



McNEESE
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STATE UNIVERSITY

McNEESE STATE UNIVERSITY

FIVE-YEAR STRATEGIC PLAN

FY 2026-2027 through FY 2030-2031

July 1, 2025

**MCNEESE STATE UNIVERSITY
THE UNIVERSITY OF LOUISIANA SYSTEM**

Strategic Plan FY 2026-2027 through FY 2030-2031

Our Mission

Our mission is to deliver a life-changing higher education experience by fostering a dynamic teaching and learning community committed to excellence with a personal touch.

Our Vision

Our vision is to be the premier regional university in Louisiana and southeast Texas, recognized for excellence in academic programs, scholarship, student success, and impactful community engagement.

Our Core Values

McNeese State University upholds six core values that shape our actions and guide decision-making:

- **Student-Centric** – We prioritize students at the core of everything we do, dedicating ourselves to their academic achievement, personal development, and overall well-being.
- **Adaptable** – We embrace change and continuously evolve to meet the challenges of a dynamic world.
- **Collaborative** – We cultivate partnerships and teamwork across disciplines and communities to drive progress and innovation.
- **Transparent** – We foster trust and understanding by communicating openly and honestly.
- **Accountable** – We hold ourselves responsible for achieving excellence in all aspects of our work.
- **Accommodating** – We foster an environment that supports and respects the needs of individuals, ensuring access and opportunity for all.

At McNeese State University, we foster an adaptable and collaborative environment where innovation and teamwork drive progress. We are student-centric in all we do, ensuring that our actions support student success and well-being.

Excellence with a Personal Touch: An Organizational Statement

McNeese State University strives for excellence in all we do as we work to become the premier regional university for Louisiana and southeast Texas. We enhance the quality of life in our region through academic programs designed to support economic development and an educational experience that provides our students with life-changing opportunities. We embrace a culture of continuous improvement, where each goal achieved serves as a foundation for the next, fostering perpetual growth.

Goals and Objectives:

Goal I: To Increase Opportunities for Student Access

Objective I.1: Increase the fall full term headcount enrollment at McNeese State University at the Fall 2024 baseline level of 6,252 to 6,410 in the Fall 2029 term.

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) in the University of Louisiana System

Outcome: Percent change in the number of students enrolled (full term) in the University of Louisiana System

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 McNeese State University by 5.0 percentage points from the Fall 2023 cohort (to Fall 2024) baseline level of 68.0% to 73.0% 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 McNeese State University of initial enrollment by 3.9 percentage points from the Fall 2022 cohort (to Fall 2024) baseline level of 58.1% to 62.0% 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 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 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

Source: Board of Regents Statewide Student Profile System data

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 53.0% to 53.1% by AY 2028-2029 (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 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 students enrolled at a Four-Year University in LA identified in a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from any postsecondary institution in LA.
- Outcome: 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 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 1,008 in 2023-2024 academic year to 1,050 in academic year 2028-2029 at McNeese. 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 baccalaureate degree level

Outcome: Percentage change from baseline

Source: Board of Regents Statewide Student Profile System

Goal II: To Increase Opportunities for Student Success

Objective II.5: Increase the total number of graduate degree completers in a given academic year from the baseline year number of 180 in 2023-2024 academic year to 181 in academic year 2028-2029 at McNeese. 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 from baseline

Source: Board of Regents Statewide Student Profile System

Goal II: To Increase Opportunities for Student Success

Objective II.6: Increase the total number of Undergraduate (adult, 25+ years) completers in a given academic year from the baseline year number of 283 in 2023-2024 academic year to 285 in academic year 2028-2029 at McNeese. 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 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 and Unknown/Not Reported) completers in a given academic year from the baseline year number of 281 in 2023-2024 academic year to 285 in academic year 2028-2029 at McNeese. 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 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 6,252 students enrolled in university courses and degree programs. These students come principally from Southwest Louisiana. Secondary beneficiaries are the citizens of the parishes and the state of Louisiana who benefit from the University's programs and facilities. 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.

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, McNeese 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: McNeese State University

Objective I.1: Increase the fall full term headcount enrollment at McNeese State University at the Fall 2024 baseline level of 6,252 to 6,410 in the Fall 2029 term.

Indicator 1: Number of students enrolled (as of fall full term)

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 over 25 years and is considered reliable.

