



## SOUTHERN UNIVERSITY AT NEW ORLEANS

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### OFFICE OF THE CHANCELLOR

May 01, 2013

Dr. Ronald Mason, Jr., President  
Southern University System  
J. S. Clark Administration Bldg., 4<sup>th</sup> Floor  
Baton Rouge, LA 70813

Dear Dr. Mason:

#### GRAD Act Third Year Annual Report

Southern University at New Orleans is quite pleased to submit the GRAD Act Third Year Annual Report. The fiscal year proceeded relatively smoothly, weather-wise, and this enabled the university to focus on the improvement strategies developed to achieve success in the performance objectives that are vital for achieving an overall success in GRAD Act. Extreme care has been taken to ensure that data presented are based on the required Baseline per the guidelines in **Attachment B**. Whenever required data are already verified on the Board of Regents Academic Affairs database systems, e.g. enrollment, retention and completers information, the report has been completed using such verified data.

As will be seen in the report, Southern University at New Orleans has met the Year 3 benchmark in Performance Objective 1 (Student Success). We also have shown steady progress under Performance Objectives 2, 3, and 4, i.e. Articulation and Transfer, Workforce and Economic Development, and Institutional Efficiency and Accountability. Required data have been provided for Section 5 of the report. SUNO programs that were established post Hurricane Katrina are meeting their enrollment, retention and completers targets and are contributing significantly to the Student Success data presented. This is a positive trend for SUNO.

If additional information is required, the point of contact for the institution's report is Dr. David S. Adegboye, Vice Chancellor for Academic Affairs and Accreditation Liaison. He can be reached by phone at (504) 286-5381 or via e-mail at [dadegboye@suno.edu](mailto:dadegboye@suno.edu).

Thank you.

A handwritten signature in blue ink, appearing to read 'Victor Ukpolo'.

Victor Ukpolo, Ph.D.  
Chancellor



# **SOUTHERN UNIVERSITY AT NEW ORLEANS**

## **LOUISIANA GRANTING RESOURCES AND AUTONOMY FOR DIPLOMAS ACT**

### **NARRATIVES**

**Louisiana Granting Resources  
and  
Autonomy for Diplomas Act**

**NARRATIVES**

**1. Student Success**

**a. Achieve cohort graduation rates and graduation productivity goals consistent with institutional peers.**

The strategic plan goals of Southern University at New Orleans (SUNO) approved by the Southern University System Board of Supervisors state as follows:

- Improve opportunities for student access and success.
- Improve operational and academic accountability across all units of the university.
- Improve the university's technological and physical plan infrastructure and associated resources.

Furthermore, the Selective Admission policy adopted by SUNO in Fall 2010 was operated in the 2012 - 2013 year.

SUNO met all targeted measures in this objective, and no explanation is necessary for inability to meet the targeted measures. Relevant information on each achievement is provided.

(i) 1<sup>st</sup> to 2<sup>nd</sup> year retention cohort

The Year Three retention rate is 55.8%. This exceeds the benchmark of 48.4%, and it is the highest Fall to Fall retention rate attained by SUNO since GRAD Act report was established. Contributory factors to this achievement included:

- Development of a policy in Fall 2011 which limited enrollment in 12 or more credit hours (full load) to only students who did not require a developmental English or Mathematics to meet admission requirement. The policy led to a reduction in cohort size compared with previous years. It was experimental, and it yielded desired results.

- Freshmen interested in Online classes were required to pass a screening test (SmarterMeasure®) that ensured they possess minimum technology required for navigating Online classes. This reduced withdrawal from school that was associated with failure in Online classes.
- SUNO was awarded a retention-support grant by Wal-Mart. The grant was used to provide scholarships and book stipends to needy students. This supported enrollment.

(ii) 1<sup>st</sup> to 3<sup>rd</sup> year retention cohort

The Year Three retention rate is 32.6% which exceeds the benchmark of 28.4%. It is lower than 38.6% of Year 2, however. Measures outlined for retention improvement above (Section 1.a.i) will be intensified to curb any further decline in 1<sup>st</sup> to 3<sup>rd</sup> year retention.

(iii) Fall to Spring retention cohort

Not applicable to SUNO.

(iv) Same institution graduation rate

Not applicable to SUNO in Year 3.

