



**THOMAS EDISON STATE UNIVERSITY
FY2024 INSTITUTIONAL PROFILE REPORT**

Submitted to:

Office of the Secretary of Higher Education

Prepared by:

**Thomas Edison State University
Trenton, New Jersey**

September 2024

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THOMAS EDISON STATE UNIVERSITY FY2023 INSTITUTIONAL PROFILE REPORT

INSTITUTIONAL PROFILE SUMMARY

Established in 1972, Thomas Edison State University provides distinctive undergraduate and graduate education for self-directed adults through flexible, high-quality collegiate learning and assessment opportunities. The University is one of New Jersey's senior public institutions of higher education and was granted university status by the New Jersey Secretary of Higher Education in December 2015. Thomas Edison State University is the only university in New Jersey dedicated exclusively for adults and offers degree programs at the associate, bachelor's, master's, and doctoral level as well as undergraduate and graduate certificates.

For more than five decades, the University has pioneered the use of the latest technologies to develop high-quality educational programs for adults and has served as a national leader in the assessment of adult learning. *The New York Times* called Thomas Edison State University "the college that paved the way for flexibility."

The entire academic program at the University revolves around the unique needs of adults. Students earn credit through a variety of methods designed exclusively for adult learners, including online courses, guided independent study, examination programs and professional and/or military training. Adult learners also earn credit by demonstrating college-level knowledge acquired outside a traditional classroom and by transferring credits earned from other regionally accredited institutions. Thomas Edison State University makes it possible for adult students to pursue their education without sacrificing their personal or professional responsibilities.



Merodie A. Hancock, PhD
President

September 2024

MISSION AND VISION

Mission

Thomas Edison State University provides distinctive undergraduate and graduate education for self-directed adults through flexible, high-quality collegiate learning and assessment opportunities.

Vision

Building Careers. Advancing Professions. Empowering Lives.

A. ACCREDITATION STATUS

1. Institutional Accreditation



Thomas Edison State University is accredited by the Middle States Commission on Higher Education, 1007 North Orange Street, 4th Floor, MB #166, Wilmington, DE 19801. The Middle States Commission on Higher Education (MSCHE) is a global institutional accreditor recognized by the United States Secretary of Education since 1952. This accreditation is part of a national system of quality assurance that requires colleges and universities to reach a common understanding and agreement as to the standards of quality for American higher education. The University's accreditation was reaffirmed in November 2022. The next evaluation visit is scheduled for 2029-2030.

2. Professional Accreditation



The W. Cary Edwards School of Nursing and Health Professions' baccalaureate degree program in nursing, Master of Science in Nursing degree program and Doctor of Nursing Practice program are accredited by the Commission on Collegiate Nursing Education (CCNE), 655 K Street, NW, Suite 750, Washington, DC 20001, 202-887-6791. The baccalaureate and master's degree accreditation with CCNE is valid through June 2034. The Doctor of Nursing Practice program accreditation through CCNE is valid through June 2033.



The W. Cary Edwards School of Nursing and Health Professions' accelerated baccalaureate degree program in nursing is accredited by the New Jersey Board of Nursing, PO Box 45010, Newark, NJ 07101, 973-504-6430.



Thomas Edison State University's Master of Arts in Educational Leadership Program, which is designed to prepare educators for roles in school leadership, was awarded Teacher Education Accreditation Council (TEAC) accreditation by the Inquiry Brief Commission of the Council for the Accreditation of Educator Preparation (CAEP) for a period of seven years, from April 2015 through June 30, 2023. During the Spring 2023, the Master of Arts in Educational Leadership Program received full accreditation from CAEP. The full accreditation status is effective between Spring 2023 and Spring 2029. This accreditation certifies that the forenamed professional education program has provided evidence that the program adheres to CAEP's quality standards and principles.



Thomas Edison State University's Bachelor of Science in Business Administration, Master of Business Administration, Master of Science in Management and Master of Science in Human Resources Management degree programs are accredited by the Accreditation Council for Business Schools and Programs (ACBSP). The accreditation status is effective as of April 27, 2017. The accreditation term is for ten years.



Thomas Edison State University bachelor's degrees in Nuclear Energy Engineering Technology and Electronics System Engineering Technology are accredited by the Engineering Technology Accreditation Commission of the Accreditation Board for Engineering and Technology (ABET). Comprehensive self-study reviews were conducted in 2023-2024 and both programs are set to maintain their accreditation through 2030. ABET is a specialized accrediting agency recognized by the Council for Higher Education Accreditation (CHEA).



Thomas Edison State University's associate degree program and undergraduate certificate in Polysomnography were awarded initial accreditation by the Commission on Accreditation of Allied Health Education Programs (CAAHEP) in 2012. The program was awarded continuing accreditation status on March 17, 2017. The next comprehensive evaluation of the program, including an onsite review is scheduled to occur no later than 2027.

B. NUMBER OF STUDENTS SERVED

1. Number of undergraduates by attendance status

Thomas Edison State University
Table II.B.1:
Undergraduate Enrollment by Attendance Status, Fall 2023 (FY2024)

	Full-Time	Part-Time	Total
Number	87	6,686	6,773
Percent	1.3%	98.7%	100%

Source: IPEDS Fall Enrollment Survey
Please note, Thomas Edison State University’s Fall 2023 IPEDS Enrollment Survey counts are based on only the enrollment counts as of October 15th. The University enrolls students continuously throughout the year. The Fall enrollment counts capture a portion of the students enrolled throughout the full fiscal year.

