

RESOLUTION

ESTABLISHING UNIFORM ASSIGNMENT, RECOGNITION, AND COMPENSATION FOR FACULTY MEMBERS THAT ENGAGE IN INSTRUCTIONAL ACTIVITIES THAT ARE PRESENTLY UNCOMPENSATED

Adopted January 25, 2013

Whereas, independent study, undergraduate and graduate research, culminating projects (including senior theses, post-bachelor's theses, projects and dissertations) as well as field experience/internship opportunities provide students at Florida Gulf Coast University with some of their richest educational experiences;

Whereas, individualized and independent study courses can provide students with a required course or equivalent educational experience that are not otherwise offered in a student's needed time frame or can expand academic offerings beyond those in the course catalog;

Whereas, Florida Gulf Coast University states a commitment to undergraduate research that is best served through faculty-mentored experiences;

Whereas, Florida Gulf Coast University has established graduate programs and continues to develop additional graduate programs across the university that require extensive faculty attention and time;

Whereas, internship opportunities provide students with field experiences that take their classroom knowledge into the communities, which advances the university's mission and can result in meaningful career preparation for students;

Knowing that faculty members from across the university support these diverse instructional opportunities by teaching independent study courses, mentoring undergraduate and graduate research projects, providing individual expertise, as well as coordinating internship experiences without regular, reliable, or equitable compensation;

Knowing that when faculty members engage in uncompensated instructional activities with students that are paying tuition to the university;

Knowing that for faculty these experiences are often considered "voluntary" but are required of students to complete degree programs, which places faculty in difficult ethical positions;

Knowing that faculty members from across the university are starting to reduce their participation in these exceptional education opportunities for students because of a lack of compensation or because of opportunity costs resulting from engagement in instructional activities that do not lead to recognition toward annual review or promotion,

The Faculty Senate Resolves to strongly encourage the Florida Gulf Coast University Administration and the Florida Gulf Coast University Chapter of the United Faculty of Florida to engage in meaningful, timely, bargaining with respect to uncompensated instructional activities – both those that have been completed in the past and those that may be undertaken in the future – that draws on data gathered by the UFF, the Faculty Affairs Team of the Faculty Senate, and the full Senate, to establish uniform assignment, recognition and compensation policies for faculty support of independent study, undergraduate and graduate research, as well as internship opportunities and other similar field experiences. The Faculty Senate further resolves to request that the administration and UFF report back to Faculty Senate on the progress of negotiations toward this goal in timely fashion.