

Salem Community College Institutional Profile

September 2022

SALEM
COMMUNITY COLLEGE

**AFFORDABLE. QUALITY.
EMPOWERING EDUCATION.**

salemcc.edu

Submitted to: The Office of the Secretary of Higher Education

By: Office of Institutional Research, Planning and Effectiveness
Salem Community College
460 Hollywood Ave, Carneys Point, NJ 08069

Preface

Your Salem Community College (SCC) remains the affordable, quality, empowering and personalized educational opportunity. Throughout the COVID crisis, SCC has remained steadfast to its mission of preparing students for college transfer and/or the world of work. While the last two years have been challenging, Salem Community College has responded with a student focus and a dedication to improve the lives of those who join the SCC family. Proudly, we can affirm that we had no on-campus transmissions of COVID until mid-May 2022. That is a tribute to all who wore masks; social distanced; and took the precautions necessary to stay healthy. Even those cases that emerged with an off-campus origin were diligent in reaching out to the College, and following the established protocols for a healthy campus.

Our four pillars: Affordable, Quality, Empowering, and Personalized are embodied as follows:

- Affordable – SCC is about a third of the cost of a State college, and a fraction of a private college. Plus, our unified pricing system ensures there are no surprises when the bills are due.
- Quality – SCC graduates the highest percentage of its students of all community colleges in New Jersey. Our nursing programs are among the best in the state, often being ranked #1. SCC is the only place you can get a degree in Scientific Glass Technology that is revered across the globe. Of those students who wish to go on to a four-year college, almost all are accepted into the college of their choice.
- Empowering – Nursing students, Glass students, and our Nuclear Technology students have clear pathways to excellent careers as a result of SCC. There are a myriad of success stories among our alumni in the field of glass, nursing, business, nuclear technology, industry, sales, art, computers, and a host of other professional pursuits.
- Personalized – We know our students by name. Often, we know their siblings, parents, and certainly their circle of friends here on campus. This personalized approach promotes individual success.

SCC is the educational epicenter of Salem County. We have an exceptional program in Dual Credit (when courses of college quality are taught in the high school) and Dual Enrollment (when high school students are taught by College faculty, most often, on campus). Partnerships with local hospitals, PSEG Nuclear, Atlantic City Electric, Chemours, Mannington Mills, and a host of small businesses, make the College the business/industry facilitator for the County. New initiatives such as the Wind Port provide even greater learning opportunities for our students and community.

This is a great time to be part of your Salem Community College – the affordable, quality, empowering, and personalized educational opportunity.

Sincerely



Michael R. Gorman, Ed.D.

President

Table of Contents

Preface..... i

Mission, Vision, Diversity, and Values..... iv

Institutional Goals v

Data by Category..... 1

 A. Accreditation status 1

 1. Institutional accreditation 1

 2. Professional accreditation..... 1

 B. Number of students served..... 2

 1. Number of undergraduate students by attendance status 2

 2. Number of non-credit students served..... 3

 3. Unduplicated number of students for entire academic year..... 4

 C. Characteristics of undergraduate students..... 5

 1. Enrollment in remediation courses by subject area 5

 2. Student characteristics 6

 3. Numbers of students receiving financial assistance..... 9

 4. Percentage of students who are New Jersey residents 10

 D. Student Outcomes 12

 1. Graduation rates..... 12

 2. Third-semester retention status..... 13

 3. Academic year 2020 degrees conferred 14

 E. Faculty characteristics..... 17

 1. Full-time faculty by race/ethnicity, gender, and tenure status 17

 2. Percentage of course sections taught by full-time faculty..... 19

 3. Ratio of full- to part- time faculty..... 19

 F. Characteristics of the trustees 20

 1. Race/ethnicity and gender..... 20

 2. List of trustees with titles and affiliations 20

 G. Profile of the institution..... 21

 1. Degree and certificate programs 21

 H. Major research and public service activities 22

 1. Research and development expenditures 22

 2. Publications and Presentations..... 22

 3. Faculty and staff recognitions and awards 22

4. Collaborations with area schools.....	23
5. Public service activities.....	24
I. Major capital projects underway in fiscal year 2022.....	28
Other Institutional Information.....	29
J. Awards Conferred.....	29
4. Awards conferred by academic year.....	29
5. Awards conferred by program	30
K. Enrollment trends	32
1. By fall credit hour totals	32
2. By fall student enrollment status	32
L. Focus on STEM programs.....	33

Mission, Vision, Diversity, and Values

Independence Statement

Your Salem Community College, as an independent institution, is the educational epicenter, cultural soul, and business facilitator of Salem County. We can best serve the uniqueness of Salem County and deliver personalized attention to our students and citizens as Salem Community College.

Mission

Your SCC is the education epicenter providing personalized, affordable, quality, and empowering education for transfer and workforce.

Vision Statement

SCC is the leading, innovative, educational and convening resource committed to enhancing and assuring the prosperity of Salem County's residents, industry, and government.

Diversity Statement

SCC recognizes its responsibility and commitment to foster an environment of respect, and understanding among all individuals and groups, with sensitivity for those likely to experience disrespect, abuse and misunderstanding because of race, ethnicity, religion, gender, sexual orientation, age, economic status, or mental or physical challenges.

Values

Excellence:	Maintain a high standard of performance leading to the achievement of academic and professional goals.
Integrity:	Behave ethically and trustworthy in all interactions at all levels.
Personalization:	Understand that each person is an individual with unique trials, goals and aspirations.
Success:	Commit to achieving the academic and professional goals that lead to personal growth and prosperity.
Equity:	Foster a learning community which values the individual needs of all students in all cultures and lifestyles.
Innovation:	Keep pace with global trends, academic technology, and higher education practice to prepare students for success in the work place.
Collaboration:	Seek input from all sectors of the college, members of the community, and our academic peers.

Institutional Goals

Salem Community College has identified four major institutional goals:

- Goal 1** Increase educational attainment of degrees and credentials leading to secure careers for Salem County residents.

- Goal 2** To be the College of Choice through a personalized experience for students, residents, staff, faculty, partners, industry, and government.

- Goal 3** To be the educational, economic, cultural opportunity engine for Salem County.

- Goal 4** Significantly improve success for ALL students in terms of accessibility, diversity, civility, and equity. All means all.

Data by Category

A. Accreditation status

1. Institutional accreditation

Salem Community College (SCC) is licensed by the State of New Jersey and accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia, PA 19104; (267) 284-5000. Initially accredited in 1979, SCC's accreditation was reaffirmed in 1984, 1990, 1995, 2005 and June 2016.

The next self-study evaluation will be conducted in 2024-2025.

The College is a member of the New Jersey Council of County Colleges, American Association of Community Colleges, and Association of Community College Trustees.

2. Professional accreditation

The following academic programs are individually accredited:

<i>Program</i>	<i>Accrediting Agency</i>
Nursing (AAS)	Accreditation Commission for Education in Nursing, Inc. (ACEN) New Jersey Board of Nursing
Practical Nursing (Cert)	New Jersey Board of Nursing

B. Number of students served

1. Number of undergraduate students by attendance status

Of the 889 students enrolled in fall 2021 as of census, full-time students (enrolled in twelve or more credit hours) comprised the majority of the student body (54.8%).

Fall 2021 Enrollment		
Attendance Status	Number	Percentage
Full-Time	487	54.8%
Part-Time	402	45.2%
Total	889	100.0%

Required Table II.B.1

Source: IPEDS Fall Enrollment Survey

Enrollment By Attendance Status, Fall 2021

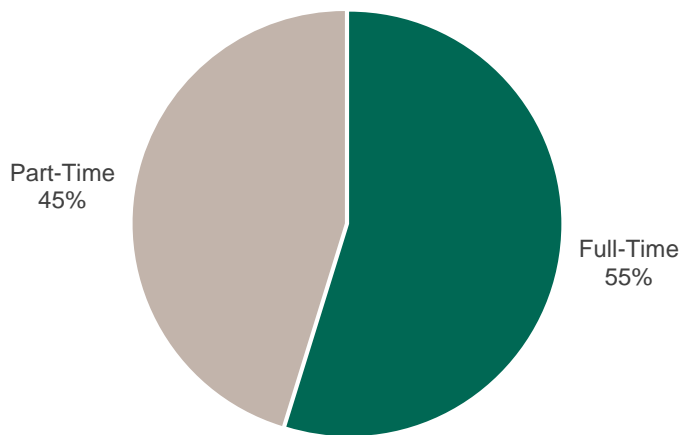


Figure 1

2. Number of non-credit students served

Non-Credit Enrollment, FY 2021

Non-Credit Type	Total Number of Registrations*	Unduplicated Headcount	Total Clock Hours (One Clock Hour = 60 minutes)	Total FTEs**
Open Enrollment	39	39	1,869	4
Customized Training	0	0	0	0

* Includes all registrations in any course that started on July 1, 2020 through June 30, 2021.

** FTEs were computed by converting clock hours to credit hours (by dividing by 15), then converting credit hours to FTEs (dividing by 30).

Required Table II.B.3

Source: SURE Non-credit Open Enrollment file and NJ IPEDS Form #31, Customized Training.

Non-Credit Clock Hours, FY 2021

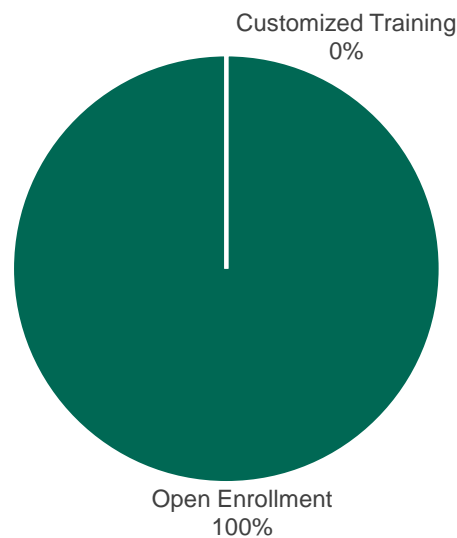


Figure 2

3. Unduplicated number of students for entire academic year

Enrollment for academic year 2021 totaled 1,724 students and 24,225 credit hours for a full-time equivalency of 808 students.

