



GRAMBLING

S T A T E U N I V E R S I T Y

Grambling State University

FIVE-YEAR STRATEGIC PLAN

FY 2026-27 through FY 2030-31

July 1, 2025

GRAMBLING STATE UNIVERSITY

Strategic Plan FY 2026-27 through FY 2030-31

Vision Statement:

To be one of the premiere universities in the world that embraces educational opportunity and diversity.

Mission Statement:

Grambling State University is a comprehensive, historically-black, public institution that offers a broad spectrum of undergraduate and graduate programs of study. Through its undergraduate major courses of study, which are under girded by a traditional liberal arts program, and through its graduate school, which has a decidedly professional focus, the University embraces its founding principle of educational opportunity. With a commitment to the education of minorities in American society, the University seeks to reflect in all of its programs the diversity present in the world. The university advances the study and preservation of African American history, art and culture.

Grambling State University is a community of learners who strive for excellence in their pursuit of knowledge and who seek to contribute to their respective major academic disciplines. The University prepares its graduates to compete and succeed in careers related to its programs of study, to contribute to the advancement of knowledge, and to lead productive lives as informed citizens in a democratic society. The University provides its students a living and learning environment which nurtures their development for leadership in academics, athletics, campus governance, and in their future pursuits. The University affords each student the opportunity to pursue any program of study provided that the student makes reasonable progress and demonstrates that progress in standard ways. Grambling fosters, in its students, a commitment to service and to the improvement in the quality of life for all persons.

The University expects that all persons who matriculate and who are employed at Grambling will reflect through their study and work that the University is indeed a place where all persons are valued, “where everybody is somebody.”

Philosophy Statement:

Grambling State University endeavors to achieve excellence in higher education through teaching, research and service governed by the principles of academic freedom. The University believes that education is the cornerstone of an enlightened, creative and productive society. It strives to be true to its motto: “Grambling State University is the place where everybody is somebody.”

Goals and Objectives:

Goal I: To Increase Opportunities for Student Access

Objective I.1: Increase the fall headcount enrollment by 2% from the baseline level of 5147 in Fall 2024 to 5249 by Fall 2029.

Links: State Outcome Goals -- Youth Education, Diversified Economic Growth

Children's Budget Link: Not applicable

Human Resource Policies Beneficial to Women and Families Link: Not applicable

Other Links: (TANF, Tobacco Settlement, Workforce Development Commission, or Other: Closely linked to objective in Master Plan for Postsecondary Education)

Strategy I.1.1: Recruit better academically prepared students.

Strategy I.1.2: Develop collaborations with two-year schools to increase transfer rates.

Strategy I.1.3: Enter into dual/cross/concurrent enrollment collaborations with community colleges.

Strategy I.1.4: Develop need-based scholarship program to improve access and to encourage attendance.

Strategy I.1.5: Implement or enhance initiatives geared towards improving graduation and retention rates.

Performance Indicators:

Output: Number of students enrolled (full term) at Grambling State University

Outcome: Percent change in the number of students enrolled (full term) at Grambling State University

Source: Board of Regents Statewide Student Profile System data

Goal II: To Increase Opportunities for Student Success

Objective II. 1: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second fall at the same institution of initial enrollment by 2 percentage points from the Fall 2023 cohort (to Fall 2024) baseline level of 65.3% to 67.3% by Fall 2029 (retention of Fall 2028 cohort).

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children's Budget Link: Not applicable

Human Resource Policies Beneficial to Women and Families Link: Not applicable

Other Links: Board of Regents Master Plan for Postsecondary Education

Strategy I.1.1: Recruit better academically prepared students

Strategy I.1.2: Develop need-based scholarship programs to improve retention, progression and graduation.

Strategy I.1.3: Implement or enhance initiatives geared towards improving retention, progression and graduation rates.

Performance Indicators:

Output: Percentage of first-time in college, full-time, degree-seeking students retained to the second Fall at the same institution of initial enrollment

Outcome: Percentage point change in the percentage of first-time in college, full-time, degree-seeking students retained to the second Fall at the same institution of initial enrollment

Source: Board of Regents Statewide Student Profile System data

Goal II: To Increase Opportunities for Student Success

Objective II.2: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at the same four-year institution of initial enrollment by 2 percentage points from the Fall 2022 cohort (to Fall 2024) baseline level of 57.8% to 59.8% by Fall 2029 (retention of Fall 2027 cohort).

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children's Budget Link: Not applicable

Human Resource Policies Beneficial to Women and Families Link: Not applicable

Other Links: Board of Regents Master Plan for Postsecondary Education

Strategy II.2.1: Recruit better academically prepared students

Strategy II.2.2: Develop need-based scholarship programs to improve retention, progression and graduation.

