



THOMAS EDISON STATE UNIVERSITY
FY2025 INSTITUTIONAL PROFILE REPORT

Submitted to:

Office of the Secretary of Higher Education

Prepared by:

Thomas Edison State University
Trenton, New Jersey

September 2025

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THOMAS EDISON STATE UNIVERSITY FY2025 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 2025

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 Council for the Accreditation of Educator Preparation (CAEP) accreditation in May 2023 and is valid until June 2029. This accreditation certifies that the forenamed professional education program has provided evidence that the program adheres to CAEP's quality standards and principles. Prior to receiving CAEP accreditation in 2023, the master's in educational leadership program had been accredited by Teacher Education Accreditation Council (TEAC) since 2015.



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 of Science 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).

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 2024 (FY2025)

	Full-Time	Part-Time	Total
Number	116	6,609	6,775
Percent	2.5%	97.6%	100%

Source: IPEDS Fall Enrollment Survey

Please note, Thomas Edison State University's Fall 2024 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 2024 (FY2025)

	Full-Time	Part-Time	Total
Number	12	757	769
Percent	1.6%	98.4%	100%

Source: IPEDS Fall Enrollment Survey

Please note, Thomas Edison State University's Fall 2024 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.

4. Number of noncredit students served.

During FY2025, there were 52 individuals who took noncredit courses at the University.

5. Unduplicated count of students enrolled during the year.

During FY 2025, there were 10,486 students enrolled at the University.

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 2024 (FY 2025)

Race/Ethnicity	Full-time		Part-time		Total	
	N	%	N	%	N	%
White	46	27.70%	2,849	43.10%	2,895	42.73%
Black	57	34.30%	1026	15.50%	1083	15.99%
Hispanic	28	16.90%	1085	16.40%	1,113	16.43%
Asian	12	7.20%	274	4.10%	286	4.22%
American Indian	0	0.00%	26	0.40%	26	0.38%
Native Hawaiian/Other Pacific Islander	0	0.00%	24	0.40%	24	0.35%
U.S. Nonresident	5	3.00%	87	1.30%	92	1.36%
Two or More Races	5	3.00%	267	4.00%	272	4.01%
Race Unknown	13	7.80%	971	14.70%	984	14.52%
Total	166	100%	6,609	100%	6,775	100%

Thomas Edison State University

Table II.C.3.b:

Undergraduate Enrollment by Sex, Fall 2024 (FY2025)

	Full-time		Part-time		Total	
	N	%	N	%	N	%
Male	28	16.9%	4,106	62.1%	4,134	61.0%
Female	138	83.1%	2,503	37.9%	2,641	39.0%
Total	166	100.0%	6,609	100.0%	6,775	100.0%

Thomas Edison State University

Thomas Edison State University
Table II.C.3.c
Undergraduate Enrollment by Age, Fall 2024 (FY2025)

Age	Full-time		Part-time		Total	
	N	%	N	%	N	%
LT 18	0	0.0%	4	0.1%	4	0.1%
18-19	0	0.0%	31	0.5%	31	0.5%
20-21	2	1.2%	179	2.7%	181	2.7%
22-24	27	16.3%	543	8.2%	570	8.4%
25-29	43	25.9%	1,318	19.9%	1,361	20.1%
30-34	44	26.5%	1,335	20.2%	1,379	20.4%
35-39	23	13.9%	1,146	17.3%	1,169	17.3%
40-49	19	11.5%	1,331	20.1%	1,350	19.9%
50-64	8	4.8%	683	10.3%	691	10.2%
65+	0	0.0%	39	0.6%	39	0.6%
Unknown	0	0.0%	0	0.0%	0	0.0%
Total	166	100.0%	6,609	100.0%	6,775	100.0%

Source: IPEDS Fall Enrollment Survey

4. The number of students receiving financial assistance.

Thomas Edison State University

Table II.C.4:

