

Salem Community College Institutional Profile

September 2021

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. Though COVID-19 has greatly altered our lives, SCC has enhanced its vital role to our community. Virtual learning became the norm throughout the 2020-2021 academic year with some exceptions. Glass Education remained active with in-person teaching as well as Nursing, some lab courses, and interspersed Art offerings. Instructionally, we modified our delivery within CDC safety protocols and followed a series of rules that were definitely beyond our normal comfort zone. However, we made it through the year with no on-campus infections. We know how to deal with a pandemic.

Our value to the community is evident. Salem Community College tuition costs are about a third of those found at our four-year state colleges and truly a fraction of the private colleges in the region. With student debt becoming an increasing concern on the national level, the community college, and Salem in particular, become even more valuable. Your Salem Community College has a unified pricing model where fees are only affixed to courses where extraordinary materials are needed, such as labs, art, nursing, and glass. Our tuition investment may look a bit higher than our competitors, until you integrate all the fees that are part of other schools' tuition framework. SCC is a solid investment in your future.

SCC is the educational epicenter of Salem County. We partner with local high schools and area businesses through strong alliances which include Salem Medical Center, PSEG Nuclear, Atlantic City Electric, and Chemours, and a host of small businesses. Building a labor force for these enterprises requires both on-campus and off, virtual and in-person, instruction delivered through a comprehensive schema of coursework, intern/apprentice opportunities, and, most significantly, personalized attention. Salem Community College is the place where everyone knows your name. Our small size and personalized attention allow us to have personal contact with students as we build long lasting and productive relationships. This is evident when you see our outstanding retention and graduation rates (routinely among the best in New Jersey).

Our College Acceleration Program (CAP), often referred to as Dual Credit or Dual Enrollment, continues to grow. Last spring, we graduated seven students who received their Associate's degree before they were issued their high school diploma. Through a combination of CAP approved courses, and additional classes either on-campus, online, or after hours at remote locations, these students, accrued the necessary credits to complete their SCC program and enter the world of higher education with opportunities and experiences placing them ahead of their peers.

Our Scientific Glass Technology and Nursing programs remain mainstays of the student body. However, there has been an increasing interest in Liberal Arts and Business over the last few years. Sports Management, Supply Chain Management, STEM (Science Technology Engineering and Math) as well as Agricultural Sciences have grown as well. This is a great time to be part of your Salem Community College.



Michael R. Gorman, Ed.D.
President

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Mission, Vision, Diversity, and Values

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.

I. 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 865 students enrolled in fall 2020 as of census, full-time students (enrolled in twelve or more credit hours) comprised the majority of the student body (61.2%).

Fall 2020 Enrollment

Attendance Status	Number	Percentage
Full-Time	529	61.2%
Part-Time	336	38.8%
Total	865	100.0%

Required Table II.B.1

Source: IPEDS Fall Enrollment Survey

Enrollment By Attendance Status, Fall 2020

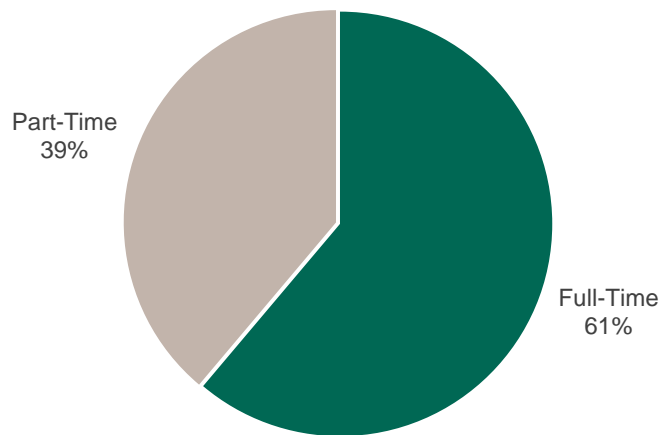


Figure 1

2. Number of non-credit students served

Non-Credit Enrollment, FY 2020

Non-Credit Type	Total Number of Registrations*	Unduplicated Headcount	Total Clock Hours (One Clock Hour = 60 minutes)	Total FTEs**
Open Enrollment	285	263	3,822	8
Customized Training	0	0	0	0

* Includes all registrations in any course that started on July 1, 2019 through June 30, 2020.

** 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 2020

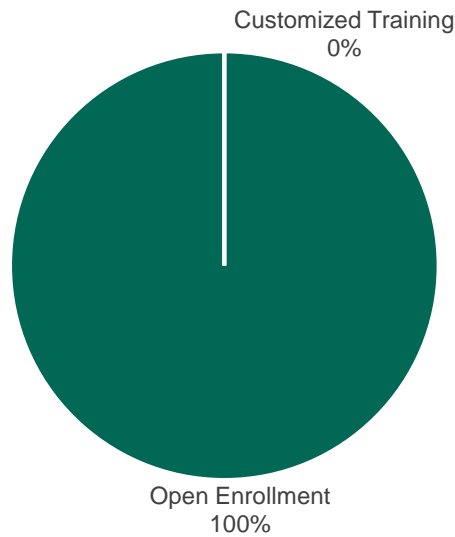


Figure 2

3. Unduplicated number of students for entire academic year

Enrollment for academic year 2020 totaled 1,732 students and 26,801 credit hours for a full-time equivalency of 893 students.

Comparative Unduplicated FY Enrollment			
Fiscal Year	Distinct Student Count	Total Credits	FTE
2011	1,970	35,466	1,182
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

*Required Table II.B.4
Source: IPEDS 12-Month Enrollment Survey*

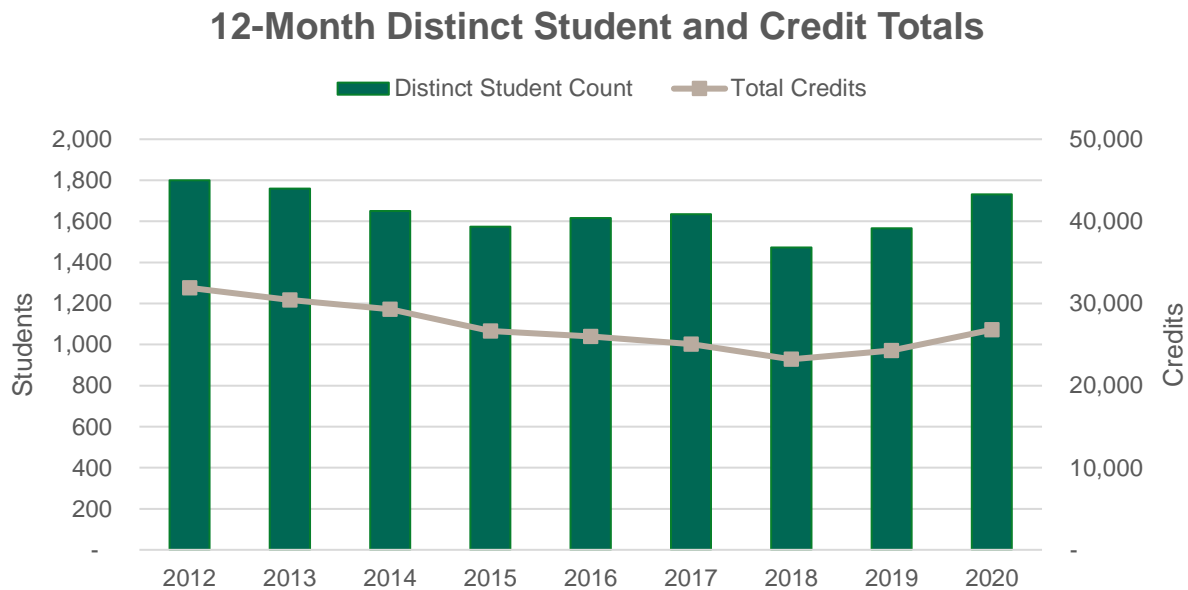


Figure 3

C. Characteristics of undergraduate students

1. Enrollment in remediation courses by subject area

In fall 2020, 6.2 percent of students enrolled in one or more remedial courses. Of the new first-time, full-time students, 14 percent enrolled in at least one remediation course in their first semester. Forty-four percent of the students in remedial courses were first-time, full-time students.

