

USM Principles Concerning Compensation for Independent Studies

The 2013-2015 AFUM collective bargaining agreement contains a new consideration, detailed in Article 11 C 3.1:

Unit members who are teaching full course loads who engage in properly pre-approved individualized instruction and/or independent study and/or directed study (hereafter referred to as “independent study”) shall be paid at least five percent (5%) of the appropriate overload rate per student for such work. Independent study is not intended to replace regularly scheduled classes or cancelled classes.

This document seeks to initially define “independent study” for the purpose of compensation. These principles flow from a conversation with AFUM leadership, and are operational for one (1) year at which time AFUM, academic leadership, and other interested faculty members will meet to review and if necessary, revise these considerations. That meeting will take place in May 2015.

Principles:

- Independent Studies are designed to meet genuine student needs and interests that are not by standard coursework. They are not to replace standard coursework nor are they intended to replace a cancelled course. This principle recognizes that, in rare situations an independent study may be offered to a student as a replacement for a course required for graduation that is otherwise unavailable to the student.
- Independent Studies should be undertaken by full-time faculty members,. Independent Studies may be undertaken by adjunct faculty members only with the permission of the chair and the Dean.
- Internships, Field Experiences, and Practicum are not considered Independent Study when they are within a faculty member’s load.
- Graduate dissertation work is not considered Independent Study, when it is within a faculty member’s load.
- A faculty member who has five (5) approved Independent Studies per semester will need to consult and gain approval from their Dean before they can add more approved Independent Studies to that semester’s load.
- The department chair will approve the academic proposal for the Independent Study and the Dean will approve the expenditure. Students are responsible for completing the appropriate academic paperwork as dictated by the respective programs. Faculty and chairs are responsible for ensuring the necessary form is completed and forwarded to the Dean.
- Compensation will be made after the grade for the Independent Study has been posted. No payment will be made if the student withdraws from the course.