



# Southern University and A&M College

## Student Achievement

Southern University and A&M College (SUBR) is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award Associate's, Baccalaureate, Master's, Education Specialist, and Doctoral degrees. Contact the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Southern University and A&M College.

The **SACSCOC Policy on Institutional Obligations for Public Disclosure** requires that member institutions publish "statements of its goals for student achievement and the success of students in achieving those goals." Southern University and A&M College uses several measures to evaluate student achievement and success in accordance with the University mission and strategic plan. The University has identified **four measures** to document its ongoing monitoring and evaluation of student achievement:

- **Graduation Rates:** Full-time, First-Time-in-College (FTIC) Six-Year (150% of Normal Time) Graduation Rates
- **Retention Rates:** (1st to 2nd Year Retention Rates: Full-time, First-Time-in-College (FTIC) Retention Rates - Retained in the Second Fall Term at Same University)
- **Job Placement Rates:** Post-Graduation Metric - Percent of Bachelor's Graduates Employed Full-time or Continuing their Education, One Year After Graduation
- **State Licensure Exams:** Professional Licensure/Certification Exams

These measures are evaluated and the related goals and outcomes are published in various university publications and can be easily accessed on the University's website.

### Institutional Mission:

The mission of Southern University and A&M College is as follows:

*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.*

Clearly, student learning and student success are at the core of this mission given the goal of providing a "student-focused teaching and learning environment that creates global leadership opportunities."

### Strategic Institutional Focus on Student Achievement:

The following goals contained in Southern University and A&M College's strategic plan titled, **Imagine 20K: 2018-2030**, demonstrate the institution's strategic focus on student achievement:

- Goal 1: Commitment to Student Access and Affordability
- Goal 2: Commitment to Academic Excellence and Student Success
- Goal 4: Commitment to Scholarly Research, Discovery, and Entrepreneurship
- Goal 5: Commitment to Fundraising and Philanthropic Support
- Goal 6: Commitment to Improve Campus Life through Infrastructural Development
- Goal 8: Commitment to Enhance Campus Technology
- Goal 10: Commitment to Quality Customer Service

# The Four Measures of Student Achievement

## 1. Measure of Student Achievement – Graduation Rates

In response to Dr. Belle Wheelan's email of July 3, 2018, Southern University at Baton Rouge selected the **SACSCOC 6-Year Graduation Rate** as its KSCI. This institutional student completion metric represents Full-time, First-Time-in-College (FTIC) Six-Year (150% of Normal Time) Same Institution Graduation Rates.

Accordingly, the disaggregation is as follows: The disaggregation of the Institution's Key Student Completion Indicator (KSCI) – SACSCOC 6-Year Graduation Rate by Gender and Ethnicity for Cohorts 2010, 2011, 2012, 2013, and 2014.

**Table 1.** 6-Year Graduation Rates by Demographics – Same Institution (150% Time) Cohort 2010

Demographics	Cohort 2010 (#)	6-Year Graduates - Same Institution (150% Time) (#)	6-Year Graduation Rate - Same Institution (150% Time) (%)
<b>ALL STUDENTS</b>	874	269	30.78%
<b>ETHNICITY</b>			
Asian	3	2	66.67%
Black	847	260	30.70%
Hispanic	8	4	50.00%
Unknown	1	0	0.00%
White	15	3	20.00%
<i>Subtotal</i>	<i>874</i>	<i>269</i>	
<b>GENDER</b>			
Female	503	174	34.59%
Male	371	95	25.61%
<i>Subtotal</i>	<i>874</i>	<i>269</i>	

Source: Institutional SSPS Fall 2010 Data Files

### Cohort 2010 Narrative:

The 6-Year Same-Institution Disaggregated Graduation Rates by Gender and Ethnicity are as follows:

