

	<p>REGULATION: FGCU-PR5.005</p> <p>Recruitment, Selection, and Appointments</p>	<p><i>Effective Date of Regulation:</i></p> <p>4/17/1997</p>
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(1) General. Florida Gulf Coast University is an equal opportunity/equal access employer. The recruitment, selection and appointment criteria set forth in these rules are designed to promote, attract and retain a diverse workforce which possesses the highest caliber of skills and competency.

(2) Recruitment, selection, and appointment shall be conducted in accordance with Chapter 6C-5.910, F.A.C.

(3) Minors seeking employment with the University must be at least sixteen (16) years of age, but may be fourteen (14) years of age when enrolled and participating in a career education program approved by the Jobs and Benefits Division of the State Department of Labor and Employment Security.

(4) Former employees seeking re-employment will apply to and be processed by the Office of Human Resources in the same manner as new applicants. Former employees who were terminated due to unsatisfactory performance, job abandonment, or misconduct are ineligible for rehire.

(5) Faculty appointed as academic administrators serve in their appointments at the pleasure of the President or President's designee and are subject to reassignment or reclassification to other faculty or administrative duties upon notice. The reclassification

and reassignment of Academic Administrators shall not affect the tenure status of tenured faculty, the multi-year appointment status, or the permanent status of employees who have such status; however the salary rate and appointment period may be adjusted to reflect a change in responsibilities.

(6) Multi-year Appointments.

(a) Multi-year employment contracts for Faculty and A&P employees shall contain the statement required by Section 287.0582, F.S.

(b) Multi-year appointment provides employment for a fixed period of years. It may include the prospect of non-renewal at the end of the multi-year term, an offer of a successive multi-year appointment or crediting the time worked at the University toward tenure.

(c) A multi-year appointment is non-tenure earning and may range from two (2) to five (5) years in duration determined by the needs of the University.

(d) Multi-year appointments for faculty shall designate academic rank and/or a concurrent assignment of independent administrative responsibilities for academic appointments, such as serving as the chairperson for a department.

(e) An annual performance plan shall be developed by the faculty or A&P employee and the appropriate University administrator and an evaluation shall be conducted each year prior to the final year of the multi-year appointment.

(f) The failure of a faculty or A&P employee and the University to reach agreement on a successive multi-year appointment shall not confer any rights or expectation of employment to the faculty or A&P employee as the term of employment expires at the end of the existing contract.

(g) The University may dismiss or discipline a faculty or A&P employee for cause during the term of any multi-year appointment.

(h) The University may, with the agreement of the faculty member, convert a multi-year appointment to a tenure-earning track appointment or a tenure-track appointment to a multi-year appointment. If a multi-year appointment is later converted to a tenure track appointment, the University may, with the agreement of the faculty member, credit some or all of the multi-year time served toward tenure.

(i) Multi-year appointment use, terms, and conditions shall be within the provisions of the Collective Bargaining Agreement for bargaining unit employees.

(7) Volunteer Program. Each college, department, and operational unit is authorized and encouraged to utilize volunteers to assist in carrying out its activities.

Specific Authority 240.227(l), (5), FS. Law Implemented 240.227(l), (5) FS. History -- New 4-17-97.