



**Southern University and  
Agricultural & Mechanical College**

**Operational Plan  
FY 2025-2026**

**Submitted by:**

**Office of Institutional Effectiveness (OIE)**

P.O. Box 9653, Baton Rouge, LA 70813

Telephone: 225-771-4150



# STATE OF LOUISIANA

## Operational Plan Form

### Department Goals

DEPARTMENT MISSION:

DEPARTMENT GOALS:

**STATE OF LOUISIANA**  
**Operational Plan Form**  
**Agency Goals**

**AGENCY NUMBER AND NAME: 615 - Southern University System**

**AGENCY MISSION:**

The Southern University System exists to support, protect, and advance the unique missions of its member institutions by offering quality educational programs, innovative research, and community engagement opportunities that prepare students to become global leaders.

**AGENCY GOALS:**

The goals of the SU Board are:

(1) Commitment to Access, Academic Excellence and Student Success

**STATEMENT OF AGENCY STRATEGY FOR DEVELOPMENT OF HUMAN RESOURCE POLICIES THAT ARE HELPFUL AND BENEFICIAL TO WOMEN AND FAMILIES:**

Southern University System's human resource policies conform to the Families and Medical Leave Act.

# STATE OF LOUISIANA

## Operational Plan Form

### Program Goals

**PROGRAM NUMBER AND NAME: 6152 - Southern Univ-Agricultural & Mechanical College**

**PROGRAM AUTHORIZATION:**

Louisiana Constitution of 1974, Article VIII, Section 7; The Master Plan for Postsecondary Education, 2011; LA R.S. 17:3216; R.S. 17:3221. "Southern University was established in the City of New Orleans by Act 87 of the 1880 General Assembly for the State of Louisiana. In 1891, Southern University was recognized by the Federal Government as a Land Grant College under the Federal Act of 1890, known as the Second Morrill Act of 1890. Act 17 of the 1892 Louisiana General Assembly formally approved the institution's agricultural and mechanical departments. Legislative Act 118 of 1912 authorized the closing and sale of Southern University in New Orleans, and relocation of the University to a new site. On March 9, 1914, Southern University was opened at its current location in Baton Rouge, Louisiana. The Louisiana Constitutional Convention of 1921 authorized the reorganization and expansion of Southern University; and Legislative Act 100 of 1922 provided that the University be reorganized under the control of the State Board of Education. Article 8 (Section 7) of the 1974 Louisiana Constitution authorized a Board of Supervisors for Southern University. Legislative Act 313 of 1975 included Southern University and Agricultural and Mechanical College as an institution in the Southern University System. The System is comprised of five units: Southern University and A&M College at Baton Rouge, Southern University in New Orleans, Southern University in Shreveport, Southern University Law Center, and Southern University Agricultural Research and Extension Center. Southern University and A&M College at Baton Rouge constitutes the largest and most comprehensive of these five units.

Southern University and A&M College is categorized as a SREB Four-Year 3 institution, as a Carnegie Master's College and University (Master's Large), and as the Southern Association of Colleges and Schools Commission of Colleges (SACSCOC) Level V institution.

The Southern University and A&M College serves a diverse student population and is committed to providing equal access and opportunity for all students who are in pursuit of academic success in public higher education."

**PROGRAM MISSION:**

The mission of Southern University and A&M College, an historically black, 1890 land grant institution, in Baton Rouge, Louisiana is to provide a student-focused teaching and learning environment that creates global leadership opportunities for a diverse student population where teaching, research, service, scholarly and creative expectations for students and faculty are achieved through the bachelor's, master's, and doctoral programs offered at the institution via different instructional modalities and via public service.

**PROGRAM GOALS:**

The current strategic goal of SU A&M is to:

- (1) Commitment to Access, Academic Excellence and Student Success.

**PROGRAM ACTIVITY:**

# STATE OF LOUISIANA

## Operational Plan Form

### Program Goals

#### **PROGRAM NUMBER AND NAME: 6152 - Southern Univ-Agricultural & Mechanical College**

PROGRAM ACTIVITY 1: Increase the fall headcount enrollment by 32.26% from the baseline level of 8,317 in fall 2021 to 11,000 by fall 2026.

PROGRAM ACTIVITY 2: 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 11.28 percentage points from the fall 2020 cohort (to fall 2021) baseline level of 66.72% to 78.00% by fall 2026 (retention of fall 2025 cohort).

PROGRAM ACTIVITY 3: 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 10 percentage points from the fall 2019 cohort (to fall 2021) baseline level of 51.03% to 61.03% by fall 2026 (retention of fall 2024 cohort).

PROGRAM ACTIVITY 4: Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (fall 2014 cohort for Four-Year institutions) of 29.08% to 50.00% by AY 2025-2026 (fall 2019 cohort for Four-Year institutions).

PROGRAM ACTIVITY 5: Increase the total number of Baccalaureate Degree completers in a given academic year from the baseline year number of 726 in AY 2020-21 academic year to 876 in AY 2025-26. Students may only be counted once per award level.

PROGRAM ACTIVITY 6: Increase the total number of Graduate Degree completers in a given academic year from the baseline year number of 461 in AY 2020-21 academic year to 686 in AY 2025-26. Students may only be counted once per award level.

