be consistent with that outlined for other
672 faculty in Section 6.8(e).

673 (4) President’s Review and Authority. Actions on reappointments by the
674 President and Provost will be acted upon in the same manner as described
675 in Section 6.8(e).

676 **6.10 Development of Reappointment and Promotion Criteria for the Instructor Rank,**
677 **Professors of Practice, Assistant Professors, Associate Professors, and Professors.**

678 (a) The awarding of reappointment or promotion shall be based on written criteria,
679 which are established by the University and developed by each department in
680 accordance to this Article.

681 (b) University Criteria. No later than January 15 of every even-numbered calendar
682 year, the University shall establish the general criteria for the granting of promotion
683 or reappointment, and provide that criteria to each department’s Chair. If a category
684 of reappointment or promotion criteria is not in place for an upcoming review cycle
685 where a candidate may request reappointment or promotion, the criteria will be
686 developed to support that cycle.

687 (1) Promotion and reappointment criteria shall consider the performance of the
688 work that the professor has been assigned (as reflected in FARE forms),
689 criteria for each rank as set forth in the most recent, BOT-approved Faculty
690 Handbook, and the faculty member’s responsibilities as a member of the
691 University and department community.

692 (2) The University criteria shall broadly recognize and consist of the following:

693 a. Instruction, including regular classroom and laboratory teaching,
694 classroom development, effective development/application of new
695 instructional methods, directing thesis or dissertation committees,
696 and other instructional activities;

697 b. Research or other creative activities relevant to the department
698 mission, including scholarly publications, support and advising of
699 graduate students; and

700 c. Service to professional societies and contributions to the University
701 and department.

702 (3) The criteria shall also include, but are not limited to:

703 a. a demonstrated record of scholarly activity, teaching, and as
704 appropriate, course and/or curriculum development commensurate
705 with the University’s mission and relevant academic discipline(s);

706 b. evidence of a positive and growing reputation in his/her chosen sub-
707 field within the department’s mission, and;

708 c. promise of continued successful performance.

709 (4) The Provost will formally request input from the FRC as to the University
710 criteria before providing the finalized University criteria to each
711 department’s Chair.

712 (c) Department Clarifications of University Criteria. The department clarifications,
713 described in this section shall provide context for the broader University criteria
714 and:

- 715 (1) be consistent with university requirements and faculty work assignments;
- 716 (2) be detailed enough that a reasonable professor should be informed about the
717 expectations for performance or accomplishments which are necessary to
718 earn reappointment or promotion, assuming that the accomplishments are
719 of sufficient quality, quantity, and consistency, and;
- 720 (3) identify some representative examples of the achievements or performance
721 characteristics which, if the requirement or distinction were met, are
722 appropriate comparisons for reappointment or promotion.

723 (d) Criteria and Department-Specific Clarification Review Process. Criteria and
724 department-specific clarifications shall be developed and approved on a bi-annual
725 cycle according to the following procedures:

726 (1) Department Committee Formation and Membership.

- 727 a. The Committee shall consist of:
 - 728 1. the Vice Provost of Academic Affairs (or Provost-designee);
 - 729 2. Department Chair of each respective department, and;
 - 730 3. two (2) faculty members from the department, at least one
731 (1) holding the most senior rank in the department, subject
732 to the limitations below in 6.10(d)(1)c).

733 b. In years during which the clarifications are reviewed, department
734 faculty shall select their two (2) representative faculty members
735 during the first week of the fall semester.

736 c. Exceptions to Department Committee Membership.

