

Longwood University Faculty Senate
PROPOSAL/POLICY COVER SHEET

This cover sheet is intended to provide information to members of the Faculty Senate about a new proposal/policy or about revisions to an existing proposal/policy. **If you are proposing a new policy, then attach the text of the policy to this form. If you are proposing a change to an existing policy, then attach the text of the current policy with any deleted language marked by a strikethrough and with new language marked by an underline. If you are deleting a policy, then attach the text of the policy to be deleted.**

COMMITTEE(S) that authored or sponsored this proposal:

Graduate Council

TOPIC: Faculty thesis Compensation

BACKGROUND (Provide a brief statement describing the origins of this proposal, the nature of the problem it addresses, and the work completed to devise the proposal);

Several graduate programs either require a Master's Thesis or have a Thesis option as part of their program. The current FPPM language has been in place too long and does not meet the needs of the faculty directing the theses. Over the years, as graduate programs have grown and expanded, the compensation stipulations in the FPPM have proven inadequate to insure that faculty directing these time-consuming, but necessary, projects are compensated for their work, for which students are paying tuition. The standard of doing six theses is untenable; it doesn't allow the level of support necessary for the faculty member to properly support students. Tying compensation to three completed theses means that faculty must do in excess of 18 credit hours of direction for compensation of any kind. Many faculty have remained uncompensated; some have even retired without being compensated for thesis direction. This change simply corrects and updates the language to insure that faculty workload is manageable and faculty are compensated for the hours they put in, above and beyond their teaching load, to thesis direction.

SUMMARY OF NEW POLICY OR PROPOSED CHANGES OR DELETIONS TO AN EXISTING POLICY (Provide a brief list or statement describing the content of the policy or the proposed changes or deletions):

Current FPPM Copy:

SECTION II. INSTRUCTION AND ADVISING

A: Academic Load:

5. Reassigned time

d. **Thesis direction (graduate faculty).** No faculty member should direct more than 6 thesis projects simultaneously. One course reassigned time or compensation

while directing three theses, or following completion of three theses.

Proposed Changes:

SECTION II. INSTRUCTION AND ADVISING

A: Academic Load:

5. Reassigned time

d. **Thesis direction (graduate faculty).** No faculty member should direct more than 6 thesis projects simultaneously. ~~One course reassigned time or compensation while directing three theses, or following completion of three theses.~~ **Each faculty member chairing a thesis committee shall receive reassigned time or be compensated for each thesis directed.**

RATIONALE FOR THE POLICY OR PROPOSED CHANGES (Provide a brief statement as to why the new policy, the changes, or the deletion is needed):

The FFPM language is out-of-date and does not adequately address the time required to oversee theses. The standard of doing six theses is untenable; it doesn't allow the level of support necessary for the faculty member to adequately support students. Thesis direction requires a significant amount of time and academic energy, outside of the teaching load, that should be compensated in some way per thesis especially since students pay tuition for these thesis hours. Waiting for an accumulation of three theses may mean that faculty are *never* compensated for up to six credit hours of direction and work per thesis. This change simply updates and corrects the language to reflect the evolving needs within our programs.

Date submitted to Senate Executive Committee for Consideration: Oct 1, 2015

Action(s) Taken: Referred to Oct 8, 2015, Senate Meeting

Date first read at Faculty Senate: Oct. 8, 2015

Action(s) Taken: **Amended:** No faculty member should direct more than 6 thesis projects simultaneously. Each faculty member ~~chairing~~ directing a thesis ~~committee~~ shall receive reassigned time or be compensated for each thesis directed.

Date final action taken by Faculty Senate: Oct. 8, 2105

Final action(s) Taken: Approved as amended