Financial Aid from Federal-, State- and Institution-Funded Programs, AY2023-24

	Recipients	Dollars(\$)	\$/Recipient
<u>FEDERAL PROGRAMS</u>			
Pell Grants	1,603	\$5,212,000	\$3,251
College Work Study	0	\$0	-
Perkins Loans	0	\$0	-
SEOG	0	\$0	-
PLUS Loans	22	\$184,000	\$8,364
Stafford Loans (Subsidized)	1,079	\$3,094,000	\$2,867
Stafford Loans (Unsubsidized)	1,360	\$8,293,000	\$6,098
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	\$317,000	\$4,342
Educational Opportunity Fund (EOF)	0	\$0	-
Other State Programs (GO-TESU, OSRP, NJ-GIVS, WTC, etc.)	347	\$908,000	\$2,617
Distinguished Scholars	0	\$0	-
Urban Scholars	0	\$0	-
NJ STARS	6	\$15,000	\$2,500
CCOG	0	\$0	-
NJCLASS Loans	7	\$87,000	\$12,429
Garden State Guarantee	42	\$127,000	\$3,024
 <u>INSTITUTIONAL PROGRAMS</u>			
Grants/Scholarships	80	\$35,000	\$438
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, 56 percent of the non-military enrolled students were New Jersey residents. Among students who were veterans, 15 percent were New Jersey residents and among active-duty military 10 percent were also New Jersey residents.

Thomas Edison State University

Table II.C.5:

FY2025 Enrollment by Military Status and Residence

Residence	Non-Military		Active-Duty		Veteran		Total	
	N	%	N	%	N	%	N	%
New Jersey	3,649	55.6%	225	10.0%	251	15.0%	4,125	39.3%
Out of State	2,749	41.9%	1,895	84.1%	1,384	82.7%	6,028	57.5%
International	110	1.7%	11	0.5%	4	0.2%	125	1.2%
Unknown	51	0.8%	122	5.4%	35	2.1%	208	2.0%
Total	6,559	100.0%	2,253	100.0%	1,674	100.0%	10,486	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 FY2025, 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:

FY2025 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, FY2025 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:
FY2025 Graduates Time-to-Degree Completion by Degree Level and Residence

Residence	Associate	Baccalaureate	Master's	Doctorate
NJ	3.9	5.4	2.9	3.0
Out-of-State	4.6	5.4	3.1	2.9

Data Source: Office of Institutional Research, Thomas Edison State University, FY2025 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:

- **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.

- Diversity/Intercultural Literacy
Recognize that they are members of a world community and demonstrate intercultural knowledge, skills, and attitudes that support effective and appropriate interaction in a variety of cultural contexts.
- 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.
- Critical Thinking
Critically explore issues and ideas, frame events, consider evidence, and analyze assumptions before accepting or formulating an opinion or conclusion.

b. Graduate Institutional 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.
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 FY2025, there were 487 mentors. The gender and race/ethnicity of the mentors are presented below.

Thomas Edison State University
Table II.E.4.a:
Gender of Mentors, FY2025

Gender	N	%
Female	218	45%
Male	263	54%
Undisclosed	6	1%
Grand Total	487	100%

Source: FY2025 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, FY2025

Race/Ethnicity	Total	%
African American/Black American	62	13%
Asian American	30	6%
Caucasian, Not Latino	373	77%
Hawaiian/Pacific Islander	0	0%
Hispanic or Latino	7	1%
American Indian/Alaska Native	6	1%
Undisclosed	9	1%
Grand Total	487	100%

Source: FY2025 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, FY2026

Race/Ethnicity	Gender		Total
	Male	Female	
White	6	1	7
Black / African American	2	2	4
Hispanic / Latino	1	0	1
Asian	1	0	1
American Indian / Alaska Native	0	0	0
Native Hawaiian / Pacific Islander	0	0	0
Total	10	2	13

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, FY2026

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
Brian T. Maloney	Consultant	
Gualberto Medina	Executive VP in Brokerage Services	CBRE
Carl Benedetti, Jr.	Business Development Mgr	Pennsylvania Steel Company
Gregory Brewer	President/CEO	Right at Home Care & Assistance
Edward Bullock, Sr.	Retired	
L. Diane Campbell	Retired	
Marc A. Citron	Partner	Saul Ewing LLP
Frank Lucchesi	Director	PSEG
Grace Rarich	Teacher	Hopewell Valley Regional School District
David Chatfield (Student)		
Pamela R. Tucker (Student)	Facilities Operations Support Specialist	Princeton Plasma Physics Laboratory (PPPL),
Dr. Merodie A. Hancock (Ex-Officio)	President	Thomas Edison State University

3. URL Information.

For information about the Thomas Edison State University Board of Directors, please go to: <https://www.tesu.edu/about/leadership-departments/trustees/index.php>

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

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; Criminal Justice, 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 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 15-month 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; Clinical and Forensic Psychology; Communications; Computer Information Systems; Computer Science; Criminal Justice; Cybersecurity; Diversity; Electronics; Ethics; Finance; Forensic Psychology; Gas Distribution; General Management; Global Studies; Health and Wellness; Healthcare Management; History; Human Resources Management; International Relations; Labor Studies; Literature; Marketing; Mental Health; Operations Management; Organizational Leadership; Political Science; Pre-Law; Psychology; Public Safety; Social and Organizational Behavior; Sociology.