Strategy II.2.3: Implement or enhance initiatives geared towards improving retention, progression and graduation rates.

Performance Indicators:

Output: Percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at the same institution of initial enrollment

Outcome: Percentage point change in the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at the same institution of initial enrollment. (from baseline)

Source: Board of Regents Statewide Graduation Rate

Goal II: To Increase Opportunities for Student Success

Objective II.3: Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (Fall 2017 cohort for all institutions) of 36.6% to 38% by AY2028-29 (Fall 2022 cohort).

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children's Budget Link: Not applicable

Human Resource Policies Beneficial to Women and Families Link: Not applicable

Other Links: Board of Regents [Master Plan for Postsecondary Education](#)

Strategy II.3.1: Recruit better academically prepared students

Strategy II.3.2: Develop need-based scholarship programs to improve retention, progression and graduation.

Strategy II.3.3: Implement or enhance initiatives geared towards improving retention, progression and graduation rates.

Performance Indicators:

Output: Number of students enrolled at a Four-Year University identified in a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion any postsecondary institution in LA.

Outcome: Percentage of students enrolled at a Four-Year University in LA identified as a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from any postsecondary institution in LA.

Source: Board of Regents Statewide Graduation Rate

Goal II: To Increase Opportunities for Student Success

Objective II. 4: Increase the total number of Baccalaureate Degree completers in a given academic year from the baseline year number of 611 in 2023-2024 to 650 in AY 2028-29. Students may only be counted once per award level.

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children's Budget Link: Not applicable

Human Resource Policies Beneficial to Women and Families Link: Not applicable

Other Links: Board of Regents Master Plan for Postsecondary Education

Strategy II.4.1: Recruit better academically prepared students

Strategy II.4.2: Develop need-based scholarship programs to improve retention, progression and graduation.

Strategy II.4.3: Implement or enhance initiatives geared towards improving retention, progression and graduation rates.

Performance Indicators:

Output: Number of completers at baccalaureate degree level

Outcome: Percentage change in the number of completers from the baseline year

Source: Board of Regents Statewide Student Profile System

Objective II.5: Increase the total number of Graduate Degree completers in a given academic year from the baseline year number of 173 in 2023-24 to 200 in AY 2028-29. Students may only be counted once per award level.

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children's Budget Link: Not applicable

Human Resource Policies Beneficial to Women and Families Link: Not applicable

Other Links: Board of Regents [Master Plan for Postsecondary Education](#)

Strategy I.1.1: Recruit better academically prepared students

Strategy I.1.2: Develop need-based scholarship programs to improve retention, progression and graduation.

Strategy I.1.3: Implement or enhance initiatives geared towards improving retention, progression and graduation rates.

Performance Indicators:

Output: Number of completers at graduate degree level

Outcome: Percentage change in the number of completers from the baseline year

Source: Board of Regents Statewide Student Profile System

Goal II: To Increase Opportunities for Student Success

Objective II.6: Increase the total number of 25 and older undergraduate Degree completers in a given academic year from the baseline year number of 187 in 2023-24 to __207__ in AY 2028-29. Students may only be counted once per award level.

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children's Budget Link: Not applicable

Human Resource Policies Beneficial to Women and Families Link: Not applicable

Other Links: Board of Regents [Master Plan for Postsecondary Education](#)

Strategy I.1.1: Recruit better academically prepared students

Strategy I.1.2: Develop need-based scholarship programs to improve retention, progression and graduation.

Strategy I.1.3: Implement or enhance initiatives geared towards improving retention, progression and graduation rates.

Performance Indicators:

Output: Total number completers of Undergraduate adult, 25+ year-old completers

Outcome: Percentage change from baseline

Source: Board of Regents Statewide Student Profile System

Goal II: To Increase Opportunities for Student Success

Objective II.7: Increase the unduplicated number of underrepresented minorities (all races other than white, Asian, non-residents & unknown/not reported) completers in a given academic year from the baseline year number of 737 in 20232024 academic year to _750_ in academic year 2028-2029 at Grambling State University. Students may only be counted once per award level.

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children's Budget Link: Not applicable

Human Resource Policies Beneficial to Women and Families Link: Not applicable

Other Links: Board of Regents Master Plan for Postsecondary Education

Strategy I.1.1: Recruit better academically prepared students

Strategy I.1.2: Develop need-based scholarship programs to improve retention, progression and graduation.

Strategy I.1.3: Implement or enhance initiatives geared towards improving retention, progression and graduation rates.

