



*Student Government Association
On this day, February 25, 2020*

A RESOLUTION REGARDING FAIR COMPENSATION FOR FACULTY

WHEREIN, the members of the Student Government Association stand with the Emerson College Chapter of the American Association of University Professors (ECCAAUP), and their claim to additional compensation for full time faculty who may choose to lead a directed study¹.

WHEREAS, the full-time faculty receive no monetary compensation for their work on directed study. Professors leading directed studies are expected to help curate a reading list, meet weekly with their student, and give a final grade on the directed study. These duties add to the full time faculty workload because of their unique nature. Considering directed study as an existing condition of a professor's salary does not emulate the extra effort put in by said faculty member. We feel the continuation of a lack of respect for the faculty members' time and effort constitutes violation of Emerson College's non-negotiable values laid out in their Vision and Values statement.

Emerson College's directed study is a unique opportunity for students. According to data gathered by the Office of the Registrar, there have been a total of 1580 directed studies within the last ten years (2009 - 2019), and an average of 158 completed directed studies per academic year. Specialized one-on-one learning gives students a chance to utilize what they have learned in traditional classes, and apply those skills towards expanding their knowledge beyond the official offerings of Emerson College's course catalogue. Furthermore, the mentorship between student and professor aids Emerson students as they continue forward in their education and careers.

It's important to consider the influx of Marlboro students the college is expecting in the Fall and the style education to which those students are accustomed. As Emerson and Marlboro College align campuses, we must also acknowledge the alignment of our core values. Marlboro students were made a [promise](#)² from their college that, "no matter what you study, you'll graduate with the skills you need for a successful life, however you choose to define it". For many students, that promise is fulfilled by individually driven study. Emerson students were made a similar promise, commonly referred to as our

¹ <http://www2.emerson.edu/sites/default/files/Files/Academics/academic-affairs-undergrad-catalogue-2019-2020.pdf>, Undergraduate Catalog 2019–2020, pg.51

² <https://www.marlboro.edu/about/the-marlboro-promise/>

[Vision & Values](#)³. We chose Emerson on a promise of academic excellence in collaborative environments, fueled by exceptionally talented faculty who would help us find our voice, hone our craft, and move the world forward. It is through the uninhibited participation of faculty that directed studies thrive in simulating real world collaboration.

However, in light of these financial disparities, the ECCAAUP encourages full time faculty to refuse proposals of directed study beginning in Fall 2020. This action will effectively halt one of one of Emerson’s most individualized forms of education. The impending arrival of Marlboro students further sheds light on the importance of directed study, as these students are accustomed to the type of one-on-one learning a directed study offers. A fact sheet from the ECCAAUP states that their policy for the Fall, “will negatively impact students’ ability to explore independent areas of study... However, students deserve to know where their tuition dollars are going.”

THEREFORE, LET IT BE RESOLVED, that the Student Government Association recognizes the ECCAAUP’s stance on the matter, and their decision to forgo directed study in the Fall, as a necessary action for change. We understand the importance of fair compensation for the extra effort put in by an individual. We can only hope the administration can realize this as well, so that directed study may continue on in the future.

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³ <https://www.emerson.edu/about-emerson/vision-values>