

Charge for Task Force On Faculty Leadership Positions

As of September 2018, Stockton University has a number of positions, held by faculty, which carry with them a wide range of duties and responsibilities beyond those assigned to them purely in their role as faculty per se. These positions, Co-ordinators and sub-coordinators, Directors, Convenors, Presidents, Advisors, Chairs, permeate the institution and will be referred to hereafter as “Faculty Leadership Positions.” All of these are listed in the Coordinators Agreement of 2018. Some of these positions date back to the founding days of the college and are a product of the original ethos of the institution. Because these positions include the option of either financial compensation or course release or a combination of both they have been the subject of negotiation between the Union and the Administration. For these reasons any substantive reexamination of the Faculty Leadership Positions requires the combined efforts of the Stockton Senate and the Union.

The need for such a reexamination has been motivated by several factors but three figure most prominently.

First, Stockton has been engaged in a robust expansion for the past twenty years in almost every area of its existence: student population, faculty, administration, curriculum, geographic locale, number of buildings, community services, number of accredited programs, etc. This rapid and extensive expansion has resulted in a wide range of consequences, many of which impact the scope and nature of the Faculty Leadership Positions.

Secondly, higher education nationally and locally has changed over the past twenty years, and faculty, programs, and administrators now have additional responsibilities. As just a few examples, programs are now responsible for more frequent and robust assessment of student learning, and faculty leaders in these positions are often responsible for hiring, scheduling, mentoring, and managing the needs of a larger proportion of adjunct faculty.

The third factor is a direct outgrowth of the first two, namely that the administrative demands of these positions have increased to the extent that both the faculty and administration believe the current system(s) has become both inefficient and often even demoralizing.

With this in mind, the Senate and SFT 2275 have agreed to form a joint task force with the following goals:

- a) Critically examine the history, scope, and nature of the positions covered in the Coordinators Agreement of 2018
- b) Ascertain the opinions of the individuals who hold or have held these positions as to how they might be improved, if at all, to address the three concerns listed above.
- c) Research how similar such positions are conducted at other institutions to compare and contrast them with our current system.

Make recommendations as to what might be done to address the concerns listed above.

While the primary charge of this Task Force is not an exercise in cost saving it is understood that the analysis and recommendations will need to be conducted within a fiscally responsible context. With this in mind we will invite select administrators to consult with the Task Force to advise members on such matters.

Task Force Membership

ARHU: Christina Morus

BUSN: Vincent Cicirello

SOBL: Christine Ferri

NAMS: Marc Richard

GENS: Heather McGovern

EDUC: Kim Lebak

HLTH: Patricia Quinn McGinnis

Graduate School: Maya Lewis

SFT: Rodger Jackson

Senate: Joe Trout

Administrative Liaison: Jennifer Potter,

Associate Vice President for Administration & Finance