- 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 Administration (MPA)

The Master of Public Administration is a 30-credit degree designed for those seeking to effectively lead within the public and nonprofit sectors. The program equips learners with the knowledge, skills and abilities to lead a diverse range of operations and services in the increasing complexity world of public and nonprofit service leadership.

General Studies; Nonprofit Management

Master of Science (MS)

Accounting; Aviation Management; Cybersecurity; Data Science and Analytics; Healthcare Management; Homeland Security; Information Systems; Information Technology; Management; Nuclear Energy Technology Management; Nursing**; Nursing – Family Nurse Practitioner; Psychiatric Mental Health Nurse Practitioner; 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; Nurse Preceptor; Nursing Education; Nursing Administration; Nursing Informatics; Online Learning and Teaching; Organizational Leadership; Professional Communications; Project Management; Psychiatric Mental Health Nurse Practitioner; Strategic Planning and Board Leadership; Teacher Leadership.

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, <https://www.tesu.edu/degrees-programs/>.

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

Blood and Donation Drive. In December 2024 and June 2025, Thomas Edison State University hosted Red Cross blood drives. In conjunction with the June blood drive, TESU organized a donative drive in support of Mercer Street Friends Community School, a school-based food pantry and family resource center. Employees from Thomas Edison State University and the New Jersey State Library generously donated food pantry items, school supplies and personal care products for local families.

I. MAJOR CAPITAL PROJECTS UNDERWAY IN FY2025

During FY2025, the University completed several deferred maintenance projects, including the repairing and resealing of surface parking lots, exterior wood and stucco repairs to the Kuser Mansion building, the installation of an outdoor air compressor to ensure fresh air intake for the interior environment, and chimney repairs and reshoring for safety purposes.

OTHER INSTITUTIONAL INFORMATION

University Selected Highlights

New Board of Trustees Members. In FY2025, Thomas Edison State University welcomed eight new members to its Board of Trustees and voted to expand its capacity from 11 to 13 members, not including student trustees. Four new members were appointed in March (Gregory Brewer, Dr. L. Diane Campbell, Marc Citron, and Frank Lucchesi) and another four were appointed in June (Edward Bullock, Carl Benedetti, Grace Elizabeth Rarich, and Dr. Yingchao Zhang). The new board members represent diverse occupations and volunteer experience, bringing a range of strengths and backgrounds to the TESU board.

Recognition of Leadership Impact and Influence. President Merodie A. Hancock, Ph.D., was named to the NJ-ROI Influencers Power List in Higher Education in recognition of her leadership in expanding access to higher education, championing innovation in online learning and ensuring TESU remains a leader in serving adult learners. Marcela Maziarz, vice president for community and government affairs, was recognized as one of the Powerful Women of New Jersey by InsiderNJ for her influential role in advocating for legislative policies that enhance educational opportunities and workforce alignment across the state of NJ.

New Appointments. In FY2025, Thomas Edison State University appointed Dr. Henry Collier as the new dean of the School of Science and Technology. Dr. Collier brings more than 15 years of experience in higher education, along with extensive industry expertise in cybersecurity, networking, and artificial intelligence.

Robert W. Bigelow, J.D., Ph.D., was appointed associate dean of the School of Business and Management. Dr. Bigelow brings more than 20 years of experience developing and refining online course delivery and pedagogy as a course mentor, scholar-in-residence, and subject matter expert at TESU and has served as a supervising attorney at the Legal Aid Society's Criminal Defense Division in New York City before transitioning to private practice.

Matthew Cooper was named as vice president for Integrated Technology and chief technology officer. Cooper, who previously served as the chief technology officer and associate vice president of Organizational Learning at TESU, oversees enterprise infrastructure technology and applications, academic technology, instructional design, assessment development, interactive media, and website administration, as well as technology projects for the New Jersey State Library.