Undergraduate Students Enrolled, Fall 2020

Total Undergraduate Enrollment	Number of Students Enrolled in One or More Remedial Courses	% of Total
865	54	6.2%

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

First-time, Full-time (FTFT) students enrolled in remediation, Fall 2020

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
172	24	14.0%

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

The highest remediation enrollment area among first-time, full-time students was English (12.2% percent), followed by Computation (7.6% percent).

First-time, Full-time students (FTFT) enrolled in remediation by subject area, Fall 2020

Subject Area	Number of FTFT Enrolled In:	Percent of all FTFT Enrolled In:
Computation	13	7.6%
Algebra	3	1.7%
Reading	0	0.0%
Writing	0	0.0%
English	21	12.2%

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

2. Student characteristics
a. By race/ethnicity

Undergraduate Enrollment by Race/Ethnicity, Fall 2020

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	297	56.1%	89	16.8%	63	11.9%	11	2.1%	3	0.6%	0	0.0%	66	12.5%	529
Part-time	169	50.3%	78	23.2%	29	8.6%	10	3.0%	3	0.9%	0	0.0%	47	14.0%	336
Total	466	53.9%	167	19.3%	92	10.6%	21	2.4%	6	0.7%	0	0.0%	113	13.1%	865

* 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 2020

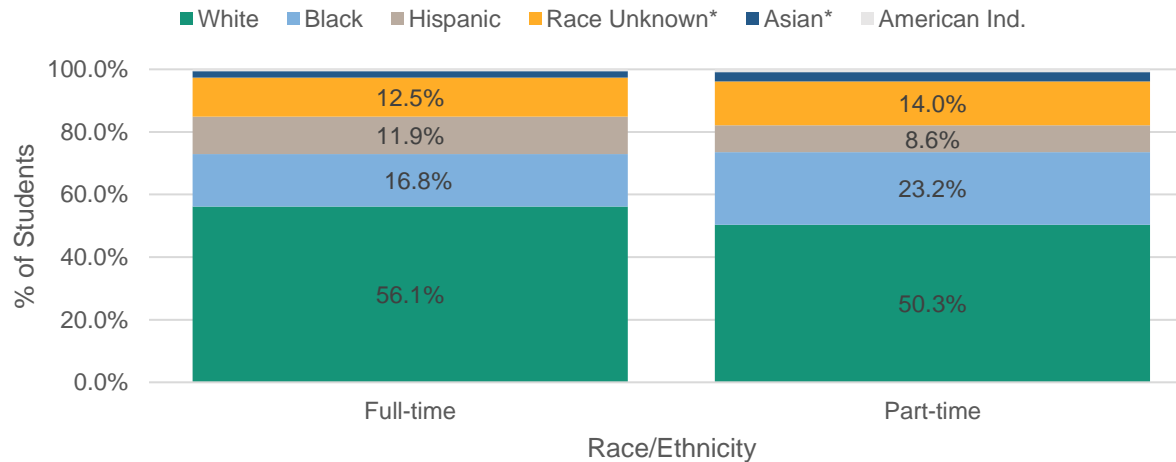


Figure 4

b. By gender

Two-thirds of the student body is female (63.9 percent). A higher proportion of male students (70.5 percent of total male student population) was enrolled full-time compared to female students (55.9 percent of total female student population).

Undergraduate Enrollment by Gender, Fall 2020

Attendance Status	Male		Female		All Students	
	Num	Pct	Num	Pct	Num	Pct
Full-Time	220	41.6%	309	58.4%	529	61.2%
Part-Time	92	27.4%	244	72.6%	336	38.8%
Total	312	36.1%	553	63.9%	865	100.0%

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

Total Enrollment by Attendance Status and Gender, Fall 2020

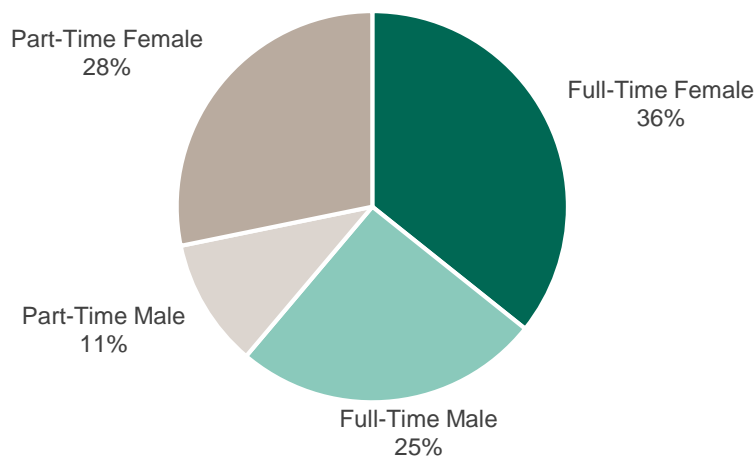


Figure 5

c. By age

Over two-thirds (67.2 percent) 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 (76.6 percent) versus part-time students (52.4 percent). 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 (27 versus 22 years of age).

Undergraduate Enrollment by Age, Fall 2020

Age	Full-Time			Part-Time			Total		
	Num	%	Cum. %	Num	%	Cum. %	Num	%	Cum. %
< 18	20	3.8%	3.8%	51	15.2%	15.2%	71	8.2%	8.2%
18-19	229	43.3%	47.1%	47	14.0%	29.2%	276	31.9%	40.1%
20-21	104	19.7%	66.7%	42	12.5%	41.7%	146	16.9%	57.0%
22-24	52	9.8%	76.6%	36	10.7%	52.4%	88	10.2%	67.2%
25-29	55	10.4%	87.0%	55	16.4%	68.8%	110	12.7%	79.9%
30-34	34	6.4%	93.4%	40	11.9%	80.7%	74	8.6%	88.4%
35-39	16	3.0%	96.4%	19	5.7%	86.3%	35	4.0%	92.5%
40-49	17	3.2%	99.6%	29	8.6%	94.9%	46	5.3%	97.8%
50-64	2	0.4%	100.0%	13	3.9%	98.8%	15	1.7%	99.5%
65+	0	0.0%	100.0%	4	1.2%	100.0%	4	0.5%	100.0%
Unknown	0	0.0%	100.0%	0	0.0%	100.0%	0	0.0%	100.0%
Total	529	100%		336	100%		865	100%	

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

Enrollment by Age and Attendance Status, Fall 2020

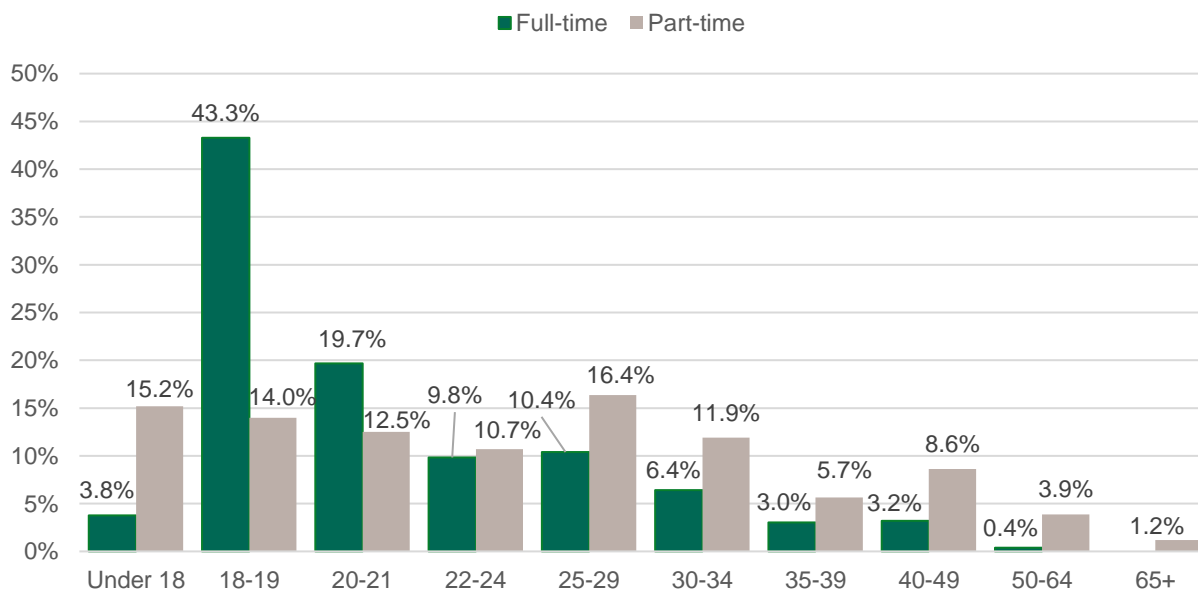


Figure 6

3. Numbers of students receiving financial assistance

Financial aid awards totaled \$3.5 million in academic year 2019-20, consisting of 75.0 percent federal aid programs, 14.3 percent state aid programs, and 10.7 percent 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 \$4,923. Fifty-six percent of first-time, full-time students received federal, state, or institutional financial aid for an average award (not including loans) of \$5,680.