PROGRAM ACTIVITY 7: Increase the unduplicated number of Undergraduate (adult, 25+ years) completers in a given academic year from the baseline year number of 238 in AY 2020-21 to 338 in AY 2025-26. Students may only be counted once per award level.

PROGRAM ACTIVITY 8: Increase the unduplicated number of underrepresented minorities (all races other than White, Asian, non-residents and unknow/not reported) completers in a given academic year from the baseline year number of 1,024 in AY 2020-21 academic to 1,348 in AY 2025-26. Students may only be counted once per award level.

# STATE OF LOUISIANA

## Operational Plan Form

### Activities/Objectives - Performance Indicators

DEPARTMENT ID: 19 - HIED

AGENCY ID: 615 - Southern University System

PROGRAM ID: 6152 - Southern Univ-Agricultural & Mechanical College

PM OBJECTIVE: 6152-01 - Increase the fall headcount enrollment by 32.26% from the baseline level of 8,317 in fall 2021 to 11,000 by fall 2026.

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):

Master Plan for Postsecondary Education.

Explanatory Notes:

See Explanatory Notes for Higher Education Objectives under the Board of Regents.

Performance Indicator	Level	Performance Indicator Name	Unit	Performance Indicator Values							
				Year End Performance Standard 2023 - 2024	Actual Year End Performance 2023 - 2024	Performance Standard as Initially Appropriated 2024 - 2025	Existing Performance Standard 2024 - 2025	Performance at Continuation Budget Level 2025 - 2026	Performance at Executive Budget Level 2025 - 2026	Performance Standard as Initially Appropriated 2025 - 2026	
13891	S	Percent change from baseline in the number of students enrolled (as of end of term) in public postsecondary education	P	3.4	-0.82	4.61	4.61	4.61	4.61	Be Established	0
13892	K	Number of students enrolled (throughout the fall semester) in public postsecondary education	N	8,600	8,249	8,700	8,700	8,700	8,700	Be Established	0

# STATE OF LOUISIANA

## Operational Plan Form

### Activities/Objectives - Performance Indicators

DEPARTMENT ID: 19 - HIED

AGENCY ID: 615 - Southern University System

PROGRAM ID: 6152 - Southern Univ-Agricultural & Mechanical College

PM OBJECTIVE: 6152-02 - 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 11.28 percentage points from the fall 2020 cohort (to fall 2021) baseline level of 66.72% to 78% by fall 2026 (retention of fall 2025 cohort).

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):

Master Plan for Postsecondary Education.

Explanatory Notes:

See Explanatory Notes for Higher Education Objectives under the Board of Regents.

Performance Indicator	Level	Performance Indicator Name	Unit	Performance Indicator Values						
				Year End Performance Standard 2023 - 2024	Actual Year End Performance 2023 - 2024	Performance Standard as Initially Appropriated 2024 - 2025	Existing Performance Standard 2024 - 2025	Performance at Continuation Budget Level 2025 - 2026	Performance at Executive Budget Level 2025 - 2026	Performance Standard as Initially Appropriated 2025 - 2026
24607	K	Percentage of first-time in college, full-time, degree-seeking students retained to the second fall at the same institution of initial enrollment	P	68.97	60.32	68.97	68.97	68.97	Be Established	0
24608	S	Percentage point change from baseline 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	P	2.25	-6.4	2.25	2.25	2.25	Be Established	0

# STATE OF LOUISIANA

## Operational Plan Form

### Activities/Objectives - Performance Indicators

DEPARTMENT ID: 19 - HIED

AGENCY ID: 615 - Southern University System

PROGRAM ID: 6152 - Southern Univ-Agricultural & Mechanical College

**PM OBJECTIVE: 6152-03 - 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 10 percentage points from the fall 2019 cohort (to fall 2021) baseline level of 51.03% to 61.03% by fall 2026 (retention of fall 2024 cohort).**

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.

Explanatory Notes:

See Explanatory Notes for Higher Education Objectives under the Board of Regents.

Performance Indicator	Level	Performance Indicator Name	Unit	Performance Indicator Values						
				Year End Performance Standard 2023 - 2024	Actual Year End Performance 2023 - 2024	Performance Standard as Initially Appropriated 2024 - 2025	Existing Performance Standard 2024 - 2025	Performance at Continuation Budget Level 2025 - 2026	Performance at Executive Budget Level 2025 - 2026	Performance Standard as Initially Appropriated 2025 - 2026
24609	K	Percentage of first-time, full-time, degree-seeking freshmen retained to the third fall at the same institution of initial enrollment	P	53.03	45.11	53.03	53.03	53.03	Be Established	0
24610	S	Percentage point change from baseline 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	P	2	-5.92	2	2	2	Be Established	0

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## Operational Plan Form

### Activities/Objectives - Performance Indicators

DEPARTMENT ID: 19 - HIED

AGENCY ID: 615 - Southern University System

PROGRAM ID: 6152 - Southern Univ-Agricultural & Mechanical College

PM OBJECTIVE: 6152-04 - Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (fall 2014 cohort for all institutions) of 29.08% to 50% by AY 2025-2026 (fall 2019 cohort).