The cohort on which the data is based is the Fall 2005 cohort whose 150% of time as referenced in the IPEDS Data Center for 4-year universities was May 2011 for SUNO. As a result of Hurricane Katrina and Rita, LA Board of Regents formally excludes SUNO (and other impacted state institutions including UNO, Delgado Community College, Nunez Community College) from Statewide Student Profile System reporting, including graduation rate. Honoring this policy, Board of Regents has excluded SUNO from Completers data for Fall 2005 cohort.

(v) to (vii) Optional

(viii) Regarding the percentage of students admitted by exception, of 241 students in the Fall 2012 Cohort, 20 (8.3%) were admitted by exception. This is approximately within the margin of 8% approved by Board of Regents.

**b. Increase percentage of program completers at all levels.**

SUNO maintained an upward trend in program completers at both the baccalaureate and graduate levels for Year Three.

Number of **baccalaureate completers** is 297 which exceeds the benchmark of 229. This translates to a 30.8% increase, compared with the baseline of 227. The percent increase is much higher than the benchmark of 1.0%.

We are highly satisfied that SUNO programs that were established post Hurricane Katrina, including B.S. Business Entrepreneurship, B.S. and M.S. Management Information System, B.A. Public Administration and B.A. Child Development and Family Studies, are meeting their enrollment, retention and graduation targets. This is a major contributory factor to SUNO's success with this element. Pre-Katrina programs are also recovering from Hurricane Katrina shock. This is obvious from the progressive increase in yearly completers data. Number of **graduate completers** is 153, which exceeds the benchmark of 145. The increase translates to 3.4%, and it is higher than the benchmark of -2.0%. This achievement will be appreciated if it is noted that graduate completers record for Year One was a -10.8%.

**c. Develop partnerships with high schools to prepare students for postsecondary education.**

SUNO has raised its partnerships with high schools to even greater heights compared with the past two years. Provision of ACCESS to higher education, per SUNO's strategic plan, is the goal. For a reward, SUNO has been able to maintain a fairly stable enrollment as enrollment data for the past five years shows.

Partnership initiatives were extended to the following groups:

- I. Out-of-State Partnership Initiative
  - Southern Arizona Black College Community Service Group, Tucson, Arizona  
The PY21 Non-Profit Program (Preparing Youth for the 21<sup>st</sup> Century); Marie Cephers is the Program Director/Partnership Facilitator

- II. Regional In-State Partnership Initiative
  - Amite High School, Amite, LA
  - Washington Marion High School, Lake Charles, LA
  
- III. Local In-State Partnership Initiative
  - O.P. Walker Charter High School
  - L.B. Landry Charter High School
  - Lake Area Early Start College Prep
  - Sarah T. Reed Charter High School
  - Warren Easton High School
  - L.W. Higgins High School
  - St. Mary's Academy
  - McDonogh #35 Senior High School
  - Xavier University Preparatory
  - Sophie B. Wright Charter School
  - Algiers Technology Academy
  - John McDonogh Charter School
  - McMain Senior High School
  - Joseph S. Clark Charter School
  - New Orleans Math and Science Academy
  - M.L.K. Charter
  - Helen Cox
  - Light City Academy
  - Miller McCoy
  - West Jefferson High School

Activities engaged in with the schools include:

- Issuance of Provisional Admission to Early Start students in these schools who pass Developmental English or Developmental Mathematics with a grade of "C" or better. This is a recruitment incentive for SUNO.
- SUNO Day organization: SUNO faculty, recruitment and retention counselors and top administrators (including the Chancellor and Vice Chancellors), visit targeted schools and address Junior and Senior students, with the permission of the Principal. SUNO degree programs are explained and admission forms are received and processed.
- Summer Bridge Program: High school seniors interested in SUNO who have Developmental Course requirements are assisted during Summer months to enroll in a Developmental Course. Students who

pass the course are encouraged to enroll at SUNO the following Fall semester.

- Residual ACT Testing: SUNO conducts Residual ACT periodically for interested students, bearing the cost. This initiative has motivated some students who might not have bothered to go to college to eventually pursue college education

Through these initiatives, the total number of High School students who enrolled at SUNO in Year 3 was 447, compared with a total of 267 in Year Two. This is a 67.4% increase in enrollment of this category of students. Similarly, number of credit hours in which students enrolled increased from 837 in Year 2 to 1,369, or a 63.6% increase.

Semester credit hours completed by high school students in Fall was 408 out of a total of 597 credits enrolled in; this is equivalent to a completion rate of 68%. In Spring, semester credit hours completed was 676 out of a total of 772 enrolled in; this is equivalent to a completion rate of 87.6%. It is believed that the higher rate in Spring is a reflection of the improved level of academic knowledge students had acquired in a Spring semester compared with the preceding Fall semester.

