

**2019 Annual Report  
Salem State University**

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*This report has been submitted.*

**Section 1: General Information and Institutional Catalog**

Institution Name: Salem State University  
Street Address 1: 352 Lafayette Street  
Street Address 2:  
City: Salem  
State: MA  
Zip + 4: 01970-5353  
Main Phone Number: [1] 978-542-6000  
Main Fax Number: [1] 978-542-6126  
Country:  
Website Address: www.salemstate.edu  
Control: Public  
Profit Status: Not-for-profit  
Notes:

**Information for dues invoice.**

Dues invoices from CIHE of NEASC are sent to your institution's Chief Executive Officer. If you want to have the invoice sent to someone other than the CEO, please provide that information below.

Invoice Name:  
Invoice Title:  
Invoice Street Address 1:  
Invoice Street Address 2:  
Invoice City:  
Invoice State:  
Invoice Zip:  
Invoice Country:

**Section 2: Key Contact Information**

**Chief Executive Officer**

Name: Mr. John D. Keenan J.D.  
Title: President  
Street Address 1: 352 Lafayette Street  
Street Address 2:  
City: Salem  
State: MA  
Zip + 4: 01970-5353  
Country:  
E-Mail: jkeenan@salemstate.edu  
Phone Number: [1] 978-542-6134  
Extension:  
Fax Number:  
Assistant Name: Cathy Hennessey  
Assistant Phone Number: [1] 978-542-6134  
Assistant E-Mail: ctr\_chennessey@salemstate.edu

If there will be a change in your institution's Chief Executive Officer and the incoming CEO's contact information is available, please provide it below. If this information is not available at this time, please provide it when it is.

New CEO Name:

Title:

Email:

Effective Date of  
Appointment:

**Chief Academic Officer**

Name: Dr. David J. Silva

Title: Provost and Academic Vice President

Street Address 1: 352 Lafayette Street, Meier Hall 250

Street Address 2:

City: Salem

State: MA

Zip + 4: 01970

Country:

E-Mail: dsilva@salemstate.edu

Phone Number: 978-542-6240

Extension:

Fax Number: 978-542-6753

If there will be a change in your institution's Chief Academic Officer (CAO) and the incoming CAO's contact information is available, please provide it below. If this information is not available at this time, please provide it when it is.

New CAO Name:

Title:

Email:

Effective Date of  
Appointment:

**Accreditation Liaison Officer**

Name: Dr. David J. Silva

Title: Provost and Academic Vice President

Street Address 1: 352 Lafayette Street, Meier Hall 250

Street Address 2:

City: Salem

State: MA

Zip + 4: 01970

Country:

E-Mail: dsilva@salemstate.edu

Phone Number: 978-542-6240

Extension:

Fax Number: 978-542-6753

If there will be a change in your institution's Accreditation Liaison Officer (ALO) and the incoming ALO's contact information is available, please provide it below. If this information is not available at this time, please provide it when it is.

New ALO Name:

Title:

Email:

Effective Date of  
Appointment:

**Chief Financial Officer (CFO)**

Name: Karen P. House

Title: Vice President for Finance and Facilities/CFO

Street Address 1: 352 Lafayette Street

Street Address 2:

City: Salem

State: MA

Zip + 4: 01970

Country:

E-Mail: khouse@salemstate.edu

Phone Number: 978 542-6120

Extension:

Fax Number: 978 542-6164

If there will be a change in your institution's Chief Financial Officer and the incoming CFO's contact information is available, please provide it below. If this information is not available at this time, please provide it when it is.

