

## Recommendations from the Ephemeral Team on Uncompensated Teaching: Clarifying Points

### Uncompensated Teaching

**Internships or research courses: faculty member is not the instructor of record**

The team recommended these should be compensated at the same rate as an uncompensated independent research or internship course where the instructor *is* of record provided that the instructor of record for such a course confirms that the faculty member indeed supervised a student. The faculty member should provide the course name and CRN and the name of the student on the ILA form. The Dean's office will contact the instructor of record for the internship or research course listed on the form to confirm that the faculty member hosted interns or research students. Further, the ephemeral team notes that an in-load instructor of record who may be mentoring students in such a course is not eligible for uncompensated teaching for that course.

**Independent study or research courses: both graduate and undergraduate students enrolled (ex., a 5000 level course)**

The team recommended that the faculty should indicate the name of the student on the ILA form and would be given appropriate points based on the status of the student.

**Course work with graduate students**

The team recommends that independent course work with graduate students be tracked similarly to undergraduate course work. Beginning in the Fall of 2020, faculty reporting Master's thesis supervision should report on a per semester basis up to a max. of 6 thesis credit hours per student. For mentoring a master's capstone project, master's practicum, and conducting a comprehensive exam course, these points should be awarded the semester the student is enrolled. For members of Master's thesis committee, points are awarded the semester the student graduates. If faculty co-mentor a student through a thesis, practicum, or capstone project, faculty should split the number of points per semester. For example, two co-mentors on a thesis project would each claim 12.5 points per credit hour per student. The graduate faculty advisor is not eligible for Master's thesis committee points for the same student.

<b>Out-of-unit faculty</b>	The team recommends that out-of-unit faculty requesting compensation for uncompensated teaching verify course loads with their supervisor in accordance with their out-of-unit appointment prior to submitting an Individualized Learning Activity form.
<b>NOT Uncompensated Teaching</b>	
<b>Unregistered students doing research or internship tasks: students are paid as FGCU employees (OPS)</b>	The team recommended these not be considered as uncompensated teaching since, while these are valuable experiences for students, compensating the faculty would not be a budget neutral activity when students are being compensated and unregistered. Additionally, many of these students may also be enrolling in courses that can be awarded uncompensated teaching.
<b>Unregistered students doing research: students are either volunteering or receiving service learning for their efforts</b>	The team recommended that these should not count toward uncompensated teaching giving the following rationale: 1) students are not held to any assessment of their work, 2) the faculty-student level of participation in the teaching would be hard to document, and 3) this does not represent a budget neutral activity if students are unregistered.
<b>Over-enrollment on class caps</b>	The team did not recommend uncompensated teaching credit for over-enrollment of a class noting that over-enrollment does not require extra prep or separate time outside of class time to work with students like an independent study would.
<b>Faculty on Sabbatical or Professional Development Leave</b>	The team did not recommend uncompensated teaching credit for faculty conducting scholarship with FGCU students as a part of their sabbatical or PD leave. This is because faculty are already being compensated for this activity as leave.