

COMMITTEE ON ACADEMIC POLICY
MINUTES OF MEETING #10
Thursday February 6th, 2020
Faculty Governance Office, SL 226

Attendees: G. Heineman (Chair), A. Heinricher (Provost's office), A. Hall-Phillips, J. Rulfs, S. Weekes, Michael MacGregor (PH '23)

The meeting was called to order at 10:03 am

1. Prof. Heineman reported that the Workday Student module is not yet available. Prof. Heineman and Dean Heinricher continue to work with the Workday Student Liaison group.
2. The minutes from meeting #9 (January 30, 2020) were approved.
3. The committee continued its discussion of the Pay for Credit policy. Prof. Heineman gave an overview of the history of the Pay for Credit policy which was motivated by changes and discussions about the U. S. Department of Labor rules about Internship Programs under the Fair Labor Standards Act (FLSA). There is a "test for unpaid interns and students" at <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/whdfs71.pdf> that courts have used to help companies determine whether a student should be considered an intern under the FLSA. If a student is determined to be an employee, then the student is entitled to wages.

It was emphasized that what matters is each company's determination as to whether a student working on a project that they are sponsoring should be considered an intern rather than the university's opinion. However, the committee wants a clear policy that articulates when students may or may not accept pay from a company sponsor for their project work.

The committee members agreed that the general principles that would guide such a policy would include the recognition that the primary work is academic, that the faculty advisor(s) must play a central role in the project, that there would be no registration for work done prior to registration, and that a sponsored project agreement would need to be signed well before the start of the projects.

4. The meeting adjourned at 10:58 am.