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HUMAN RESOURCES

Phone: 973-328-5037

Fax: 973-328-5067

December 12, 2013

Chief Counsel
Office of the Governor
PO Box 001
Trenton, NJ 08625

Executive Director
Office of Legislative Services
PO Box 068
Trenton, NJ 08625

Re: Report of the County College of Morris Filed Pursuant to the New Jersey First Act (P.L. 2011, Chap. 70) of Positions Exempt from the Residency Requirement

County College of Morris Board of Trustees has approved the filing of the attached report of positions exempt from the residency requirements under the New Jersey First Act.

Sincerely,



Thomas C. Burk
Director, Human Resources & Labor Relations

attmt.

County College of Morris Exemption Report
Under New Jersey First Act

Submitted on December 12, 2013

<u>Exempt Positions</u>	<u>Rationale</u>
1. a. Full Time Professors b. Part Time (Adjunct) Professors c. Instructors, Corporate & Community Programs	These teaching positions require special expertise and specific academic, scientific, and professional qualifications.
2. a. President b. Vice President, Academic Affairs c. Vice President, Business & Finance d. Vice President, Student Development & Enrollment Mgt. e. Executive Director, Advancement & Planning f. Executive Director, Information Systems g. Director, Human Resources & Labor Relations h. Deans	These administrative and management positions require special expertise and extraordinary academic and higher education administrative qualifications.
3. a. Director, Communications & College Relations b. Director, Institutional Research & Planning c. Director, Resource Development/Institutional Grants d. Director, Academic Services e. Director of Learning Disabilities & Testing Center f. Director of Operations-Professional Development Programs g. Director of Customized Training Solutions h. Director, Educational Opportunity Fund i. Director, Learning Resources Center j. Coordinator, Academic Advisement k. Director, Admissions l. Director, Athletics m. Director, Office of Campus Life n. Director, Career Services & Cooperative Education o. Director, Counseling & Student Success p. Counselor, Counseling & Student Success q. Director, Financial Aid r. Coordinator of Health Services s. Registrar t. Coordinator of Business Services/Government Records Custodian	These administrative and management positions require special expertise and extraordinary academic and higher education administrative qualifications.

- u. Coordinator of Transfer Services
- v. Director of Development
- w. College Architect
- x. Controller
- y. Bursar
- z. Director of Accounting
- aa. Manager, Payroll & Special Projects
- bb. Director, Budget & Compliance
- cc. Director, Auxiliary Services
- dd. Director, Public Safety
- ee. Director, Plant and Maintenance
- ff. Manager, Purchasing
- gg. Planetarium Astronomer
- hh. Director of Network and User Services

Failure to grant exemption of the above positions from the New Jersey First Act would seriously impede the ability of the college to compete successfully with similar educational institutions in other states, because:

- 1) County College of Morris recruiting draws upon a competitive marketplace that is beyond the state of New Jersey.
- 2) County College of Morris uses publications and websites that reach candidates beyond New Jersey.
- 3) County College of Morris's recruiting experience confirms the receipt of applications from out-of-state applicants for these types of positions.
- 4) County College of Morris competes with out-of-state employers for persons with similar skill sets.