

**Final Agreement
May 8, 2001**

**William Paterson University
Compensation for Supervision of Thesis and Independent Study**

The University and the Union agree that:

- A. Overload compensation for one-on-one thesis and/or independent study supervision requires a minimum of 800 minutes of student contact per student.
1. The rate of compensation for the supervision of graduate thesis, undergraduate honors thesis, or independent study shall be 1.17 credits times the current overload rate per student per 800 minutes of student contact.
 2. Compensation for supervision of students writing a master's or honor's thesis or involved in an independent study shall be on an overload basis only.
 3. No faculty, librarian or professional staff member will be approved to participate in more than a total of 3 independent study and/or thesis supervision assignments per semester.
 4. Where the department or program provides for supervising graduate theses through a seminar course, compensation will consist of the allocation of student credit hours (3 to 4) for the course, times one-and-one-third (1.33) on-load or overload depending on programmatic need.
- B. The schedule of compensation shall become effective with the Spring Semester 2001, opening January 16, 2001. This program applies to the Fall, Spring and Summer sessions.
- C. The total period of compensation for supervision of a single student project shall be defined by the number of student credits for which a student registers, not to exceed two semester courses or 6-8 credits, whichever is greater.
- D. No compensation will be awarded without official approval according to applicable University policy and approval by the involved Department Chairperson, Program Director (where applicable), and the Dean of the College in which the faculty member is based.
- E. The University and the Union agree to review this policy and implementation by January 30, 2002 or at any date thereafter with thirty days prior notice.

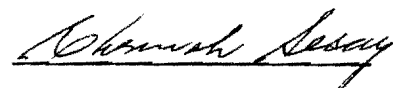
For the Union



Susanna Thardi

5/17/01

For the University



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