SUNO crowned partnership with High Schools in Spring 2013 by signing a Memorandum of Understanding with the combined O. Perry Walker and L.B. Landry schools to establish a **Westbank Satellite Campus** at the L.B. Landry Educational Complex in Algiers, Orleans Parish.

## **2. Articulation and Transfer**

- a. Phase in increased admission standards and other necessary policies to increase student retention and graduation rates.**  
The retention rate of transfer students is 69.7% which is higher than the 56.9% baseline or the 59.9% of Year One. This performance however is lower than 74.9% of Year Two. SUNO Retention Officers are aware of this dip and are taking appropriate steps to address the challenge.

SUNO policies directed at increasing student retention, and, ultimately, graduation rate have been explained in Section 1.a.i. of the narrative.

**b. Provide feedback on performance of associate degree recipients.**

The teething problem associated with transitioning from the SIS system to Banner has not been fully resolved. We are working towards perfection so that a more efficient tracking system of transfer students could be available. Information below is based on data received from the Enrollment Services Unit of the institution.

**i. 1<sup>st</sup> to 2<sup>nd</sup> year retention rate of transfer students with an associate degree**

No enrollment of students in this category

**ii. Baccalaureate completers who began as transfer students with an associate degree**

There were four (4) students in this category.

**c. Develop referral agreements with community and technical colleges to redirect students who fail to qualify for admission to a 4-year institution.**

During the fiscal year, SUNO signed agreements with both Delgado Community College and SUSLA, referred to as **SUNO-Delgado Connect** and **SUNO-SUSLA Connect**, respectively. Under the agreement, candidates who applied to SUNO initially and failed to meet SUNO admission requirements are referred formally to either Delgado or SUSLA, depending on their choice.

At the community colleges, the students enroll in needed developmental courses and few college level courses and transfer to SUNO formally after one or two semesters. To facilitate the SUNO-SUSLA Connect agreement, enrolled students actually attend classes on SUNO campus while formally enrolled under SUSLA. The SUNO-SUSLA Connect agreement is being modified to allow interested students to offer one or two college level courses at SUNO by a cross-enrollment agreement until they are fully enrolled at SUNO. This new innovation is expected to facilitate access to 4-year education among high school students who are unable to meet the admission requirements of such schools outright. On the long run the effort is expected to retain Louisiana youths in the state and avoid brain drain to neighboring states with lower ACT requirements.



**d. Collaboration in implementing articulation and transfer requirements.**

SUNO continues to work closely with Board of Regents in all the strategic plans to implement articulation and transfer requirements. SUNO has implemented the Common Course Numbering system that has been developed in the state, and has submitted SUNO equivalent courses for the Louisiana Articulation Matrix. The Common Course Numbering innovation and the Articulation Matrix document both facilitate easier and faster processing of admission for transfer students.

**3. Workforce and Economic Development**

**a. Eliminate academic programs with low student completion rates.**

**i. Number of programs eliminated**

No SUNO academic programs were eliminated during the 2012-2013 fiscal year.

Board of Regents requested SUNO to make recommendations on eight (8) programs in the fiscal year. Some of the programs were noted as low completers, but with acceptable reasons. For example, three low completer programs- *B.S. Mathematics*, *B.A. History* and *B.A. English*- were reinstated just in Fall 2008 and had thus not completed a six -year cycle on which 150% graduation rate is usually based. Similarly, the *B.A. Child Development and Family Studies* had its graduates distributed into two CRIN numbers and was noted as a low completer in error.

It is gratifying that Board of Regents accepted SUNO's request to maintain all the eight programs.

**ii. Number of programs modified or added**

None. It is to be noted, however, that the Board of Regents has approved SUNO's Letter of Intent to offer a *B.S. Forensic Science* program; the full proposal has been submitted for final approval.

Secondly, SUNO has submitted a Letter of Intent to offer a Doctor of Social Work (DSW) degree, a first doctoral program at SUNO. Requested adjustments are being made.

iii. Percent of programs aligned with workforce and economic development needs

All (100%) of SUNO's academic programs lead to careers of top priority ratings per the LA Workforce and Economic Development chart, and the university will continue to work hard to keep all the programs.