- With respect to Gender:
  - 1 of 3 (34.58%) Females graduated in 6 years
  - 1 of 4 (25.61%) Males graduated in 6 years
  - Females out-performed males by 8.98 percentage points
- With respect to Ethnicity:
  - 2 of 3 (66.86%) Asians graduated in 6 years
  - 1 of 2 (50.00%) Hispanics graduated in 6 years
  - About 1 of 3 (30.70%) Blacks graduated in 6 years
  - 1 of 5 (20.00%) Whites graduated in 6 years
- Overall Comparison:
  - The overall 6-year institutional graduation rate was 30.78%
  - The graduation rates for Females, Asians and Hispanics exceeded the overall institutional 6-year graduation rate
  - The graduation rates for Males, Blacks and Whites fell below the overall institutional 6-year graduation rate

**Table 2. 6-Year Graduation Rates by Demographics – Same Institution (150% Time) Cohort 2011**

Demographics	Cohort 2011 (#)	6-Year Graduates - Same Institution (150% Time) (#)	6-Year Graduation Rate - Same Institution (150% Time) (%)
<b>ALL STUDENTS</b>	850	252	29.65%
<b>ETHNICITY</b>			
American Indian	1	0	0.00%
Asian	3	1	33.33%
Black	815	244	29.94%
Hispanic	16	5	31.25%
Non-Resident Alien	3	0	0.00%
Two or More Races	2	0	0.00%
Unknown	1	0	0.00%
White	9	2	22.22%
<i>Subtotal</i>	<b>850</b>	<b>252</b>	
<b>GENDER</b>			
Female	482	160	33.20%
Male	368	92	25.00%
<i>Subtotal</i>	<b>850</b>	<b>252</b>	

Source: Institutional SSPS Fall 2011 Data Files

### Cohort 2011 Narrative:

The 6-Year Same-Institution Disaggregated Graduation Rates by Gender and Ethnicity are as follows:

- With respect to Gender:
  - 1 of 3 (33.2%) Females graduated in 6 years
  - 1 of 4 (25.00%) Males graduated in 6 years
  - Females out-performed males by 8.20 percentage points
- With respect to Ethnicity:
  - 1 of 3 (33.33%) Asians graduated in 6 years
  - About 3 of 10 (31.25%) Hispanics graduated in 6 years
  - About 3 of 10 (29.94%) Blacks graduated in 6 years
  - About 1 of 5 (22.22%) Whites graduated in 6 years
- Overall Comparison:
  - The overall 6-year institutional graduation rate was 29.65%
  - The graduation rates for Females, Asians, Hispanics, and Blacks exceeded the overall institutional 6-year graduation rate
  - The graduation rates for Males and Whites fell below the overall institutional 6-year graduation rate

**Table 3. 6-Year Graduation Rates by Demographics – Same Institution (150% Time) Cohort 2012**

Demographics	Cohort 2012 (#)	6-Year Graduates - Same Institution (150% Time) (#)	6-Year Graduation Rate - Same Institution (150% Time) (%)
<b>ALL STUDENTS</b>	757	241	31.84%
<b>ETHNICITY</b>			
Black	707	232	32.81%
Hispanic	11	2	18.18%
Non-Resident Alien	15	2	13.33%
Two or More Races	11	3	27.27%
Unknown	2	0	0.00%
White	11	2	18.18%
<i>Subtotal</i>	<i>757</i>	<i>241</i>	
<b>GENDER</b>			
Female	465	172	36.99%
Male	292	69	23.63%
<i>Subtotal</i>	<i>757</i>	<i>241</i>	

Source: Institutional SSPS Fall 2012 Data Files

### Cohort 2012 Narrative:

The 6-Year Same-Institution Disaggregated Graduation Rates by Gender and Ethnicity are as follows:

- With respect to Gender:
  - About 1 of 3 (36.99%) Females graduated in 6 years
  - About 1 of 4 (23.63%) Males graduated in 6 years
  - Females out-performed males by 13.36 percentage points
- With respect to Ethnicity:
  - 1 of 3 (33.81%) Blacks graduated in 6 years
  - About 1 of 4 (27.27%) Two or More Races graduated in 6 years
  - About 1 of 5 (18.18%) Hispanics graduated in 6 years
  - About 1 of 5 (18.18%) Whites graduated in 6 years
- Overall Comparison:
  - The overall 6-year institutional graduation rate was 31.84%
  - The graduation rates for Females and Blacks exceeded the overall institutional 6-year graduation rate
  - The graduation rates for Males, Two or more Races, Hispanics, Whites, and Non-Resident fell below the overall institutional 6-year graduation rate