2. Number of graduate students by attendance status

Thomas Edison State University
Table II.B.2:
Graduate Enrollment by Attendance Status, Fall 2023 (FY2024)

	Full-Time	Part-Time	Total
Number	9	805	814
Percent	1.1%	98.9%	100%

Source: IPEDS Fall Enrollment Survey
Please note, Thomas Edison State University’s Fall 2023 IPEDS Enrollment Survey counts are based on only the enrollment counts as of October 15th. The University enrolls students continuously throughout the year. The Fall enrollment counts capture a portion of the students enrolled throughout the full fiscal year.

3. Number of noncredit students served. During FY2023, there were 50 individuals who took noncredit courses at the University.

4. Unduplicated count of students enrolled during the year.

Thomas Edison State University
Table II.B.4:
Unduplicated Enrollment, FY 2023

	Headcount Enrollment	Credit Hours	FTE
Undergraduate	10,307	78,812	2,627
Graduate	1,124	8,466	353
Doctoral- Professional Practice			118
Total	11,431	87,278	3,098

Source: IPEDS 12-Month Enrollment Survey

C. CHARACTERISTICS OF UNDERGRADUATE STUDENTS

1. Mean math, reading and writing SAT scores. This section is not applicable to Thomas Edison State University.
2. Enrollment in remediation courses by subject area. This section is not applicable to Thomas Edison State University.
3. Race/ethnicity, gender, and age (separately). Profiles of the undergraduate students by race/ethnicity, gender and age are presented in the tables below.

Thomas Edison State University
Table II.C.3.a
Undergraduate Enrollment by Race/Ethnicity, Fall 2023 (FY 2024)

Race/Ethnicity	Full-time		Part-time		Total	
	N	%	N	%	N	%
White	28	32.2%	3,027	45.3%	3,055	45.1%
Black	21	24.1%	961	14.4%	982	14.5%
Hispanic	15	17.2%	989	14.8%	1,004	14.8%
Asian	6	6.9%	302	4.5%	308	4.5%
American Indian	0	0.0%	25	0.4%	25	0.4%
Native Hawaiian/Other Pacific Islander	0	0.0%	30	0.4%	30	0.4%
U.S. Nonresident	4	4.6%	67	1.0%	71	1.0%
Two or More Races	4	4.6%	288	4.3%	292	4.3%
Race Unknown	9	10.3%	997	14.9%	1,006	14.9%
Total	87	100%	6,686	100%	6,773	100%

Thomas Edison State University
Table II.C.3.b:
Undergraduate Enrollment by Sex, Fall 2023 (FY2024)

	Full-time		Part-time		Total	
	N	%	N	%	N	%
Male	13	14.9%	4,133	61.8%	4,146	61.2%
Female	74	85.1%	2,553	38.2%	2,627	38.8%
Total	87	100.0%	6,686	100.0%	6,773	100.0%

Thomas Edison State University

Thomas Edison State University
 Table II.C.3.c
 Undergraduate Enrollment by Age, Fall 2023 (FY2024)

Age	Full-time		Part-time		Total	
	N	%	N	%	N	%
LT 18	0	0.0%	0	0.0%	0	0.0%
18-19	0	0.0%	27	0.4%	27	0.4%
20-21	1	1.2%	197	3.0%	198	2.9%
22-24	9	10.3%	549	8.2%	558	8.2%
25-29	36	41.4%	1,384	20.7%	1,420	21.0%
30-34	21	24.1%	1,352	20.2%	1,373	20.3%
35-39	13	14.9%	1,146	17.1%	1,159	17.1%
40-49	6	6.9%	1,343	20.1%	1,349	19.9%
50-64	1	1.2%	657	9.8%	658	9.7%
65+	0	0.0%	29	0.4%	29	0.4%
Unknown	0	0.0%	2	0.0%	2	0.0%
Total	87	100.0%	6,686	100.0%	6,773	100.0%

Source: IPEDS Fall Enrollment Survey

Thomas Edison State University

4. Number of students receiving financial assistance under each federal-, state- and institution-funded aid program. The number of students receiving financial assistance is presented in the table below.

Thomas Edison State University

Table II.C.4:

Financial Aid from Federal-, State- and Institution-Funded Programs, AY2022-23

	Recipients	Dollars(\$)	\$/Recipient
<u>FEDERAL PROGRAMS</u>			
Pell Grants	1,522	\$4,565,000	\$2,999
College Work Study	0	\$0	-
Perkins Loans	0	\$0	-
SEOG	0	\$0	-
PLUS Loans	25	\$242,000	\$9,680
Stafford Loans (Subsidized)	1,080	\$2,979,000	\$2,758
Stafford Loans (Unsubsidized)	1,462	\$8,854,000	\$6,056
SMART and ACG or other	0	\$0	-
<i>CARES ACT- HEERF Student Aid</i>	0	\$0	-
<u>STATE PROGRAMS</u>			
Tuition Aid Grants (TAG)	73	\$305,000	\$4,178
Educational Opportunity Fund (EOF)	0	\$0	-
Other State Programs (OSRP, NJ-GIVS, WTC, etc.)	0	\$0	-
Distinguished Scholars	0	\$0	-
Urban Scholars	0	\$0	-
NJ STARS	6	\$10,000	\$1,667
CCOG	0	\$0	-
NJCLASS Loans	6	\$101,000	\$16,833
<u>INSTITUTIONAL PROGRAMS</u>			
Grants/Scholarships	143	\$275,000	\$1,923
Loans	0	\$0	-

