



ANNUAL FACT BOOK

2023-2024

Office of Institutional
Effectiveness, Planning,
& Assessment



Essex County College Annual Fact Book 2023 - 2024

April 2024

TABLE OF CONTENTS

PREFACE

Mission, Vision, and Values.....	iv
<i>STUDENTS FIRST</i> : Strategic Plan 2019-2024.....	v

CHAPTER 1: Newly Enrolled Students

Table 1.1 Applications and Enrollment of Newly Enrolled Students	2
Table 1.2 Place of Origin of First-Time, Degree-Seeking Students.....	3
Table 1.3 Town of Origin of First-Time Transfer Students.....	4
Table 1.4 Newly Enrolled Students by Age.....	5

CHAPTER 2: All Enrolled Students

Table 2.1 Headcount Enrollment by Attendance Status.....	7
Table 2.2 Enrolled Students by Age.....	8
Table 2.3 Enrolled Students by Race/Ethnicity and Gender.....	9
Table 2.4 Enrolled Students by Place of Origin.....	10
Table 2.5 Majors by Division of all Enrolled students.....	11-12
Table 2.6 Headcount and Student Credit Hours by Term.....	13
Table 2.7 Unduplicated Headcount and Student Credit Hours by Fiscal Year.....	13
Table 2.8 Average Class Size and Student to Faculty Ratio.....	14
Table 2.9 Non-Credit Open Enrollment.....	15
Table 2.10 Non-Credit Customized Training Enrollment.....	15
Table 2.11 Distance Learning Sections, Course Enrollment, and Student Credit Hours.....	16
Table 2.12 Sections, Course Enrollment, and Student Credit Hours by Campus Location.....	16

CHAPTER 3: Student Outcomes

Table 3.1 Number of Degrees Conferred by Type of Degree.....	18
Table 3.2 Retention and Graduation Rates for First-Time, Full-Time, Degree-Seeking Student Cohorts	19
Table 3.3 Retention and Graduation Rates for First-Time, Part-Time, Degree-Seeking Student Cohorts	20

CHAPTER 4: College Employees

Table 4.1 Race/Ethnicity and Gender of Full-Time Instructional Staff..... 22
Table 4.2 Race/Ethnicity and Gender of Part-Time Instructional Staff..... 23
Table 4.3 Race/Ethnicity and Gender of Full-Time Non-Instructional Staff..... 24
Table 4.4 Race/Ethnicity and Gender of Part-Time Non-Instructional Staff..... 25

CHAPTER 5: General Information

Key Dates..... 27
Board of Trustees and County Stakeholders..... 32
Cabinet and Chairpersons..... 33
Active Degree Programs..... 34
Institutional and Professional Accreditation..... 36
Resources..... 37

Essex County College

Mission, Vision, and Values

MISSION

Essex County College is an open access community college that serves the diverse needs of students through comprehensive educational programs, training, and continuing education. Essex County College is dedicated to academic excellence and the success of its students.

VISION

A Beacon for Education and Knowledge, Essex County College attracts people who seek a better life through education. We transform lives, broaden learning, and empower students to achieve their full potential. Our college community and graduates are change agents and leaders who contribute to the health, vitality, and advancement of society.

VALUES

Essex County College affirms the following principles values and beliefs:

Teaching and Learning: We affirm teaching and learning as our primary purpose. The College seeks to instill in students general and specialized knowledge, the ability to think critically, and a commitment to civic responsibility. We value academic freedom and support the open exchange of ideas and experiences.

Excellence and Accountability: We believe in creating a learning environment that fosters high expectations for achievement. The College is committed to rigorous academic standards, faculty excellence, and responsive support services that enable students to reach their full academic, professional, and personal potential. We provide excellent programs that utilize technology, demonstrate innovation, and undergo evaluation to ensure consistent and outstanding performance.

Community and Engagement: We support programs that enhance the economic and social development of Essex County. We value our role as a vital community resource and are dedicated to forging effective partnerships with our many constituencies.

Diversity and Access: We embrace the rich diversity of our student population and our employees. We recognize the historical, intellectual, and artistic contributions of all cultures, and promote an atmosphere in which critical examination of perspectives is accepted and encouraged. We believe all people should have access to affordable, quality higher education that will prepare them to succeed in a dynamic world.

Legacy and Transformation: We honor our history and valued traditions at Essex County College, the City of Newark, and the County of Essex. We also welcome the transformative power of education to change lives. Building upon our past achievements, we eagerly embrace the future by pursuing innovations in teaching, administration, and student services.

STUDENTS FIRST: Strategic Plan 2019-2024, Ver: 2.2

GOAL I

Re-Establish financial stability to ensure a sustainable future for Essex County College.

GOAL II

Maximize the impact of our academic programs and non-credit workforce development on the local community and labor market by increasing the number of students served.

GOAL III

Continue to innovate our academic and student support programs to improve student persistence and on-time completion.

GOAL IV

Continue to improve the physical infrastructure of Essex County College to better meet the needs of our students and enhance the student learning experience.

Additional Area of Focus I

Ensure the College's commitment to equity, diversity, inclusion and belonging (EDIB) continues to serve the diverse needs of its students, staff, faculty, and the community at large.

Additional Area of Focus II

Continue to foster institutional improvement through assessment, evaluation, and systematic planning and accountability processes.

CHAPTER 1

NEWLY ENROLLED STUDENTS

TABLE 1.1
APPLICATIONS¹ AND ENROLLMENT OF NEWLY ENROLLED STUDENTS²
FALL 2019 - FALL 2023

	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	% Change 2019-2023
First-Time						
Applied	4,536	3,159	2,362	3,555	3,667	-19.2
Enrolled Full-Time	1,248	679	834	944	974	-22.0
Enrolled Part-Time	517	274	277	503	404	-21.9
Enrolled Total	1,765	953	1,111	1,447	1,378	-21.9
% Enrolled	38.9	30.2	47.0	40.7	37.6	-3.4
Transfer						
Applied	490	403	423	462	473	-3.5
Enrolled Full-Time	112	73	111	113	136	21.4
Enrolled Part-Time	96	103	98	96	96	0.0
Enrolled Total	208	176	209	209	232	0.5
% Enrolled of Accepted	42.4	43.7	49.4	45.2	49.0	15.5
Readmit						
Applied	883	878	582	686	795	-10.0
Enrolled Full-Time	117	210	129	148	145	23.9
Enrolled Part-Time	177	235	182	194	226	27.7
Enrolled Total	294	445	311	342	371	26.2
% Enrolled of Accepted	33.3	50.7	53.4	49.9	46.7	40.2
Non-Degree						
Applied	921	1075	717	584	912	-1.0
Enrolled Full-Time	81	126	101	150	142	75.3
Enrolled Part-Time	483	548	224	308	625	29.4
Enrolled Total	564	674	325	458	767	36.0
% Enrolled of Accepted	61.2	62.7	45.3	78.4	84.1	37.3
All						
Applied	6,830	5,515	4,084	5,287	5,847	-14.4
Enrolled Full-Time	1,558	1,088	1,175	1,355	1,397	-10.3
Enrolled Part-Time	1,273	1,160	781	1,101	1,351	6.1
Enrolled Total	2,831	2,248	1,956	2,456	2,748	-2.9
% Enrolled of Accepted	41.4	40.8	47.9	46.5	47.0	13.4

¹ Includes associate and certificate applicants.

² New enrollment includes students who enrolled in the preceding summer semesters.

