

IFAS TENURE/PERMANENT STATUS PROBATIONARY PERIOD EXTENDED TO SEVEN YEARS

The regulation change to extend the tenure and permanent status probationary period from six years to seven years in IFAS has been approved by the Board of Trustees and was effective March 22, 2013. You may have some questions about what, exactly, that means to you. Some frequently asked questions appear below. If you have additional questions, please call Mary Anne Morgan or Susan Hudson in IFAS Human Resources at 352-392-4777.

Q My packet for tenure or permanent status is currently being reviewed by the Academic Personnel Board. I'm at the end of my probationary period and I'm worried that I might receive a denial. Does this mean that I have an extra year now? Can I withdraw my packet and resubmit next year?

A Yes. Please talk to your unit leader and/or call Mary Anne Morgan or Susan Hudson in IFAS Human Resources, 352-392-4777.

Q Does this change the timing of the "mid-career" or third year review?

A No. The early review of progress toward tenure or permanent status will still take place in the third year.

Q I have already received approval for an additional year of probationary status ("stopping the clock"). Does this mean that I now have eight years of probationary status?

A Yes.

Q Do I have to wait until the beginning of my sixth year to submit my packet for tenure or permanent status? Or, if I have received approval for an additional year of probation and now have this seventh year as well, do I have to wait to submit my packet?

A No. You may still submit your packet "when ready" if your unit leader and mentors agree that you are ready.