

To: Gabriel Lugo, President, UNCW Faculty Senate

From: Faculty Welfare Committee

Date: December 11, 2011

Subject: Motion recommending faculty compensation for thesis direction, internship supervision, and supervision of directed independent studies

Whereas, based on our research, we have determined the following:

1. That the College of Arts and Science's (CAS) Policies Manual explicitly states that "As resources permit, departments may receive the Dean's approval to count credit-hour equivalencies in their faculty members' teaching loads" (p. 43).
2. That the CAS Policies Manual specifies the following Credit-Hour Equivalents (CHEs) for the following teaching activities (p. 43):
 - Supervision of internships and practica: 3 contact hours per week in the field or in follow up seminar = 1 CHE
 - Supervision of student teaching: each 5 students supervised = 3 CHEs
 - Supervision of master's thesis = 1 CHE
 - Supervision of honors thesis or directed individual studies course: 1 student credit hour = 0.2 CHE
 - Labs and other classes that meet for more hours weekly than reflected in their student credit hours and that require extensive instructor preparation for class and extensive evaluation of student performance: 1 CHE per additional hour beyond the published credit hours for the course
3. That neither the Cameron School of Business, the College of Health and Human Services, nor the Watson School of Education has an official and uniform policy regarding faculty compensation or acknowledgement for thesis direction or the supervision of directed independent studies.
4. That despite the CAS policy, many departments within CAS do not take account of nor reward faculty in a systematic way for these activities.
5. That in Fall 2011, 911 UNCW students enrolled in 2,389 credit hours of several categories of faculty-supervised, applied learning experiences, including directed independent studies (491), honors theses (499), and master's theses (599).
6. And that in the absence of merit increases for faculty for numerous years running, these teaching activities, which provide great benefits to students, recognition for our institution, and relate directly to our planned Quality Enhancement Plan focus of Transformative Education through Applied Learning, amount to service work on the part of faculty.

In response, the Faculty Welfare Committee proposes that all departments within CAS and the professional schools at UNCW create formal, written policies to recognize and systematically reward faculty for their cumulative participation in these significant teaching activities.