Performance Indicators:

Output: **Total number underrepresented minorities completers earning undergraduate, graduate, certificates and professional degrees.**

Outcome: Percentage change from baseline

Source: Board of Regents Statewide Student Profile System

Appendix A

Process Documentation

I. A brief statement identifying the principal clients and users of each program and the specific service or benefit derived by such persons or organizations:

The principal beneficiaries of the University's programs are the 5291 of students enrolled in university courses and degree programs. These students come principally from 63 parishes that make up north Louisiana. Secondary beneficiaries are the citizens of the parishes and the state of Louisiana who benefit from the University's programs, facilities, and the \$264 million dollar per year economic impact. The specific services or benefits derived by the students and citizens will be the opportunities for high-quality postsecondary education. The ultimate benefit to the community and prospective employers will be a better-educated and trained citizenry.

II. An identification of potential external factors that are beyond the control of the entity and that could significantly affect the achievement of its goals or objectives:

Potential external factors could include: national, state, and local economic trends; and changes in the level of funding support from the Louisiana Legislature. A change in policy at the federal level can have dramatic effects on postsecondary education, including student financial aid, research and experimentation, telecommunications (distance learning), and related programs.

III. The statutory requirement or other authority for the goals of the plan:

Goal 1: To Increase Opportunities for Student Access

Goal 2: To Increase Opportunities for Student Success

Constitution (Article VIII, Sections 5 (D) 4) – To formulate and make timely revision of a master plan. Similar statutory language appears in Title 17 of the Louisiana Revised Statutes

Constitution (Article VIII, Section 5 (D) 1, 2) – To revise or eliminate existing academic programs and to approve or disapprove new program proposals. Similar statutory language appears in Title 17 of the Louisiana Revised Statutes

Constitution (Article VIII, Section 5 (D) 3) – To study the need for changes in mission of existing institutions. Similar statutory language appears in Title 17 of the Louisiana Revised Statutes

IV. A description of any program evaluation used to develop objectives and strategies.

The Board of Regents is required by the state Constitution to develop and make timely revision of a master plan for higher education. The goals and objectives in this five-year strategic plan were derived from the Regents' revised Master Plan as well as from Act 741 of the 2010 Legislative Session (GRAD Act).

STRATEGY ANALYSIS CHECKLIST	
✓ Analysis	✓ Cost-benefit analysis conducted ✓ Financial or performance audit used - X Benchmarking for best management practices used - X Act 160 Reports used ✓ Other analysis or evaluation tools used ✓ Impact on other strategies considered ✓ Stakeholders identified and involved
✓ Authorization	✓ Authorization exists - X Authorization needed
✓ Organization Capacity	- X Needed structural or procedural changes identified - X Resource needs identified ✓ Strategies developed to implement needed changes or address resource needs ✓ Responsibility assigned
✓ Time Frame	✓ Already ongoing ✓ New, startup date estimated ✓ Lifetime of strategy identified
✓ Fiscal Impact	✓ Impact on operating budget

X Impact on capital outlay budget X Means of finance identified ✓ Return on investment determined to be favorable

- V. Identification of the primary persons who will benefit from or be significantly affected by each objective within the plan.**
All goals, all objectives: Students, parents, faculty, employers, and the citizenry of the state
- VI. An explanation of how duplication of effort will be avoided when the operations of more than one program are directed at achieving a single goal, objective, or strategy.**
For the purposes of Act 1465 of 1997, Grambling State University is a single program. Duplication of effort of more than one program is therefore not applicable.
- VII. Documentation as to the validity, reliability, and appropriateness of each performance indicator, as well as the method used to verify and validate the performance indicators as relevant measures of each program's performance.**
See Performance Indicator Documentation attached for each performance indicator.
- VIII. A description of how each performance indicator is used in management decision making and other agency processes.**
See Performance Indicator Documentation attached for each performance indicator.

Appendix B

Performance Indicator Documentation

Program: Grambling State University

Objective I.1: Increase the fall headcount enrollment by 2 % from the baseline level of 5147 in Fall 2024 to 5249 by Fall 2029.

Indicator 1: Number of students enrolled (full term) at Grambling State University

1. **What is the type of indicator?**
Output, Key
2. **What is the rationale for the indicator?**
Recognition of the importance of Louisiana having an educated citizenry.
3. **What is the source of the indicator? How reliable is the source?**
Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 25 years and is considered reliable.
4. **What is the frequency and timing of collection or reporting?**
The data are gathered twice annually, in the fall and spring. For this indicator, fall data (the national standard) will be used. The indicator will be reported at the end of the third quarter. This will allow time for collection, aggregation, and editing of the data.
5. **How is the indicator calculated? Is this a standard calculation?**
The Regents' SSPS is a unit record system where each enrolled student, regardless of course load, is counted.
6. **Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.**
Headcount enrollment refers to the actual number of students enrolled [as opposed to full-time equivalent enrollment (FTE) which is calculated from the number of student credit hours enrolled divided by a fixed number].
7. **Is the indicator an aggregate or disaggregate figure?**

This indicator is the aggregate of all enrolled students in Grambling State University.

