

# NEW JERSEY STATE COLLEGES AND UNIVERSITIES

November 1, 2010

The Honorable Senate President Stephen M. Sweeney  
The Honorable Senate Minority Leader Thomas H. Kean  
The Honorable Assembly Speaker Sheila Y. Oliver  
The Honorable Assembly Minority Leader Alex DeCroce

Dear Senator Sweeney, Senator Kean, Assemblywoman Oliver, and Assemblyman DeCroce:

As presidents of the nine state colleges and universities, we write to you with some sense of urgency to express our strong support for timely action on reforms in civil service and negotiation of labor contracts with our employees, as included in S-2026/A-2963; S-2338/A-3220; S-2337/A-3219. Under the governance of duly-established boards of trustees, our institutions, not the State, are the employers of record of our employees. We hire them, and we are responsible for paying their salaries and for their performance. The current situation which makes these employees subject to State civil service regulations that are duplicative and inconsistent with the institutions' fully-developed personnel policies and which establishes the Governor as the employer of record only for the purpose of collective bargaining is anomalous and works against effective management of our campuses. No other two- or four-year public higher education institutions in the State are subject to this unfortunate and artificial arrangement.

Because collective bargaining for colleges and universities currently is conducted in conjunction with other state agencies, terms and conditions of employment often mirror the expectations for work at a state agency. Colleges and universities are very different entities from state agencies, and terms and conditions of employment of their employees need to be negotiated within the context of the complex national practices relevant to higher education. The current practice whereby college and university labor agreements are forced into patterns that mirror the expectations for work at a State agency does damage to the educational environment for students and the professional environment for employees. The administrations and boards of trustees of the colleges and universities are in a much better position than a central State office to appreciate the educational and employment needs and conditions of the institutions and to conduct negotiations and implement personnel policies that are fair and appropriate to the nature and mission of the particular college or university. Each college and university should be able to provide a distinctive educational setting and choice for students, so that New Jerseyans have a diversity of choices from which they can select the institution that best meets their educational needs.

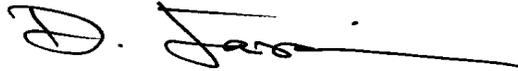
As presidents, we strongly support this legislation because we see its goal as enabling the colleges and universities: to provide the best possible educational opportunities to the people of New Jersey; to manage the institutions in ways that protect and enhance educational quality; to create an environment that is well-aligned to the distinctive educational mission of each institution; to attract and retain the best academic professionals to serve our students; and, to assure that institutions are able to manage carefully the very close correlations that exist between the terms and costs of compensation for their employees and the rates of tuition and the affordability of their institutions.

As the individuals responsible for nurturing and safeguarding the institutions that educate well over 100,000 students, we respectfully request your consideration of this very important matter.

Sincerely,



Susan A. Cole, President  
Montclair State University



Dawood Farahi, President  
Kean University



Donald J. Farish, President  
Rowan University



R. Barbara Gitenstein, President  
The College of New Jersey



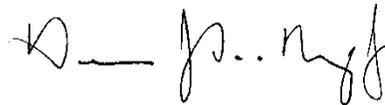
Carlos Hernandez, President  
New Jersey City University



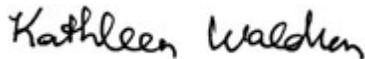
Peter P. Mercer, President  
Ramapo College of New Jersey



George A. Pruitt, President  
Thomas Edison State College



Herman J. Saatkamp, Jr., President  
The Richard Stockton College of New Jersey



Kathleen Waldron, President  
William Paterson University of New Jersey

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