

**SUBJECT:** Academic Affairs and Student Success Committee Meeting Report for May 31, 2023

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The Academic Affairs and Student Success Committee of the Board of Trustees met remotely via Zoom on Wednesday, May 31, 2023, pursuant to Governor Baker’s executive order of March 10, 2020, entitled “Order suspending certain provisions of the open meeting law, G.L., ch. 30A, section 20,” to allow public remote participation and participation of the public body remotely and extended by Governor Healey on March 29, 2023.

Present for the Committee were Trustees, Chisholm, Lampassi (chair), Morales, President Keenan (ex-officio); Provost Silva, Vice President Bryant (committee liaisons); Dean Ansari, Assistant Vice President Valenzuela, Associate Dean Castillo, Associate Dean Frontiero and staff associate Machado.

Trustee Lampassi called the meeting to order at 3:00 pm. The following items were discussed:

**Enrollment Update for Fall 2023 Semester:**

Assistant Vice President Valenzuela provided an enrollment update for the fall 2023 semester (Attachment A). The chart indicates enrollments are up in comparison to prior years. Admissions continues to admit students and is proactively reaching out to students encouraging them to deposit. Graduate registrations are holding steady and slightly ahead of last year while evening division is slightly down.

**School of Nursing Updates**

Dean Ansari and Associate Dean Frontiero reported School of Nursing enrollments have maintained stable, see Attachment B. The NCLEX pass rate increased to 81% for the first quarter. The pass rate for 2022 was 74.47% (Attachment C). Freshman had lower scores in 2022 in comparison to the prior year (Attachment D). The MA Board of Registration in Nursing data reflects a decrease for other Massachusetts state universities, (Attachment E). The school completed the BORN self-study and submitted it in April and is expecting an on-site visit from the Board in the fall. The school will continue to closely monitor NCLEX pass rates. Associate Dean Frontiero discussed the Systematic Evaluation Plan Data Analysis (Attachment F) as well as the NCLEX Action Plan (Attachment G) as explained the program curriculum requirements (Attachment H). The school hosted the Commission of Collegiate Nursing Education accreditation team in November. The self-study was submitted prior to their visit. The School of Nursing was notified this week they were awarded a full 10-year accreditation.

**MSCA Personnel Actions**

Provost Silva presented the candidates for tenure, tenure with promotion, promotion, and emeritus status (Attachment K). After a brief discussion, the committee took the following action:

Upon a motion made duly by Trustee Chisholm and seconded by Trustee Morales, it was unanimously:

**VOTED: To approve the personnel action for Faculty Tenure with Promotion to rank as Associate Professor, effective September 1, 2023,**

**VOTED: To approve the personnel action for Faculty Promotion effective September 1, 2023.**

**VOTED: To approve personnel action for Faculty Promotion to the rank of Professor Emeritus and Associate Professor Emeritus effective September 1, 2023.**

**Voting in the affirmative: Lampassi, (chair), Chisholm and Morales**

Voting against: None

After the above voting was recorded, Provost Silva noted he inadvertently presented the candidates from the previous year but that the committee's pre-meeting packet contained information about the candidates to be considered for this year (Attachment M). At the end of the meeting, and with Chair Lampassi's permission, Provost Silva presented the names for this year's candidates. Upon a motion made duly by Trustee Chisholm and seconded by Trustee Morales, it was unanimously :

**VOTED: To approve the personnel action for Faculty Tenure with Promotion to rank as Associate Professor, effective September 1, 2023, for the candidates correctly presented by Provost Silva.**

**VOTED: To approve the personnel action for Faculty Promotion effective September 1, 2023, for the candidates correctly presented by Provost Silva.**

**VOTED: To approve personnel action for Faculty Promotion to the rank of Professor Emeritus and Associate Professor Emeritus effective September 1, 2023, for the candidates correctly presented by Provost Silva.**

**Voting in the affirmative: Lampassi, (chair), Chisholm and Morales**

Voting against: None

**Student Success Successes** Vice President Bryant reported the Viking Completion Grants awarded a total of \$400,000 in scholarships and showed a 97% graduation rate. The Commonwealth has created a similar program that has been adopted state-wide (Attachment N).

Associate Dean Castillo reported students are more engaged in campus and looking to have fun on campus. 15 new clubs and programs were created and there were over 280 programs this year. Athletics also experienced successes and the annual Career Fair was a huge success with over 132 vendors on campus. The university will welcome new students to orientation starting on Monday.