Student Financial Aid from Federal, State & Institution-Funded Programs, AY 2019-20

Federal Programs	Recipients	Amount Awarded	Amount/Recipient
Pell Grants	431	\$ 1,705,000.00	\$ 3,955.92
Federal Work Study	21	\$ 46,000.00	\$ 2,190.48
Perkins Loans	0	\$ -	-
SEOG	83	\$ 35,000.00	\$ 421.69
PLUS Loans	2	\$ 19,000.00	\$ 9,500.00
Stafford Loans (Subsidized)	95	\$ 299,000.00	\$ 3,147.37
Stafford Loans (Unsubsidized)	101	\$ 383,000.00	\$ 3,792.08
SMART & ACG or other	0	\$ -	-
CARES ACT- HEERF Student Aid	203	\$ 142,000.00	\$ 699.51
Total		\$ 2,629,000.00	
State Programs			
Tuition Aid Grants (TAG)	166	\$ 273,000.00	\$ 1,644.58
Educational Opportunity Fund (EOF)	87	\$ 71,000.00	\$ 816.09
Outstanding Scholars (OSRP) or other	0	\$ -	-
Distinguished Scholars	0	\$ -	-
Urban Scholars	0	\$ -	-
NJ STARS	21	\$ 70,000.00	\$ 3,333.33
CCOG	43	\$ 86,000.00	\$ 2,000.00
NJCLASS Loans	0	\$ -	-
Total		\$ 500,000.00	
Institutional Programs			
Grants/Scholarships	145	\$ 375,000.00	\$ 2,586.21
Loans	0	\$ -	-
Total		\$ 375,000.00	

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 (83.1 percent) of all first-time SCC students are New Jersey residents. 65.4 percent of all first-time students reside in Salem County (Figure 7).

Fall 2020 First-time Undergraduate Enrollment by State Residence

State Residents	Non-State Residents	Total	% State Residents
192	39	231	83.1%

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 2020**

County	Residents	Percentage
Camden	6	2.6%
Cape May	2	0.9%
Cumberland	11	4.8%
Gloucester	21	9.1%
Morris	1	0.4%
Salem	151	65.4%
Out of State	39	16.9%
	231	100.0%

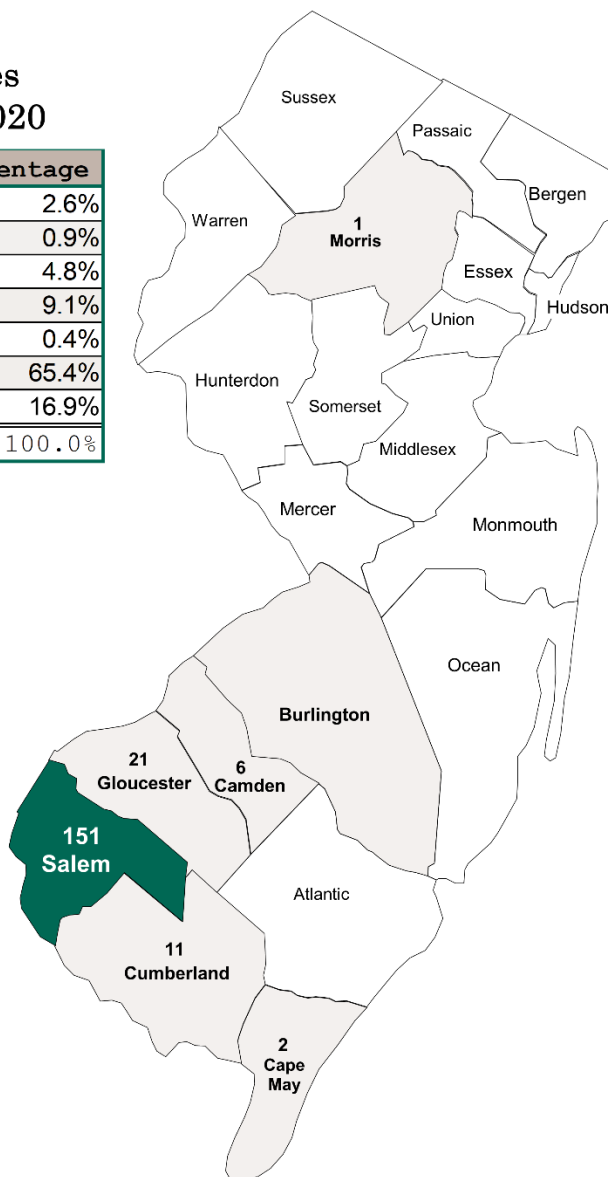


Figure 7

First-Time, Undergraduates By State Residence, Fall 2020

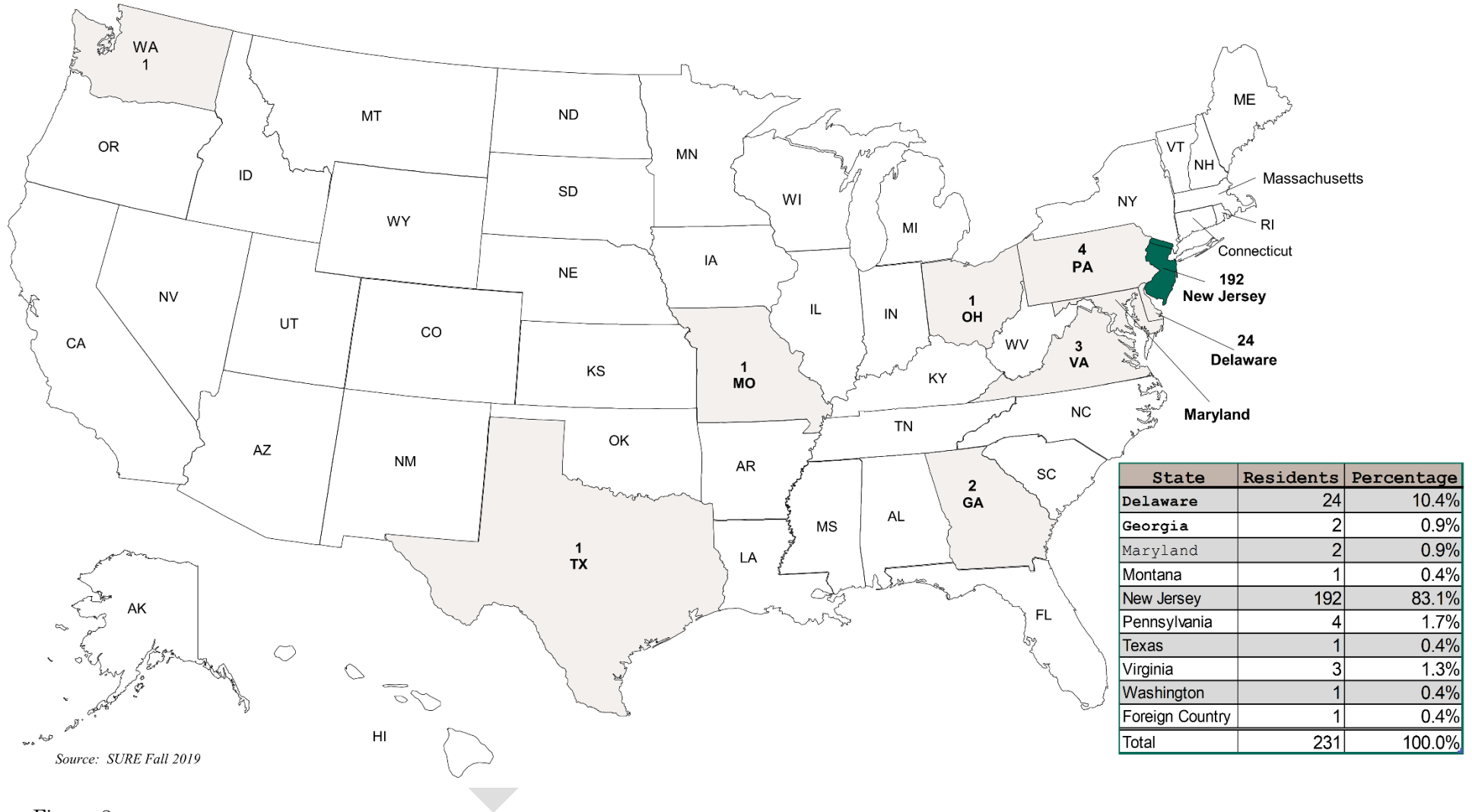


Figure 8

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 170 students in the fall 2017 cohort, 30.6 percent graduated in two years. An additional 12.9 percent graduated the third year, for a total three-year graduation rate of 43.5% percent.

