



**Northwestern State University of Louisiana**

**FIVE-YEAR STRATEGIC PLAN**

**FY 2020-21 through FY 2024-2025**

**July 1, 2019**

**Northwestern State University of Louisiana  
THE UNIVERSITY OF LOUISIANA SYSTEM**

**Strategic Plan FY 2020-21 through FY 2024-2025**

**Vision Statement:**

Northwestern State University will become the nation's premier regional university through the innovative delivery of transformative Student learning experiences that prepare graduates for life and career success.

**Mission Statement:**

Northwestern State University is a responsive, student-oriented institution that is committed to the creation, dissemination, and acquisition of knowledge through teaching, research, and service. The University maintains as its highest priority excellence in teaching in graduate and undergraduate programs.

Northwestern State University prepares its students to become productive members of society and promotes economic development and improvements in the quality of life of the citizens in its region.

**Philosophy Statement:**

Northwestern's basic philosophy is to implement its mission by optimizing the University's human, intellectual and fiscal resources; subscribing to proactive, consistent, sound decision-making practices in the institution's functions of research, teaching and service; and maintaining relevance and accountability in all processes and procedures that build and sustain public confidence.

**Goals and Objectives:**

**Goal I: To Increase Opportunities for Student Access**

**Objective I.1: Increase the Fall headcount enrollment by 2.75% from the baseline level of 11,056 in Fall 2018 to 11,360 by Fall 2023.**

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

Children’s Budget Link: Not applicable

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

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

**Strategy I.1.1: Recruit better academically prepared students.**

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

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

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

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

**Performance Indicators:**

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

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

Source: Board of Regents Statewide Student Profile System data

**Goal II: To Increase Opportunities for Student Success**

**Objective II.1: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second Fall at the same institution of initial enrollment by 6.4 percentage points from the Fall 2017 cohort (to Fall 2018) baseline level of 69.6% to 76% by Fall 2023 (retention of Fall 2022 cohort).**

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children’s Budget Link: Not applicable

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

Other Links: Board of Regents Master Plan for Postsecondary Education

**Strategy II.1.1: Recruit better academically prepared students**

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

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

**Performance Indicators:**

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

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

Source: Board of Regents Statewide Student Profile System data

**Goal II: To Increase Opportunities for Student Success**

**Objective II.2: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at the same four-year institution of initial enrollment by 0.5 percentage points from the Fall 2016 cohort (to Fall 2018) baseline level of 61.3% to 61.8 % by Fall 2023 (retention of Fall 2021 cohort).**

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children’s Budget Link: Not applicable

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

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

**Strategy II.2.1: Recruit better academically prepared students**

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

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

**Performance Indicators:**

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

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

Source: Board of Regents Statewide Student Profile System data

**Goal II: To Increase Opportunities for Student Success**

**Objective II.3: Maintain the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (Fall 2011 cohort for all institutions) of 43.1% to 43.1% by AY2022-2023 (Fall 2016 cohort).**

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children’s Budget Link: Not applicable

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

Other Links: Board of Regents Master Plan for Postsecondary Education

**Strategy II.3.1: Recruit better academically prepared students**

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

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

**Performance Indicators:**

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

Outcome: Percentage of students enrolled at a Four Year University in LA identified as a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from any public 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 1,162 in 2017-18 to 1300 in AY 2022-23. Students may only be counted once per award level.**

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children’s Budget Link: Not applicable

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

Other Links: Board of Regents Master Plan for Postsecondary Education

**Strategy II.4.1: Recruit better academically prepared students**

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

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

**Performance Indicators:**

Output: Number of completers at baccalaureate degree level

Outcome: Percentage change 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 304 in 2017-18 to 350 in AY 2022-23. Students may only be counted once per award level.**

Links:

State Outcome Goals: Youth Education, Diversified Economic Growth

Children’s Budget Link: Not applicable

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

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

**Strategy II.5.1: Recruit better academically prepared students**

**Strategy II.5.2: Develop need-based scholarship programs to improve retention, progression and graduation.**

**Strategy II.5.3: 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 Northwestern State University are the 11,000 plus students enrolled in university courses and degree programs. These students come primarily from Northwest Louisiana. Secondary beneficiaries are the citizens of the parishes and the state of Louisiana who benefit from the Northwestern State's programs, facilities, and the 353 million dollar per year economic impact. The specific services or benefits derived by the students and citizens will be the opportunities for high-quality postsecondary education. The ultimate benefit to the community and prospective employers will be a better educated and trained citizenry.