Source: NJIPEDS Form #41 Student Financial Aid Report

5. Percentage of students who are New Jersey Residents. Due to the number of active military students enrolled, the University examines residence by military status. As the table below indicates, 52 percent of the non-military enrolled students were New Jersey residents. Among students who were veterans, 16 percent were New Jersey residents and among active-duty military 6 percent were also New Jersey residents.

Thomas Edison State University
 Table II.C.5:
 FY2023 Enrollment by Military Status and Residence

Residence	Non-Military		Active-Duty		Veteran		Total	
	N	%	N	%	N	%	N	%
New Jersey	3,684	52.4 %	159	6.0%	232	15.8%	4,075	36.6%
Out of State	3,234	46.0%	2,441	92.4%	1,211	82.5%	6,886	61.8%
International	85	1.2%	12	0.5%	10	0.7%	107	1.0%
Unknown	34	0.5%	29	1.1%	14	1.0%	77	.7%
Total	7,037	100.0%	2,641	100.0%	1,467	100%	11,145	100.0%

D. STUDENT OUTCOMES

1. Graduation rates:
 - a. Four-, five- and six-year graduation rate by race/ethnicity (senior publics). This section is not applicable to Thomas Edison State University.
 - b. Two-year graduation rate (community colleges). This section is not applicable to Thomas Edison State University.
 - c. Three-year graduation and transfer rate by race/ethnicity (community colleges). This section is not applicable to Thomas Edison State University.
2. Third-semester retention rates (by attendance status). This section is not applicable to Thomas Edison State University.
3. Time-to-Degree Completion. Since Thomas Edison State University enrolls primarily adult students who often bring in credit upon enrollment, the University monitors time-to-degree completion to examine how long it takes graduates to earn a degree from the University.

As presented in Table II.D:3a below, during FY2024, the associate degree graduates took on average, 4.1 years to graduate, the bachelor’s degree graduates took 5.0 years to graduate, the master’s degree graduates took 3.5 years to graduate and the doctoral degree graduates took 3.2 years to graduate.

Thomas Edison State University
Table II.D.3.a:
FY2024 Graduates Time-to-Degree Completion by Degree Level

	Associate	Baccalaureate	Master’s	Doctorate
Overall	4.1	5.0	3.5	3.2

Source: Office of Institutional Research, Thomas Edison State University, FY2024 Year End Data File: Degrees Awarded.

The University also monitors time-to-degree completion by examining differences between in-state and out-of-state students. The time-to-degree completion for in-state versus out-of-state students is presented below.

Thomas Edison State University
Table II.D.3.b:
FY2024 Graduates Time-to-Degree Completion by Degree Level and Residence

Residence	Associate	Baccalaureate	Master’s	Doctorate
NJ	3.9	5.2	3.6	3.3
Out-of-State	4.2	5.0	3.2	3.0
International	3.3	3.1	3.2	—

Data Source: Office of Institutional Research, Thomas Edison State University, FY2024 Year End Data File: Degrees Awarded.

4. Student Learning Outcomes

In keeping with its mission, Thomas Edison State University is committed to maintaining high standards of academic integrity and of quality service to its students. To achieve this goal, the University engages in outcomes assessment, a process through which the effectiveness of the University and its programs is evaluated against institutionally determined standards. Thomas Edison State University's institutional outcomes are closely mapped to the Essential Learning Outcomes of the Liberal Education and America's Promise (LEAP) initiative as documented by the Association of American Colleges and Universities. The Academic Council has approved specific institutional learning outcomes for all undergraduate students and graduate students.

a. Undergraduate Institutional Learning Outcomes

All Thomas Edison State University students who graduate from bachelor's degree programs will have the following competencies:

Intellectual and Practical Skills:

Intellectual and communicative skills necessary for success in the academic environment and for addressing globally complex challenges.

- **Written Communication**
Communicate ideas effectively in writing using text, data, and images for addressing globally complex challenges.
- **Oral Communication**
Communicate ideas effectively orally using multiple modes of communication, as appropriate.
- **Information Literacy**
Identify, locate, evaluate and effectively and responsibly use and share information for the problem at hand.
- **Quantitative Reasoning/Literacy**
Demonstrate competency and comfort in working with numerical data, create complex and refined arguments supported by quantitative evidence, and clearly communicate those arguments in a variety of formats, as appropriate.

Civic and Global Leadership:

Knowledge required for responsible global citizenship and effective engagement in a dynamic environment.