- 737 1. The Department Committee requires senior-ranking
738 membership, followed by overall membership. If a
739 department has three (3) or more senior-ranking faculty
740 members, a senior-ranking faculty member that will be
741 reviewed in the next academic year’s review cycle may not
742 serve on the Department Committee.
- 743 2. Similarly, if a department has more than ten (10) faculty
744 members, a junior-ranking faculty member that will be
745 reviewed for reappointment in the next academic year’s
746 review cycle may not serve on the departmental committee.
- 747 3. Faculty members that have resigned, received a notice of
748 non-reappointment or notice of layoff, instructors, and
749 visiting/adjunct faculty are not eligible to serve on the

750 Department Committee or participate in the Department
751 Committee selection process.

752 (I) However, Instructors who have served in a full-time
753 capacity for at least the most recent five (5)
754 consecutive years are eligible to serve on or
755 participate in the Department Committee selection
756 process as it relates to the development of
757 department-specific clarifications for instructors.

758 (2) Development of Department-Specific Clarifications.

759 a. The Provost shall provide a framework for department-specific
760 clarifications and formally charge the Department Committee to
761 develop and maintain written clarifications of the University’s
762 reappointment and promotion criteria in terms aligned with the
763 department’s discipline(s) and assigned duties, and consistent with
764 University standards as established in the most recent BOT-
765 approved version of the Faculty Handbook.

766 b. Upon receiving the University criteria and clarification framework,
767 the Department Committee shall convene to develop clarifications
768 of the University criteria consistent with the department disciplines
769 in accordance with the procedures outlined herein.

770 c. The Department Committee shall complete its review and finalize
771 the department clarifications within fifteen (15) days of receiving
772 the University’s criteria.

773 (3) Department Faculty Vote. Within ten (10) days of the Committee finalizing
774 the department clarifications, the department faculty shall conduct a
775 confidential and anonymous vote on said clarifications.

776 a. Faculty that are in their terminal year of employment (as a result of
777 non-reappointment, resignation, or layoff), visiting/adjunct faculty,
778 and instructors are not eligible to vote on the clarifications.
779 Instructors and Senior Instructors, however, are eligible to vote on
780 the department-specific clarifications for instructors.

781 b. If a majority of a department’s faculty vote in favor of the proposed
782 department clarifications, the department clarifications are
783 forwarded to the Provost for review and approval.

784 c. If the majority of a department’s professors do not vote in favor of
785 the proposed department clarifications, the Department Committee;
786 shall reconsider the proposed clarifications prior to conducting a
787 second vote.

788 1. The Department Committee shall have five (5) days to
789 reconsider the proposed clarifications and conduct a second

- 790 vote within five (5) days of finalizing the second round of
791 department clarifications.
- 792 2. If the second vote is also unsuccessful, the proposed
793 clarifications shall be forwarded to the Provost for approval,
794 noting the lack of department faculty support.
- 795 3. If a vote does not occur within five (5) days of the
796 Committee finalizing the department clarifications, the
797 department clarifications shall be forwarded to the Provost
798 for review, noting that no vote occurred.
- 799 (4) Provost Review. Within ten (10) days of receipt, the Provost shall review
800 the proposed department clarifications to ensure compliance with this
801 Agreement, the mission and goals of the University, and University
802 standards as established in the most recent, BOT-approved version of the
803 Faculty Handbook.
- 804 a. The Provost will either approve the proposed department
805 clarifications, or return them to the Committee for reconsideration.
- 806 b. In the event the Provost returns the proposed department
807 clarifications to the Committee for reconsideration, he/she shall
808 provide objections to any such provision in writing.
- 809 (5) Committee Reconsideration. The Department Committee shall reconsider
810 the Provost’s written objections and within ten (10) days after receiving
811 them, shall resubmit the proposed written clarifications to the Provost,
812 incorporating all, some, or none of the objections, along with a written
813 explanation and justification for the resubmitted language.
- 814 (6) Provost Reconsideration, Revision and Adoption. The Provost shall
815 reconsider the department clarifications and issue final revisions or
816 approvals with a final adoption of the criteria within seven (7) days after
817 receiving the revised department clarifications.
- 818 (e) Changes in Criteria for Reappointment and Promotion for Professors.
- 819 (1) Following the Provost’s approval adoption of the final criteria, the
820 University may modify the approved University criteria for reappointment
821 and promotion so long as the UFF has been notified of the proposed changes
822 and been offered an opportunity to discuss such changes in consultation
823 with the President or designee.
- 824 (2) Changes to discipline-specific departmental clarifications may only be
825 considered if changes to the University criteria have been made as described
826 in (e)(1). Such changes to discipline-specific criteria shall be developed and
827 approved according to the process outlined in 6.10(d)(2).
- 828 (f) Access to Criteria. The Reappointment and Promotion criteria shall be available
829 on the Provost’s webpage (<https://floridapoly.edu/provost/>) and/or at the written

830 request of any faculty member.

