

Salem State University
Academic Affairs Assessment Plan

Introduction

This plan reflects a summary of academic affairs assessment activities conducted to enhance student learning, student success, and to contribute to institutional effectiveness.

Suskie (2009) defines assessment as, “



academic programs. Program and disciplinary learning outcomes are also reviewed annually by departmental faculty.

Student Life developed a learning curriculum to guide their educational programming. Within and beyond the classroom experience, the student life framework bridges three dimensions of learning that capture the most critical elements of student development:

Self-authorship – students will gain the awareness and insight necessary to articulate who they are, what they need, and how it affects their relationships with others.

Community Engagement – students will gain an awareness of their place in the community and the responsibility they have in contributing positively toward broad social issues.

Courageous Leadership – students will serve as change agents and work collaboratively to make a positive impact on the world.

Post-Graduate Outcomes Assessment

Post-Graduate data is collected through the Senior Survey, which is administered to undergraduate students as they apply for commencement. These results provide a snapshot of student outcomes prior to graduation. Response rates were consistently near 50%, while in 2020, COVID-19 negatively impacted survey participation. In 2018 and 2019, slightly more than half of respondents reported they were seeking employment in the spring of their graduation year, the majority of whom were searching for a full-time position.

Over one-third of respondents reported they had secured a position, with the overwhelming majority of these students employed in Massachusetts. The majority of employed students reported that they were earning less than \$40,000; nearly one-third indicated a salary between \$40,000 - \$60,000; while over ten percent reported earning over \$60,000. Over two-thirds of respondents stated their intent to pursue graduate study in the next few years.

Education, nursing, business, social work, psychology, and criminal justice are among the university majors graduating the largest number of students. These programs provide the next generation of teachers, school counselors, educational administrators, social workers, entrepreneurs, business and criminal justice professionals. The over 64,000 graduates of the university contribute substantially to the Massachusetts and regional economy as local taxpayers, employees, and employers. Most graduates not only come from the Commonwealth, but 80% of alums also settle in the state after graduation, with over 40% of them living on the North Shore, and 67% living within 30 miles or less of the campus. ([Alumni Heatmap](#))

[Data Collections Schedule](#)