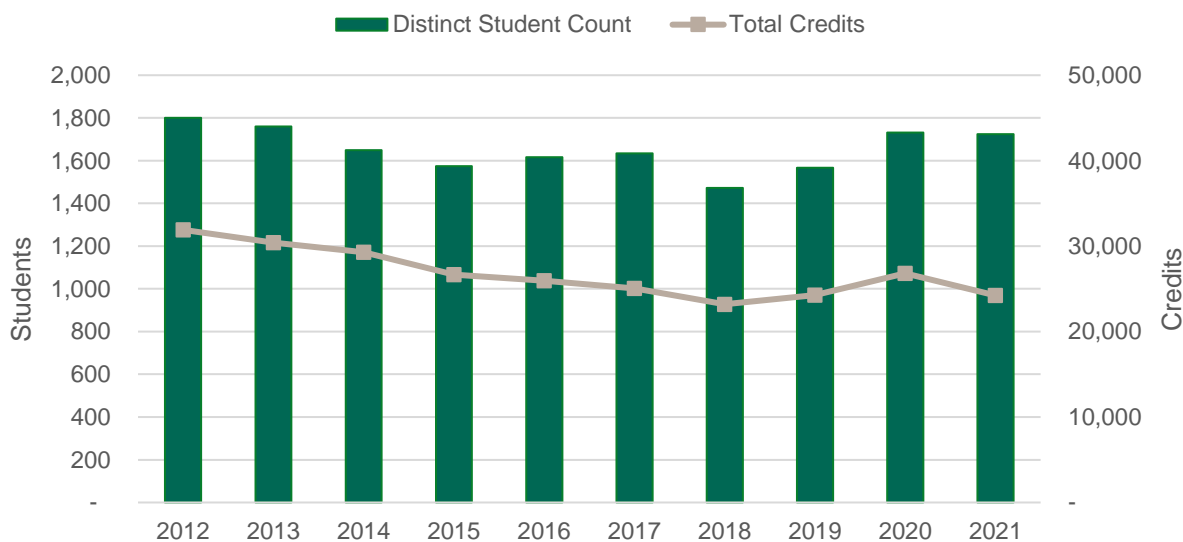
Comparative Unduplicated FY Enrollment

Fiscal Year	Distinct Student Count	Total Credits	FTE
2012	1,800	31,903	1,063
2013	1,760	30,424	1,014
2014	1,650	29,299	977
2015	1,574	26,660	889
2016	1,616	25,969	866
2017	1,635	25,045	835
2018	1,473	23,200	773
2019	1,567	24,278	809
2020	1,732	26,801	893
2021	1,724	24,225	808

Required Table II.B.4

Source: IPEDS 12-Month Enrollment Survey

12-Month Distinct Student and Credit Totals



C. Characteristics of undergraduate students

1. Enrollment in remediation courses by subject area

In fall 2021, 6.4% of students enrolled in one or more remedial courses. Of the new first-time, full-time students, 15.5% enrolled in at least one remediation course in their first semester. 41% of the students in remedial courses were first-time, full-time students.

Undergraduate Students Enrolled, Fall 2021

Total Undergraduate Enrollment	Number of Students Enrolled in One or More Remedial Courses	% of Total
1,029	66	6.4%

Required Table II.C.2 | Source: SURE Fall Enrollment file

First-time, Full-time (FTFT) students enrolled in remediation, Fall 2021

Total Number of FTFT Students	Number of FTFT Students Enrolled in One or More Remedial Courses	% of FTFT Enrolled in One or More Remedial Course
161	25	15.5%

Required Table II.C.2 | Source: SURE Fall Enrollment file

The highest remediation enrollment area among first-time, full-time students was English (13.0%), followed by Computation (6.2%).

First-time, Full-time students (FTFT) enrolled in remediation by subject area, Fall 2021

Subject Area	Number of FTFT Enrolled In:	Percent of all FTFT Enrolled In:
Computation	10	6.2%
Algebra	5	3.1%
Reading	0	0.0%
Writing	0	0.0%
English	21	13.0%

Required Table II.C.2 | Source: SURE Fall Enrollment file

2. Student characteristics
a. By race/ethnicity

Undergraduate Enrollment by Race/Ethnicity, Fall 2021

Attendance Status	White		Black		Hispanic		Asian*		American Ind.		Nonresident Alien		Race Unknown*		Total
	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	Num	Pct	
Full-time	239	49.1%	92	18.9%	70	14.4%	8	1.6%	0	0.0%	16	3.3%	62	12.7%	487
Part-time	161	40.0%	139	34.6%	41	10.2%	5	1.2%	4	1.0%	1	0.2%	51	12.7%	402
Total	400	45.0%	231	26.0%	111	12.5%	13	1.5%	4	0.4%	17	1.9%	113	12.7%	889

* Note: Asian includes Pacific Islanders and Unknown includes Two or more races.
Required Table II.C.3.a | Source: IPEDS Fall Enrollment Survey

Undergraduate Enrollment by Race/Ethnicity by Attendance Status, Fall 2021

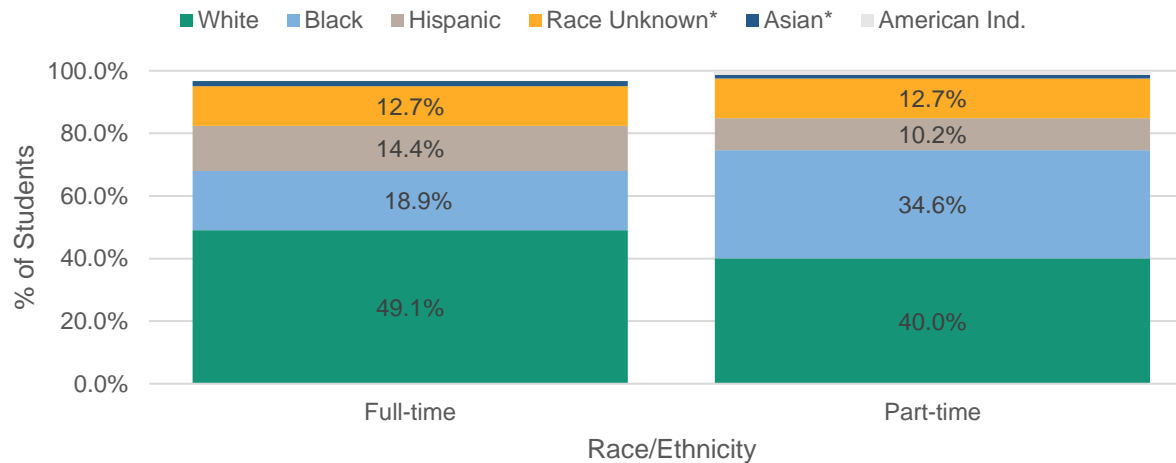


Figure 4

b. By gender

Five-eighths of the student body is female (62.3%). A higher proportion of male students (58.2% of total male student population) was enrolled full-time compared to female students (52.7% of total female student population).

Undergraduate Enrollment by Gender, Fall 2021

Attendance Status	Male		Female		All Students	
	Num	Pct	Num	Pct	Num	Pct
Full-Time	195	40.0%	292	60.0%	487	54.8%
Part-Time	140	34.8%	262	65.2%	402	45.2%
Total	335	37.7%	554	62.3%	889	100.0%

Required Table II.C.3.b | Source: IPEDS Fall Enrollment Survey

Total Enrollment by Attendance Status and Gender, Fall 2021

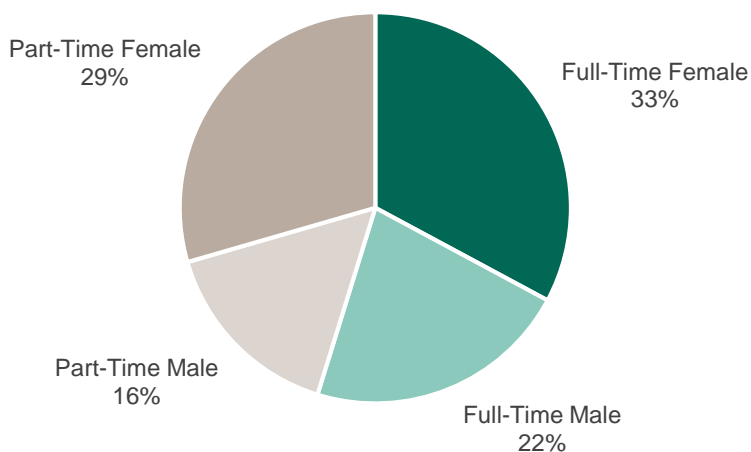


Figure 5

c. By age

Over three-fifths (61.9%) of SCC's student body is traditional college age (under 25 years of age). The proportion of traditional age students is higher among full-time students (74.1%) versus part-time students (47.0%). The average age of the SCC student is 24. Female students are, on average, older than male students (25 versus 22 years of age); part-time students are, on average, older than full-time students (26 versus 23 years of age).

