

All compensation for faculty instructional assignments will be administered in accordance with the Collective Bargaining Agreement (CBA). The following definitions apply for the purpose of categorizing instructional activities:

Definitions

Lab

An on-campus, instructor-led learning or skills-based activity that supplements lecture. Labs may take place in classrooms, science labs, nursing labs, computer labs, shops, applied tech labs, cosmetology studio, conference rooms, auditoriums, the VPAC, daycare, the Heritage Room, or similar spaces. Instruction may utilize models, animals, cadavers, manikins, live participants, and/or guest speakers.

Practicum

A supervised, hands-on learning experience on-campus in a professional or applied setting that allows students to integrate and demonstrate knowledge and skills gained in their academic program. Practicums are typically guided by both an instructor, coach, and/or site supervisor, include defined learning objectives, and are assessed through performance, reflection, or project-based outcomes. Existing programs with practicum are those curriculums rooted in competitive teams and performing arts. Practicum credit counts toward faculty load.

Clinical(s)

An off-campus learning experience that occurs in an in-patient or out-patient care setting under the direct supervision of a clinical instructor. Clinical sites include hospitals (acute care), clinics (primary care), and specialized placements such as Brownsville School due to the level of care required by students.

Internship

An off-campus learning experience in an in-patient or out-patient setting conducted without the direct supervision of an instructor. Internships are overseen by an instructor but differ in pay structure and supervisory expectations from clinical assignments and do not count toward instructional load. Existing programs with internship components programs such as Phlebotomy, Pharmacy Technician, Cosmetology, Vet Assistant, Medical Assistant, Criminal Justice, and Diesel Technology. An internship is for credit, and the work completed is unpaid.

Externship

An off campus learning experience without the direct supervision of an instructor short-term, supervised learning experience in a professional setting that allows students to observe and apply industry practices in real-world environments. Externships emphasize exposure and practical understanding rather than extensive independent work, bridging classroom instruction with professional experience. An externship course is for credit but also paid by the site supervisor/business in which they are located. Externships do not count toward load and follow the same pay structure as an internship for faculty or adjuncts.

Adopted: December 2, 2025

Amended:

Legal Ref: