

Rehabilitation Science PhD Program

Graduate Faculty Policy

Program Director: Dr. David Fuller (ddf@php.ufl.edu)

Program Coordinator: Laura Quintana (lauraq@php.ufl.edu)

The University of Florida identifies faculty members who are active in the delivery of educational programming at the graduate level as members of the Graduate Faculty. Membership in the Graduate Faculty is required for, and confers the privilege of serving as chair, co-chair, or member of Rehabilitation Science PhD students' committees. It also confers the responsibility for being willing to serve as an external member on the supervisory committees of graduate students in other departments and programs, or as a representative for the Minor Area of study.

The University of Florida does not have tiered Graduate Faculty status. Therefore, the Rehabilitation Science program recognizes the value of Graduate Faculty across levels of seniority and supports the addition and development of junior faculty within the program. Graduate Faculty who are junior and/or do not have an established mentorship record, will be expected to serve as committee member or co-chair for one or more students and otherwise demonstrate a commitment to strong mentorship, before serving as primary mentor and supervisory committee chair.

The majority of the Rehabilitation Science Graduate Faculty will be comprised of faculty from the three core program departments, occupational therapy, physical therapy, and speech, language pathology. However, as an interdisciplinary program, it may occasionally be appropriate to add members from other departments and colleges.

Criteria for Appointment to the Rehabilitation Science Graduate Faculty

1. University of Florida faculty are eligible to be considered for membership to the Rehabilitation Science Graduate Faculty if they have relevant expertise and a terminal degree appropriate to their academic field or discipline, or show a comparable level of attainment through experience.
2. Appointment to the Graduate Faculty must be supported by a vote, with a two-thirds majority, of the current Rehabilitation Science Graduate Faculty.
3. Note: Faculty appointees in full-time, tenured or tenure-accruing positions at the rank of assistant professor or above, are automatically appointed to the Graduate Faculty in their primary academic units offering a graduate degree. However, because the Rehabilitation Science program is interdisciplinary and does not serve as a primary academic unit, all faculty must be approved by a two-thirds majority vote.

Expectations of Rehabilitation Science Graduate Faculty

1. Graduate Faculty are not appointed for the purpose of serving on a single supervisory committee.
 2. Graduate Faculty are expected to:
 - Be engaged in the Rehabilitation Science PhD program
 - Be willing to serve on Rehabilitation Science student supervisory committees as appropriate
 - Be committed to evidence-based mentoring practices.Graduate Faculty are also encouraged to consider the University of Florida Clinical and Translational Science Institution mentor academy: <https://www.ctsi.ufl.edu/education/medical-fellows/mentor-academy/>
 - Have an understanding of the rules and regulations of the program
 - Participate in department events including socials, dissertation defenses, seminars, and town halls
 - Respond to program emails
 - Vote on all Graduate Faculty nominations
3. Additionally, Graduate Faculty may be asked to:
 - Co-teach the 1-credit RSD6938: Doctoral Seminar

Adopted: 09/27/2021

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- Serve a term on the Rehabilitation Science Steering Committee, Seminar Committee, and/or other standing and ad hoc committees

Procedure for Appointment to Rehabilitation Science Graduate Faculty

- I. Primary Department Approval
 - a. Faculty member obtains approval from their primary department chair to be nominated to the Rehabilitation Science Graduate Faculty.
 - b. Chair approves faculty effort to meet the expectations of Rehabilitation Science Graduate Faculty.
- II. Faculty member is nominated to the Graduate Faculty.
 - a. Faculty may self-nominate by contacting the Rehabilitation Science Program Director and including a copy of their current CV, a brief description of the mentorship experience, and why they would like to join the program.
 - b. Faculty may be nominated by Department Chair or a member of the Rehabilitation Science Steering Committee. Nominator should provide a letter or email of support to the Program Director and a copy of the faculty's CV.
- III. Internal Review and Vote
 - a. Program Director determines if faculty meets the criteria for appointment to the Graduate Faculty
 - b. Nomination is next reviewed by the Rehabilitation Science Steering Committee
 - c. Current Graduate Faculty will vote on the nomination. All Graduate Faculty members are expected to vote, yay, nay, or abstain.
- IV. Courtesy Affiliate Appointment with Rehabilitation Science
 - a. If the Graduate Faculty approves the nomination with a two-thirds majority vote, the program will coordinate a courtesy affiliate appointment for the faculty with the Rehabilitation Science Program.
 - b. The business manager of the primary core department will be responsible for processing the courtesy affiliate appointment. For Graduate Faculty nominations outside of the three core departments, the department of physical therapy will process the courtesy affiliate appointment.

Note: Graduate Faculty status is an academic designation within the University of Florida Graduate School. A courtesy affiliate appointment is a Human Resources (HR) affiliation with the Rehabilitation Science program that is required by the College of Public Health and Health Professions. Because the Rehabilitation Science program is interdisciplinary, no faculty are primarily appointed to the Rehabilitation Science program and a courtesy affiliate appointment is the appropriate HR appointment for all Graduate Faculty.
- V. Graduate Faculty Appointment Request to the University of Florida Graduate School
 - a. Once the courtesy affiliate appointment is in place, the program will submit a Graduate Faculty Appointment Request to the Graduate School.
 - b. Appointments to the Graduate Faculty must be approved by the College of Health and Health Professions, and are reviewed by the Graduate School before formal approval by the Dean of the Graduate School.
- VI. Faculty will receive an email from the Graduate School when their appointment is complete

The Rehabilitation Science program complies with the rules and regulations of Graduate Faculty membership set by the University of Florida Graduate School. Should there be a conflict with this document, the program defers to the Graduate School: <http://graduateschool.ufl.edu/faculty--staff/resources/graduate-faculty/>