New CFO Name:

Title:

Email:

Effective Date of  
Appointment:

Notes:

### Section 3: Enrollment

#### Section A: Fall Enrollment

	<b>Full-Time Headcount</b>	<b>Part-Time Headcount</b>	<b>Total Headcount</b>	<b>FTE*</b>
<b>Undergraduate:</b>				
<b>Short-Term, Title IV- Eligible Certificates:</b>	0	0	<b>0</b>	0
<b>Associate's:</b>	0	0	<b>0</b>	0
<b>Bachelor's:</b>	5415	954	<b>6369</b>	5733
<b>Dual Enrollment Students:</b>	2	215	<b>217</b>	73.67
<b>Non-Degree Students:</b>	17	208	<b>225</b>	86.33
<b>Graduate:</b>				
<b>Master's:</b>	543	844	<b>1387</b>	824.33
<b>Ph.D:</b>	0	0	<b>0</b>	0
<b>Other Doctorate:</b>	0	0	<b>0</b>	0
<b>Non-Degree Students:</b>	5	135	<b>140</b>	50
<b>TOTAL</b>	<b>5982</b>	<b>2356</b>	<b>8338</b>	<b>6767.33</b>

Undergraduate: 12+ semester Credit Hours

Graduate: 9+ semester Credit Hours

#### Section B: IPEDS 12-month Enrollment Survey

Undergraduates: 6414

Graduates: 1188

TOTAL: 7602

#### Section C: Enrollment in Competency-based Education programs (CBE)

	<b>Number of Programs</b>	<b>Headcount Enrollment</b>
Undergraduate certificate Programs	0	0
Undergraduate degree programs	0	0
Graduate certificate	0	0

programs		
Graduate degree programs	0	0
<b>TOTAL:</b>	<b>0</b>	<b>0</b>

Notes:

#### Section 4: Major Institutional Changes

Salem State University continues the process to revise our current Master of Science in Occupational Therapy such that by 2027 we will be fully approved to deliver a doctoral program in Occupational Therapy (OTD). This effort responds to the 2017 directive by the Accreditation Council for Occupational Therapy Education (ACOTE) mandating the doctorate as the entry-level degree for the occupational therapist as well as the only program eligible for ACOTE accreditation effective July 1, 2027. As indicated in last year's report, a Letter of Intent has been filed with the Massachusetts Department of Higher Education. Conversations with potential collaborators continue as does preparation of a proposal for Massachusetts Board of Higher Education review.

#### Section 5: Contractual Relationships

**Screening Question 1:** In 2018-2019, did your institution offer academic programs or courses for which your institution granted (or will grant) credit, but which are operated through a contractual relationship by which instruction is provided by an *agency or organization that is not regionally accredited*?

No

**Screening Question 2:** Does your institution anticipate offering any such programs or courses in the future?

No

#### List of contractual programs or courses:

Notes:

#### Section 6: Off-Campus Locations and Programs

Location of main campus:

##### I: Main Campus:

According to our records, your institution's Main Campus is located at:

352 Lafayette Street, Salem, MA

**Main Campus Fall 2018 Enrollment:** 8260  
(Headcount)

**Main Campus Annual Enrollment:** 11565

##### II: Other Principal Campus:

**Screening Question I:** Does your institution have or does it plan to establish other principal campuses as defined below:

A location away from the **Main Campus** that houses a portion or portions of the institution's academic program (e.g., the medical school), or a permanent location offering 100% of the degree requirements of one or more of the academic programs offered on the Main Campus, or which otherwise meets the definition of branch campus.

No

##### III: Branch Campuses and Instructional Locations

**Screening Question II:** Does your institution have or does it plan to establish a location other than the main campus as defined below:

**Branch Campus:** A location of an institution that is geographically apart and independent of the **Main Campus** and which meets all of the following criteria: a) offers 50% or more of an academic program leading to a degree, certification, or other recognized credential, or at which a degree may be completed; b) is permanent in nature; c) has its own faculty and administrative or supervisory organization; and d) has its own budgetary and hiring authority.

**Instructional Location:** Any instructional site geographically apart from the **Main Campus** where 50% or more of a degree or credit-bearing certificate can be completed, but which otherwise does not meet the definition of Branch Campus. Not included in this definition are courses that are short-term, non-credit, community service, or non-traditional credit-bearing courses that are offered on an occasional basis in response to constituency needs or interests.