8. Who is responsible for data collection, analysis, and quality?

Each university submits the SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

No weaknesses. This indicator reflects headcount enrollment and is not the enrollment calculation used for funding or reimbursement calculations.

10. How will the indicator be used in management decision making and other agency processes?

Enrollment drives many management decisions. The size of an institution's enrollment impacts scheduling, hiring, future planning, program demands, facilities management, etc.

Program: Grambling State University

Objective I.1: Objective I.1: Increase the fall headcount enrollment by 2 % from the baseline level of 5147 in Fall 2024 to 5249 by Fall 2029.

Indicator 2: Percentage change in the number of students enrolled (full term) (compared to baseline)

- 1. What is the type of indicator?**
Outcome, Supporting
- 2. What is the rationale for the indicator?**
Recognition of the importance of Louisiana having an educated citizenry.
- 3. What is the source of the indicator? How reliable is the source?**
Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 25 years and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**
The data are gathered twice annually, in the fall and spring. For this indicator, fall data (the national standard) will be used.
- 5. How is the indicator calculated? Is this a standard calculation?**
The Regents' SSPS is a unit record system where each enrolled student, regardless of course load, is counted.
- 6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.**
Headcount enrollment refers to the actual number of students enrolled [as opposed to full-time equivalent enrollment (FTE) which is calculated from the number of student credit hours enrolled divided by a fixed number].
- 7. Is the indicator an aggregate or disaggregate figure?**
This indicator is the aggregate of all enrolled students in Grambling State University.
- 8. Who is responsible for data collection, analysis, and quality?**
Each university submits the SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

No weaknesses. This indicator reflects headcount enrollment and is not the enrollment calculation used for funding or reimbursement calculations.

10. How will the indicator be used in management decision making and other agency processes?

Enrollment drives many management decisions. The size of an institution's enrollment impacts scheduling, hiring, future planning, program demands, facilities management, etc.

Program: Grambling State University

Objective II. 1: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second fall at the same institution of initial enrollment by 2 percentage points from the Fall 2023 cohort (to Fall 2024) baseline level of 65.3% to 67.3% by Fall 2029 (retention of Fall 2028 cohort).

Indicator 1: Percentage of first-time in college, full-time, degree-seeking students retained to the second Fall at the same institution of initial enrollment

1. What is the type of indicator?

Output, Key

2. What is the rationale for the indicator?

Retention rates in System universities have improved in recent years. While System universities have been making strides in this area, more improvement is needed. It is important for the further development of the state's economy that a higher percentage of students who enroll in a University of Louisiana System university be retained and eventually earn a degree.

3. What is the source of the indicator? How reliable is the source?

Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 25 years and is considered reliable.

4. What is the frequency and timing of collection or reporting?

The data are gathered twice annually, in the fall and spring. For this indicator, fall data (the national standard) will be used.

5. How is the indicator calculated? Is this a standard calculation?

The indicator will be calculated by matching the records of incoming full-time first-time freshmen enrolled in a fall semester to the records of the following (second) fall semester. This is the national standard for the calculation of an institutional retention rate.

6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.

The measure only applies to a group of full-time, first-time freshmen who enter an institution in the Fall semester of a particular academic year. They are tracked over time, to the next Fall semester.

7. Is the indicator an aggregate or disaggregate figure?

This indicator is the aggregate of all students in a full-time first-time freshmen cohort who remain enrolled in the second fall semester.

8. Who is responsible for data collection, analysis, and quality?

Each university submits the SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

No weaknesses.

10. How will the indicator be used in management decision making and other agency processes?

Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Objective II. 1: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second fall at the same institution of initial enrollment by 2 percentage points from the Fall 2023 cohort (to Fall 2024) baseline level of 65.3% to 67.3% by Fall 2029 (retention of Fall 2028 cohort).

Indicator 2: Percentage point change in the percentage of first-time in college, full-time, degree-seeking students retained to the second Fall at the same institution of initial enrollment. (from baseline)

1. What is the type of indicator?

Outcome, Supporting

2. What is the rationale for the indicator?

Retention rates in System universities have improved in recent years. While System universities have been making strides in this area, more improvement is needed. It is important for the further development of the state's economy that a higher percentage of students who enroll in a University of Louisiana System university be retained and eventually earn a degree.