- **Diversity/Intercultural Literacy**
Recognize that they are members of diverse communities, both local and global, and demonstrate intercultural knowledge, skills and attitudes that support effective and appropriate interaction in a variety of cultural contexts and social categories, such as, but not limited to race, ethnicity, gender, religion and age.
- **Ethical Leadership**
Assess their own ethical values and the social context of a given situation,

recognize ethical issues in a variety of settings, apply ethical principles to ethical dilemmas and consider the ramifications of alternative actions.

- Civic Engagement
Demonstrate effective, responsible, and meaningful skills while engaged in the political life of a community.

Knowledge of Human Cultures:

Knowledge from the Arts, Humanities, and Social Sciences which develop an understanding of humanity.

Understanding of the Physical and Natural World:

Knowledge from the Natural Sciences (Biology, Chemistry, Earth Science, and Physics) in order to develop an appreciation of the order, diversity, and beauty of the natural environment and an understanding of scientific reasoning.

b. Institutional Graduate Learning Outcomes

All Thomas Edison State University students who graduate from advanced-level degree programs will be able to:

- Apply in-depth knowledge to the major questions, theories, debates, and methodologies in their organization, field, or profession.
- Use critical analysis and research to make informed decisions and to improve an organization, field, or profession.
- Communicate effectively to positively impact an organization, field, or profession.
- Apply ethical principles and theories in research, evaluation, organizational culture, and communities.
- Interpret cultural influences in organizations and communities.
- Create sophisticated arguments supported by quantitative evidence.

c. Programmatic Learning Outcomes

Programmatic learning outcomes, focusing on degree specific learning goals and objectives, have also been established within each school at the undergraduate and graduate degree levels.

E. MENTOR CHARACTERISTICS

1. Full-time faculty by race/ethnicity, gender, academic rank, and tenure status (simultaneously). This section is not applicable to Thomas Edison State University.
2. Percentage of course sections taught by full-time faculty. This section is not applicable to Thomas Edison State University.
3. Ratio of full- to part-time faculty. This section is not applicable to Thomas Edison State University.
4. Mentor characteristics: race/ethnicity and gender. Thomas Edison State University signs letters of agreement with subject-matter experts. These mentors and consultants engage with the academic units of the University in various ways: development and/or assessment in test construction, portfolio assessment, facilitating courses (e.g., Guided Study and online), pre-graduation conferences, demonstration of currency, practicum, nursing performance examinations and program evaluations. During FY2024, there were 484 mentors. The gender and race/ethnicity of the mentors are presented below.

Thomas Edison State University
 Table II.E.4.a:
 Gender of Mentors, FY2024

Gender	N	%
Female	210	43%
Male	273	56%
Undisclosed	1	0.2%
Grand Total	484	100%

Source: FY2024 Mentor Data File, Center for Learning and Teaching (CLT), Thomas Edison State University.

Thomas Edison State University
 Table II.E.4.b:
 Race/Ethnicity of Mentors, FY2024

Race/Ethnicity	Total	%
African American/Black American	59	12%
Asian American	31	6%
Caucasian, Not Latino	376	78%
Hawaiian/Pacific Islander	0	0%
Hispanic or Latino	6	1%
American Indian/Alaska Native	6	1%
Undisclosed	6	1%
Grand Total	484	100%

Source: FY2024 Mentor Data File, Center for Learning and Teaching (CLT), Thomas Edison State University.

F. CHARACTERISTICS OF THE BOARD OF TRUSTEES

The Board of Trustees is the premier governing body of the University. The members are appointed by the governor with the advice and consent of the Senate. Members of the Board bring with them diverse experiences and varied backgrounds from business, industry, and academia. The Board oversees all policy matters of the University, including the approval of degree programs and standards, budget recommendations to the governor and appointments of all University employees. There are two student members on the Board: one a voting member and the other an alternate.

1. Race/Ethnicity and Gender (simultaneously). A profile of the Board of Trustees by race/ethnicity and gender is presented in the table below.

Thomas Edison State University
Table II.F.1
Race/Ethnicity and Gender of the Board of Trustees, FY2024

Race/Ethnicity	Gender		Total
	Male	Female	
White	4	1	5
Black	1	1	2
Hispanic	1	-	1
Asian	-	-	-
American Indian	-	-	-
Total	6	2	8

2. List of trustees/governors with titles and affiliations. The current Board of Trustee members are presented in the table below.

Thomas Edison State University
Table II.F.2
Board of Trustees, FY2024

Name	Title	Affiliation
Michael Toscani (Chair)	PharmD, Research Professor/ Fellowship Director	Rutgers Institute for Pharmacy
Eric R. Lear (Vice Chair)	Managing Partner	Lear & Pannepacker, LLP
Dr. Kemi Alli	CEO	Allied Executive Solutions
Rev. J. Stanley Justice	Presiding Elder	Dover, Delaware Area AME Churches
Brian T. Maloney	Consultant	
Gualberto Medina	Executive VP in Brokerage Services	CBRE
Jamie Schaefer (Student)	Bookkeeper	Roberta Smith, CPA, LLC
David Chatfield (Student)		
Dr. Merodie A. Hancock (<i>Ex-Officio</i>)	President	Thomas Edison State University

3. URL Information. For information about the Thomas Edison State University Board of Directors, please go to: <http://www.tesu.edu/about/Board-of-Trustees.cfm>.