Yes

#### List of off-campus sites and programs:

(sites listed alphabetically by state, city; programs ordered alphabetically by program name)

Site: **Beverly High School**  
**100 Sohier Road, Beverly, MA 01915**  
Type: **Instructional Location**  
Status: **Planned**

**Programs**

**Enrollment**

Total program enrollment for this site Fall: **0** Annual: **0**

Site: **Chelmsford**  
**200 Richardson Road, Chelmsford, MA 01863**  
Type: **Instructional Location**  
Status: **Closed** Date Opened: **09/01/2015** Date Closed: **9/1/2018**

**Programs**

**Enrollment**

Program: **CAGS - Educational Leadership**  
Degree Level: **0 \***

Fall: **0** Annual: **0**

Total program enrollment for this site Fall: **0** Annual: **0**

Site: **Danvers**  
**55 Conant Street, Danvers, MA 01923**  
Type: **Instructional Location**  
Status: **Current** Date Opened: **1/1/2014**  
Fall Enrollment: **0**  
Total Annual Enrollment: *Not provided*

**Programs**

**Enrollment**

Program: **CAGS - Educational Leadership**  
Degree Level: **0**

Fall: **0** Annual: **0**

Total program enrollment for this site Fall: **0** Annual: **0**

Site: **Melrose**  
**360 Lynn Fells Parkway, Melrose, MA 02176**  
Type: **Instructional Location**  
Status: **Current** Date Opened: **09/01/2018**  
Fall Enrollment: **19**  
Total Annual Enrollment: **19**

**Programs**

**Enrollment**

Program: **CAGS**  
Degree Level: **0**

Fall: **17** Annual: **17**

Program: **Graduate Certificate - Teacher Leadership**  
Degree Level: **0**

Fall: **2** Annual: **2**

Total program enrollment for this site Fall: **19** Annual: **19**

Site: **Revere**  
**101 School Street, Revere, MA 02151**  
Type: **Instructional Location**  
Status: **Current** Date Opened: **09/01/2010**  
Fall Enrollment: **23**  
Total Annual Enrollment: **23**

**Programs**

**Enrollment**

Program: **CAGS**  
Degree Level: **0**

Fall: **20** Annual: **20**

Program: **Graduate Certificate - Teacher Leadership**  
Degree Level: **0**

Fall: **3** Annual: **3**

Total program enrollment for this site Fall: **23** Annual: **23**

Site: **Salem - Horace Mann Lab School**  
**79 Willson St, Salem, MA 01970**  
Type: **Instructional Location**  
Status: **Current** Date Opened: **09/01/2018**  
Fall Enrollment: **36**  
Total Annual Enrollment: **36**

**Programs**

**Enrollment**

Program: **CAGS**  
Degree Level: **0**

Fall: **34** Annual: **34**

Program: **Graduate Certificate - Teacher Leadership**  
Degree Level: **0**

Fall: **2** Annual: **2**

Total program enrollment for this site Fall: **36** Annual: **36**

Site: **Collins MS**  
**29 Highland Ave, Salem, MA - Massachusetts 01970**  
Type: **Instructional Location**  
Status: **Current** Date Opened: **09/01/2017**

Fall Enrollment: **0**  
Total Annual Enrollment: **12**

**Programs**

**Enrollment**

Program: **CAGS Educational Leadership**  
Degree Level: **0**

Fall: **0** Annual: **12**

Program: **Graduate Certificate - Teacher Leadership**  
Degree Level: **0**

Fall: **0** Annual: **0**

Total program enrollment for this site Fall: **0** Annual: **12**

\*An asterisk after a degree level indicates a "degree completion" program.

Notes:

**Section 7: Distance Education Programs**

**Screening Question 1:** During 2018-2019, did your institution offer either of the following:

- a. degree or certificate programs in which 50% or more of the credit towards the degree/certificate can be earned through technologically mediated instruction to students at a distance; or,
- b. degree completion programs in which a degree can be completed on-line?

**Yes**

**Screening Question 2:** Does your institution have any plans to offer any such programs in the future?

*Please enter a response for this question*

**List of distance education programs:**

Program Name: **M. Ed., Library Media Studies**  
Degree Level: **M \***  
Enrollment - Fall: **19** Annual: **29**

Program Name: **Fire Science**  
Degree Level: **B \***  
Enrollment - Fall: **37** Annual: **56**

Program Name: **RN-BSN**  
Degree Level: **B \***  
Enrollment - Fall: **24** Annual: **38**

Total Distance Education Enrollment - Fall: **80** Annual: **123**

\*An asterisk after a degree level indicates a "degree completion" program.