**b. Increase use of technology for distance learning.**

SUNO is aggressively promoting use of technology for Online teaching (distance learning), however efforts are been made to protect academic quality and student retention. In the 2011-2012 fiscal year, some Freshmen who had not acquired sufficient technological skills enrolled in Online classes and were not passing the classes. Some withdrew from SUNO out of frustration which negatively impacted retention. Consequently, during the 2012-2013 fiscal year, all Freshmen were required to pass the technological screening test (the SmarterMeasure) before been allowed to enroll in Online classes. As a result, the total number of Online course sections offered dropped from 189 to 112. Total number of students enrolled in Online classes, nonetheless, was 5,519 (duplicated count) compared with 5,382 in 2011-2012. The only explanation for higher headcount despite fewer course sections was that Online sections available were filled to maximum capacity and some Instructors agreed to open up extra spaces to meet students' need.

100% Online Programs

Although SUNO received SACSCOC approval to offer four programs, M.A. Museum Studies, B.S. Criminal Justice, B.S. Early Childhood Education, and B.G.S. General Studies, in a 100% Online mode in addition to the land-based mode, only the M.A. Museum Studies has succeeded in graduating students via the 100% mode. There was no demand for 100% Online in the other three programs. Seventeen (17) out of a total of 43 M.A. Museum Studies graduates within the past 5 years graduated 100% Online. Beginning in Fall 2013, SUNO plans to expand 100% Online offering to the B.G.S. General Studies program and is actively recruiting students for the Online mode as a way of increasing access to Higher Education in the New Orleans area. An 8-week accelerated curriculum has been developed and has been approved by both the BoR and SACSCOC to support the initiative.

- c. Increase research productivity consistent with peers.

Not applicable to SUNO

- d. Increase the number of students placed in jobs and success of associate degree recipients at higher award levels.

See Employment Outcome Report (Board of Regents)

#### **4. Institutional Efficiency and Accountability**

- a. Eliminate remedial education course offerings.

SUNO is authorized to continue to accept High School students who need no more than one remedial course up to Fall 2014. During fiscal year 2011-2013, the institution continued with the drastic measures described in Year Two to reduce remedial course offerings in preparation for a possible complete phasing out of remedial education as is already being enforced at Flagship institutions. Consequently, only 23 remedial course sections were offered in Year Three, compared with 28 in Year Two. Similarly, only a total of 376 students enrolled in remedial courses in Year Three, compared with 487 in Year Two.

- b. Eliminate associate degree programs offered.

SUNO offers only one associate degree program, the Associate of Arts degree in Substance Abuse. The program contributes to SUNO's socio-economic focus that is providing vital services to the New Orleans community. Furthermore, it is in high demand by students (i.e. excellent enrollment and completers record), and it is an important feeder program for SUNO's B.S. Substance Abuse program. SUNO, therefore, has no intention of eliminating the program.

- c. Increase nonresident tuition amounts.

Financial data provided shows that this requirement was addressed reasonably well in 2012-2013. Total tuition and fees charged in FY 2012-13 is \$9,664 compared with \$8,456 in FY 2011-12. This is an increase of \$1,208 or 14.3%. With some adverse changes in the Federal Financial Aid program, the increase negatively impacted students and this most likely contributed to a drop in SUNO's Spring 2013 enrollment which was 3,127, compared with 3,291 in Spring 2012.

**d. Designate centers of excellence as defined by the Board of Regents.**

SUNO has achieved an outstanding record with mandatory program accreditation requirements, with ALL eight programs in this category currently accredited. They include: *B.S. Business Entrepreneurship, B.S. and M.S. Management Information Systems, B.S. Early Childhood Education, B.S. Elementary Education, the BSW and MSW Social Work, and the B.S. Health Information Management Systems*. Accreditation reaffirmation or initial accreditation of these programs has been achieved between 2009 and 2013, i.e. during the post Hurricane Katrina era. (It is to be noted, too, that SACSCOC reaffirmation was achieved by the institution in 2011 without any recommendation for corrective action).

Accreditation is **recommended** for the *B.A. Child Development and Family Studies* program which was approved in January 2007. We are quite pleased that the program is making steady progress towards achieving initial accreditation by 2014.

