

## *Article 32*

### **DEFINITIONS**

As used in this Agreement, the term:

- “academic year” means a period consisting of a fall and spring semester of approximately 39 contiguous weeks.
- “administration” means administrative staff acting on behalf of the President and/or Board of Trustees.
- “Board” or “Board of Trustees” means the legally responsible governing body of the Florida State University, established by Article 9 Section 7 of the Florida Constitution, acting through the President and staff.
- “bargaining unit” means those faculty members, collectively, represented for collective bargaining purposes by the UFF pursuant to the certification of the Florida Public Employees Relations Commission in Case Number EL-2003-038 (October 24, 2003) and reflected in Certification Order Number 1438.
- “Base salary”, or salary rate, refers to the rate of pay in the faculty member’s 9-month or 12-month appointment contract and does not include summer salaries for 9-month faculty members, bonuses, overloads, supplements, or payments from non-FSU payroll sources.
- “Board committee” or “committee of the Board” means any committee or subcommittee of the Board.
- “break in service” means ~~those absences~~ a separation from the University (voluntary resignation, retirement, non-reappointment, termination for just cause, or layoff) that ends the employer-employee relationship between the University and the faculty member and lasts more than 31 days, following which the faculty member is rehired and treated as a new faculty member for purposes of computing seniority and years of service. A faculty member who separates from the University as a result of layoff shall not be considered to have a break in service if re-hired during the recall period, as specified in Article 13.5(c).
- “college/unit” means a college or a comparable administrative unit generally equivalent in size and character to a college.
- “continuous service” means employment at the University in a faculty salary pay plan (non-Adjunct/OPS) uninterrupted by a break in service. For academic year faculty members (9 month), one year of continuous service is equivalent to the nine (9) month employment period.
- “days” means calendar days.

- “dean” means the principal administrator of a college or of a comparable administrative unit generally equivalent in size and character to a college.
- “department chair” means the principal administrator of a department/unit. In the case of a college/unit that does not contain any department/units, the dean also serves in the role of department chair.
- “department/unit” means a department or a comparable administrative unit generally equivalent in size and character to a department, within a college. In the case of a college or school that does not contain any smaller administrative units, the college is considered to be a department/unit unto itself.
- “employee” means a member of the bargaining unit.
- “equitable” means fair and reasonable under the circumstances.
- “faculty member” means a member of the bargaining unit, and “faculty members” means all members of the bargaining unit.
- “months” means calendar months.
- number: The singular includes the plural.
- “President or representative” means the University President, or a person(s) who has been delegated to speak and act with the authority of the President in the matter at hand.
- “principal place of employment” means the campus location or other University site specified on the faculty member’s standard employment contract.
- “semester” means one of the two approximately 19.5 week periods which together constitute the academic year.
- “supervisor” means an individual identified by the President or representative as having immediate administrative authority over faculty members.
- “SUS” or “State University System” means the system of institutions and agencies within the jurisdiction of the Board of Governors.
- “UFF” means the United Faculty of Florida.
- “UFF Chapter” means the Florida State University chapter of the UFF. Notification of the UFF Chapter means notification of the President of the UFF Chapter or designated representative.
- “UFF Grievance Chair” means the chair of the Grievance Committee of the UFF Chapter.
- “unit” means a recognized administrative or organizational entity of the University.

- “Unit Head” for the purpose of grievance processing is the dean or comparable-level administrator, as appropriate, over the unit in which the grievant is employed.
- “University” means the Florida State University acting through the Board of Trustees, the President or its staff.
- “year” means a period of twelve (12) consecutive months.