Undergraduate Enrollment by Age, Fall 2021

Age	Full-Time			Part-Time			Total		
	Num	%	Cum. %	Num	%	Cum. %	Num	%	Cum. %
< 18	14	2.9%	2.9%	7	1.7%	1.7%	21	2.4%	2.4%
18-19	217	44.6%	47.4%	80	19.9%	21.6%	297	33.4%	35.8%
20-21	71	14.6%	62.0%	61	15.2%	36.8%	132	14.8%	50.6%
22-24	59	12.1%	74.1%	41	10.2%	47.0%	100	11.2%	61.9%
25-29	54	11.1%	85.2%	65	16.2%	63.2%	119	13.4%	75.3%
30-34	30	6.2%	91.4%	46	11.4%	74.6%	76	8.5%	83.8%
35-39	15	3.1%	94.5%	37	9.2%	83.8%	52	5.8%	89.7%
40-49	23	4.7%	99.2%	33	8.2%	92.0%	56	6.3%	96.0%
50-64	2	0.4%	99.6%	25	6.2%	98.3%	27	3.0%	99.0%
65+	1	0.2%	99.8%	4	1.0%	99.3%	5	0.6%	99.6%
Unknown	1	0.2%	100.0%	3	0.7%	100.0%	4	0.4%	100.0%
Total	487	100%		402	100%		889	100%	

Required Table II.C.3.c | Source: IPEDS Fall Enrollment Survey

Enrollment by Age and Attendance Status, Fall 2021

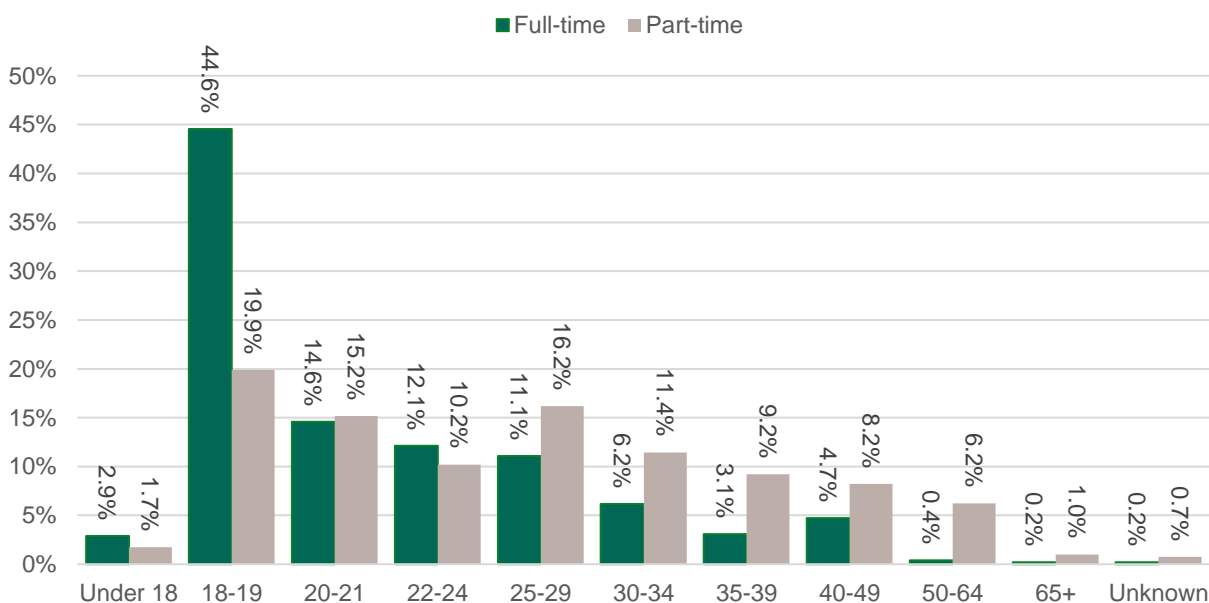


Figure 6

3. Numbers of students receiving financial assistance

Financial aid awards totaled \$3.7 million in academic year 2020-21, consisting of 78.0% federal aid programs, 12.9% state aid programs, and 9.2% Foundation and institutional aid programs. Fifty-two percent of first-time, full-time students received federal, state, or institutional financial aid for an average aid award (not including loans) of \$5,358. Forty-seven percent of first-time, full-time students received federal, state, or institutional financial aid for an average award (not including loans) of \$6,175.

Student Financial Aid from Federal, State & Institution-Funded Programs, AY 2020-21			
Federal Programs	Recipients	Amount Awarded	Amount/Recipient
Pell Grants	398	\$ 1,691,000	\$ 4,249
Federal Work Study	1	\$ 1,000	\$ 1,000
Perkins Loans	0	\$ -	-
SEOG	119	\$ 32,000	\$ 269
PLUS Loans	4	\$ 43,000	\$ 10,750
Stafford Loans (Subsidized)	73	\$ 238,000	\$ 3,260
Stafford Loans (Unsubsidized)	79	\$ 336,000	\$ 4,253
SMART & ACG or other	0	\$ -	-
CARES ACT- HEERF Student Aid	911	\$ 528,000	\$ 580
Total		\$ 2,869,000	
State Programs			
Tuition Aid Grants (TAG)	157	\$ 267,000.00	\$ 1,701
Educational Opportunity Fund (EOF)	59	\$ 51,000.00	\$ 864
Outstanding Scholars (OSRP) or other	0	\$ -	-
Distinguished Scholars	0	\$ -	-
Urban Scholars	0	\$ -	-
NJ STARS	20	\$ 72,000.00	\$ 3,600
CCOG	94	\$ 83,000.00	\$ 883
NJCLASS Loans	0	\$ -	-
Total		\$ 473,000.00	
Institutional Programs			
Grants/Scholarships	115	\$ 338,000.00	\$ 2,939
Loans	0	\$ -	-
Total		\$ 338,000.00	

Required Table II.C.4 | Source: NJIPEDS Form #41 Student Financial Aid Report
*IPEDS Student Financial Aid Survey

4. Percentage of students who are New Jersey residents

The majority (79.9%) of all first-time SCC students are New Jersey residents. 62.6% of all first-time students reside in Salem County (Figure 7).

Fall 2021 First-time Undergraduate Enrollment by State Residence

State Residents	Non-State Residents	Total	% State Residents
227	57	284	79.9%

Note: Residence Unknown included with New Jersey Residents.

Required Table II.C.5

Source: IPEDS Fall Enrollment Survey, Part C

**First-Time
New Jersey Undergraduates
by County Residence, Fall 2021**

County	Residents	Percentage
Atlantic	2	0.7%
Burlington	2	0.7%
Camden	10	3.5%
Cumberland	5	1.8%
Gloucester	26	9.2%
Mercer	2	0.7%
Middlesex	2	0.7%
Passaic	1	0.4%
Salem	177	62.3%
Out of State	57	20.1%
	284	100.0%

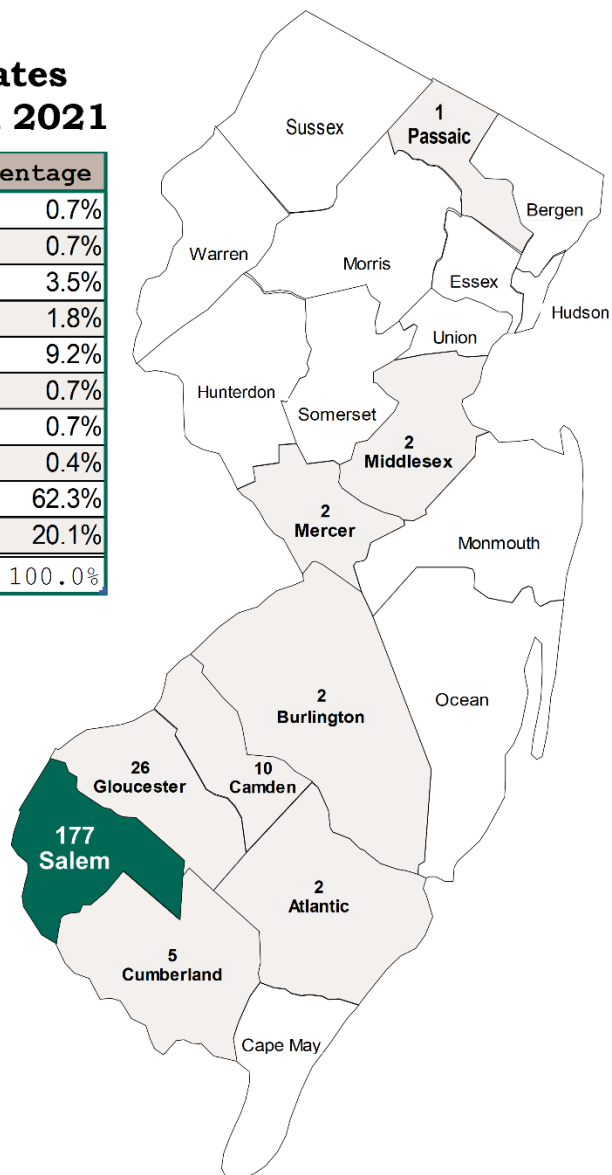
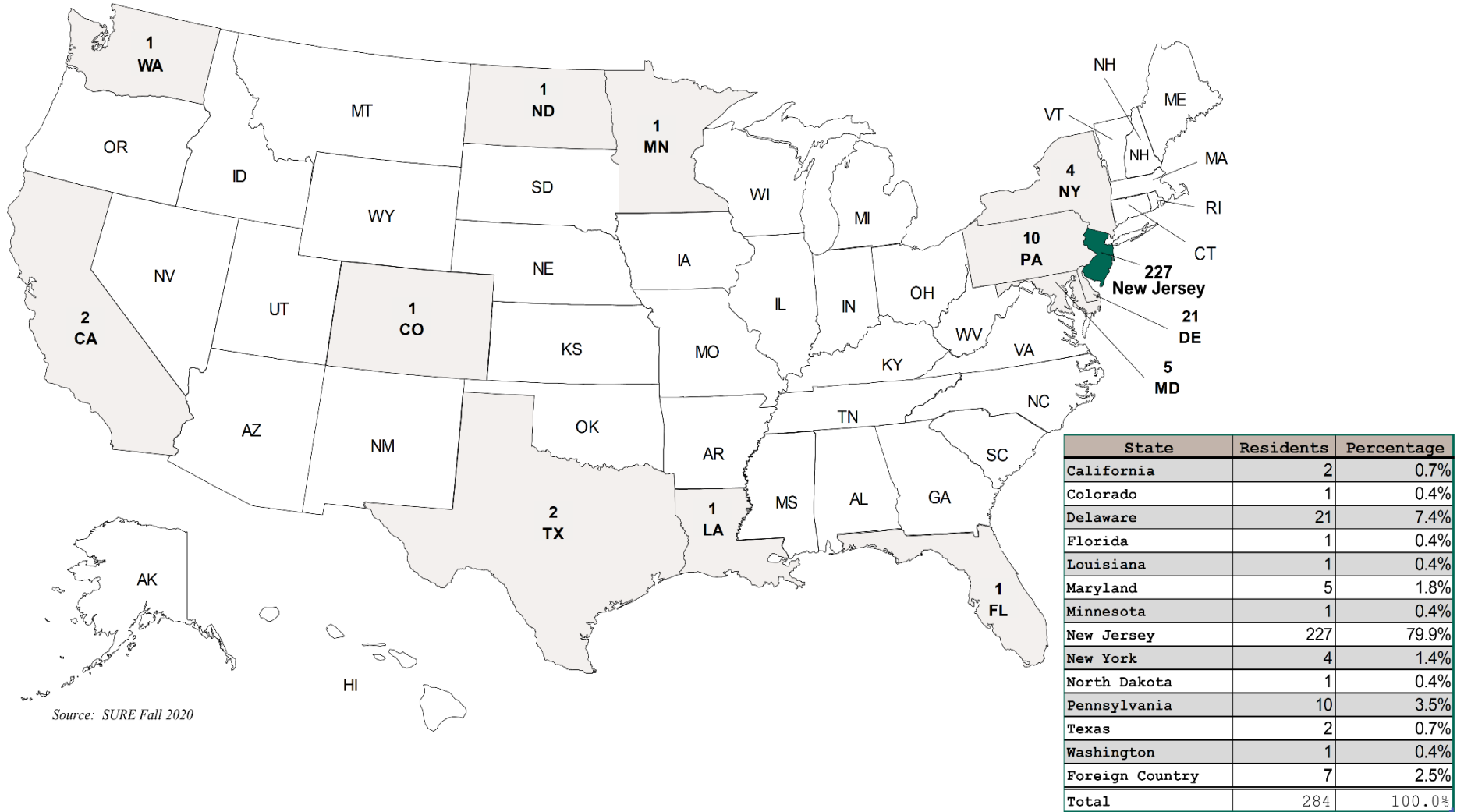


