

ARTICLE 32

DEFINITIONS

Terms used in this Agreement are defined as:

academic year - a period consisting of a fall and spring semester of approximately 39 contiguous weeks.

Associate Scholar/Scientist/Engineer - a non-tenure earning employee whose primary responsibilities include conducting, participating in, and/or administering research and has earned a doctoral degree from an accredited institution or the highest degree in an appropriate field of specialization with a demonstrated record of academic research achievement, or professional qualifications in the field of specialization above those which would be equivalent to the highest degree.

bargaining unit - those employees, collectively, represented for collective bargaining purposes by the UFF pursuant to Commission Order 03E-097, dated April 28, 2003, wherein the Public Employee Relations Commission issued Certificate No. 1391 to the United Faculty of Florida.

Board or Board of Trustees - the body established by Article IX, Section 7 of the Florida Constitution and by Florida Statutes ss. 1001.71-1001.74, responsible for the administration of the University of Central Florida.

break in service - those absences following which the employee is treated as a new employee for purposes of computing seniority and years of service.

college/unit - a college or a comparable administrative unit generally equivalent in size and character to a college.

continuous service - Non-OPS employment uninterrupted by a break in service. For academic year employees (nine-month employees), one year of continuous service is equivalent to the nine-month employment period.

days - calendar days.

department/unit - a department or a comparable administrative unit generally equivalent in size and character to a department.

employee - a member of the bargaining unit.

equitable - fair and reasonable under the circumstances.

- 32 [Florida Board of Governors](#) - the body established by Article IX, Section 7 of the
33 Florida Constitution.
- 34 [Illness/injury](#) – any physical or mental impairment of health, including such an
35 impairment proximately resulting from pregnancy, that does not allow an
36 employee to fully and properly perform the duties of the employee’s position.
- 37 [Immediate family](#) - the spouse and the grandparents, parents, brothers, sisters,
38 children, and grandchildren of both the employee and the spouse, and
39 dependents living in the household.
- 40 [Instructional Designer](#) – a non-tenure earning employee whose primary
41 responsibilities are assisting in providing pedagogical consultation services to
42 faculty and other duties and holds a Master’s degree in Instructional Design, or
43 a related field.
- 44 [Instructional Specialist](#) - a non-tenure earning employee whose primary
45 responsibilities are developing and conducts classroom instruction, seminars,
46 and workshops, and organizes field trips in assigned subject area and holds a
47 Bachelor's degree from an accredited institution in an appropriate area of
48 specialization.
- 49 [Instructor](#) - a non-tenure earning employee whose primary responsibilities are
50 teaching, service, and related activities and who possesses a non-terminal
51 degree from an accredited institution in an appropriate field of specialization
52 or appropriate professional experience.
- 53 [Lecturer](#) - a non-tenure earning employee whose primary responsibilities are
54 teaching, service, and related activities and who possesses a terminal degree
55 [in a field appropriate to higher education](#) from an accredited institution ~~in an~~
56 ~~appropriate field of specialization~~ or equivalent qualifications based on
57 professional experience.
- 58 [Librarian](#) - a non-tenure earning employee whose primary responsibilities are
59 developing, interpreting, and implementing policies and programs related to
60 the growth and acquisition of library collections and access to information in all
61 formats and holds a Master's degree from an accredited institution in library
62 science and appropriate experience as a professional librarian consistent with
63 university guidelines.
- 64 [Months](#) - calendar months.

Commented [CR1]: Change would promote consistent standard for TTE and NTE positions. UCF Reg 3.0176 to be updated with CBA definitions of Instructor and Lecturer.

65 **Multi-year appointment** – a non-renewable appointment made for a period of
66 two-to-five academic or calendar years. (exception: Members of the National
67 Academies)

68 **Non-Instructional** - Non-Instructional employees do not teach courses that
69 generate SCHs.

70 **number**- The singular includes the plural.

71 **principal place of employment** - the campus location or other university site
72 specified on the employee's standard employment contract.

73 **Professor** - a tenured or tenure earning employee whose primary responsibilities
74 are teaching, research, service, and related administrative activities. Holds a
75 doctoral degree from an accredited institution or the highest degree
76 appropriate in the field of specialization with a demonstrated record of
77 achievement in teaching, academic research, and service.

78 **Research Associate** - a non-tenure earning employee whose primary
79 responsibilities are defining problem areas within the functional area to which
80 assigned. Outlines research programs and projects, analyzes statistical and
81 other data, and provides appropriate recommendations to address and
82 eliminate problem areas. Holds a master's degree from an accredited institution
83 with demonstrated record of academic research achievement, or professional
84 qualifications in the field of specialization above those which would be
85 equivalent to the highest degree.

86 **semester** - one of the two approximately 19.5 week periods which together
87 constitute the academic year.

88 **State University System** - the public universities of the State of Florida.

89 **supervisor** - an individual identified by the University representative as having
90 immediate administrative authority over bargaining unit employees.

91 **UFF** - The UCF chapter of the United Faculty of Florida. Notification of the UFF
92 Chapter means notification of the President of the UFF Chapter or designated
93 representative.

94 **University or “University or representative” or UCF** - the University of Central
95 Florida Board of Trustees, the body established by Florida Statutes, 2004,
96 Chapter 1001, acting through the President and its staff.

97 **year** - a period of 365 consecutive days.

Commented [CP2]: Adding back quotation marks that were inadvertently dropped.

Commented [CP3R2]: (University or representative)