3. What is the source of the indicator? How reliable is the source?

Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 25 years and is considered reliable.

4. What is the frequency and timing of collection or reporting?

The data are gathered twice annually, in the fall and spring. For this indicator, fall data (the national standard) will be used.

5. How is the indicator calculated? Is this a standard calculation?

The indicator will be calculated by matching the records of incoming full-time first-time freshmen enrolled in a fall semester to the records of the following (second) fall semester. This is the national standard for the calculation of an institutional retention rate. The percentage of students retained will be compared to the baseline.

6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.

The measure only applies to a group of full-time, first-time freshmen who enter an institution in the Fall semester of a particular academic year. They are tracked over time, to the next Fall semester.

- 7. Is the indicator an aggregate or disaggregate figure?**
This indicator is the aggregate of all students in a full-time first-time freshmen cohort who remain enrolled in the second fall semester. That figure is subtracted from the baseline to get a percentage change.
- 8. Who is responsible for data collection, analysis, and quality?**
Each university submits the SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS.
- 9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?**
No weaknesses.
- 10. How will the indicator be used in management decision making and other agency processes?**
Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Objective II.2: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at the same four-year institution of initial enrollment by 2 percentage points from the Fall 2022 cohort (to Fall 2024) baseline level of 57.8% to 59.8% by Fall 2029 (retention of Fall 2027 cohort).

Indicator 1: Percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at the same institution of initial enrollment

1. What is the type of indicator?

Output, Key

2. What is the rationale for the indicator?

Retention rates in System universities have improved in recent years. While System universities have been making strides in this area, more improvement is needed. It is important for the further development of the state's economy that a higher percentage of students who enroll in a University of Louisiana System university be retained and eventually earn a degree.

3. What is the source of the indicator? How reliable is the source?

Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 25 years and is considered reliable.

4. What is the frequency and timing of collection or reporting?

The data are gathered twice annually, in the fall and spring. For this indicator, fall data (the national standard) will be used.

5. How is the indicator calculated? Is this a standard calculation?

The indicator will be calculated by matching the records of incoming full-time first-time freshmen enrolled in a fall semester to the records of the two successive fall semesters.

6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.

The measure only applies to a group of full-time, first-time freshmen who enter an institution in the Fall semester of a particular academic year. They are tracked over time, to the third Fall semester.

7. Is the indicator an aggregate or disaggregate figure?

This indicator is the aggregate of all students in a full-time first-time freshmen cohort who remain enrolled in the third fall semester.

8. Who is responsible for data collection, analysis, and quality?

Each university submits the SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

No weaknesses.

10. How will the indicator be used in management decision making and other agency processes?

Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Objective II.2: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at the same four-year institution of initial enrollment by 2 percentage points from the Fall 2022 cohort (to Fall 2024) baseline level of 57.8% to 59.8% by Fall 2029 (retention of Fall 2027 cohort).

Indicator 2: Percentage point change in the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at the same institution of initial enrollment. (from baseline)

1. What is the type of indicator?

Outcome, Supporting

2. What is the rationale for the indicator?

Retention rates in System universities have improved in recent years. While System universities have been making strides in this area, more improvement is needed. It is important for the further development of the state's economy that a higher percentage of students who enroll in a University of Louisiana System university be retained and eventually earn a degree.

3. What is the source of the indicator? How reliable is the source?

Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 25 years and is considered reliable.

4. What is the frequency and timing of collection or reporting?

The data are gathered twice annually, in the fall and spring. For this indicator, fall data (the national standard) will be used.

5. How is the indicator calculated? Is this a standard calculation?

The indicator will be calculated by matching the records of incoming full-time first-time freshmen enrolled in a fall semester to the records of the two successive fall semesters. The rate of freshmen retained to the third Fall will be subtracted from baseline to get the percentage point change.

6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.

The measure only applies to a group of full-time, first-time freshmen who enter an institution in the Fall semester of a particular academic year. They are tracked over time, to the third Fall semester.

7. Is the indicator an aggregate or disaggregate figure?

This indicator is the aggregate of all students in a full-time first-time freshmen cohort who remain enrolled in the third fall semester.

8. Who is responsible for data collection, analysis, and quality?

Each university submits the SSPS data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file for SSPS.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

No weaknesses.

10. How will the indicator be used in management decision making and other agency processes?

Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Objective II.3: Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (Fall 2017 cohort for all institutions) of 36.6% to 38% by AY2028-29 (Fall 2022 cohort).

Indicator 1: Number of students enrolled at a Four-Year University identified in a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from the institution of initial enrollment.