831 **6.11 Non-Reappointment of Faculty**

832 (a) Faculty members on multi-year appointments cannot be terminated during the
833 contract period except for just cause, layoff, or termination of the funding source in
834 the case of soft money appointments.

835 (b) Reappointment or Promotion Review. If a faculty member has participated in a
836 reappointment or promotion review and is not provided with an offer of
837 reappointment or promotion,

838 (1) a faculty member with a remaining contract term of more than one (1) year
839 will be provided written notice of non-reappointment, advising that the
840 existing contract will not be renewed with no right to continued
841 employment, or;

842 (2) a faculty member with a remaining contract term of less than one (1) year
843 will be provided a notice of non-reappointment that the existing contract
844 will not be renewed, and the University shall offer a terminal contract which
845 supersedes the existing contract and expires one (1) year from the date of
846 the written notice, with no right to continued employment.

847 (c) If a professor chooses not to participate in a reappointment review, or in the case of
848 an Assistant Professor, chooses not to participate in the promotion process, the
849 professor will be administratively non-reappointed and the professor’s employment
850 shall end on the last date of the professor’s existing contract.

851 (d) Non-reappointed employees are not eligible to receive any salary increases or
852 bonuses during the notice period.

853 (e) Non-reappointed employees are not eligible to serve on departmental or university
854 committees without prior approval of the Provost.

855 (f) Payout option.

856 (1) At the time of or following issuance of a notice of non-reappointment to any
857 employee, the University may elect in its discretion to pay the employee for
858 all or a portion of the remaining term of the contract, as may be allowed
859 under Florida law.

860 (2) If the University elects this option, it will pay the employee an amount, less
861 withholding, equal to the salary for that portion of the remaining term of the
862 contract which the University is paying out, and the employee’s
863 employment will terminate immediately.

864 **6.12 Assistant Librarians and Wellness Counselors.**

865 (a) Contract duration for appointments and reappointments are as follows:

866 (1) Assistant Librarian I & Wellness Counselor I.

867 a. Initial Contract Duration: two (2) years

904 c. Decisions must be considered by the supervisor, the Provost, and the
905 Vice Provost of Student Affairs.

906 d. Upon request, the Provost will provide a written justification for the
907 reappointment decision.

908 (c) Promotion Procedure for Assistant Librarians & Wellness Counselors:

909 (1) Employees designated as Assistant Librarian I and Wellness Counselor I
910 are not obligated to seek promotion, nor will they be penalized for not doing
911 so.

912 (2) Available Ranks for Promotion

913 a. Assistant Librarian I to Assistant Librarian II

914 b. Wellness Counselor I to Wellness Counselor II

915 (3) Eligibility for Promotion.

916 a. Minimum Duration of Employment: Employees must have served
917 at least 5 successful academic years at their current rank in a full-
918 time capacity, with an overall evaluation rating of “Meets
919 Expectation” for each of those years, in order to qualify for
920 consideration of the next highest rank.

921 b. Minimum Requirements: Employees must have been in a position
922 of continued employment and not have been given notice of non-
923 reappointment or termination, and not initially hired at a rank higher.

924 (4) Promotion Review Requirements & Process.

925 a. Candidate Required Materials: Candidates for reappointment must
926 provide the following materials in their reappointment “packet.”

927 1. A personal statement addressing how the candidate fulfills
928 the responsibilities of the position and advances the mission
929 of the unit and the University.

