



October 5, 2011

Albert Porroni, Executive Director
Office of Legislative Services
PO Box 068
Trenton, New Jersey 08625

Re: Camden County College
Report under New Jersey First Act Requesting to Exempt Certain
Positions from the Residency Requirements

Dear Mr. Porroni,

The Board of Trustees of Camden County College has approved the filing of the attached reports of job categories and titles to be exempt from the residency requirements under the New Jersey First Act.

Sincerely,

A handwritten signature in black ink, appearing to read "Rose Coston-McHugh".

Rose Coston-McHugh, SPHR, CCP, CBP
Executive Director for Human Resources

RCM/cls
Enclosures

—●●●—
Blackwood
Campus
P.O. Box 200
College Drive
Blackwood, NJ 08012
(856) 227-7200

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OFFICE OF
LEGISLATIVE
SERVICES

**CAMDEN COUNTY COLLEGE
NEW JERSEY FIRST ACT
EXEMPTION REPORT BY JOB CATEGORY
NOVEMBER 1, 2011**

The job categories listed below require a minimum of master's level or significant technical expertise. Failure to exempt these positions would seriously impede the ability of Camden County College to compete successfully with similar colleges in other states. (This category exemption report is accompanied by a list of specific titles).

All faculty positions	Faculty positions require subject matter credentials, including master prepared individuals, and often require additional expertise within a discipline.
Librarian positions	Librarian positions require master prepared individuals and often require/prefer additional expertise in technology and/or research.
Administrative titles requiring a master's degree	Camden County College often encounters recruitment challenges when searching for positions that require a master's degree. Relevant experience is also essential; further narrowing the pool of candidates. Although the vast majority of our employees live in NJ, we need the flexibility of hiring qualified candidates who live in contiguous states when necessary.
Administrative titles requiring credentials in Engineering, Construction, Architecture, Information Technology or Nursing	Technical positions with associated certifications that make the candidate highly marketable. Placing residency restrictions on these titles will impact the College's ability to compete.
Registrar Business Office Financial Aid	Key positions within higher education requiring experience in respective field that makes the candidate highly marketable. Placing residency restrictions on this title will impact the College's ability to compete.
Temporary Part Time	Camden County College utilizes part time employees on an "as needed" basis during the semester for tutoring, science lab assistants, computer lab assistants, note taking for students with

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**Camden County College
NJ First Act Exemption Report by Titles
November 1, 2011**

(The job titles listed below require a minimum of master's level or significant technical expertise. Failure to exempt these positions would seriously impede the ability of the College to compete successfully with similar colleges.)

Executive/Administrative Titles	Division
President	
Assistant to the Vice President for Academic Affairs	AA
Dean - Arts & Humanities & Social Sciences	AA
Dean - Business, Computers & Technical Studies	AA
Dean - Math, Science & Health	AA
Dean - School & Community Academic Programs	AA
Dean - Transitional Studies	AA
Director - Allied Health	AA
Director - Clinical Laboratory Sciences	AA
Director - Library Services	AA
Director - Transfer Services	AA
Executive Dean - Rohrer Center	AA
Executive Director - SCAP/Upward Bound	AA
Librarian - Circulation & Technical Services	AA
Librarian - Collection Development	AA
Librarian - Reference	AA
Librarian - Reference & Instruction	AA
Vice President - Academic Affairs	AA
Assistant Director Human Resources	AS
Chief Fiscal Officer	AS
Chief Information Officer	AS
Director - Administrative Systems (OIT)	AS
Director - Business Services	AS
Director - Distance Learning	AS
Director - Facilities	AS
Director - Instructional Support	AS
Director - Public Safety	AS
Director - User Services	AS
Executive Director - Compliance & Procurement	AS

Assistant Dean/Director Police Academy	ED
Dean - Continuing Education	ED
Director - Continuing Education	ED
Executive Dean of Continuing Education	ED
Vice President - Economic Development	ED
Dean - Enrollment & Student Services (Camden)	ESS
Dean - Enrollment Services (Blackwood)	ESS
Dean - Students	ESS
Director - Disability Services	ESS
Director - Financial Aid	ESS
Director - International Students/ESL	ESS
Director - Special Financial Aid Services	ESS
Director - Testing	ESS
Director - Tutoring	ESS
Executive Dean - Enrollment & Student Services	ESS
Vice President - Enrollment & Student Services	ESS
Dean - Camden Campus	IA
Dean - Communications	IA
Dean - Research, Planning & Grants	IA
Executive Dean - Camden Campus	IA
Vice President - Institutional Advancement	IA
College Solicitor	PR
Executive Assistant to the President	PR

Faculty

Professor	AA
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