1. What is the type of indicator?

Output, Support

2. What is the rationale for the indicator?

Graduation rates in System universities have improved in recent years. While System universities have been making strides in this area, more improvement is needed. It is important for the further development of the state's economy that a higher percentage of students who enroll in a University of Louisiana System university earn a degree.

3. What is the source of the indicator? How reliable is the source?

Data will be retrieved from the Board of Regents' Board of Regents Statewide Graduation Rate. This system has been in existence for approximately 25 years and is considered reliable.

4. What is the frequency and timing of collection or reporting?

The data are gathered annually by the Board of Regents

5. How is the indicator calculated? Is this a standard calculation?

The indicator is the number of students within the cohort who graduate within 150% of normal time, six years for baccalaureate degree students and three years for associate degree students. This indicator is the numerator for the calculation of an institutional graduation rate as per the national standard calculation.

6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.

The measure only applies to a group of full-time, first-time freshmen who enter an institution in the Fall semester of a particular academic year.

7. Is the indicator an aggregate or disaggregate figure?

This indicator is the aggregate of all students in the cohort who graduate within 150% of normal time, six years for baccalaureate degree students and three years for associate degree students.

8. Who is responsible for data collection, analysis, and quality?

Each university submits the data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

The indicator is a limited measure of an institution's ability to graduate students. The number of freshmen in a cohort is not the same as the number of freshmen for a given academic semester. The cohort does not include students who are part-time, nor does it include students who enter in the Spring semester. It does not include transfer freshmen. The number of graduates in a cohort is not the same as the number of completers for a given academic year. Tracking of students ends after 150% of normal time, six years for baccalaureate degree students and three years for associate degree students; thus students who graduate after that period are not counted in the graduation rate. Students who enter as transfer students and graduate are not counted in the rate. Thus the resulting graduation rate only reflects a portion of the students who enter and graduate.

10. How will the indicator be used in management decision making and other agency processes?

Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Objective II.3: Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (Fall 2017 cohort for all institutions) of 36.6% to 38% by AY2028-29 (Fall 2022 cohort).

Indicator 2: Percentage of students enrolled at a Four-Year University identified in a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from a public institution in the state.

1. What is the type of indicator?

Outcome, Support

2. What is the rationale for the indicator?

Graduation rates in System universities have improved in recent years. While System universities have been making strides in this area, more improvement is needed. It is important for the further development of the state's economy that a higher percentage of students who enroll in a University of Louisiana System university earn a degree.

3. What is the source of the indicator? How reliable is the source?

Data will be retrieved from the Board of Regents' Board of Regents Statewide Graduation Rate. This system has been in existence for approximately 25 years and is considered reliable.

4. What is the frequency and timing of collection or reporting?

The data are gathered annually by the Board of Regents

5. How is the indicator calculated? Is this a standard calculation?

The indicator is the percent of students within the cohort who graduate within 150% of normal time, six years for baccalaureate degree students and three years for associate degree students.

6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.

The measure only applies to a group of full-time, first-time freshmen who enter an institution in the Fall semester of a particular academic year.

7. Is the indicator an aggregate or disaggregate figure?

This indicator is the aggregate of all students in the cohort who graduate within 150% of normal time, six years for baccalaureate degree students and three years for associate degree students, divided by the total number of students in the cohort.

8. Who is responsible for data collection, analysis, and quality?

Each university submits the data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

The indicator is a limited measure of an institution's ability to graduate students. The number of freshmen in a cohort is not the same as the number of freshmen for a given academic semester. The cohort does not include students who are part-time, nor does it include students who enter in the Spring semester. It does not include transfer freshmen. The number of graduates in a cohort is not the same as the number of completers for a given academic year. Tracking of students ends after 150% of normal time, six years for baccalaureate degree students and three years for associate degree students; thus, students who graduate after that period are not counted in the graduation rate. Students who enter as transfer students and graduate are not counted in the rate. Thus, the resulting graduation rate only reflects a portion of the students who enter and graduate.

10. How will the indicator be used in management decision making and other agency processes?

Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Objective II. 4: Increase the total number of Baccalaureate Degree completers in a given academic year from the baseline year number of 611 in 2023-2024 to _650_ in AY 2028-29. Students may only be counted once per award level.