Figure 7

First-Time, Undergraduates By State Residence, Fall 2021



Source: SURE Fall 2020

Figure 8

D. Student Outcomes

1. Graduation rates

Graduation rates of first-time, full-time degree seeking students reflect the percentage of students that graduate, by completing a degree or certificate, within a specified time frame of first enrolling at SCC. Of the 168 students in the fall 2018 cohort, 38.7% graduated in two years. An additional 10.1% graduated the third year, for a total three-year graduation rate of 48.8%.

a. Two-year graduation rate

Two-Year Graduation Rate of Fall 2018 Full-time First-time Degree/Certificate Seeking Students

Cohort Term	Total Students	Student Completion	Percentage
Fall 2018	168	65	38.7%

Required Table II.D.1.b / Source: IPEDS Graduation Rate Survey

b. Three-year graduation and transfer rate by race/ethnicity

Three-Year Graduation and Transfer Rates of Fall 2018 Full-time First-time Degree/Certificate Seeking Students by Race/Ethnicity

Ethnicity	Cohort Count	Graduated		Transferred**	
		Number	Percent	Number	Percent
Black	15	3	20.0%	3	20.0%
Hispanic	19	7	36.8%	2	10.5%
White	113	62	54.9%	8	7.1%
Other / Unknown*	21	10	47.6%	4	19.0%
Totals	168	82	48.8%	17	10.1%

* Other includes students who did not disclose their race/ethnicity, as well as students belonging to a category with less than 10 in the cohort count: American Indians, Asians, Native Hawaiian & Pacific Islanders, Two or More Races, and Non-Resident Aliens.

**Transferred category includes students who transferred prior to completing a degree at SCC.

Required Table II.D.1.c / Source: IPEDS Graduation Rate Survey

- 2. Third-semester retention status
 - a. By attendance status

Third Semester Retention of First-time Undergraduates by Attendance Status

	First-Time, Part-Time			First-Time, Full-Time			All First-time Students		
	Total	Retained	Rate	Total	Retained	Rate	Total	Retained	Rate
Fall 2020 to Fall 2021	59	18	30.5%	172	105	61.0%	231	123	53.2%
Fall 2019 to Fall 2020	61	21	34.4%	229	144	62.9%	290	165	56.9%
Fall 2018 to Fall 2019	73	34	46.6%	158	106	67.1%	231	140	60.6%
Fall 2017 to Fall 2018	87	35	40.2%	157	104	66.2%	244	139	57.0%
Fall 2016 to Fall 2017	95	40	42.1%	166	105	63.3%	261	145	55.6%

Required Table II.D.2 | Source: IPEDS Fall Enrollment Survey, Part E

Fall-to-Fall Retention Rates of First-Time Students by Attendance Status, 2016-2021

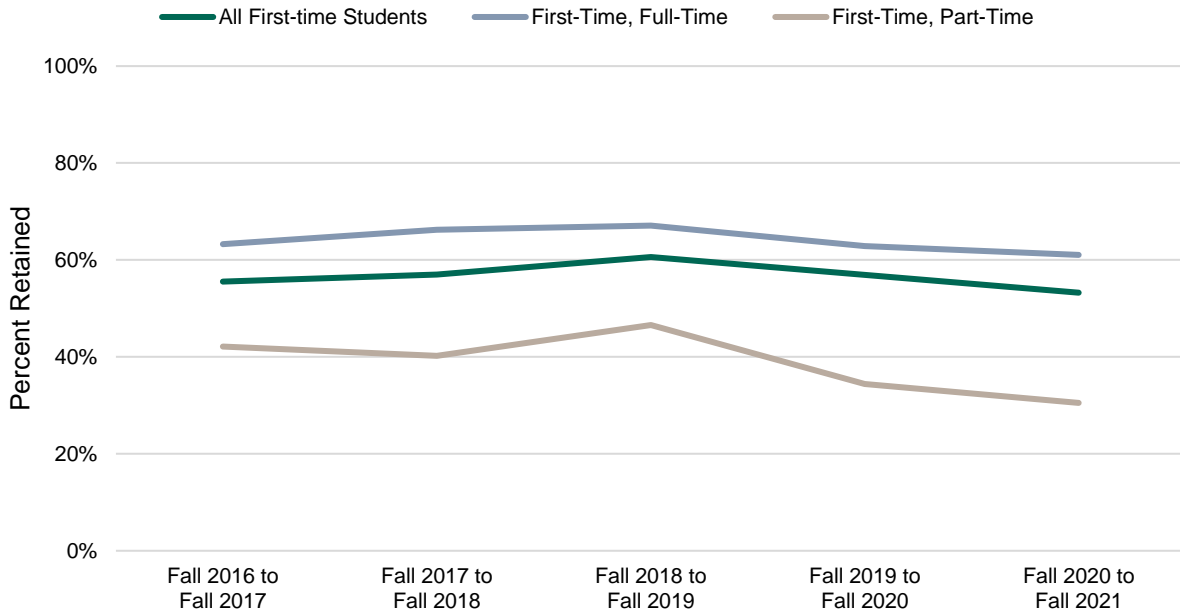


Figure 9

3. Academic year 2020 degrees conferred
b. By race/ethnicity

Degrees and Certificates Conferred by Race/Ethnicity, AY2021

	Associates		Certificates		Total Awards	
	Number	Percent	Number	Percent	Number	Percent
White	118	55.9%	16	57.1%	134	56.1%
Black	34	16.1%	4	14.3%	38	15.9%
Hispanic	20	9.5%	1	3.6%	21	8.8%
Asian	2	0.9%	2	7.1%	4	1.7%
American Indian	1	0.5%	0	0.0%	1	0.4%
Pacific Islander	2	0.9%	0	0.0%	2	0.8%
Two or More Races	15	7.1%	1	3.6%	16	6.7%
Other	19	9.0%	4	14.3%	23	9.6%
Total	211	100.0%	28	100.0%	239	100.0%

Source: Salem Community College Institutional Research

Degrees and Certificates Conferred by Race/Ethnicity, AY 2021

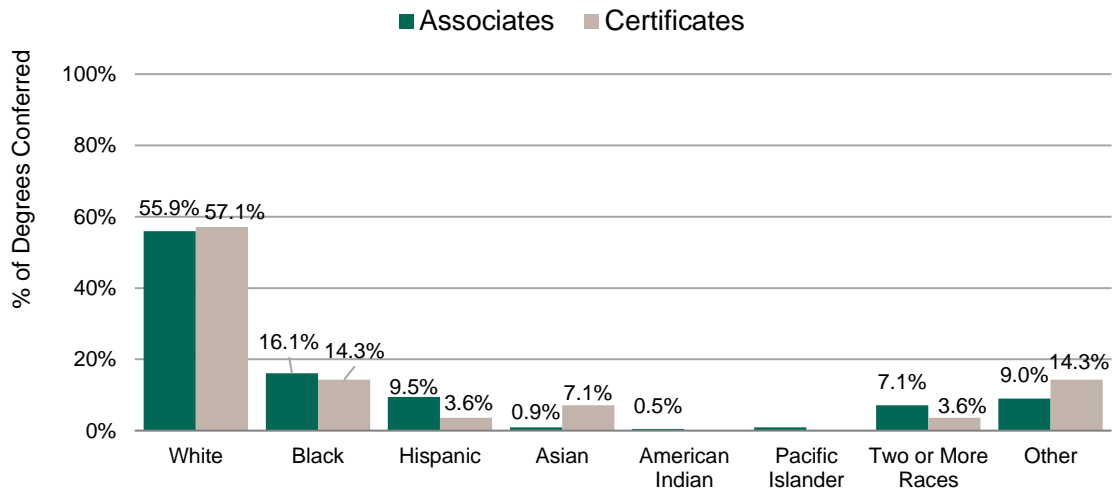


Figure 10

a. By gender

Degrees and Certificates Conferred by Gender, AY2021								
Award	Male		Female		Unreported		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Associates	56	26.5%	144	68.2%	11	5.2%	211	88.3%
Certificates	5	17.9%	23	82.1%	0	0.0%	28	11.7%
Total	61	25.5%	167	69.9%	11	4.6%	239	100.0%