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**a. Number of students by classification**

Fall 2009 Headcount		Total	2009-10 AY		Total FTE
Undergraduate	Graduate		Undergraduate	Graduate	
2,590	551	3,141	2,326.40	390	2,716.40
<b>Fall 2010 Headcount</b>					
Undergraduate		Total	2010-11 AY		Total FTE
Graduate			Undergraduate	Graduate	
2,590	575	3,165	2,150.16	415.16	2,926.32
<b>Fall 2011 Headcount</b>					
Undergraduate		Total	2011-12 AY		Total FTE
Graduate			Undergraduate	Graduate	
2,425	820	3,245	2,558.43	247.25	2,805.68
<b>Fall 2012 Headcount</b>					
Undergraduate		Total	2012-13 AY		Total FTE
Graduate			Undergraduate	Graduate	
2,565	481	3,046	2,349*	471*	*

**b. Number of Instructional Staff Members**

Fall	Instructional Faculty Headcount	Instructional Faculty FTE
2009 (Baseline)	101	100
2010	132	119
2011	143	126
2012	130	130

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**c. Average class student-to-instructor ratio**

<b>Fall</b>	<b>Average class student-to-Instructor ratio</b>
<b>2009-10 AY</b>	<b>25.1</b>
<b>2010-11 AY</b>	<b>24.4</b>
<b>2011-12 AY</b>	<b>23.2</b>
<b>2012-13 AY</b>	<b>23.2</b>

**d. Average number of students per instructor**

<b>Fall</b>	<b>Ratio of FTE students to FTE Instructional faculty</b>
<b>2009-10 AY</b>	<b>27.2</b>
<b>2010-11 AY</b>	<b>24.4</b>
<b>2011-12 AY</b>	<b>22.3</b>
<b>2012-13 AY</b>	<b>23.2</b>

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**e. Number of non-instructional staff members in academic colleges and departments**

<b>Baseline Number of Non Instructional staff - Fall 2009</b>			Non-Instructional Staff Budgets		
<i>Institution:</i>	Total Non-Instructional staff	Non-Instructional staff FTE	Operating	Restricted (External)	Both
Southern University at New Orleans	22	21.5	9	10	3
			Non-Instructional Staff Budgets		
<i>Divisional Units:</i>	Total Non-Instructional staff	Non-Instructional staff FTE	Operating	Restricted (External)	Both
College of Business & Public Administration	6	6	2	3	1
College of Education & Human Development	1	1	0	1	0
First Year Experience	1	1	1	0	0
General Studies	1	1	0	1	0
Library	6	5.5	6	0	0
School of Social Work	7	7	0	5	2
<b>Total</b>	<b>22</b>	<b>21.5</b>	<b>9</b>	<b>10</b>	<b>3</b>

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<b>2011 Annual Report: Number of Non-Instructional staff - Fall 2010</b>			Non-Instructional Staff Budgets		
<i>Institution:</i>	Total Non-Instructional staff	Non-Instructional staff FTE	Operating	Restricted (External)	Both
Southern University at New Orleans	14	14	10	2	2
			Non-Instructional Staff Budgets		
<i>Divisional Units:</i>	Total Non-Instructional staff	Non-Instructional staff FTE	Operating	Restricted (External)	Both
College of Business & Public Administration	4	4	3	0	1
College of Education & Human Development	1	1	0	1	0
First Year Experience	1	1	1	0	0
General Studies	1	1	0	1	0
Health Information Management	1	1	1	0	0
Library	4	4	4	0	0
School of Social Work	2	2	1	0	1
<b>Total</b>	<b>14</b>	<b>14</b>	<b>10</b>	<b>2</b>	<b>2</b>



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<b>2012 Annual Report: Number of Non-Instructional staff - Fall 2011</b>			Non-Instructional Staff Budgets		
<i>Institution:</i>	Total Non-Instructional staff	Non-Instructional staff FTE	Operating	Restricted (External)	Both
Southern University at New Orleans	12	12	8	4	0
			Non-Instructional Staff Budgets		
<i>Divisional Units:</i>	Total Non-Instructional staff	Non-Instructional staff FTE	Operating	Restricted (External)	Both
Academic Affairs	3	3	0	3	0
Administration & Finance	1	1	1	0	0
College of Business & Public Administration	2	2	2	0	0
Student Affairs & Enrollment Services	6	6	5	1	0
<b>Total</b>	<b>12</b>	<b>12</b>	<b>8</b>	<b>4</b>	<b>0</b>

<b>2013 Annual Report: Number of Non-Instructional staff - Fall 2012</b>			Non-Instructional Staff Budgets		
<i>Institution:</i>	Total Non-Instructional staff	Non-Instructional staff FTE	Operating	Restricted (External)	Both
Southern University at New Orleans	12	12	8	4	0
			Non-Instructional Staff Budgets		
<i>Divisional Units:</i>	Total Non-Instructional staff	Non-Instructional staff FTE	Operating	Restricted (External)	Both
Academic Affairs	3	3	0	3	0
Administration & Finance	1	1	1	0	0
College of Business & Public Administration	2	2	2	0	0
Student Affairs & Enrollment Services	6	6	5	1	0
<b>Total</b>	<b>12</b>	<b>12</b>	<b>8</b>	<b>4</b>	<b>0</b>