G. A PROFILE OF THE INSTITUTION

1. Degree and Certificate Programs

Thomas Edison State University offers associate, bachelor's, master's, and doctorate degrees in more than 100 areas of study. The university also offers undergraduate and graduate certificates.

- a. **Associate Degree Programs.** The associate programs are as follows:

Associate in Arts (AA)

Communications; General Studies; Human Services; Meteorology; Music; Photography

Associate in Applied Science (AAS)

Administrative Studies; Applied Computer Studies; Applied Electronic Studies; Applied Health Studies; Aviation Support; Construction and Facility Support; Electrical/Mechanical Systems & Maintenance; Environmental, Safety & Security Technologies; Mechanics and Maintenance; Military Technology Leadership; Multidisciplinary Technology; Respiratory Care

Associate in Science (AS)

Air Traffic Control; Aviation Flight Technology; Aviation Maintenance Technology; Biology; Biomedical Electronics; Business Administration; Clinical Laboratory Science; Computer and Information Technology; Computer Science; Criminal Justice; Electrical Technology; Electronics Engineering Technology; Mathematics; Medical Imaging; Nuclear Engineering Technology; Radiation Protection; Radiation Therapy; Technical Studies

- b. **Bachelor's Degree Programs.** The bachelor's degrees include Bachelor of Arts, Bachelor of Science, and Bachelor of Science in Business Administration. The degree programs offered under each degree are provided below.

Bachelor of Arts (BA)

Anthropology; Art; Biology; Communications; Computer Science; Criminal Justice; English; Environmental Studies; Foreign Language; History; International Studies; Labor Studies; Liberal Studies; Mathematics; Music; Philosophy; Photography; Political Science; Psychology; Religion; Sociology; Theater Arts

Bachelor of Science (BS)

Accounting/CPA; Air Traffic Control; Aviation Flight Technology; Aviation Maintenance Technology; Aviation Management; Biomedical Electronics; Clinical Laboratory Science; Cloud Computing; Computer Information Systems; Construction; Cybersecurity; Data Science and Analytics; Dental Hygiene; Electrical Technology; Electronics Systems Engineering Technology; Energy Systems Technology; Entrepreneurship; General Management; Health Services Technology; Health Studies; Healthcare Management; Homeland Security & Emergency Management; Human

Services; Information Technology; International Business; Medical Imaging; Military Technology Leadership; Nuclear Energy Engineering Technology; Nuclear Engineering Technology; Nuclear Engineering Technology/Radiation Protection; Nuclear Medicine Technology; Nursing*; Organizational Leadership; Professional Studies; Radiation Protection; Radiation Protection/Health Physics; Radiation Therapy; Respiratory Care; Technical Studies

*The University offers three types of Bachelor of Science in Nursing programs: RN to BSN, RN to BSN/MSN, and an Accelerated BSN Program. The RN to BSN/MSN program provides a seamless transition for students enrolled in the Bachelor of Science in Nursing degree who want to earn a Master of Science in Nursing degree. The Accelerated BSN Program is an intensive one-year program for adults who already possess a non-nursing bachelor's degree and are interested in becoming a registered nurse.

Bachelor of Science Business Administration (BSBA)

Accounting; Finance; Human Resources/ Organizational Management; Marketing; Operations Management

- c. **Undergraduate Certificates.** The University awards undergraduate certificates in the following professional areas:

Accounting; Communications; Computer Information Systems; Computer Science; Criminal Justice; Cybersecurity; Diversity; Electronics; Finance; Gas Distribution; General Management; Health and Wellness; Healthcare Management; Human Resources Management; Labor Studies; Marketing; Operations Management; Organizational Leadership; Psychology.

- d. **Graduate Degree Programs.** The University currently offers 5 master's degrees. The degree and the degree programs are listed below.

Master of Arts (MA)

Educational Leadership; Educational Technology and Online Learning; Liberal Studies

Master of Business Administration (MBA)

The Master of Business Administration is a 39-credit accelerated, online and career-focused MBA degree that prepares individuals for leadership roles in a wide range of industries. The entire program can be completed in 15 months.

Accounting; Data Analytics; Finance; Healthcare Management; Human Resources Management; Marketing

Master of Public Service Leadership (MPSL)

The Master of Public Service Leadership is a 36-credit program offered entirely online and meets the accelerating demand for education and careers in public service. The Master of Public Service Leadership has been developed in alignment with the National Association of Schools of Public Affairs and Administration (NASPAA) standards for accreditation.

Community & Economic Development; Learner Designed Area of Study; Nonprofit Management; Public Finance; Public Health/Public Policy

Master of Science (MS)

Accounting; Cybersecurity; Data Science and Analytics; Healthcare Management; Homeland Security; Information Technology; Management; Management/Public Service Administration Leadership; Nursing/Nurse Educator**; Nursing/Nursing Administration; Nursing/Nursing Informatics; Technical Studies

**Graduates of the Master of Science in Nursing degree program earn a Nursing Administration, Nurse Educator or Nursing Informatics certificate, in addition to the MS in Nursing degree, depending on the area of study they select.