TABLE 1.2
PLACE OF ORIGIN OF FIRST-TIME, DEGREE-SEEKING STUDENTS
FALL 2019 - FALL 2023

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023		% Change 2019-2023
	N	%	N	%	N	%	N	%	N	%	
TOWN OF ORIGIN											
Belleville	54	3.1	38	4.0	64	5.8	66	4.6	65	4.7	20.4
Bloomfield	107	6.1	57	6.0	70	6.3	65	4.5	90	6.5	-15.9
Cedar Grove	10	0.6	5	0.5	7	0.6	9	0.6	24	1.7	140.0
Caldwell	5	0.3	6	0.6	3	0.3	6	0.4	5	0.4	0.0
East Orange	188	10.7	107	11.2	123	11.1	158	10.9	144	10.4	-23.4
Essex Fells	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	-100.0
Fairfield	7	0.4	1	0.1	3	0.3	3	0.2	4	0.3	-42.9
Glen Ridge	2	0.1	2	0.2	1	0.1	1	0.1	3	0.2	50.0
Irvington	192	10.9	79	8.3	109	9.8	136	9.4	118	8.6	-38.5
Livingston	9	0.5	3	0.3	3	0.3	11	0.8	3	0.2	-66.7
Maplewood	32	1.8	16	1.7	16	1.4	16	1.1	24	1.7	-25.0
Millburn	4	0.2	2	0.2	2	0.2	2	0.1	3	0.2	-25.0
Montclair	34	1.9	18	1.9	20	1.8	20	1.4	16	1.2	-52.9
Newark	769	43.6	404	42.4	493	44.4	604	41.7	607	44.0	-21.1
Nutley	18	1.0	14	1.5	15	1.4	19	1.3	13	0.9	-27.8
Orange	84	4.8	48	5.0	33	3.0	100	6.9	75	5.4	-10.7
Roseland	1	0.1	0	0.0	2	0.2	2	0.1	3	0.2	200.0
South Orange	11	0.6	10	1.0	5	0.5	10	0.7	3	0.2	-72.7
Verona	17	1.0	4	0.4	6	0.5	8	0.6	16	1.2	-5.9
West Orange	82	4.6	42	4.4	53	4.8	75	5.2	65	4.7	-20.7
Out of County	138	7.8	97	10.2	83	7.5	136	9.4	97	7.0	-29.7
TOTAL	1,765	100.0	953	100.0	1,111	100.0	1,447	100.0	1,378	100.0	-21.9

TABLE 1.3
TOWN OF ORIGIN OF FIRST-TIME TRANSFER STUDENTS
FALL 2019 - FALL 2023

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023		% Change 2019-2023
	N	%	N	%	N	%	N	%	N	%	
TOWN OF ORIGIN											
Belleville	11	5.3	7	4.0	10	4.8	10	4.8	11	4.7	0.0
Bloomfield	17	8.2	9	5.1	11	5.3	6	2.9	6	2.6	-64.7
Caldwell	3	1.4	2	1.1	1	0.5	1	0.5	6	2.6	100.0
Cedar Grove	0	0.0	0	0.0	0	0.0	0	0.0	5	2.2	-
East Orange	16	7.7	22	12.5	24	11.5	27	12.9	18	7.8	12.5
Fairfield	1	0.5	1	0.6	3	1.4	0	0.0	4	1.7	300.0
Glen Ridge	0	0.0	0	0.0	1	0.5	1	0.5	1	0.4	-
Irvington	15	7.2	10	5.7	15	7.2	18	8.6	14	6.0	-6.7
Livingston	0	0.0	4	2.3	1	0.5	2	1.0	5	2.2	-
Maplewood	1	0.5	9	5.1	5	2.4	5	2.4	6	2.6	500.0
Millburn	0	0.0	0	0.0	0	0.0	0	0.0	1	0.4	-
Montclair	4	1.9	7	4.0	7	3.3	1	0.5	6	2.6	50.0
Newark	75	36.1	58	33.0	71	34.0	88	42.1	86	37.1	14.7
Nutley	10	4.8	3	1.7	5	2.4	2	1.0	5	2.2	-50.0
Orange	8	3.8	6	3.4	9	4.3	7	3.3	5	2.2	-37.5
Roseland	0	0.0	0	0.0	1	0.5	0	0.0	0	0.0	-
Short Hills	1	0.5	2	1.1	0	0.0	0	0.0	1	0.4	0.0
South Orange	2	1.0	3	1.7	3	1.4	2	1.0	3	1.3	50.0
Verona	1	0.5	3	1.7	0	0.0	1	0.5	2	0.9	100.0
West Orange	8	3.8	4	2.3	9	4.3	6	2.9	12	5.2	50.0
Out of county	35	16.8	26	14.8	33	15.8	32	15.3	35	15.1	0.0
TOTAL	208	100	176	100	209	100	209	100	232	100	11.5

TABLE 1.4
NEWLY ENROLLED STUDENTS BY AGE
FALL 2019 - FALL 2023

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023		% Change 2019-2023
	N	%	N	%	N	%	N	%	N	%	
ALL FIRST-TIME											
Less than 18	58	3.3	42	4.4	44	4.0	55	3.8	43	3.1	-25.9
18-22	1,206	68.3	696	73.0	810	72.9	1,062	73.4	1003	72.8	-16.8
23-29	264	15.0	99	10.4	117	10.5	152	10.5	149	10.8	-43.6
30-39	132	7.5	75	7.9	81	7.3	105	7.3	110	8.0	-16.7
40-49	65	3.7	32	3.4	41	3.7	47	3.2	45	3.3	-30.8
50 or older	40	2.3	9	0.9	18	1.6	26	1.8	28	2.0	-30.0
25 and older	420	23.8	175	18.4	217	19.5	265	18.3	282	20.5	-32.9
Median Age	19		19		19		19		19		0.0
Mean Age	22.86		21.83		22.09		22.01		22.34		-2.3
Total	1,765	100.0	953	100.0	1,111	100.0	1,447	100.0	1,378	100.0	-21.9
ALL TRANSFER											
Less than 18	0	0.0	2	1.1	1	0.5	0	0.0	0	0.0	-
18-22	95	45.7	83	47.2	110	52.6	122	58.4	147	63.4	54.7
23-29	54	26.0	54	30.7	59	28.2	52	24.9	39	16.8	-27.8
30-39	38	18.3	25	14.2	29	13.9	25	12.0	26	11.2	-31.6
40-49	16	7.7	10	5.7	7	3.3	6	2.9	16	6.9	0.0
50 or older	5	2.4	2	1.1	3	1.4	4	1.9	4	1.7	-20.0
25 and older	92	44.2	68	38.6	75	35.9	64	30.6	67	28.9	-27.2
Median Age	23		23		22		22		21		-8.7
Mean Age	26.67		25.21		24.68		24.46		24.78		-7.1
Total	208	100.0	176	100.0	209	100.0	209	100.0	232	100.0	11.5

CHAPTER 2

ALL ENROLLED STUDENTS

TABLE 2.1
HEADCOUNT ENROLLMENT BY ATTENDANCE STATUS
FALL 2019 - FALL 2023

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023		% Change 2019-2023
	N	%	N	%	N	%	N	%	N	%	
ATTENDANCE											
Full-Time ¹	3,610	48.6	2,859	45.0	3,055	49.8	2,998	46.4	3,016	44.4	-16.5
Part-Time	3,824	51.4	3,501	55.0	3,076	50.2	3,468	53.6	3,774	55.6	-1.3
Total	7,434	50.0	6,360	50.0	6,131	50.0	6,466	50.0	6,790	50.0	-8.7
STUDENT STATUS											
New	2,831	38.1	2,248	35.3	2,021	33.0	2,456	38.0	2,748	40.5	-2.9
Continuing	4,603	61.9	4,112	64.7	4,110	67.0	4,010	62.0	4,042	59.5	-12.2
Total	7,434	100	6,360	100	6,131	100	6,466	100	6,790	100	-8.7
DEGREE TYPE											
A.A.	1,111	14.9	821	12.9	798	13.0	872	13.5	852	12.5	-23.3
A.A.S.	863	11.6	721	11.3	717	11.7	754	11.7	777	11.4	-10.0
A.S.	4,519	60.8	3,833	60.3	3,948	64.4	4,035	62.4	3,891	57.3	-13.9
A.C.	70	0.9	35	0.6	39	0.6	29	0.4	79	1.2	12.9
C.O.A.	52	0.7	39	0.6	37	0.6	40	0.6	45	0.7	-13.5
Subtotal	6,615	89.0	5,449	85.7	5,539	90.3	5,730	88.6	5,644	83.1	-14.7
NON-DEGREE											
Non-Matriculating	324	4.4	241	3.8	180	2.9	182	2.8	190	2.8	-41.4
Dual Enrollment	495	6.7	670	10.5	412	6.7	554	8.6	956	14.1	93.1
Subtotal	819	11.0	911	14.3	592	9.7	736	11.4	1,146	16.9	39.9
TOTAL	7,434	100.0	6,360	100.0	6,131	100.0	6,466	100.0	6,790	100.0	-8.7

¹ The full-time credit load for students is 12 or more credits per semester.

