

## NJ FIRST Act Position Exemptions

BE IT RESOLVED, That the Board of Trustees approve the filing of the report of positions exempt from the residency requirements under the New Jersey First Act.

### County College of Morris Exemption Report Under New Jersey First Act

<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.   Vice President, Academic Affairs b.   Vice President, Business & Finance c.   Vice President, Student Development & Enrollment Mgt. d.   Executive Director, Foundation e.   Vice President, Institutional Effectiveness & CIO f.   Vice President, Human Resources & Labor Relations g.   Dean of School of Health Professions & Natural Sciences h.   Dean of School of Liberal Arts i.   Dean of Virtual Campus j.   Associate Vice President, Workforce Development & Dean of School of Professional Studies & Applied Sciences k.   Dean, Learning Support & Opportunity Services l.   Dean, Learning Resource Center	These administrative and management positions require special expertise and extraordinary academic and higher education administrative qualifications.
3.   a.   Director, Institutional Grants b.   Director, Academic Operations c.   Director of Accessibility Services d.   Director of Operations-Professional Development Programs e.   Coordinator, Academic Advisement f.   Director, Admissions g.   Director, Athletics h.   Director, Campus Life i.   Director, Career Services & Cooperative Education j.   Director, Counseling & Student Success k.   Counselor, Counseling & Student Success l.   Director, Financial Aid m.   Director, Marketing & Public Relations n.   Director, College Events & Foundation Programs o.   Director, Alumni Affairs p.   Coordinator of Health Services q.   Registrar	These administrative and management positions require special expertise and extraordinary academic and higher education administrative qualifications.

- r. Coordinator of Business Services/Government Records Custodian
- s. Coordinator of Transfer Services
- t. Associate Director, Workforce Development
- u. College Architect
- v. Associate Director, Career Services
- w. Associate Director, Admissions
- x. Associate Director, Applications
- y. Associate Director, LRC
- z. Associate Director, Plant & Maintenance
- aa. Associate Director, Media Center
- bb. Director, Workforce Development & Community Partnerships
- cc. Bursar
- dd. Director of Accounting
- ee. Manager, Payroll & Special Projects
- ff. Director, Budget & Compliance
- gg. Director, Auxiliary Services
- hh. Director, Public Safety
- ii. Director, Plant and Maintenance
- jj. Manager, Purchasing
- kk. Planetarium Astronomer
- ll. Director of Network and User Services
- mm. Associate Director, Human Resources
- nn. Compliance Officer
- oo. Manager, Benefits
- pp. Theater Technician

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.