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**f. Number of staff in administrative areas**

<b>Baseline Number of administrative staff - Fall 2009</b>			<b>Non-Instructional Staff Budgets</b>		
<i>Institution:</i>	Total Executive/ Managerial Staff	Executive/ Managerial Staff	Operating	Restricted (External)	Both
Southern University at New Orleans	19	19	16	2	1
			<b>Executive/Managerial Staff Budgets</b>		
<i>Divisional Units:</i>	Total Executive/Managerial Staff	Executive/Managerial Staff FTE	Operating	Restricted (External)	Both
Academic Affairs	5	5	5	0	0
Administration & Finance	3	3	3	0	0
Chancellor's Office	2	2	2	0	0
Community Outreach/University Advancement	1	1	1	0	0
Information Technology	1	1	1	0	0
Internal Audit	1	1	1	0	0
Library	1	1	1	0	0
Student Affairs & Enrollment Services	4	4	2	1	1
Title III Programs	1	1	0	1	0
<b>Total</b>	<b>19</b>	<b>19</b>	<b>16</b>	<b>2</b>	<b>1</b>

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<b>2011 Annual Report: Number of Staff in Administrative Areas - Fall 2010</b>			Non-Instructional Staff Budgets		
<i>Institution:</i>	Total Executive/ Managerial Staff	Executive/ Managerial Staff	Operating	Restricted (External)	Both
Southern University at New Orleans	20	20	17	2	1
			Executive/Managerial Staff Budgets		
<i>Divisional Units:</i>	Total Executive/Managerial Staff	Executive/Managerial FTE	Operating	Restricted (External)	Both
Academic Affairs	5	5	5	0	0
Administration & Finance	3	3	3	0	0
Athletics	1	1	1	1	0
Campus Police	1	1	1	0	0
Chancellor's Office	2	2	2	0	0
Community Outreach/University Advancement	1	1	1	0	0
Information Technology	1	1	1	0	0
Internal Audit	1	1	1	0	0
Library	1	1	1	0	0
Student Affairs & Enrollment Services	3	3	2	0	1
Title III Programs	1	1	0	1	0
<b>Total</b>	<b>20</b>	<b>20</b>	<b>17</b>	<b>2</b>	<b>1</b>

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<b>2012 Annual Report: Number of Staff in Administrative Areas - Fall 2011</b>			Non-Instructional Staff Budgets		
<i>Institution:</i>	Total Executive/ Managerial Staff	Executive/ Managerial Staff	Operating	Restricted (External)	Both
Southern University at New Orleans	20	20	19	1	0
			Executive/Managerial Staff Budgets		
<i>Divisional Units:</i>	Executive/Managerial Staff	Executive/Managerial Staff FTE	Operating	Restricted (External)	Both
Academic Affairs	5	5	5	0	0
Administration & Finance	4	4	4	0	0
Athletics	1	1	1	0	0
Campus Police	1	1	2	0	0
Chancellor's Office	2	2	1	0	0
Community Outreach/University Advancement	1	1	1	0	0
Human Resources	1	1	1	0	0
Information Technology	1	1	1	0	0
Library	1	1	1	0	0
Student Affairs & Enrollment Services	3	3	3	0	0
Title III Programs	1	1	0	1	0
<b>Total</b>	<b>20</b>	<b>20</b>	<b>19</b>	<b>1</b>	<b>0</b>