TABLE 2.2

**ENROLLED STUDENTS BY AGE
FALL 2019 - FALL 2023**

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023		% Change 2019-2023
	N	%	N	%	N	%	N	%	N	%	
Age:											
17 or under	511	169.8	683	388.1	443	203.2	598	263.4	988	398.4	93.3
18-22	3,425	1137.9	2,774	1576.1	2,853	1308.7	3,144	1385.0	3,114	1255.6	-9.1
23-29	1,751	581.7	1,403	797.2	1,314	602.8	1,305	574.9	1,263	509.3	-27.9
30-39	971	322.6	937	532.4	923	423.4	846	372.7	806	325.0	-17.0
40-49	475	157.8	387	219.9	380	174.3	346	152.4	371	149.6	-21.9
50 or older	301	100.0	176	100.0	218	100.0	227	100.0	248	100.0	-17.6
Total	7,434	2469.8	6,360	3613.6	6,131	2812.4	6,466	2848.5	6,790	2737.9	-8.7
Mean Age	26.0	—	25.5	—	25.7	—	25.0	—	24.7	—	-5.2
Median Age	22.0	—	22.0	—	22.0	—	21.0	—	21.0	—	-4.5
25 or older	2,869	38.6	2,455	38.6	2,282	37.2	2,174	33.6	2,155	31.7	-24.9

TABLE 2.3
ENROLLED STUDENTS BY RACE/ETHNICITY AND GENDER
FALL 2019 - FALL 2023

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023		% Change 2019-2023
	N	%	N	%	N	%	N	%	N	%	
Hispanic (All Races)											
Men	761	10.2	629	9.9	652	10.6	755	11.7	887	13.1	16.6
Women	1,173	15.8	1,093	17.2	1,023	16.7	1,108	17.1	1,211	17.8	3.2
Total	1,934	26.0	1,722	27.1	1,675	27.3	1,863	28.8	2,098	30.9	8.5
African American											
Men	1,261	17.0	1,005	15.8	1,022	16.7	1,100	17.0	1,096	16.1	-13.1
Women	2,074	27.9	1,922	30.2	1,816	29.6	1,919	29.7	1,899	28.0	-8.4
Total	3,335	44.9	2,927	46.0	2,838	46.3	3,019	46.7	2,995	44.1	-10.2
Asian											
Men	124	1.7	94	1.5	116	1.9	88	1.4	91	1.3	-26.6
Women	114	1.5	93	1.5	82	1.3	79	1.2	82	1.2	-28.1
Total	238	3.2	187	2.9	198	3.2	167	2.6	173	2.5	-27.3
Pacific Islander											
Men	8	0.1	4	0.1	4	0.1	2	0.0	2	0.0	-75.0
Women	4	0.1	5	0.1	7	0.1	5	0.1	3	0.0	-25.0
Total	12	0.2	9	0.1	11	0.2	7	0.1	5	0.1	-58.3
Native American											
Men	5	0.1	2	0.0	2	0.0	2	0.0	8	0.1	60.0
Women	7	0.1	9	0.1	7	0.1	7	0.1	9	0.1	28.6
Total	12	0.2	11	0.2	9	0.1	9	0.1	17	0.3	41.7
White											
Men	338	4.5	266	4.2	197	3.2	169	2.6	175	2.6	-48.2
Women	271	3.6	226	3.6	205	3.3	195	3.0	206	3.0	-24.0
Total	609	8.2	492	7.7	402	6.6	364	5.6	381	5.6	-37.4
Multi-Racial											
Men	57	0.8	37	0.6	35	0.6	32	0.5	32	0.5	-43.9
Women	43	0.6	46	0.7	51	0.8	62	1.0	51	0.8	18.6
Total	100	1.3	83	1.3	86	1.4	94	1.5	83	1.2	-17.0
Non-Resident											
Men	330	4.4	227	3.6	243	4.0	257	4.0	279	4.1	-15.5
Women	426	5.7	333	5.2	361	5.9	397	6.1	410	6.0	-3.8
Total	756	10.2	560	8.8	604	9.9	654	10.1	689	10.1	-8.9
Unknown											
Men	199	2.7	144	2.3	134	2.2	135	2.1	183	2.7	-8.0
Women	239	3.2	225	3.5	174	2.8	154	2.4	166	2.4	-30.5
Total	438	5.9	369	5.8	308	5.0	289	4.5	349	5.1	-20.3
Gender											
Men	3,083	41.5	2,408	37.9	2,405	39.2	2,540	39.3	2,753	40.5	-10.7
Women	4,351	58.5	3,952	62.1	3,726	60.8	3,926	60.7	4,037	59.5	-7.2
TOTAL	7,434	100	6,360	100	6,131	100	6,466	100	6,790	100	91.3

TABLE 2.4
ENROLLED STUDENTS BY PLACE OF ORIGIN
FALL 2019 - FALL 2023

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023	
	N	%	N	%	N	%	N	%	N	%
TOWN										
Belleville	397	5.3	313	4.9	299	4.9	335	5.2	372	5.5
Bloomfield	413	5.6	346	5.4	371	6.1	303	4.7	321	4.7
Cedar Grove	35	0.5	29	0.5	25	0.4	23	0.4	24	0.4
East Orange	741	10.0	635	10.0	655	10.7	658	10.2	657	9.7
Essex Fells	3	0.0	1	0.0	1	0.0	1	0.0	1	0.0
Fairfield	24	0.3	16	0.3	13	0.2	12	0.2	19	0.3
Glen Ridge	13	0.2	11	0.2	9	0.1	5	0.1	11	0.2
Irvington	670	9.0	560	8.8	553	9.0	612	9.5	616	9.1
Livingston	41	0.6	34	0.5	27	0.4	33	0.5	35	0.5
Maplewood	139	1.9	116	1.8	104	1.7	92	1.4	92	1.4
Millburn	15	0.2	19	0.3	10	0.2	12	0.2	14	0.2
Montclair	135	1.8	123	1.9	111	1.8	87	1.3	108	1.6
Newark	3,165	42.6	2,729	42.9	2,752	44.9	3,005	46.5	3,192	47.0
Nutley	93	1.3	84	1.3	78	1.3	65	1.0	77	1.1
Orange	367	4.9	368	5.8	283	4.6	348	5.4	376	5.5
Roseland	17	0.2	9	0.1	8	0.1	8	0.1	12	0.2
South Orange	53	0.7	48	0.8	46	0.8	40	0.6	36	0.5
Verona	41	0.6	40	0.6	30	0.5	30	0.5	38	0.6
West Caldwell	68	0.9	43	0.7	36	0.6	33	0.5	63	0.9
West Orange	366	4.9	280	4.4	276	4.5	259	4.0	277	4.1
Subtotal	6,796	91.4	5,804	91.3	5,687	92.8	5,961	92.2	6,341	93.4
Out of County	638	8.6	556	8.7	444	7.2	505	7.8	449	6.6
Total	7,434	100	6,360	100	6,131	100	6,466	100	6,790	100

TABLE 2.5
MAJORS BY DIVISION OF ALL ENROLLED STUDENTS
FALL 2019 - FALL 2023

	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	% Change
	N	N	N	N	N	2019-2023
BIOLOGY, CHEMISTRY & PHYSICS						
AS in Biology/Pre-Medicine (0601)	306	295	271	216	161	-47.4
AS in Biology/Pre-Medicine: MD Option (061G)			14	34	38	-
AS in Chemistry (0602)	24	20	20	23	16	-33.3
AS in Environmental Science (2207)	22	23	26	20	19	-13.6
AS in General Science (0603)	1611	1475	1486	1486	1485	-7.8
AS in Physics (0608)			5	5	8	-
Deactivated	2					-100.0
Total	1,965	1,813	1,822	1,784	1,727	-12.1
BUSINESS						
AAS in Bus Adm:Hospitality Mgmt Option (200H)	19	14	21	28	23	21.1
AS in Accounting (2001)	202	159	155	161	150	-25.7
AS in Business Administration (2005)	642	526	599	598	591	-7.9
AS in Finance (2016)	76	58	72	92	115	51.3
AS in Supply Chain Management (2017)	36	33	42	46	37	2.8
CERT in Business Career Development (3001)	3		4	6	27	800.0
CERT in Business Professional (3013)	6	1	2	2	3	-50.0
CERT in Supply Chain Management (3014)			1			-
Deactivated	9	7				-100.0
Total	993	798	896	933	946	-4.7
HUMANITIES AND BILINGUAL STUDIES						
AA in Art (0401)	83	69	63	80	90	8.4
AA in Liberal Arts (0199)	620	456	454	508	462	-25.5
AA in Liberal Arts: Africana Studies Option (019A)	2	5	3	3	3	50.0
AA in Liberal Arts: Entertainment Production Option (019C)	78	63	60	43	46	-41.0
AA in Liberal Arts: English Option (019E)					12	-
AA in Liberal Arts: History Option (019H)					4	-
AA in Liberal Arts: Journalism Option (019J)	25	17	12	25	2	-92.0
AA in Liberal Arts: World Language Option (019L)	8	4	8	8	9	12.5
AA in Liberal Arts: Theater Option (019D)					7	-
AAS in New Media Technology (2071)	57	48	49	64	57	0.0
AS in Music (0409)	46	18	27	35	36	-21.7
CERT in Art (3072)	2		2			-100.0
CERT in Digital Media & Electronic Pub. (3071)	2	4	2	6	2	0.0
CERT in English (3073)						
Undeclared (019U)		4			2	-
Deactivated	4					-100.0
Total	927	688	680	772	732	-21.0