a. Two-year graduation rate

Two-Year Graduation Rate of Fall 2017 Full-time First-time Degree/Certificate Seeking Students			
Cohort Term	Total Students	Student Completion	Percentage
Fall 2017	170	52	30.6%

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 2017 Full-time First-time Degree/Certificate Seeking Students by Race/Ethnicity					
Ethnicity	Cohort Count	Graduated		Transferred**	
		Number	Percent	Number	Percent
Black	24	6	25.0%	6	25.0%
Hispanic	22	6	27.3%	2	9.1%
White	104	57	54.8%	11	10.6%
Other / Unknown*	20	5	25.0%	3	15.0%
Totals	170	74	43.5%	22	12.9%

* 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 Indian, Asian, Native Hawaiian & Pacific Islander, Two or more race, 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 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%
Fall 2015 to Fall 2016	133	40	30.1%	219	157	71.7%	352	197	56.0%

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

Fall-to-Fall Retention Rates of First-Time Students by Attendance Status, 2015-2020

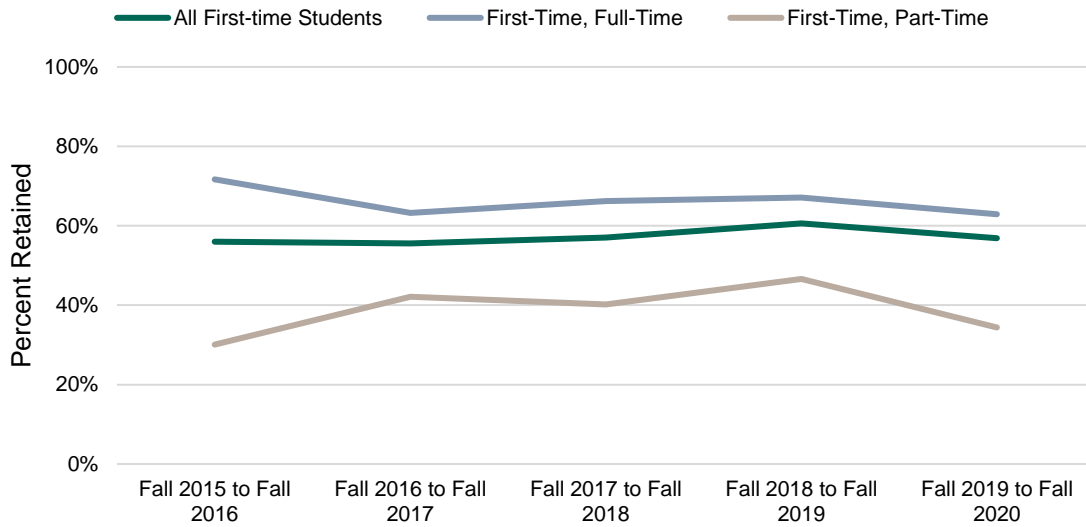


Figure 9

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

Degrees and Certificates Conferred by Race/Ethnicity, AY2020

	Associates		Certificates		Total Awards	
	Number	Percent	Number	Percent	Number	Percent
White	128	65.6%	19	48.7%	147	62.8%
Black	26	13.3%	6	15.4%	32	13.7%
Hispanic	6	3.1%	2	5.1%	8	3.4%
Asian	3	1.5%	5	12.8%	8	3.4%
American Indian	2	1.0%	0	0.0%	2	0.9%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More Races	13	6.7%	4	10.3%	17	7.3%
Other	17	8.7%	3	7.7%	20	8.5%
Total	195	100.0%	39	100.0%	234	100.0%

Source: Salem Community College Institutional Research

Degrees and Certificates Conferred by Race/Ethnicity, AY 2020

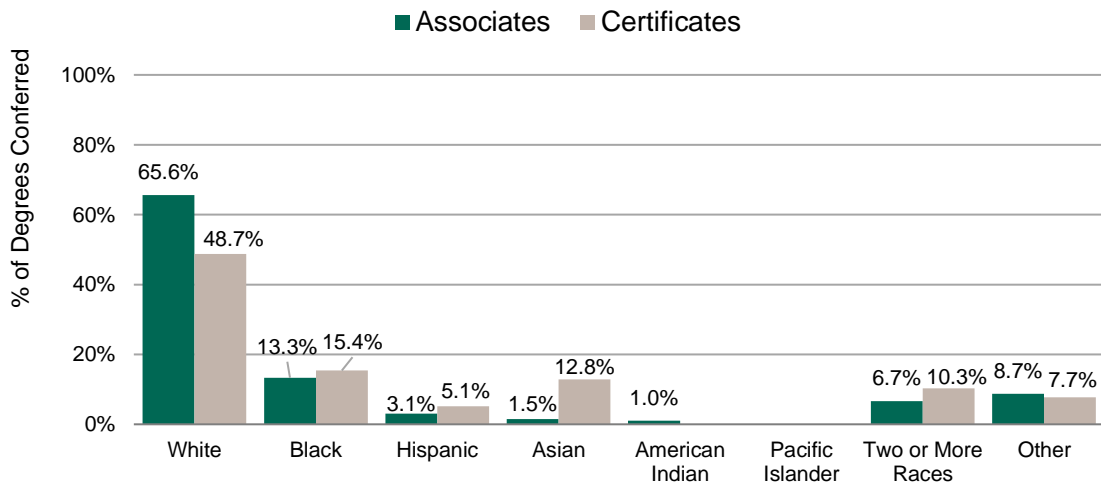


Figure 10

a. By gender

Degrees and Certificates Conferred by Gender, AY2020								
Award	Male		Female		Unreported		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Associates	60	30.8%	114	58.5%	21	10.8%	195	83.3%
Certificates	4	10.3%	32	82.1%	3	7.7%	39	16.7%
Total	64	27.4%	146	62.4%	24	10.3%	234	100.0%