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.

Explanatory Notes:

See Explanatory Notes for Higher Education Objectives under the Board of Regents.

Performance Indicator	Level	Performance Indicator Name	Unit	Performance Indicator Values						
				Year End Performance Standard 2023 - 2024	Actual Year End Performance 2023 - 2024	Performance Standard as Initially Appropriated 2024 - 2025	Existing Performance Standard 2024 - 2025	Performance at Continuation Budget Level 2025 - 2026	Performance at Executive Budget Level 2025 - 2026	Performance Standard as Initially Appropriated 2025 - 2026
24611	K	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 at any Louisiana public post-secondary institution	P	33.08	30.34	33.08	33.08	33.08	Be Established	0
24612	S	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	N	332	371	432	432	432	Be Established	0

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### Activities/Objectives - Performance Indicators

DEPARTMENT ID: 19 - HIED

AGENCY ID: 615 - Southern University System

PROGRAM ID: 6152 - Southern Univ-Agricultural & Mechanical College

PM OBJECTIVE: 6152-05 - Increase the total number of Baccalaureate Degree completers in a given academic year from the baseline year number of 726 in 2020-21 to 876 in AY 2025-26. Students may only be counted once per award level.

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:

Board of Regents Master Plan for Public Postsecondary Education.

Explanatory Notes:

See Explanatory Notes for Higher Education Objectives under the Board of Regents.

Performance Indicator	Level	Performance Indicator Name	Unit	Performance Indicator Values						
				Year End Performance Standard 2023 - 2024	Actual Year End Performance 2023 - 2024	Performance Standard as Initially Appropriated 2024 - 2025	Existing Performance Standard 2024 - 2025	Performance at Continuation Budget Level 2025 - 2026	Performance at Executive Budget Level 2025 - 2026	Performance Standard as Initially Appropriated 2025 - 2026
24613	K	Total number of completers earning Baccalaureate Degrees	N	756	756	766	766	776	Be Established	0

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### Activities/Objectives - Performance Indicators

DEPARTMENT ID: 19 - HIED

AGENCY ID: 615 - Southern University System

PROGRAM ID: 6152 - Southern Univ-Agricultural & Mechanical College

PM OBJECTIVE: 6152-06 - Increase the total number of Graduate Degree completers in a given academic year from the baseline year number of 461 in 2020-21 to 686 in AY 2025-26. Students may only be counted once per award level.

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:

Board of Regents Master Plan for Public Postsecondary Education.

Explanatory Notes:

See Explanatory Notes for Higher Education Objectives.

Performance Indicator	Level	Performance Indicator Name	Unit	Performance Indicator Values						
				Year End Performance Standard 2023 - 2024	Actual Year End Performance 2023 - 2024	Performance Standard as Initially Appropriated 2024 - 2025	Existing Performance Standard 2024 - 2025	Performance at Continuation Budget Level 2025 - 2026	Performance at Executive Budget Level 2025 - 2026	Performance Standard as Initially Appropriated 2025 - 2026
26193	K	Total number of completers earning Graduate Degrees	N	489	570	610	610	610	610	0

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### Activities/Objectives - Performance Indicators

DEPARTMENT ID: 19 - HIED

AGENCY ID: 615 - Southern University System

PROGRAM ID: 6152 - Southern Univ-Agricultural & Mechanical College

PM OBJECTIVE: 6152-07 - Increase the unduplicated number of Undergraduate (adult, 25+ yrs.) completers in a given academic year from the baseline year number of 238 in 2020-21 to 338 in AY 2025-26.

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:

Board of Regents Master Plan for Public Postsecondary Education.

Explanatory Notes:

See Explanatory Notes for Higher Education Objectives.

Performance Indicator	Level	Performance Indicator Name	Unit	Performance Indicator Values							
				Year End Performance Standard 2023 - 2024	Actual Year End Performance 2023 - 2024	Performance Standard as Initially Appropriated 2024 - 2025	Existing Performance Standard 2024 - 2025	Performance at Continuation Budget Level 2025 - 2026	Performance at Executive Budget Level 2025 - 2026	Performance Standard as Initially Appropriated 2025 - 2026	
26443	K	Total number of Undergraduate (adult, 25+ yrs.) completers	N	258	226	264	264	264	264	Be Established	0

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### Activities/Objectives - Performance Indicators

DEPARTMENT ID: 19 - HIED

AGENCY ID: 615 - Southern University System

PROGRAM ID: 6152 - Southern Univ-Agricultural & Mechanical College

PM OBJECTIVE: 6152-08 - 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 1,024 in 2020-21 to 1,348 in AY 2025-26.

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:

Board of Regents Master Plan for Public Postsecondary Education.

Explanatory Notes:

See Explanatory Notes for Higher Education Objectives.

Performance Indicator	Level	Performance Indicator Name	Unit	Performance Indicator Values						
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26444	K	Total number of underrepresented minorities (all races other than white, Asian, non-residents & unknown/not reported) completers	N	1,088	1,102	1,098	1,098	1,150	Be Established	0