TABLE 2.5 (Continued)
MAJORS BY DIVISION OF ALL ENROLLED STUDENTS
FALL 2019 - FALL 2023

	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	% Change
	N	N	N	N	N	2019-2023
MATHEMATICS, ENGINEERING TECHNOLOGIES & COMPUTER SCIENCE						
AAS in Architectural Tech (2301)	73	75	80	79	70	-4.1
AAS in Civil Engineering Technology (5309)	62	49	40	34	23	-62.9
AAS in Cybersecurity & Network Tech. (2312)	72	59	86	110	143	98.6
AAS in Electrical & Computer Engin. Tech. (2313)	48	45	47	45	50	4.2
AAS in Health Information Technology (2124)	12	8	4	3	2	-83.3
AAS in Mechanical & Manuf. Engin. Tech. (2314)	68	46	39	37	34	-50.0
AAS in Software Development Tech. (2316)	21	19	21	19	15	-28.6
AAS in Technical Studies (5304)	1		1		1	0.0
AAS in Technical studies: UCC Option (5305)	1	2	4	4	10	900.0
AS in Applied Computer Science (2303)	13	13	13	13	10	-23.1
AS in Computer Information Systems (2002)	66	59	59	54	62	-6.1
AS in Computer Science (2302)	245	216	228	331	327	33.5
AS in Engineering (0399)	271	221	189	190	178	-34.3
AS in Mathematics (0604)	43	32	25	15	16	-62.8
CERT in Building Code Technology (3052)	2	3	1	1	1	-50.0
CERT in Computer & Network Support (3321)	6	2	3	2	3	-50.0
CERT in Computer-Aided Design Tech. (3205)	4	3	3	6	1	-75.0
CERT in Cybersecurity (3322)	3	3	5	1	3	0.0
CERT in Database System Administration (3324)						-
CERT in Electrical Code Technology (3051)	3	4	3	3	5	66.7
CERT in Fire Code Technology (3050)	3	2			1	-66.7
CERT in Mechatronics (3316)			2	2		-
CERT in Plumbing Code Technology (3053)		3	1	1	1	-
CERT in Software Develop. & Programming (3323)	4	1	3	1	1	-75.0
Deactivated		1				-
Total	1,021	866	857	951	957	-6.3
NURSING AND HEALTH SCIENCES						
AAS in Nursing (2104)	91	76	79	84	98	7.7
AAS in Physical Therapist Assistant (2106)	59	54	54	51	43	-27.1
AAS in Radiography (2105)	39	34	37	34	36	-7.7
AAS in Vision Care Technology (2122)	41	33	32	45	55	34.1
AS in Health Science (2114)	16	7	13	13	8	-50.0
CERT in Licensed Practical Nurse (3312)	42	24	27	15	42	0.0
CERT in Vision Care Technology (3310)	7	4	3	10	8	14.3
Deactivated	3					-100.0
Total	298	232	245	252	290	-2.7
SOCIAL SCIENCES						
AA in Education (0206)	294	203	198	211	217	-26.2
AAS in Human and Social Services (2202)	125	109	123	111	117	-6.4
AS in Criminal Justice (0898)	389	309	285	277	238	-38.8
AS in Paralegal Studies (2015)	36	28	36	36	36	0.0
AS in Physical Education (0899)	58	31	25	29	23	-60.3
AS in Social Sciences (0710)	481	353	358	360	337	-29.9
CERT in Child Development Associate (0204)	8	7	6	6	11	37.5
CERT in Human and Social Serv. Certi (3057)	5	5		1	2	-60.0
CERT in Massage Therapy Certificate (6013)	6	2	2	2	2	-66.7
CERT in Nurse Paralegal Certificate (3210)	3	1				-100.0
CERT in Paralegal Certificate (3208)	5	4	6	4	9	80.0
Deactivated	1			2		-100.0
Total	1,411	1,052	1,039	1,039	992	-29.7
Non-Matriculating	819	911	592	733	1,146	39.9
TOTAL	7,434	6,360	6,131	6,464	6,790	-8.7

TABLE 2.6
HEADCOUNT AND STUDENT CREDIT HOURS BY TERM
FY 2019 - FY 2024

	Full Time		Part Time		Total	
	Headcount	SCH	Headcount	SCH	Headcount	SCH
FY 2019						
Summer II 2018	2	24.5	1,448	7,341.0	1,450	7,365.5
Fall 2018	3,589	50,048.0	3,925	27,941.5	7,514	77,989.5
Spring 2019	2,986	42,695.5	4,132	28,837.5	7,118	71,533.0
Summer I 2019	11	153.5	2,373	12,735.5	2,384	12,889.0
FY 2020						
Summer II 2019	3	39.5	1,217	5,976.5	1,220	6,016.0
Fall 2019	3,610	49,191.5	3,824	26,838.5	7,434	76,030.0
Spring 2020	3,124	44,035.5	3,806	26,379.0	6,930	70,414.5
Summer I 2020	4	52.5	1,988	10,428.0	1,992	10,480.5
FY 2021						
Summer II 2020	0	0.0	967	4,824.5	967	4,824.5
Fall 2020	2,859	39,165.0	3,501	23,679.5	6,360	62,844.5
Spring 2021	2,392	33,670.0	3,186	22,019.5	5,578	55,689.5
Summer I 2021	6	74.5	2,355	12,463.5	2,361	12,538.0
FY 2022						
Summer II 2021	2	25.0	967	8,032.0	969	8,057.0
Fall 2021	3,055	41,197.0	3,076	22,224.5	6,131	63,421.5
Spring 2022	2,571	35,579.5	3,178	21,953.0	5,749	57,532.5
Summer I 2022	21	303.0	2,231	12,209.0	2,252	12,512.0
FY 2023						
Summer II 2022	2	24.0	1,306	6,862.5	1,308	6,886.5
Fall 2022	2,998	40,373.0	3,468	24,709.5	6,466	65,082.5
Spring 2023	2,385	32,969.5	3,737	24,945.5	6,122	57,915.0
Summer 1 2023	12	165.0	2,276	12,733.5	2,288	12,898.5
FY 2024						
Summer II 2023	0	0.0	1,336	6,690.0	1,336	6,690.0
Fall 2023	3,016	40,767.5	3,774	25,470.5	6,790	66,238.0

TABLE 2.7
UNDUPLICATED HEADCOUNT AND STUDENT CREDIT HOURS BY FISCAL YEAR
FY 2019 - FY 2023

Fiscal Year	Unduplicated Headcount	% Change from Prior Year	Student Credit Hours	% Change from Prior Year
FY 2019	10,496	-11.35	176,414	-10.88
FY 2020	10,217	-2.66	169,976	-3.65
FY 2021	8,955	-12.35	140,438	-17.38
FY 2022	8,883	-0.80	141,992	1.11
FY 2023	9,206	3.64	146,646	3.28

Source: IPEDS 12-Month Enrollment Survey

TABLE 2.8

AVERAGE CLASS SIZE AND STUDENT TO FACULTY RATIO ¹
FALL 2019 - FALL 2023

	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023
Average Class Size	19.8	19.4	19.6	20.9	20.6
Student to Faculty Ratio	22.5: 1	22.2: 1	22.5: 1	23.6: 1	20.8: 1

¹ Student to Faculty ratio is calculated by adding the number of full-time students and part-time students divided by three, divided by full-time faculty and part-time faculty divided by three.

TABLE 2.9
NON-CREDIT OPEN ENROLLMENT
FY 2019 - FY 2023

Non-Credit Open Enrollment	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	% Change 2019-2023
Unduplicated Headcount	9,220	5,509	1,484	1,912	1,559	-83.1
Total number of Registrations	13,423	8,173	2,321	3,435	3,144	-76.6
Total Clock Hours	342,085	233,655	102,321	137,756	119,577	-65.0

Source: SURE Noncredit Open Enrollment File

TABLE 2.10
NON-CREDIT CUSTOMIZED TRAINING ENROLLMENT (Including Workforce Consortium Courses)
FY 2019 - FY 2023

Customized Training	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	% Change 2019-2023
Number of Business Clients Served	37	41	20	10	9	-75.7
Number of Course Sections Delivered	84	75	20	31	36	-57.1
Number of Registrations	1,100	993	252	382	580	-47.3
Total Clock Hours	7,937	9,463	1,920	3,132	10,230	28.9

Source: NJIPEDS Form #31 Customized Training

TABLE 2.11
DISTANCE LEARNING SECTIONS,
COURSE ENROLLMENT, AND STUDENT CREDIT HOURS
FALL 2019 - FALL 2023

Modalities	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	% Change 2019-2023
In-Person						
Number of Sections	1,166	65	618	696	756	-35.16
Headcount ¹	7,334	585	4,655	5,482	5,664	-22.77
Student Credit Hours	70,504	3,782	33,894	42,364	45,452	-35.53
Online						
Number of Sections	46	177	98	91	97	110.87
Headcount ¹	612	1,723	1,299	1,230	1,397	128.27
Student Credit Hours	2,672	9,154	6,226	5,925	6,651	148.91
Virtual						
Number of Sections	0	762	268	207	179	-
Headcount ¹	0	5,273	2,796	2,525	2,234	-
Student Credit Hours	0	48,640	16,373	12,882	10,746	-
Hybrid						
Number of Sections	8	12	56	42	25	212.50
Headcount ¹	149	228	892	707	462	210.07
Student Credit Hours	578	1,036	4,028	3,160	1,938	235.29

¹ Headcount is the duplicated headcount for that modality.