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

The data are gathered three times annually, in the fall, spring, and summer. 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 method for reporting headcount enrollment is as of the end of the semester (full term). 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 at McNeese 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: McNeese State University

Objective I.1: Increase the fall full term headcount enrollment at McNeese State University at the Fall 2024 baseline level of 6,252 to 6,410 in the Fall 2029 term.

Indicator 2: Percentage change in the number of students enrolled (as of fall 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 over 25 years and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**
The data are gathered three times annually, in the fall, spring, and summer. For this indicator, fall data (the national standard) will be used.
- 5. How is the indicator calculated? Is this a standard calculation?**
The method practiced nationwide for reporting headcount enrollment is as of the end of the semester (full term). 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 at McNeese 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: McNeese State University

Objective II.1: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second Fall at McNeese State University by 5.0 percentage points from the Fall 2023 cohort (to Fall 2024) baseline level of 68.0% to 73.0% 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 over 25 years and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**
The data are gathered three times annually, in the fall, spring, and summer. 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: McNeese State University

Objective II.1: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second Fall at McNeese State University by 5.0 percentage points from the Fall 2023 cohort (to Fall 2024) baseline level of 68.0% to 73.0% 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 over 25 years and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**
The data are gathered three times annually, in the fall, spring, and summer. 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: McNeese State University

Objective II.2: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at McNeese State University of initial enrollment by 3.9 percentage points from the Fall 2022 cohort (to Fall 2024) baseline level of 58.1% to 62.0% 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 over 25 years and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**
The data are gathered three times annually, in the fall, spring, and summer. 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. This is the national standard for the calculation of an institutional graduation 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 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: McNeese State University

Objective II.2: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at McNeese State University of initial enrollment by 3.9 percentage points from the Fall 2022 cohort (to Fall 2024) baseline level of 58.1% to 62.0% 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 over 25 years and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**
The data are gathered three times annually, in the fall, spring, and summer. 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. This is the national standard for the calculation of an institutional graduation rate. 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: McNeese 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 53.0% to 53.1% by AY 2028-2029 (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 any postsecondary institution in LA.

- 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 statewide graduation rate. Regents collects system schools data and uses this data to compose the statewide graduation rate. This system for collecting institutional graduation rate information has been in existence for over a decade 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. The Fall 2017 cohort will serve as the baseline.
- 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.

6. **Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.**
A cohort refers 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?**
Board of Regents gathers information from every college, university, and technical and vocational institution in the state. They use this data to compose the statewide graduation rate.
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.
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: McNeese 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 53.0% to 53.1% by AY 2028-2029 (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 any postsecondary institution in LA.

1. What is the type of indicator?

Outcome, Key

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 statewide graduation rate. Regents collects system schools data and uses this data to compose the statewide graduation rate. This system for collecting institutional graduation rate information has been in existence for over a decade 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. The Fall 2017 cohort will serve as the baseline.

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.

6. **Does the indicator contain jargon, acronyms, or unclear terms? If so, clarify or define them.**
A cohort refers 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?**
Board of Regents gathers information from every college, university, and technical and vocational institution in the state. They use this data to compose the statewide graduation rate.
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.
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: McNeese State University

Objective II.4: Increase the total number of baccalaureate degree completers in a given academic year from the baseline year number of 1,008 in 2023-2024 academic year to 1050 in academic year 2028-2029 at McNeese. Students may only be counted once per award level.

Indicator 1: Number of completers at the 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 baccalaureate 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 over 25 years 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 2023-2024.

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

The indicator is the sum of all completers at the baccalaureate degree level at an institution within a given academic year. The total includes all awards and certificates at the undergraduate level. However, for four-year universities the figure will not include the awards given at the associate level. This is the state standard for the counting of completers.

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 the baccalaureate degree level.

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 the baccalaureate degree 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: McNeese State University

Objective II.4: Increase the total number of baccalaureate degree completers in a given academic year from the baseline year number of 1,008 in 2023-2024 academic year to 1050 in academic year 2028-2029 at McNeese. Students may only be counted once per award level.

Indicator 2: Percentage change in the number of baccalaureate degree 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 baccalaureate 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 over 25 years 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 2023-2024.
- 5. How is the indicator calculated? Is this a standard calculation?**
The indicator is the sum of all completers at the baccalaureate degree level at an institution within a given academic year. The total includes all awards and certificates at the undergraduate level. However, for four-year universities the figure will not include the awards given at the associate level. This is the state standard for the counting of completers.
- 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 the baccalaureate degree level.
- 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 the baccalaureate degree 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.

