

**These recommendations are designed for the bargaining committee to distribute to the colleges as a resource for fulfilling Article 9.3.G. of the 2018-2021 Collective Bargaining Agreement (CBA).**

Student-related scholarly and instructional activities are critical for student success. College-level processes for compensating faculty for Individualized Learning Activities (ILA) in excess of their full assignment may increase these opportunities for students and will ensure equitable compensation for these activities within colleges.

We recommend that colleges follow these principles while developing the process for monetary and/or non-monetary compensation for FGCU undergraduate and graduate student-related scholarly and instructional activities that are in excess of their full academic assignment:

- a. Compensate faculty for teaching or supervising any student activities required for graduation;**
- b. Compensate faculty for teaching or supervising any tuition-generating activity;**
- c. Compensate specific instructional/scholarly supervisory activities above the standard faculty assignment (e.g. supervision of student research, honors contracts);**
- d. Compensate faculty for teaching or supervising any activities for which students earn credits;**
- e. Ensure that there is a process in place for keeping track of activities whenever a cumulative system is used to assign compensation to faculty, including an expiration date for accumulation.**

Below, we have included many examples of Individualized Learning Activities and suggestions for compensation of those activities; this is not an exhaustive list.

The recommendations summarized below are from perceived, or potential, perspectives of the faculty and administration. The quantities, sizes, or scope of the recommendations below could be changed by colleges based on their resources.

## **Directed Independent Study (DIS) Courses**

<b>Faculty Interest Based Recommendation</b>	<b>Administrative Recommendations</b>
<ul style="list-style-type: none"><li>• Compensation in the form of a course assignment.</li><li>• Compensation in the form of an overload.</li><li>• Compensation in the form of a fixed amount. For example, an amount no less than \$1200 per DIS course. However, it is recommended that whatever amount is decided by a college remains equitable among all colleges.</li></ul>	<ul style="list-style-type: none"><li>• Any policy adopted by the faculty members, per majority vote, shall be presented to the chair and the Dean for approval.</li><li>• If the policy is not approved, reasons shall be provided, and a second vote shall be conducted. The policy would be sent for approval by the chair and the Dean.</li></ul>

<b>Faculty Interest Based Recommendation</b>	<b>Administrative Recommendations</b>
<ul style="list-style-type: none"> <li>• Compensation in the form of a determined fraction of the tuition generated or a fraction of the faculty's salary, not to exceed \$1200 per credit hour when faculty is on contract as 1.0 FTE (or the current pay for an overload course).</li> <li>• Faculty member creates a syllabus that follows the FGCU syllabus guidelines and includes a course schedule for a DIS prior to students registering for the course. These are advised so a DIS course offers and maintains the same academic quality as any other course.</li> </ul>	<ul style="list-style-type: none"> <li>• If a resolution is not reached after the second vote, a UFF representative shall be brought in for consultation. If a resolution is not reached after a consultation, the policy shall be presented to the Provost who will make the final decision upon considering suggestions from UFF.</li> <li>• Require faculty to submit syllabus with course schedule prior to posting course on Gulfline schedule.</li> <li>• Require a contract be established between the student and the faculty member.</li> <li>• A limit on the DIS per semester. For instance, the maximum number of DIS per semester be limited to two.</li> <li>• A "window period" to request for a DIS shall be made. For example, say 1 to 3 months prior to the start of a semester.</li> </ul>

## Thesis (Master's Level Students)

<b>Faculty Interest Based Recommendation</b>	<b>Administrative Recommendations</b>
<ul style="list-style-type: none"> <li>• The thesis chair/ advisor receives a course assignment per semester.</li> <li>• The first committee member receives a two-credit course assignment per semester.</li> <li>• Any committee member beyond those two persons, including an external advisor, receives a 1 credit course assignment.</li> <li>• Faculty may choose to accrue credits for a later semester with approval of the department chair.</li> <li>• Accrued credits may be counted toward annual/FMLA leave. The faculty member may take all, or part, of their accrued credit as leave.</li> <li>• Faculty shall be compensated for the semester when a student completes the thesis as a determined fraction of the tuition paid for all thesis credits.</li> </ul>	<ul style="list-style-type: none"> <li>• Any policy adopted by the faculty members, per majority vote, shall be presented to the chair and the Dean for approval.</li> <li>• If the policy is not approved, reasons shall be provided, and a second vote shall be conducted. The policy would be sent for approval by the chair and the Dean.</li> <li>• If a resolution is not reached after the second vote, a UFF representative shall be brought in for consultation. If a resolution is not reached after a consultation, the policy shall be presented to the Provost who will make the final decision upon considering suggestions from UFF.</li> <li>• Thesis chair/advisor provides a progress report per active thesis student per semester.</li> </ul>

## Research Mentoring, including Directed Research Courses, Practicum, etc.

Research is an integral part of every faculty member's scholarship. Mentoring students, albeit a valuable part of a faculty members' scholarship, requires a lot of time and often results only in a research day poster which most departments do not consider to be a significant contribution toward faculty member's scholarship. The following recommendations may offer a solution.

Faculty Interest Based Recommendation	Administrative Recommendations
<ul style="list-style-type: none"> <li>• The number of projects that a faculty member takes on per academic year shall not be limited.</li> <li>• A reasonable number of credits shall be assigned per project (not per student), however, a maximum number of credits should be specified so that faculty equity is maintained.</li> <li>• Faculty may choose to accrue credits that can be counted toward scholarship.</li> <li>• The number of accrued credits required for scholarship or annual leave shall be determined by the unit. The credits shall not be redeemed for any form of monetary compensation. This recommendation is intended to maintain faculty commitment to research.</li> </ul>	<ul style="list-style-type: none"> <li>• Any policy adopted by the faculty members, per majority vote, shall be presented to the chair and the Dean for approval.</li> <li>• If the policy is not approved, reasons shall be provided, and a second vote shall be conducted. The policy would be sent for approval by the chair and the Dean.</li> <li>• If a resolution is not reached after the second vote, a UFF representative shall be brought in for consultation. If a resolution is not reached after a consultation, the policy shall be presented to the Provost who will make the final decision upon considering suggestions from UFF.</li> <li>• Scholarship requirements are college wide and shall be counted toward promotion.</li> <li>• The Provost shall be advised clearly on how to assess such mentorship during a promotion portfolio review.</li> </ul>

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