Notes:

**Section 8: Correspondence Education Programs**

**Screening Question 1:** During 2018-2019, did your institution offer programs which meet the criteria below established by the Higher Education Opportunity Act of 2008?

- a. Education provided through one or more courses by an institution under which the institution provides instructional materials, by mail or electronic transmission, including examinations on the materials, to students who are separated from the instructor.
- b. Interaction between the instructor and the student is limited, is not regular and substantive, and is primarily initiated by the student.
- c. Correspondence courses are typically self-paced.
- d. Correspondence education is not distance education.

**No**

**Screening Question 2:** Does your institution have any plans to offer any such programs in the future?

**No**

**List of correspondence education programs:**

Total Correspondence Education Enrollment - Fall: **0** Annual: **0**

\*An asterisk after a degree level indicates a "degree completion" program.

Notes:

**Section 9: I. Audit & Financial Information**

1. Institution's fiscal year end: 2018-06-30

2. Date the institution's most recent audited financial statements were completed: 6/30/2018

If longer than four months, provide the reason for the delay.

3. Did your institution receive an unmodified (formerly called unqualified) opinion from your auditor with regard to the most recent audited financial statement?

**Yes**

If not, provide the reason the institution did not receive an unmodified opinion.

**II. Financial Information**

1. Please enter the financial items specified below from the institution's audited financial statements.

**Note:**

- a. Please enter whole dollar amounts in U.S. dollars only.
- b. "Total Expenses" includes both operating and non operating expenses.

Fiscal Year	<u>2 Years Prior</u>	<u>1 Year Prior</u>	<u>Most Recently Completed</u>
	2016	2017	2018
Net Tuition Revenue	\$62,684,856	\$66,892,800	\$69,566,439
Total Operating Revenue	\$104,205,027	\$110,294,507	\$114,210,458
Total Expenses	\$170,972,229	\$179,748,427	\$185,434,100
Net Operating Income	\$-65,497,832	\$-68,296,683	\$-69,487,033
Cash and Cash Equivalents	\$16,656,992	\$16,941,514	\$18,580,905
Cash Flow from Operations	\$-39,042,352	\$-40,742,798	\$-36,986,806

2. Has the institution continued to be in compliance with all of its debt covenants?

**Yes**

If not, describe the specific covenant violation (i.e., requirement of the lender vs. actual achieved by the institution). Also indicate whether a waiver has been secured from the lender and/or how the covenants were modified.

3. Has the institution needed to access its restricted net assets or liquidate other financial assets to fund operations?

**No**

If yes, please describe the amount and nature of the funds accessed and indicate when approvals (if required) were obtained from the state's authority.

**Section 10: Title IV Eligibility and Cohort Default Rates**

**Screening Question:** Does your institution participate in Title IV student financial assistance programs?

**Yes**

1) Does your institution use its accreditation (or candidacy status) with the Commission on Institutions of Higher Education (NEASC) as the basis for its eligibility to participate in the Title IV student financial assistance programs?

**Yes**

If "No," upon whose accreditation is your institution's eligibility based?

2) Does your institution offer any instructional programs which use direct assessment, in lieu of credit hours or clock hours, as a way to measure student learning?

**No**

If "Yes," please list them in the box below.

3) Your institution's official three-year cohort default rate for the most recent three years:

2014 3-Year Cohort Default Rate:	7.3%	Number of borrowers	2068
(released in 2017)		this rate is based on:	
2015 3-Year Cohort Default Rate:	6.4%	Number of borrowers	2096
(released in 2018)		this rate is based on:	
2016 3-Year Cohort Default Rate:	7.4%	Number of borrowers	2160
(draft rate released in 2019)		this rate is based on:	

4) The Federal Loan Repayment rates are available through the College Score Card for institutions offering undergraduate programs.