Source: Salem Community College Institutional Research

Completions by Award Type, AY 2020

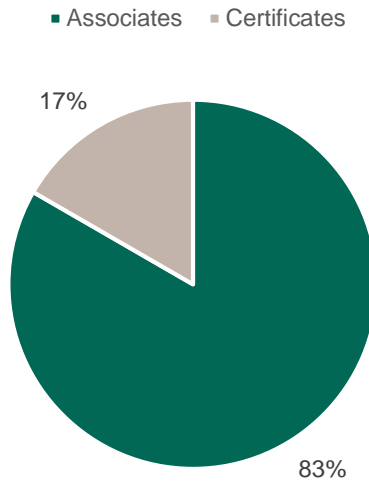


Figure 11

Degrees and Certificates Conferred by Gender, AY 2020

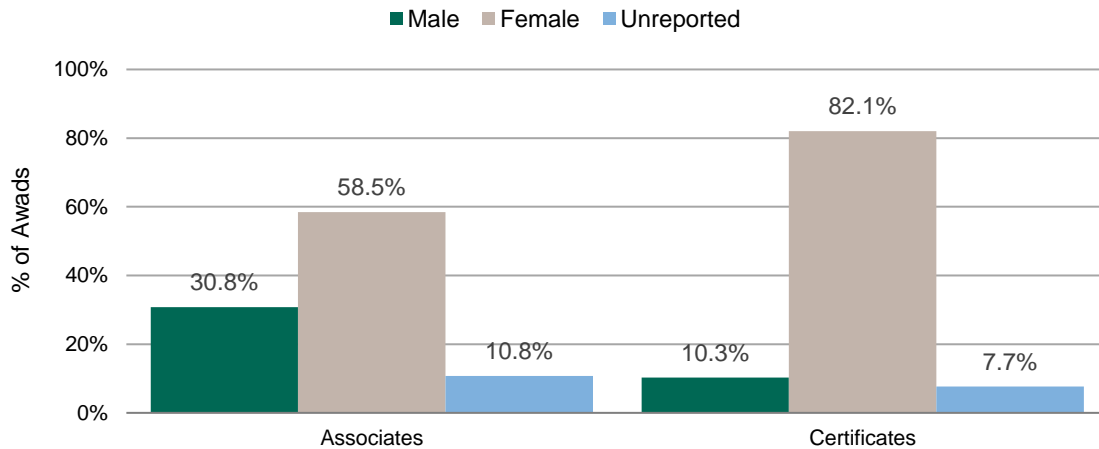


Figure 12

b. By CIP2020 Code Family

Degrees and Certificates Conferred by CIP Code Family, AY 2020

IPEDS CIP Code Family, CIP2020	Certificates	Associates	Total	% of Total
Health Professions	36	57	93	39.7%
Business, Management, and Marketing	3	23	26	11.1%
Precision Production	0	21	21	9.0%
Visual And Performing Arts	0	21	21	9.0%
Liberal Arts And Sciences	0	20	20	8.5%
Education	0	10	10	4.3%
Biological and Biomedical Sciences	0	9	9	3.8%
Social Sciences	0	9	9	3.8%
Psychology	0	7	7	3.0%
Science Technologies/Technicians	0	5	5	2.1%
Computer and Information Sciences	0	5	5	2.1%
Homeland Security and Law Enforcement	0	2	2	0.9%
Agriculture and Agriculture Operations	0	2	2	0.9%
Communication and Journalism	0	2	2	0.9%
Engineering	0	1	1	0.4%
Engineering Technologies	0	1	1	0.4%
Totals:	39	195	234	100.0%

Source: Salem Community College Institutional Research

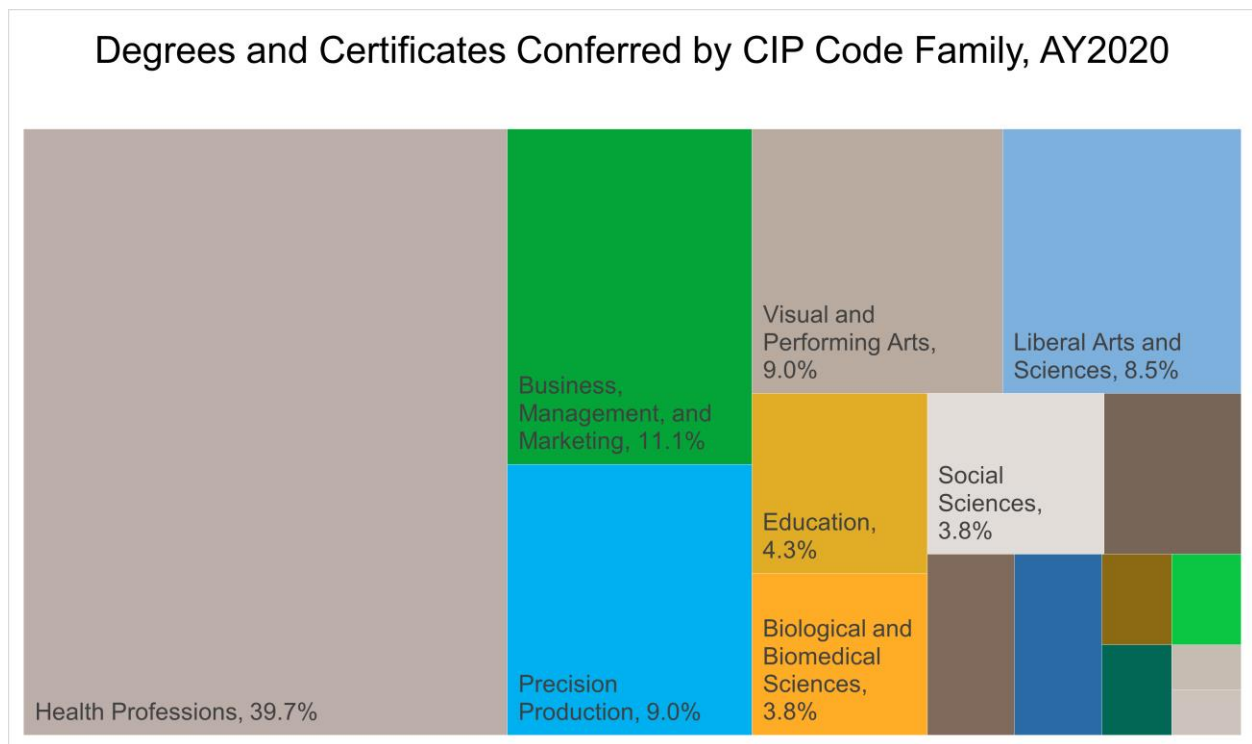


Figure 13

E. Faculty characteristics

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

In fall 2020 there were 107 total faculty, composed of 14 full-time faculty (13.1 percent) and 93 adjunct faculty (86.9 percent).

a. Headcount

Full-Time Faculty by Race/Ethnicity, Gender, Tenure Status and Academic Rank, Fall 2020

	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	3	1	0	0	0	0	0	0	0	0	0	0	0	3	3
Assistant Prof.	1	2	0	1	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
TOTAL	3	5	1	1	0	0	0	0	0	0	0	0	0	0	4	6
Without Tenure																
Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Prof.	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Assistant Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Others	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2
TOTAL	1	3	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
Associate Prof.	2	4	1	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	1	3
All Others	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2
TOTAL	4	8	1	1	0	0	0	0	0	0	0	0	0	0	5	9

* 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 2020 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.	14.3%	21.4%	7.1%	---	---	---	---	---	---	---	---	---	---	---	21.4%	21.4%
Assistant Prof.	7.1%	14.3%	---	7.1%	---	---	---	---	---	---	---	---	---	---	7.1%	21.4%
All Others	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
TOTAL	21.4%	35.7%	7.1%	7.1%	---	---	---	---	---	---	---	---	---	---	28.6%	42.9%
Non-Tenured																
Professors	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Associate Prof.	---	7.1%	---	---	---	---	---	---	---	---	---	---	---	---	---	7.1%
Assistant Prof.	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
All Others	7.1%	14.3%	---	---	---	---	---	---	---	---	---	---	---	---	7.1%	14.3%
TOTAL	7.1%	21.4%	---	---	---	---	---	---	---	---	---	---	---	---	7.1%	21.4%
Total																
Professors	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Associate Prof.	14.3%	28.6%	7.1%	---	---	---	---	---	---	---	---	---	---	---	21.4%	28.6%
Assistant Prof.	7.1%	14.3%	---	7.1%	---	---	---	---	---	---	---	---	---	---	7.1%	21.4%
All Others	7.1%	14.3%	---	---	---	---	---	---	---	---	---	---	---	---	7.1%	14.3%
TOTAL	28.6%	57.1%	7.1%	7.1%	---	---	---	---	---	---	---	---	---	---	35.7%	64.3%

* 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 233 classes in fall 2019, 36.5 percent taught by full-time faculty, 62.2 percent by adjunct faculty, and 1.33 percent by other staff (typically full-time staff or administrators).