**Table 4. 6-Year Graduation Rates by Demographics – Same Institution (150% Time) Cohort 2013**

Demographics	Cohort 2013 (#)	6-Year Graduates - Same Institution (150% Time) (#)	6-Year Graduation Rate - Same Institution (150% Time) (%)
<b>ALL STUDENTS</b>	1116	351	31.45%
<b>ETHNICITY</b>			
American Indian	2	2	100.00%
Asian	1	1	100.00%
Black	1056	333	31.53%
Hispanic	7	2	28.57%
Native Hawaiian	1	0	0.00%
Non-Resident Alien	1	0	0.00%
Two or More Races	23	8	34.78%
Unknown	2	0	0.00%
White	23	5	21.74%
<b>Subtotal</b>	<b>1116</b>	<b>351</b>	
<b>GENDER</b>			
Female	686	241	35.13%
Male	430	110	25.58%
<b>Subtotal</b>	<b>1116</b>	<b>351</b>	

Source: Institutional SSPS Fall 2013 Data Files

#### Cohort 2013 Narrative:

The 6-Year Same-Institution Disaggregated Graduation Rates by Gender and Ethnicity are as follows:

- With respect to Gender:
  - About 1 of 3 (35.13%) Females graduated in 6 years
  - About 1 of 4 (25.58%) Males graduated in 6 years
  - Females out-performed males by 9.55 percentage points
- With respect to Ethnicity:
  - 100 % of American Indians graduated in 6 years
  - 100 % of Asians graduated in 6 years
  - About 1 of 3 (34.78%) Two or More Races graduated in 6 years
  - About 1 of 3 (31.53%) Blacks graduated in 6 years
  - About 1 of 4 (28.57%) Hispanics graduated in 6 years
  - About 1 of 5 (21.74%) Whites graduated in 6 years
- Overall Comparison:
  - The overall 6-year institutional graduation rate was 31.45%
  - The graduation rates for Females, American Indians, Asians, Blacks, and Two or More Races exceeded the overall institutional 6-year graduation rate
  - The graduation rates for Males, Hispanics, and Whites fell below the overall institutional 6-year graduation rate

**Table 5. 6-Year Graduation Rates by Demographics – Same Institution (150% Time) Cohort 2014**

Demographics	Cohort 2014 (#)	6-Year Graduates - Same Institution (150% Time) (#)	6-Year Graduation Rate - Same Institution (150% Time) (%)
<b>ALL STUDENTS</b>	925	261	28.22%
<b>ETHNICITY</b>			
American Indian	1	0	0.00%
Asian	2	1	50.00%
Black	871	249	28.59%
Hispanic	2	0	0.00%
Native Hawaiian	1	0	0.00%
Non-Resident Alien	9	0	0.00%
Two or More Races	18	8	44.44%
Unknown	4	0	0.00%
White	17	3	17.65%
<i>Subtotal</i>	<b>925</b>	<b>261</b>	
<b>GENDER</b>			
Female	548	173	31.57%
Male	377	88	23.34%
<i>Subtotal</i>	<b>925</b>	<b>261</b>	