2016 Federal loan repayment rate: %  
 2017 Federal loan repayment rate: 63 %  
 2018 Federal loan repayment rate: 61 %

Notes:

**Section 11: Student Achievement and Success**

**A: Websites where information about student achievement and success is provided to the public**

For recognition purposes and consistent with the Commission's Standard on Public Disclosure (9.24), the Commission is required by the U.S. Department of Education and the Council for Higher Education Accreditation (CHEA) to require institutions to provide information to the public, including information on student achievement and success, as determined by the institution.

Below, please indicate the URLs of the principal website(s) where the institution provides the public with information on student achievement and success.

- URL Link 1: [https://www.salemstate.edu/sites/default/files/pdfs/FY14-18\\_Factbook\\_Retention.pdf](https://www.salemstate.edu/sites/default/files/pdfs/FY14-18_Factbook_Retention.pdf)
- URL Link 2: [https://records.salemstate.edu/sites/records/files/reports/2017-04/S1%20Retention-Graduation-Licensure-Certification%20Rates\\_01.16.pdf](https://records.salemstate.edu/sites/records/files/reports/2017-04/S1%20Retention-Graduation-Licensure-Certification%20Rates_01.16.pdf)
- URL Link 3:

Notes:

Please limit your response to no more than 1,000 characters (about 14 full lines)

**B: Outcomes Measures Survey**

**B1: Establishing Cohorts (July 1, 2010 - June 30, 2011: Full Year)**

<u>Degree/Certificate-Seeking Undergraduate Students</u>	<u>2010-11 cohort</u>	<u>Exclusions to 2010-11 cohort</u>	<u>Adjusted 2010-11 cohort</u>
<b>First-time entering</b>			
<b>Full-time</b>			
Pell Grant recipients	380	2	378
Non-Pell Grant recipients	629	5	624
<b>Part-time</b>			
Pell Grant recipients	5	0	5
Non-Pell Grant recipients	13	0	13
<b>Non-first-time entering</b>			
<b>Full-time</b>			
Pell Grant recipients	343	1	342
Non-Pell Grant recipients	611	0	611
<b>Part-time</b>			
Pell Grant recipients	63	0	63
Non-Pell Grant recipients	200	0	200
<b>Total Entering</b>			
Pell Grant recipients	791	3	788



Non-Pell Grant recipients

1453

5

1448

**B2: Award Status at Four Years After Entry**

<u>Undergraduate Students</u>	Adjusted 2010-11 cohort	Number of students conferred an award by your institution (Highest award by August 31, 2014)			Total number awarded by your institution	Percent of adjusted cohort that received an award from your institution
		<u>Certificates</u>	<u>Associates</u>	<u>Bachelors</u>		
<b><u>First-time entering</u></b>						
<b>Full-time</b>						
Pell Grant recipients	378	0	0	96	96	25%
Non-Pell Grant recipients	624	0	0	176	176	28%
<b>Part-time</b>						
Pell Grant recipients	5	0	0	0	0	0%
Non-Pell Grant recipients	13	0	0	1	1	8%
<b><u>Non-first-time entering</u></b>						
<b>Full-time</b>						
Pell Grant recipients	342	0	0	173	173	51%
Non-Pell Grant recipients	611	0	0	360	360	59%
<b>Part-time</b>						
Pell Grant recipients	63	0	0	14	14	22%
Non-Pell Grant recipients	200	0	0	65	65	33%
<b><u>Total Entering</u></b>						
Pell Grant recipients	788	0	0	283	283	36%
Non-Pell Grant recipients	1448	0	0	602	602	42%

**B3: Award Status at Six Years**

<u>Undergraduate Students</u>	Adjusted 2010-11 cohort	Number of students conferred an award by your institution (Highest award by August 31, 2016)			Total number awarded by your institution	Percent of adjusted cohort that received an award from your institution
		<u>Certificates</u>	<u>Associates</u>	<u>Bachelors</u>		
<b><u>First-time entering</u></b>						
<b>Full-time</b>						
Pell Grant recipients	378	0	0	190	190	50%
Non-Pell Grant recipients	624	0	0	325	325	52%
<b>Part-time</b>						
Pell Grant recipients	5	0	0	0	0	0%
Non-Pell Grant recipients	13	0	0	3	3	23%
<b><u>Non-first-time entering</u></b>						
<b>Full-time</b>						
Pell Grant	342	0	0	204	204	60%

recipients											
Non-Pell Grant recipients	611	0	0	417	417	68%					
<b>Part-time</b>											
Pell Grant recipients	63	0	0	25	25	40%					
Non-Pell Grant recipients	200	0	0	88	88	44%					
<b>Total Entering</b>											
Pell Grant recipients	788	0	0	419	419	53%					
Non-Pell Grant recipients	1448	0	0	833	833	58%					