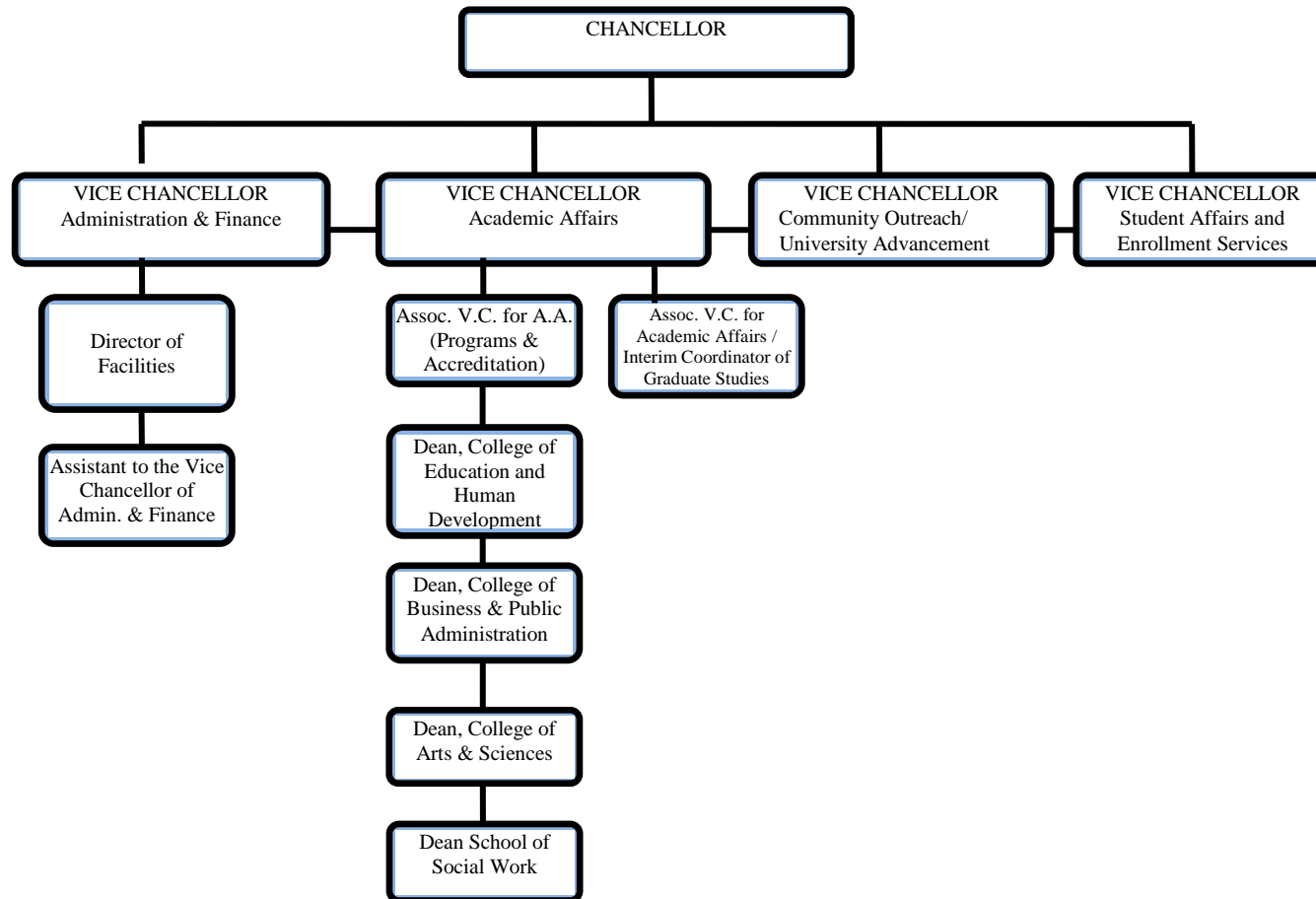
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<b>2013 Annual Report: Number of Staff in Administrative Areas - Fall 2012</b>			Non-Instructional Staff Budgets		
<i>Institution:</i>	Total Executive/Managerial Staff	Executive/Managerial Staff	Operating	Restricted (External)	Both
Southern University at New Orleans	20	20	19	1	0
			Executive/Managerial Staff Budgets		
<i>Divisional Units:</i>	Total Executive/Managerial Staff	Executive/Managerial Staff FTE	Operating	Restricted (External)	Both
Academic Affairs	5	5	5	0	0
Administration & Finance	4	4	4	0	0
Athletics	1	1	1	0	0
Campus Police	1	1	2	0	0
Chancellor's Office	2	2	1	0	0
Community Outreach/University Advancement	1	1	1	0	0
Human Resources	1	1	1	0	0
Information Technology	1	1	1	0	0
Library	1	1	1	0	0
Student Affairs & Enrollment Services	3	3	3	0	0
Title III Programs	1	1	0	1	0
<b>Total</b>	<b>20</b>	<b>20</b>	<b>19</b>	<b>1</b>	<b>0</b>

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- g. Organizational chart containing all departments and personnel in the institution down to the second level of the organization below the president, chancellor, or equivalent position.

Source: 2010 – 2012 Catalog Southern University at New Orleans.