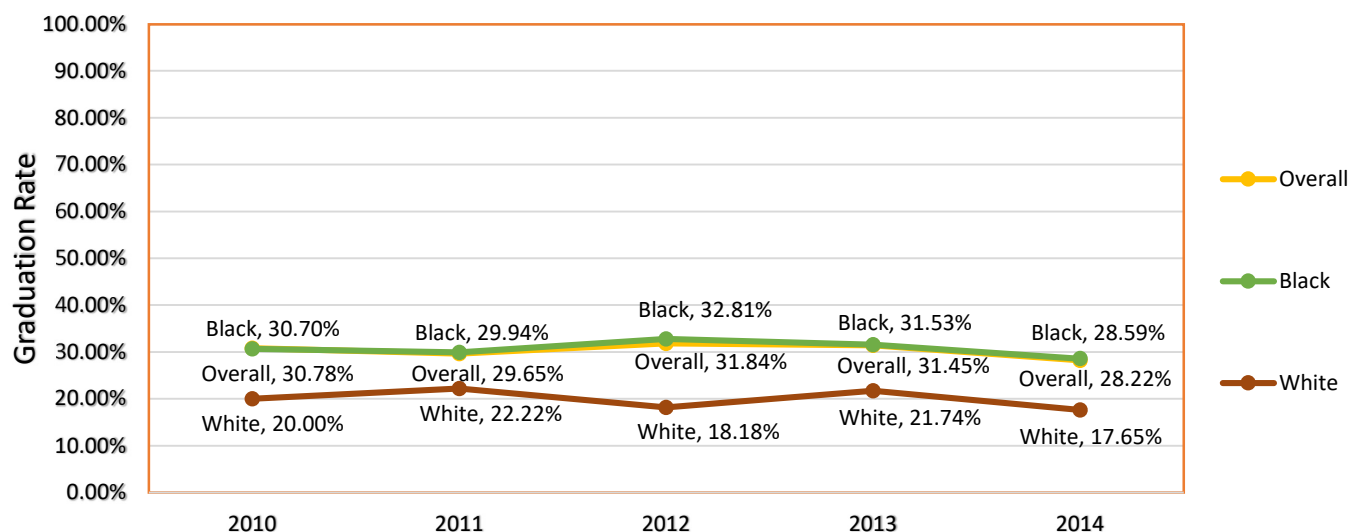
Source: Institutional SSPS Fall 2014 Data Files

#### Cohort 2014 Narrative:

The 6-Year Same-Institution Disaggregated Graduation Rates by Gender and Ethnicity are as follows:

- With respect to Gender:
  - About 1 of 3 (31.57%) Females graduated in 6 years
  - About 1 of 4 (23.34%) Males graduated in 6 years
  - Females out-performed males by 8.23 percentage points
- With respect to Ethnicity:
  - 50 % of Asians graduated in 6 years
  - About 1 of 2 (44.44%) Two or More Races graduated in 6 years
  - About 1 of 3 (28.59%) Blacks graduated in 6 years
  - About 1 of 5 (17.65%) Whites graduated in 6 years
- Overall Comparison:
  - The overall 6-year institutional graduation rate was 28.22%
  - The graduation rates for Females, Asians, Blacks, and Two or More Races exceeded the overall institutional 6-year graduation rate
  - The graduation rates for Males, and Whites fell below the overall institutional 6-year graduation rate