Master of Science Human Resource Management (MSHRM)

Human Resource Management

- e. **Graduate Certificates**. The University offers graduate certificate programs in the following areas:

Counterterrorism; Cybersecurity; Cybersecurity–Critical Infrastructure; Data Analytics; Digital Humanities; Educational Leadership; Emergency Management; Geropsychology; Healthcare Management; Homeland Security; Human Resources Management; Industrial-Organizational Psychology; International Business Finance; Nurse Educator; Nursing Administration; Nursing Informatics; Online Learning and Teaching; Organizational Leadership; Professional Communications; Project Management; Strategic Planning and Board Leadership for Nonprofits.

- f. **Doctoral Degree Programs**

The University currently offers three doctoral programs; Doctor of Nursing Practice (DNP); Doctor of Business Administration (DBA); and Doctor of Education (Ed.D.) in Organizational Leadership, Culture and Change. Descriptions of the degree programs are below:

Doctor of Business Administration (DBA)

The Doctor of Business Administration (DBA) degree, launched in FY2020, is an online doctoral degree program with areas of study in Organizational Leadership and Human Resource Management. It is designed to enable business students and professionals to advance their careers as executive leaders, educators, and consultants. This 48-credit program offers two-degree completion options, coursework in preparation from higher educational instruction and general consultancy and a final Scholar-Practitioner Field Project.

Doctor of Nurse Practitioner (DNP)

The Doctor of Nursing Practice (DNP) degree, launched in FY2017, prepares nurse leaders with competencies in advanced nursing practice, organizational leadership, economics and finance, healthcare policy and technology. It is a 36-credit program that can be completed online in 18 months.

Doctor of Education (Ed.D)

The Doctor of Education in Organization Leadership, Culture, and Change (Ed.D.), announced in FY2024, enables a broad spectrum of organizational professionals to advance in their careers, including executives, administrators, training and development managers, educators, and consultants in industry, military, higher education, and entrepreneurial enterprises. The 48-credit program offers areas of concentration in human resources management, organizational consulting, healthcare management, industrial and organizational psychology, and research methods.

g. Bachelor's to Master's degree Programs

There are also several bachelor's to master's degree programs available that enable undergraduate students to earn up to 12 graduate credits that apply to both their bachelor's degree and master's degree at the University (See [Bachelor's to Master's Program | Academics \(tesu.edu\)](#)).

For Additional Information. More information about the degree programs offered by the University and the majors/areas of study offered is available on the University website, <http://www.tesu.edu/academics/index.cfm>.

2. Other

Affiliation with the New Jersey State Library. Legislation codifying in statute the affiliation of the New Jersey State Library with Thomas Edison State University was signed by the governor in FY2001. This affiliation and other collaborative projects have made a significant positive difference to the New Jersey State Library and the other libraries with which it is connected.

H. MAJOR RESEARCH AND PUBLIC SERVICE ACTIVITIES

Thomas Edison State University engages in public service activities through the Division of Community and Government Affairs as well as individual staff participation on various external boards, committees, and organizations. In addition, the New Jersey State Library, an affiliate of Thomas Edison State University, contributes to the public service activities of the University (see “Other” section below). Highlights of some of the University’s activities are provided below.

Division of Community and Government Affairs Selected Highlights

2nd Annual Back to School Readiness Fair. During FY 2024, Thomas Edison State University hosted its 2nd annual Back-to-School Readiness Fair. The event provided members of the Trenton community with free health and wellness resources and information, including COVID-19 vaccinations, guidance on maintaining a lead-free home environment, maternal and mental health information, free health insurance eligibility review, and available after-school programs. Attendees also received assistance with the Free Application for Federal Student Aid (FAFSA) and tax preparation. In addition, 365 new backpacks filled with supplies for Trenton students were distributed.

7th Community Fair and Blood Drive. In the summer of FY2024, Thomas Edison State University hosted its 7th Community Fair and Blood Drive, which featured 21 vendors including: NJ State Library, NJ State Museum, Big Brothers Big Sisters of Mercer County, City of Trenton Health Department, United Way of Greater Mercer County, Mercer Council on Alcoholism and Drug Addiction, among others. In total, 21 pints of blood were donated to the blood drive.

I. MAJOR CAPITAL PROJECTS UNDERWAY IN FY2024

During FY 2024, there were no major capital projects underway at the University.

OTHER INSTITUTIONAL INFORMATION

University Selected Highlights

Center for Career Relevant Education and Talent Evaluation (CreateNJ). In FY2024, Gov. Phil Murphy signed a bill to establish the Center for Career Relevant Education and Talent Evaluation (CreateNJ) at Thomas Edison State University, an innovative initiative designed to address the critical need for skilled workers across diverse industries in the state. CreateNJ aims to empower individuals by capturing their career-relevant knowledge, skills and abilities derived from formal higher education, technical training, workplace training and apprenticeship programs into one comprehensive document. The proposed CreateNJ workforce transcript, to be housed within the CreateNJ Center at TESU, will serve as a critical capstone to existing efforts by N.J. Pathways, the N.J. Department of Labor and the Office of the Secretary of Higher Education (OSHE). This bill has not been funded.