930 2. The candidate’s previous performance reviews (including
931 self-evaluations) and other evaluations since initial hire at
932 the University.

933 3. An updated curriculum vitae.

934 4. If other materials are used as part of the review, the candidate
935 will be informed of this information, and provided a
936 minimum of five (5) days to respond to the information.

937 (5) Promotion Process.

938 a. Dates for Promotion notification and submission of materials to
939 Supervisor will coincide with those for Faculty.

940 b. Considerations for Promotion include:

- 941 1. A review of goals, objectives, and accomplishments
- 942 achieved over -the total review period.
- 943 2. Specific goals, tasks, or assignments derived from annual or
- 944 periodic evaluations.
- 945 3. Candidate’s likelihood for continued success and
- 946 appropriate contribution on institutional initiatives.
- 947 4. Any additional criteria established via the process for
- 948 University Criteria for Reappointment and Promotion
- 949 established for faculty positions.

c. Promotion Decisions

- 951 1. May include inputs from relevant campus stakeholders, such
- 952 as students, faculty, and other staff.
- 953 2. Must be considered by the supervisor, the Provost, and the
- 954 Vice Provost of Student Affairs.
- 955 3. Upon request, the Provost will provide a written justification
- 956 for the promotion decision.

(d) Non-Reappointment.

- 958 (1) Employees on multi-year appointments cannot be terminated during the
- 959 contract period except for just cause, layoff, or termination of the funding
- 960 source in the case of soft money appointments.
- 961 (2) Non-Reappointment at Reappointment or Promotion Review: If an
- 962 employee has participated in a reappointment or promotion review and is
- 963 not provided with an offer of reappointment or promotion, that employee
- 964 shall receive a terminal, 6-month contract that supersedes any existing
- 965 contracts.
- 966 (3) Non-reappointed employees are not eligible to receive any salary increases
- 967 or bonuses during the notice period.
- 968 (4) Non-reappointed employees are not eligible to serve on departmental or
- 969 university committees without prior approval of the Provost.
- 970 (5) Payout option.
- 971 a. At the time of or following issuance of a notice of non-
- 972 reappointment to any employee, the University may elect in its
- 973 discretion to pay the employee for all or a portion of the remaining
- 974 term of the terminal contract, as may be allowed under Florida law.
- 975 b. If the University elects this option, it will pay the employee an
- 976 amount, less withholding, equal to the salary for that portion of the

977 remaining term of the contract which the University is paying out,
978 and the employee’s employment will terminate immediately.

979 **6.13 Grievability.**

- 980 (a) The University’s decision ~~to not~~ to offer reappointment or promotion to an
981 employee shall not be considered a disciplinary action.
- 982 (b) The decision to not offer reappointment or promotion is grievable according to
983 Article 11 - Grievance and Arbitration Procedure, as an employee may contest the
984 decision solely because of an alleged violation of a specific term of the Agreement
985 or because of an alleged violation of the employee’s constitutional rights.
- 986 (c) For the purposes of a grievance about a faculty reappointment or promotion
987 decision, the scope of materials relied upon the denial of a candidate’s
988 reappointment or promotion is limited to the Candidate’s packet, the DEP report
989 and recommendation, the UEC report and recommendation, and the Provost’s
990 recommendation. The University may not subsequently introduce new grounds for
991 that denial during the grievance process nor may it assert that there are other,
992 unwritten grounds for that denial.
- 993 (d) The remedy for any grievance filed under this provision, if successful, shall not
994 include an award of reappointment or promotion.
- 995 (e) Such grievances must be filed within thirty (30) days of the Candidate’s receipt of
996 the denial of promotion or reappointment from the President as described in
997 6.8(e)(3) or the President’s denial of an appeal as described in Section 6.8(d)(2)c.4.
- 998 (f) Reports and recommendations from the DEP, UEC, and Provost shall be available
999 for arbitration proceedings consistent with the requirements described in Florida
1000 Polytechnic University Rule 6C13-6.008.