

CAP MOTION ON PAY FOR CREDIT

- Faculty members of CAP
 - Joe Beck
 - Luca Capogna
 - Jim Doyle (Chair)
 - Mike Elmes
 - Jim Hanlan
 - Art Heinricher
 - Jill Rulfs

CURRENT POLICY



Students can earn pay or credit when working with external sponsors, but not both.

THE PROBLEM



Intern Justice

Unpaid Internship Lawsuits

An increase in litigation related to student internships based on the 1938 Fair Labor Standards Act

Increased complexity and uncertainty for companies trying to comply

THE PROBLEM



Companies also want to avoid negative publicity

An increasing number of companies are insisting that all students they work with be paid

THE SITUATION

- There are 55 MQPs sponsored by 44 companies involving 166 students in AY15/16
- In AY14/15 the pay for credit issue impacted 5 projects and 14 students
- In recent years 11 different corporate sponsors have been lost due to the pay for credit issue

PROPOSED POLICY



If a sponsor requires it, allow students to be paid for work on MQPs and IQPs for a 3 year trial period

Sponsors must sign a project agreement

Students must sign a conflict of interest agreement

No retroactive credit for work done prior to registration

THE TRIAL PERIOD



It is not certain how the new policy will impact students and faculty or how the legal environment may change

We therefore propose the policy be under review for a 3 year period

After which CAP will propose a permanent new policy, or the old policy will return to effect

THE GOAL



Ensure that students continue to have access to high quality sponsored project opportunities