

The University of Florida's faculty titles can include a modifier used to express certain conditions of an appointment.

Appointments with modifiers:

- must be advertised as such, during the recruitment process.
- are not eligible for tenure or permanent status and the appointee must be notified of this in the letter of offer.
- are considered members of the department for the term of the appointment and for the purpose of the assignment of duties and responsibilities. At the discretion of the departmental faculty, an appointee may also attend, speak, and/or vote on departmental matters subject to the policy of the department, college, and/or University.

Modifier	Purpose	Allowed with Faculty titles
<b>Acting</b>	Is used for a temporary appointment to fill a vacancy at an administrative level. The appointment may or may not include compensation as a result of these temporary duties depending on the nature of the new duties and of the previous responsibilities.	Can be used for salaried faculty titles only
<b>Adjunct</b>	Is temporary appointments extended to individuals of satisfactory professional qualifications who perform temporary teaching, research, or extension functions in connection to established programs. These appointments are: <ul style="list-style-type: none"> <li>• for one (1) academic term at a time and possess no continuing contractual relationship with the University.</li> <li>• cannot be used to employ a faculty member for more than fifty percent (50%) of the time throughout an academic year, or full-time for more than twenty-six (26) weeks of a fiscal year, unless approved by the Office of Academic Affairs.</li> </ul>	Can be used for temporary (OPS) faculty titles only
<b>Affiliated Clinical</b>	Is used for appointments in the Health Science Center. Promotion is based on the credentials of the appointee and the recommendation of the faculty and administrators of the department, college and unit, as appropriate. Requests for promotion are submitted to the Office of Academic Affairs for final review and approval.	Can be used for salaried and temporary (OPS) faculty titles
<b>Clinical</b>	Is used for individuals of professional qualifications who perform teaching, research, service or extension functions in a clinical environment and in connection with an established program at the University.	Can only be used for salaried faculty titles only

Modifier	Purpose	Allowed with Faculty titles
<b>Clinical Hospitalist</b>	Is used for individuals who perform teaching, research, and service functions in a hospital as hospitalists.	Can only be used for salaried faculty titles only
<b>Courtesy</b>	<p>Is individuals having the appropriate professional qualifications or having distinction and honor in his or her field who are appointed without compensation to a department, center or unit faculty.</p> <p>There are two additional types of courtesy appointments, <b>Joint</b> and <b>Affiliate</b>. These modifiers apply to individuals paid or holding appointments in a primary department or unit of the University who also participate in another department or unit.</p> <ul style="list-style-type: none"> <li>• <b>Joint</b>: Is used for individuals who are teaching and/or supervision of graduate students. This type of appointment may be tenure eligible.</li> <li>• <b>Affiliate</b>: Is used for individuals teaching, research or extension on a regular or infrequent (affiliate) basis. To obtain this modifier a majority vote of the departmental faculty is required in the secondary department(s) to award such status. <ul style="list-style-type: none"> <li>o The rights and privileges of affiliate appointees in the department must be made clear at the time of appointment. Affiliate faculty members are normally reviewed by the departments annually and such appointments may be altered or terminated at any time.</li> </ul> </li> </ul>	Can be used for salaried and temporary (OPS) faculty titles
<b>Emeritus</b>	<p>Is used for faculty members, academic administrators, and other officers of the university designated by the President in connection to their faculty rank when they retire. The title is conferred in recognition of meritorious service, and it entails continued campus courtesies provided to active faculty and administrators.</p> <p>Consideration for this title must take place prior to the faculty member's retirement although the Provost may permit consideration following retirement in exceptional circumstances. Departmental faculty votes on conferring the appointment to the nominee, and the President or designee will make the final determination and notify the Office of Academic Affairs.</p>	Can only be used for salaried faculty titles only and it is non-paid appointment

Modifier	Purpose	Allowed with Faculty titles
<b>Industry</b>	Is used for individuals from industry who are paid with Other Personnel Services (OPS) funds only. Persons appointed with this status may or may not be otherwise affiliated with the University.	Can be used for salaried and temporary (OPS) faculty titles
<b>Multi-year or Term</b>	<p>Is used for faculty who are appointed and employed for a fixed term, unless terminated for cause, as indicated in the employment offer and contract. A multi-year or term contract cannot exceed five (5) years.</p> <p>This modifier means that the appointment, whatever the faculty title or rank, is not a tenured, permanent status, tenure-eligible or permanent status-eligible or accruing appointment.</p>	Can be used for salaried faculty titles only
<b>Of Practice</b>	<p>Is used in conjunction with the faculty title "Professor" for senior faculty appointments. Candidates for this non-tenure faculty rank holds the highest degree appropriate to the field or possess equivalent qualifications based on professional experience.</p> <p>A candidate for this field-specific rank is expected to demonstrate a national or international record of distinction in non-academic achievement pertinent to the position, and have demonstrated applied and practical professional experience relevant to the goals of the academic unit in which she or he will be employed.</p> <p>This position requires ongoing professional engagement in the candidate's practice field, including maintaining professional credentials, and contributions to research, teaching and service within and outside the University. It may not be used with modifiers "Research" or "Clinical."</p>	Can be used for salaried faculty titles only
<b>Program</b>	Is used in those instances where a person holding professional rank is primarily engaged in Florida Cooperative Extension Service work and is funded through non-appropriated sources.	Can be used for salaried faculty titles only

Modifier	Purpose	Allowed with Faculty titles
<b>Provisional</b>	<p>Is used for individuals who are not fully qualified for an academic rank but expect to acquire such qualification in a short period of time. These appointments do not carry eligibility for tenure or permanent status during the duration of the provisional appointment, and individuals holding these appointments do not have a continuing contractual relationship with the University.</p> <p>The appointment may not be extended beyond one (1) year with the exception of a provisional assistant professor or equivalent whose appointment can be extended for one (1) additional year.</p>	Can only be used for salaried faculty titles only
<b>Research or Extension</b>	Is used in those instances when a person holding professional rank is primarily engaged in research or extension.	Can be used for salaried faculty titles only
<b>Visiting</b>	Is used for qualified individuals who have a limited time period of availability to fill the position or if the position itself is only available for a limited period of time. The title cannot be held for more than four (4) years or the equivalent in proportional time unless approved by the Office of Academic Affairs.	Can be used for salaried and temporary (OPS) faculty titles

Questions? Contact Employment Operations and Records at [ufhr-employment@ufl.edu](mailto:ufhr-employment@ufl.edu)