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**h. Salaries of all personnel identified in subparagraph (g) above and the date, amount, & type of all increases in salary received since June 30, 2008**

POSITION	Total base Salary, Fall 2009	Total base Salary, Fall 2010	Total base Salary, Fall 2011	Total base Salary, Fall 2012	Salary changes since 6-30-2008
Chancellor	\$165,000	\$165,000	\$165,000	\$165,000	
VC Administration & Finance	\$97,135	\$97,135	\$97,135	\$97,135	\$102,000 (New Employee)
VC Academic Affairs & Accreditation Liaison	\$121,500	\$121,500	\$121,500	\$121,500	
VC Community Outreach/ University Advancement	\$83,130	\$83,130	\$83,130	\$83,130	
VC Student Affairs. & Enrollment Services	\$84,670	\$84,670	\$84,670	\$84,670	Fall 2008  Vice Chancellor Student Affairs ( at 84,670) and Executive Director of Enrollment Services (at \$74,585) positions were consolidated
Director of Facilities Management	\$62,465	\$62,465	\$70,000	\$70,000	Spring 2011 Position Vacant \$62,465. Fall Position filled as Facilities Director (Title Changed) \$70,000
Asst. to the VC of Adm. & Finance	\$43,554	\$43,554	\$48,554	\$48,554	Fall 2011 Salary adjustment for added duties from September 2011
Assoc. VC Academic Affs.	\$88,936	0	0	0	Fall 2010 Vacant Fall 2011 Vacant Fall 2012 Vacant
Assoc. VC Academic Affs. (Faculty, TRIO, QEP)	\$81,090	\$81,090	\$81,090	\$82,500	Fall 2009-10 interim status Fall 2011 Permanent status
Dean College of ED. & Human Development	\$96,500	\$90,000 (Interim Dean)	\$90,000 (Interim Dean)	\$90,000	Dean hired \$95,000 Fall 2012
College of Business & Public Adm.	\$105,570	\$105,570		(Interim Dean)	
Dean College of Arts & Sciences	\$86,882	\$86,882	\$86,882	\$86,882	
Dean of Graduate Studies	81,090	85,000	\$80,000	\$80,000	Fall 2012 position abolished. Associate VC AA is interim coordinator
Dean School of Social Work	83,130	83,130	83,130	83,130	

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**i. A cost performance analysis**

i. Total operating budget by function, amount, and percent of total.

**Southern University at New Orleans**

<b>Expenditures by Function:</b>	<b>Amount</b>	<b>% of Total</b>
Instruction	\$8,589,905	39.9%
Research	--	0.0%
Public Service	--	0.0%
Academic Support	\$2,066,201	9.6%
Student Services	\$ 932,348	4.3%
Institutional Services	\$5,969,554	27.7%
Scholarships/Fellowships	\$ 250,573	1.2%
Plant Operations/Maintenance	\$1,931,057	9.0%
<b>Total E&amp;G Expenditures</b>	<b>\$19,739,638</b>	<b>91.7%</b>
Hospital	--	0.0%
Transfers out of agency	\$1,253,457	5.8%
Athletics	\$ 543,212	2.5%
Other	--	0.0%
<b>Total Expenditures</b>	<b>\$21,536,307</b>	<b>100.00%</b>



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ii. Average yearly cost of attendance for the reporting year as reported to the United States Department of Education.

As defined by the USDoE: “The COA includes tuition and fees; on-campus room and board (or a housing and food allowance for off-campus students); and allowances for books, supplies, transportation, loan fees, and, if applicable, dependent care.”

**Louisiana Resident (In-State)**

**Cost of Attendance at Southern University at New Orleans: Full-Time, First-Time Undergraduate Students:**

**2012-2013**

Tuition	\$3,073
Required Fees	\$1,299
<b>Tuition + Fees Total</b>	<b>\$4,372</b>

Books & Supplies	<b>\$1,200</b>
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Off campus (not with family)	
Room & Board	\$8,642
Other Expenses	\$3,566
<b>Sub-Total</b>	<b>\$12,208</b>

**Total \$17,780**

*Source: NCES/IPEDS 2010-2011 Institutional Characteristics and Student Financial Aid Surveys*

iii. Average time to degree completion of academic programs.

Bachelor's Degree
<b>7.9 Years</b>

iv. Average cost per degree awarded in the most recent academic year.

State Dollars per FTE
<b>\$3,481</b>

v. Average cost per non-completer of the most recent academic year.

State Dollars per FTE
<b>\$3,481</b>

vi. All expenditures of the institution for the most recent academic year.

<b>\$28,208,714</b>
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*Source: Board of Regents and Statistical and Financial Data Profile*