TABLE 2.12
SECTIONS, COURSE ENROLLMENT, AND
STUDENT CREDIT HOURS BY CAMPUS LOCATION
FALL 2019 - FALL 2023

Campuses	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	% Change 2019-2023
Main Campus						
Number of Sections	1,045	864	949	985	973	-6.89
Headcount ¹	7,077	6,270	6,386	6,956	6,762	-4.45
Student Credit Hours	71,139	57,400	60,499	66,986	65,786	-7.53
West Essex Campus						
Number of Sections	161	154	94	46	73	-54.66
Headcount ¹	994	1,705	1,240	730	697	-29.88
Student Credit Hours	7,629	9,353	5,457	2,331	3,764	-50.67

¹ Headcount is the duplicated headcount for that campus

CHAPTER 3

STUDENT OUTCOMES

TABLE 3.1
NUMBER OF DEGREES CONFERRED BY TYPE OF DEGREE
FY 2019 - FY 2023¹

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	5-Year % Change
Associate of Arts						
Art	10	4	9	10	10	0.0
Education	74	56	61	47	38	-48.6
Liberal Arts	86	95	118	148	167	94.2
Liberal Arts: Africana Studies	1	0	1	2	0	-100.0
Liberal Arts: Entertainment Production	15	15	11	20	9	-40.0
Liberal Arts: Journalism	4	1	0	0	5	25.0
Liberal Arts: World Language	3	24	14	3	1	-66.7
Deactivated	0	1	0	0	0	-
Total	193	196	214	230	230	19.2
Associate of Applied Science						
Architectural Technology	6	6	7	13	8	33.3
Bus. Adm.: Hospitality Mgmt	2	4	3	1	2	0.0
Civil Engineering Technology	11	0	7	9	6	-45.5
Cybersecurity & Network Tech	2	7	17	15	21	950.0
Electronic Engineering Tech	3	3	11	1	0	-100.0
Health Information Technology	1	1	0	1	0	-100.0
Human and Social Services Prog	17	7	10	26	21	23.5
Mechanical Engineering Tech	2	7	9	8	1	-50.0
New Media Technology	4	3	10	12	10	150.0
Nursing	57	38	23	37	35	-38.6
Physical Therapist Assistant	22	25	27	21	23	4.5
Radiography	13	12	14	17	11	-15.4
Software Development Tech	0	0	3	1	4	-
Technical studies: UCC	1	0	0	1	0	-100.0
Vision Care Technology	18	11	12	12	10	80.0
Deactivated	0	3	3	0	0	-
Total	159	127	156	175	152	-4.4
Associate of Science						
Accounting	68	41	48	47	29	-57.4
Applied Computer Science	1	3	0	0	1	0.0
Biology, Pre-Medicine	41	38	43	28	41	0.0
Biology, Pre-Medicine: MD Option					1	-
Business Administration	137	120	116	138	129	-5.8
Chemistry	4	2	2	2	2	-50.0
Computer Information Systems	12	6	13	12	7	-41.7
Computer Science	13	15	14	17	19	46.2
Criminal Justice	54	47	65	61	50	-7.4
Engineering	21	17	31	23	20	-4.8
Environmental Science	2	5	2	5	3	-
Finance	13	17	12	19	19	46.2
General Science	196	155	216	203	201	2.6
Health Science	6	6	5	5	10	66.7
Mathematics	2	1	6	4	2	0.0
Music/Music Education	5	2	3	2	2	-60.0
Paralegal Studies	8	5	9	4	4	-50.0
Physical Education	12	5	12	3	5	-58.3
Social Sciences	115	107	89	113	82	-28.7
Supply Chain Management	11	3	15	11	9	-18.2
Deactivated	0	0	0	0	0	-
Total	721	595	701	697	636	-11.8
Certificate						
Art	0	0	0	1	1	-
Business Career Development	0	1	0	0	26	-
Business Professional	1	0	0	1	0	-100.0
Child Develop Associate	0	0	1	2	0	-
Computer-Aided Design Technology	2	0	1	0	1	-50.0
Cybersecurity				2	1	-
Digital Media & Electron Pub	1	0	2	0	0	-100.0
Computer & Network Support	0	0	1	0	0	-
Licensed Practical Nurse	18	29	18	23	11	-38.9
Massage Therapy	6	2	0	2	1	-83.3
Paralegal	3	1	5	5	3	0.0
Supply Chain Management			1	0	0	-
Vision Care Technology	2	0	1	0	1	-50.0
Deactivated	0	1	0	0	0	-
Total	33	34	30	36	45	36.4
OVERALL	1,106	952	1,101	1,138	1,063	-3.9

¹The total for each graduating year includes students who graduated in August, December, April, and June of that fiscal year.

TABLE 3.2
RETENTION AND GRADUATION RATES¹ FOR FIRST-TIME, FULL-TIME, DEGREE-SEEKING (FTFTDS) STUDENT COHORTS
FALL 2006 - FALL 2022

Year Cohort Entered	FTFTDS Students	% Re-enrolled after:		% Graduated within or Re-enrolled after:							
		One Semester	One Year	Two Years		Three Years		Four Years		Six Years	
				Graduated	Re-enrolled ²	Graduated	Re-enrolled ²	Graduated	Re-enrolled ²	Graduated	Re-enrolled ²
Fall 2006	2,466	64.4%	47.2%	0.9%	32.2%	5.3%	22.0%	7.7%	13.9%	13.9%	5.1%
Fall 2007	2,239	62.6%	47.9%	1.0%	33.6%	5.1%	20.5%	9.7%	12.1%	14.9%	6.6%
Fall 2008	2,596	64.4%	48.2%	1.3%	30.8%	5.5%	19.0%	9.9%	10.5%	14.7%	5.3%
Fall 2009	2,671	67.7%	46.3%	1.6%	32.3%	7.4%	18.6%	13.2%	11.6%	18.0%	4.9%
Fall 2010	2,646	70.4%	49.5%	1.1%	34.1%	7.8%	20.2%	13.4%	11.3%	18.3%	3.9%
Fall 2011	2,276	72.5%	50.1%	1.2%	35.5%	7.9%	20.2%	13.2%	10.9%	18.3%	3.2%
Fall 2012	2,143	77.6%	58.0%	2.1%	36.4%	10.4%	20.3%	15.9%	10.1%	21.0%	3.5%
Fall 2013	2,109	81.4%	58.4%	3.7%	37.0%	12.8%	19.2%	18.9%	10.1%	23.5%	3.2%
Fall 2014	1,838	82.2%	56.5%	3.2%	36.3%	13.3%	18.4%	18.9%	10.5%	23.2%	3.0%
Fall 2015	1,771	80.0%	58.6%	2.1%	39.4%	12.4%	19.7%	19.7%	10.0%	23.7%	2.8%
Fall 2016	1,457	77.0%	56.3%	2.3%	36.5%	10.7%	21.1%	16.7%	9.7%	23.2%	3.0%
Fall 2017	1,249	74.3%	51.6%	4.0%	33.0%	11.0%	16.7%	17.5%	9.2%	22.2%	3.3%
Fall 2018	1,119	73.5%	52.5%	3.8%	33.8%	14.6%	17.5%	21.9%	9.0%		
Fall 2019	1,248	75.2%	51.4%	5.5%	33.7%	16.9%	18.5%	22.5%	9.0%		
Fall 2020	679	72.9%	61.0%	8.4%	39.0%	20.8%	16.1%				
Fall 2021	834	74.0%	60.8%	8.8%	34.8%						
Fall 2022	944	74.8%	57.8%								

¹ One-year retention rates, and 2-, 3-, and 4-year graduation rates in this table reflect official IPEDS reporting.