<b>B4: Award and Enrollment Status at Eight Years</b>											
	Adjusted 2010-11 cohort	Number of students conferred an award by your institution (From entry through August 31, 2018)			Total number of adjusted cohort that received an award from your institution	Percent of adjusted cohort that received an award from your institution	Number of students who did not receive an award from your institution (From entry through August 31, 2018)				Percent of adjusted cohort that did not receive an award, but are still enrolled at your institution and enrolled at another institution after leaving your institution
		Certificates	Associates	Bachelors			Number still enrolled at your institution	Number who enrolled at another institution	Number of students whose subsequent enrollment status is unknown	Total number who did not receive an award from your institution	
<b>First-time entering</b>											
<b>Full-time</b>											
Pell Grant recipients	378	0	0	194	194	51%	4	69	111	184	19%
Non-Pell Grant recipients	624	0	0	336	336	54%	4	104	180	288	17%
<b>Part-time</b>											
Pell Grant recipients	5	0	0	0	0	0%	0	2	3	5	40%
Non-Pell Grant recipients	13	0	0	3	3	23%	0	2	8	10	15%
<b>Non-first-time entering</b>											
<b>Full-time</b>											
Pell Grant recipients	342	0	0	206	206	60%	3	31	102	136	10%
Non-Pell Grant recipients	611	0	0	427	427	70%	2	57	125	184	10%
<b>Part-time</b>											
Pell Grant recipients	63	0	0	27	27	43%	3	7	26	36	16%
Non-Pell Grant recipients	200	0	0	92	92	46%	4	30	74	108	17%
<b>Total Entering</b>											
Pell Grant recipients	788	0	0	427	427	54%	10	109	242	361	15%
Non-Pell Grant recipients	1448	0	0	858	858	59%	10	193	387	590	14%
Notes:											

## Section 12: Adverse Actions

### Yes

If "Yes," please list them below and provide an explanation.

In May 2018, the Massachusetts Board of Registration in Nursing (BORN) determined that the university's Baccalaureate Degree RN Program failed to satisfactorily comply with the BORN's regulations 244 CMR 6.04 (1)(c), (1)(d), (1)(e), (1)(g), (3)(a), (4)(b)3, and (5)(f) and placed the Program on "Approval with Warning" status. The university has successfully complied with each of the BORN's mandated notifications and reporting actions including a follow-up on-site visit by a BORN staff member. Results of the site visit will be submitted to the BORN at a meeting to be held this spring (date pending). At this time the status of the university's Baccalaureate Degree RN Program continues to be "Approval with Warning."

In November 2018, the Joint Review Committee on Educational Programs in Nuclear Medicine Technology (JRCNMT) voted to place the university's program on one year probation based on the Committee's review of the program's five-year pass rate for first-time examinees on the Nuclear Medicine Technologist Certification Board (NMTCB) national certification examination. In response to this finding, the University submitted updated examination results to the JRCNMT. In a special meeting in December 2018, the JRCNMT voted to vacate its previous decision and extend accreditation of the university's nuclear medicine technology program for two (2) years.

NECHE provides New England Board of Higher Education (NEBHE) with contacts information of the Chief Executive Officers and Chief Academic Officers within its membership. Please check the box below if you DO NOT want this information provided to NEBHE.

NEBHE Consent:

### Submission Information

Respondent's Name: Karen Sayles

Respondent's Title: Associate Director

Date of Submission: 2/28/2019

Respondent's Phone: 978-542-6346

Respondent's E-Mail: sscneasc

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