New Foundation Board Leadership. The Thomas Edison State University Foundation appointed new board leadership in June 2025. Steve King, MBA '15, BSBA '93, a distinguished TESU alumnus and business leader with 27 years of progressive leadership experience in the information technology and financial services sectors, was appointed as the chair of the TESU Foundation Board. Ronald "Ron" Gimbel, a seasoned executive and U.S. Army veteran, was elected vice chair.

Phi Theta Kappa's 2025 Transfer Honor Roll. For the second consecutive year, Thomas Edison State University has been recognized among the nation's most transfer-friendly institutions, earning a spot on Phi Theta Kappa (PTK) Honor Society's 2025 Transfer Honor Roll. The Transfer Honor Roll is determined using 40 key metrics related to the support and success of transfer students, including college cost and financial aid, campus life, admissions practices and bachelor's degree completion. The list is based on data from the National Student Clearinghouse and the institution's PTK Connect profile, which measures "transfer friendliness" to identify the top 25% of four-year colleges, according to PTK.

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 2025, the DEIC in partnership with the NJ State Library, disseminated a monthly employee-based newsletter featuring training and development resources and highlighting various DEIC holidays and events.

University Day and Day of Giving. Each year Thomas Edison State University (TESU) celebrates its ascension to University status at the start of December, the date of its official name change from college to university in 2015. This year, the event featured guest speaker Dr. Rhianna Rogers who spoke about the transformative possibilities of technology in higher education. As part of the Day of Giving celebrations, the TESU Foundation honored Cathy Punchello, vice provost and University registrar, the University's longest-standing current employee donor who has made a donation to the Foundation every year since 1994.

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 2025 Annual Tribute to MLK event featured esteemed speaker Dr. John E. Harmon, Sr. IOM, who has served as the founder, president and CEO of the African American Chamber of Commerce of New Jersey (AACCNJ) since 2007. Dr. Harmon shared insights from his years of experience advocating and promoting economic diversity with the ASCCNJ.

Grants Awarded.

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 \$74,944 in FY2025 consisting of student-focused incentive funding and institution-focused funding to facilitate the return of working adult students to college for degree completion.

TESU and NJDOL Apprenticeship Degree initiative. Thomas Edison State University (TESU) and the New Jersey Department of Labor and Workforce

Development (NJDOLE) entered into a Memorandum of Understanding (MOU), effective from May 2025 through April 2028, to continue a first-of-its-kind, statewide Apprenticeship Degree Initiative aimed at expanding access to higher education for New Jersey's apprentices. Funded by NJDOLE, the three-year, \$5 million initiative supports the development of college-credit pathways for registered apprenticeship programs. The Apprenticeship Degree Initiative will enroll apprentices into TESU programs with scholarship support that bridges the gap between awarded credits and remaining degree requirements. TESU's role includes evaluating registered apprenticeship programs, creating multi-credential pathways, enrolling students and supporting them through customized educational and life-coaching services. The University will also partner with high schools, pre-apprenticeship programs and trade unions to foster strong pipelines into both apprenticeship and higher education.

External Partnerships

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.

NJSBA partnership. Thomas Edison State University partnered with the New Jersey School Boards Association (NJSBA) in an initiative to create innovative educational development and advancement opportunities for New Jersey's K-12 professionals. The Partners in Education (PIE) program, was developed by the NJSBA to promote positive and transformative approaches to the increasingly complex challenges facing the public education system. Designed to foster collaboration and support New Jersey's education community, the PIE program provides innovative, engaging and practical strategies for public education professionals. As part of the partnership, Michael Williams, Ph.D., dean of the School of Business and Management at TESU, delivered a webinar titled "Organizational Leadership, Culture and Change: An Integrated Approach for Creating the Future of Public Education Today."

NJ PLAN partnership. Thomas Edison State University welcomed Stockton University to the New Jersey Prior Learning Assessment Network (NJ PLAN), a statewide initiative powered by TESU that helps students earn college credit for what they already know. The collaboration will expand Stockton students' access to TESU's nationally recognized Credit for Prior Learning options. The two universities celebrated the partnership on the Stockton University campus in Galloway, N.J., in June.

Princeton Plasma Physics Laboratory partnership. Thomas Edison State University has signed a groundbreaking Memorandum of Understanding with Princeton Plasma Physics Laboratory (PPPL), a U.S. Department of Energy national

laboratory. Among the laboratory's registered apprenticeship programs, the Electronics Technician Apprentice program will leverage TESU's online courses as the foundation for its Related Technical Instruction, the classroom component of the apprenticeship. By partnering with PPPL, TESU continues to support innovative workforce development initiatives that prepare individuals for critical roles in high-tech industries and underscores TESU's leadership in bridging the gap between industry training and higher education.

