



STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of Linda Edwards,
Health Economics Research
Specialist 2 (S0281U), Statewide

Examination Appeal

CSC Docket No. 2017-579

ISSUED: **OCT 21 2016** (SLK)

Linda Edwards appeals the determination of the Division of Agency Services (Agency Services) that she did not meet the education requirement for the open competitive examination for Health Economics Research Specialist 2 (S0281U), Statewide.

The examination at issue was announced with specific requirements that had to be met as of the May 3, 2016 closing date (see attached). A total of 23 applicants applied for the examination and 10 were deemed eligible. Certification OS160556 was issued containing the names of 7 eligibles. Its disposition is due November 11, 2016.

Ms. Edwards indicated on her application that she graduated with a Bachelor's degree in Nursing and a Master's degree in Nursing. Ms. Edwards also indicated that she was provisionally serving in the subject title from August 2013 to the May 3, 2016 closing date and a Health Care Consultant from May 2010 to August 2013. Agency Services credited her with having met the experience requirements and the general education requirement, but determined that she lacked 18 credits in finance, management, accounting, mathematics, economics, statistics, computer science, quantitative analysis, or research methods.

On appeal, Ms. Edwards presents, in addition to her transcript indicating that she has taken sufficient classes in the required areas, that the backbone of her nursing education is research. She specifically highlights that her undergraduate

transcript indicates 3 credits in Algebra (mathematics), 3 credits in Elementary Physics¹ (mathematics), 3 credits in Introduction to Nursing Research (research methods) and her graduate transcript indicates that she has 1 CU in Introduction to Research Methodology (research methods & statistics), 1 CU in Economic Concepts of Nursing (economics), 1 CU in Nursing Administration 1 (management), and 1 CU in Directed Study² (economics). She submits a document that shows that each CU is equal to 4 credits. Therefore, she represents that she earned 25 credits in the required related fields (9 undergraduate and 16 graduate).

CONCLUSION

N.J.A.C. 4A:4-2.3(b)2 requires applicants to possess all the requirements specified in an announcement for an open competitive examination by the closing date.

A review of the transcript interpretation from her graduate school, which was submitted with her application along with her undergraduate and graduate transcripts, illustrates that 1 course unit (CU) represents a course that meets 3 to 5 hours per week and a semester hour is defined as 1 hour per week of class time per term. As such, 1 CU is equal to 3 to 5 credits. Further, a review of the documentation from her graduate school's website shows that 1 CU is usually converted to a 4-semester-hour course. A review of her transcript indicates that she has at least 6 undergraduate credits in the required related fields [(3 credits in mathematics (Algebra) and 3 credits in research methods (Introduction to Nursing Research)] and at least 12 graduate credits in the required areas [(1 CU which is equal to 4 credits in research methods (Introduction to Research Methodology), 1 CU which is equal to 4 credits in economics (Economic Concepts of Nursing), and 1 CU which is equal to 4 credits in management (Nursing Administration 1)]. Accordingly, the Commission finds that the appellant's transcripts indicate that she possesses at least 18 credits in the required related fields.

ORDER

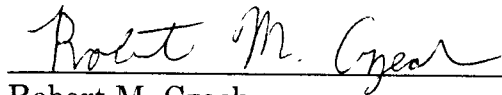
Therefore, it is ordered that this appeal be granted and the appellant's application be processed for current employment opportunities and her name added to Certification OS160556.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

¹ She submits formulas that are frequently used in physics to support her assertion that physics should be considered a mathematics class.

² On appeal she indicates that the Directed Study course was The Politics of Health Care Economics taken at the Leonard Davis Institute of Healthcare Economics.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 19th DAY OF OCTOBER, 2016



Robert M. Czech
Chairperson
Civil Service Commission

Inquiries
and
Correspondence

Division of Appeals
and Regulatory Affairs
Civil Service Commission
Written Record Appeals Unit
P.O. Box 312
Trenton, New Jersey 08625-0312

Attachment

c: Linda Edwards
Christina Mongon
Denise Meckel
Kelly Glenn
Records Center



Job Announcements

Symbol: S0281U Title: **HEALTH ECONOMICS RESEARCH SPECIALIST 2**
 Issue Date: 04/12/2016 Closing Date: 05/03/2016
 Jurisdiction: STATE Salary: \$64,677.09 - \$92,011.89 Per Year
 Num. of Positions: 2 Workweek: 35 Hours per week
 Application Fee: \$25.00

OPEN TO RESIDENTS OF:
 New Jersey

REQUIREMENTS:

EDUCATION: Graduation from an accredited college or university with a Bachelor's degree including or supplemented by eighteen (18) semester hour credits in any combination of the following: finance, management, accounting, mathematics, economics, statistics, computer science, quantitative analysis, or research methods. Please upload a copy of your transcript with your application. Failure to do so will result in ineligibility.

EXPERIENCE: Three (3) years of experience in health care research, financial or management operations of a health care facility or organization, a government agency responsible for health care programs, third party health insurance carrier, health care related research industry, or university setting or management consulting firm in the health care field.

NOTE: A Master's degree in Hospital Administration, Business Administration, Public Administration, Economics, Finance, Planning, Public Health, Biostatistics, or any related health field may be substituted for one (1) year of indicated experience. If you are substituting a Master's degree for some of the required experience, please upload a copy of your transcript with your application. Failure to do so will result in ineligibility.

NOTE: A Doctoral degree in an appropriate field may be substituted for the indicated experience. If you are substituting a Doctoral degree in an appropriate field for the required experience, please upload a copy of your transcript with your application. Failure to do so will result in ineligibility.

Foreign transcripts must be evaluated by a recognized evaluation service. Please upload a copy of your evaluation with your application. Failure to do so will result in ineligibility.

LICENSE: Appointees will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle, rather than employeemobility, is necessary to perform essential duties of the position.

Customer Care and Technical Support: If you are having difficulty submitting your application online, customer care and technical support are available during regular business hours, 8:00 a.m. to 4:00 p.m. EST, Monday - Friday, excluding holidays and emergency closings. Please email: OAS.support@csc.nj.gov or call (609) 292-4144. Please note that application support requests received outside regular business hours on the closing date will not change the application filing deadline so PLEASE FILE EARLY.

IMPORTANT INFORMATION:

1. NJAC 4A:4-2.3(b) states that all requirements must be met as of the closing date.
2. Online applications must be completed and submitted by the closing date listed above.
3. **You must complete your application in detail.** Your score may be based on a comparison of your background with the job requirements. **Failure to complete your application properly may lower your score or cause you to fail.**
4. If an employment list results from this announcement, it may be certified to fill full-time and part-time positions.
5. Effective September 1, 2011, the New Jersey First residency law was enacted. Please click here for additional information.
6. In accordance with Public Law 2010 c. 26, Veterans pay a reduced application fee of \$15.00 if they have previously established Veteran's Preference with the DMAVA (as defined by NJSA 11A:5-1 et seq) or their claim is approved by DMAVA at least 8 days prior to the issuance of the eligibility list. Please note this reduced fee does not apply to Public Safety titles.

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