Diversity, Equity & Inclusion Council (DEIC). The Diversity, Equity & Inclusion Council (DEIC) continues actively work toward its goal of strengthening the University's outlook on diversity by generating dialogue, engagement, and growth. During FY 2024, the DEIC in partnership with the NJ State Library, hosted a speaker series on various topics, and disseminated a monthly employee-based newsletter featuring training and development resources and highlighting various DEIC holidays and events. In the fall of FY2024, the DEIC hosted a three-part Community Action Workshop series on microaggressions and mental health, featuring Braheim Knight, RPh and MBA, the Diversity and Inclusion Officer for the State of New Jersey Department of Labor and Workforce Development and Gene Holloway, PhD.

University Day Presentation. Each year Thomas Edison State University (TESU) celebrates its ascension to University status on Dec. 1, the date of its official name change from college to university in 2015. This year the event centered around fostering a culture of innovation within the TESU community. Participants were asked to reflect on a series of question prompts and worked in small groups to share their ideas, perspectives, and examples of innovative practices. During the sessions, various ideas were brought forward that will be used to inform strategic planning.

TESU's Fourth Annual Tribute to Dr. Martin Luther King Jr. Each year TESU invites a Martin Luther King Jr. Day speaker to engage the University community, not just around Dr. King, but also on the broader aspects of his legacy. The University's 4th Annual Tribute to MLK event featured esteemed speaker Latarsha Burke, CEO and executive director of the African American Cultural Collaborative of Mercer County. With a strong dedication to improving community life through arts, education, and culture, Ms. Burke leads the organization in providing free programming for all ages, access to family-oriented activities, and opportunities for collaboration across cultures. Ms. Burke shared her insights and experiences, shedding light on Dr. Martin Luther King Jr.'s impact and how his vision continues to resonate today.

Professional Reaccreditation. There were several programs at the University that were awarded reaccreditation this year. All programmatic and institutional accreditations are up to date with no follow up actions required.

- The Heavin School of Social Sciences, Humanities, and Education reaffirmed its programmatic accreditation with the Accreditation Board for Engineering and Technology (ABET) for the Electronics Systems Engineering Technology and Nuclear Energy Engineering Technology programs. Both programs are reaccredited for six years, through 2030.

Grants Awarded. The University was awarded several grants during FY 2024.

Nuclear Regulatory Commission Grant. Thomas Edison State University was among 23 academic institutions in 20 states awarded grants to advance nuclear science and research under the University Nuclear Leadership Program of the Nuclear Regulatory Commission. The University was among five institutions that received funding for undergraduate scholarships.

Mental Health in Higher Education: Community Provider Partnerships and Professional Development Grant. In FY2024, Thomas Edison State University was awarded the New Jersey Office of the Secretary of Higher Education Mental Health in Higher Education: Community Provider Partnerships and Professional Development Grant. In addition to offering a robust student assistance program (SAP) to help our students through life and all the challenges that arise, the University is now able to offer mental health training to all University staff via a partnership with BHS (the University's Student Assistance Program provider). This important program is part of our efforts to destigmatize mental health and provide resources to support everyone in managing their mental well-being.

Capital Facilities Grant Funding to Support Higher Education Infrastructure Improvements Grant. In FY2024, Thomas Edison State University received \$1.5 million in grant funding from the NJ Office of the Secretary of Higher Education (OSHE) as part of a \$400 million program aimed at addressing infrastructure and technology needs to ensure improved access to postsecondary education in New Jersey. The grants were made possible through the Higher Education Capital Improvement Fund (CIF), Higher Education Facilities Trust Fund (HEFT), Higher Education Equipment Leasing Fund (ELF), and Higher Education Technology Infrastructure Fund (HETI).

U.S. Department of Health and Human Services Grant. Thomas Edison State University was one of the institutions to receive grants from the U.S. Department of Health and Human Services to support New Jersey medical centers, universities, head start programs, medical research, substance use prevention programs, trainings and the advancement of nursing education workforces. The University was awarded \$78,995 of the more than \$33.3 million in support of the nurse faculty loan program.

Some College, No Degree Institutional Grant Opportunity. Thomas Edison State University was awarded a grant from the Office of the Secretary of Higher Education (OSHE) to support OSHE's Some College, No Degree initiative. The University was awarded \$149,977 to fund incentives for both students and institutions, facilitating the return of working adult

students to college for degree completion. OSHE has allocated nearly \$3.3 million in grant funding to 23 institutions.

External Partnerships to Make Higher Education Accessible for Adults

ReUP Education partnership. Thomas Edison State University continued its participation in the innovative partnership with the NJ Office of the Secretary of Higher Education and ReUP Education. The goal of this partnership is to provide outreach and coaching to adult learners who stopped out of college and need support to re-enroll. Through the partnership, ReUp Education is working directly with TESU and the other institutions to identify, reach, and engage ‘stopped-out’ students – those who have left college without completing a degree – as well as provide personalized support for those navigating the re-enrollment process.

Participation in ACE Prior Learning Network. Thomas Edison State University (TESU) will be among the pilot institutions in the American Council on Education (ACE) Prior Learning Network, powered by Credly. Pilot members are focused on ensuring learners can connect with colleges and universities that guarantee acceptance of their credit for prior learning as well as building a foundation upon which they can expand the network to help even more learners achieve their academic and professional goals.