² Re-enrolled may increase over time due to re-enrolled stop-outs.

TABLE 3.3

**RETENTION AND GRADUATION RATES ¹ FOR FIRST-TIME, PART-TIME, DEGREE-SEEKING (FTPTDS) STUDENT COHORTS
FALL 2006 - FALL 2022**

Year Cohort Entered	FTPTDS Students	% Re-enrolled after:		% Graduated within or Re-enrolled after:							
		One Semester	One Year	Two Years		Three Years		Four Years		Six Years	
				Graduated	Re-enrolled ²	Graduated	Re-enrolled ²	Graduated	Re-enrolled ²	Graduated	Re-enrolled ²
Fall 2006	372	51.3%	40.1%	0.8%	24.7%	3.2%	21.0%	5.9%	14.2%	12.6%	6.2%
Fall 2007	409	49.6%	38.4%	0.5%	27.6%	3.2%	18.8%	6.4%	12.5%	10.3%	7.8%
Fall 2008	522	48.5%	34.5%	0.4%	24.9%	2.7%	20.3%	5.6%	14.4%	10.3%	6.7%
Fall 2009	451	55.0%	35.3%	1.1%	22.6%	5.8%	13.7%	8.6%	11.5%	13.5%	3.1%
Fall 2010	363	46.6%	33.3%	0.6%	25.1%	4.4%	17.6%	8.3%	9.9%	11.8%	5.0%
Fall 2011	275	59.3%	38.9%	1.1%	30.9%	4.0%	17.8%	6.5%	13.5%	13.1%	5.1%
Fall 2012	425	53.6%	37.4%	0.7%	27.3%	4.0%	16.5%	7.1%	9.9%	12.0%	2.8%
Fall 2013	523	60.0%	40.2%	1.5%	29.3%	7.3%	16.4%	10.9%	10.3%	14.7%	4.6%
Fall 2014	449	61.7%	39.9%	0.9%	28.7%	6.2%	15.6%	10.9%	8.9%	13.6%	2.9%
Fall 2015	505	56.6%	40.2%	1.8%	25.9%	7.9%	16.4%	12.7%	10.3%	16.6%	3.8%
Fall 2016	373	54.7%	33.5%	1.1%	23.3%	4.8%	13.4%	7.2%	8.6%	11.5%	2.9%
Fall 2017	398	41.5%	32.4%	1.5%	22.6%	5.5%	13.1%	9.3%	9.0%	14.8%	2.8%
Fall 2018	315	60.3%	40.0%	1.3%	23.8%	5.1%	20.0%	11.7%	9.2%		
Fall 2019	517	56.9%	34.0%	1.2%	26.1%	7.0%	14.1%	10.4%	9.9%		
Fall 2020	274	56.6%	44.9%	3.3%	32.5%	11.3%	16.8%				
Fall 2021	277	69.0%	52.7%	6.5%	31.8%						
Fall 2022	503	52.1%	37.4%								

¹ One-year retention rates, and 2-, 3-, and 4-year graduation rates in this table reflect official IPEDS reporting.

² Re-enrolled may increase over time due to re-enrolled stop-outs.

CHAPTER 4

COLLEGE EMPLOYEES

TABLE 4.1
RACE/ETHNICITY AND GENDER ¹ OF FULL-TIME INSTRUCTIONAL STAFF
FALL 2019 - FALL 2023

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023	
	N	%	N	%	N	%	N	%	N	%
MEN										
Hispanic (All Races)	5	5.6%	5	5.7%	5	5.7%	5	6.0%	6	7.2%
African American	15	16.7%	16	18.4%	14	15.9%	15	18.1%	15	18.1%
Asian	3	3.3%	2	2.3%	2	2.3%	3	3.6%	4	4.8%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	23	25.6%	21	24.1%	21	23.9%	19	22.9%	16	19.3%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	1	1.1%	1	1.1%	2	2.3%	2	2.4%	2	2.4%
Total	47	52.2%	45	51.7%	44	50.0%	44	53.0%	43	51.8%
WOMEN										
Hispanic (All Races)	5	5.6%	5	5.7%	4	4.5%	4	4.8%	3	3.6%
African American	15	16.7%	16	18.4%	18	20.5%	16	19.3%	18	21.7%
Asian	6	6.7%	6	6.9%	6	6.8%	5	6.0%	5	6.0%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	16	17.8%	14	16.1%	15	17.0%	13	15.7%	13	15.7%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	1	1.1%	1	1.1%	1	1.1%	1	1.2%	1	1.2%
Total	43	47.8%	42	48.3%	44	50.0%	39	47.0%	40	48.2%
ALL										
Hispanic (All Races)	10	11.1%	10	11.5%	9	10.2%	9	10.8%	9	10.8%
African American	30	33.3%	32	36.8%	32	36.4%	31	37.3%	33	39.8%
Asian	9	10.0%	8	9.2%	8	9.1%	8	9.6%	9	10.8%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	39	43.3%	35	40.2%	36	40.9%	32	38.6%	29	34.9%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	2	2.2%	2	2.3%	3	3.4%	3	3.6%	3	3.6%
TOTAL	90	100.0%	87	100.0%	88	100.0%	83	100.0%	83	100.0%

¹ Staff with unreported gender are grouped with men to reflect official IPEDS definitions.

Source: IPEDS Human Resources survey

TABLE 4.2
RACE/ETHNICITY AND GENDER¹ OF PART-TIME INSTRUCTIONAL STAFF
FALL 2019 - FALL 2023

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023	
	N	%	N	%	N	%	N	%	N	%
MEN										
Hispanic (All Races)	23	5.7%	23	8.1%	17	6.6%	17	6.6%	16	6.7%
African American	87	21.5%	67	23.7%	60	23.2%	60	23.4%	44	18.4%
Asian	12	3.0%	9	3.2%	9	3.5%	7	2.7%	9	3.8%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%
White	65	16.1%	54	19.1%	50	19.3%	44	17.2%	21	8.8%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	40	9.9%	26	9.2%	24	9.3%	25	9.8%	16	6.7%
Total	227	56.2%	179	63.3%	160	61.8%	154	60.2%	106	44.4%
WOMEN										
Hispanic (All Races)	21	5.2%	12	4.2%	16	6.2%	13	5.1%	13	5.4%
African American	80	19.8%	41	14.5%	36	13.9%	39	15.2%	50	20.9%
Asian	11	2.7%	9	3.2%	12	4.6%	8	3.1%	4	1.7%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%
White	39	9.7%	29	10.2%	23	8.9%	29	11.3%	43	18.0%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	26	6.4%	13	4.6%	12	4.6%	13	5.1%	22	9.2%
Total	177	43.8%	104	36.7%	99	38.2%	102	39.8%	133	55.6%
ALL										
Hispanic (All Races)	44	10.9%	35	12.4%	33	12.7%	30	11.7%	29	12.1%
African American	167	41.3%	108	38.2%	96	37.1%	99	38.7%	94	39.3%
Asian	23	5.7%	18	6.4%	21	8.1%	15	5.9%	13	5.4%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.4%
White	104	25.7%	83	29.3%	73	28.2%	73	28.5%	64	26.8%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	66	16.3%	39	13.8%	36	13.9%	38	14.8%	38	15.9%
TOTAL	404	100.0%	283	100.0%	259	100.0%	256	100.0%	239	100.0%

¹ Staff with unreported gender are grouped with men to reflect official IPEDS definitions.

Source: IPEDS Human Resources survey

TABLE 4.3
RACE/ETHNICITY AND GENDER¹ OF FULL-TIME NON-INSTRUCTIONAL STAFF
FALL 2019 - FALL 2023

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023	
	N	%	N	%	N	%	N	%	N	%
MEN										
Hispanic (All Races)	19	5.8%	17	5.4%	17	5.7%	17	5.8%	16	5.6%
African American	61	18.7%	57	18.3%	58	19.5%	62	21.1%	61	21.4%
Asian	2	0.6%	3	1.0%	3	1.0%	3	1.0%	2	0.7%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	22	6.7%	23	7.4%	22	7.4%	21	7.1%	15	5.3%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	8	2.4%	8	2.6%	9	3.0%	5	1.7%	8	2.8%
Total	112	34.3%	108	34.6%	109	36.6%	108	36.7%	102	35.8%
WOMEN										
Hispanic (All Races)	64	19.6%	61	19.6%	64	21.5%	60	20.4%	56	19.6%
African American	124	37.9%	117	37.5%	103	34.6%	98	33.3%	98	34.4%
Asian	5	1.5%	3	1.0%	2	0.7%	3	1.0%	3	1.1%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	19	5.8%	19	6.1%	17	5.7%	18	6.1%	17	6.0%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	1	0.3%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	3	0.9%	4	1.3%	3	1.0%	6	2.0%	9	3.2%
Total	215	65.7%	204	65.4%	189	63.4%	186	63.3%	183	64.2%
ALL										
Hispanic (All Races)	83	25.4%	78	25.0%	81	27.2%	77	26.2%	72	25.3%
African American	185	56.6%	174	55.8%	161	54.0%	160	54.4%	159	55.8%
Asian	7	2.1%	6	1.9%	5	1.7%	6	2.0%	5	1.8%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	41	12.5%	42	13.5%	39	13.1%	39	13.3%	32	11.2%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	1	0.3%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	11	3.4%	12	3.8%	12	4.0%	11	3.7%	17	6.0%
TOTAL	327	100.0%	312	100.0%	298	100.0%	294	100.0%	285	100.0%

¹ Staff with unreported gender are grouped with men to reflect official IPEDS definitions.

