

Regulations of Florida A&M University



10.21036 Permanent Status for Developmental Research School Faculty Employees.

(1) Permanent Status may be granted to Developmental Research School (DRS) Faculty employees as herein provided.

(a) Appointments of DRS employees to the ranks of University School Assistant Professor, University School Associate Professor, and University School Professor are permanent status earning when the appointments do not include the appointment status modifiers acting, adjunct, joint, provisional, visiting, research, courtesy, honorary, or affiliate. The University may make employees who are appointed to the rank of University School Instructor eligible for permanent status. Appointments which include the appointment status modifiers joint, provisional, visiting, research, or affiliate may or may not earn time toward permanent status, as determined by the University at the time of appointment. If a DRS employee is initially appointed to the rank of University School Instructor or to a rank including the appointment status modifiers joint, provisional, visiting, research, or affiliate determined by the University not to earn time toward permanent status, and is subsequently appointed to a permanent status earning position, all or a portion of the employee's prior service in the non-permanent status-earning position may be counted toward permanent status, provided the University agrees in writing to credit such service.

(b) Permanent status shall become effective at the beginning of the school year following it being granted by the President.

(c) An employee with permanent status shall be entitled to continue in the same or a similar position in the DRS until the employee resigns; the employee is removed for just cause; the employee is laid off; or, the employee's contractual status is changed.

(d) Permanent status earned by any DRS employee prior to assuming an administrative or supervisory position shall be retained in the position in which it was attained. Upon release from an administrative or supervisory position, the employee shall be entitled to

reassignment to the same or a similar position in which permanent status was attained, at the classification level and salary range that would have been earned had the position been held continuously.

(2) Any employee of a DRS may be disciplined, suspended or dismissed for just cause at any time during the school year in accordance with Regulation 10.120, ~~the Rule 6C3-10.133, F.A.C.~~

(3) Professionals in the Developmental Research School, excluding supervisors and principals, shall be entitled to and shall enjoy permanent status, who:

(a) Hold the required educational qualifications;

(b) Have completed three years of service in a permanent status-earning position in the school, such service being continuous except for leave duly authorized and granted, and have been reappointed for the fourth year; and

(c) Have been recommended by the Director of the Developmental Research School and Dean for a permanent status based on successful performance of duties and demonstration of professional competence. Eight weeks prior to the end of three continuous years of full-time service (part-time service of an employee employed at least one semester in any 12-month period shall be one accumulated) in a permanent status accruing position, the President or President's designee shall provide notification of the permanent status to the employee. Such notice shall indicate the granting of permanent status or the required one-year notice of non-reappointment. The employment of a faculty employee who has not been approved for permanent status prior to the completion of a fourth consecutive year of employment (or its equivalent in part-time service) shall be terminated at the end of the fourth year.

(4) The provisions of this ~~regulation~~rule are supplemented by the Board of ~~Trustees/Regents~~/United Faculty of Florida (BOT/UFF) Collective Bargaining Contracts for those DRS Faculty employees who are members of the collective bargaining unit.

*Specific Authority 1001.74, 1001.75 FS. Law Implemented 1001.74, 1001.75, 447.203(2) FS. History—
New 6-27-96.*