Scholarship Opportunities. The University continued to offer two state funded need-based aid opportunities during fiscal year 2024.

Nuclear Regulatory Commission Scholarship. The Nuclear Regulatory Commission Scholarship was established in 2014 by a grant from the United States Nuclear Regulatory Commission (NRC). The NRC has once again awarded scholarship funding to Thomas Edison State University to provide support to qualified School of Applied Science and Technology students enrolled in select nuclear-related academic programs. The University awards scholarships averaging \$2,500 to qualified students based on need and academic performance, with a maximum scholarship award of \$10,000.

Student Service Enhancements (Selected Highlights)

Counseling and Wellness Services. In the fall of FY2024, the University's Center for Student Success expanded services to include mental health and wellness support for TESU students via the launch of the TESU Counseling and Wellness Services, made possible by a NJ Office of the Secretary of Higher Education Mental Health in Higher Education: Community Provider Partnerships and Professional Development Grant awarded in April 2023. The TESU Counseling and Wellness Services provides students and their household members with free, confidential assistance to help with personal problems that may interfere with student assignments or family issues.

New Plagiarism Detection System implemented. The University's Center for Learning and Technology transitioned to a new student plagiarism system, CopyLeaks, that enhances our academic integrity measures and ensures the authenticity of student submissions, including advanced AI content detection.

8-week Doctoral and Graduate Courses. To improve student retention and progression toward degrees, all graduate and doctoral courses have been transitioned from 12 to 8 weeks.

Career Services. The Office of Career Development's online system College Central Network (CCN) continued to grow in FY2024, with a 13% increase in activations and a 115% increase in resume uploads following its expansion in FY2023. Via the CCN, students can access more than 500,000 job postings from employers specifically interested in TESU students and alumni. They can also schedule career coaching appointments with Career Development and soon will be able to network with alumni. In addition, a Job Hunters' Club was launched in which job-seekers are invited come together to learn job tips and trade opportunities at weekly meetings moderated by Career Development staff.

New Jersey State Library Selected Highlights

Selected highlights from the New Jersey State Library are below:

New Jersey Digital Collections

New Jersey State Library digital collections continue to grow and expand. Between in-house digitization completed in its nascent digitization studio, contracted digitization of some historic documents, and a large collection of donated digital photographs, the State Library Information Center has been expanding its scope and breadth of New Jersey digital content. Exhibits, transcripts and court filings from the New Jersey Court of Errors and Appeals (1844-1947), annual reports of the Port Authority of New York & New Jersey, publications related to land use and development in New Jersey, and a large collection of digital photos, all demonstrate New Jersey's rich and fascinating history. This content is searchable on the State Library's website, through an updated platform that makes discovery and use of the collections easier for the general public.

TBBC and Smart Speakers

The BARD (Braille and Audio Reading Download) service of the Library of Congress' National Library Service for the Blind and Print Disabled is adding Amazon smart speakers to its list of approved devices for the program. Thanks to a grant from the Bordentown Elks Lodge 2085 Elks National Foundation Committee, the State Library distributed 40 Amazon Echoes for children and teens participating in TBBC's 2024 summer reading program.

Reimagining Information Literacy, \$748,588 IMLS Grant

In partnership with the New Jersey Association of School Librarians, LibraryLinkNJ, and the New Jersey Department of Education, the New Jersey State Library is collaborating on the "Information Literacy Reimagined" project, an IMLS-funded initiative designed to prepare the state for the forthcoming Information Literacy Student Learning Standards. The project seeks to find ways to help all relevant parties – including parents, school administrators, classroom educators, and librarians of all types – understand the critical importance of information literacy as a life skill, define their role in helping students achieve information literacy, and prepare to support the forthcoming Standards and the certified School Library Media Specialists who will take the lead in implementing them in New Jersey's K-12 public schools.

Building Equity Based Summers (BEBS) Initiative – Year 2 of Three-Year Initiative

The State Library facilitated sessions with library administration, youth services and adult services staff from six public libraries to help them reevaluate how they are offering their summer services to marginalized communities. The three-year initiative has the goal of having marginalized community members become co-designers and program leaders in helping to achieve more equitable summer services. Eight training sessions were held over five months from October 2023 – February 2024, with staff from Livingston, New Brunswick, Keyport, Somerset County Library System, Dover, and Atlantic City public libraries. All participants were also invited to join a national community of practice that meets regularly. In Year 3, the project aims to train additional library staff using an updated BEBS handbook that reflects the ongoing re-evaluation of the project.

The Palace Project

The New Jersey State Library launched a new digital library service that offers access to free ebooks and audiobooks in one easy-to-use app. Through the Palace app, New Jersey residents have access to over 20,000 items curated by the Digital Public Library of America and the New Jersey State Library. The app contains a vast collection of ebooks and professionally narrated audiobooks, ranging from classic novels to the latest bestsellers. Additionally, the State Library has curated its own digital lending collection within the app – the New Jersey Topics Shelf. This growing collection of digital books features New Jersey biographies, inventions, events, photographs and much more. Users can access the Palace app on their preferred mobile device via download from the Apple or Google Play stores.