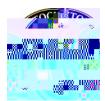
STOCKTON UNIVERSITY



PROCEDURE

Disciplinary Matters for Managerial Employees

Procedure Administrator: Associate Vice President for Human Resources
Authority: N.J.S.A. 2C:51-2, N.J.S.A. 18A:3B-6, N.J.S.A. 52A:14B-1 et. seq., and
N.J.A.C. 1:1-1.1 et. seq.
Effective Date: May 30, 2009; December 20, 2010; August 29, 2022
Index Cross-References: Policy VI-26: Disciplinary Matters
Procedure File Number: 6220
Approved By: Dr. Harvey Kesselman, President

A. Managerial Employees are at-will and serve at the pleasure of the University. Due to the high-level nature of the positions they hold, Managerial Employees are held to a higher-standard of conduct, and the expectation is that they will not engage in conduct that warrants disciplinary action. All Managerial Employees are advised of their at-will employment the employment of the mage (mi)-3 c dr6 c d [(m)-3 tanagerial

te conduct warranting corrective action short of termination. abilitation is a possibility, prior to1vd@dvs1bigu(all2v2)2.ac240 (t)-[(w())11(ao)+3](t)-6.43(@e1)7vJ(4).4)-0.001 0 Tc 0c 0 Tv

- 1. Non-Disciplinary Corrective Action: The University retains the right to impose non-disciplinary action to correct what the University considers to be low-level performance deficiencies through remedial measures, including but not limited to the following:
 - a. Verbal training or verbal counseling,
 - b. Written training or written counseling,
 - c. Mentorship,
 - d. Formal training and/or instruction6Tt8/1 (tt)e3, Morr(alge)rBatctions shall be ack Employee, and shall be noted in the employee's performance evaluation and personnel file.
- 2. Performance Improvement Plan (PIP): The University retains the right to place a Managerial Employee on a performance

improvement plan (PIP). T