**Percentage of Course Sections Taught by Full-Time Faculty
Fall 2016 to Fall 2020**

	Total Sections	Full-Time Faculty	Part-Time Faculty	Others*
Fall 2020*	233	85 36.5%	145 62.2%	3 1.3%
Fall 2019*	219	90 41.1%	132 60.3%	4 1.8%
Fall 2018	212	81 38.2%	128 60.4%	3 1.4%
Fall 2017	214	85 39.7%	123 57.5%	6 2.8%
Fall 2016	226	89 39.4%	130 57.5%	7 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 2020**

	Number	Percentage
Full-Time	14	13.1%
Part-Time	93	86.9%
Total	107	100%

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	1	---	---	---	6
Female	5	---	---	---	---	---	---	5
Total	8	1	1	1	---	---	---	11

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	PSEG 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
Ryan Padilla	Administrative Clerk	Cumberland County Dept. of Corrections
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 Mgt	Physics/Engineering
Computer Science	Sport Management

Associate of Applied Science 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

Source: Salem Community College 2020-2021 Catalog

H. Major research and public service activities

1. Research and development expenditures

Research and Development Expenditures, FY 2020	
	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, Jan. 16). *Appearances*. [Art Exhibition]. Exhibited at DuPont I Gallery, Wilmington, DE, United States.

Lucente, J. (2021, Feb. 5). *Best Seat In House*. [Art Exhibition]. Exhibited at Elizabeth Denison Hatch Gallery, Wilmington, DE, United States.

Lucente, J. (2020, Oct. 10). *Coffee Break Online*. [Lecture]. Abington Art Center, Jenkintown, PA, United States.

Lucente, J. (2020, Oct. 6). Fall Solo Series. [Art Exhibition]. Exhibited at Abington Art Center, Jenkintown, PA, United States.

Martin, J. (2020, Jul. 28). What should Taylor do? Students building self-efficacy through vignette analysis. Presented virtually at the 2020 Community College Showcase.

Russell, R. (2021, Feb.). A brief history of scientific glassblowing technology at Salem Community College. *Fusion, LXIX*(1), 30-34.

Stankard, P. (2021, Jan. 13). *Flameworked Treasures: Celebrating Flameworked Glass* [Lecture]. Samuel and Jean Jones Glass Education Center, Salem Community College Carneys Point, NJ, United States.

3. Faculty and staff recognitions and awards

The 2020-21 recipients of the Academic Excellence Award were **Renee Gieswein** and **Ann Marie Bell**.

The 2020-21 recipient of the Arlene Kelley Service to Students Award was **Sonia Bermudez**.

Assistant Professor **Jenna Lucente** served as a consultant and visiting artist to Kansas State University, where she spoke to students in the College of Architecture, Planning, and Design about the public artwork proposal process.

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

Maura Cavanagh Dick and **Dana Collins-Moore** were featured in the New Jersey Council of County Colleges' Women of Achievement video series in March.

Under the guidance of **Rosanne Danner**, a team of four teenagers from area high schools participated in the Conrad Challenge Summit and captured the Power Pitch Award for their division. The team is part of It's a Girl's World Inc, which is a program out of Salem Community College that promotes STEM education for women. Their winning invention was The Valkyrie, a small robot designed to autonomously maneuver down the center aisle of an aircraft and disinfect the cabin.

4. Collaborations with area schools

Salem Community College received the Office of the Secretary of Higher Education Year 4 NJ GEAR UP/College Bound grant, which enabled the college to collaborate with the Penns Grove-Carneys Point Regional School District. The grant enabled the college to provide services to 119 students in grades 7-12. Student participants typically 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. Because of the COVID-19 and subsequent quarantine mandates, many of the services were adapted for virtual delivery and access. The most recent summer program was held in a hybrid modality in partnership with the Early College Program via the Carver Foundation, which also serves students from the Penns Grove-Carneys Point Regional School District.

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 2021 semester. Students who successfully completed the course were able to earn college level credits while still in high school.

Noah McFadden and **Bill Clark** collaborated with the Salem County Department of Education to produce a videotaped academic recognition program for select 8th and 12th graders in May. Due to the pandemic, the video (which resides on the SCC YouTube channel) replaced the traditional in-person recognition breakfast.

5. Public service activities

a. Community service and outreach events

The SCC Nursing Department partnered with the Salem County Health and Human Services Department to offer COVID-19 vaccination clinics in the DuPont Field House throughout the winter and spring.

Additionally, the College hosted the Delaware River and Bay Authority's physical fitness exams, the American Red Cross blood drive with Penns Grove Rotary in December, and

Salem County Office on Aging drive-through meal pick-ups periodically throughout the year.

SCC continues to serve as the permanent home of the award-winning Team 316 (The Lunatecs) of South Jersey Robotics, affiliated with FIRST Robotics. The College also hosted a two-week STEM summer camp for middle school and high school girls, in partnership with Girls World Inc. and South Jersey Robotics.

Dr. Mike Gorman, Kevin Catalfamo, Ken Robell, Dana Collins-Moore, and Larry McKee presented virtual workshops in the Salem County Chamber of Commerce’s Lessons in Leadership series.

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.

Associate Professor **Karen Mattison** served on the New Jersey Collegiate Business Administration Association (NJCBAA) leadership cabinet as the Member-at-Large for Two-Year Colleges. The NJCBAA supports and celebrates students and faculty from New Jersey in the business fields by providing professional development, facilitating the NJCBAA Honor Society, and rewarding exceptional business teaching and research.

Additionally, Mattison contributed to the community as an active member of the Gloucester County Chapter of AmeriCorps and Serv-A-Tray, which provides meals to homebound seniors and residents.

Associate Professor **Jennifer Martin** continued to serve on the board of 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 has expanded her role with the organization by participating in ESL tutor training with the intent to serve as literacy tutor.

Since 2017, **Chuck Erhardt** (Coordinator of Student Outreach and Communication), **Laura Green** (Advisor), **Jill James** (Registrar/Coordinator of Academic Programs), and **Alicia Smith** (Office Personnel, Enrollment Management) have volunteered with Meals on Wheels (MOW) of Salem County on behalf of Salem Community College. Once a month, the foursome delivers meals with a smile to residents in Pennsville. For many homebound residents, MOW team members are the only people they see on a particular day.

b. Cultural events

Author Visits

In celebration of Black History Month 2021, the SCC Library welcomed a virtual visit from author and Stranger Comics Co-Founder and President, Sebastian Jones on February 24, 2021. One of their best-known titles, “Niobe: She is Life”, was the first ever nationally distributed comic to feature a black female hero, and to also have been co-written and drawn by black females (Amandla Stenberg and Ashley A. Woods respectively).

Art Exhibits

In a typical year, the Salem Community College Michael S. Cettei Memorial Library displays rotating student art exhibits, as well as faculty or guest art. However, the COVID-19 pandemic required staff and students to utilize virtual spaces, such as social media and blogs, for artistic expression.

Student Exhibits

Ongoing 2020 – 2021

Fall 2020 & Spring 2021

#herenow2020 [Instagram]

From the Oak Desk [WordPress]

Concerts

While the COVID-19 pandemic prevented the Oak Singers from meeting in person for much of the last year, the choir persevered and met virtually by leveraging technology to practice and perform, thanks a grant from the Salem County Cultural and Heritage Commission. A collection of performances, including the 2020 Virtual Winter Concert Program, was shared online and can be accessed via the choir's website: www.oaksingers.org.

Glass Education Center

The Samuel and Jean Jones Glass Education Center offered two online events, including a lecture, "Flameworked Treasures: Celebrating Flameworked Glass", by Paul Stankard; and a panel discussion including glass artists Amber Cowan, Carmen Lozar, Sara Sally LaGrand, David Willis, Shane Fero, and Amy Lemaire, and moderated by Paul Stankard.

I. Major capital projects underway in fiscal year 2021

In the COVID-19 dominated year of FY 2021 there were no significant capital projects. In FY 2022, Salem Community College is resuming its evaluation, design, and planning for replacement of the primary HVAC system for Davidow Hall, which houses the Sol & Jean Davidow Performing Arts Theatre and the DuPont Field House. This project, presently estimated in the \$1.1 million range, is anticipated to begin in FY2022 and is being funded via NJ Chapter 12 bond program. Lesser projects outside of the referenced Davidow Hall HVAC project are not expected to exceed \$50,000 for any individual project or \$250,000 cumulatively.

