

MEMORANDUM OF AGREEMENT:

EVALUATIONS BY INTERIM MANAGERS

When an individual is serving in a managerial position, which would normally include supervision and consequent evaluation of bargaining unit members, on an interim basis, the appropriate vice president will determine whether or not the interim manager will write supervisory evaluations. This Memorandum covers two cases, where the interim manager has, and has not, previously served as a manager at Stockton. (1) Where the interim manager has served as a manager previously at Stockton and has experience in writing evaluations of unit personnel, he/she will write evaluations in his/her interim position unless special circumstances are identified by the College and the Union. (2) Where the interim manager in question has been moved on an interim basis from a position within the bargaining unit, he/she normally will not do such evaluations.

As to who will write the supervisory evaluations when the interim manager does not:

I. In the case of faculty

- A. Where the personnel action in question would normally include review by the Provost – i.e. third year reviews, tenure reviews, promotions – there will be no supervisory review by the interim dean, and the sequence of reviews will be Program Review Committee, Faculty Review Committee, Provost, President. This has been the normal practice within Academic Affairs.
- B. Where the personnel action normally would not be reviewed by the Provost, (i.e., for first and second year faculty and for part time faculty members), the Provost will consult with the PRC regarding selection of a manager who will substitute for the interim dean. The Provost will consider, but is not bound by, the views of the PRC.

II. In the case of librarians, where the interim supervisor is an Associate Director there will be no supervisory review at that level and the sequence of reviews will be Library Personnel Committee, Director, followed by Provost and President where called for by the Procedure.

III. In the case of professional staff

- A. If there is at least one additional level of managerial review between the interim manager and Vice President, the interim manager's review will be skipped and the file will have its initial review at the level of the first permanent supervisor in the sequence.
- B. If there is normally only one level of managerial review below the Vice President, the Vice President will consult with the Stockton Federation of Teachers regarding selection of a manager from the appropriate unit of the College to perform the initial review. The Vice President will consider, but is not bound by, the views of the SFT. SFT objections to the selection will not be unreasonably denied.

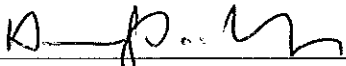
In any case where the initial review will not be written by the interim manager, the affected employee(s) will be notified at the same time that their file solicitation takes place.

Interim Vice Presidents will perform all managerial personnel functions.

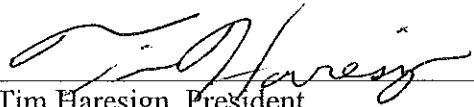
IN WITNESS THEREOF, the College and the Stockton Federation of Teachers have caused this Memorandum of Agreement to be executed this 2nd day of June, 2009.

For Richard Stockton College

For the Stockton Federation of Teachers



Herman J. Saatkamp, President



Tim Haresign, President