Source: Salem Community College Institutional Research

Completions by Award Type, AY 2021

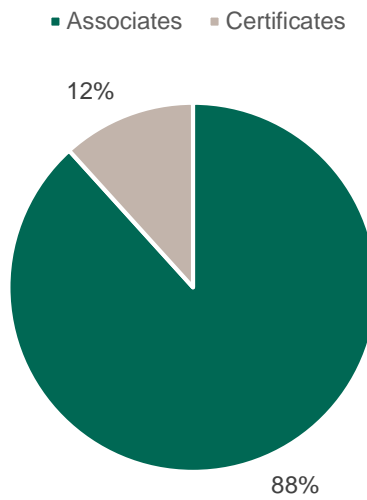


Figure 11

Degrees and Certificates Conferred by Gender, AY 2021

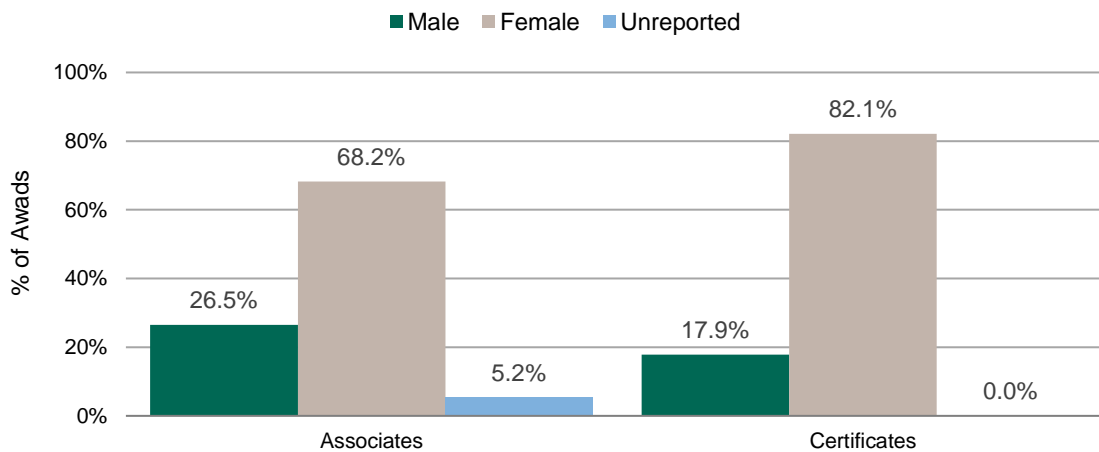


Figure 12

b. By CIP2020 Code Family

Degrees and Certificates Conferred by CIP Code Family, AY 2021

IPEDS CIP Code Family, CIP2010	Certificates	Associates	Total	% of Total
Health Professions	28	87	115	48.1%
Business, Management, and Marketing	0	20	20	8.4%
Precision Production	0	8	8	3.3%
Visual and Performing Arts	0	22	22	9.2%
Liberal Arts and Sciences	0	23	23	9.6%
Education	0	14	14	5.9%
Biological and Biomedical Sciences	0	3	3	1.3%
Social Sciences	0	8	8	3.3%
Psychology	0	7	7	2.9%
Science Technologies/Technicians	0	4	4	1.7%
Computer and Information Sciences	0	2	2	0.8%
Homeland Security and Law Enforcement	0	6	6	2.5%
Agriculture and Agriculture Operations	0	2	2	0.8%
Communication and Journalism	0	1	1	0.4%
Parks, Recreation, Leisure, and Fitness Studies	0	2	2	0.8%
Engineering	0	2	2	0.8%
Engineering Technologies	0	0	0	0.0%
Totals:	28	211	239	100.0%

Source: Salem Community College Institutional Research

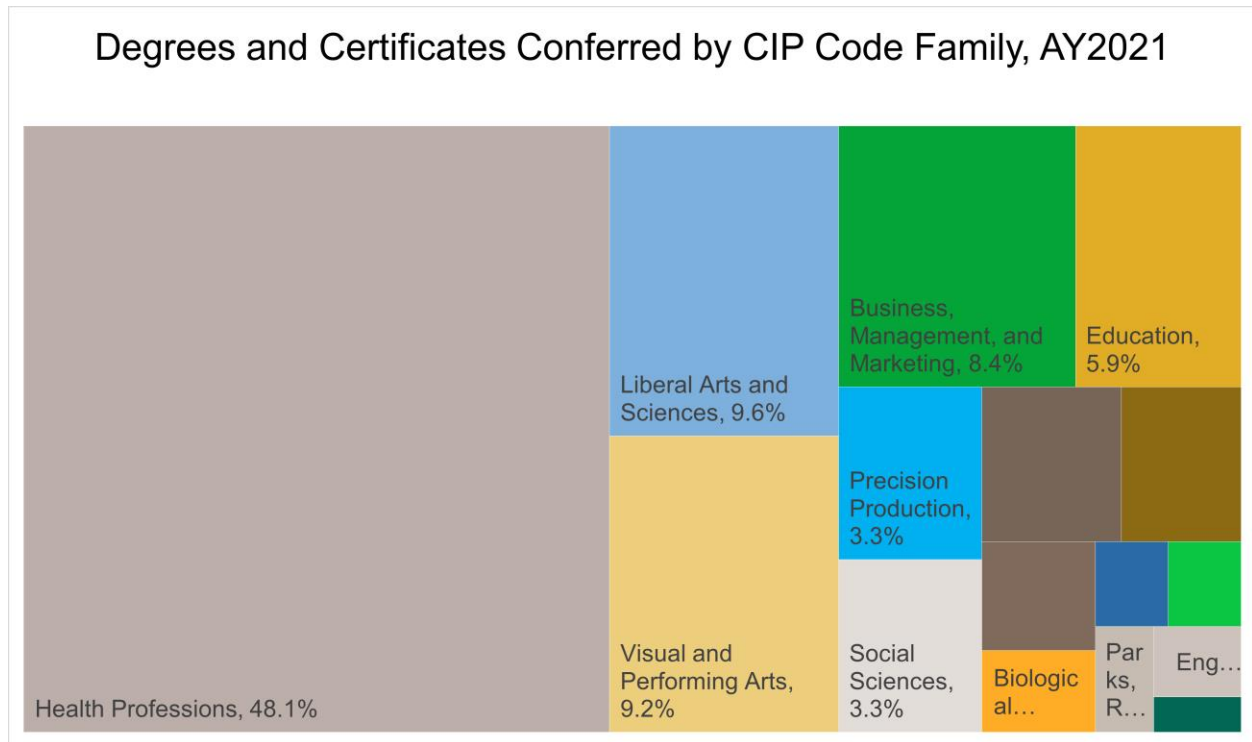


Figure 13

E. Faculty characteristics

1. Full-time faculty by race/ethnicity, gender, and tenure status

In fall 2021 there were 116 total faculty, composed of 15 full-time faculty (12.9%) and 101 adjunct faculty (87.1%).

a. Headcount

Full-Time Faculty by Race/Ethnicity, Gender, Tenure Status and Academic Rank, Fall 2021

	White		Black		Hispanic		Asian*		American Ind.		Alien		Race Unknown*		Total		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Tenured																	
Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Associate Prof.	2	4	1	0	0	0	0	0	0	0	0	0	0	0	0	3	4
Assistant Prof.	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0	1	3
All Others	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	6	1	1	0	0	0	0	0	0	0	0	0	0	0	4	7
Without Tenure																	
Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Others	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3
TOTAL	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3
Total																	
Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	2	4	1	0	0	0	0	0	0	0	0	0	0	0	0	3	4
Assistant Prof.	1	2	0	1	0	0	0	0	0	0	0	0	0	0	0	1	3
All Others	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3
TOTAL	4	9	1	1	0	0	0	0	0	0	0	0	0	0	0	5	10

* Note: Asian includes Pacific Islanders; Unknown includes 2 or More Races.

Required Table II.E.1 / Source: IPEDS Human Resources Survey

b. Percentage

Full-Time Faculty by Race/Ethnicity, Gender, Tenure Status and Academic Rank, Fall 2021 Percentage

	White		Black		Hispanic		Asian*		American Ind.		Alien		Race Unknown*		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Tenured																		
Professors	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
Associate Prof.	13.3%	26.7%	6.7%	---	---	---	---	---	---	---	---	---	---	---	---	---	20.0%	26.7%
Assistant Prof.	6.7%	13.3%	---	6.7%	---	---	---	---	---	---	---	---	---	---	---	---	6.7%	20.0%
All Others	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
TOTAL	20.0%	40.0%	6.7%	6.7%	---	---	---	---	---	---	---	---	---	---	---	---	26.7%	46.7%
Without Tenure																		
Professors	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Associate Prof.	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Assistant Prof.	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
All Others	6.7%	20.0%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	6.7%	20.0%
TOTAL	6.7%	20.0%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	6.7%	20.0%
Total																		
Professors	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Associate Prof.	13.3%	26.7%	6.7%	---	---	---	---	---	---	---	---	---	---	---	---	---	20.0%	26.7%
Assistant Prof.	6.7%	13.3%	---	6.7%	---	---	---	---	---	---	---	---	---	---	---	---	6.7%	20.0%
All Others	6.7%	20.0%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	6.7%	20.0%
TOTAL	26.7%	60.0%	6.7%	6.7%	---	---	---	---	---	---	---	---	---	---	---	---	33.3%	66.7%

* Note: Asian includes Pacific Islanders and Unknown includes 2 or More Races.

Source: IPEDS Human Resources Survey

2. Percentage of course sections taught by full-time faculty

SCC offered 242 classes in fall 2020, 40.1% taught by full-time faculty, 58.7% by adjunct faculty, and 1.2% by other staff (typically full-time staff or administrators).

