

Uncompensated Activity Process in the College of Arts and Sciences

CBA, Article 9:

G. No later than August 1, 2019, each college/unit shall have a process in place that addresses monetary and/or non-monetary compensation for FGCU student-related scholarly and instructional activities that are in excess of their full academic assignment. No employee assignment shall be imposed arbitrarily or unreasonably.

Main Elements:

1. Faculty, whether in-unit or out of unit, accrue points for Individualized Learning Activities (ILA), according to the point scale below. World Class Faculty, Eminent Scholars, and Endowed Chair positions are ineligible.
2. Faculty are awarded points at the end of the semester¹ upon completion of the ILA, e.g., completion of an internship, after final grades are submitted for an independent study. No points are awarded for students receiving a W. Faculty shall use the most recent version of the Individualized Learning Activity Form provided by the CAS Dean's office.
3. Points can be accumulated ("banked") over a multi-year period, but must be reported to the Dean's office before the end of the next semester. For example, Fall reports must be turned in before the end of the following Spring semester.
4. Faculty who accrue 600 points receive one course overload pay (\$3600), which must be taken within the next calendar year. Faculty are eligible for one payout per calendar year. Faculty may be able in some cases to convert to course release, depending on departmental needs. Points in excess of 600 will roll into the next accumulation.
5. Faculty may accrue a maximum of 300 points in any one semester.
6. Points are only given for ILAs that are not part of a project for which faculty receive extra compensation (e.g. summer pay or overloads.) Faculty with a grant course buy-out may claim points for students enrolled in research courses.
7. ILAs that are conducted as a unitary independent study or directed research course must have a syllabus for the course that complies with Faculty Senate guidelines.

Point Scale:

- Supervising Master's Thesis: 25 points per Student Credit Hour (SCH) (max. 6)
- Member of Master's thesis committee, or mentoring required Master's capstone project/practicum outside of load, or conducting comprehensive exam course: 40 points
- Internship supervision: 30 points per student
- Independent study or directed research course:
 - Graduate: 20 points per Student Credit Hour (SCH)
 - Undergraduate: 15 points per SCH

¹ In this document, "semester" means one of the full-length Fall (16 weeks), Spring (16 weeks), or Summer (12 weeks) terms.