Student Service Enhancements (Selected Highlights)

Credit-for-Prior-Learning Badges. Thomas Edison State University is expanding its flagship Professional Learning Reviews (PLR) process by converting PLRs into Credit for Prior Learning (CPL) badges for students, allowing adult learners to immediately showcase validated skills or workforce competencies to prospective employers, document their learning, and apply the resulting credits toward a degree program at TESU. The effort dovetails with the Center for Career Relevant Education and Talent Evaluation (CreateNJ) initiative launched between Gov. Phil Murphy and TESU in January 2024.

Flat-rate Tuition for Graduate Programs. Effective with the May 2025 term, new students enrolling in select graduate programs will have the opportunity to lock in a fixed tuition rate for the entire duration of their program, ensuring cost certainty and providing substantial savings of 15-26% over the standard per-credit pricing model. The program is for new graduate students only and spans two and a half years, during which students will be invoiced for the entire program cost upon acceptance with payment options that include a nine-month installment plan or federal financial aid. This pricing model establishes TESU as the most affordable graduate education option among New Jersey's higher education institutions.

GO-TESU Funding. With the support from New Jersey Gov. Phil Murphy and the state Legislature, we are pleased to be able to include additional tuition assistance for need-based adult learners in this year's state budget. The GO-TESU grant is the first-in-state financial aid program designed specifically for TESU students, helping New Jersey residents realize their dream of earning an undergraduate degree. For more information on eligibility, visit our website at <https://www.tesu.edu/tuition-financial-aid/financial-aid/go-tesu.php>.

New Jersey State Library Selected Highlights

Selected highlights from the New Jersey State Library are below:

Freedom to Read Act

In December 2024 Governor Murphy signed into law the Freedom to Read Act. The Act requires that public and school libraries adopt collection development and reconsideration policies. The policies protect the freedom to read diverse materials of library users and identify who is able to submit a challenge to material owned by the library. The law also provides protections for librarians who are carrying out their duties under the policy. The New Jersey State Library worked collaboratively with the New Jersey Library Association to develop model policies and forms for public library boards to guide local policy development.

New Jersey Errors and Appeals Digital Collection

Exhibits, transcripts and court filings from the New Jersey Court of Errors and Appeals (1844-1947) demonstrate New Jersey's rich and fascinating history and the Research Library made significant progress in digitizing this collection this year. To date, almost 1,200,000 pages have been digitized as part of this project, which is about 44% of the full collection.

Following post-production work, 1,933 cases are now available for research and discovery within the New Jersey State Publications Digital Library in a collection titled ["Cases Before the New Jersey Court of Errors and Appeals."](#) Cases available in this collection range in date from 1852-1946, but do not represent the entirety of those years. Library staff have built up the skill sets to do more complex work with their digitization equipment and are now switching to tackling the remaining collection in chronological order.

New Digital Players at the Talking Book and Braille Center

The Talking Book and Braille Center (TBBC) will receive 495 new digital players from the National Library Service for the Blind and Print Impaired (NLS). This player, model DA2, has new features including Wi-Fi and Bluetooth connectivity and 28 GB of internal storage. That means DA2 users will be able to connect to BARD, the NLS Braille and Audio Reading Download website, and download audiobooks and magazines, store them on the player and listen to them over Bluetooth-enabled speakers or headphones. Users with wifi connectivity at their residence can immediately download any of the 125,000 books in the BARD database to the new device.

Reimagining Information Literacy Year Two

Year Two of Reimagining Information Literacy saw the implementation of professional development training for educators in the state's Four Pillars of Information Literacy. A five-session series offered in summer 2025 welcomed almost a hundred participants. The project is preparing educators for the eventual roll out and implementation of the

state's new Information Literacy Student Learning Standards. This federally funded initiative is also developing Learning Activities to support educators in delivering information literacy lessons and planning a virtual National Forum on Reimagining Information Literacy to take place in July 2026.

Library Construction Bond Act

A multi-year project, 2025 was a busy year for Library Construction Bond Act grant recipients. More than half – 40 of the 76 – funded projects have now been completed. These new buildings and refreshed spaces are offering residents across the state access to information in thoughtfully designed buildings with excellent connectivity. The state's investment of \$125million is paying dividends as residents flock to the reimagined spaces.