**Percentage of Course Sections Taught by Full-Time Faculty
Fall 2017 to Fall 2021**

	Total Sections	Full-Time Faculty	Part-Time Faculty	Others*
Fall 2021*	242	97 40.1%	142 58.7%	3 1.2%
Fall 2020*	233	85 36.5%	145 62.2%	3 1.3%
Fall 2019*	219	90 38.2%	132 60.4%	4 1.4%
Fall 2018	212	81 39.7%	128 57.5%	3 2.8%
Fall 2017	214	85 39.4%	123 57.5%	6 3.1%

Note: Others includes Full-time Administrators

Required Table II.E.2

Source: Salem Community College Institutional Research

**Beginning Fall 2019, numbers take into consideration sections taught by multiple faculty members. Percentages may add up to greater than 100%.*

3. Ratio of full- to part- time faculty

**Ratio of Full- to Part-time Faculty
Fall 2021**

	Number	Percentage
Full-Time	15	12.9%
Part-Time	101	87.1%
Total	116	100.0%

Required Table II.E.3

Source: IPEDS Human Resources Survey

F. Characteristics of the trustees

Salem Community College is sponsored in part by the citizens of Salem County through the Board of Chosen Freeholders and the state of New Jersey. The twelve-member governing board consists of eleven voting members and one member elected from the most recent graduating class. The College President serves as a non-voting, ex-officio member of the Board.

1. Race/ethnicity and gender

Race/Ethnicity and Gender of Governing Board

	White	Black	Hispanic	Asian	American Indian	Non-Res Alien	Unknown	Total
Male	3	1	---	1	---	---	---	5
Female	5	---	---	---	---	---	---	5
Total	8	1	---	1	---	---	---	10

Required Table II.F.1 / Source: Salem Community College Board of Trustees Administrative Secretary

2. List of trustees with titles and affiliations

Board of Trustees Members

Name	Title	Affiliation
John G. Ashcraft	President/Manager	Ashcraft Funeral Home
BJ Ayars	Offsite and Emergency Response Specialist	PSGEG Nuclear
Ida Bowen	President/CEO (retired)	Deepwater Industries Federal Credit Union
Patrice Burdalski	Owner	State Farm Insurance
Amante N. DeCastro, M.D.	Physician	Self-employed
Maria B. Fantini	Administrative Assistant to the President and Board Secretary	Salem Community College
Michael R. Gorman, Ed.D.	President, Ex-Officio	Salem Community College
Dorothy D. Hall	Consultant	Self-employed
Scott R. Kramme, Esq.	Owner	Law Offices of Scott R. Kramme, LLC
Peggy Nicolosi	Executive Superintendent	NJ Dept. of Education
Jason Supernavage	Owner/President	Boston Rehabilitation Associates
Gregory T. Wright	Assistant Principal	Gloucester County Institute of Technology
Vacant	Alumni Trustee	Salem Community College

Required Table II.F.2 / Source: Salem Community College Board of Trustees Administrative Secretary

3. URLs of webpages with information on trustees

For more information, including meeting times and dates, please go to:
<http://www.salemcc.edu/about-scc/board-of-trustees>

G. Profile of the institution

1. Degree and certificate programs

Degree and Certificate Programs

Associate of Arts Degrees

Communications/Journalism	Social Science - History/Political Science
Education	Social Science - Psychology
Liberal Arts [†]	Social Science - Sociology/Social Service
Mathematics	

Associate of Science Degrees

Biology/Chemistry	Criminal Justice - Cyber Security
Biology/Chemistry - Agricultural Science	Criminal Justice - Law Enforcement
Biology/Chemistry - Pre-Professional	Game Design and Development
Business Administration [†]	Health Science
Business Administration - Accounting	Occupational Therapy Assistant****
Business Administration - Supply Chain Management	Physics/Engineering
Computer Science	Sport Management

Associate of Applied Science in Technology Degrees

Business Administration	Nursing
Culinary Arts**	Scientific Glass Technology
Health Information Technology***	Technical Studies
Nuclear Energy Technology	Veterinary Technology***

Associate of Fine Arts

Computer Graphic Art	Studio Art
Glass Art	

Certificates

Administrative Assistant	Pharmacy Technician
Medical Coding***	Practical Nursing (LPN)

Career Certificates

Business Paraprofessional Management

[†]Also available as fully online degree.

**Joint degree in partnership with Rowan College at Burlington County

***Joint degree in partnership with Camden County College

****Joint degree offered with the School of Health Professions at Rutgers, The State University of New Jersey

H. Major research and public service activities

1. Research and development expenditures

Research and Development Expenditures, FY 2021	
	Dollar Amount (\$)
Federally Financed Academic R&D Expenditures	0
Institutionally Financed Academic R&D Expenditures	0
Total Academic R&D Expenditures	0

Required Table II.H

Source: Salem Community College Institutional Research

2. Publications and Presentations

Lucente, J. (2021, Sep.). *New Normal*. [Art Exhibition]. Collaborator. Exhibited at the Payne Gallery at Moravian College, Bethlehem, PA, United States.

Lucente, J. (2021, Nov. 3 - 28). *Simply Begin Again*. [Art Exhibition]. Exhibited at the Delaware Contemporary, Wilmington, DE, United States.

Lucente, J. (2022, May 5 – Jun. 26). *Narrative Objectified*. [Art Exhibition]. Collaborator. Exhibited in the Hatch Gallery at the Delaware Contemporary, Wilmington, DE, United States.

Lucente, J. (2022, May 6 – Jun. 3). *"Let Me Tell You" Works by Women Artists, Taking Up Space*. [Art Exhibition]. Collaborator. Exhibited at the Chris White Gallery, Wilmington, DE, United States.

Lucente, J. (2022, May 6 – Jun. 3). *Twilight Art Show*. [Art Exhibition]. Collaborator. Exhibited at Haines Fall, NY, United States.

Kristin Lee Deady (SCC Assistant Dean, Glass Education), 2022, “Art Teams Up with Science: Salem Community College’s Glass Education Center”, *Glass Bead Evolution*, Vol. 9, Issue 4, 23 – 31.

Sara Sally LaGrande, 2022, “The Fearless World of Amy Lemaire (SCC Glass Adjunct)”, *Glass Art Magazine*, May/June 2022, 25 – 31.

Laura Simone, 2022, “Madeline Rile Smith (SCC Glass Adjunct) Artist Feature: The Relics of Interaction”, *Glass Bead Evolution*, Vol. 9, Issue 4, 3 – 13.

Amy Lemaire (SCC Glass Adjunct), 2022, keynote address, “Contemporary Trade Routes”, International Society of Glass Beadmakers Conference.

3. Faculty and staff recognitions and awards

The 2021-22 recipients of the Academic Excellence Award were **Karen Jones** and **Cynthia Reihmann**.

The 2021-22 recipients of the Arlene Kelley Service to Students Award were **Anna Manogue** and **Elivin Mendez**.

In 2021, **Madeline Rile Smith**, a SCC Glass Adjunct, was an exhibiting artist at the Toyoma International Glass Art Exhibition in Toyoma City, Japan.

Smith also received the Saxe Emerging Artist Award from the Glass Art Society in 2022.

Wesley Valdez, a SCC Glass Adjunct, became an artist residency recipient in 2021 at the Museum of Glass in Tacoma, WA.

Assistant Professor **Jenna Lucente** in conjunction with SCC Dean of Glass Kristin Deady, and glass artist Alexander Rosenberg, co-curated the Fall season at the Delaware Contemporary.

Furthermore, Lucente has another large public art commission underway with New Jersey Transit at the Elizabeth Station. The commission is for glass designs, which will encompass four different elevator towers at the station. Two of the towers were installed in 2022. The remaining two will be installed in 2023.

Professor Lucente also instructs monthly figure drawing sessions at the Delaware Contemporary in Wilmington, DE.

Jennifer Martin was recognized as the “Volunteer of the Year” for 2021-2022 at the Annual Tutor Appreciation Event.

Abigail Chomo was recognized as a Phi Theta Kappa All-State Academic Team Representative at the April 2022 Awards Ceremony.

4. Collaborations with area schools

Salem Community College received the Office of the Secretary of Higher Education NJ GEAR UP/College Bound grant, which enabled the college to collaborate with the Penns Grove-Carneys Point Regional School District. The grant enables the college to provide services for up to 175 students in grades 7-12. Student participants have access to a full tutoring program during the academic year, along with a Summer Enrichment Program for students; college tours; cultural events; instruction for study skills, reading, and math; mentoring; and parent workshops.

As a recipient of the College Readiness Now VII Grant (CRN VII), Salem Community College partnered with Penns Grove-Carneys Point Regional School District and Salem County Vocational Technical School District to provide Accelerated Learning Programs to local students. Students enrolled in ENG101, as well as a companion support course during the spring 2022 semester. Students who successfully completed the course were able to earn college level credits while still in high school.

Salem Community College is one of three recipients, and the only community college recipient, in the state of New Jersey for the Opportunity Meets Innovation Challenge (OMIC) grant. This opportunity provides fee-free college credits for up to 24 total credits to 40 high school students across the county who fall below a designated income threshold. The College's approach for OMIC is built around wrap-around services, including academic advising, academic support/tutoring and career counseling. This two-year grant is designed to serve as a pilot to provide evidence and support for extended funding to extend fee-free college credits to a larger population of high school students.

In April 2022, Salem Community College hosted the Salem County School Counselor's Association (SCSCA) for a breakfast meeting. 15-20 School Counselors from districts around the county were in attendance. During the event, SCC staff presented sessions on topics such as high school programs/dual enrollment, EOF and financial aid.

5. Public service activities
 - a. Community service and outreach events

SCC hosted the annual veterans medals ceremony in partnership with the County of Salem Office of Veterans Affairs, and a veterans recognition dinner with the SCC Foundation.

Due to the pandemic, Salem Community College's 20th International Flameworking Conference (IFC) was three years in the making. Not surprisingly then, a record number of SCC glass alumni attended. The conference (March 18-20) celebrated SCC's more than 60 years of Scientific Glass Technology and 20 years of Glass Art.

The on-campus Samuel and Jean Jones Glass Education Center, hosting its first IFC, received rave reviews from the more than 300 attendees from 29 states and Canada.

Assistant Dean of Glass Education and IFC Chair Kristin Deady scheduled an all-alumni cast of presenters: featured artist Sally Prasch, Kiva Ford, Doni Hatz, Dan Coyle, Paul Stankard, Patty Clune, Tracy Drier, Erich Moraine, Jeremy Grant-Levine, Bob Russell, Carl Natalino, Katie Severance and Rich Brainard.

