General Education—First Year Experience

Incentive Proposal for sections taught by CAS Faculty

Two-year Program, Final Policy Statement — July 31, 2014

Given the success of prior funding programs which end with the conclusion of the Winter 2014 semester, and the need to offer substantially more sections of UNV 100 in the fall semesters, the CAS Interim Dean and Executive Committee have reviewed the existing policy and have decided to recommend its implementation in modified form for another two years. The term of this extension runs from Spring 2014 through Winter 2016. As with the earlier pilot programs, the Dean’s office will report any matters of concern related to administration of this program to the Executive Committee and the Council of Chairs, and recommend to both bodies any modifications to this agreement. Provisions of the pilot program are based on the understanding of an 80/20 tuition split for FYE courses.

1) Support staffing needs will be monitored carefully by the CAS Dean’s office; if need is established and resources are available, the Dean’s office will consider a dedicated staff appointed in support of the FYE and General Education.

2) Faculty compensation: In line with University policy, and in the spirit of a successfully implemented general education program, FYE’s ideally should be taught in-load by lecturers III or IV or tenure-track or tenured faculty. Overloads may occur, but should be the exception. Lecturer II’s with an established commitment to UM-Flint and the College may be considered for the FYE.
   - Faculty teaching a 4 s.h. FYE in-load will either be asked to balance their contractually required credit hours over Fall and Winter semesters or will be paid a 1/27th overload for each additional credit hour taught.
   - As an added incentive, individuals developing a FYE will receive $1000 in the first semester the approved course is offered.
   - Individuals offering their FYE in the Fall Semester will receive $1,500. Individuals offering their FYE in the Winter Semester or Summer Term will receive $500. Faculty may receive no more than one payment per semester (i.e., there is no additional payment for teaching two FYEs in a single semester.)

3) Departments with a demonstrated commitment to providing sections of FYE through past offerings and a plan for releasing faculty to teach FYE courses should make this known in post requests. Given the college’s mission and role in providing General Education instruction, the Dean and Executive Committee will consider a program or Department’s contribution to general education in reviewing post requests.

4) It is expected that funds to support items 1-2 will be drawn from program revenues deriving from implementation of the FYE.