January 1, 2015

Albert Porroni
Executive Director
Office of Legislative Services
P.O. Box 068
Trenton, NJ 08625

Re: Jan. 2015 Residency Exemption Report

Dear Mr. Porroni:

Pursuant to the New Jersey First Act (P.L. 2011, c. 70), enclosed is the January 1, 2015 Residency Exemption Report for Essex County College.

If you have any questions or the need arises for additional information, contact the Human Resources Department at (973) 877-3085 or (973) 877-3461.

Sincerely,

Dr. Rashidah Hasan, Vice President
Human Resources, Regulatory & Legal Affairs / General Counsel

Enclosure

An Equal Opportunity/Affirmative Action Employer
## State of New Jersey Residency Exemption Report

**NJ First Act (P.L. 2011, c. 70)**

**Essex County College**

303 University Ave., Newark, NJ 07001

### Request for Covered Positions

**Position Titles by Group as of January 1, 2015**

Position titles included in this report were selected because each requires a master’s level education, special expertise and/or extraordinary qualifications. Failure to exempt these position titles would seriously impede the ability of the College to compete successfully with similar colleges, universities or institutions in other states.

<table>
<thead>
<tr>
<th>Group</th>
<th>Position Title</th>
<th>Position Title notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>Assistant Professor</td>
<td>Faculty position titles, with the exemption of Lecturer, require Master’s level and above education credentials and/or licensure, where applicable, specific to the academic area of discipline assigned. Upper level ranked faculty positions often require additional expertise and/or experience in their academic discipline.</td>
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<tr>
<td></td>
<td>Associate Professor</td>
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<tr>
<td></td>
<td>Counselor</td>
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<tr>
<td></td>
<td>Instructor</td>
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<tr>
<td></td>
<td>Lecturer</td>
<td></td>
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<tr>
<td></td>
<td>Librarian</td>
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<tr>
<td></td>
<td>Professor</td>
<td></td>
</tr>
<tr>
<td>Administrative</td>
<td>Chairperson</td>
<td>Administrative position titles require master’s level education credentials, licensure and/or equivalent experience specific to the area of administration assigned. Significant technical expertise in the administrative area assigned is desired.</td>
</tr>
<tr>
<td>Key Managerial Administrative</td>
<td>Chief Academic Officer (CAO)</td>
<td>Key managerial administrative position titles require education credentials, licensure and/or equivalent experience specific to the area of administration assigned, and significant experience and expertise in the administrative area is highly sought by the college. Recruitment efforts for master’s level credentials with significant expertise have been a challenge for the College and has required a national search for candidates.</td>
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<tr>
<td></td>
<td>Chief Financial Officer (CFO)</td>
<td></td>
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<tr>
<td></td>
<td>Chief Information Officer (CIO)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dean</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Executive Dean</td>
<td></td>
</tr>
<tr>
<td>Professional</td>
<td>Network Administrator</td>
<td>Professional position titles require education credentials, licensure and/or equivalent experience specific to the area of administration assigned. In addition, significant technical, academic and/or professional expertise in the administrative area assigned is desired.</td>
</tr>
<tr>
<td></td>
<td>Programmer</td>
<td></td>
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<tr>
<td></td>
<td>System Administrator</td>
<td></td>
</tr>
</tbody>
</table>

**Total:** 16

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**Report shall be filed by January 1, 2015 with:**

1. Dana M. Burley  
   **Clerk of the General Assembly**  
   New Jersey State House  
   Room 214  
   P.O. Box 098  
   Trenton, NJ 08625

2. Honorable Jeff Chiesa  
   **Chief Counsel to the Governor**  
   State House  
   P.O. Box 001  
   Trenton, New Jersey 08625

3. Kent M. Hicks  
   **Secretary of the Senate**  
   New Jersey State House  
   Room 115  
   P.O. Box 099  
   Trenton, NJ 08625

4. Mariene Lebak  
   **Office of the Secretary of Higher Education**  
   20 West State Street, 4th Floor  
   P.O. Box 542  
   Trenton, NJ 08625

5. Albert Porroni  
   **Executive Director**  
   Office of Legislative Services  
   P.O. Box 068  
   Trenton, NJ 08625