II. 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
2012	39	86	54	39	6	224
2013	55	60	82	43	10	250
2014	60	66	90	45	5	266
2015	37	67	67	57	6	234
2016	26	67	54	96	8	251
2017	36	51	49	89	23	248
2018	40	63	57	93	16	269
2019	39	39	41	92	18	229
2020	39	48	64	64	15	230
2021	35	44	62	58	16	215

Source: Salem Community College Institutional Research

Awards Conferred by Academic Year

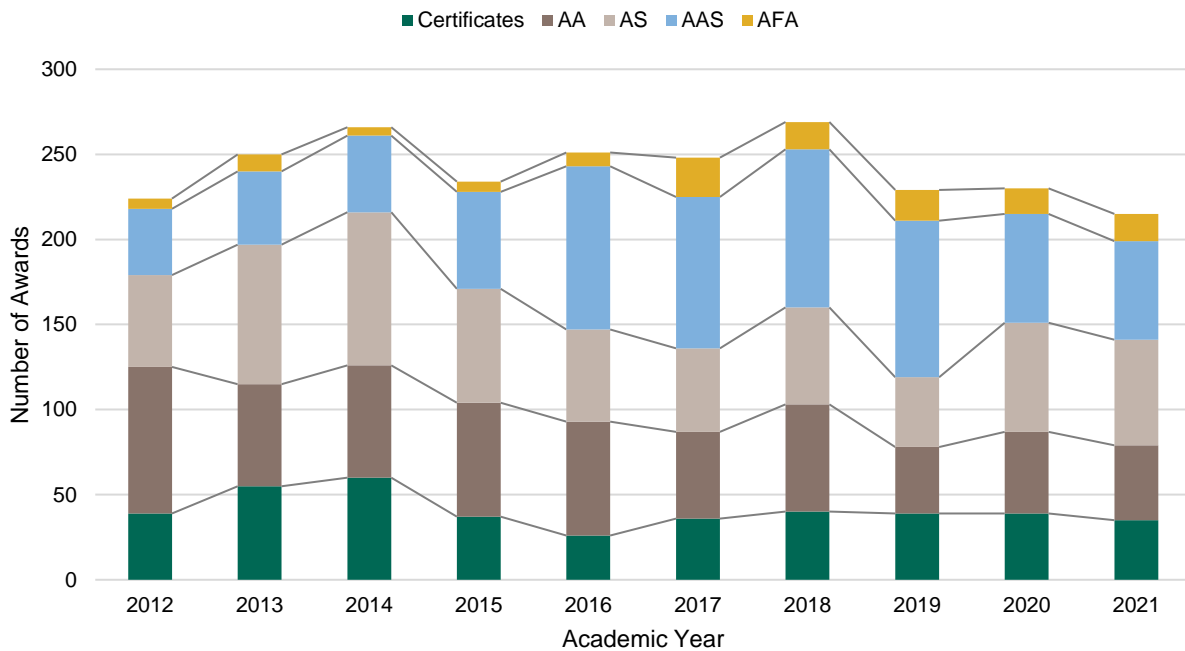


Figure 14

5. Awards conferred by program

Awards Conferred by Program and Academic Year

Program	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020
Award Totals	251	250	264	227	228
Associate Degree Total	226	214	224	188	191
Associate of Arts Total	68	51	61	39	47
Communications Journalism	6	2	2	2	2
Criminal Justice*	7	8	4	0	0
Education	11	9	12	3	10
Liberal Arts	26	21	27	20	19
Mathematics	1	1	0	0	0
Physics Engineering*	0	0	2	0	0
Social Science - History/Political Science	1	0	0	4	2
Social Science - Psychology	7	4	13	9	7
Social Science - Sociology/Social Service	8	6	1	1	7
Sport Management*	1	0	0	0	0
Associate of Science Total	54	50	55	40	65
Biology/Chemistry	12	10	13	9	8
Biology/Chemistry - Agricultural Science	0	0	0	0	2
Biology/Chemistry – Pre-professional	0	0	0	0	2
Business Administration - Accounting	0	0	0	0	1
Business Administration General	8	12	5	4	13
Computer Science	0	0	0	0	1
Criminal Justice - Cyber Security	0	0	1	0	4
Criminal Justice - Law Enforcement	0	0	7	6	2
Game Design and Development	5	6	4	4	6
Health Science (Diagnostic Med Sonog)*	2	0	0	0	0
Health Science (Medical Radiography)*	2	1	1	0	0
Health Science	25	20	24	17	25
Occupational Therapy Assistant	0	1	0	0	0
Sport Management	0	0	0	0	1
Associate of Applied Science Total	96	90	92	91	64
Business Administration	11	7	5	11	8
Health Information Technology	0	0	1	0	0
Nuclear Energy Technology	22	19	8	10	5
Nursing	23	21	24	29	29
Process Operator Technology*	9	14	10	1	0
Scientific Glass Technology	30	29	43	39	21
Sustainable Energy: Green Technology*	1	0	1	1	0
Technical Studies	0	0	0	0	1
Associate of Fine Arts Total	8	23	16	18	15
Computer Graphic Art	6	8	5	7	5
Glass Art	2	11	11	9	6
Glass: Applied Craft & Design*	0	1	0	0	0
Studio Art	0	3	0	2	4

Awards Conferred by Program and Academic Year

Program	AY 2016	AY 2017	AY 2018	AY 2019	AY 2020
Certificate Total	25	36	40	39	37
Administrative Assistant	6	7	5	3	3
Pharmacy Technician	1	2	4	4	2
Practical Nursing	18	27	31	29	32
SET: Academic Certificate	0	0	0	1	0
SET: Green Construction Technology*	0	0	0	1	0
SET: Solar Energy Technology*	0	0	0	1	0