The IFC was founded by SCC Distinguished Alumnus and internationally respected artist Paul Stankard of Mantua, N.J. Stankard is now IFC chair emeritus. The IFC is made possible through a grant from the Salem County Cultural and Heritage Commission and New Jersey State Council on the Arts, as well as the SCC Foundation and glass industry sponsors.

At Homecoming in September 2021, SCC and the SCC Foundation saluted two local frontline healthcare heroes who have helped save lives and made sacrifices for the community during the pandemic. When introduced to the crowd of 250 guests in the DuPont Field House on the SCC campus, registered nurses Suzy Strang from the Salem Medical Center (SMC) and Sheetal Stewart from Inspira Health received a standing ovation. An SCC graduate, Strang has worked at SMC for 20 years, the last five in the Intensive Care Unit. Stewart has worked for Inspira Health since September 2012.

In addition, SCC hosted the following:

- Salem County Health and Human Services Department's COVID-19 and flu shot vaccination clinics in partnership with the SCC nursing faculty and students
- Cooper Trauma Center Special Operations training workshop with the Salem County Sheriff's Office
- Shelter training (Salem County Sheriff's Office)
- Salem County Office on Aging meal and fan distribution site
- American Red Cross blood drives with Rotary of Penns Grove
- Salem County Chamber of Commerce's Citizen of the Year banquet honoring Salem County Veterans Affairs Director Joseph Hannagan
- Salem County Chamber of Commerce's annual candidates forum for state and county offices
- Salem Circle of Friends luncheon with Salem Medical Center
- Swearing-in ceremony of Penns Grove police officers
- Delaware River and Bay Authority police recruits' written exams and physical fitness tests
- U.S. Department of Agriculture roundtable on Salem City community needs
- Deepwater Industries Federal Credit Union board of directors' retreat

SCC participated in the Wind Port Town Hall and the Salem County schools' unification feasibility study public hearings.

Additionally, SCC continues to contribute in the ongoing English as a Second Language class with Gateway Community Action.

The college also partnered with Salem County Vocational-Technical School District for GED class.

Salem Community College continues to take part in Salem County Economic Development Council's monthly meetings.

With federal, state and county COVID restrictions relaxed, SCC co-sponsored and hosted several events for K-12 populations:

- Duel on the Delaware (a regional robotics competition)
- Salem County Academic League high school and middle school finals
- PSEG Nuclear Math Showcase
- STEM camp for middle school and high school girls (Girls World), in partnership with South Jersey Robotics
- Penns Grove Middle School promotion ceremony for 8th graders
- Oldmans Twp. School reunification drill
- Salem County Bridge math and science teachers monthly meetings
- Salem County science and math teachers' in-service day

The College continues to serve as the permanent home of the award-winning Team 316 (The LUNATECS) of South Jersey Robotics; affiliated with FIRST Robotics. The LUNATECS qualified for and competed in the FIRST international robotics championship in Houston in April 2022.

Dr. Mike Gorman serves on the Salem County Chamber’s Government Relations Committee and the Chamber’s Marketing Committee. Those are in addition to serving as Secretary on the Chamber Board of Directors and serving on the Business Education Committee.

President Dr. Michael R. Gorman is also a member of the Forman Acton Foundation, the Penns Grove/Carneys Point Regional School District Advisory Board, the Rotary of Penns Grove, the Salem Community College Foundation (ex-officio), the Salem County Chamber of Commerce (Chamber Board Secretary and member of Business Education Committee), the Salem County Vocational-Technical Educational Foundation, the Salem County Economic Development Council, the Salem Medical Center, and Stand Up for Salem.

Furthermore, Dr. Gorman served as the facilitator for the Salem County schools’ unification feasibility study.

Bill Clark chaired the Salem County Chamber of Commerce’s Business Education Committee and served as vice chair of Deepwater Industries Federal Credit Union Board of Directors.

Maria Fantini was a member of the Rotary of Penns Grove.

Ceil Smith facilitated the Salem Circle of Friends (with Salem Medical Center), was a member of both the Salem City Council and the Salem Yuletide Committee.

Moreover, Smith was a board member at the Salem Medical Center and was the commissioner at the Delaware River and Bay Authority.

Associate Professor **Karen Mattison** serves on the New Jersey Collegiate Business Administration Association (NJCBA) leadership cabinet as Vice President. The NJCBA supports and celebrates students and faculty from New Jersey in the business fields by providing professional development, facilitating the NJCBA Honor Society, and rewarding exceptional business teaching and research opportunities to its members.

Additionally, Mattison contributed to the community as an active member of the Gloucester County Chapter of AmeriCorps Seniors

Associate Professor **Jennifer Martin** is now the Board President for the Literacy Volunteers of Salem and Cumberland Counties, which as part of the Gateway Community Action Partnership in Bridgeton, NJ provides free tutoring for adults in Cumberland and Salem counties who need help with reading, writing, or speaking English. Martin continues teaching ESL classes for this organization on Tuesday nights since the summer of 2021.

b. Cultural events

Art Exhibits

In conjunction with the 9/11 Memorial & Museum in New York, the SCC library had a very special poster display exhibit titled “September 11, 2001 – The Day the World Changed”. The posters came directly from the Museum and featured photographs before, during, and

after, along with personal story messages and other information. QR codes on the posters linked to the official Museum website to provide additional resources. This display was advertised to the public as well, and available for viewing late August – October 2021. On September 25, 2021. We were open special hours for a one-day display of a piece of steel from the World Trade Center. This special artifact was on loan from the Carneys Point Fire Department.

Concerts

- Salem County American Legion Band
- Salem Community College Oak Singers (December and May)
- Salem County Brass Society (December and April)
- “Music Around the County” (nonprofit group) (October, January and April)
- Salem County High Schools’ Honors Choir and Band Festival

Theater

- Productions by the all-volunteer Oakwood Summer Theatre
- Performing Arts Day (a regional event sponsored by the Woman’s Club of Penns Grove, Carneys Point and Oldmans)
- Through a State of New Jersey arts grant administered by the Salem County Cultural and Heritage Commission, SCC hosted a performance by the Pushcart Players, a professional theatre company based in New Jersey, for a local elementary school in SCC’s Sol and Jean Davidow Performing Arts Theatre.

Miscellaneous

SCC participated in the Overdrive worldwide Big Library Read of Questlove’s book, “Music is History” in April 2022.

I. Major capital projects underway in fiscal year 2022

While recovering from the effects of the COVID-19 pandemic, there were minimal Capital Projects during FY 2022. In FY 2022, Salem Community College replaced the primary HVAC system in Davidow Hall, which houses the Sol & Jean Davidow Performing Arts Theatre and the DuPont Field House. Costing \$1.1 million, this project was funded via NJ Chapter 12 Bond Program. Anticipated projects in FY 2023 include campus bathroom modernization and replacing our athletic floor in the DuPont Field House. Bathroom renovations are estimated at \$50 thousand while field house flooring is approximately \$175 thousand. Other potential capital projects include updates to the theatre lighting and sound systems with estimated costs approximating \$75 thousand.

Other Institutional Information

J. Awards Conferred

4. Awards conferred by academic year

Awards Conferred by Academic Year

Academic Year	Certificates	AA	AS	AAS	AFA	Total
2013	54	60	83	43	10	250
2014	59	64	91	45	5	264
2015	38	66	66	57	6	233
2016	26	68	54	96	8	252
2017	36	51	50	89	23	249
2018	40	64	58	91	16	269
2019	39	42	40	93	18	232
2020	39	48	70	65	15	237
2021	35	45	62	58	17	217
2022	29	54	83	54	20	240