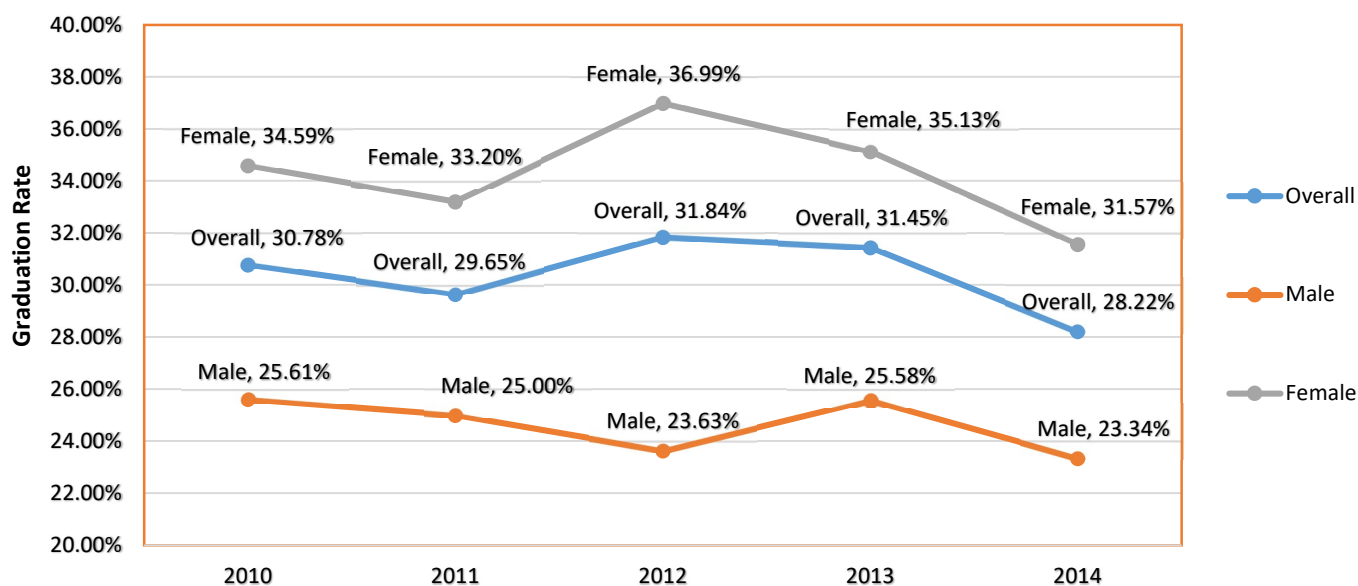
### 6-Year Graduation Rates by Cohort and by Ethnicity - Same Institution (150% of Normal Completion Time)



**Figure 1.** 6-Year Graduation Rates by Ethnicity – Same Institution (150% of Normal Completion Time)

- Over the last 5 cohorts (2010 to 2014) the institutional 6-year graduation rate for Blacks has consistently exceeded the rate for Whites.

### 6-Year Graduation Rates by Cohort and by Gender - Same Institution (150% of Normal Completion Time)



**Figure 2.** 6-Year Graduation Rates by Gender – Same Institution (150% of Normal Completion Time)

- Over the last 5 cohorts (2010 to 2014) the institutional 6-year graduation rate for Females has consistently exceeded the rate for Males.

## Continuous Improvements: Institutional Strategies to Improve Graduation Rates

Based on the data analysis and findings, the institution is currently guided by the following strategies that are reflected in the university's strategic plan – Imagine 20K (2).

Objective II.3: To increase the 6-Year Same Institution Graduation Rate (150% of normal time to completion) by 13% from baseline 29% in AY 2016-17 (Fall 2011 cohort) to 42% in AY 2029-30 (Fall 2024 cohort).

- Strategy II.3.1: Implement Degree Me Now: 15 to Finish in 4 Campaign. This initiative encourages first and second year students to successfully enroll and complete 15 credit hours to finish in four years and eliminates additional years; ultimately, increasing the retention and graduation rates.
- Strategy II.3.2: Implement Franklin Covey: 7 Habits of Highly Effective College Students. This will serve as a redesign for the First Year Experience course(s), in addition to other seminar courses such as BUSP 100, HLTH 120, ENGR 120, etc. This addition to FYE & SYE will help to avoid the "sophomore year slump" and fuel the "momentum year" by providing students with timeless principles and practical skills to thrive and succeed.
- Strategy II.3.3: Explore the use of course planning tools such as Degree Works to assist students with on-time completion.
- Strategy II.3.4: Incorporate initial career developmental with the First-Year Experience program.
- Strategy II.3.5: Align academic support programs with gateway courses such as Mathematics, English, Biology, Psychology.
- Strategy II.3.6: Implement structured schedules to accommodate adult learners and working students, thereby enabling more students to attend college full-time and shorten their time to completion.
- Strategy II.3.7: Implement guided pathways with defined plans of study for each semester, thereby ensuring on time completion.
- Strategy II.3.9: Match employers with students majoring in 4 and 5 star programs that lead to 4 and 5 star jobs as reflected in the state's outcomes-based funding formula.

