

Senate Resolution

Whereas, the Faculty has primary responsibility for the development and content of courses, curriculum, and programs of study, and for individual teaching assignments;

Whereas, practica/internships and independent studies are an integral part of our academic curricula and programs of study;

Whereas, recently, despite strong faculty protests, authoritarian administrative demands have been made on some departments in A&S 1) to reduce load credits given to faculty for supervising internships, resulting in a limit to the number of internships that can be offered, and 2) to limit numbers of independent studies in a way that uses the assignment of load credits to shape our academic programs; and 3) to harm our students by limiting their educational and potential career opportunities;

Whereas, despite numerous requests to be provided with a reasonable explanation for these demands for changes, no rationale was provided to faculty in a timely fashion about why such demands are being made;

Whereas, administration has refused to participate in a timely way in negotiations on a side letter regarding the offering of internships and independent studies;

Whereas, the imposition of stringent and unreasonable limits on these courses by administration, violates faculty's rights for the development and content of courses, curricula, and programs of study, as well as faculty determination of curricula and programs of study;

Whereas, usurping faculty responsibility to determine curricula violates the principles of academic freedom and shared governance;

Whereas, the administration's actions are inconsistent with the advertisement on www.ccsu.edu's home page of internships as "the key to your future" and the recent designation of CCSU as a Carnegie Community Engagement Institution;

Resolved, that the Senate demands that the administration

- 1) cease and desist in its authoritarian mandate to limit numbers of independent studies and assignment of internship load credits thereby shaping academic programs;
- 2) return to a true collaboration with faculty (as has occurred in the past) and base its decision making about internships and independent studies upon true collaborations with departments, past practice, and sound educational principles; and
- 3) communicate clearly and in a timely fashion to affected faculty about any curricular changes being requested by administration.

School expectations for internships (draft):

Internships are:

- off-campus (generally);
- unpaid;
- eligible for academic credit by virtue of their academic content; and,
- scheduled in the previous academic semester via a formal application process.

Students should:

- complete approximately 100 hours of internship at the sponsoring organization per three academic credits, supplemented by additional hours of on-ground coursework that discusses professional development, relationship between theory and practice, etc.; and,
- produce written academic work beyond what they produce for their sponsors.

Students may not receive credit simply for work or field experience.

Faculty should:

- provide an academic framework for student internships;
- observe students in their internship placement;
- meet with field supervisors at least once per semester; and,
- provide regular assessment data detailing the effectiveness of their internship program.

Sponsoring organizations should:

- be prepared to provide documentation, attesting to student contributions to community engagement, for the purpose of assessing the internship programs; and,
- allow field supervisors to meet with CCSU faculty on campus periodically to discuss expectations for internships, discuss issues as they arise, etc.

Memorandum of Understanding

At a meeting of Monday, May 4th, between the Dean of Arts and Science and members of the Psychology Department, we established the following regarding internships and independent readings and research:

The psychology department holds that Internships and independent readings and research are essential parts of the psychology program necessary to provide avenues toward student success. Curriculum issues relevant to the Department need to be made by the Department in consultation with the Dean. However, in recognition of the extraordinary budget problems that are facing the state and the university, we came to an understanding of the following:

1. Regarding Psy 496 (Internship in Psychological Application). The psychology department will create a "lecture" (LE) section of Psy 496 (Internship in Psychological Application) with enrollment of 12-15 students. Internships will be approved at the Department level. Course requirements will be made by arrangement with the faculty member, the student and the onsite supervisor, as specified on the forms. No additional attendance at a lecture class will be required. The department will keep the all traditional paperwork and forms for Psy 496. This should have no impact on student experience or on their transcript. Administratively, students will be assigned to an LE section rather than a "practica" section. The course will carry 3 credits of faculty load which will be divided among faculty supervisors as determined by the department. It will however effectively reduce the load credit that the faculty receive for supervising internships from .33 credits for a three credit internship to approximately .20 credits for supervising the internship depending on number of students enrolled. This agreement is not to set precedent.

2. Regarding Psy 499 (Independent Reading and Research in Psychology). For contractual and practical reasons, and not to set precedent, we will suspend the use of Psy 499 (Independent Reading and Research in Psychology) for the Fall semester and replace it with a "lecture" (LE) section of Psy 498 to be called: "Topics in Psychology: Research and Reading" with enrollment of 12-15 students. Course requirements will be made by arrangement with the supervising faculty member. Course requirements will be approved at the Department level by arrangement with the faculty member and the student as specified on the standard special project form and any supporting documentation. No additional attendance at a lecture class will be required. The department will keep all traditional paperwork and forms for Psy 499, except the course will be called Psy 498 "Topics in Psychology: Research and Reading". Administratively, students will be assigned to an LE section rather than an Independent Study section. This should have no impact on student experience or on their transcript. Effectively, this will reduce the load credit that the faculty receive for supervising these experiences from .33 credits for a three credit Psy 499 to approximately .20 credits for supervising a 3 credit Psy 498 depending on number of students enrolled. These Psy 498's will be approved at the Department level. If the student exceeds their "limit" of Psy 498 because of this change, the student will need to get an override from the Department Chair or Assistant Chair in order to enroll.

3. Required *graduate level* internships and advanced independent reading and research that are required as part of the plan of study will be processed as usual. The student's planned program should be up to date and reflect this requirement. A copy of the program should be attached to submitted paperwork.

4. This agreement will be in place for the defined and limited time period of the Fall semester of 2009 and may be renewed upon agreement by the Dean and the Department. This agreement is temporary and voluntary on the part of the Psychology Department and is not meant to be precedent setting.

5. For Summer of 2009, Psy 496 Internship in Psychological Application and Psy 499 Independent Reading and Research in Psychology will be processed during the first summer session only.

Present at meeting: Carol Shaw Austad, Laura Bowman, Joanne DiPlacido, Steven Horowitz, Susan Pease, Brad Waite, Robert Wolfe.

Approved by vote of Department of Psychology at our meeting of May 11th, 2009.

Side Letter Proposal for A&S Internship Courses

The School of Arts & Sciences and AAUP agree to adjust load credit under Article 10.4 of the Collective Bargaining Agreement for teaching undergraduate internship courses.

Internships provide students with valuable, educational opportunities and support the University's commitment to community engagement. At the same time, the number of students within an internship course is often too small and under normal circumstances the course would be cancelled. In addition, due to the fact that the majority of work students perform for an internship requires them to be off campus for 10 – 15 hours per week working in a placement, it is unreasonable to expect the class to meet for three (3) fifty (50) minute hours per week.

It is agreed that faculty load credit in undergraduate internship courses will be calculated as follows:

- 0.33 faculty load credit per student for courses with enrollment between 1 and 8;
- 3.00 faculty load credit total for courses with enrollment between 9 and 15.

It is agreed that the course will meet on campus 5-7 times each semester with dates and times to be determined by the instructor.

It is agreed that internship courses at CCSU have the following common features:

- an application process open to all students in their area, based on selection criteria developed by the faculty;
- supervising faculty will conduct at least one site visit per student placement;
- professors will administer student opinion surveys each semester;
- the maintenance of assessment data on internship programs.

Except in unusual circumstances and with approval of the dean, student internship experiences are unpaid. No faculty member will receive load credit for internships out of state.

The existing agreement with the Department of Criminology and Criminal Justice regarding internship load credit shall remain in force.