Indicator 1: Number of completers at baccalaureate degree level

- 1. What is the type of indicator?**
Output, Key
- 2. What is the rationale for the indicator?**
System universities have an obligation to produce a better-educated citizenry. Persons with university undergraduate, graduate, and professional degrees are more likely to be productive citizens who earn considerably more income over their lifetimes than high school graduates.
- 3. What is the source of the indicator? How reliable is the source?**
Data will be retrieved from the Board of Regents data reporting system. The data system for collecting institutional data on completers has been in existence for almost three decades and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**
The needed data are gathered several times per year by the Board of Regents. The time needed for collection, aggregation, and editing of the data results in a lag before reliable reporting can be accomplished. The baseline is AY **2020-21**.
- 5. How is the indicator calculated? Is this a standard calculation?**
The indicator is the sum of all baccalaureate completers at an institution within a given academic year.
- 6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.**
Completers is another term for graduates. It will include all students who earn Board of Regents-recognized baccalaureates.
- 7. Is the indicator an aggregate or disaggregate figure?**
This indicator is the aggregate of all students who earn Board of Regents-recognized baccalaureates within an academic year.

8. Who is responsible for data collection, analysis, and quality?

Each university submits the completers data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

There are no limitations or weaknesses.

10. How will the indicator be used in management decision making and other agency processes?

Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Objective II. 4: Increase the total number of Baccalaureate Degree completers in a given academic year from the baseline year number of 611 in 2023-2024 to _650_ in AY 2028-29. Students may only be counted once per award level.

Indicator 2: Percentage change in the number of completers from the baseline year

- 1. What is the type of indicator?**
Outcome, Key
- 2. What is the rationale for the indicator?**
System universities have an obligation to produce a better-educated citizenry. Persons with university undergraduate, graduate, and professional degrees are more likely to be productive citizens who earn considerably more income over their lifetimes than high school graduates.
- 3. What is the source of the indicator? How reliable is the source?**
Data will be retrieved from the Board of Regents data reporting system. The data system for collecting institutional data on completers has been in existence for almost three decades and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**
The needed data are gathered several times per year by the Board of Regents. The time needed for collection, aggregation, and editing of the data results in a lag before reliable reporting can be accomplished. The baseline is AY **2020-21**.
- 5. How is the indicator calculated? Is this a standard calculation?**
The indicator is the sum of all baccalaureate completers at an institution within a given academic year.
- 6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.**
Completers is another term for graduates. It will include all students who earn Board of Regents-recognized baccalaureates.
- 7. Is the indicator an aggregate or disaggregate figure?**
This indicator is the aggregate of all students who earn Board of Regents-recognized baccalaureates within an academic year.

8. Who is responsible for data collection, analysis, and quality?

Each university submits the completers data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

There are no limitations or weaknesses.

10. How will the indicator be used in management decision making and other agency processes?

Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Objective II.5: Increase the total number of Graduate Degree completers in a given academic year from the baseline year number of 173 in 2023-24 to _200_ in AY 2028-29. Students may only be counted once per award level.

Indicator 1: Number of graduate degree completers

- 1. What is the type of indicator?**
Output, Key
- 2. What is the rationale for the indicator?**
System universities have an obligation to produce a better-educated citizenry. Persons with university undergraduate, graduate, and professional degrees are more likely to be productive citizens who earn considerably more income over their lifetimes than high school graduates.
- 3. What is the source of the indicator? How reliable is the source?**
Data will be retrieved from the Board of Regents data reporting system. The data system for collecting institutional data on completers has been in existence for almost three decades and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**
The needed data are gathered several times per year by the Board of Regents. The time needed for collection, aggregation, and editing of the data results in a lag before reliable reporting can be accomplished. The baseline is AY **2020-21**.
- 5. How is the indicator calculated? Is this a standard calculation?**
The indicator is the sum of all graduate degree completers at an institution within a given academic year.
- 6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.**
Completer is another term for graduates. It will include all students who earn Board of Regents-recognized graduate degrees.
- 7. Is the indicator an aggregate or disaggregate figure?**
This indicator is the aggregate of all students who earn Board of Regents-recognized graduate degrees within an academic year.

8. Who is responsible for data collection, analysis, and quality?

Each university submits the completers data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

There are no limitations or weaknesses.

10. How will the indicator be used in management decision making and other agency processes?

Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Objective II.5: Increase the total number of Graduate Degree completers in a given academic year from the baseline year number of 173 in 2023-24 to 200 in AY 2028-29. Students may only be counted once per award level.

Indicator 2: Percentage change in the number of completers from the baseline year

1. What is the type of indicator?

Outcome, Supporting

2. What is the rationale for the indicator?

System universities have an obligation to produce a better-educated citizenry. Persons with university undergraduate, graduate, and professional degrees are more likely to be productive citizens who earn considerably more income over their lifetimes than high school graduates.

3. What is the source of the indicator? How reliable is the source?

Data will be retrieved from the Board of Regents data reporting system. The data system for collecting institutional data on completers has been in existence for almost three decades and is considered reliable.

4. What is the frequency and timing of collection or reporting?

The needed data are gathered several times per year by the Board of Regents. The time needed for collection, aggregation, and editing of the data results in a lag before reliable reporting can be accomplished. The baseline is AY **2020-21**.

