



REGULATION: FGCU-PR5.001
Descriptions, Definitions and Abbreviations

*Effective
Date of
Regulation:
06/17/08*

(1) General Applicability.

(a) FGCU-PR5 regulations contains personnel regulations for University employees which have University-wide application by virtue of the authority granted to the University in Chapter 1001 F.S. These regulations are supplemented by other University regulations contained in FGCU-PR5.001 through FGCU-PR5.023, the Florida Board of Governors' (BOG) regulations, applicable federal and state laws, collective bargaining agreements and internal management memoranda containing procedures and guidelines for implementing University policies.

(b) For purposes of these regulations, University employees are those persons who have been hired by the University into regular or temporary appointments and receive financial compensation to perform services for the University, and whose work is directed and controlled by the University. The term "employee" does not include volunteers or independent contractors.

(2) Definitions. For the purpose of administering and interpreting the regulations and procedures of this chapter, the following definitions and abbreviations shall apply:

(a) Faculty -- an employee whose assignment includes teaching, scholarship, or public service activities or who has administrative responsibility for functions directly related to the University's academic mission. Faculty titles or modifiers include: regular, acting, adjunct, provisional, visiting, joint, research, clinical, courtesy, honorary/honoris causa, emeritus, affiliate, joint college, phased retirement and fixed and continuous multi-year.

(b) Academic Administrator - an employee in the General Faculty classification and pay plan, with responsibilities for University-wide academic programs at the college, unit, department or comparable levels. Such positions carry titles including Dean, Director and Chairperson.

(c) Administrative & Professional (A&P) -- contractual employees who provide administrative, managerial or professional services to the University and whose titles are identified in the State University System Employment Plan as part of the A&P Staff.

(d) Executive Service -- Administrative & Professional employees, designated by the President, who report directly to the President, and whose positions are defined as responsible for policy-making at the executive level.

(e) University Support Personnel System (USPS) – support staff employees in authorized and established positions for paraprofessional, secretarial, clerical, technical, skilled crafts, service, maintenance and other responsibilities. USPS appointment status modifiers include regular, probationary, trainee, temporary, emergency and time-limited

(f) Temporary positions -- employees who are hired on a temporary, at-will basis by the University and are not entitled to receive benefits. They provide exempt or non-exempt temporary employment.

(g) In-unit -- positions which have been designated by the Public Employee Relations Commission as being part of a recognized bargaining unit that is represented by a bargaining agent.

(h) Non-unit -- positions which have been designated by the Public Employee Relations Commission as being excluded from a recognized bargaining unit which are not represented by a bargaining agent.

(i) FTE -- a designation which connotes a regular full-time position or its equivalent.

(j) Volunteer/Courtesy Faculty -- a person who provides services to the University with no expectation of monetary or other material compensation or consideration, or as part of a court-ordered program on a continuous, occasional, or one-time basis.

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