Source: IPEDS Human Resources survey

TABLE 4.4
RACE/ETHNICITY AND GENDER¹ OF PART-TIME NON-INSTRUCTIONAL STAFF
FALL 2019 - FALL 2023²

	Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023	
	N	%	N	%	N	%	N	%	N	%
MEN										
Hispanic (All Races)	0	0.0%	0	0.0%	0	0.0%	0	0.0%	20	15.0%
African American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	30	22.6%
Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	2.3%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	3.8%
Total	0	0.0%	0	0.0%	0	0.0%	0	0.0%	60	45.1%
WOMEN										
Hispanic (All Races)	0	0.0%	0	0.0%	0	0.0%	0	0.0%	24	18.0%
African American	0	100.0%	1	100.0%	1	100.0%	1	100.0%	31	23.3%
Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	6.8%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	5.3%
Total	1	100.0%	1	100.0%	1	100.0%	1	100.0%	73	54.9%
ALL										
Hispanic (All Races)	0	0.0%	0	0.0%	0	0.0%	0	0.0%	44	33.1%
African American	1	100.0%	1	100.0%	1	100.0%	1	100.0%	61	45.9%
Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	2.3%
Native American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	0	0.0%	0	0.0%	0	0.0%	0	0.0%	12	9.0%
Multi-Racial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Resident	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%	12	9.0%
TOTAL	1	100.0%	1	100.0%	1	100.0%	1	100.0%	133	100.0%

¹ Staff with unreported gender are grouped with men to reflect official IPEDS definitions.

² Prior to Fall 2023 parttime non-instructional staff were not assigned SOC codes and therefore not reported to IPEDS.

Source: IPEDS Human Resources survey

CHAPTER 5

GENERAL INFORMATION

KEY DATES

August	1964	The Essex County Board of Freeholders appoints a committee to study the feasibility of establishing a county college.
August	1966	The Board of Freeholders formally approves the creation of Essex County College.
November	1966	The first Board of Trustees is appointed by Board of Freeholders.
January	1967	The Board of Trustees approves the first college budget and forms a site committee to begin the search for a permanent campus.
May	1967	Dr. Robert McCabe is appointed President.
September	1967	Trustees authorize the purchase of a 22-acre site from the Newark Housing Authority for the College's permanent campus.
November	1967	The College acquires the former Newark campus of Seton Hall University to serve as its temporary campus. The Board of Trustees hires 90 faculty and 100 staff.
September	1968	3,400 students begin classes at a temporary campus located at 31 Clinton Street in downtown Newark.
January	1969	Dr. Ellis White becomes the College's second President.
May	1970	214 graduates receive degrees and certificates at the College's first commencement.
November	1970	The College formally purchases the 22-acre site from the City of Newark.
May	1971	Dr. J. Harry Smith becomes the College's third President.
June	1972	Groundbreaking for the permanent mega-structure campus in Newark takes place. (The mega-structure was renamed the A. Zachary Yamba Building in 2013.)
April	1973	The Physical Therapist Assistant degree program is accredited by the Commission on Accreditation in Physical Therapy Education (C.A.P.T.E.) of the American Physical Therapy Association (A.P.T.A.).

March	1974	The College is accredited by the Middle States Association's Commission on Higher Education.
April	1976	The campus mega-structure opens.
September	1976	The campus mega-structure dedication is held.
July	1978	Dr. George Harris becomes the College's fourth President.
January	1979	The West Essex Extension Center opens in rented facilities in a former elementary school in West Caldwell.
May	1980	Dr. A Zachary Yamba becomes the College's fifth President.
February	1981	Accreditation is reaffirmed by the Middle States Association.
April	1982	The 8-acre West Caldwell site is purchased.
February	1983	The Board of Freeholders approves a bond issue for the College's Phase II expansion, which includes the construction of a Gymnasium/Day Care Center, the renovation of the Burch Theater at the Newark campus, and the expansion of the West Essex Extension Center.
May	1984	Groundbreaking for the Gymnasium/Day Care Center at the Newark campus takes place.
October	1985	The Gymnasium/Day Care Center complex and expanded West Essex Extension Center dedications are held.
September	1986	Training, Inc. opens.
August	1988	The Radiography degree program is accredited by the Joint Review Committee on Education in Radiologic Technology (J.R.C.E.R.T.).
March	1989	The gala opening of the Mary B. Burch Theater for the Performing Arts at the Newark campus occurs.
May	1989	The West Essex Center is granted branch campus status by the State Department of Higher Education.
November	1990	The Nursing degree program is accredited by the Accreditation Commission for Education in Nursing (A.C.E.N.).

March	1992	Accreditation is reaffirmed by the Middle States Association.
October	1992	The College begins its year-long 25 th Anniversary celebration.
June	1994	The groundbreaking for the Center for Technology at the Newark campus takes place.
August	1994	The Board of Freeholders approves a bond issue for the construction of a Student Center at the Newark campus.
October	1994	The newly expanded Child Development Center opens.
October	1996	The Engineering Technology degree programs are accredited by the Accreditation Board for Engineering and Technology, Inc. (A.B.E.T.).
October	1996	The new 30,000 square foot Center for Technology dedication is held.
November	1996	Construction begins on the Clara E. Dasher Student Center.
June	1997	The first annual Golf & Tennis Scholarship Tournament kicks off a year-long 30 th Anniversary celebration.
September	1998	Major expansion at the West Essex campus, which features the construction of a new Library and Student Forum, begins.
December	1998	The College purchases and begins operation of the former Essex County Police Academy in Cedar Grove.
September	1999	The new Clara E. Dasher Student Center dedication takes place.
September	2000	Major renovation and modernization of the Martin Luther King Jr. Library at the Newark campus begins.
June	2001	Accreditation is reaffirmed by the Middle States Association.
March	2002	The Board of Trustees approves a newly crafted Mission Statement and Statement of Values, which reaffirm the College's core mission and values.
February & June	2003	The J. Harry Smith Lecture Hall and the Morton A. Siegler Lecture Hall dedications take place.
January	2005	The Board of Trustees reaffirms the College's Mission Statement.

September	2005	The College's Learning Center opens.
November	2006	The Middle States Association accepts the Periodic Review Report and reaffirms accreditation.
September	2008	The Health Sciences Building and a new 800-space parking garage open.
December	2009	Dr. A Zachary Yamba retires after 29 years of service to the College.
December	2009	The Board of Trustees approves the expansion of the Mission Statement to include a dedication to academic excellence.
April	2010	Dr. Edythe M. Abdullah becomes the College's sixth President.
April	2010	Major renovations to the Media Production Center are completed.
March	2013	The Middle States Commission on Higher Education reaffirms accreditation.
April	2013	The state of New Jersey funds more than \$19 million worth of capital construction projects at Essex County College.
September	2013	The College begins to offer 100% online courses.
October	2013	Dr. Gale E. Gibson becomes the College's seventh President.
October	2013	The College adopts a 5-year Strategic Plan, which includes a slightly revised Mission Statement and a new Vision Statement.
April	2014	The bond-funded Nursing Simulation Laboratory is completed.
June	2015	The Accounting and Business Administration degree programs are accredited by the Accreditation Council for Business Schools and Programs (A.C.B.S.P.).
August	2015	The Middle States Commission on Higher Education approves the substantive change request to include the College's first online programs.
April	2016	Dr. A. Zachary Yamba is appointed Acting President.
August	2016	The Paralegal Studies degree program is endorsed by the American Bar Association (A.B.A.).