## 2. Measure of Student Achievement – Retention Rates

**Retention Rates:** (1st to 2nd Year Retention Rates: Full-time, First-Time-in-College (FTIC) Retention Rates - Retained in the Second Fall Term at Same University)

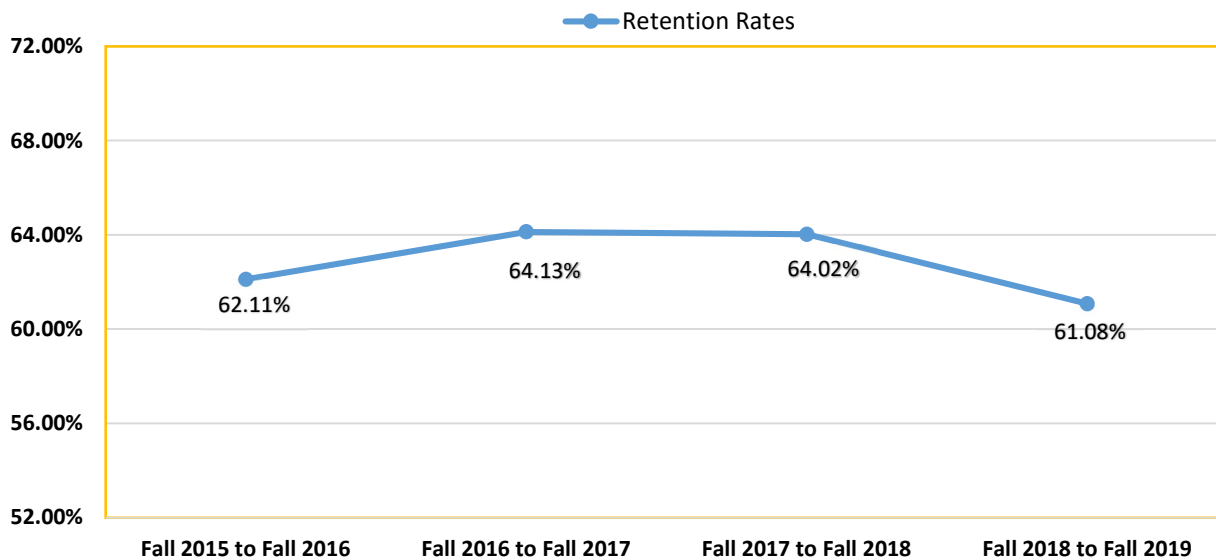
**Table 1.** First Time Freshman Retention Rates – Same Institution (1st to 2nd Year - Fall to Fall)

1st to 2nd Year	Fall 2015 to Fall 2016	Fall 2016 to Fall 2017	Fall 2017 to Fall 2018	Fall 2018 to Fall 2019
Retention Rates	62.11% (731/1177)	64.13% (674/1051)	64.02% (783/1223)	61.08% (805/1318)

**Source:** Louisiana Board of Regents – SPSRETN File



**Southern University and A&M College**  
**First Time Freshman Retention Rates - Same Institution**  
**(1st to 2nd Year)**