**Denotes Inactive Program*

Source: Salem Community College Institutional Research

K. Enrollment trends

1. By fall credit hour totals

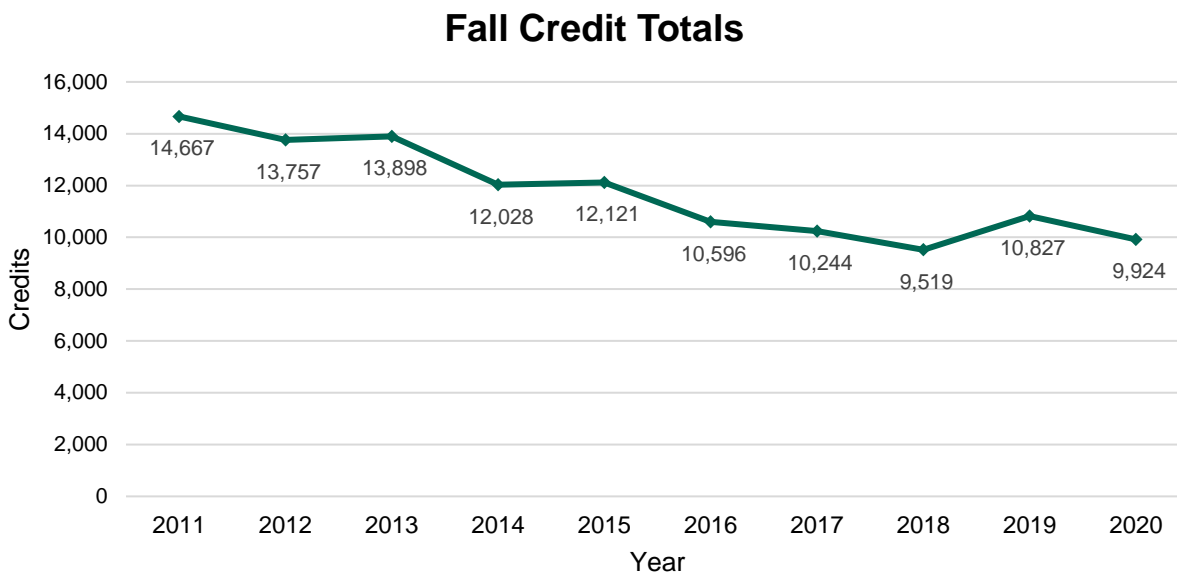


Figure 15

2. By fall student enrollment status

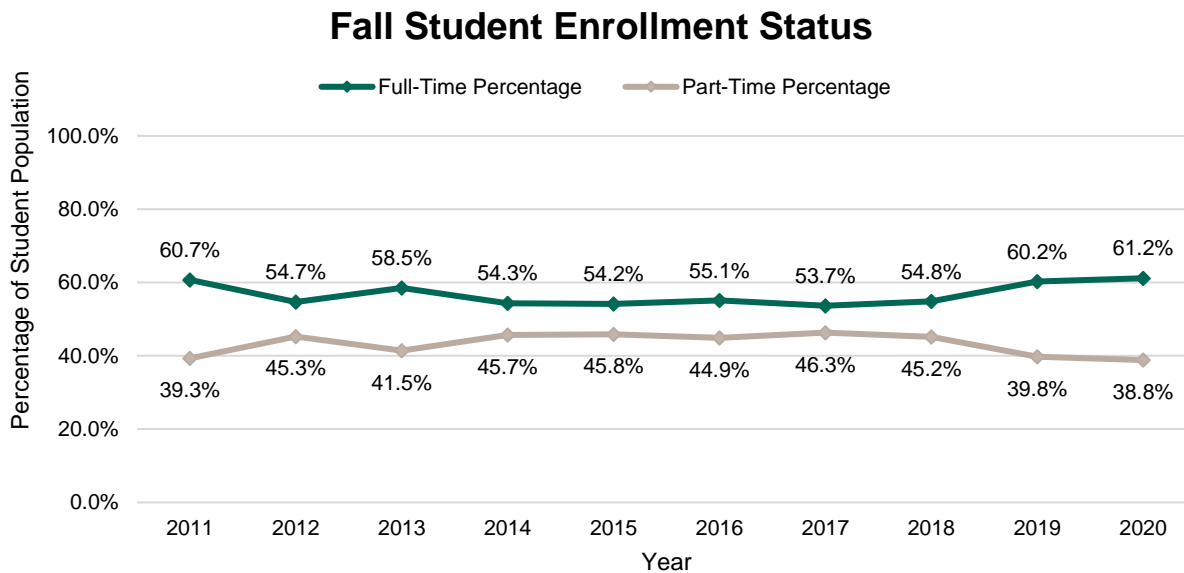


Figure 16

3. By program

Fall Enrollment Trends by Program

Program	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Program Totals	906	905	891	1024	875
Associate Degree Program Total	806	797	780	870	763
Associate of Arts Total	199	195	178	226	174
Communications Journalism	8	10	6	8	13
Computer Science	0	0	0	7	6
Criminal Justice*	24	7	1	1	0
Education	33	28	19	45	41
Liberal Arts	88	90	90	89	59
Mathematics	1	0	3	4	4
Physics Engineering*	2	2	0	1	0
Social Science History Political Science	2	5	7	8	7
Social Science Psychology	26	39	38	41	27
Social Science - Social/Community Service*	1	0	0	0	0
Social Science - Sociology*	0	0	0	0	0
Social Science - Sociology/Social Service	14	14	14	22	17
Associate of Science Total	318	317	334	387	384
Biology/Chemistry	31	27	26	21	17
Biology/Chemistry - Agricultural Science	0	0	1	4	8
Biology/Chemistry - Pre-Professional	0	0	4	5	5
Business Administration - Supply Chain Management	0	0	1	8	6
Business Administration - Accounting	0	0	6	11	16
Business Administration General	34	21	29	43	38
Criminal Justice - Cyber Security	6	10	12	13	12
Criminal Justice - Law Enforcement	9	21	28	23	32
Criminal Justice Emergency Management	0	2	2	0	0
Game Design and Development	20	17	16	21	9
Health Science	191	210	197	214	204
Health Science - Diagnostic Med Sonography	8	0	1	0	0
Health Science - Medical Lab Tech	1	0	0	0	0
Health Science - Medical Radiography	7	4	0	0	0
Health Science - Nuclear Medicine	1	1	0	0	0
Health Science - Practical Nursing Prep*	1	0	0	0	0
Health Science - Surgical Technology	2	1	1	0	0
Justice Studies - Corrections	1	0	0	0	0
Justice Studies - Homeland Security	0	0	0	1	1
Occupational Therapy Assistant	5	2	2	3	4
Paralegal Studies	1	1	4	2	0
Physics/Engineering	0	0	4	10	14
Sport Management*	0	0	0	8	18

Fall Enrollment Trends by Program

Program	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Associate of Applied Science Total	208	197	189	165	133
Agribusiness	1	0	0	0	0
Agriculture	0	0	0	1	0
Business Administration	31	41	37	29	20
Culinary Arts	3	0	1	1	3
Health Information Tech	2	3	3	0	0
Horticulture*	0	0	0	0	0
Nuclear Energy Technology	28	21	18	13	9
Nursing	27	30	32	32	40
Process Operator Technology*	28	10	0	0	0
Respiratory Therapy*	2	0	0	0	0
Scientific Glass Technology	82	89	94	77	51
Sustainable Energy: Green Technology*	3	3	1	0	0
Technical Studies	1	0	2	1	0
Veterinary Technology	0	0	1	11	10
Associate of Fine Arts Total	81	88	79	92	72
Computer Graphic Art	28	28	22	28	22
Glass Art	48	47	43	50	40
Studio Art	5	13	14	14	10
Certificate Total	43	49	63	67	70
Administrative Assistant	3	4	9	9	4
Business Paraprofessional Management	1	0	0	0	0
Medical Coding	1	1	1	2	3
Pharmacy Technician	6	7	7	9	4
Practical Nursing	32	37	46	47	59
Undecided	57	59	48	87	42

** Denotes Inactive Program*

Source: Salem Community College Institutional Research

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
2010	63.4%	62.0%	64.6%
2011	66.1%	66.1%	69.4%
2012	65.3%	66.0%	73.9%
2013	66.6%	67.4%	76.5%
2014	63.7%	66.7%	74.7%
2015	65.3%	69.1%	72.7%
2016	65.4%	71.2%	75.0%
2017	67.3%	73.2%	80.6%
2018	67.1%	69.3%	74.8%
2019	66.8%	67.2%	77.0%
2020	56.9%	57.2%	69.5%
2021	61.4%	59.8%	67.0%

* Dual Credit and Robotics students are excluded from calculations

Source: Salem Community College Institutional Research

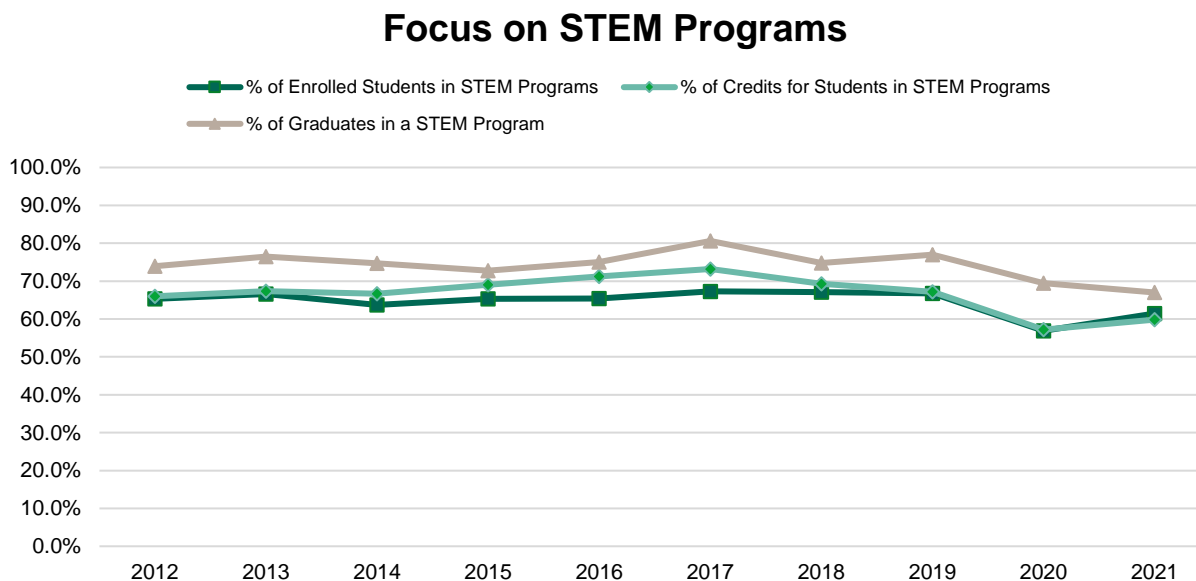


Figure 17