### **Committee Q&A**

Provost Silva and Vice President Bryant answered questions from Committee members.

There being no further business to come before the committee and upon a motion made duly by Trustee Chisholm and seconded by Trustee Morales it was unanimously:

**VOTED: To adjourn the meeting at 4:00 pm.**

**Voting in the affirmative: Chisholm, Lampassi (chair), Morales,**

Voting against: None

Prepared by: M. Machado, staff associate, student success

## Fall '23 Admissions Matriculated - Headcount

Fall New Students	2019	2020	2021	2022	2023	YoY	%
<small>As of 5.25</small>							
Undergraduate Day	1,052	670	884	785	832	47	6.0%
Continuing Education	8	6	13	3	4	1	33.3%
Graduate	220	207	239	205	206	1	0.5%

## Fall '23 Registrations

Fall	<small>As of 5.25</small>	2019	2020	2021	2022	2023	YoY	%
Total Headcount		4592	4130	3936	3608	3582	-26	-0.7%
Undergraduate Day Headcount		3,725	3,271	3,050	2,861	2,759	-102	-3.6%
Continuing Education Credit Hours		1,982	1,516	1,201	773	593	-180	-23.3%
Graduate Credit Hours		5,500	5,606	6,155	5,399	5,938	539	10.0%

Attachment B

## School of Nursing Enrollments (2018 – 2022)

Year	Enrollment	Admissions	Graduates	Employment rate
2018	656	135	198	96 %
2019	594	146	154	90 %
2020	609	152	179	91%
2021	663	240	156	96 %
2022	657	206	153	Not available

Attachment C

## Salem State University School of Nursing NCLEX Pass Rates

Year	Annual Pass Rate
2017	79.14 %
2018	88.54 %
2019	90.51 %
2020	89.19 %
2021	78.06 %
2022	74.47 %

## NCLEX Scores Program Outcome Data

NCLEX Test Year		2019	2020	2021	2022
Freshman	Number of Students	46	50	65	73
	Pass Rate	95.70%	89.00%	76.90%	61.64%
Change of Major	Number of Students	10	13	15	9
	Pass Rate	100.00%	100.00%	87.00%	66.67%
ABSN	Number of Students	25	26	44	39
	Pass Rate	96.00%	96.00%	75.00%	92.31%
LPN to BSN	Number of Students	43	18	10	10
	Pass Rate	79.10%	94.00%	100.00%	100.00%
Transfer	Number of Students	34	38	18	9
	Pass Rate	91.20%	79.00%	77.80%	77.78%

### MA Board of Registration in Nursing Percent of First Time Licensure Candidates Data reported by the National Council of State Boards of Nursing

Program	2022	2021	2020
Fitchburg State	81%	88%	93%
MCPHS (BOS)	68%	76%	85%
Salem State	74.5%	78%	89%
U MA Boston	77%	90%	93%
U MA Dartmouth	80%	83%	95%
Westfield State	92%	77%	97%
Worcester State	91%	96%	97%

#### NCLEX 2022 Annual Pass Rates

Massachusetts	82%
United States	80%

## School of Nursing NCLEX Action Plan

- Admission standards
- Student progression and retention
- Academic Support
- ATI Testing and Remediation Program
- Faculty retention
- Consultant

## Program Curriculum Requirements

- Next Gen NCLEX Testing
- CCNE Accreditation Standards
- AACN Essentials
- Competency testing
- Consultant

Attachment J:

## CCNE Accreditation

- Hosted Commission on Collegiate Nursing Education (CCNE) accreditation team in November 2 -4, 2022.
- Self-Study completed prior to visit.
- Cycle for accreditation is every 10 years —last hosted CCNE in 2012 and at that time were awarded a full 10-year accreditation .