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

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

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

**Goal 1: To Increase Opportunities for Student Access**

**Goal 2: To Increase Opportunities for Student Success**

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

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

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

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

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

<b>STRATEGY ANALYSIS CHECKLIST</b>	
✓ Analysis	<ul style="list-style-type: none"> <li>✓ Cost-benefit analysis conducted</li> <li>✓ Financial or performance audit used</li> <li>X Benchmarking for best management practices used</li> <li>X Act 160 Reports used</li> <li>✓ Other analysis or evaluation tools used</li> <li>✓ Impact on other strategies considered</li> <li>✓ Stakeholders identified and involved</li> </ul>
✓ Authorization	<ul style="list-style-type: none"> <li>✓ Authorization exists</li> <li>X Authorization needed</li> </ul>
✓ Organization Capacity	<ul style="list-style-type: none"> <li>X Needed structural or procedural changes identified</li> <li>X Resource needs identified</li> <li>✓ Strategies developed to implement needed changes or address resource needs</li> <li>✓ Responsibility assigned</li> </ul>
✓ Time Frame	<ul style="list-style-type: none"> <li>✓ Already ongoing</li> <li>✓ New, startup date estimated</li> <li>✓ Lifetime of strategy identified</li> </ul>
✓ Fiscal Impact	<ul style="list-style-type: none"> <li>✓ Impact on operating budget</li> <li>X Impact on capital outlay budget</li> <li>X Means of finance identified</li> <li>✓ Return on investment determined to be favorable</li> </ul>

- 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, Northwestern State University of Louisiana 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:** Northwestern State University of Louisiana

**Objective I.1:** Increase the Fall headcount enrollment by 2.75% from the baseline level of 11,056 in Fall 2018 to 11,360 by Fall 2023.

**Indicator 1:** Number of students enrolled (overall semester enrollment)

- 1. What is the type of indicator?**  
Output, Key
- 2. What is the rationale for the indicator?**  
Recognition of the importance of Louisiana having an educated citizenry.
- 3. What is the source of the indicator? How reliable is the source?**  
Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 25 years and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**  
The data are gathered twice annually, in the Fall and Spring. For this indicator, full term Fall data 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 indicator is calculated using full term Fall data. The standard method practiced nationwide for reporting headcount enrollment is as of the 14<sup>th</sup> class day of the semester. 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 Northwestern State University of Louisiana.

**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:** Northwestern State University of Louisiana

**Objective I.1: Increase the Fall headcount enrollment by 2.75% from the baseline level of 11,056 in Fall 2018 to 11,360 by Fall 2023.**

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

- 1. What is the type of indicator?**  
Outcome, Supporting
- 2. What is the rationale for the indicator?**  
Recognition of the importance of Louisiana having an educated citizenry.
- 3. What is the source of the indicator? How reliable is the source?**  
Data will be retrieved from the Board of Regents' Statewide Student Profile System (SSPS). This system has been in existence for approximately 25 years and is considered reliable.
- 4. What is the frequency and timing of collection or reporting?**  
The data are gathered twice annually, in the Fall and Spring. For this indicator, full term Fall data will be used.
- 5. How is the indicator calculated? Is this a standard calculation?**  
The indicator is calculated using full term Fall data. The standard method practiced nationwide for reporting headcount enrollment is as of the 14<sup>th</sup> class day of the semester. 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 Northwestern State University of Louisiana.

- 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:** Northwestern State University of Louisiana

**Objective II.1: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second Fall at the same institution of initial enrollment by 6.4 percentage points from the Fall 2017 cohort (to Fall 2018) baseline level of 69.6% to 76% by Fall 2023 (retention of Fall 2022 cohort).**

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

**1. What is the type of indicator?**

Output, Key

**2. What is the rationale for the indicator?**

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

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

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

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

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

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

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

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

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



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

**Program:** Northwestern State University of Louisiana

**Objective II.1: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second Fall at the same institution of initial enrollment by 6.4 percentage points from the Fall 2017 cohort (to Fall 2018) baseline level of 69.6% to 76% by Fall 2023 (retention of Fall 2022 cohort).**

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

**1. What is the type of indicator?**

Outcome, Supporting

**2. What is the rationale for the indicator?**

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

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

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

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

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

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

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

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

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

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

**Program:** Northwestern State University of Louisiana

**Objective II.2: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at the same four-year institution of initial enrollment by 0.5 percentage points from the Fall 2016 cohort (to Fall 2018) baseline level of 61.3% to 61.8% by Fall 2023 (retention of Fall 2021 cohort).**

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

**1. What is the type of indicator?**

Output, Key

**2. What is the rationale for the indicator?**

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

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

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

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

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

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

The indicator will be calculated by matching the records of incoming full-time first-time freshmen enrolled in a Fall semester to the records of the two successive Fall semesters. 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:** Northwestern State University of Louisiana

**Objective II.2: Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at the same four-year institution of initial enrollment by 0.5 percentage points from the Fall 2016 cohort (to Fall 2018) baseline level of 61.3% to 61.8% by Fall 2023 (retention of Fall 2021 cohort).**

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

**1. What is the type of indicator?**

Outcome, Supporting

**2. What is the rationale for the indicator?**

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

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

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

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

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

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

The indicator will be calculated by matching the records of incoming full-time first-time freshmen enrolled in a Fall semester to the records of the two successive Fall semesters. 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:** Northwestern State University of Louisiana

**Objective II.3: Maintain the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (Fall 2011 cohort for all institutions) of 43.1% to 43.1% by AY2022-2023 (Fall 2016 cohort).**

**Indicator 1:** Number of students enrolled at a Four Year University in LA identified as a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from any public postsecondary institution in Louisiana.