5. How is the indicator calculated? Is this a standard calculation?

The indicator is the sum of all graduate degree completers at an institution within a given academic year.

6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.

Completers is another term for graduates. It will include all students who earn Board of Regents-recognized awards and certificates at all levels.

- 7. Is the indicator an aggregate or disaggregate figure?**
This indicator is the aggregate of all students who earn Board of Regents-recognized awards and certificates at all levels within an academic year, excluding associate degrees for four-year universities.
- 8. Who is responsible for data collection, analysis, and quality?**
Each university submits the completers data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file.
- 9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?**
There are no limitations or weaknesses.
- 10. How will the indicator be used in management decision making and other agency processes?**
Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Goal II: To Increase Opportunities for Student Success

Objective II.6: Objective II.6: Increase the total number of 25 and older undergraduate Degree completers in a given academic year from the baseline year number of 187 in 2023-24 to __207__ in AY 2028-29. Students may only be counted once per award level.

LaPAS PI Code: New

Indicator 1: Total number completers of Undergraduate adult, 25+ year-old completers

- 1. What is the type of indicator?**
Outcome, Key
- 2. What is the rationale for the indicator?**
System universities have an obligation to produce a better-educated citizenry. Persons with university undergraduate, graduate, and professional degrees are more likely to be productive citizens who earn considerably more income over their lifetimes than high school graduates.
- 3. What is the source of the indicator? How reliable is the source?**
Data will be retrieved from the Board of Regents data reporting system. The data system for collecting institutional data on completers has been in existence for almost three decades and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**
The needed data are gathered several times per year by the Board of Regents. The time needed for collection, aggregation, and editing of the data results in a lag before reliable reporting can be accomplished. The baseline is AY **2020-21**.
- 5. How is the indicator calculated? Is this a standard calculation?**
The indicator is the sum of all baccalaureate completers at an institution within a given academic year.
- 6. Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.**

Completers is another term for graduates. It will include all students who earn Board of Regents-recognized baccalaureates.

7. Is the indicator an aggregate or disaggregate figure?

This indicator is the aggregate of all students who earn Board of Regents-recognized baccalaureates within an academic year.

8. Who is responsible for data collection, analysis, and quality?

Each university submits the completers data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file.

9. Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?

There are no limitations or weaknesses.

10. How will the indicator be used in management decision making and other agency processes?

Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

Program: Grambling State University

Goal II: To Increase Opportunities for Student Success

Objective II.7: Increase the unduplicated number of underrepresented minorities (all races other than white, Asian, non-residents & unknown/not reported) completers in a given academic year from the baseline year number of 737 in 20232024 academic year to _750_ in academic year 2028-2029 at Grambling State University. Students may only be counted once per award level.

LaPAS PI Code: New

Indicator 1: Total number underrepresented minorities completers earning undergraduate, graduate, certificates and professional degrees

1. **What is the type of indicator?**
Outcome, Key
2. **What is the rationale for the indicator?**
System universities have an obligation to produce a better-educated citizenry. Persons with university undergraduate, graduate, and professional degrees are more likely to be productive citizens who earn considerably more income over their lifetimes than high school graduates.
3. **What is the source of the indicator? How reliable is the source?**
Data will be retrieved from the Board of Regents data reporting system. The data system for collecting institutional data on completers has been in existence for almost three decades and is considered reliable.
4. **What is the frequency and timing of collection or reporting?**
The needed data are gathered several times per year by the Board of Regents. The time needed for collection, aggregation, and editing of the data results in a lag before reliable reporting can be accomplished. The baseline is AY **2020-21**.
5. **How is the indicator calculated? Is this a standard calculation?**
The indicator is the sum of all baccalaureate completers at an institution within a given academic year.

6. **Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.**
Completers is another term for graduates. It will include all students who earn Board of Regents-recognized baccalaureates.
7. **Is the indicator an aggregate or disaggregate figure?**
This indicator is the aggregate of all students who earn Board of Regents-recognized baccalaureates within an academic year.
8. **Who is responsible for data collection, analysis, and quality?**
Each university submits the completers data electronically to the Board of Regents. The Board of Regents performs numerous edits and works with the campuses/system to correct errors. When all campus submissions are complete, the Regents' staff builds a master file.
9. **Does the indicator have limitations or weaknesses? If so, explain. Is the indicator a proxy or surrogate? Does the source of the data have a bias or agenda?**
There are no limitations or weaknesses.
10. **How will the indicator be used in management decision making and other agency processes?**
Ensuring student success drives many management decisions including recruitment, admissions, academic programming, academic support, facilities, and finance.

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