Attachment K



# Tenure

- Associate Professor Vijay Kanagala , Secondary and Higher Education
- Assistant Professor Kathleen Schlenz , Occupational Therapy

# Tenure with Promotion to Associate Professor

- Assistant Professor Kevin Carey, English
- Assistant Professor Fernando Colina , Marketing and Decision Sciences
- Assistant Professor Luke Conlin , Chemistry and Physics
- Assistant Professor Gina Curcio, Criminal Justice
- Assistant Professor Joseph Gustafson, Criminal Justice
- Assistant Professor Julie Kiernan, Theatre and Speech Communication
- Assistant Professor Sara Mana, Geological Sciences
- Assistant Professor Elisabeth Miller, Music and Dance

## Tenure with Promotion to Associate Professor (continued)

- Assistant Professor Kenneth Mullane, Management
- Assistant Professor Kurt von Seekamm, Economics
- Assistant Professor Mustafa Yatin, Chemistry and Physics

## Promotion to Professor

- Associate Professor Kathleen Adee, Nursing
- Associate Professor Felix Amato, Social Work
- Associate Professor Katharine Bloom, Sport and Movement Science
- Associate Professor Douglas Chene , Accounting and Finance
- Associate Professor Megin Charner-Laird, Childhood Education and Care
- Associate Professor Noel Healy, Geography and Sustainability

## Promotion to Professor (continued)

- Associate Professor Myunghee Jeon, Management
- Associate Professor Christopher Morris, Theatre and Speech Communication
- Associate Professor Jennifer Robinson, Criminal Justice
- Associate Professor Amy Sprenkle, Biology

# Emeritus Status

- Professor Celena April, Theatre and Speech Communication
- Professor Christopher Fauske, Media and Communication
- Associate Professor Joseph Kasprzyk, Computer Science
- Professor Robert McAndrews, Social Work

## Attachment M

### Tenure with Promotion Recommendations:

Boun, Sovicheth	From: Assistant Professor To: Associate Professor Secondary & Higher Education	Effective: 9/1/23
James, Jean-Paul	From: Assistant Professor To: Associate Professor Marketing & Decision Sciences	Effective: 9/1/23
Jayamohan, Parvathi	From: Assistant Professor To: Associate Professor Management	Effective: 9/1/23
Killpack, Tess	From: Assistant Professor To: Associate Professor Biology	Effective: 9/1/23
Parker, Maria	From: Assistant Professor To: Associate Professor Occupational therapy	Effective: 9/1/23
Simmons, Lamont	From: Assistant Professor To: Associate Professor Social Work	Effective: 9/1/23

Promotion Recommendations:

Booth, Jeb	From: Associate Professor To: Professor Criminal Justice	Effective: 9/1/23
Chen, Lisa	From: Associate Professor To: Professor Accounting & Finance	Effective: 9/1/23
Frost, Marion	From: Associate Professor To: Professor Nursing	Effective: 9/1/23
Jaros, Michael	From: Associate Professor To: Professor English	Effective: 9/1/23
Leisey, Monica	From: Associate Professor To: Professor Social Work	Effective: 9/1/23
McMahon, Stuart	From: Associate Professor To: Professor Sport & Movement Science	Effective: 9/1/23
Oliver, Steven	From: Associate Professor To: Professor Secondary & Higher Education	Effective: 9/1/23
Sampieri, Peter	From: Associate Professor To: Professor Theatre & Speech Communication	Effective: 9/1/23
Schoen, Christopher	From: Associate Professor To: Professor Sport & Movement Science	Effective: 9/1/23

Promotion Recommendations:

Williams, Cheryl	From: Associate Professor To: Professor Nursing	Effective: 9/1/23
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Emeritus Status Recommendations:

Cunningham, William	From: Professor To: Professor Emeritus Theatre & Speech Communication	Effective: 9/1/23
Fregeau, Mark	From: Professor To: Professor Emeritus Biology	Effective: 9/1/23
Goodof, David	From: Professor To: Professor Emeritus Management	Effective: 9/1/23
Leger, Robin	From: Professor To: Professor Emeritus Nursing	Effective: 9/1/23
Taylor, Ann	From: Professor To: Professor Emeritus English	Effective: 9/1/23
Volpacchio, John	From: Professor To: Professor Emeritus Art + Design	Effective: 9/1/23
Young, Stephen	From: Professor To: Professor Emeritus Geography & Sustainability	Effective: 9/1/23

Attachment N

# Finish Line Grants

## *Persistence and Completion*

Since 2021, **169**  
Viking Completion  
Grants were  
awarded totaling  
around **\$400,000** in  
scholarships

- Targeted outreach to students
- Individual support from SNC coaches
- Financial assistance
- Academic and personal support around available resources
- Support from Career Services
- Coaching and counseling is contributing to success
- Increase in students registering and graduating

There are **226** students in the junior persistence cohort