**1. What is the type of indicator?**

Output, Support

**2. What is the rationale for the indicator?**

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

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

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

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

The data are gathered annually by the Board of Regents

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

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

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

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



**7. Is the indicator an aggregate or disaggregate figure?**

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

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

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

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

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

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

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

**Program:** Northwestern State University of Louisiana

**Objective II.3: Maintain the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (Fall 2011 cohort for all institutions) of 43.1% to 43.1% by AY2022-2023 (Fall 2016 cohort).**

**Indicator 2:** Percentage of students enrolled at a Four Year University in LA identified as a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from any public 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' Board of Regents Statewide Graduation Rate. This system has been in existence for approximately 25 years and is considered reliable.

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

The data are gathered annually by the Board of Regents

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

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

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

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

**7. Is the indicator an aggregate or disaggregate figure?**

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

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

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

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

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

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

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

**Program:** Northwestern State University of Louisiana

**Objective II.4: Increase the total number of Baccalaureate Degree completers in a given academic year from the baseline year number of 1,162 in 2017-18 to 1300 in AY 2022-23. Students may only be counted once per award level.**

**Indicator 1:** Number of completers at baccalaureate degree level

**1. What is the type of indicator?**

Output, Key

**2. What is the rationale for the indicator?**

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

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

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

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

The needed data are gathered several times per year by the Board of Regents. The time needed for collection, aggregation, and editing of the data results in a lag before reliable reporting can be accomplished. The baseline is AY 2017-2018.

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

The indicator is the sum of baccalaureate completers at an institution within a given academic year. The total includes all awards at the baccalaureate 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 at the baccalaureate 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 at the baccalaureate 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.

**Program:** Northwestern State University of Louisiana

**Objective II.4: Increase the total number of Baccalaureate Degree completers in a given academic year from the baseline year number of 1,162 in 2017-18 to 1,300 in AY 2022-23. Students may only be counted once per award level.**

**Indicator 2:** Percentage change in the number of completers at the baccalaureate degree level from the baseline year

**1. What is the type of indicator?**

Outcome, Supporting

**2. What is the rationale for the indicator?**

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

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

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

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

The needed data are gathered several times per year by the Board of Regents. The time needed for collection, aggregation, and editing of the data results in a lag before reliable reporting can be accomplished. The baseline is AY 2017-2018.

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

To calculate the indicator, the sum of baccalaureate completers at an institution within a given academic year is compared to the baseline sum. Then a percentage change is calculated. This is the state standard for the counting of completers and calculating percentage change.

**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 at the baccalaureate 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 at the baccalaureate 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.

**Program:** Northwestern State University of Louisiana

**Objective II.5: Increase the total number of Graduate Degree completers in a given academic year from the baseline year number of 304 in 2017-18 at 350 in AY 2022-23. Students may only be counted once per award level.**

**Indicator 1:** Number of completers at 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 undergraduate, graduate, and professional degrees are more likely to be productive citizens who earn considerably more income over their lifetimes than high school graduates.

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

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

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

The needed data are gathered several times per year by the Board of Regents. The time needed for collection, aggregation, and editing of the data results in a lag before reliable reporting can be accomplished. The baseline is AY 2017-2018.

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

The indicator is the sum of all completers at the graduate 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 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 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.

**Program:** Northwestern State University of Louisiana

**Objective II.5: Increase the total number of Graduate Degree completers in a given academic year from the baseline year number of 304 in 2017-18 at 350 in AY 2022-23. Students may only be counted once per award level.**

**Indicator 2:** Percentage change in the number of completers at graduate degree level from the baseline year

**1. What is the type of indicator?**

Outcome, Supporting

**2. What is the rationale for the indicator?**

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

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

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

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

The needed data are gathered several times per year by the Board of Regents. The time needed for collection, aggregation, and editing of the data results in a lag before reliable reporting can be accomplished. The baseline is AY 2017-2018.

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

To calculate the indicator, the sum of all completers at the graduate level at an institution within a given academic year is compared to the baseline sum. Then a percentage change is calculated. This is the state standard for the counting of completers and calculating percentage change.

**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 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 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.

**CONTACT PERSON(S)**

**NAME: Dawn Mitchell**

**TITLE: Director of Institutional Research**

**TELEPHONE: 318-357-5960**

**FAX: 318-357-5299**

**E-MAIL: mitchelldawn@nsula.edu**