**Figure 1.** First Freshman Retention Rates – Same Institution (1<sup>st</sup> to 2<sup>nd</sup> Year – Fall to Fall)

### 3. Measure of Student Achievement – Job Placement Rates

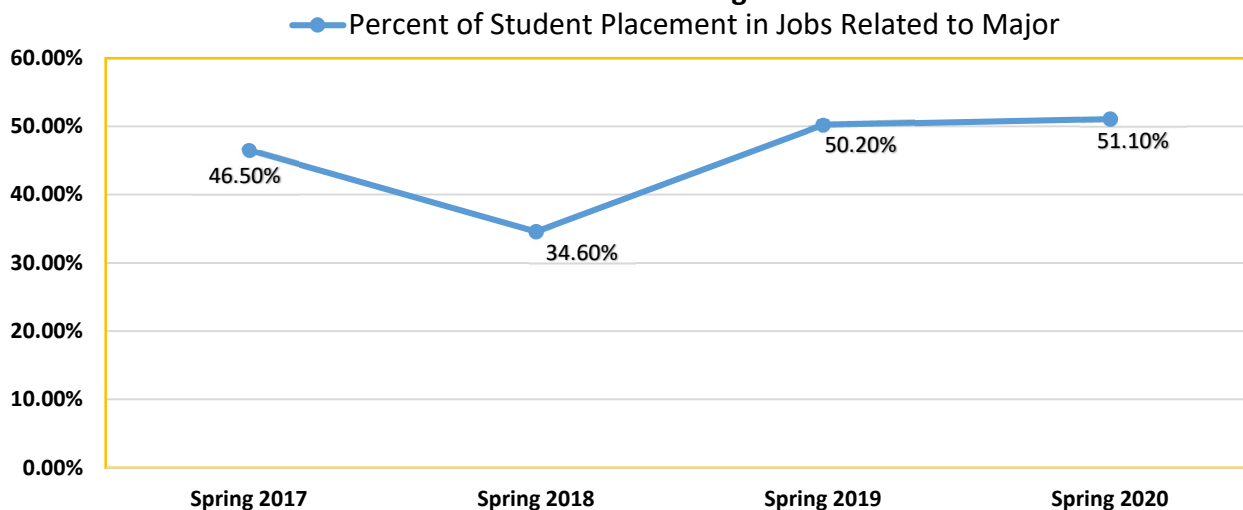
**Job Placement Rates:** Post-Graduation Metric - Percent of Bachelor's Graduates Employed Full-time or Continuing their Education, One Year After Graduation

**Table 3.** Student Placement Rates - Undergraduate Students

Term	Spring 2017	Spring 2018	Spring 2019	Spring 2020
Percent of Student Placement in Jobs Related to Major	46.50%	34.60%	50.20%	51.10%

**Source:** SUBR Graduating Student Exit Survey

**Southern University and A&M College**  
**Student Placement - Undergraduate Students**



**Figure 3.** Student Placement Rates - Undergraduate Students

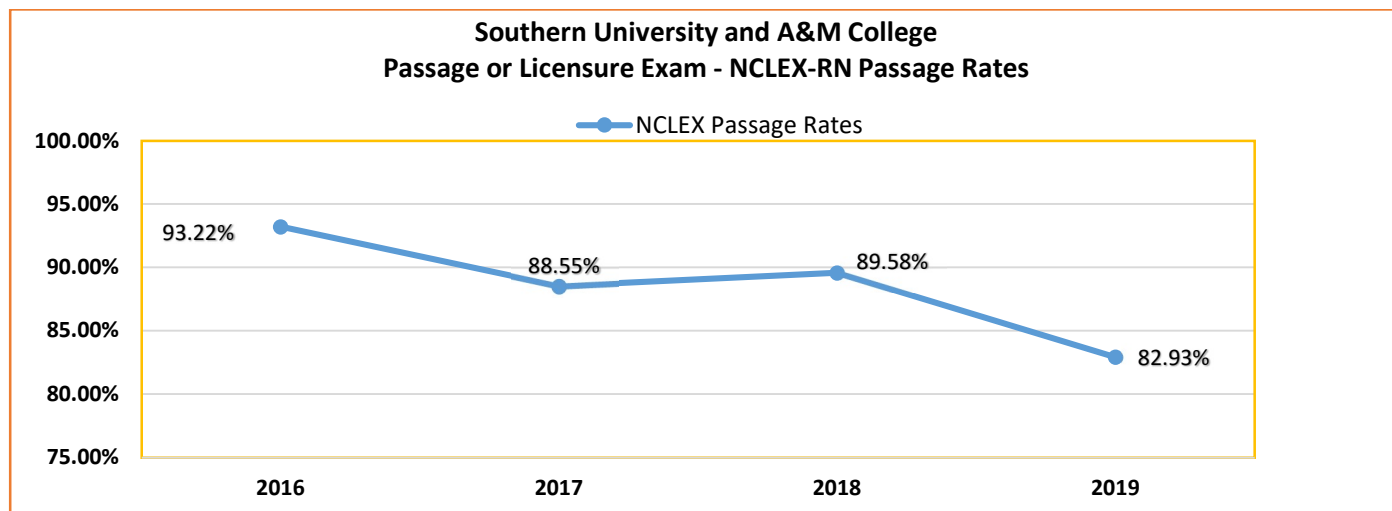
## 4. Measure of Student Achievement – Passage on State Licensure Exams