Objective II.5: Increase the total number of graduate degree completers in a given academic year from the baseline year number of 180 in 2023-2024 academic year to 181 in academic year 2028-2029 at McNeese. Students may only be counted once per award level.

Indicator 1: Number of completers at the graduate 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 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 over 25 years 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 2023-2024.

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

The indicator is the sum of all completers the graduate degree level at an institution within a given academic year. The total includes all awards and certificates at the graduate level. This is the state standard for the counting of completers.

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 the graduate degree level.

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 the graduate degree level 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.

Objective II.5: Increase the total number of graduate degree completers in a given academic year from the baseline year number of 180 in 2023-2024 academic year to 181 in academic year 2028-2029 at McNeese. Students may only be counted once per award level.

Indicator 2: Percentage change in the number of graduate degree 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 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 over 26 years 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 2023-2024.

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

The indicator is the sum of all completers the graduate degree level at an institution within a given academic year. The total includes all awards and certificates at the graduate level. This is the state standard for the counting of completers.

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 the graduate degree level.

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 the graduate degree level 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.

Objective II.6: Increase the unduplicated number of Undergraduate (adult, 25+ years) completers in a given academic year from the baseline year number of 283 in 2023-2024 academic year to 285 in academic year 2028-2029 at McNeese. Students may only be counted once per award level.

Indicator 1: Number of (adult, 25+) completers at the undergraduate 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 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 over 25 years 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 2023-2024.

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

The indicator is the sum of all (adult, 25+) completers the undergraduate degree level at an institution within a given academic year. The total includes all awards and certificates at the undergraduate level. This is the state standard for the counting of completers.

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 the undergraduate degree level.

7. Is the indicator an aggregate or disaggregate figure?

This indicator is the aggregate of all (adult, 25+) students who earn Board of Regents-recognized awards and certificates at the undergraduate degree level 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.

Objective II.6: Increase the unduplicated number of Undergraduate (adult, 25+ years) completers in a given academic year from the baseline year number of 283 in 2023-2024 academic year to 285 in academic year 2028-2029 at McNeese. Students may only be counted once per award level.

Indicator 2: Percentage change in the number of graduate degree 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 degrees are more likely to be productive citizens who earn considerably more income over their lifetimes than high school.
- 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 over 25 years 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 2023-2024.
- 5. How is the indicator calculated? Is this a standard calculation?**
The indicator is the sum of all (adult, 25+) completers the undergraduate degree level at an institution within a given academic year. The total includes all awards and certificates at the undergraduate level. This is the state standard for the counting of completers.
- 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 the undergraduate degree level.
- 7. Is the indicator an aggregate or disaggregate figure?**
This indicator is the aggregate of all (adult, 25+) students who earn Board of Regents-recognized awards and certificates at the undergraduate degree level 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.

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 281 in 2023-2024 academic year to 283 in academic year 2028-2029 at McNeese. Students may only be counted once per award level.

Indicator 1: Number of underrepresented minorities (all races other than white, Asian, non-residents & unknown/not reported) completers at the undergraduate and graduate 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 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 over 25 years 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 2023-2024.

5. How is the indicator calculated? Is this a standard calculation?
The indicator is the sum of all completers the graduate and undergraduate degree level at an institution within a given academic year. The total includes all awards and certificates at the undergraduate and graduate level. This is the state standard for the counting of completers.

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 the undergraduate and graduate degree level.

7. Is the indicator an aggregate or disaggregate figure?

This indicator is the aggregate of all underrepresented minority students who earn Board of Regents-recognized awards and certificates at the undergraduate and graduate degree level 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.

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 281 in 2023-2024 academic year to 283 in academic year 2028-2029 at McNeese. Students may only be counted once per award level.

Indicator 2: Percentage change in the number of graduate degree 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 degrees are more likely to be productive citizens who earn considerably more income over their lifetimes than high school.
- 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 over 25 years 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 2023-2024.
- 5. How is the indicator calculated? Is this a standard calculation?**
The indicator is the sum of all completers the graduate and undergraduate degree level at an institution within a given academic year. The total includes all awards and certificates at the undergraduate and graduate level. This is the state standard for the counting of completers.
- 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 the undergraduate and graduate degree level.
- 7. Is the indicator an aggregate or disaggregate figure?**
This indicator is the aggregate of all underrepresented minority students who earn Board of Regents-recognized awards and certificates at the undergraduate and graduate degree level 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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