June	2017	Dr. Anthony E. Munroe becomes the College's eighth President.
November	2017	The bond-funded Information Commons is completed.
January	2018	College Choice designates the College 50 th best community college.
June	2018	The Middle States Commission on Higher Education reaffirms accreditation.
July	2018	College begins its year-long 50 th Anniversary celebration.
October	2018	Student Food Pantry opens to address food insecurity issues.
May	2019	College holds its 50 th Annual Commencement.
June	2019	The Cabinet approves and the Board of Trustees adopts <i>STUDENTS FIRST: Strategic Plan 2019-2024</i> .
October	2019	The College is one of only six community colleges nationwide to host the NASA on Campus Project.
July	2020	Dr. Augustine A. Boakye is appointed Interim President.
March	2021	First Online College Catalog is published.
November	2021	Dr. Augustine A. Boakye becomes the College's ninth President.
June	2022	Dedication of the Cleo Hill, Sr. Physical Education Building.
March	2023	The Middle States Commission on Higher Education reaffirms accreditation.
September	2023	Grand opening of the newly constructed West Essex Campus.
March	2024	Essex County College renames Public Safety Department for late NJ Sen. Ronald L. Rice Sr.

ESSEX COUNTY COLLEGE

BOARD OF TRUSTEES

Ms. Marion A. Bolden – Chair
Dr. Arnold C. Lewis – Vice Chair
Mrs. Jeweline Grimes - Secretary
Mr. Joseph Zarra – Treasurer
Ms. Isabel Cruz
Rev. Dr. Lanel D. Guyton
Ms. Beth Robinson
Ms. Johanna L. Wright

ESSEX COUNTY COLLEGE

BOARD OF SCHOOL ESTIMATE

Mr. Joseph N. DiVincenzo, Jr., County Executive
Mr. Leonard M. Luciano, Commissioner
Mr. Carlos M. Pomares, Commissioner
Ms. Marion A. Bolden, Trustee Chair
Mr. Joseph S. Zarra, Trustee Treasurer

ESSEX COUNTY EXECUTIVE

Mr. Joseph N. DiVincenzo, Jr.

ESSEX COUNTY

BOARD OF COUNTY COMMISSIONERS

Mr. Carlos M Pomares, President
Ms. Tyshammie L. Cooper, Vice President
Mr. Brendan W. Gill
Ms. Romaine Graham
Mr. Leonard M. Luciano
Mr. Robert Mercado
Ms. A’Dorian Murray-Thomas
Mr. Wayne L. Richardson
Ms. Patricia Sebold

**ESSEX COUNTY COLLEGE
CABINET**

President Augustine Boakye
Executive Director of Institutional Advancement..... Alfred Bundy
Senior ComptrollerKiswendsida Kaprou
Dean of Student Affairs..... Keith Kirkland
Executive Director of Enrollment Management and Services Renee Ojo-Ohikuare
Executive Director of Inst. Effectiveness, Planning, and Assessment..... John Runfeldt
Executive Dean/CIO of Administrative and Learning Technologies Mohamed Seddiki
General Counsel Christine Soto
Dean of Community & Continuing Education, & Workforce Development Elvira Vieira
Executive Dean of Faculty and Academics..... Alvin Williams
Executive Director of Human Resources..... Shunda Williams

**ESSEX COUNTY COLLEGE
CHAIRPERSONS**

Division of Biology, Chemistry, and Physics..... Eunice Kamunge
Division of Business..... Germaine Albuquerque
Division of Humanities and Bilingual Studies..... William Tooma
Division of Mathematics, Engineering Technologies, and Computer Science..... Andrew Hrechak
Division of Nursing and Health Sciences Lori York
Division of Social Sciences Mamie Bridgeforth

Currently Active¹ Degree Programs

DIVISION OF BIOLOGY, CHEMISTRY & PHYSICS	AWARD	CIP
Biology/Pre-Medicine	A.S.	260101
Biology/Pre-Medicine: MD Option	A.S.	260101
Chemistry	A.S.	400501
Environmental Science	A.S.	030104
General Science	A.S.	511199
Physics	A.S.	400801
DIVISION OF BUSINESS		
Accounting	A.S.	520301
Business Administration	A.S.	520201
Business Administration: Hospitality Management Option	A.A.S.	520201
Business Career Development	Certificate	529999
Business Professional	Certificate	520201
Finance	A.S.	520801
Supply Chain Management	A.S.	520203
Supply Chain Management	C.O.A.	520203
DIVISION OF HUMANITIES AND BILINGUAL STUDIES		
Art	A.A.	500701
English	Certificate	240101
History	Certificate	240101
Liberal Arts: General	A.A.	240101
Liberal Arts: Africana Studies Option	A.A.	240101
Liberal Arts: English Option	A.A.	240101
Liberal Arts: Entertainment Production Option	A.A.	240101
Liberal Arts: History Option	A.A.	240101
Liberal Arts: Theater Option	A.A.	240101
Liberal Arts: World Language Option	A.A.	240101
Music	A.S.	500901
New Media Technology	A.A.S.	130501
DIVISION OF MATHEMATICS, ENGINEERING TECHNOLOGIES & COMPUTER SCIENCES		
Applied Computer Science	A.S.	110101
Architectural Technology	A.A.S.	150101
Building Code Technology	C.O.A.	460403
Civil Engineering Technology	A.A.S.	150201
Computer-Aided Design Technology	C.O.A.	151301
Computer and Network Support	Certificate	111001
Computer Information Systems	A.S.	110201
Computer Science	A.S.	110201

Cybersecurity	Certificate	111001
Cybersecurity & Network Technology	A.A.S.	111001
Database System Administration	Certificate	110301
Electrical and Computer Engineering Technology	A.A.S.	150303
Electrical Code Technology	C.O.A.	150399
Engineering	A.S.	140101
Fire Code Technology	C.O.A.	430201
Health Information Technology	A.A.S.	510707
Mathematics	A.S.	270101
Mechanical and Manufacturing Engineering Technology	A.A.S.	150613
Mechatronics	C.O.A.	144201
Plumbing Code Technology	C.O.A.	460502
Software Development and Programming	Certificate	110201
Software Development Technology	A.A.S.	110201
Technical Studies	A.A.S.	159999
Technical Studies: Uniform Construction Code Technology Option	A.A.S.	159999

DIVISION OF NURSING AND HEALTH SCIENCES

Health Science	A.S.	510000
Licensed Practical Nurse (LPN)	Certificate	513801
Nursing	A.A.S.	513901
Nursing: LPN Articulation Option	A.A.S.	513901
Physical Therapist Assistant	A.A.S.	510806
Radiography	A.A.S.	510907
Vision Care Technology	A.A.S.	511801
Vision Care Technology	C.O.A.	511801

DIVISION OF SOCIAL SCIENCES

Childhood Development Associate	C.O.A.	131209
Criminal Justice	A.S.	430107
Education	A.A.	131206
Human and Social Services	A.A.S.	440701
Human and Social Services	C.O.A.	440701
Massage Therapy	Certificate	513501
Paralegal	C.O.A.	220302
Paralegal Studies	A.S.	220302
Physical Education	A.S.	131314
Social Sciences	A.S.	450101

¹Programs are active as of Fall 2023.

Institutional and Professional Accreditations

Institutional Accreditor

Middle States Commission on Higher Education

Professional Accreditor	Program
American Bar Association (ABA)	Paralegal Studies
Accreditation Board for Engineering and Technology (ABET)	Civil Engineering Technology
Accreditation Board for Engineering and Technology (ABET)	Electrical Engineering Technology
Accreditation Board for Engineering and Technology (ABET)	Mechanical Engineering Technology
Accreditation Council for Business Schools and Programs (ACBSP)	Accounting
Accreditation Council for Business Schools and Programs (ACBSP)	Business Administration
New Jersey Board of Nursing (NJBON)	Licensed Practical Nurse (LPN)
Accreditation Commission for Education in Nursing (ACEN); New Jersey Board of Nursing (NJBON)	Nursing
American Physical Therapy Association's Commission on Accreditation in Physical Therapy Education (CAPTE)	Physical Therapy Assistant
Commission on Optician Accreditation (COA)	Vision Care Technology
Commission on Accreditation for Allied Health Education Programs/ Joint Review Committee on Education in Radiologic Technology (JRCERT)	Radiography

Resources

STUDENTS FIRST: Strategic Plan 2019-2024 v2.2

https://www.essex.edu/wp-content/uploads/2023/09/strategic_plan-V2.2_C.pdf

Institutional Profile 2023

https://www.essex.edu/wp-content/uploads/2024/01/EssexCountyCollege_FY23_Institutional_Profile_V2.pdf

Essex County College Organization Chart

<https://www.essex.edu/college-organizational-chart/>

Middle States Commission on Higher Education

<https://www.msche.org/>

Quick Facts about Newark city, Essex County, and New Jersey

<https://www.census.gov/quickfacts/fact/table/newarkcitynewjersey,essexcountynewjersey,NJ,US/PST045219>