### State Licensure Exams: Professional Licensure/Certification Exams

**Table 4.** NCLEX-RN Passage Rates

Calendar Year	2016	2017	2018	2019
NCLEX-RN Passage Rates	93.22% (55/59)	88.55% (116/131)	89.58% (86/96)	82.93% (68/82)

Source: Louisiana State Board of Nursing

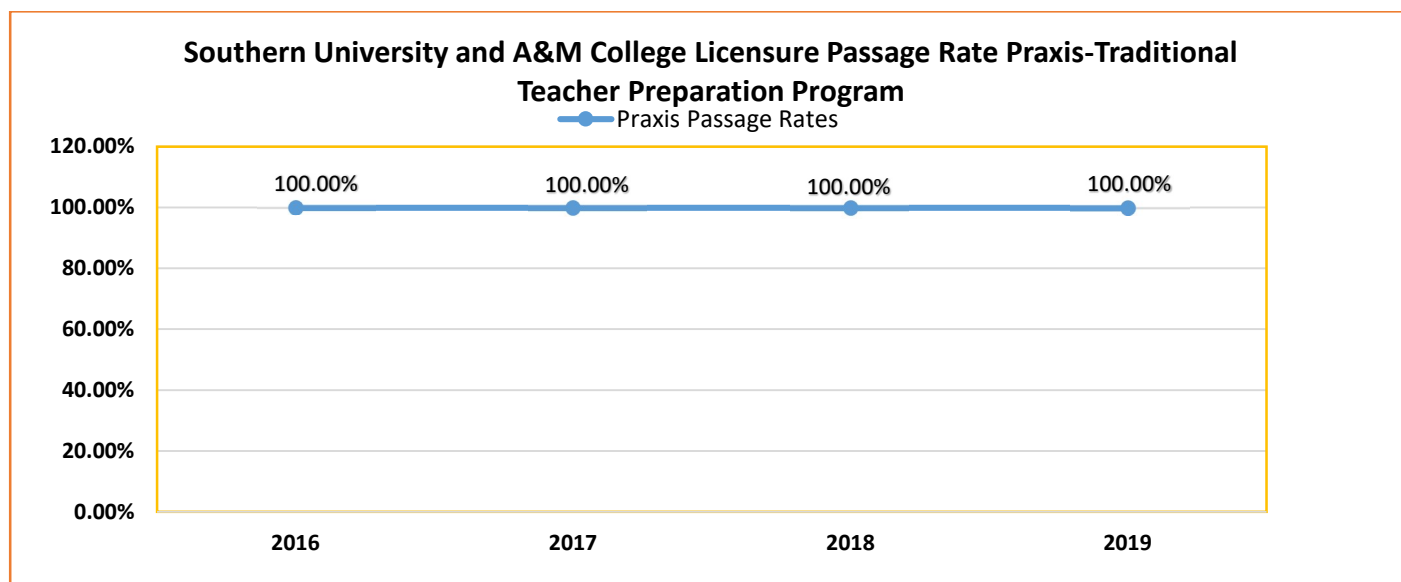


**Figure 4.** NCLEX-RN Passage Rates

**Table 5.** Praxis Exam Passage Rates-Traditional Teacher Preparation Program

Academic Year	2016	2017	2018	2019
Praxis Passage Rates	100.00%	100.00%	100.00%	100.00%

Source: Educational Testing Service (ETS) Reporting Services



**Figure 5.** Praxis Exam Passage Rates-Traditional Teacher