

**Addendum to Memorandum of Agreement  
Faculty Teaching Load for Dissertation and Master's Thesis Compensation**

**Preamble**

The 2008 MOA on Faculty Teaching Load covered the teaching involved with a thesis in a Master's Degree program for the first time. Stockton University now has students entering the doctoral dissertation phase of the Ed.D. in Organizational Leadership. This MOA serves as a temporary addendum to the Memorandum of Agreement on Faculty Teaching Load until it is superseded by a new MOA on Faculty Teaching Load.

This MOA addendum applies to faculty, professional staff, and adjunct faculty covered by the SFT.

**Eligibility**

According to the program dissertation handbook, Ed.D. candidates work with a three-person advisory committee, comprised of:

- (1) a Primary Faculty Dissertation in Practice Advisor (Chair);
- (2) one Faculty Reader; and
- (3) an External Reader from their respective organizations, subject to approval of the program director or a third Faculty Reader.

Further, according to the program handbook, eligibility requirements for Chairs and Faculty Readers are:

- Chairs shall be a regular full-time tenured, full-time tenure track faculty, or 13-O faculty; any exception to this must be atypical and approved by the Faculty Director of the Ed.D. program
- Faculty Readers shall be faculty (including Adjunct faculty) and professional staff who possess a Ph.D. or an Ed.D.

**Compensation for Ed.D. Dissertations**

- Faculty Dissertation Chairs shall receive 0.8 TCH per student for the first term of the dissertation, 0.8 TCH for the second term of the dissertation, and 0.8 TCH per term for the third term of the dissertation (or the oral defense term). In other words, a Chair shall receive a maximum of 2.4 TCH per student for serving as the Chair of a dissertation.
- In any semester in which a Second Reader has a workload greater than two (2) dissertation students, Faculty Second Readers shall receive 0.25 TCH for each additional student greater than two (2) in any term of the dissertation (e.g. LEAD 7000, LEAD 7001, and/or LEAD 7002). For example, at the conclusion of a 3-semester dissertation, a Second Reader's total compensation would be the equivalent of 0.75 TCH following a defense for each student greater than two (2).
- If the Ed.D. in Organizational Leadership program schedules dissertation credit (LEAD 7000, LEAD 7001, and/or LEAD 7002) in a summer session, then summer shall count for a term toward compensation for the purposes of this agreement only.
- In all cases, faculty may elect to receive compensation as course release (TCH) and/or

overload payment (TCH).

- Per the State of New Jersey and Council of New State College Locals Master Agreement, any overload work shall be voluntary.
- Dissertation Chairs and Faculty Second Readers are expected to serve for all terms of any student's dissertation work.

#### **Compensation for Master's Thesis for All Graduate Programs**

- Faculty Thesis Chairs shall receive 1.0 TCH per semester of the student's thesis work, for a maximum of two semesters.
- In any semester in which a Second and/or Third Reader, has a workload greater than two (2) thesis students per semester, Second and/or Third Readers shall receive .25 TCH for each student over two (2) during the semester in which their Master's thesis defense is scheduled.
- In all cases, faculty may elect to receive compensation as course release and/or overload payment.

#### **TERM OF AGREEMENT**

This Agreement shall remain in full force and effect from this date until August 31, 2021 unless modified by changes in any of the following: The Master Agreement or a new MOA on Faculty Teaching Load.

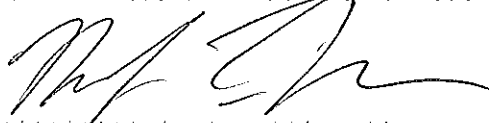
IN WITNESS THEREOF, the University and the Stockton Federation of Teachers have caused this Memorandum of Agreement to be executed this 22<sup>nd</sup> day of January 2018.

For: Stockton University



Harvey Kesselman, President

For: The Stockton Federation of Teachers



Rodger L. Jackson, President

1-31-18