Source: Salem Community College Institutional Research

Awards Conferred by Academic Year

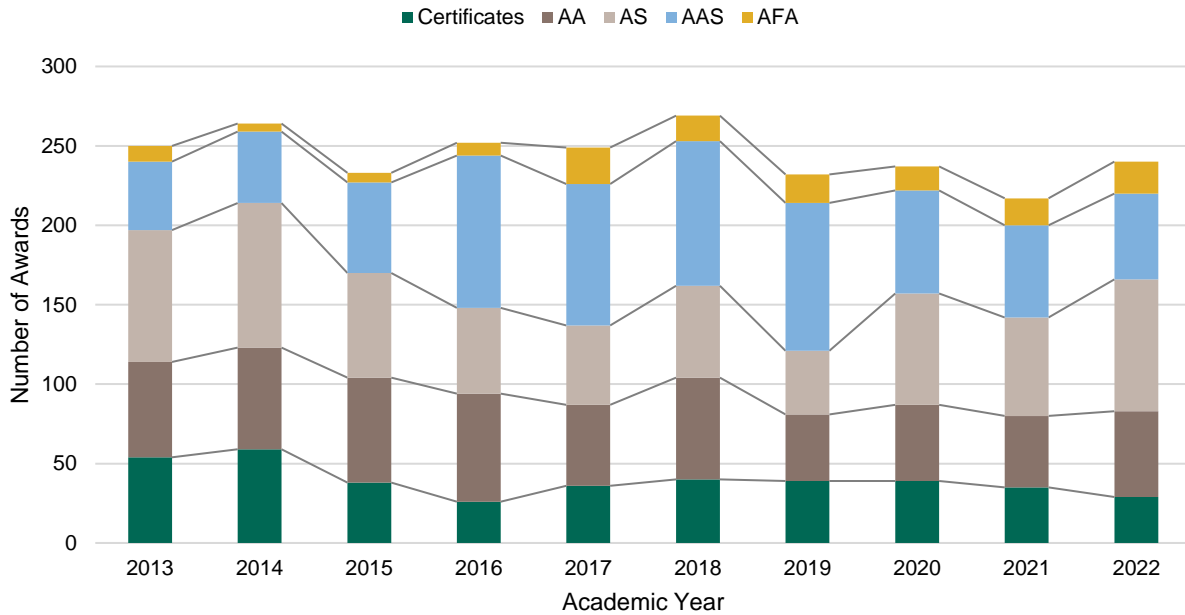


Figure 14

5. Awards conferred by program

Awards Conferred by Program and Academic Year

Program	AY 2017	AY 2018	AY 2019	AY 2020	AY 2021
Award Totals	249	265	229	235	212
Associate Degree Total	213	225	190	196	179
Associate of Arts Total	51	62	40	47	45
Communications Journalism	2	2	2	2	6
Criminal Justice*	8	4	0	0	0
Education	9	12	3	10	8
Liberal Arts	21	28	21	19	18
Mathematics	1	0	0	0	1
Physics Engineering*	0	2	0	0	0
Social Science - History/Political Sci	0	0	4	2	2
Social Science - Psychology	4	13	9	7	7
Social Science - Sociology/Social Service	6	1	1	7	3
Associate of Science Total	50	56	40	69	59
Biology/Chemistry	10	14	9	9	1
Biology/Chemistry - Agricultural Science	0	0	0	2	3
Biology/Chemistry - Preprofessional	0	0	0	2	1
Business Administration - Accounting	0	0	0	1	1
Business Administration - General	12	5	4	14	7
Computer Science	0	0	0	1	0
Criminal Justice - Cyber Security	0	1	0	4	2
Criminal Justice - Law Enforcement	0	7	6	2	12
Game Design and Development	6	4	4	6	1
Health Science (Medical Radiography)*	1	1	0	0	0
Health Science	20	24	16	27	27
Occupational Therapy Assistant	1	0	0	0	0
Physics/Engineering	0	0	1	1	4
Associate of Applied Science Total	89	91	92	65	58
Business Administration	7	5	11	8	6
Health Information Technology	0	1	0	0	0
Nuclear Energy Technology	19	8	10	5	4
Nursing LPN to AND	21	24	30	29	28
Process Operator Technology*	14	10	1	0	0
Scientific Glass Technology	28	42	39	22	20
Sustainable Energy: Green Technology*	0	1	1	0	0
Technical Studies	0	0	0	1	0
Associate of Fine Arts Total	23	16	18	15	17
Computer Graphic Art	8	5	7	5	6
Glass Art	11	11	9	6	6
Glass: Applied Craft & Design*	1	0	0	0	0
Studio Art	3	0	2	4	5

Awards Conferred by Program and Academic Year

Program	AY 2017	AY 2018	AY 2019	AY 2020	AY 2021
Certificate Total	36	40	39	39	33
Administrative Assistant	7	5	3	3	0
Pharmacy Technician	2	4	4	2	3
Practical Nursing	27	31	29	34	30
SET: Academic Certificate*	0	0	1	0	0
SET: Green Construction Technology*	0	0	1	0	0
SET: Solar Energy Technology*	0	0	1	0	0

**Denotes Inactive Program*

Source: Salem Community College Institutional Research

K. Enrollment trends

1. By fall credit hour totals

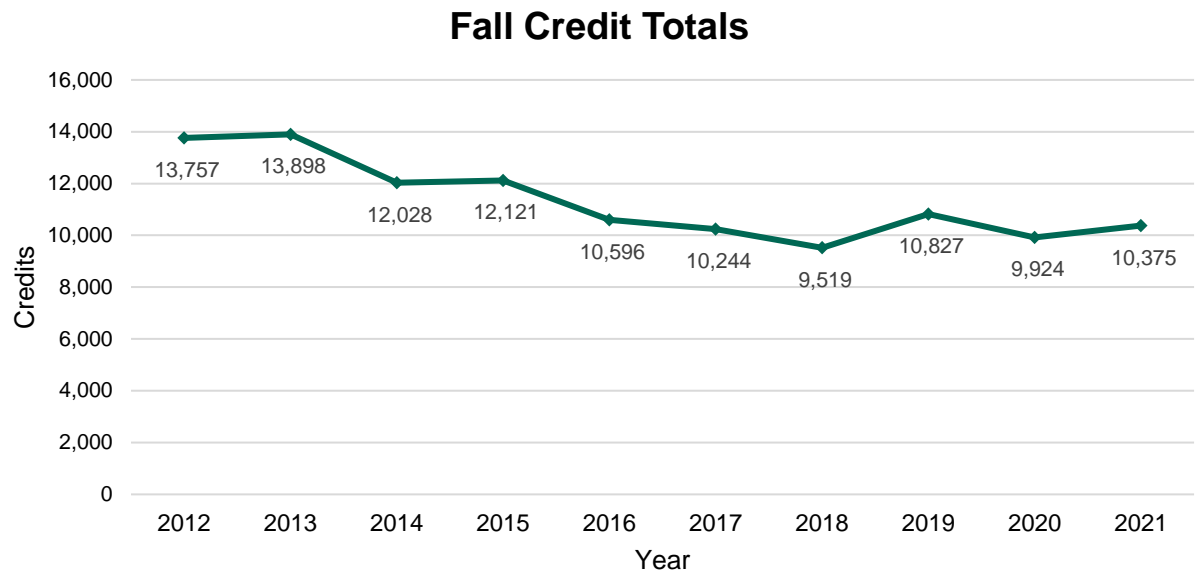


Figure 15

2. By fall student enrollment status

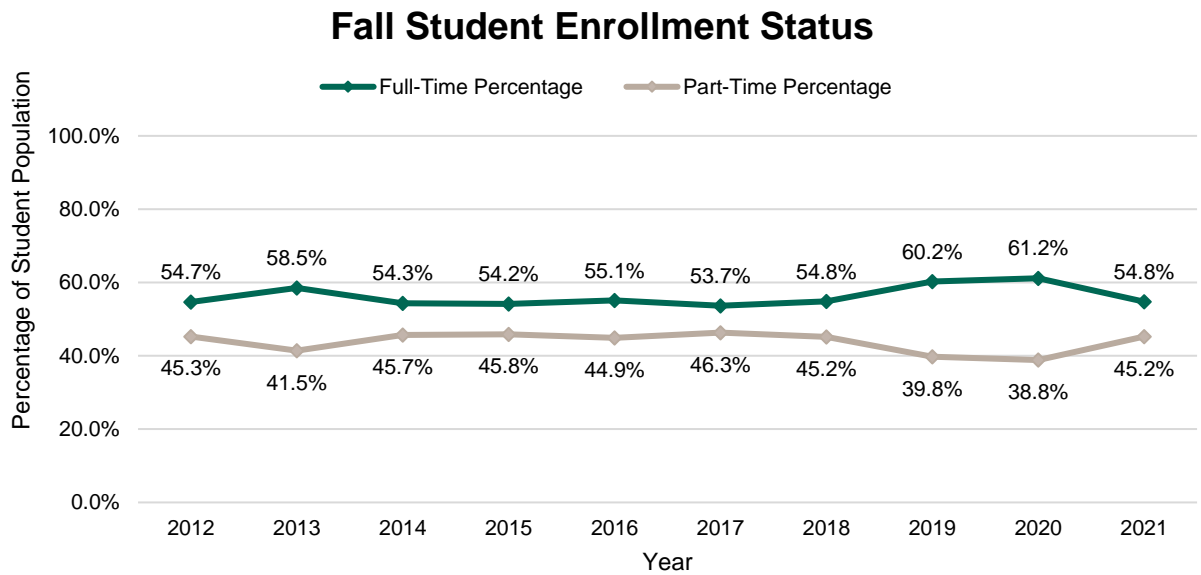


Figure 16

L. Focus on STEM programs

Focus on STEM Programs

Academic Year	Percent of Enrolled Students in STEM Programs	Percent of Credits for Students in STEM Programs	Percent of Graduates in a STEM Program
2013	57.6%	58.7%	67.0%
2014	56.6%	59.0%	65.0%
2015	56.9%	60.2%	61.3%
2016	57.5%	62.7%	66.4%
2017	62.1%	66.9%	71.6%
2018	61.0%	63.7%	71.9%
2019	60.7%	61.7%	70.3%
2020	57.3%	57.5%	69.6%
2021	61.6%	60.0%	66.9%
2022	61.8%	62.4%	68.9%

* Dual Credit and Robotics students are excluded from calculations
 Source: Salem Community College Institutional Research

Focus on STEM Programs

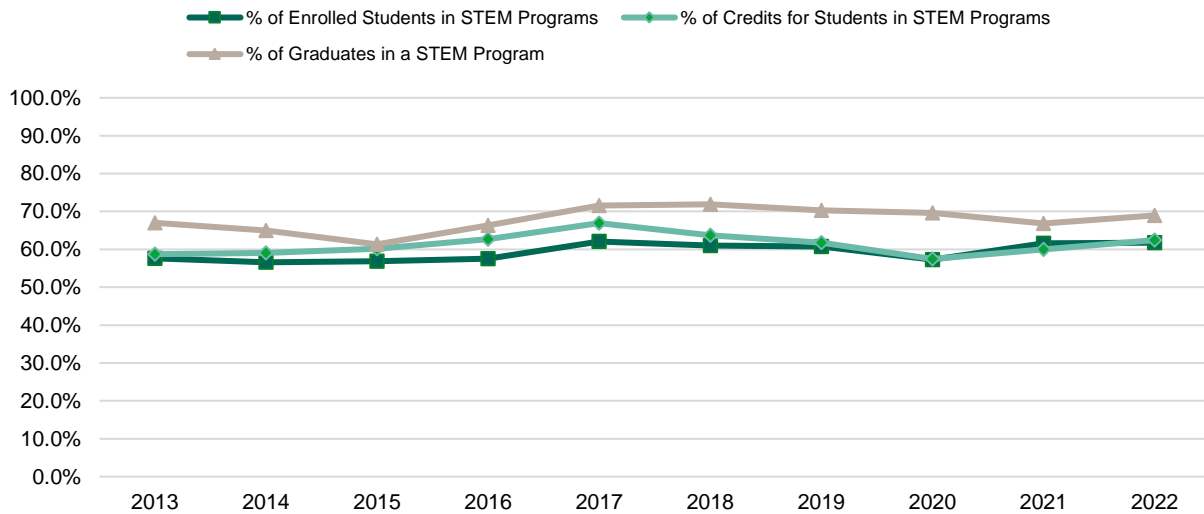


Figure 17